HBI
2025 CDP Corporate Questionnaire
CDP™

Hanesbrands Inc.

2025 CDP Corporate Questionnaire 2025

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
Read full terms of disclosure

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C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

HanesBrands is committed to doing its part to make the world more comfortable for every body. For us, that means striving to be the apparel industry's leader in sustainability and corporate citizenship. As one of the leading – and largest – manufacturers and marketers of everyday basic innerwear and activewear apparel in the Americas, Australia and Asia/Pacific, our company has both the commitment and resources to work each day to create a more responsible company. Powered by some of the world's strongest apparel brands, including Hanes, Bonds, Maidenform, Bali, Playtex and Bras N Things, HBI is keen to lead by example and learn from others. We take great pride in our strong reputation for ethical business practices and our comprehensive sustainability program, which includes an intense focus on environmental stewardship. HBI is committed to the responsible management of energy, carbon emissions, water, wastewater, chemicals and waste in all of our facilities worldwide. The fact that the company owns a significant portion of its manufacturing and supply chain operations – unique in the apparel industry – means that we have an even greater ability to direct environmental programs and performance. Nearly 75% of our total unit volume is produced in facilities we own and control. The company's sustainability results speak to the strength of the programs in place. HBI has reduced energy consumption by 42% since 2007 and shifted 67% of the electricity the company uses to renewable resources. But, there is much more work to do. That is why HBI announced new and even more aggressive long-term environmental and other sustainability performance goals late in 2020, along with launching a sustainability website (HBISustains.com). This website offers a deep and transparent look into our overall sustainability program and allows the public to track our progress. The company will continue to update it annually. We encourage you to visit this site to learn much more about our 3 pillars of sustainability: People, Planet and Product. You will see in our new Planet pillar that HBI has

committed to: · Reduce Scope 1 and 2 GHG emissions by 50% and Scope 3 by 30% by 2030 (these goals are in excess of Science-Based Targets submittal of Scope 1&2 reduction of 46.2% and Scope 3 reduction of 27.5% by 2030) · Achieve 100% renewable electricity in our owned operations by 2030; · Reduce water use an additional 25 percent by 2030 versus a 2019 baseline; · Meet ZDHC wastewater standards; and, · Achieve zero waste from landfill for all operational non-hazardous waste produced by our company-owned operations. On behalf of the company's 41,000 associates and the communities in which it operates across the globe, we are focused on making a truly meaningful and lasting contribution to our world, now and in the years to come
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/30/2024

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:
☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:
☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:
☑ 3 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:
☑ 3 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☑ 3 years

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

3507438000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

US4103451021

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

410345102

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

HBI

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

20-3552316

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ China

☑ Italy

☑ Honduras

☑ Thailand

☑ Brazil
☑ Canada
☑ Mexico
☑ Indonesia
☑ Costa Rica
☑ El Salvador
☑ New Zealand
☑ Dominican Republic
☑ Viet Nam
☑ Argentina
☑ Australia
☑ United States of America

(1.8) Are you able to provide geolocation data for your facilities?

(1.8.1) Are you able to provide geolocation data for your facilities?

Select from:
☑ Yes, for all facilities

(1.8.2) Comment

We are able to provide geolocation data to all facilities, however, only the most significant facilities are identified below. Excluded locations such as warehouses or facilities with only domestic uses of water do not contribute significantly to the company's overall water use/consumption profile and are excluded.
[Fixed row]

(1.8.1) Please provide all available geolocation data for your facilities.

Row 1

(1.8.1.1) Identifier

Las Americas

(1.8.1.2) Latitude

18.27292

(1.8.1.3) Longitude

-69.42261

(1.8.1.4) Comment

Row 2

(1.8.1.1) Identifier

Winston-Salem HQ offices

(1.8.1.2) Latitude

36.05419

(1.8.1.3) Longitude

-80.14465

(1.8.1.4) Comment

Row 3

(1.8.1.1) Identifier

Cotia

(1.8.1.2) Latitude

-23.601

(1.8.1.3) Longitude

-46.91

(1.8.1.4) Comment

Row 4

(1.8.1.1) Identifier

Dos Rios

(1.8.1.2) Latitude

18.782

(1.8.1.3) Longitude

-70.364

(1.8.1.4) Comment

Row 6

(1.8.1.1) Identifier

HAA Truganina Distribution

(1.8.1.2) Latitude

-37.818

(1.8.1.3) Longitude

144.741

(1.8.1.4) Comment

Row 7

(1.8.1.1) Identifier

HBES Socks

(1.8.1.2) Latitude

13.81

(1.8.1.3) Longitude

-89.352

(1.8.1.4) Comment

Row 8

(1.8.1.1) Identifier

HBES Textiles

(1.8.1.2) Latitude

13.808

(1.8.1.3) Longitude

-89.372

(1.8.1.4) Comment

Row 9

(1.8.1.1) Identifier

Jiboa

(1.8.1.2) Latitude

13.46

(1.8.1.3) Longitude

-89.017

(1.8.1.4) Comment

Row 10

(1.8.1.1) Identifier

Perris Distribution

(1.8.1.2) Latitude

33.823

(1.8.1.3) Longitude

-114.638

(1.8.1.4) Comment

Row 11

(1.8.1.1) Identifier

Phu Bai

(1.8.1.2) Latitude

16.39

(1.8.1.3) Longitude

107.696

(1.8.1.4) Comment

Row 12

(1.8.1.1) Identifier

Villanueva Sewing

(1.8.1.2) Latitude

15.504

(1.8.1.3) Longitude

-88.016

(1.8.1.4) Comment

[Add row]

(1.22) Provide details on the commodities that you produce and/or source.

Timber products

(1.22.1) Produced and/or sourced

Select from:
☑ Sourced

(1.22.2) Commodity value chain stage

Select all that apply
☑ Manufacturing
☑ Retailing

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:
☑ Yes, we are providing the total volume

(1.22.5) Total commodity volume (metric tons)

146946.15

(1.22.8) Did you convert the total commodity volume from another unit to metric tons?

Select from:

☑ No

(1.22.11) Form of commodity

Select all that apply

☑ Cellulose-based textile fiber

☑ Primary packaging

☑ Secondary packaging

☑ Tertiary packaging

☑ Wood-based bioenergy

(1.22.12) % of procurement spend

Select from:

☑ Less than 1%

(1.22.13) % of revenue dependent on commodity

Select from:

☑ 100%

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☑ Yes, disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☑ No

(1.22.19) Please explain

Timber products and associated by products are used throughout the company's value chain. Their uses include: 1. Timber-based biomass used in biomass-fueled industrial steam boilers. 2. Paperboard products used in primary product packaging, secondary packaging and tertiary packaging. 3. Man-made cellulosic fibers as a raw material in the manufacturing of certain textile goods.
[Fixed row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 4+ suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ All supplier tiers known have been mapped

(1.24.6) Smallholder inclusion in mapping

Select from:

☑ Smallholders not relevant, and not included

(1.24.7) Description of mapping process and coverage

At HanesBrands, we recognize that a transparent view into our operations, systems, processes and products is the demand of many today. We receive and manage receipts of purchase from our Tier 1 suppliers to monitor the environmental certifications and labor compliance of these suppliers. On www.HBISustains.com, we publish a list and map of our owned facilities, key finished goods suppliers and all other suppliers. Since the vast majority of the cotton we use (89%) is grown in the United States, we focused on this domestic supply chain. We worked closely with key suppliers to gather comprehensive data and create a detailed map of the US yarn mills and cotton gins used for our internally produced products. This initiative has allowed us to achieve greater transparency and insight into our supply chain, ensuring the quality and sustainability of our materials. This mapping project started with each finished product and traced its production back through the supply chain, resulting in a specific product journey map. The interactive map allows viewers to click on the buttons on the left side to see the production facilities listed under each category. Viewers can also click the map markers to see the facility information.
[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☑ Yes, we have mapped or are currently in the process of mapping plastics in our value chain

(1.24.1.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

☑ Downstream value chain

☑ End-of-life management

(1.24.1.4) End-of-life management pathways mapped

Select all that apply

☑ Preparation for reuse

☑ Recycling

☑ Waste to Energy

☑ Landfill

[Fixed row]

(1.24.2) Which commodities has your organization mapped in your upstream value chain (i.e., supply chain)?

Timber products

(1.24.2.1) Value chain mapped for this sourced commodity

Select from:

☑ Yes

(1.24.2.2) Highest supplier tier mapped for this sourced commodity

Select from:

☑ Tier 2 suppliers

(1.24.2.3) % of tier 1 suppliers mapped

Select from:

☑ 100%

(1.24.2.4) % of tier 2 suppliers mapped

Select from:

☑ 100%

(1.24.2.7) Highest supplier tier known but not mapped for this sourced commodity

Select from:

☑ All supplier tiers known have been mapped for this sourced commodity

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This time horizon coincides with our annual operating plan period.

Medium-term

(2.1.1) From (years)

1

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This time horizon coincides with our initial long-term planning period.

Long-term

(2.1.1) From (years)

3

(2.1.2) Is your long-term time horizon open ended?

Select from:
☑ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We are typically looking at the long-term in setting and tracking of sustainability goals. We set 2030 goals in late 2020. See www.HBISustains.com for more detail on our sustainability goals and yearly progress toward them.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain
☑ Downstream value chain
☑ End of life management

(2.2.2.4) Coverage

Select from:
☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply
☑ Tier 1 suppliers
☑ Tier 2 suppliers

(2.2.2.7) Type of assessment

Select from:
☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:
☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply
☑ Short-term
☑ Medium-term
☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ Other commercially/publicly available tools, please specify :TCFD and SASB

Enterprise Risk Management

☑ Enterprise Risk Management

☑ Internal company methods

☑ Risk models

☑ Stress tests

International methodologies and standards

☑ Environmental Impact Assessment

Other

☑ Scenario analysis

☑ Desk-based research

☑ External consultants

☑ Materiality assessment

☑ Internal company methods

☑ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Drought

☑ Flood (coastal, fluvial, pluvial, ground water)

☑ Tornado
☑ Heat waves
☑ Cyclones, hurricanes, typhoons
☑ Heavy precipitation (rain, hail, snow/ice)
☑ Storm (including blizzards, dust, and sandstorms)

Chronic physical

☑ Heat stress
☑ Sea level rise
☑ Coastal erosion
☑ Change in land-use
☑ Changing wind patterns
☑ Temperature variability
☑ Increased severity of extreme weather events
☑ Changing temperature (air, freshwater, marine water)
☑ Changing precipitation patterns and types (rain, hail, snow/ice)

Policy

☑ Carbon pricing mechanisms
☑ Changes to national legislation
☑ Poor coordination between regulatory bodies
☑ Poor enforcement of environmental regulation
☑ Increased difficulty in obtaining operations permits
☑ Changes to international law and bilateral agreements
☑ Lack of mature certification and sustainability standards

Market

☑ Availability and/or increased cost of certified sustainable material
☑ Availability and/or increased cost of raw materials
☑ Changing customer behavior

Reputation

☑ Impact on human health
☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback
☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)
☑ Stigmatization of sector

Technology

☑ Dependency on water-intensive energy sources

☑ Transition to lower emissions technology and products

☑ Transition to water intensive, low carbon energy sources

Liability

☑ Exposure to litigation

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

HanesBrands identifies, assesses, prioritizes, and manages risks, including those that are climate-related, through its comprehensive enterprise risk management (ERM) processes. HanesBrands ERM function applies the principles, framework and process described in the ISO 31000:2009 Risk Management Principles and Guidelines. These guidelines include distinct steps to identify, assess, treat, and report risks. ERM function managers facilitate risk management reporting and escalation from business leads and function management to executive management. Senior executive management ("C Suite") has overall responsibility for developing and implementing high-level strategies to manage climate-related risk to meet organizational objectives, such as the company's 2025 and 2030 sustainability targets and the development of science-based GHG reduction targets. The ERM function and, ultimately, the Audit Committee and full Board of Directors, oversees the risk framework design and reviews and evaluates the effectiveness of risk-management processes and action plans. Governance, strategy, oversight, and communications flow from the top down, beginning with the Board of Directors and the Audit Committee, to ensure management is effectively identifying and addressing risks, including environmental and climate-change risks, associated with the business. HanesBrands' ERM function facilitates the risk-

management process and manages the risk framework design and integration with company strategies. The ERM function provides regular updates throughout the year to executive management and the Board on emerging and defined risks. Each defined risk presented by the ERM function is considered across short, medium, and long-term time horizons for its potential to impact factors including but not limited to sales, profitability, business reputation, continuity across the business and the environment. Any risks deemed potentially significant to the company at large are sorted into broader risk categories for ongoing oversight, management, and review at future meetings. Executive management and the ERM function coordinate to assign risk oversight owners to each category to supervise current risk management activities, future action planning and progress against targets. We went through an extensive climate risk-specific assessment aligned with TCFD, engaging our stakeholders enterprise-wide through a survey and follow-up workshops. Stakeholders assessed our business' impact, likelihood, and vulnerability to physical and transition risks which allowed us to determine the inherent and residual risk ratings for the risks that we considered and prioritize them by order of exposure. See the Transparency section of our sustainability website at www.HBIsustains.com for our TCFD disclosures under Policies and Reports.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Forests

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

☑ Tier 2 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management
☑ Enterprise Risk Management
☑ Internal company methods
☑ Risk models
☑ Stress tests

International methodologies and standards
☑ Environmental Impact Assessment

Other
☑ Desk-based research
☑ External consultants
☑ Materiality assessment
☑ Partner and stakeholder consultation/analysis
☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical
☑ Drought
☑ Tornado
☑ Heat waves
☑ Cyclones, hurricanes, typhoons
☑ Heavy precipitation (rain, hail, snow/ice)
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Storm (including blizzards, dust, and sandstorms)

Chronic physical
☑ Heat stress
☑ Sea level rise
☑ Coastal erosion
☑ Scarcity of land resources
☑ Declining ecosystem services
☑ Increased ecosystem vulnerability

☑ Change in land-use
☑ Temperature variability
☑ Changing temperature (air, freshwater, marine water)
☑ Changing precipitation patterns and types (rain, hail, snow/ice)
☑ Increased severity of extreme weather events
☑ Seasonal supply variability/interannual variability

Policy

☑ Changes to national legislation
☑ Poor coordination between regulatory bodies
☑ Poor enforcement of environmental regulation
☑ Increased difficulty in obtaining operations permits
☑ Changes to international law and bilateral agreements
☑ Lack of mature certification and sustainability standards

Market

☑ Availability and/or increased cost of certified sustainable material
☑ Availability and/or increased cost of raw materials
☑ Changing customer behavior

Reputation

☑ Impact on human health
☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback
☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)
☑ Stigmatization of sector

Technology

☑ Data access/availability or monitoring systems

Liability

☑ Exposure to litigation
☑ Moratoria and voluntary agreement
☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs
☑ Customers
☑ Employees
☑ Investors
☑ Suppliers
☑ Regulators
☑ Local communities
☑ Other commodity users/producers at a local level

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

The company conducts periodic audits of regulated commercial forestry plantations for its biomass supply to ensure the plantations are following sustainable forest management practices. These include an assessment of inventory, regeneration, soil erosion control, riparian buffer zones, habitats, and safety. In addition, the company requires its supplier to provide documentation supporting compliance with regulations (ex. permits etc.). Availability of timber for fuel is evaluated daily and actions required to ensure a sustainable supply are managed through the company's procurement teams. When temporary supply interruptions occur due to weather or equipment failure, alternate fuels are used to ensure there are no disruptions to the company's operations. Direct operations that consume biofuels complete periodic assessments to identify risks related to compliance with regulatory requirements and sustainable forest management best practices. Disruption of fuel supply risks caused by extreme weather events such as tropical storms, floods, and/ or droughts are managed seasonally as these events occur. Actions taken include increasing onsite inventory and switching to alternate fuels. Wood supply security for the countries where we consume wood fuel is managed by each country's environmental ministry. Risks related to price increases are managed through long-term contracts and the use of competing alternate fuels, such as king grass, sawdust or coconut shell. In addition, to expand capacity, control prices, and ensure continuity of supply, the company is currently cultivating dedicated energy-crop plantations in company-owned land. Loss of a competitive fuel supply market has a direct impact on fuel prices and availability. To manage these risks, the company negotiates long-term contracts and/or switches to competing alternate fuels.

Row 3

(2.2.2.1) Environmental issue

Select all that apply

☑ Water

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

☑ End of life management

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

☑ Tier 2 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

☑ Internal company methods

☑ Risk models

☑ Stress tests

International methodologies and standards

☑ Environmental Impact Assessment

Other

☑ Scenario analysis
☑ Desk-based research
☑ External consultants
☑ Materiality assessment
☑ Internal company methods
☑ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Cyclones, hurricanes, typhoons
☑ Drought
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Heat waves
☑ Heavy precipitation (rain, hail, snow/ice)

Chronic physical

☑ Water stress
☑ Sea level rise
☑ Coastal erosion
☑ Declining ecosystem services
☑ Increased ecosystem vulnerability
☑ Changing precipitation patterns and types (rain, hail, snow/ice)
☑ Water quality at a basin/catchment level
☑ Increased severity of extreme weather events
☑ Water availability at a basin/catchment level
☑ Seasonal supply variability/interannual variability
☑ Changing temperature (air, freshwater, marine water)

Policy

☑ Changes to national legislation
☑ Regulation of discharge quality/volumes
☑ Poor coordination between regulatory bodies
☑ Poor enforcement of environmental regulation
☑ Increased difficulty in obtaining operations permits
☑ Changes to international law and bilateral agreements
☑ Lack of mature certification and sustainability standards
☑ Statutory water withdrawal limits/changes to water allocation
☑ Uncertainty and/or conflicts involving land tenure rights and water rights

Market

☑ Availability and/or increased cost of certified sustainable material

☑ Availability and/or increased cost of raw materials

☑ Changing customer behavior

☑ Inadequate access to water, sanitation, and hygiene services (WASH)

☑ Uncertainty in the market signals

Reputation

☑ Impact on human health

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

☑ Stigmatization of sector

Technology

☑ Transition to water efficient and low water intensity technologies and products

☑ Transition to water intensive, low carbon energy sources

Liability

☑ Exposure to litigation

☑ Moratoria and voluntary agreement

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

At the company level, water-related risks that could have a significant impact on the business are identified by the ERM process through biannual risk identification interviews with senior executive management, business function management & leads, an annual survey process with employees at the director level and above. The internal risk identification process is supplemented with third-party global risk reporting that highlights emerging risks by industry sector, geography, velocity. HBI engaged with the consultancy Anthesis to conduct a workshop with our senior ERM, supply chain, finance and sustainability leaders to map the most significant climate & weather-related risks through climate scenario analysis. For owned operations and key suppliers, we assessed different water-related risks, including increased frequency & severity of big precipitation events; droughts; interruptions to road infrastructure due to increased heat and precipitation. We then used Resilient Analytics' peer-reviewed climate modelling methodology to analyze over 100 facility locations for two climate scenarios (RCP 4.5/"2 degrees" and RCP 8.5/"Business as Usual") and two time horizons (2030 & 2050). Climate risk and water assessments will be an ongoing risk evaluation process that, through our ERM activities, will be reported to the senior management team and Board of Directors. HanesBrands continues to monitor and assess its water-related risk through multiple methods. The company monitors daily water usage at its owned textile facilities, and has taken steps through its Global Environment Health and Safety (GEHS) management system and its Global Energy and Environmental Sustainability Policy to continually conserve and protect water quality. Water-related KPIs are reported from textile operations to regional and corporate management on at least a monthly basis. The World Wildlife Fund Water Risk Filter analysis that was completed by the company in 2021, 2023 and 2025, which covered over 96% of the company's overall water usage, found the company has minimal or limited basin-related risk, mainly due to the geographic locations of the company's manufacturing and distribution facilities. HanesBrands has taken actions to mitigate water-related risks by ensuring that the majority of our cotton is sourced from non-water-stressed areas in the US and our facilities are located in areas with access to water sheds and high water availability. Moreover, we are implementing water efficiency and water recycling projects at our facilities to decrease our reliance on water, thus making HanesBrands' global operations more resilient. We are also geographically diverse, providing flexibility to mitigate risks associated with a single facility or site, and we maintain a comprehensive insurance coverage so that aggregate risk is largely limited to insurance deductibles. Based on the company's water management practices and the findings of external tools like climate risk analysis and the WWF Water Risk Filter, the company does not expect any substantive water-related impacts in the future, although impacts are always possible.

Row 4

(2.2.2.1) Environmental issue

Select all that apply

☑ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Partial

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative only

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

☑ Internal company methods

☑ Risk models

☑ Stress tests

International methodologies and standards

☑ Environmental Impact Assessment

Other

☑ Scenario analysis

☑ Desk-based research

☑ External consultants

☑ Materiality assessment

☑ Internal company methods

☑ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Cyclones, hurricanes, typhoons

☑ Drought

☑ Flood (coastal, fluvial, pluvial, ground water)

☑ Heat waves

Chronic physical

☑ Sea level rise
☑ Coastal erosion
☑ Change in land-use
☑ Temperature variability
☑ Declining ecosystem services
☑ Increased ecosystem vulnerability
☑ Changing temperature (air, freshwater, marine water)
☑ Changing precipitation patterns and types (rain, hail, snow/ice)
☑ Increased levels of environmental pollutants in freshwater bodies

Policy

☑ Changes to national legislation
☑ Poor coordination between regulatory bodies
☑ Poor enforcement of environmental regulation
☑ Increased difficulty in obtaining operations permits
☑ Changes to international law and bilateral agreements
☑ Lack of mature certification and sustainability standards

Market

☑ Availability and/or increased cost of certified sustainable material
☑ Availability and/or increased cost of raw materials
☑ Changing customer behavior

Reputation

☑ Impact on human health
☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback
☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)
☑ Stigmatization of sector

Liability

☑ Exposure to litigation
☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs
☑ Customers
☑ Employees
☑ Investors
☑ Suppliers
☑ Regulators
☑ Local communities
☑ Other commodity users/producers at a local level

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

The company engaged North Carolina State, a local agricultural and technical university, to help us evaluate the sustainability and biodiversity impacts of our biomass fuel purchases. We utilized the CDP Technical Note on biofuels and the frameworks listed within it to investigate the sustainability of the biomass fuels we purchase, which included investigating their production biodiversity impacts. In the Dominican Republic, we engage with a Forestry Engineer to conduct weekly field visits to oversee sustainable practices in place on the locations where biofuels are sourced from. These exercises allowed us to document the biodiversity conservation measures assured by the El Salvador and the Dominican Republic governments and the markets in which we purchase and use biomass. We found that these measures ensure the protection of biodiversity in biomass production and harvesting in our two main sites, where biomass is sourced. Also, please note our disclosures around biodiversity and the impact assessment conducted in our three main and largest industrial sites concerning natural protected areas, protected forests and UNESCO world heritage sites. As discussed throughout this CDP response, we also focus heavily on evaluating water and climate risk and their associated impact on biodiversity issues. See www.HbiSustains.com for much more detail on the climate, water and other goals we have put in place and how we focus on limiting our biodiversity impacts. See also our broader responses in the biodiversity section of this year's CDP disclosure.

Row 5

(2.2.2.1) Environmental issue

Select all that apply

☑ Plastics

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

☑ End of life management

(2.2.2.4) Coverage

Select from:

☑ Partial

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

☑ Tier 2 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ National

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

☑ Internal company methods

☑ Risk models

International methodologies and standards

☑ Environmental Impact Assessment

Other

☑ Scenario analysis

☑ Partner and stakeholder consultation/analysis

☑ Desk-based research
☑ External consultants
☑ Materiality assessment
☑ Internal company methods

(2.2.2.13) Risk types and criteria considered

Chronic physical
☑ Increased levels of macro or microplastic leakage to air, soil, freshwater and/or marine bodies

Policy
☑ Changes to national legislation
☑ Poor coordination between regulatory bodies
☑ Poor enforcement of environmental regulation
☑ Increased difficulty in obtaining operations permits
☑ Lack of globally accepted and harmonized definitions
☑ Changes to international law and bilateral agreements
☑ Lack of mature certification and sustainability standards

Market
☑ Availability and/or increased cost of certified sustainable material
☑ Availability and/or increased cost of raw materials
☑ Changing customer behavior

Reputation
☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback
☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)
☑ Stigmatization of sector

Liability
☑ Exposure to litigation
☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs
☑ Customers
☑ Employees
☑ Investors
☑ Suppliers
☑ Regulators
☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

We have set specific goals to eliminate single-use plastics. We have also publicly announced our approach to circularity called In the Loop, which focuses on material avoidance, optimization and reuse, including plastics. Please see www.hbisustains.com for more details on that goal and our progress against it.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☑ Yes

(2.2.7.2) Description of how interconnections are assessed

Very holistically and through our ERM process. We focus on a broad range of environmental risks and opportunities as evidenced by our 2030 goals found on www.hbisustains.com and the extensive work we are doing on energy, climate, water, chemicals, packaging, plastics and waste, among other things. These issues, especially energy, water and climate, intersect in a range of ways. We believe that a comprehensive set of programs and a systems-thinking approach that understands and manages these intersections is the way to most effectively tackle these complex issues.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.3.3) Types of priority locations identified

Sensitive locations

☑ Areas important for biodiversity

☑ Areas of high ecosystem integrity

☑ Areas of limited water availability, flooding, and/or poor quality of water

☑ Areas of importance for ecosystem service provision

Locations with substantive dependencies, impacts, risks, and/or opportunities

☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to biodiversity

(2.3.4) Description of process to identify priority locations

Our formal ERM process is the vehicle through which we identify priority locations. We believe our three owned textile mills (Tier 2) one in DR and two El Salvador and the associated energy, water, and chemical use are our priority locations.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ Yes, we will be disclosing the list/geospatial map of priority locations

(2.3.6) Provide a list and/or spatial map of priority locations

HBI Facility List Lat Long.pdf
[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Asset value

(2.4.3) Change to indicator

Select from:

☑ % decrease

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Substantive strategic and financial impacts are defined broadly in the enterprise risk management (ERM) review process, and identified risks are escalated to executive management by ERM managers for review. Each risk is considered for its potential to impact factors, including but not limited to sales, profitability, shareholder return, business reputation, business continuity and impact on the environment. Strategic indicators associated with each risk definition identified through the ERM process are used to measure performance and potential impact. Substantive impact to the company, climate/water-related or otherwise, is better represented across multiple metrics rather than by a single quantitative value. We have also completed a formal TCFD analysis to determine substantive and strategic impact on our business, which can be found in the Transparency section of our sustainability website: www.HBIsustains.com. Any risks deemed potentially significant to the company at large are sorted into broad categories for ongoing oversight and management. The ERM management team coordinates with executive leadership to assign risk oversight owners to each category to supervise current risk management activities, future action planning and progress against targets. A wide range of quantifiable metrics are reported and monitored internally through this ERM governance structure and regular management reporting. For example, the company grades itself on supply chain sustainability through metrics like renewable electricity percent total, tracks use of responsible fibers in products through metrics like percentage of sustainable cotton and recycled polyester, and monitors third-party environmental, social, and governance (ESG) scores as part of assessing its own transparency. Please see www.HBISustains.com for much more detail and the sustainability goals the company has publicly announced, is tracking and on which it is reporting yearly progress.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Direct operating costs

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

As for opportunities, we have long pursued sustainability efforts from the perspective of creating significant opportunities for cost savings. Since beginning energy savings and GHG efforts in earnest in 2007, the company has saved well over 300 million dollars as a direct result of those efforts. Our move away from fuel oil fired to biomass boilers was the main driver which also resulted in very significant GHG reductions. See www.hbisustains.com for more detail. In the last 2-3 years, we have also driven our packaging reduction initiatives with the same cost reduction mindset. As a result of using less packaging in the reporting year, we saved nearly 8 million dollars. Great for the bottom line and many tons of packaging weight reduced. We also see the changing mindset of the consumer who is much more interested today in buying from more sustainable companies. We believe that companies that get this right will win with the consumer over the long haul. We aim to get it right.

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Direct operating costs

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Substantive strategic and financial impacts are defined broadly in the enterprise risk management (ERM) review process, and identified risks are escalated to executive management by ERM managers for review. Each risk is considered for its potential to impact factors, including but not limited to sales, profitability, shareholder return, business reputation, business continuity and impact on the environment. Strategic indicators associated with each risk definition identified through the ERM process are used to measure performance and potential impact. Substantive impact to the company, climate/water-related or otherwise, is better represented across multiple metrics rather than by a single quantitative value. We have also completed a formal TCFD analysis to determine substantive and strategic impact to our business, which can be found in the Transparency section of our sustainability website: www.HBIsustains.com. Any risks deemed potentially significant to the company at large are sorted into broad categories for ongoing oversight and management. The ERM management team coordinates with executive leadership to assign risk oversight owners to each category to supervise current risk management activities, future action planning and progress against targets. A wide range of quantifiable metrics are reported and monitored internally through this ERM governance structure and through regular management reporting. For example, the company grades itself on supply chain sustainability through metrics like renewable electricity percent total, tracks use of responsible fibers in products through metrics like percentage of sustainable cotton and recycled polyester, and monitors third-party environmental, social, and governance (ESG) scores as part of assessing its own transparency. Please see www.HBISustains.com for much more detail and the sustainability goals the company has publicly announced, is tracking and on which it is reporting yearly progress.

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Production capacity

(2.4.3) Change to indicator

Select from:

☑ % decrease

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Substantive strategic and financial impacts are defined broadly in the enterprise risk management (ERM) review process, and identified risks are escalated to executive management by ERM managers for review. Each risk is considered for its potential to impact factors, including but not limited to sales, profitability,

shareholder return, business reputation, business continuity and impact on the environment. Strategic indicators associated with each risk definition identified through the ERM process are used to measure performance and potential impact. Substantive impact to the company, climate/water-related or otherwise, is better represented across multiple metrics rather than by a single quantitative value. We have also completed a formal TCFD analysis to determine substantive and strategic impact to our business, which can be found in the Transparency section of our sustainability website: www.HBIsustains.com. Any risks deemed potentially significant to the company at large are sorted into broad categories for ongoing oversight and management. The ERM management team coordinates with executive leadership to assign risk oversight owners to each category to supervise current risk management activities, future action planning and progress against targets. A wide range of quantifiable metrics are reported and monitored internally through this ERM governance structure and through regular management reporting. For example, the company grades itself on supply chain sustainability through metrics like renewable electricity percent total, tracks use of responsible fibers in products through metrics like percentage of sustainable cotton and recycled polyester, and monitors third-party environmental, social, and governance (ESG) scores as part of assessing its own transparency. Please see www.HBISustains.com for much more detail and the sustainability goals the company has publicly announced, is tracking and on which it is reporting yearly progress.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Production capacity

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

As for opportunities, we have long pursued sustainability efforts from the perspective of creating significant opportunities for cost savings. Since beginning energy savings and GHG efforts in earnest in 2007, the company has saved well over 300 million dollars as a direct result of those efforts. Our move away from fuel oil-fired to biomass boilers was the main driver, which also resulted in very significant GHG reductions. See www.hbisustains.com for more details. In the last 2-3 years, we have also driven our packaging reduction initiatives with the same cost reduction mindset. As a result of saving energy, optimizing dyes and chemicals and using less packaging in the reporting year, we saved nearly 8 million dollars. Great for the bottom line and many tons of packaging weight reduced. We also see the changing mindset of the consumer who is much more interested today in buying from more sustainable companies. We believe that companies that get this right will win with the consumer over the long haul. We aim to get it right.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

As for opportunities, we have long pursued sustainability efforts from the perspective of creating significant opportunities for cost savings. Since beginning energy savings and GHG efforts in earnest in 2007, the company has saved well over 300 million dollars as a direct result of those efforts. Our move away from fuel oil-fired to biomass boilers was the main driver, which also resulted in very significant GHG reductions. See www.hbisustains.com for more details. In the last 2-3 years, we have also driven our packaging reduction initiatives with the same cost reduction mindset, as well as optimizing the use of dyes and chemicals. As a result of saving energy, using less packaging and optimizing the use of dyes and chemicals in the reporting year, we saved nearly 8 million dollars. Great for the bottom line and many tons of packaging weight were reduced. We also see the changing mindset of the consumer, who is much more interested today in buying from more sustainable companies. We believe that companies that get this right will win with the consumer over the long haul. We aim to get it right.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Strategic customers

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

As for opportunities, we have long pursued sustainability efforts from the perspective of creating significant opportunities for cost savings. Since beginning energy savings and GHG efforts in earnest in 2007, the company has saved well over 300 million dollars as a direct result of those efforts. Our move away from fuel oil-fired to biomass boilers was the main driver, which also resulted in very significant GHG reductions. See www.hbisustains.com for more details. In the last 2-3 years, we have also driven our packaging reduction initiatives with the same cost reduction mindset. As a result of saving energy, using less packaging and optimizing dyes and chemicals in the reporting year, we saved nearly 8 million dollars. Great for the bottom line and many tons of packaging weight were reduced. We also see the changing mindset of the consumer who is much more interested today in buying from more sustainable companies. We believe that companies that get this right will win with the consumer over the long haul. We aim to get it right.
[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:

☑ Yes, we identify and classify our potential water pollutants

(2.5.2) How potential water pollutants are identified and classified

All Hanesbrands facilities must participate in the company's Global Process Sustainability (GPS) management system, which requires facilities to conduct a Global Environmental Health and Safety (GEHS) assessment, including an independent audit by a third party every year. The GEHS assessment mandates that all Hanesbrands facilities conduct environmental impact assessments related to water, including the use of water pollutants. In addition, all HanesBrands facilities and suppliers are required to complete the Higg FEM verification audit. In 2024, 305 of the listed suppliers/facilities completed the Higg FEM assessment, which includes an evaluation of potential water pollutants. Besides mandatory regulatory wastewater monitoring, we align our wastewater discharge limits to ZDHC standards. We conduct wastewater testing following ZDHC guidelines with ZDHC-approved external independent labs (Intertek). Furthermore, the company has a robust chemical management system, supported by policies and procedures, that governs the entry of substances into our facilities and the use of chemicals globally. All chemicals are reviewed and approved before being allowed entry and use within our facilities. The review process particularly looks at human health and environmental impacts of the substance's use. About 50% of our annual production is covered by the Oekotex-100 certification, which covers a broad list of restricted chemicals in the apparel industry, significantly reducing the risk of wastewater chemical pollution. We plan to increase this to 85% by 2030. Our chemical management system requires that all chemicals used in our facilities be individually reviewed and approved before being allowed at the facility. In addition to Safety Data Sheets (SDS), HBI is a member of the Voluntary Product Environmental Profile Exchange (VPEPxchange) and utilizes VPEP information for the approval of manufacturing chemicals. This information includes product details that are often not provided by the SDS and specifically requires identification of ingredients regulated by various US federal and international regulations. When identified, a site-specific evaluation is performed to determine the potential impact of the substances on human health and the water ecosystem. Regarding the discharge of these substances into the water ecosystem, the discharge quantities of pollutants that may have detrimental impacts are projected based on the estimated usage rate and compared to local site
[Fixed row]

(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Row 1

(2.5.1.1) Water pollutant category

Select from:
☑ Nitrates

(2.5.1.2) Description of water pollutant and potential impacts

The environmental impacts of nitrate pollution include ecological and amenity damage to water bodies. It can also lead to higher costs, energy use and carbon emissions for drinking water treatment to bring nitrate concentrations to safe levels. Nitrates also have long-term impacts on groundwater. Hanesbrands facilities

generating industrial wastewater are subject to wastewater quality monitoring as per regulatory requirements and voluntary requirements aligned with the ZHDC Standard Foundational limits. We have an average Nitrate concentration of 18.02 mg/l, which is lower than the limit of 20mg/l required by ZDHC.

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Water recycling

☑ Procedure(s) under development/ R&D

☑ Upgrading of process equipment/methods

☑ Reduction or phase out of hazardous substances

☑ Provision of best practice instructions on product use

☑ Implementation of integrated solid waste management systems

☑ Industrial and chemical accidents prevention, preparedness, and response

☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Hanesbrands facilities and our global suppliers conducts Higg FEM assessments annually to ensure we're holding ourselves accountable to the highest standards. HanesBrands has also committed to meeting the wastewater standards of the Zero Discharge of Hazardous Chemicals initiative which we achieved in 2024. Based on the results of our wastewater tests our Nitrates concentration was only 60% of the foundational limit in ZDHC.

Row 2

(2.5.1.1) Water pollutant category

Select from:

☑ Phosphates

(2.5.1.2) Description of water pollutant and potential impacts

Too much phosphorus can cause increased growth of algae and large aquatic plants, which can result in eutrophication. High levels of phosphorus can also lead to algae blooms that produce algae toxins which can be harmful to human and animal health. Hanesbrands facilities generating industrial wastewater are subject to wastewater quality monitoring as per regulatory requirements and voluntary standards aligned with the ZHDC standard. We have an average phosphates concentration of 3.16 mg/l which is slightly above the 3mg/L ZDHC Standard Foundational limit. We are working on decreasing the phosphate concentration of our wastewater.

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Water recycling

☑ Procedure(s) under development/ R&D

☑ Upgrading of process equipment/methods

☑ Reduction or phase out of hazardous substances

☑ Provision of best practice instructions on product use

☑ Implementation of integrated solid waste management systems

☑ Industrial and chemical accidents prevention, preparedness, and response

☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Hanesbrands facilities conduct Higg FEM assessment annually to ensure we're holding ourselves accountable to the highest standards, HanesBrands has also committed to meeting the wastewater standards of the Zero Discharge of Hazardous Chemicals initiative by 2025. We have worked to model changes needed to fully meet the standards and will be further evaluating options and their cost implications. Based on actual results of wastewater tests, our phosphate concentration was 90% of the foundational limit in ZDHC

Row 3

(2.5.1.1) Water pollutant category

Select from:

☑ Inorganic pollutants

(2.5.1.2) Description of water pollutant and potential impacts

Inorganic pollutants in water include heavy metals (like lead, mercury, cadmium), anions (such as cyanide, chloride, sulfate), and other inorganic chemicals (like ammonia and chlorine). Too much of Inorganic pollutants cause: Toxic to aquatic life and humans. Can bioaccumulate in the food chain Cause water quality problems (e.g., corrosion, taste, odor). Some (like nitrates, phosphates) can lead to algal blooms and oxygen depletion

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Water recycling

☑ Procedure(s) under development/ R&D

☑ Upgrading of process equipment/methods

☑ Reduction or phase out of hazardous substances

☑ Provision of best practice instructions on product use

☑ Implementation of integrated solid waste management systems

☑ Industrial and chemical accidents prevention, preparedness, and response

☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Hanesbrands facilities and our global suppliers conducts Higg FEM assessments annually to ensure we’re holding ourselves accountable to the highest standards. HanesBrands has also committed to meeting the wastewater standards of the Zero Discharge of Hazardous Chemicals initiative which we achieved in 2024. Based on the results of our wastewater tests our inorganic pollutants was only 1% of the foundational limit in ZDHC.

Row 4

(2.5.1.1) Water pollutant category

Select from:

☑ Oil

(2.5.1.2) Description of water pollutant and potential impacts

Oil pollution is highly toxic, disrupts ecosystems, harms wildlife, and poses serious health risks to humans such as: Oil in water forms a film that blocks sunlight, reducing oxygen and harming aquatic plants and animals. It is toxic to fish, birds, and invertebrates, causing death, reproductive failure, and disruption of food chains. Oil can smother shorelines and wetlands, destroying habitats and making recovery slow and difficult.

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Water recycling

☑ Procedure(s) under development/ R&D

☑ Upgrading of process equipment/methods

☑ Reduction or phase out of hazardous substances

☑ Provision of best practice instructions on product use

☑ Industrial and chemical accidents prevention, preparedness, and response

☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Hanesbrands facilities and our global suppliers conducts Higg FEM assessments annually to ensure we're holding ourselves accountable to the highest standards. HanesBrands has also committed to meeting the wastewater standards of the Zero Discharge of Hazardous Chemicals initiative which we achieved in 2024. Based on the results of our wastewater tests our oil concentration was only 43% of the foundational limit in ZDHC.

Row 5

(2.5.1.1) Water pollutant category

Select from:

☑ Other nutrients and oxygen demanding pollutants

(2.5.1.2) Description of water pollutant and potential impacts

Excess nutrients and oxygen demanding substances lower oxygen in water, disrupt ecosystems, and can cause fish kills and dead zones.

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Water recycling

☑ Procedure(s) under development/ R&D

☑ Upgrading of process equipment/methods

☑ Provision of best practice instructions on product use

☑ Industrial and chemical accidents prevention, preparedness, and response

☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Hanesbrands facilities and our global suppliers conducts Higg FEM assessments annually to ensure we're holding ourselves accountable to the highest standards. HanesBrands has also committed to meeting the wastewater standards of the Zero Discharge of Hazardous Chemicals initiative which we achieved in 2024. Based on the results of our wastewater tests other nutrients and oxygen demanding was only 96% of the foundational limit in ZDHC.

Row 6

(2.5.1.1) Water pollutant category

Select from:

☑ Pesticides

(2.5.1.2) Description of water pollutant and potential impacts

Pesticides in water are toxic to both aquatic life and humans, disrupt ecosystems, and can make water and food unsafe. Pesticides can cause toxic to aquatic life: Even at low concentrations, pesticides can kill or harm fish, amphibians, insects, and plankton. Some pesticides build up in the food chain, affecting predators and birds. Disruption of ecosystems: Pesticides can reduce biodiversity and alter the balance of aquatic ecosystems.

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Water recycling

☑ Procedure(s) under development/ R&D

☑ Upgrading of process equipment/methods

☑ Provision of best practice instructions on product use

☑ Industrial and chemical accidents prevention, preparedness, and response

☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Hanesbrands facilities and our global suppliers conducts Higg FEM assessments annually to ensure we're holding ourselves accountable to the highest standards. HanesBrands has also committed to meeting the wastewater standards of the Zero Discharge of Hazardous Chemicals initiative which we achieved in 2024. Based on the results of our wastewater tests our Pesticides concentration was 0% of the foundational limit in ZDHC.

Row 7

(2.5.1.1) Water pollutant category

Select from:

☑ Other synthetic organic compounds

(2.5.1.2) Description of water pollutant and potential impacts

Other synthetic organic compounds include a wide range of man-made chemicals such as: Phthalates (plasticizers), Flame retardants, Perfluorinated compounds (PFCs), Volatile organic compounds (VOCs), Phenols, bisphenol A, and others are persistent, toxic, and can harm both aquatic life and humans, while also disrupting ecosystems

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Water recycling

☑ Procedure(s) under development/ R&D

☑ Upgrading of process equipment/methods

☑ Provision of best practice instructions on product use

☑ Industrial and chemical accidents prevention, preparedness, and response

☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Hanesbrands facilities and our global suppliers conducts Higg FEM assessments annually to ensure we're holding ourselves accountable to the highest standards. HanesBrands has also committed to meeting the wastewater standards of the Zero Discharge of Hazardous Chemicals initiative which we achieved in 2024. Based on the results of our wastewater tests our Other synthetic organic compounds was 0% of the foundational limit in ZDHC.

Row 8

(2.5.1.1) Water pollutant category

Select from:

☑ Pathogens

(2.5.1.2) Description of water pollutant and potential impacts

Pathogens harm ecosystems by disrupting wildlife populations and contaminating natural resources like soil and water. This can lead to biodiversity loss and environmental imbalance. For humans, pathogens cause diseases ranging from mild infections to deadly outbreaks. They spread through air, water, food, and animals, with environmental changes increasing the risk of new and emerging diseases.

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Water recycling

☑ Procedure(s) under development/ R&D

☑ Upgrading of process equipment/methods

☑ Provision of best practice instructions on product use

☑ Industrial and chemical accidents prevention, preparedness, and response

☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Hanesbrands facilities and our global suppliers conducts Higg FEM assessments annually to ensure we're holding ourselves accountable to the highest standards. HanesBrands has also committed to meeting the wastewater standards of the Zero Discharge of Hazardous Chemicals initiative which we achieved in 2024. Based on the results of our wastewater tests our Pathogens was 0% of the foundational limit in ZDHC.

Row 9

(2.5.1.1) Water pollutant category

Select from:

☑ Other physical pollutants

(2.5.1.2) Description of water pollutant and potential impacts

Other physical pollutants defined in the ZDHC test report—such as oil, heavy metals, pesticides, and synthetic compounds—can severely impact both the environment and human health. In ecosystems, they contaminate water and soil, harm aquatic life, and reduce biodiversity. For humans, these pollutants pose risks like toxicity, reproductive issues, and chronic diseases. They also increase the cost and complexity of water treatment and public health protection.

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Water recycling

☑ Procedure(s) under development/ R&D

☑ Upgrading of process equipment/methods

☑ Provision of best practice instructions on product use

☑ Industrial and chemical accidents prevention, preparedness, and response

☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Hanesbrands facilities and our global suppliers conducts Higg FEM assessments annually to ensure we're holding ourselves accountable to the highest standards. HanesBrands has also committed to meeting the wastewater standards of the Zero Discharge of Hazardous Chemicals initiative which we achieved in 2024. Based on the results of our wastewater tests our other physical pollutant compounds was 12% of the foundational limit in ZDHC.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ Yes, both in direct operations and upstream/downstream value chain

Forests

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Although risks have been identified, we do not believe they are likely to have a significant impact going forward. However, disruption of fuel supply that could be caused by extreme weather events, for example, at our production facility in the Dominican Republic could impact biomass plantations. This would disrupt our fuel supply at the plant and would lead to changes in fuel pricing caused by shifting to alternative sources such as fuel oil for that time period. Extreme weather events also have the ability to reduce or disrupt our production through reducing fuel availability as our supply will be more dependent on fuel oils at our Dominican Republic facility, impacting our full supply chain and necessitating additional expenditure or supply chain re-rerouting.

Water

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Although risks have been identified, we do not believe they are likely to have a significant impact going forward. HanesBrands continues to monitor and assess its water-related risk through multiple methods. The company monitors daily water usage at its owned textile facilities and has taken steps through its Global Energy and Environmental Sustainability program to continually conserve and protect water quality. Water-related KPIs are reported from textile operations to regional and corporate management on at least a monthly basis. The World Wildlife Fund Water Risk Filter is used to assess the company's water usage. A detailed climate scenario analysis conducted in 2020 evaluated the company's exposure to climate-related water risks such as drought and greater precipitation, and found that while the company has some exposure to drought risk in 2050 under a "business as usual" scenario (RCP 8.5), this risk is limited and the company's work to date has prepared it well to mitigate and manage climate-related risk. HanesBrands has taken actions to mitigate water-related risks by ensuring that the majority of our cotton is sourced from non-water-stressed areas in the US and our facilities are located in areas with access to water sheds and high water availability. Moreover, we are implementing water efficiency and water recycling projects at our facilities to decrease our reliance on water, thus making HanesBrands' global operations more resilient. We are also geographically diverse, providing flexibility to mitigate risks associated with a single facility or site, and we maintain a comprehensive insurance coverage so that aggregate risk is largely limited to insurance deductibles. Based on the company's water management practices and the findings of external tools like climate risk analysis and the WWF Water Risk Filter, the company does not expect any substantive water-related impacts in the future, although impacts are always possible.

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Although risk has been identified, we do not believe it is likely to have a significant impact going forward. Different regions may impose new regulatory requirements around plastic use. We are monitoring these developments closely, and we'll respond as required.
[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Other policy risk, please specify :Emerging regulation related to carbon pricing

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Brazil
☑ Canada
☑ Mexico
☑ Honduras
☑ Thailand
☑ El Salvador
☑ Dominican Republic
☑ United States of America
☑ Viet Nam
☑ Argentina
☑ Australia
☑ Indonesia
☑ Costa Rica

(3.1.1.9) Organization-specific description of risk

Hanesbrands conducted a carbon pricing analysis to determine our potential exposure to carbon pricing under two different Central Bank and Supervisors Network for Greening the Financial System (NGFS) scenarios: Current Policies and Below 2C. NGFS scenarios build on IPCC assessments, socio-economic assumptions and three different climate integrated assessment models to explore the implications of climate-related transition and physical risk. The NGFS scenarios integrate carbon price assumptions, which serve as an indicator for the level of risk exposure. We chose to analyze our exposure to a carbon price under these two scenarios because one represents the path that the world is currently on, while the other one represents a more ambitious path that would keep warming under 2C.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ About as likely as not

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The potential financial impact figures represent the minimum and maximum total carbon price that Hanes can be subjected to in 2030 for our direct emissions under the Current Policies and Below 2C NGFS scenarios if we decrease our emissions in line with our target to reduce Scope 1 and 2 emissions by 50% by 2030. The minimum is the cost that Hanes would be subject to under a Current Policies NGFS scenario, while the maximum is the cost that Hanes would be subject to under a Below 2C NGFS scenario. We recognize that these costs can be higher if we fail to meet our emissions reduction goals; however, we have already achieved our emission reduction targets and plan to maintain emissions well below our science-based targets.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

167942

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

4772005

(3.1.1.25) Explanation of financial effect figure

Hanesbrands conducted a carbon pricing analysis to determine our potential exposure to carbon pricing under two different NGFS scenarios: Current Policies and Below 2C. NGFS scenarios build on IPCC assessments, socio-economic assumptions and three different climate integrated assessment models to explore the implications of climate-related transition and physical risk. The NGFS scenarios integrate carbon price assumptions which serve as an indicator for the level of risk exposure. We chose to analyze our exposure to a carbon price under these two scenarios because one represents the path that the world is currently on, while the other one represents a more ambitious path that would keep warming under 2C. The potential financial impact figures represent the minimum and maximum total carbon price that Hanes can be subjected to in 2030 for our direct emissions under the Current Policies and Below 2C NGFS scenarios if we decrease our emissions in line with our target to reduce Scope 1 and 2 emissions by 50% by 2030. The minimum is the cost that Hanes would be subject to under a Current Policies NGFS

scenario while the maximum is the cost that Hanes would be subject to under a Below 2C NGFS scenario. We recognize that these costs can be higher is we fail to meet our emissions reduction goal, however, we have achieved our emission reduction goals. In order to calculate these two figures, we combined the carbon pricing data from NGFS scenarios with our emissions from direct operations (Scope 1 & 2). Our 2024 emissions were projected to 2030 under a strategic reduction trajectory in line with our reduction goal. We calculated our carbon pricing exposure as follows: 2024 CO2 emissions x YoY reduction x carbon prices under scenario = exposure to carbon pricing. Minimum potential financial impact figure: 100,075 mtCO2 x 4.5% YoY reduction x $2.87 /mtCO2 = $167,942 Maximum potential financial impact figure: 100,075 mtCO2 x 4.5% YoY reduction x $81.55 /mtCO2 = $4,772,005

(3.1.1.26) Primary response to risk

Policies and plans

☑ Develop a climate transition plan

(3.1.1.27) Cost of response to risk

1066000

(3.1.1.28) Explanation of cost calculation

Description of response and explanation of cost calculation i) Description of response: In order to decrease our exposure to carbon pricing, we need to follow an emission reduction pathway in line with our Scope 1 and 2 Science Based Target that was approved by SBTi. Based upon modeling performed during the reporting year, renewable electricity is a key driver that would contribute to maintaining our scope 1 and 2 SBT. We have a target to achieve 100% renewable electricity by 2030, which will put us on track to decrease our emissions and maintain our SBTs through 2030. The progress we've already made has given us the insight and drive to go further In 2021, we signed an agreement to source solar power for our energy-intensive textile facility in the Dominican Republic. This SPPA system was brought on-line in Q4 2022 and delivers renewable electricity to power 100% of our Dominican Republic textile manufacturing site. Additionally, we are evaluating creative

(3.1.1.29) Description of response

In order to decrease our exposure to carbon pricing, we need to maintain an emission reduction pathway in line with our Scope 1 and 2 Science Based Target that was approved by SBTi and achieved in 2023. Based upon modeling performed during the reporting year, renewable electricity is a key driver that would contribute to maintaining our scope 1 and 2 SBT. We have a target to achieve 100% renewable electricity by 2030, which will put us on track to decrease our emissions and maintain our SBTs. The progress we've already made has given us the insight and drive to go further. We signed an agreement to source solar power for our energy-intensive textile facility in the Dominican Republic. This SPPA system was brought online in Q4 2022 and delivers renewable electricity to power 100% of our Dominican Republic textile manufacturing site. We have also installed and commissioned solar systems at facilities in Honduras and Thailand, totaling 7 MW in recent years. Additionally, we are evaluating creative opportunities to achieve renewable energy such as virtual purchase power agreements and continuing to look for cost-effective renewable energy sources. Moreover, we will implement energy efficiency projects, which will help us reduce our emissions and thus help us maintain and go further on our emission reduction pathway and decrease our exposure to carbon pricing mechanisms.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☑ Cyclone, hurricane, typhoon

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Dominican Republic

☑ El Salvador

☑ Honduras

☑ Thailand

☑ Viet Nam

(3.1.1.9) Organization-specific description of risk

Tropical storms with strong winds and floods are occurring more frequently and are anticipated to continue in the future. HanesBrands' operations in the Dominican Republic, El Salvador, Honduras and Vietnam have experienced varying degrees of physical impacts due to hurricanes, typhoons and other powerful storms over the years. Our company-owned fabric manufacturing facilities in the Caribbean produce knit fabrics necessary for a variety of underwear and activewear products, including our well-known "Beefy T" line and Hanes men's red label underwear tee shirts. Our Vietnam facilities produce men's underwear as well as women's innerwear. Extensive prior planning and acting on emergency preparedness plans have helped us minimize disruption to our Caribbean, Central America and Southeast Asia operations when storms have hit. Further, we require company facilities around the world to be designed and constructed following international

building codes to withstand strong storms and other extreme events, making it unlikely a storm would cause a total loss. Even so, we maintain comprehensive insurance coverage for physical losses and business interruption and maintain operational contingency plans designed to maximize resiliency in case of downtime resulting from facility damage or loss.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Unlikely

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Impacts from acute climate events vary depending on the severity and location of a storm. For this disclosure, we modelled the impact at our Dominican Republic textile plant, Dos Rios, of a major storm event. We assumed 50% of the maximum foreseeable loss identified by our loss prevention and insurance program, plus potential production loss during up to six and a half weeks needed to shift production to other facilities [i.e., (structural + utilities) x 50% + production losses = a total potential loss of $US 116 million]. Financial impacts associated with losses, including the example above, related to damage caused by a tropical storm are also heavily insured and limited to the company's insurance program deductible. In short, financial losses from a catastrophic loss to a facility are largely limited to this deductible. In addition, the company maintains operational contingency plans that leverage a diverse supply chain designed to maximize resiliency in case of a facility loss.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

5000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

116000000

(3.1.1.25) Explanation of financial effect figure

Impacts from acute climate events vary depending on the severity and location of a storm. For this disclosure, we modelled the impact at one of our major textile plants in the Western Hemisphere of a major storm event. We assumed 50% of the maximum foreseeable loss identified by our loss prevention and insurance program, plus potential production loss during up to six and a half weeks needed to shift production to other facilities [i.e., (structural + utilities) x 50% + production losses = a total potential loss of $US 116 million]. Financial impacts associated with losses, including the example above, related to damage caused by a tropical storm are also heavily insured and limited to the company's insurance program deductible. In short, financial losses from a catastrophic loss to a facility are largely limited to this deductible. In addition, the company maintains operational contingency plans that leverage a diverse supply chain designed to maximize resiliency in case of a facility loss.

(3.1.1.26) Primary response to risk

Policies and plans

☑ Other policies or plans, please specify :A combination of Business Continuity, Enterprise Risk Management, and Emergency Response Preparedness

(3.1.1.27) Cost of response to risk

2040000

(3.1.1.28) Explanation of cost calculation

Explanation of Cost Calculation In event of a catastrophic loss, however, professional engineering fees related to reconstruction and repair can range from 0% to 2% of the physical loss (i.e., only the facility loss portion of the $US 116 million financial impact, excluding business interruption). For example, the facility loss would be 2% x $US 102 million ($116MM minus assumed business interruption loss of $US 14.3Million) = ~$2,040,000

(3.1.1.29) Description of response

Description of Response Risk from the increasing severity of powerful storms is comprehensively managed through careful planning and advanced preparations. For decades, we have carefully chosen where to locate our facilities based on geographical and geologic site surveys, taking into account flood plains, tectonic activity and common hurricane paths. Our facilities are constructed in accordance with international building codes for protection against wind, water and fire damage. We continue to audit our facilities regularly to ensure the appropriate property loss mechanisms are in place. Further, we maintain detailed manufacturing routing plans for each of our styles as contingency plans in case issues arise. For example, there are multiple facility routes that can be utilized to manufacture a T-shirt. Finally, we communicate with our facilities every day and continually monitor weather events that could create a loss. For more information, see our TCFD disclosure in the Transparency section of www.HBISustains.com. Case Study: Our third-party risk management consultant performs annual reviews and on-site inspections at our largest textile manufacturing facilities. These reviews and inspections include items such as exposure to flood, earthquake, or wind; review of management systems such as human element programs and emergency response/contingency planning. Contingency planning is ongoing and is reviewed regularly. Elements of emergency/contingency planning includes testing of emergency generators, on-site inspection for exposures, ensuring adequate fuel supplies, an up-to-date emergency organization structure with assigned roles and responsibilities to manage on-site activities such as turning off main power supplies or manning emergency equipment, and communications.
[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:
☑ Assets

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

400000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:
☑ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

2040000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.7) Explanation of financial figures

Transition Risk: In order to decrease our exposure to carbon pricing, we need to follow an emission reduction pathway in line with our Scope 1 and 2 Science Based Target that approved by SBTi. We achieved our near-term SBTs in 2023 and therefore our focus is on maintaining emission reduction levels beneath the approved targets and reduce further if possible. Based upon modeling performed during the reporting year, renewable electricity is a key driver that would contribute to maintaining our scope 1 and 2 SBT. We have a target to achieve 100% renewable electricity by 2030, which will put us on track to decrease our emissions even further. The progress we've already made has given us the insight and drive to go further. Physical Risk: Risk from the increasing severity of powerful storms is comprehensively managed through careful planning and advanced preparations. For decades, we have carefully chosen where to locate our facilities based on geographical and geologic site surveys, taking into account flood plains, tectonic activity and common hurricane paths. Our facilities are constructed in accordance with international building codes for protection against wind, water and fire damage. We continue to audit our facilities on a yearly basis to ensure the appropriate property loss mechanisms are in place. Further, we maintain detailed manufacturing routing plans for each of our styles as contingency plans in case issues arise. For example, there are multiple facility routes that can be utilized to manufacture a T-shirt. Finally, we communicate with our facilities every day and continually monitor weather events that could create a loss. For more information, see our TCFD disclosure in the Transparency section of www.HBISustains.com.
[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

(3.3.1) Water-related regulatory violations

Select from:

☑ No

(3.3.3) Comment

HBI's manufacturing facilities have completed Higg vFEM on an annual basis since 2021 and no fines, enforcement orders have been issued to our facilities [Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized
Forests	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized
Water	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Energy source

☑ Use of renewable energy sources

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Dominican Republic

☑ El Salvador

☑ Honduras

☑ Thailand

☑ Viet Nam

(3.6.1.8) Organization specific description

See strategy to realize opportunity section.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Multimillion dollar savings

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

200000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

1500000

(3.6.1.23) Explanation of financial effect figures

Annual savings from energy conservation projects, investments in our biomass plants, and our solar projects generate returns on investment that vary depending on energy prices. These types of investments in our facilities improve the reliability of our manufacturing operations and our ability to operate under various conditions caused by uncertain energy markets, all while reducing GHG emissions. Since 2007, our focus on renewables and energy efficiency has generated more than $320 million in savings (roughly $21 million per year x 15 years). On-going and new renewable energy projects, as well as a continued focus on using less energy overall, are expected to generate additional annual savings in excess of $10 million but are dependent on the market prices of oil and electricity - both of which can be volatile

(3.6.1.24) Cost to realize opportunity

50000

(3.6.1.25) Explanation of cost calculation

Ongoing energy efficiency projects and biomass plant maintenance projects will require incremental investments. For example, investments in improving boiler feed water quality will reduce boiler water blowdown, saving energy and reducing water usage. Investments in fuel management systems will help to reduce fuel moisture, reducing the fuel consumption required to generate steam. The $1 million opportunity cost was calculated as preventative maintenance costs ($US 0.25 million) + incremental investments ($0.75 million) = $US 1 million.

(3.6.1.26) Strategy to realize opportunity

The company's strategy to reduce GHG emissions includes both improving energy efficiency (i.e., using less) and expanding reliance on renewable energy. To support this strategy, we set aggressive long-term sustainability goals to achieve 100% renewable electricity in our owned operations by 2030 through direct investment and RECs, to reduce GHG emissions in line with our submitted Science-Based Targets, and to continue driving energy use reductions in our owned and key supplier facilities. We are very pleased with our progress to date (67%), largely the result of increased investments in biomass-fired steam generation, an increase in solar investments. Annual savings from energy conservation projects, investments in our biomass plants, and our solar projects generate returns on investment that vary depending on energy prices. These types of investments in our facilities improve the reliability of our manufacturing operations and our ability to operate under various conditions caused by uncertain energy markets, all while reducing GHG emissions. Since 2007, our focus on renewables and energy efficiency has generated in excess of $320 million in savings (roughly $20 million per year x 16 years). On-going and new renewable energy projects, as well as a continued focus on using less energy overall, are expected to generate additional annual savings in excess of $10 million but are dependent on the market prices of oil and electricity, both of which can be volatile. The company continues to pursue opportunities to increase utilization of biomass and solar assets. For much more detail on our emissions and energy efforts, as well as data on our energy and GHG reductions and future 2030 goals, please see the Planet and Transparency sections of www.HBISustains.com. The company worked to increase the utilization of its biomass-fired energy plants by stabilizing fuel supply, improving operational maintenance, and prioritizing operating schedules. When our biomass assets are fully utilized, these facilities will reduce heavy fuel oil use by more than 4 million gallons per year, which reduces operating costs while reducing GHG emissions. The company strategy is to fully utilize its renewable energy power plants to minimize use of fossil fuel while decreasing GHG emissions. The company is also pursuing several direct investments and PPA solar projects. It has recently completed 3 direct investment solar projects at sewing facilities in Thailand and Honduras.

Forests

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.2) Commodity

Select all that apply

☑ Timber products

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Increased efficiency of production and/or distribution processes

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Dominican Republic

☑ El Salvador

(3.6.1.8) Organization specific description

See strategy to realize opportunity section.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Multimillion dollar savings

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

6000000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

8000000

(3.6.1.23) Explanation of financial effect figures

See strategy to realize opportunity section.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

No direct cost to realize opportunity

(3.6.1.26) Strategy to realize opportunity

As part of HanesBrands' ongoing sustainability strategy, the company continually works to identify projects that reduce demand for forest risk commodities such as timber. For example, the company has taken action to reduce packaging weight by 25% and thus reduce the resources needed for packaging. Between 2019 and 2024, the company reduced the use of packaging weight by 19% of total packaging volume. This includes HanesBrands' key initiatives focused on improving the design of case carton used in supply chain operations to improve freight efficiency. It also includes reduction of final product paper-based packaging. Our global teams work together on continuous improvement projects to reduce operational waste, streamline processes, and improve shipping efficiency, while generating cost savings opportunities and substantial reductions in corrugate and paper-based packaging product use. Improving packaging weight reduces raw materials requirements and fuels needed for shipping, which reduces cost. This figure is an estimate calculated as the threshold by which packaging initiatives reduced costs in 2023. It is a range due to the fact that timber raw material inputs are a component of this figure, not the total sum.

Water

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Reduced water usage and consumption

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Dominican Republic

☑ El Salvador

(3.6.1.6) River basin where the opportunity occurs

Select all that apply

☑ Lempa

☑ Other, please specify :Yuna River, DR

(3.6.1.8) Organization specific description

See strategy to realize opportunity section.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Significant savings

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

0

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

3500000

(3.6.1.23) Explanation of financial effect figures

See strategy to realize opportunity section

(3.6.1.24) Cost to realize opportunity

200000

(3.6.1.25) Explanation of cost calculation

Capital spend on water saving opportunities

(3.6.1.26) Strategy to realize opportunity

Strategic water reduction projects have been implemented at HanesBrands' Dos Rios and El Salvador textile facilities to reduce or reuse the amount of water in the textile dyeing process. Among the projects implemented are bleaching process optimizations to reduce water and energy required for cooling and thermoregulation, low liquor dye machines with improved liquor ratios, and hot water system redesigns to allow for a better soaping process, reducing water usage for dark colors. These capital investments in new technology improve water efficiency and drive cost savings for the business. The financial impact range is estimated and subject to change depending on production volume, chemical costs, market energy rates and water treatment costs. Savings are realized from reduced cost to treat process water and wastewater, along with reduced energy usage related to heating less water volume and in some cases reduced charges for the use of water.
[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:
☑ OPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

1500000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:
☑ Less than 1%

(3.6.2.4) Explanation of financial figures

Solar project savings in Thailand, Honduras, and Dominican Republic

Forests

(3.6.2.1) Financial metric

Select from:

☑ OPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

7000000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ Less than 1%

(3.6.2.4) Explanation of financial figures

Packaging weight reduction leads to savings in raw materials and fuels needed for shipping

Water

(3.6.2.1) Financial metric

Select from:

☑ OPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

300000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ Less than 1%

(3.6.2.4) Explanation of financial figures

Savings from reduced cost to treat process water and wastewater, along with reduced energy usage related to heating less water volume and in some cases reduced charges for the use of water
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, but it is not publicly available

(4.1.5) Briefly describe what the policy covers

Our corporate governance guidelines list diversity (racial/ethnic and gender) as a criterion to be considered by the Board in assessing director candidates. In addition, our top shareholders and proxy advisory firms also have policies around diversity that are used when they assess our director slates. These guidelines have resulted in a diverse set of directors, with 3/11 identifying as female, 3/11 racially or ethnically diverse directors, and 2 non-American/non-US-based directors.

(4.1.6) Attach the policy (optional)

2024-Sustainability-Summary-Report.pdf,2025-HBI-Proxy-Statement_Web-Ready.pdf

[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes
Forests	*Select from:* ☑ Yes
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)

☑ Chief Sustainability Officer (CSO)

☑ Board-level committee

☑ Other, please specify :EVP Global Supply Chain

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board mandate

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Overseeing and guiding scenario analysis

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving and/or overseeing employee incentives

☑ Overseeing and guiding major capital expenditures

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Overseeing and guiding the development of a climate transition plan

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

Commitment to environmental sustainability begins at the very top of HBI with our Board of Directors. In carrying out its responsibilities, the Board reviews and assesses our long-term strategy and strategic, competitive and financial performance. The Board is ultimately responsible for the oversight of our risk management function and uses committees to assist in its risk oversight function. Our Board and its committees receive regular updates on and oversee the development and execution of our Environmental, Social and Governance (ESG) strategy, including those related to sustainability. The Governance and Nominating Committee coordinates oversight of our ESG strategy and communications, as well as our corporate governance policies and practices, and also assesses whether relevant ESG risks, opportunities and disclosure obligations are regularly reviewed and considered by the appropriate Board committees. The Audit Committee has primary

responsibility for the Planet and Product pillars of our ESG strategy, including the aspects of our ESG strategy designed to address risks and strategies related to climate change, water usage, waste management, greenhouse gas emissions, chemical management, raw material sourcing, product, packaging, and product liability. Hanesbrands' CEO, who is a member of the company's Board of Directors, oversees business strategy and climate, water and forest-related policies for the company. Our environmental, as well as climate, water and forest-related policies are integrated into the company's long-term business strategy, enterprise risk management (ERM) process, environmental management program and overall sustainability initiatives. Each of these holistically managed areas are led by a team of HanesBrands' most senior executive management ("C suite"), including the CEO, as well as our EVP Global Supply Chain. Reporting to our EVP Global Supply Chain is our Global Sustainability Officer. The HanesBrands CEO and senior executive management regularly review risk management initiatives, including those related to climate change, through ongoing management processes. Defined enterprise risks are also monitored through our formal Enterprise Risk Management process and managed by executive "risk owners" who provide direction to management with responsibility in their respective business functions. This process is regularly reviewed for effectiveness and overseen and approved by the Audit Committee of the Board.

Forests

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)

☑ Chief Sustainability Officer (CSO)

☑ Other, please specify :EVP Global Supply Chain

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board mandate

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding major capital expenditures

(4.1.2.7) Please explain

Commitment to environmental sustainability begins at the very top of HBI with our Board of Directors. In carrying out its responsibilities, the Board reviews and assesses our long-term strategy and strategic, competitive and financial performance. The Board is ultimately responsible for the oversight of our risk management function and uses committees to assist in its risk oversight function. Our Board and its committees receive regular updates on and oversee the development and execution of our Environmental, Social and Governance (ESG) strategy, including those related to sustainability. The Governance and Nominating Committee coordinates oversight of our ESG strategy and communications, as well as our corporate governance policies and practices, and also assesses whether relevant ESG risks, opportunities and disclosure obligations are regularly reviewed and considered by the appropriate Board committees. The Audit Committee has primary responsibility for the Planet and Product pillars of our ESG strategy, including the aspects of our ESG strategy designed to address risks and strategies related to climate change, water usage, waste management, greenhouse gas emissions, chemical management, raw material sourcing, product, packaging, and product liability. Hanesbrands' CEO, who is a member of the company's Board of Directors, oversees business strategy and climate, water and forest-related policies for the company. Our environmental, as well as climate, water and forest-related policies are integrated into the company's long-term business strategy, enterprise risk management (ERM) process, environmental management program and overall sustainability initiatives. Each of these holistically managed areas are led by a team of HanesBrands' most senior executive management ("C suite"), including the CEO, as well as our EVP Global Supply Chain. Reporting to our EVP Global Supply Chain is our Global Sustainability Officer. The HanesBrands CEO and senior executive management regularly review risk management initiatives, including those related to climate change, through ongoing management processes. Defined enterprise risks are also monitored through our formal Enterprise Risk Management process and managed by executive "risk owners" who provide direction to management with responsibility in their respective business functions. This process is regularly reviewed for effectiveness and overseen and approved by the Audit Committee of the Board.

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)

☑ Chief Sustainability Officer (CSO)

☑ Other, please specify :EVP Global Supply Chain

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board mandate

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Overseeing and guiding scenario analysis

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving and/or overseeing employee incentives

☑ Overseeing and guiding major capital expenditures

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

Commitment to environmental sustainability begins at the very top of HBI with our Board of Directors. In carrying out its responsibilities, the Board reviews and assesses our long-term strategy and strategic, competitive and financial performance. The Board is ultimately responsible for the oversight of our risk management function and uses committees to assist in its risk oversight function. Our Board and its committees receive regular updates on and oversee the development and execution of our Environmental, Social and Governance (ESG) strategy, including those related to sustainability. The Governance and Nominating Committee

coordinates oversight of our ESG strategy and communications, as well as our corporate governance policies and practices, and also assesses whether relevant ESG risks, opportunities and disclosure obligations are regularly reviewed and considered by the appropriate Board committees. The Audit Committee has primary responsibility for the Planet and Product pillars of our ESG strategy, including the aspects of our ESG strategy designed to address risks and strategies related to climate change, water usage, waste management, greenhouse gas emissions, chemical management, raw material sourcing, product, packaging, and product liability. Hanesbrands' CEO, who is a member of the company's Board of Directors, oversees business strategy and climate, water and forest-related policies for the company. Our environmental, as well as climate, water and forest-related policies are integrated into the company's long-term business strategy, enterprise risk management (ERM) process, environmental management program and overall sustainability initiatives. Each of these holistically managed areas are led by a team of HanesBrands' most senior executive management ("C suite"), including the CEO, as well as our EVP Global Supply Chain. Reporting to our EVP Global Supply Chain is our Global Sustainability Officer. The HanesBrands CEO and senior executive management regularly review risk management initiatives, including those related to climate change, through ongoing management processes. Defined enterprise risks are also monitored through our formal Enterprise Risk Management process and managed by executive "risk owners" who provide direction to management with responsibility in their respective business functions. This process is regularly reviewed for effectiveness and overseen and approved by the Audit Committee of the Board.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board mandate

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing and guiding scenario analysis

(4.1.2.7) Please explain

Commitment to environmental sustainability begins at the very top of HBI with our Board of Directors. In carrying out its responsibilities, the Board reviews and assesses our long-term strategy and strategic, competitive and financial performance. The Board is ultimately responsible for the oversight of our risk management function and uses committees to assist in its risk oversight function. Our Board and its committees receive regular updates on and oversee the development and execution of our Environmental, Social and Governance (ESG) strategy, including those related to sustainability. The Governance and Nominating Committee coordinates oversight of our ESG strategy and communications, as well as our corporate governance policies and practices, and also assesses whether relevant ESG risks, opportunities and disclosure obligations are regularly reviewed and considered by the appropriate Board committees. The Audit Committee has primary responsibility for the Planet and Product pillars of our ESG strategy, including the aspects of our ESG strategy designed to address risks and strategies related to climate change, water usage, waste management, greenhouse gas emissions, chemical management, raw material sourcing, product, packaging, and product liability. Hanesbrands' CEO, who is a member of the company's Board of Directors, oversees business strategy and climate, water and forest-related policies for the company. Our environmental, as well as climate, water and forest-related policies are integrated into the company's long-term business strategy, enterprise risk management (ERM) process, environmental management program and overall sustainability initiatives. Each of these holistically managed areas are led by a team of HanesBrands' most senior executive management ("C suite"), including the CEO, as well as our EVP Global Supply Chain. Reporting to our EVP Global Supply Chain is our Global Sustainability Officer. The HanesBrands CEO and senior executive management regularly review risk management initiatives, including those related to climate change, through ongoing management processes. Defined enterprise risks are also monitored through our formal Enterprise Risk Management process and managed by executive "risk owners" who provide direction to management with responsibility in their respective business functions. This process is regularly reviewed for effectiveness and overseen and approved by the Audit Committee of the Board.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Engaging regularly with external stakeholders and experts on environmental issues
☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience
☑ Experience in an organization that is exposed to environmental-scrutiny and is going through a sustainability transition
☑ Active member of an environmental committee or organization

Forests

(4.2.1) Board-level competency on this environmental issue

Select from:
☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply
☑ Consulting regularly with an internal, permanent, subject-expert working group
☑ Engaging regularly with external stakeholders and experts on environmental issues
☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience
☑ Experience in an organization that is exposed to environmental-scrutiny and is going through a sustainability transition
☑ Active member of an environmental committee or organization

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Engaging regularly with external stakeholders and experts on environmental issues

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

☑ Experience in an organization that is exposed to environmental-scrutiny and is going through a sustainability transition

☑ Active member of an environmental committee or organization

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes
Forests	*Select from:* ☑ Yes
Water	*Select from:* ☑ Yes

	Management-level responsibility for this environmental issue
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Conducting environmental scenario analysis

☑ Developing a business strategy which considers environmental issues

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

☑ Managing annual budgets related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ More frequently than quarterly

(4.3.1.6) Please explain

HanesBrands' CEO, who is a member of the company's Board of Directors, oversees business strategy and climate-related policy for the company. Moreover, our CEO has oversight of, and is responsible for, our global sustainability and climate program, and is personally committed to advancing it.

Forests

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :EVP Global Supply Chain

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ As important matters arise

(4.3.1.6) Please explain

Forest-related topics that are reported to the board are captured within our operating costs associated with fuel prices. Using biomass allows us to save on fuel costs and reduce operating costs as reported to the board.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :EVP Global Supply Chain

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

HanesBrands' EVP Global Supply Chain, is an executive officer of the company and reports directly to the CEO. This officer has responsibility for global supply chain operations, environmental management and strategy, and is the formal supply chain network optimization and business continuity risk owner in the company's enterprise risk management (ERM) process. This ownership includes managing water-related risks that could impact the company's supply chain operations. This officer also oversees the development and maintenance of contingency plans to address potential business interruptions caused by storms interrupting our manufacturing operations and shipping lanes in the Caribbean, unseasonal weather disrupting preferred cotton supplies and volatile fuel prices, among others. Updates are prepared bi-annually and/or managed more frequently depending on urgency and the nature of the risk.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Other, please specify :Reports to EVP Global Supply Chain

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ As important matters arise

(4.3.1.6) Please explain

The assignment and ownership of biodiversity-related issues is included in the Global Sustainability Officer's position responsibilities for corporate environmental, social, and governance (ESG) strategy and management. The Global Sustainability Officer, who is directly overseen by the EVP Global Supply Chain, leads corporate biodiversity strategy development and implementation in conjunction with senior executive leadership and the company's global sustainability team.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :EVP Global Supply Chain

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues

☑ Developing a business strategy which considers environmental issues

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The EVP Global Supply Chain is an executive officer of the company reporting directly to the CEO. This officer has responsibility for global supply chain operations, environmental management, and strategy, and, as a member of HanesBrands' Enterprise Risk Management (ERM) Steering Committee, is the formal supply chain network optimization and business continuity risk owner. This ownership includes managing climate, weather and disaster-related risks that could impact the company's operations. This executive also oversees the development and maintenance of contingency plans to address potential business interruptions caused by storms disrupting our operations and shipping lanes, unseasonal weather disrupting cotton supplies, and fuel prices, among others. He coordinates with executive management, the ERM Steering Committee and other company personnel who monitor climate, weather, and disaster-related issues. Updates to the executive leadership are prepared quarterly and/or managed more frequently depending on urgency and the nature of the risk. He also directly oversees the Global Sustainability Officer to whom he delegates many of the above tasks for day-to-day management. The assignment and ownership of climate-related issues is included in the EVP Global Supply Chain and Global Sustainability Officer's position responsibilities for global supply chain operations, environmental management, and strategy. About two thirds of our unit volume is produced in facilities we own or control. Climate-related issues relevant to our operations are addressed through our ERM process as any risk to the business continuity would be. As one of the most senior executives of the company, the EVP Global Supply Chain, along with the Global Sustainability Officer, ensure climate-related risks to the business are addressed swiftly and appropriately in conjunction with the ERM Steering Committee to minimize business impact.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues

☑ Developing a business strategy which considers environmental issues

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Other, please specify :Reports to EVP Global Supply Chain

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ More frequently than quarterly

(4.3.1.6) Please explain

Our Global Sustainability Officer is responsible for our day-to-say sustainability related activities and manages our global sustainability program. Our Global Sustainability Officer is responsible for leading our global effort, ensuring organizational alignment and evaluating enterprise-wide sustainability risks, managing our environmental and social initiatives and partnerships, and driving our long-term sustainability goals. Moreover, our Global Sustainability Officer is responsible for the planning and implementation of our facility-level environmental programs, as HanesBrands produces about 75 % of its total unit volume in facilities that it owns or directly controls. The leadership of our energy management program and Energy Star relationship helps ensure that we meet our environmental goals, including energy, greenhouse gas, and water use reductions, as well as raw materials and packaging initiatives.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Sustainability committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Managing major capital and/or operational expenditures relating to environmental issues

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Developing a business strategy which considers environmental issues

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Sustainability Steering Committee is chaired by the CEO and comprised of his direct reports and the Global Sustainability Officer. The Sustainability Committee meets quarterly to provide deep-dive updates on the full range of sustainability activities – including our work on climate-related issues, as well as progress against our 2025 and 2030 sustainability goals. Senior-level support and direct engagement is critical to the success of a global sustainability program. Meeting quarterly with the company's most senior management drives that on-going support and engagement.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Risk committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Half-yearly

(4.3.1.6) Please explain

The ERM Steering Committee is chaired by the CEO and includes the most senior executives of the company. The committee is charged with identifying new risks and tracking identified risks, along with developing and implementing risk-mitigation plans. The committee meets quarterly to review and evaluate the effectiveness of risk-management processes and action plans, to oversee the risk framework's integration with company strategy, and to provide input on the overall risk management framework and policies, including policies designed to identify and address environmental and climate-related risks. As an example, the EVP Global Supply Chain owns the overall business continuity risk process. It is his responsibility to consider HanesBrands' current management strategy for business continuity risk and oversee the development and progress of future action plans to address any necessary issues. In the reporting period, a survey delivered by the committee to employees at the director level and above provided an opportunity to monitor developing risks across the company, including environmental and climate-related risks. At the request of the business continuity risk owners, the survey results were shared with the business analytics team who used the ERM survey data to inform production and sales forecasts in consideration of identified risks. This is now an ongoing annual process that supplements our risk monitoring process and brings significant developing risks to the attention of our most senior management. For more information, see our sustainability website: www.HBIsustains.com. The committee is the company's cross-functional internal mechanism to identify, track, and address priority business risks, including those that are climate-related, at the most senior levels of the company. This Committee formalizes the company's risk preparedness process through a coordinated approach tempered by the different perspectives of executive leadership.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

(4.3.1.4) Reporting line

Select from:

☑ Other, please specify :Reports to EVP Global Supply Chain

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The assignment and ownership of water-related issues is included in the Global Sustainability Officer's position responsibilities for corporate environmental, social, and governance (ESG) strategy and management. The Global Sustainability Officer, who is directly overseen by the EVP Global Supply Chain, leads corporate water sustainability strategy development and implementation in conjunction with senior executive leadership and the company's global sustainability team.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :EVP Global Supply Chain

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

HanesBrands' EVP Global Supply Chain, is an executive officer of the company and reports to the board every quarter. This officer has responsibility for global supply chain operations, environmental management and strategy, and is the formal supply chain network optimization and business continuity risk owner in the company's enterprise risk management (ERM) process. This ownership includes managing water-related risks that could impact the company's supply chain operations. This officer also oversees the development and maintenance of contingency plans to address potential business interruptions caused by storms interrupting our manufacturing operations and shipping lanes in the Caribbean, unseasonal weather disrupting preferred cotton supplies and volatile fuel prices, among others. Updates are prepared bi-annually and/or managed more frequently depending on urgency and the nature of the risk.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

10

(4.5.3) Please explain

The EVP Global Supply Chain's incentive compensation is linked to performance metrics that are tied to the overall financials of the company, which include managing climate-related risks and opportunities. As part of the company's performance management program, annual individual goals cascade from management down through their reports. This EVP has a specific goal to deliver the company's annual sustainability goals, which include important milestones to execute the company's long-range sustainability and environmental strategy and goals. See www.hbisustains.com for more details. These goals drive initiatives that result in significant cost savings, such as improving energy efficiency and achieving zero waste to landfill, which contribute to the company's profitability and reduce business interruption risks.

Forests

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

10

(4.5.3) Please explain

The EVP Global Supply Chain's incentive compensation is linked to performance metrics that are tied to the overall financials of the company, which include managing forest-related risks and opportunities. As part of the company's performance management program, annual individual goals cascade from management down through their reports. This EVP has a specific goal to deliver the company's annual sustainability goals, which include important milestones to executing the company's long-range sustainability and environmental strategy and goals. See www.hbisustains.com for more detail. These goals drive initiatives that result in significant cost savings, such as improving energy efficiency, reducing packaging weight and achieving zero waste to landfill, which contribute to the company's profitability and reduce business interruption risks.

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

10

(4.5.3) Please explain

The EVP Global Supply Chain's incentive compensation is linked to performance metrics that are tied to the overall financials of the company, which include managing water-related risks and opportunities. As part of the company's performance management program, annual individual goals cascade from management down through their reports. This EVP has a specific goal to deliver the company's annual sustainability goals, which include important milestones to executing the company's long-range sustainability and environmental strategy and goals. See www.hbisustains.com for more detail. These goals drive initiatives that result in significant cost savings, such as improving water efficiency, which contribute to the company's profitability and reduce business interruption risks.
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Other C-Suite Officer, please specify :EVP Global Supply Chain

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary
☑ Salary increase
☑ Shares

(4.5.1.3) Performance metrics

Targets
☑ Progress towards environmental targets
☑ Achievement of environmental targets

Emission reduction
☑ Implementation of an emissions reduction initiative
☑ Reduction in emissions intensity
☑ Reduction in absolute emissions

Resource use and efficiency
☑ Reduction in total energy consumption

(4.5.1.4) Incentive plan the incentives are linked to

Select from:
☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

The EVP Global Supply Chain's incentive compensation is linked to performance metrics that are tied to the overall financials of the company, which include managing climate-related risks and opportunities. As part of the company's performance management program, annual individual goals cascade from management down through their reports.

(4.5.1.6) How the position’s incentives contribute to the achievement of your environmental commitments and/or climate transition plan

This EVP has a specific goal to deliver the company's annual sustainability goals, which include important milestones to executing the company's long-range sustainability and environmental strategy and goals. These goals drive initiatives that result in significant cost savings, such as improving energy efficiency and achieving zero waste to landfill, which contribute to the company's profitability and reduce business interruption risks.

Forests

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Other C-Suite Officer, please specify :Chief Global Manufacturing Operations Officer

(4.5.1.2) Incentives

Select all that apply

☑ Other, please specify :Monetary award

(4.5.1.3) Performance metrics

Resource use and efficiency

☑ Eliminating deforestation and conversion of other natural ecosystems in direct operations and/or other parts of the value chain

☑ Other resource use and efficiency-related metrics, please specify :packaging and cost reduction

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

The Chief Global Manufacturing Operations Officer, who reports directly to the EVP Global Supply Chain, receives monetary incentives linked in part to reducing operating costs, which includes achieving environmental sustainability goals that are set by the organization. The Chief Global Manufacturing Operations Officer manages the execution of long-range plans designed to achieve the company's profitability goals which are in part driven by the significant cost savings generated by improving energy, water, packaging efficiency, and other sustainability efforts. Our use of biomass and timber products contributes to the progress towards these

goals, and maintaining consistent, responsible use of biomass allows HanesBrands to reduce its energy usage and costs. Reduction in packaging weight (in particular corrugate) helps reduce paper use and drives significant cost savings ($6-8 million/year).

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The Chief Global Manufacturing Operations Officer's incentive compensation is linked to performance metrics that are tied to the overall financials of the company, which include managing climate and forest-related risks and opportunities. As part of the company's performance management program, annual individual goals cascade from management down through their reports. This position has set a specific goal to help deliver the company's annual sustainability goals, which include important milestones to executing the company's long-range sustainability and environmental strategy and goals. These goals drive initiatives that result in significant cost savings, such as improving energy efficiency, packaging reduction and achieving zero waste to landfill, which contribute to the company's profitability and reduce business interruption risks. Forest-related issues are included in this metric, as our use of biomass and our ability to consistently obtain biomass drives our energy and cost reductions in this space and our packaging reduction efforts generate significant cost savings, contributing to our global supply chain's sustainability progress and bottom line.

Water

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Other C-Suite Officer, please specify :EVP Global Supply Chain

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

☑ Salary increase

☑ Shares

(4.5.1.3) Performance metrics

Resource use and efficiency

☑ Reduction of water withdrawals – direct operations

☑ Reduction in water consumption volumes – direct operations

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

The EVP Global Supply Chain's incentive compensation is linked to performance metrics that are tied to the overall financials of the company, which include managing water-related risks and opportunities. As part of the company's performance management program, annual individual goals cascade from management down through their reports.

(4.5.1.6) How the position’s incentives contribute to the achievement of your environmental commitments and/or climate transition plan

This EVP has a specific goal to deliver the company's annual sustainability goals, which include important milestones to execute the company's long-range sustainability and environmental strategy and goals. These goals drive initiatives that result in significant cost savings, such as improving energy and water efficiency and achieving zero waste to landfill, which contribute to the company's profitability and reduce business interruption risks.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Sustainability Officer (CSO)

(4.5.1.2) Incentives

Select all that apply

☑ Promotion

☑ Salary increase

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

Emission reduction

☑ Implementation of an emissions reduction initiative

☑ Reduction in emissions intensity

☑ Increased share of renewable energy in total energy consumption

☑ Reduction in absolute emissions

Resource use and efficiency

☑ Energy efficiency improvement

☑ Reduction in total energy consumption

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

Our Global Sustainability Officer is responsible for our overall sustainability program and our performance on sustainability-related targets. Their performance-based rewards are linked to our company's performance on sustainability targets and the advancement of our sustainability program.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Day-to-day responsibility for sustainability rests with our Global Sustainability Officer (GSO) who manages our program globally. He is responsible for leading our global sustainability team, ensuring organizational alignment and evaluating enterprise-wide sustainability risks, managing our environmental and social initiatives and partnerships, and driving our long-term sustainability goals. Our GSO also leads the planning and implementation of our facility-level environmental programs, as HanesBrands produces about 70% of its total unit volume in facilities that it owns or directly controls. The leadership of our energy management program and Energy Star relationship helps ensure that we meet our environmental goals, including energy, greenhouse gas, and water use reductions, as well as raw materials and packaging initiatives.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Other C-Suite Officer, please specify :Chief Global Manufacturing Operations Officer

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

☑ Salary increase

☑ Shares

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

Emission reduction

☑ Implementation of an emissions reduction initiative

☑ Reduction in emissions intensity

☑ Increased share of renewable energy in total energy consumption

☑ Reduction in absolute emissions

Resource use and efficiency

☑ Energy efficiency improvement

☑ Reduction in total energy consumption

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

The Chief Global Manufacturing Operations Officer, who reports directly to the EVP Global Supply Chain, receives monetary incentives linked in part to reducing operating costs, which includes achieving environmental sustainability goals that are set by the organization. Since 2007, our focus on reducing energy use and transitioning to more renewable sources of energy has saved the company well over $300 million.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

This incentive is contributing to our efforts to reduce energy use and transition to renewable sources of energy. Since 2007, our focus on reducing energy use and transitioning to more renewable sources of energy has saved the company well over $300 million.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Facility/Unit/Site management

☑ Facilities manager

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

☑ Salary increase

(4.5.1.3) Performance metrics

Emission reduction

☑ Increased share of renewable energy in total energy consumption

Resource use and efficiency

☑ Energy efficiency improvement

☑ Reduction in total energy consumption

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

Facility managers receive monetary incentives based on performance criteria linked with, and partially dependent on, reductions of emissions, energy use and water use.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Facility managers play a key part in identifying, developing, and implementing energy and environmental initiatives and providing leadership and motivation to their teams. Energy expenditures within the supply chain contribute to overall conversion cost reduction targets.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☑ Energy manager

(4.5.1.2) Incentives

Select all that apply

☑ Other, please specify :Internal company award; Public recognition

(4.5.1.3) Performance metrics

Resource use and efficiency

☑ Reduction in total energy consumption

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

The efforts of our energy managers to reduce total energy consumption in our facilities are internally and publicly recognized through awards.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Energy managers at our manufacturing facilities and distribution centers translate HanesBrands' annual energy, carbon, and water-reduction goals into energy-saving actions and projects at their respective facilities. Also, as part of their annual goals, energy managers pursue our internal President's Energy Efficiency Award and the U.S. Environmental Protection Agency's Challenge for Industry Award. To date, 60 of our facilities have achieved the President's Energy Efficiency Award and 25 of our facilities have earned the Challenge for Industry award, which requires facilities to reduce energy usage intensity 10% or more during a five-year period. The achievements of energy managers and facilities are recognized internally through on-site celebrations and on our HBIZone intranet site. Externally, environmental stewardship accomplishments are highlighted on www.HBISustains.com, in press releases/media out- reach and are integrated into brand communications.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Forests

☑ Water

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

To continuously monitor and improve HanesBrands' environmental performance, the company has instituted it's Global Environment Health and Safety (GEHS) management system and Global Energy Management Policy, which govern the company's management and tracking of environmental, water, energy, forestry and biodiversity performance. At www.HBISustains.com, our company environmental goals for energy, GHG's, water, packaging reduction and chemical usage and current metrics are readily available to the public. The core focus areas of Planet, People and Product are explained, as well as a variety of accomplishments, projects and informational material. Further, there you can view the company's commitments to various UN SDGs. In addition, the company regularly conducts thorough environmental audits of owned facilities. HanesBrands also uses the Higg Facility Environmental Module to access facility performance and has a goal to

align wastewater to ZDHC guidance by 2025 and further reduce water consumption 25% by 2030. For a description of stated goals and policies, please visit the policies and standards area of the transparency section on https://hbisustains.com/policies-standards/

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to a circular economy strategy
☑ Commitment to respect legally designated protected areas
☑ Commitment to comply with regulations and mandatory standards
☑ Commitment to take environmental action beyond regulatory compliance
☑ Commitment to stakeholder engagement and capacity building on environmental issues
☑ Commitment to engage in integrated, multi-stakeholder landscape (including river basin) initiatives to promote shared sustainability goals

Climate-specific commitments

☑ Commitment to 100% renewable energy
☑ Other climate-related commitment, please specify :Have set and had SBT's approved

Forests-specific commitments

☑ Commitment to conduct or support restoration and/or compensation to remedy for past deforestation or conversion
☑ Commitment to no land clearance by burning or clearcutting
☑ Other forests-related commitment, please specify :Commitment to reduce packaging weight by 25% - reduce corrugate use

Water-specific commitments

☑ Commitment to reduce water consumption volumes
☑ Commitment to reduce water withdrawal volumes
☑ Commitment to reduce or phase out hazardous substances
☑ Commitment to control/reduce/eliminate water pollution
☑ Commitment to safely managed WASH in local communities
☑ Commitment to the conservation of freshwater ecosystems
☑ Commitment to water stewardship and/or collective action

Social commitments

☑ Commitment to promote gender equality and women's empowerment
☑ Commitment to respect internationally recognized human rights
☑ Other social commitment, please specify :See goals in People section of www.hbisustains.com

Additional references/Descriptions

☑ Description of commodities covered by the policy

☑ Recognition of environmental linkages and trade-offs

☑ Description of environmental requirements for procurement

☑ Description of impacts on natural resources and ecosystems

☑ Description of renewable electricity procurement practices

☑ Reference to timebound environmental milestones and targets

☑ Description of dependencies on natural resources and ecosystems

☑ Description of membership and financial support provided to organizations that seek to influence public policy

☑ Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

M-GEHS-001.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ Better Cotton Initiative (BCI)

☑ Science-Based Targets Initiative (SBTi)

☑ Sustainable Apparel Coalition (SAC)

☑ Textile Exchange

(4.10.3) Describe your organization’s role within each framework or initiative

Science-based targets provide companies with a clearly-defined path to reduce emissions in line with the Paris Agreement goals. We are one of more than 6,000 businesses around the world already working with the Science Based Targets initiative (SBTi). SBTi has approved our Science-based targets. Cascale (formerly the Sustainable Apparel Coalition) is a global multi-stakeholder nonprofit alliance for the consumer goods industry. It developed the Higg FEM index which is a suite of tools for the standardized measurement of value chain sustainability, providing the industry with a common language to describe sustainability performance. We are using the Higg FEM index to assess our suppliers' environmental and sustainability performance. Textile Exchange inspires and equips people and companies to accelerate the adoption of preferred materials through clear and actionable guidance. As a member, Hanes is partnering with Textile Exchange to guide the use of fabrics and materials in our products. Better Cotton is the world’s largest cotton sustainability program, originally launched as the Better Cotton Initiative (BCI). It was founded in 2005 through a roundtable convened by WWF. Its mission is to help cotton communities thrive while protecting and restoring the environment. Hanesbrands has been a brand member since 2021 and has become engaged in their mission to improve sustainable, labor and human rights practices in the global cotton agricultural production.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ Yes, we engaged directly with policy makers

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Paris Agreement

(4.11.4) Attach commitment or position statement

HBI-Political-Contributions-Policy.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ Yes

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

☑ Non-government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

Approved science-based target Date of issue: May 2023 Certificate Number: HANE-USA-001-OFF

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Hanesbrands Inc. utilizes government affairs strategies to help shape public policy issues that benefit our company, industry, and the consumers and communities we serve. We believe it is important for companies like ours to actively participate in political and regulatory processes so that our voice and positions are heard and understood by governments and policymakers around the world. While our associates have the right to participate in the political process by making personal contributions from personal funds, subject to applicable legal limits and requirements and our Global Code of Conduct, they are not reimbursed by HanesBrands directly or otherwise through compensation increases for personal contributions or expenses. HanesBrands' political engagement activity and lobbying is conducted in accordance with applicable laws, policies and procedures, sound corporate practice, and our high standards of ethical conduct. From time to time, HanesBrands employs lobbyists and retains external lobbying firms to advance our key priorities. As per the requirements in the Honest Leadership and Open Government Act, HanesBrands lobbyists file quarterly activity reports with the Clerk of the U.S. House of Representatives and Secretary of the U.S. Senate
[Fixed row]

(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?

Row 1

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

We engage globally with local governments everywhere we operate to promote environmentally sustainable development. The company engages in collaborations with governments and local corporations to improve transportation efficiency, greener fuel use, and green customs. We engage with local municipalities and governments to improve the decarbonization of energy grids in the communities in which we operate and use our purchasing power to incentivize renewable energy development & investment.

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply
☑ Climate change
☑ Forests
☑ Water

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Transparency and due diligence
☑ Traceability requirements
☑ Transparency requirements

☑ Verification and audits

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☑ Global

(4.11.1.6) Your organization’s position on the policy, law, or regulation

Select from:

☑ Support with no exceptions

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

Select all that apply

☑ Regular meetings

☑ Participation in working groups organized by policy makers

☑ Participation in voluntary government programs

☑ Responding to consultations

(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

12500

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

HanesBrands focusses its government engagement in climate issues on promoting common understanding of the science and economics behind addressing climate issues. We aim to build consensus on the urgency to address climate issues and the systems and collaboration needed to decarbonize the global economy, beginning with our r supply chain. Our engagement aims to ease and facilitate implementation of green economic systems, beginning with displaying best practices and how they can be accomplished in our world class supply chain

(4.11.1.11) Indicate if you have evaluated whether your organization’s engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☑ Paris Agreement

[Add row]

(4.12) Have you published information about your organization’s response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ Yes

(4.12.1) Provide details on the information published about your organization’s response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☑ TCFD

☑ Other, please specify :SASB

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Forests

☑ Water

☑ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Risks & Opportunities

☑ Strategy

☑ Emission targets

(4.12.1.6) Page/section reference

2024 ESG SUMMARY REPORT: Core value chain - Page 3 Performance - People, planet, Product page 4-6 Progress again commitment page 7 2030 goal: page 10 TCFD: See whole document on www.hbisustains.com SASB: See whole document on www.hbisustains.com

(4.12.1.7) Attach the relevant publication

HBI-SASB.pdf

(4.12.1.8) Comment

for further information please visit HBIsustain page
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☑ Yes

(5.1.2) Frequency of analysis

Select from:

☑ Every three years or less frequently

Forests

(5.1.1) Use of scenario analysis

Select from:

☑ No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☑ Not an immediate strategic priority

(5.1.4) Explain why your organization has not used scenario analysis

Given our environmental footprint and our impacts, we have focused most heavily on climate and water.

Water

(5.1.1) Use of scenario analysis

Select from:

☑ Yes

(5.1.2) Frequency of analysis

Select from:

☑ Every two years

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization’s scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☑ Quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Changes in ecosystem services provision

☑ Speed of change (to state of nature and/or ecosystem services)

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Cost of capital

☑ Sensitivity of capital (to nature impacts and dependencies)

☑ Other finance and insurance driving forces, please specify :costs incurred because of facility destruction and downtime

Stakeholder and customer demands
☑ Consumer sentiment
☑ Consumer attention to impact
☑ Impact of nature footprint on reputation
☑ Impact of nature service delivery on consumer

Regulators, legal and policy regimes
☑ Global targets
☑ Other regulators, legal and policy regimes driving forces, please specify **:EU and US federal/state legislation**
☑ Global regulation
☑ Level of action (from local to global)
☑ Methodologies and expectations for science-based targets
☑ Political impact of science (from galvanizing to paralyzing)

Relevant technology and science
☑ Granularity of available data (from aggregated to local)
☑ Data regime (from closed to open)

Direct interaction with climate
☑ On asset values, on the corporate
☑ Perception of efficacy of climate regime

Macro and microeconomy
☑ Domestic growth
☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

We engaged with Anthesis Group to conduct a workshop with our senior ERM, supply chain, finance and sustainability leaders to map our most significant climate and weather-related risks in line with TCFD expectations. Climate risk assessment will be an on-going risk evaluation process that, like all our ERM activities, will be reported to the senior management team and Board of Directors. With Anthesis' help, we looked at a full range of climate risks to our business and determined that a

more detailed risk analysis was warranted on the inherent risks associated with business interruption that could result from future climate change effects. For our owned operations, and those of key suppliers, we assessed different scenarios including: increased frequency and severity of big precipitation events; droughts; and interruptions to road infrastructure due to increased heat and precipitation. We then used Resilient Analytics' peer reviewed climate modelling methodology to analyze 100+ facility locations for two climate scenarios and two time horizons (2030 and 2050). To conduct the analysis, Resilient Analytics compiled historic and projected data for each climate effect evaluated (cooling, transportation, heat stress, allergen, rainfall, and drought). They then calculated baseline and projected values using methodologies based on scientific research. They further calculated projected change from baseline over agreed upon time frames. Next, Resilient Analytics ranked the risks for each effect based on the highest risk intersection of impact and certainty on a risk-ranking matrix. This matrix informed a scoring rubric that was used for each location to assign risk points for each climate effect evaluated. Finally, the results were modeled with climate scenarios RCP 4.5 and RCP 8.5 for 2030 and 2050. Please see our TCFD disclosure in the Transparency page of www.HBIsustains.com. Key conclusions from the analysis were 1) HanesBrands' textile and garment manufacturing are well situated to minimize physical climate risks that could significantly disrupt business; 2) drought risk is more significant to our primary facilities than the other measured risks; and 3) we see relatively little increased risk to our operations by 2030 but risks may increase by 2050, particularly under scenario RCP 4.5.

(5.1.1.11) Rationale for choice of scenario

See column "Assumptions, uncertainties and constraints in scenario". Scenario is most relevant to our business and supply chain models.

Water

(5.1.1.1) Scenario used

Water scenarios

☑ WWF Water Risk Filter

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

☑ Liability

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Changes in ecosystem services provision

☑ Speed of change (to state of nature and/or ecosystem services)

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Cost of capital

☑ Sensitivity of capital (to nature impacts and dependencies)

☑ Other finance and insurance driving forces, please specify :costs incurred because of facility destruction and downtime

Stakeholder and customer demands

☑ Consumer sentiment

☑ Consumer attention to impact

☑ Impact of nature footprint on reputation

☑ Impact of nature service delivery on consumer

Regulators, legal and policy regimes

☑ Global targets

and US federal/state legislation

☑ Global regulation

☑ Level of action (from local to global)

☑ Methodologies and expectations for science-based targets

☑ Political impact of science (from galvanizing to paralyzing)

☑ Other regulators, legal and policy regimes driving forces, please specify **:EU**

Relevant technology and science

☑ Granularity of available data (from aggregated to local)

☑ Data regime (from closed to open)

Direct interaction with climate

☑ On asset values, on the corporate

☑ Perception of efficacy of climate regime

Macro and microeconomy

☑ Domestic growth

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The company monitors daily water usage at its owned textile facilities and has taken steps through its Global Environment Health and Safety (GEHS) management system and its Global Energy and Environmental Sustainability Policy to continually conserve and protect water quality. Water-related KPIs are reported from textile operations to regional and corporate management on at least a monthly basis. The World Wildlife Fund Water Risk Filter analysis that was completed by the company in 2021 and 2023, which covered over 96% of the company's overall water usage, found the company has minimal or limited basin-related risk, mainly due to the geographic locations of the company's manufacturing and distribution facilities. A detailed climate scenario analysis conducted in 2023 evaluated the company's exposure to climate-related water risks such as drought and greater precipitation, and found that while the company has some exposure to drought risk in 2050 under a "business as usual" scenario (RCP 8.5), this risk is limited and the company's work to date has prepared it. Additionally, the company recognizes the importance of working closely with its suppliers and has implemented a supplier outreach program that includes capturing water usage data via an annual supplier questionnaire. The intent of the outreach is to identify and share best practices across the company's value chain, as well as identify potential environmental concerns at the suppliers. HanesBrands has taken actions to mitigate water-related risks by ensuring that the majority of our cotton is sourced from non-water-stressed areas in the US and our facilities are located in areas with access to water sheds and high water availability. Moreover, we are implementing water efficiency and water recycling projects at our facilities to decrease our reliance on water, thus making HanesBrands' global operations more resilient. We are also geographically diverse, providing

flexibility to mitigate risks associated with a single facility or site, and we maintain comprehensive insurance coverage so that aggregate risk is largely limited to insurance deductibles. Based on the company's water management practices and the findings of external tools like climate risk analysis and the WWF Water Risk Filter, the company does not expect any substantive water-related impacts in the future, although impacts are always possible.

(5.1.1.11) Rationale for choice of scenario

See column "Assumptions, uncertainties and constraints in scenario".

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☑ Quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:
☑ 4.0ºC and above

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply
☑ 2030
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Changes to the state of nature
☑ Changes in ecosystem services provision
☑ Speed of change (to state of nature and/or ecosystem services)
☑ Climate change (one of five drivers of nature change)

Finance and insurance
☑ Cost of capital
☑ Sensitivity of capital (to nature impacts and dependencies)
☑ Other finance and insurance driving forces, please specify :costs incurred because of facility destruction and downtime

Stakeholder and customer demands
☑ Consumer sentiment
☑ Consumer attention to impact

☑ Impact of nature footprint on reputation
☑ Impact of nature service delivery on consumer

Regulators, legal and policy regimes
☑ Global targets
☑ Other regulators, legal and policy regimes driving forces, please specify **:EU and US federal/state legislation**
☑ Global regulation
☑ Level of action (from local to global)
☑ Methodologies and expectations for science-based targets
☑ Political impact of science (from galvanizing to paralyzing)

Relevant technology and science
☑ Granularity of available data (from aggregated to local)
☑ Data regime (from closed to open)

Direct interaction with climate
☑ On asset values, on the corporate
☑ Perception of efficacy of climate regime

Macro and microeconomy
☑ Domestic growth
☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

We engaged with Anthesis Group to conduct a workshop with our senior ERM, supply chain, finance and sustainability leaders to map our most significant climate and weather-related risks in line with TCFD expectations. Climate risk assessment will be an on-going risk evaluation process that, like all our ERM activities, will be reported to the senior management team and Board of Directors. With Anthesis' help, we looked at a full range of climate risks to our business and determined that a more detailed risk analysis was warranted on the inherent risks associated with business interruption that could result from future climate change effects. For our owned operations, and those of key suppliers, we assessed different scenarios including: increased frequency and severity of big precipitation events; droughts; and interruptions to road infrastructure due to increased heat and precipitation. We then used Resilient Analytics' peer reviewed climate modelling methodology to analyze 100+ facility locations for two climate scenarios and two time horizons (2030 and 2050). To conduct the analysis, Resilient Analytics compiled historic and projected data for each climate effect evaluated (cooling, transportation, heat stress, allergen, rainfall, and drought). They then calculated baseline and projected values using methodologies based on scientific research. They further calculated projected change from baseline over agreed upon time frames. Next, Resilient Analytics ranked

the risks for each effect based on the highest risk intersection of impact and certainty on a risk-ranking matrix. This matrix informed a scoring rubric that was used for each location to assign risk points for each climate effect evaluated. Finally, the results were modeled with climate scenarios RCP 4.5 and RCP 8.5 for 2030 and 2050. Please see our TCFD disclosure in the Transparency page of www.HBIsustains.com. Key conclusions from the analysis were 1) HanesBrands' textile and garment manufacturing are well situated to minimize physical climate risks that could significantly disrupt business; 2) drought risk is more significant to our primary facilities than the other measured risks; and 3) we see relatively little increased risk to our operations by 2030 but risks may increase by 2050, particularly under scenario RCP 8.5.

(5.1.1.11) Rationale for choice of scenario

See column "Assumptions, uncertainties and constraints in scenario". Scenario is most relevant to our business and supply chain models.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Customized publicly available climate transition scenario, please specify :Transition scenarios - Carbon Pricing

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

☑ Policy

☑ Reputation
☑ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:
☑ 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply
☑ 2030
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Changes to the state of nature
☑ Changes in ecosystem services provision
☑ Speed of change (to state of nature and/or ecosystem services)
☑ Climate change (one of five drivers of nature change)

Finance and insurance
☑ Cost of capital
☑ Sensitivity of capital (to nature impacts and dependencies)
☑ Other finance and insurance driving forces, please specify :costs incurred because of facility destruction and downtime

Stakeholder and customer demands
☑ Consumer sentiment

☑ Consumer attention to impact
☑ Impact of nature footprint on reputation
☑ Impact of nature service delivery on consumer

Regulators, legal and policy regimes
☑ Global targets
☑ Other regulators, legal and policy regimes driving forces, please specify **:EU and US federal/state legislation**
☑ Global regulation
☑ Level of action (from local to global)
☑ Methodologies and expectations for science-based targets
☑ Political impact of science (from galvanizing to paralyzing)

Relevant technology and science
☑ Granularity of available data (from aggregated to local)
☑ Data regime (from closed to open)

Direct interaction with climate
☑ On asset values, on the corporate
☑ Perception of efficacy of climate regime

Macro and microeconomy
☑ Domestic growth
☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The parameters used in this scenario were our direct emissions (Scopes 1 & 2) in 2021, a well as the global carbon price under a Net Zero 2050 and a Divergent Net Zero scenario. We analyzed two emissions trajectories: one aligned with a business-as-usual growth scenario, and one aligned with strategic reductions necessary to achieve our SBTs. Moreover, there are assumptions built into the scenarios that determine the carbon price in each scenario. Under a Net Zero 2050 scenario, global warming is limited to 1.5C through stringent climate policies and innovation, reaching net zero CO2 emissions around 2050. It includes individual regional pathways. The Divergent Net Zero scenario reaches net zero by 2050 but with higher costs due to divergent policies introduced across sectors and a "rushed" phase out of fossil fuels. This scenario differs from Net Zero by 2050 by assuming that climate policies are more stringent in the transportation and buildings sectors. This mimics a situation where the failure to coordinate policy stringency across sectors results in a high burden on consumers, while decarbonization of energy supply and industry

is less stringent. It includes the impact of divergent policies across sectors and regions represented as carbon price variation. We projected these scenarios to 2030 and 2050 to get a view of our exposure in the shorter term as well as in the longer term. We chose both a business as usual growth trajectory and a strategic reductions trajectory to assess our exposure if our emissions continue to grow compared to taking measures to decrease our emissions in order to determine the costs that we will incur if we don't align our strategy to a net zero pathway. We chose to look at a Net Zero 2050 and a Divergent Net Zero scenario because they are both scenarios under which transition risks are expected to be high, to keep temperatures at 1.5C.

(5.1.1.11) Rationale for choice of scenario

See column "Assumptions, uncertainties and constraints in scenario".

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Customized publicly available climate transition scenario, please specify :Transition scenarios - Carbon Pricing

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

☑ Policy

☑ Reputation

☑ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:
☑ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply
☑ 2030
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Changes to the state of nature
☑ Changes in ecosystem services provision
☑ Speed of change (to state of nature and/or ecosystem services)
☑ Climate change (one of five drivers of nature change)

Finance and insurance
☑ Cost of capital
☑ Sensitivity of capital (to nature impacts and dependencies)
☑ Other finance and insurance driving forces, please specify :costs incurred because of facility destruction and downtime

Stakeholder and customer demands
☑ Consumer sentiment
☑ Consumer attention to impact

☑ Impact of nature footprint on reputation
☑ Impact of nature service delivery on consumer

Regulators, legal and policy regimes
☑ Global targets
☑ Other regulators, legal and policy regimes driving forces, please specify **:EU and US federal/state legislation**
☑ Global regulation
☑ Level of action (from local to global)
☑ Methodologies and expectations for science-based targets
☑ Political impact of science (from galvanizing to paralyzing)

Relevant technology and science
☑ Granularity of available data (from aggregated to local)
☑ Data regime (from closed to open)

Direct interaction with climate
☑ On asset values, on the corporate
☑ Perception of efficacy of climate regime

Macro and microeconomy
☑ Domestic growth
☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The parameters used in this scenario were our direct emissions (Scopes 1 & 2) in 2021, a well as the global carbon price under a Net Zero 2050 and a Divergent Net Zero scenario. We analyzed two emissions trajectories: one aligned with a business-as-usual growth scenario, and one aligned with strategic reductions necessary to achieve our SBTs. Moreover, there are assumptions built into the scenarios that determine the carbon price in each scenario. The Delayed Transition to Net Zero scenario assumes global annual emissions do not decrease until 2030 resulting in the need for aggressive policies. It includes regional carbon price variations i.e., regions with net-zero targets are more ambitious than regions without them after 2030. The Below 2C scenario encompasses gradually increasing stringency of climate policies, reaching net zero CO2 emissions after 2050. We projected these scenarios to 2030 and 2050 to get a view of our exposure in the shorter term, as well as in the longer term. We chose to analyze both a business-as-usual growth trajectory and a strategic reductions trajectory to assess our exposure if our emissions continue to grow compared to taking measures to decrease our emissions in order to determine the costs that we will incur if we don't prepare to align our

strategy to a net zero pathway. We chose to look at a Delayed Transition to Net Zero scenario and a Below 2C scenario because they are scenarios that are more likely to occur in a global transition to net zero.

(5.1.1.11) Rationale for choice of scenario

See column "Assumptions, uncertainties and constraints in scenario".

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Customized publicly available climate transition scenario, please specify :Transition scenarios - Carbon Pricing

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

☑ Policy

☑ Reputation

☑ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Changes in ecosystem services provision

☑ Speed of change (to state of nature and/or ecosystem services)

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Cost of capital

☑ Sensitivity of capital (to nature impacts and dependencies)

☑ Other finance and insurance driving forces, please specify :costs incurred because of facility destruction and downtime

Stakeholder and customer demands

☑ Consumer sentiment

☑ Consumer attention to impact

☑ Impact of nature footprint on reputation

☑ Impact of nature service delivery on consumer

Regulators, legal and policy regimes

☑ Global targets

and US federal/state legislation

☑ Global regulation

☑ Level of action (from local to global)

☑ Methodologies and expectations for science-based targets

☑ Political impact of science (from galvanizing to paralyzing)

☑ Other regulators, legal and policy regimes driving forces, please specify **:EU**

Relevant technology and science

☑ Granularity of available data (from aggregated to local)

☑ Data regime (from closed to open)

Direct interaction with climate

☑ On asset values, on the corporate

☑ Perception of efficacy of climate regime

Macro and microeconomy

☑ Domestic growth

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The parameters used in this scenario were our direct emissions (Scopes 1 & 2) in 2021, as well as the global carbon price under a Net Zero 2050 and a Divergent Net Zero scenario. We analyzed two emissions trajectories: one aligned with a business-as-usual growth scenario, and one aligned with strategic reductions necessary to achieve our SBTs. Moreover, there are assumptions built into the scenarios that determine the carbon price in each scenario. The Nationally Determined Contributions scenario includes all pledged policies, even if not yet implemented. It leads to warming of around 2.5C. We projected these scenarios to 2030 and 2050 to get a view of our exposure in the shorter term as well as in the longer term. We chose to analyze both a business-as-usual growth trajectory and a strategic reductions trajectory to assess our exposure if our emissions continue to grow compared to taking measures to decrease our emissions to determine the costs that we will incur if we don't prepare to align our strategy to a net zero pathway. We chose this scenario because it is in line with pledged NDCs and it is showing the ambition level that is currently pledged globally.

(5.1.1.11) Rationale for choice of scenario

See column "Assumptions, uncertainties and constraints in scenario".

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Customized publicly available climate transition scenario, please specify :Transition scenarios - Carbon Pricing

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

☑ Policy

☑ Reputation

☑ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0°C and above

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Changes in ecosystem services provision

☑ Speed of change (to state of nature and/or ecosystem services)

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Cost of capital

☑ Sensitivity of capital (to nature impacts and dependencies)

☑ Other finance and insurance driving forces, please specify :costs incurred because of facility destruction and downtime

Stakeholder and customer demands

☑ Consumer sentiment

☑ Consumer attention to impact

☑ Impact of nature footprint on reputation

☑ Impact of nature service delivery on consumer

Regulators, legal and policy regimes

☑ Global targets

☑ Global regulation

☑ Other regulators, legal and policy regimes driving forces, please specify **:EU and US federal/state legislation**

☑ Level of action (from local to global)
☑ Methodologies and expectations for science-based targets
☑ Political impact of science (from galvanizing to paralyzing)

Relevant technology and science
☑ Granularity of available data (from aggregated to local)
☑ Data regime (from closed to open)

Direct interaction with climate
☑ On asset values, on the corporate
☑ Perception of efficacy of climate regime

Macro and microeconomy
☑ Domestic growth
☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The parameters used in this scenario were our direct emissions (Scopes 1 & 2) in 2021, as well as the global carbon price under a Net Zero 2050 and a Divergent Net Zero scenario. We analyzed two emissions trajectories: one aligned with a business-as-usual growth scenario, and one aligned with strategic reductions necessary to achieve our SBTs. Moreover, there are assumptions built into the scenarios that determine the carbon price in each scenario. The Current Policies Scenario includes all current policies, and results from extrapolation of near-term policy ambition. It leads to "hot house world" scenario. We projected these scenarios to 2030 and 2050 to get a view of our exposure in the shorter term as well as in the longer term. We chose to look at both a business-as-usual growth trajectory and a strategic reductions trajectory to assess our exposure if our emissions continue to grow compared to if we take measures to decrease our emissions in order to determine the costs that we will incur if we don't prepare to align our strategy to a net zero pathway. We chose to look at a Current Policies scenario, because it is showing the current level of ambition and the track that the world is currently on.

(5.1.1.11) Rationale for choice of scenario

See column "Assumptions, uncertainties and constraints in scenario".
[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

☑ Capacity building

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Key conclusions from our physical risk analysis were 1) HanesBrands' textile and garment manufacturing are well situated to minimize physical climate risks that could significantly disrupt business; 2) drought risk is more significant to our primary facilities than the other measured risks; and 3) we see relatively little increased risk to our operations by 2030 but risks may increase by 2050, particularly under scenario RCP 8.5. Our work to date has prepared the company well to mitigate and manage climate-related risks to our business. We have mature disaster planning and recovery programs in place to limit damage and resume operations quickly. We have comprehensive insurance coverage so that aggregate risk is largely limited to insurance deductibles. We recognize that availability and cost of insurance is a potential future risk, and we have the capacity and previous experience to self-insure, if necessary. Further, we have built a diverse and resilient supply chain. We make and source materials and goods not only from many different facilities and vendors, but also from many different regions of the world. The scenario analysis results have influenced our business strategy by affirming our position that our supply chain will continue to serve us well under future climate scenarios. The redundancy built into our business model will continue enabling us to effectively manage potential business interruption. We are committed to continue evaluating and modelling climate-related risks and opportunities and transparently disclose findings. Our detailed work to date indicates a minimum amount of risk between now and 2030, with risks potentially growing by 2050 – especially those related to drought. We believe we are well placed to manage such risks given our experience managing an owned supply chain, in-depth disaster planning and recovery protocols, appropriate insurance coverage, and ongoing commitment to internally focus on climate-related risks through our ERM and other processes. Key conclusions from our transition risk analysis were 1) we are more exposed to a carbon price if we continue on a business as usual emissions growth trajectory than on a strategic reduction trajectory; 2) we are more exposed to a carbon price under an ambitious emissions mitigation scenario like the Net Zero 2050 or the Divergent Net Zero scenario; and 3) we will incur a higher cost associated with carbon emissions in the longer term (i.e. 2050) than in the shorter term (i.e. 2030). We are well positioned to follow a strategic reduction pathway and minimize our exposure to a carbon price because we are working on achieving our SBT's and following a reduction pathway to achieve our targets.

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

☑ Capacity building

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

The company monitors daily water usage at its owned textile facilities, and has taken steps through its Global Environment Health and Safety (GEHS) management system and its Global Energy and Environmental Sustainability Policy to continually conserve and protect water quality. Water-related KPIs are reported from textile operations to regional and corporate management on at least a monthly basis. The World Wildlife Fund Water Risk Filter analysis that was completed by the company in 2021 and 2023, which covered over 96% of the company's overall water usage, found the company has minimal or limited basin-related risk, mainly due to the geographic locations of the company's manufacturing and distribution facilities. A detailed climate scenario analysis conducted in 2020 evaluated the company's exposure to climate-related water risks such as drought and greater precipitation, and found that while the company has some exposure to drought risk in 2050 under a "business as usual" scenario (RCP 8.5), this risk is limited and the company's work to date has prepared it. Additionally, the company recognizes the importance of working closely with its suppliers and has implemented a supplier outreach program that includes capturing water usage data via an annual supplier questionnaire. The intent of the outreach is to identify and share best practices across the company's value chain, as well as identify potential environmental concerns at the suppliers. The company favors suppliers who seek to reduce their water usage and mitigate and manage climate-related risk. HanesBrands has taken actions to mitigate water-related risks by ensuring that the majority of our cotton is sourced from non-water-stressed areas in the US and our facilities are located in areas with access to water sheds and high water availability. Moreover, we are implementing water efficiency and water recycling projects at our facilities to decrease our reliance on water, thus making HanesBrands' global operations more resilient. We are also geographically diverse, providing flexibility to mitigate risks associated with a single facility or site, and we maintain comprehensive insurance coverage so that aggregate risk is largely limited to insurance deductibles. Based on the company's water management practices and the findings of external tools like climate risk analysis and the WWF Water Risk Filter, the company does not expect any substantive water-related impacts in the future, although impacts are always possible.
[Fixed row]

(5.2) Does your organization’s strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☑ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☑ No, but we plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

Currently under review

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☑ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

As a public company, our shareholders have proxy rights and may attend annual meetings. Also we directly engage with shareholders.

(5.2.9) Frequency of feedback collection

Select from:

☑ Annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

See Transparency section of www.HBISustains.com for a copy of the plan.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

We are glad to inform that Hanesbrands Inc. (HBI) achieved its near-term Science-based targets for both Scope 1 and 2 and for Scope 3. HanesBrands set targets approved by the Science-Based Targets Initiative (SBTi) to reduce Scope 1 and 2 absolute emissions by 46.2% and Scope 3 by 27.5% by 2030. As of 2023, HanesBrands has exceeded these goals, with a 51.5% reduction in Scope 1 and 2 emissions and a 27.7% reduction in Scope 3 emissions. Achievement can be attributed to several key drivers: Renewable Electricity: The largest factor in Scope 1 and 2 emissions reduction was a strategic shift toward renewable energy sources. In 2022, HanesBrands signed a Power Purchase Agreement to use solar electricity in one of its largest manufacturing sites in the world, Dos Rios in the Dominican Republic. Less Packaging and Sustainable Transportation: Through packaging optimization initiatives and shifting more shipments from air to sea transport, HanesBrands has significantly decreased its upstream transportation emissions. Product Mix Evolution: Emissions decreased as the company adjusted its product volume and shifted its product mix, driven by market share gains in the innerwear category. Energy Savings and Sustainable Materials: Emissions decreased by reducing fossil fuels in favor of more sustainable options like biomass and identifying energy-saving solutions within its own facilities. In addition, the company has integrated the use of more sustainable materials into its manufacturing processes and product lines.

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

v2 Climate Action Transition Plan.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☑ No other environmental issue considered

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Forests

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

HanesBrands' products have been impacted directly by the eco-citizenship megatrend. The megatrend, which signifies a long-term market force influencing consumers, has inspired greater interest across the company in developing, manufacturing, and marketing products with exceptional eco-characteristics. While the company believes all products made in its company-owned supply chain (70% of its total unit volume) are more sustainable choices because of how they are

manufactured, we are currently introducing new products to market to gauge consumer interest in this trend in the apparel space. See www.HBISustains.com for much more information on what we are doing in our Planet and Product pillars – including in particular the Brands in Action section of the Product pillar. HanesBrands' business units are currently evaluating specific opportunities to identify circular economy business models to reduce textile disposal to landfills and extend a product's useful life. This process involves partnering with external circularity professionals to review the material and manufacturing of certain product styles to determine how design may be adapted with product end of life in mind. For example, this may mean preferring more widely recyclable and lower carbon-intensity fibers versus what is used today. The company has also made strong public commitments to use 100% sustainable cotton and 100% recycled or degradable polyester by 2030 – both of which will directly reduce our broad environmental footprint and Scope 3 GHG emissions. We are actively exploring the viability of recycling cotton for our cut-part waste at scale and have concerted goals and efforts to reduce packaging weight – especially corrugate.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Forests

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

HanesBrands believes in doing business with suppliers that share the company's commitment to protecting the quality of the environment around the world through sound environmental management. Suppliers must comply with all applicable environmental and labor laws and regulations and must promptly develop and implement plans or programs to correct any non-compliant practices. HanesBrands favors suppliers who seek to reduce waste and minimize the environmental impact of operations. We will not do business with those factories that do not comply with our standards. HanesBrands requires all suppliers to certify compliance with the company's Global Standards for Suppliers ("GSS") and conducts hundreds of in-person supplier audits annually to confirm compliance with our GSS standards. The GSS requires suppliers to commit, among other things, to protecting the quality of the environment around the world through sound environmental management and complying with all applicable environmental and labor laws and regulations. Specific climate-related requirements include tracking energy and water usage, recycling, and having a designated environmental officer for the company. For more detail on our GSS program, please see the Human Rights and Responsible Sourcing section of www.HBISustains.com which includes a 265+ question audit protocol used for factories – including a specific and separate environmental section. Additionally, during the reporting year, the company continued the use of the Cascale/Sustainable Apparel Coalition's Higg Index Facility Environmental Module

(FEM). The Higg FEM is a comprehensive environmental assessment which provides a standard framework to capture metrics relating to energy, air and greenhouse gas emissions for comparison and benchmarking across multiple facilities. 100% of our internal facilities and 61% of turnkey sourced facilities by facility count completed the Higg FEM for the reporting period. By 2025, the company has committed to doing business only with facilities that have completed the Higg FEM process. We have made excellent progress to-date.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

HanesBrands is currently investing significantly in research and development (R&D) for more sustainable products and manufacturing processes to meet (or exceed) stakeholder expectations around eco-citizenship and for the potential to improve operating efficiency and generate cost savings. The company plans to continue doing so over the next decade (long-term). Areas of exploration include low-impact dyes, fabrics with greater recycled and sustainable cotton content, increasingly more energy and water efficient fabric manufacturing processes, and changes to packaging design to reduce weight, reduce cost and meet the needs of ecommerce customers who expect far less packaging on the products they receive through the mail. The HanesBrands R&D function has added sustainability as one of its primary innovation pillars. The company anticipates future consumers will be more discerning in their choices as they consider brand traits like environmental impact and reputation. Today, we are exploring both active and passive apparel technologies (e.g. thermo regulative, sweat wicking, cold water washability, degradable finishes) as well as fiber innovations like increased recycled content and more sustainable cotton. For more detail, please see the Brands in Action section in both the Planet and Product Pillars of www.HBISustains.com.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Forests

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

HanesBrands' operations may be impacted by acute and chronic physical risks in the short-, medium-, and long-term time horizons. From an acute standpoint, we recently experienced the impacts of Hurricane Dorian at one of our distribution operations in North Carolina and flooding during an extreme weather event in our Vietnam and Thailand facilities in 2024. We responded rapidly in accordance with our pre-planned disaster recovery strategy developed through the ERM process under the oversight of the Audit Committee, for example, using onsite generators to continue operations in North Carolina. We aggressively prepare for chronic risks that may impact our operations. We maintain tolerance models identifying how our business may be impacted in the event of floods or drought that may affect cotton prices or new climate regulation that may impact polyester prices. We set a range of 2025 and 2030 sustainability goals and formally conducted an analysis under the TCFD guidelines. We continue to invest in our company-owned supply chain as part of preparing our operations for the future. Investments in energy and water efficient process improvements mitigate future risk. Examples include investments in water-saving continuous wash ranges, energy-saving heat exchangers, and LED retrofits at many sewing facilities and distribution centers. The company's significant investments in on-site biomass plants and solar projects reduce exposure to oil and grid price volatility. The company manages its diverse company-owned supply chain in part to mitigate potential harm from physical climate-related risks like more frequent extreme weather events. The company's supply chain network is geographically balanced across the eastern and western hemispheres to reduce risk from events in any one part of the world. This strategy is informed by careful planning and consideration of environmental factors from internal experts and external consultants when planning facility locations. As part of ongoing evaluation of water risk, the company regularly evaluates itself using the World Wildlife Fund's Water Risk Filter tool to better understand geographic and industry water risk. We also conducted a formal TCFD analysis which can be found in the Transparency section of www.HBIsustains.com.

[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Assets
☑ Revenues
☑ Liabilities
☑ Direct costs
☑ Indirect costs
☑ Access to capital
☑ Capital allocation
☑ Capital expenditures

(5.3.2.2) Effect type

Select all that apply

☑ Risks
☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change
☑ Forests
☑ Water

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

HanesBrands' supply chain capital allocation has been influenced by climate-related risks and opportunities. As an example, our strategy is to fully utilize renewable energy power plants to minimize the use of fossil fuels while decreasing GHG emissions. We are also pursuing a number of direct investments and PPA solar and thermal projects. We have invested in 3 solar projects at sewing facilities in Thailand and Honduras and are actively evaluating 3 others. We also signed an agreement to source solar power for our energy-intensive textile facility in the Dominican Republic. This SPPA system was brought on-line Q4 2022 and delivers renewable electricity to power 100% of our Dominican Republic textile manufacturing site. We have also installed and commissioned solar systems at facilities in Honduras and Thailand totaling 7 MW. Additionally, we are evaluating creative opportunities to achieve renewable energy such as virtual purchase power agreements and continuing to look for cost-effective renewable energy sources. We have also pursued significant cost savings in both our energy and packaging reduction programs. Together, our efforts to reduce energy use and packaging generated roughly 10 million dollars in savings in the reporting year.
[Add row]

(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?

	Identification of spending/revenue that is aligned with your organization’s climate transition
	Select from: ☑ No, but we plan to in the next two years

[Fixed row]

(5.9) What is the trend in your organization’s water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

0

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

0

(5.9.3) Water-related OPEX (+/- % change)

0

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

0

(5.9.5) Please explain

Water-related CAPEX and OEPX are anticipated to remain flat.
[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	Select from: ☑ No, but we plan to in the next two years	*Select from:* ☑ Not an immediate strategic priority	*Lack of internal resources/expertise*

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:
☑ Yes

(5.11.2) Environmental issues covered

Select all that apply
☑ Climate change
☑ Forests
☑ Water

☑ Plastics

Smallholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ No, but we plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

☑ Judged to be unimportant or not relevant

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

Hanesbrands does not have materially relevant smallholders in its value chain

Customers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

☑ Forests

☑ Water

☑ Plastics

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

☑ Forests

☑ Water

☑ Plastics

Other value chain stakeholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

☑ Water

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Contribution to supplier-related Scope 3 emissions

☑ Dependence on ecosystem services/environmental assets

☑ Impact on pollution levels

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

All of Hanesbrands' Tier 1 suppliers have been assessed through the company's Global Standards for Suppliers (GSS) program, which is also third-party verified, and contains environmental topics, policies, compliance, regulations, impact assessments, and other requirements. In addition to GSS, we require all Tier 1 facilities to complete the Higg FEM.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ 76-99%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

305

Forests

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Basin/landscape condition

☑ Dependence on ecosystem services/environmental assets

☑ Impact on deforestation or conversion of other natural ecosystems

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 51-75%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

All of Hanesbrands' Tier 1 suppliers have been assessed through the company's Global Standards for Suppliers (GSS) program, which is also third-party verified, and contains environmental topics, policies, compliance, regulations, impact assessments, and other requirements.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ 51-75%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

18

Water

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Dependence on water

☑ Impact on water availability

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

All of Hanesbrands' Tier 1 suppliers have been assessed through the company's Global Standards for Suppliers (GSS) program, which is also third-party verified, and contains environmental topics, policies, compliance, regulations, impact assessments, and other requirements. In addition to GSS, we require all Tier 1 facilities to complete the Higg FEM.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ 76-99%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

305

Plastics

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Impact on plastic waste and pollution

☑ Impact on pollution levels

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 51-75%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

All of Hanesbrands' Tier 1 suppliers have been assessed through the company's Global Standards for Suppliers (GSS) program, which is also third-party verified, and contains environmental topics, policies, compliance, regulations, impact assessments, and other requirements.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ 51-75%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

18
[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Material sourcing

☑ Procurement spend

☑ Product lifecycle

☑ Regulatory compliance

☑ Reputation management

☑ Leverage over suppliers

☑ Strategic status of suppliers

☑ Supplier performance improvement

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change

(5.11.2.4) Please explain

We prioritize work with our owned and contracted textile facilities (Tier 2), as well as our significant Tier 1 facilities, which make up about 80% of our sourced volume.

Forests

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Material sourcing

☑ Procurement spend

☑ Regulatory compliance

☑ Reputation management

☑ Business risk mitigation

☑ Strategic status of suppliers

☑ Supplier performance improvement

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to forests

(5.11.2.4) Please explain

We prioritize work with our owned and contracted textile facilities (Tier 2), as well as our significant Tier 1 facilities, which make up about 80% of our sourced volume.

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Material sourcing

☑ Procurement spend

☑ Product lifecycle

☑ Regulatory compliance

☑ Reputation management

☑ Business risk mitigation

☑ Leverage over suppliers

☑ Strategic status of suppliers

☑ Supplier performance improvement

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to water

(5.11.2.4) Please explain

We prioritize work with our owned and contracted textile facilities (Tier 2), as well as our significant Tier 1 facilities, which make up about 80% of our sourced volume.

Plastics

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Material sourcing

☑ Procurement spend

☑ Regulatory compliance

☑ Reputation management

☑ Business risk mitigation

☑ Leverage over suppliers

☑ Strategic status of suppliers

☑ Product safety and compliance

☑ Supplier performance improvement

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to plastics

(5.11.2.4) Please explain

We prioritize work with our owned and contracted textile facilities (Tier 2), as well as our significant Tier 1 facilities, which make up about 80% of our sourced volume. [Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization’s purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Climate-related requirements are included in our procurement requirements, Global Standards for Suppliers audit process (see www.HBISustains.com for more detail) and the Higg FEM process that we require of all Tier 1 suppliers and owned textile mills.

Forests

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Climate-related requirements are included in our procurement requirements, Global Standards for Suppliers audit process (see www.HBISustains.com for more detail) and the Higg FEM process that we require of all Tier 1 suppliers and owned textile mills.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Climate-related requirements are included in our procurement requirements, Global Standards for Suppliers audit process (see www.HBISustains.com for more detail) and the Higg FEM process that we require of all Tier 1 suppliers and owned textile mills.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Environmental disclosure through a non-public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Certification
☑ Fines and penalties
☑ First-party verification
☑ On-site third-party audit
☑ Second-party verification
☑ Supplier self-assessment
☑ Supplier scorecard or rating
☑ Grievance mechanism/ Whistleblowing hotline

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Other, please specify :Required to implement a corrective action plan

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 76-99%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Other, please specify :Preparation and completion of a corrective action plan

(5.11.6.12) Comment

HanesBrands believes in doing business with suppliers who share the company's commitment to protecting the quality of the environment around the world through sound environmental management. We actively audit facilities against our Global Standards for Suppliers auditing tool (see www.HBISustains.com for more detail) and contractually require all Tier 1 facilities and owned textile mills to complete the Higg FEM. Suppliers must comply with all applicable environmental laws and regulations and promptly develop and implement plans or programs to correct any non-compliant practices. Suppliers shall seek to reduce waste and adopt responsible measures to minimize and mitigate the environmental impact of their operations.

Forests

(5.11.6.1) Environmental requirement

Select from:

☑ No deforestation or conversion of other natural ecosystems

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Certification

☑ Fines and penalties

☑ On-site third-party audit

☑ Supplier self-assessment

☑ Supplier scorecard or rating

☑ Grievance mechanism/ Whistleblowing hotline

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Other, please specify :Required to implement a corrective action plan

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 76-99%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Other, please specify :Preparation and completion of a corrective action plan

(5.11.6.12) Comment

See www.HBISustains.com for a detailed explanation of our factory compliance (social/environmental) audit process.

Water

(5.11.6.1) Environmental requirement

Select from:

☑ Environmental disclosure through a non-public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Certification

☑ Fines and penalties

☑ On-site third-party audit

☑ Supplier self-assessment

☑ Supplier scorecard or rating

☑ Grievance mechanism/ Whistleblowing hotline

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Other, please specify :Required to implement a corrective action plan

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 76-99%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics

☑ Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

☑ Providing information on appropriate actions that can be taken to address non-compliance

☑ Re-integrating suppliers back into upstream value chain based on the successful and verifiable completion of activities

☑ Other, please specify :Preparation and completion of a corrective action plan

(5.11.6.12) Comment

HanesBrands recognizes water as a valuable resource important to the textile industry. We own and operate the majority of our textile manufacturing facilities that produce almost 75% of the products we sell and strive to be the employer of choice and a good corporate citizen where we live, work, and play. We expect our key suppliers to have like-minded values when it comes to environmental stewardship. We contractually require our suppliers to complete the apparel's industry-leading Higg Facility Environmental Module assessment program and have the results third-party verified. We have also adopted publicly-stated water goals. See www.HBISustains.com. Additionally, the company has an internal Global Standards for Suppliers program that is comprised of robust audit protocols and is third party verified. These two tools provide quantifiable scores that can be used to influence key suppliers towards desired behaviors. Those not meeting our requirements over time may be eliminated from our supplier network.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Regular environmental risk assessments (at least once annually)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Certification

☑ Fines and penalties

☑ First-party verification

☑ On-site third-party audit

☑ Second-party verification

☑ Supplier self-assessment

☑ Supplier scorecard or rating

☑ Grievance mechanism/ Whistleblowing hotline

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Other, please specify :Required to implement a corrective action plan

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 76-99%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Other, please specify :Preparation and completion of a corrective action plan

(5.11.6.12) Comment

HanesBrands believes in doing business with suppliers who share the company's commitment to protecting the quality of the environment around the world through sound environmental management. We actively audit facilities against our Global Standards for Suppliers auditing tool (see www.HBISustains.com for more detail) and contractually require all Tier 1 facilities and owned textile mills to complete the Higg FEM. Suppliers must comply with all applicable environmental laws and regulations and promptly develop and implement plans or programs to correct any non-compliant practices. Suppliers shall seek to reduce waste and adopt responsible measures to minimize and mitigate the environmental impact of their operations.

Water

(5.11.6.1) Environmental requirement

Select from:

☑ Regular environmental risk assessments (at least once annually)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Certification

☑ Fines and penalties

☑ On-site third-party audit

☑ Supplier self-assessment

☑ Supplier scorecard or rating

☑ Grievance mechanism/ Whistleblowing hotline

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Other, please specify :Required to implement a corrective action plan

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 76-99%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Other, please specify :Preparation and completion of a corrective action plan

(5.11.6.12) Comment

HanesBrands recognizes water as a valuable resource important to the textile industry. We own and operate the majority of our textile manufacturing facilities that produce almost 75% of the products we sell and strive to be the employer of choice and a good corporate citizen where we live, work, and play. We expect our key suppliers to have like-minded values when it comes to environmental stewardship. We contractually require our suppliers to complete the apparel's industry-leading Higg Facility Environmental Module assessment program and have the results third-party verified. We have also adopted publicly-stated water goals. See www.HBISustains.com. Additionally, the company has an internal Global Standards for Suppliers program that is comprised of robust audit protocols and is third party verified. These two tools provide quantifiable scores that can be used to influence key suppliers towards desired behaviors. Those not meeting our requirements over time may be eliminated from our supplier network.
[Add row]

(5.11.7) Provide further details of your organization’s supplier engagement on environmental issues.

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

☑ Develop or distribute resources on how to map upstream value chain

☑ Provide training, support and best practices on how to measure GHG emissions

☑ Provide training, support and best practices on how to mitigate environmental impact

☑ Support suppliers to set their own environmental commitments across their operations

Financial incentives

☑ Feature environmental performance in supplier awards scheme

☑ Provide financial incentives for environmental performance

Information collection

☑ Collect climate transition plan information at least annually from suppliers

☑ Collect environmental risk and opportunity information at least annually from suppliers

☑ Collect GHG emissions data at least annually from suppliers

☑ Collect water quality information at least annually from suppliers (e.g., discharge quality, pollution incidents, hazardous substances)

☑ Collect water quantity information at least annually from suppliers (e.g., withdrawal and discharge volumes)

Innovation and collaboration

☑ Encourage collaborative work in landscapes or jurisdictions

☑ Incentivize collaborative sustainable water management in river basins

☑ Invest jointly with suppliers in R&D of relevant low-carbon technologies

☑ Collaborate with suppliers to develop reuse infrastructure and reuse models

☑ Facilitate adoption of a unified climate transition approach with suppliers

☑ Run a campaign to encourage innovation to reduce environmental impacts on products and services
☑ Collaborate with suppliers on innovations to reduce environmental impacts in products and services
☑ Collaborate with suppliers on innovative business models and corporate renewable energy sourcing mechanisms

(5.11.7.4) Upstream value chain coverage

Select all that apply
☑ Tier 1 suppliers
☑ Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:
☑ 51-75%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:
☑ 76-99%

(5.11.7.8) Number of tier 2+ suppliers engaged

31

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

HanesBrands' commitment to our guiding principles means that we only do business with suppliers who also abide by the highest standards of business behavior. The company has significantly grown its use of the Sustainable Apparel Coalition's Higg Index Facility Environmental (FEM) Module during the reporting period. The Higg FEM is a comprehensive environmental assessment which provides a standard framework to capture metrics relating to energy, air, water and greenhouse gas emissions for comparison and benchmarking across multiple facilities. Facilities completing the FEM can share their responses with business partners to provide a clearer picture of their environmental impacts. HanesBrands continues to complete the Higg FEM module in its owned operations and expands participation throughout its value chain partners. In fact, HanesBrands has set a 2025 goal to only manufacture and source product from facilities that complete the Higg FEM process annually. This goal allowed us to engage and educate our suppliers about climate change and encourages them to engage in climate impact monitoring through their yearly reporting. In 2024, HanesBrands has grown Higg FEM self-assessment completion across 305 company-owned, turn-key and tier 2 facilities, covering 100% of owned facilities and 60% of suppliers by number. Our Global Standards for Suppliers (GSS) calls for all our suppliers to conduct themselves with

honesty and integrity and to fully comply with the law and HanesBrands policies. Our GSS applies to all facilities involved in the production of HanesBrands products anywhere in the world including our owned facilities. All finished goods facilities must undergo a GSS assessment before production begins. It is then followed up with ongoing annual assessments. To ensure accuracy and integrity, the initial and annual assessments are conducted by third-party auditors who measure facility performance using a detailed scored of more than 265 questions across key areas, including environmental practices. As a part of this assessment, HBI requests information regarding environmental activities in the facility such as energy and associated greenhouse gas emissions, environmental targets, and waste management practices. Our assessment process not only serves to monitor and assess our suppliers, but to help them better understand how to sustainably operate

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :energy and ghg reduction

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

Forests

(5.11.7.1) Commodity

Select from:

☑ Timber products

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ No deforestation and/or conversion of other natural ecosystems

(5.11.7.3) Type and details of engagement

Capacity building

☑ Develop or distribute resources on how to map upstream value chain

☑ Other capacity building activity, please specify :auditing

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

☑ Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 26-50%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:

☑ 26-50%

(5.11.7.8) Number of tier 2+ suppliers engaged

2

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Supplier Engagement and Communication: HBI maintains active engagement with its suppliers to ensure compliance with both local and company-specific environmental certifications. Suppliers are required to document the location and type of fuel provided and must remain up to date with all relevant certifications. Internal Traceability System: The company has implemented a robust system to verify and monitor the origin of timber materials, ensuring adherence to local legal requirements. HBI tracks biomass-based fuel data, including receipt records, weight, and supplier information. Landscape and Jurisdictional Approaches: In El Salvador, timber-based biomass is sourced from certified commercial plantations that cultivate fast-growing, renewable crops—often in conjunction with coffee bean production. All suppliers are certified by the Salvadorian Ministry of Environment and Natural Resources and the Ministry of Agriculture and Forestry. Suppliers must present permits for each load entering HBI facilities, ensuring that all biomass and paper-based packaging meet legal and operational standards. Chain of Custody and Certification: In the Dominican Republic, the Ministry of Environment and Natural Resources certifies plantations designated for energy production, such as biomass. HBI owns and manages certified land specifically cultivated for biomass harvesting. However, in 2024, biomass from HBI's own plantations was not utilized, as the newly planted trees had not yet reached maturity. Both national governments enforce strong environmental standards that help mitigate deforestation risks associated with timber materials. Additionally, HBI is working closely with its paper-based packaging suppliers to ensure all packaging is FSC-certified. Value Chain

Mapping: HBI manages biomass and paper-based packaging sustainability through a value chain approach. Certified timber and biomass are sourced from renewable plantations in El Salvador and the Dominican Republic. The location of these plantations is identified and updated periodically, please see question 8.5 for exact mapping of plantation locations. In addition, all our MMCFs suppliers have been mapped, and this are publicly available on our Sustainability website (HBISustains.com). The majority of our paper packaging is procured from FSC-certified suppliers. Environmental impacts are monitored, and stakeholder engagement drives continuous improvement.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :compliance with country level forestry management regulations

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

Water

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Total water withdrawal volumes reduction

(5.11.7.3) Type and details of engagement

Capacity building

☑ Develop or distribute resources on how to map upstream value chain

☑ Support suppliers to set their own environmental commitments across their operations

Financial incentives

☑ Feature environmental performance in supplier awards scheme

Information collection

☑ Collect environmental risk and opportunity information at least annually from suppliers

☑ Collect water quality information at least annually from suppliers (e.g., discharge quality, pollution incidents, hazardous substances)
☑ Collect water quantity information at least annually from suppliers (e.g., withdrawal and discharge volumes)

Innovation and collaboration
☑ Collaborate with suppliers on innovations to reduce environmental impacts in products and services
☑ Collaborate with suppliers to develop reuse infrastructure and reuse models
☑ Encourage collaborative work in landscapes or jurisdictions
☑ Incentivize collaborative sustainable water management in river basins
☑ Run a campaign to encourage innovation to reduce environmental impacts on products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply
☑ Tier 1 suppliers
☑ Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:
☑ 76-99%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:
☑ 76-99%

(5.11.7.8) Number of tier 2+ suppliers engaged

32

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

HanesBrands' commitment to our guiding principles means that we only do business with suppliers who also abide by the highest standards of business behavior. The company has significantly grown its use of the Sustainable Apparel Coalition's Higg Index Facility Environmental (FEM) Module during the reporting period. The Higg FEM is a comprehensive environmental assessment which provides a standard framework to capture metrics relating to energy, air, water and greenhouse gas emissions for comparison and benchmarking across multiple facilities. Facilities completing the FEM can share their responses with business partners to provide a clearer picture of their environmental impacts. HanesBrands continues to complete the Higg FEM module in its owned operations and expands participation throughout its value chain partners. In fact, HanesBrands has set a 2025 goal to only manufacture and source product from facilities that complete the Higg FEM process annually. This goal allowed us to engage and educate our suppliers about climate change and encourages them to engage in climate impact monitoring through their yearly reporting. In 2024, HanesBrands has grown Higg FEM self-assessment completion across 305 company-owned, turn-key and tier 2 facilities, covering 100% of owned facilities and 60% of suppliers by number. Our Global Standards for Suppliers (GSS) calls for all our suppliers to conduct themselves with honesty and integrity and to fully comply with the law and HanesBrands policies. Our GSS applies to all facilities involved in the production of HanesBrands products anywhere in the world including our owned facilities. All finished goods facilities must undergo a GSS assessment before production begins. It is then followed up with ongoing annual assessments. To ensure accuracy and integrity, the initial and annual assessments are conducted by third-party auditors who measure facility performance using a detailed scored of more than 265 questions across key areas, including environmental practices. As a part of this assessment, HBI requests information regarding environmental activities in the facility such as water use and water-efficiency measures, environmental targets, and sustainability practices. Our assessment process not only serves to monitor and assess our suppliers, but to help them better understand how to sustainably operate

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :Water reduction and waster risk assessment

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

Plastics

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Removal of plastic from the environment

(5.11.7.3) Type and details of engagement

Capacity building

☑ Develop or distribute resources on how to map upstream value chain

☑ Support suppliers to set their own environmental commitments across their operations

Financial incentives

☑ Feature environmental performance in supplier awards scheme

☑ Provide financial incentives for environmental performance

Information collection

☑ Collect environmental risk and opportunity information at least annually from suppliers

Innovation and collaboration

☑ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

☑ Collaborate with suppliers to develop reuse infrastructure and reuse models

☑ Run a campaign to encourage innovation to reduce environmental impacts on products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 51-75%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We have engaged extensively in our supply chain to reduce packaging weight and to eliminate single-use plastics. Please see www.Hbisustains.com for more information on our work in this area and progress toward our goals to-date.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes
[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:
☑ Other value chain stakeholder, please specify :B2B Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing
☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks
☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
☑ Share information about your products and relevant certification schemes
☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration
☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services
☑ Engage with stakeholders to advocate for policy or regulatory change
☑ Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

Select from:
☑ 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ 51-75%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Ability to partner and influence

(5.11.9.6) Effect of engagement and measures of success

We work closely with key customers on climate-related initiatives. Hanesbrands actively and directly engages with a number of its key customers including Wal-Mart, Target, Amazon and Kohl's on a range of sustainability issues. We are an active participant in Wal-Mart's Project Gigaton effort, have responded to CDP as a Wal-Mart supplier for years, participate in Wal-Mart's product scorecard process (scoring significantly above our peers in most cases). We are also actively working with Amazon, Target and Kohl's on their packaging and/or product sustainability efforts – all of which have both direct and indirect benefits in reducing overall emissions and waste generation. We are also an active participant in Amazon's Climate Pledge Friendly program.

Forests

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Hanes has begun submitting its packaging components for recyclability assessments by How2Recycle, which provides the proper recycling label for each packaging configuration. Labels identify the type or types of materials used in the packaging, what to do with each component, actions to take before recycling and how to get more information – all in an easy-to-understand format.

(5.11.9.6) Effect of engagement and measures of success

Hanes has partnered with How2Recycle, a standardized labeling system that will help the company clearly communicate packaging recycling instructions on the nearly 500 million packages of product it sells in the United States and Canada.

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

☑ Engage with stakeholders to advocate for policy or regulatory change

☑ Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

HanesBrands has set ambitious long-term sustainability goals and knows it will need to continue engaging with its business partners to reach them. HanesBrands has frequently engaged with peer companies and business partners in its value chain. For example, in previous years, HanesBrands partnered with customers, other textile companies, NC State University, and industry organizations for the Wastewater Challenge, an initiative designed to improve water quality associated with textile wastewater treatment processes. As part of the project, the group developed a website "toolbox" as a forum for wastewater issues (https://wastewater.sustainabilityconsortium.org/). Engaging value chain partners through initiatives like the Wastewater Challenge enable HanesBrands to participate in efforts moving the industry as a whole towards better water treatment practices. HanesBrands has also partnered with Tide to encourage consumers to use cold water when washing their clothes. Engagement success is measured formally and informally. HanesBrands uses the Higg FEM process as a formal measure. Informally, HanesBrands' success in delivering quality and value depends on strong relationships with our suppliers and business partners. The company believes in doing business with partners that embrace and demonstrate high standards of ethical business behavior, including the commitment to protecting the quality of the environment around the world through sound environmental stewardship practices. Further, HanesBrands understands the need to engage suppliers and customers in identifying opportunities to leverage best practices in energy and water usage conservation, greenhouse gas emissions reductions, and solid waste avoidance. Partnering on initiatives like the Wastewater Challenge strengthens business relationships.

(5.11.9.6) Effect of engagement and measures of success

Engagement success is measured formally and informally. HanesBrands uses the Higg FEM process as a formal measure. Informally, HanesBrands' success in delivering quality and value depends on strong relationships with our suppliers and business partners. The company believes in doing business with partners that embrace and demonstrate high standards of ethical business behavior, including the commitment to protecting the quality of the environment around the world through sound environmental stewardship practices. Further, HanesBrands understands the need to engage suppliers and customers in identifying opportunities to leverage best practices in energy and water usage conservation, greenhouse gas emissions reductions, and solid waste avoidance. Partnering on initiatives like the Wastewater Challenge strengthens business relationships.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

HanesBrands' launch of its co-branded ENERGY STAR Partner mark on product packaging and promotional materials hit retail in late 2019 and continued rolling out through 2024. The ENERGY STAR mark, which highlights our organizations' partnership and encourages consumers to learn more about energy efficiency by visiting HanesBrands websites and energystar.gov, is targeted at all Hanes customers. The mark is included on Hanes men's, women's, boys' and girls' underwear and sock packages that can be found at mass retailers and drives consumers to websites where they can learn more about Hanes' efforts to improve energy efficiency and ways to save energy and reduce costs at home. This allows us to make sure that all our customers are informed about the ENERGY STAR project and build awareness about energy efficiency.

(5.11.9.6) Effect of engagement and measures of success

HanesBrands strategy focused on leveraging the presence of the unique Hanes and ENERGY STAR partnership logo in the marketplace, the company's cold water wash campaign in partnership with Proctor and Gamble, and the environmental innovations documented on the company's sustainability website – www.hbisustains.com. Strategic efforts across internal and external channels yielded more than 813 million ENERGY STAR brand impressions. Our goal is to have all our product packages at mass retailers include the ENERGY STAR mark to drive consumer engagement with the program. Tens of millions of Hanes product packages including the new ENERGY STAR mark have reached retail stores. This contributes significantly to HanesBrands' communications strategy to expand the presence of the unique Hanes and ENERGY STAR partnership logo in the marketplace with over 813 million brand impressions.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage at least annually with investor during our annual ESG touchbase, updating them on our progress towards achieving our 2030 sustainability strategy. Moreover, we provide a sustainability update in our proxy statement report ahead of our annual shareholder's meeting.

(5.11.9.6) Effect of engagement and measures of success

We keep track of the feedback received by our investors regarding our sustainability strategy and goals achievement, and incorporate valuable insights received to continuously improve the efficiency of sustainability program.

Forests

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage at least annually with investor during our annual ESG touchbase, updating them on our progress towards achieving our 2030 sustainability strategy. Moreover, we provide a sustainability update in our proxy statement report ahead of our annual shareholder's meeting.

(5.11.9.6) Effect of engagement and measures of success

We keep track of the feedback received by our investors regarding our sustainability strategy and goals achievement, and incorporate valuable insights received to continuously improve the efficiency of sustainability program.

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage at least annually with investor during our annual ESG touchbase, updating them on our progress towards achieving our 2030 sustainability strategy. Moreover, we provide a sustainability update in our proxy statement report ahead of our annual shareholder's meeting.

(5.11.9.6) Effect of engagement and measures of success

We keep track of the feedback received by our investors regarding our sustainability strategy and goals achievement, and incorporate valuable insights received to continuously improve the efficiency of sustainability program.

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :B2B Costumers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Share information about your products and relevant certification schemes
☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration
☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:
☑ 51-75%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

HBI engages regularly with its main B2B customers on a number of our sustainability themes, including water management. This is done by providing data and other qualitative information about our performance during regularly scheduled meetings or during our customer's annual sustainability conferences.

(5.11.9.6) Effect of engagement and measures of success

We keep track of the feedback received by our customers regarding our sustainability strategy and goals achievement, and incorporate valuable insights received to continuously improve the efficiency of sustainability program.
[Add row]

(5.12) Indicate any mutually beneficial environmental initiatives you could collaborate on with specific CDP Supply Chain members.

Row 1

(5.12.1) Requesting member

Select from:
☑ Walmart, Inc.

(5.12.4) Initiative category and type

Certification

☑ Other certification, please specify :Energy and GHG reductions certifications

(5.12.5) Details of initiative

GreenCircle's Certified Environmental Facts (CEF) Label is a transparent multi-attribute label. It is customizable and as easy to read as a nutrition label. The CEF tells the complete sustainability story of products and manufacturing operations. Every attribute on the CEF label is verified by GreenCircle. All HBI products made in our internal supply chain in the Western Hemisphere are certified with this program and could be appealing to Walmart's consumers.

(5.12.6) Expected benefits

Select all that apply

☑ Other, please specify :Consumer engagement

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 0-1 year

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ Yes, lifetime CO2e savings only

(5.12.9) Estimated lifetime CO2e savings

5000000

(5.12.11) Please explain

Emission reductions verified under the program
[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

	Environmental initiatives implemented due to CDP Supply Chain member engagement
	Select from: ☑ Yes

[Fixed row]

(5.13.1) Specify the CDP Supply Chain members that have prompted your implementation of mutually beneficial environmental initiatives and provide information on the initiatives.

Row 1

(5.13.1.1) Requesting member

Select from:
☑ Walmart, Inc.

(5.13.1.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.13.1.5) Initiative category and type

Promote collective action
☑ Other collective action, please specify :Walmart's Project Gigaton

(5.13.1.6) Details of initiative

Walmart created Project Gigaton™ in 2017 to engage suppliers in climate action, along with NGOs and other stakeholders. Through Project Gigaton™, Walmart aims to reduce or avoid one billion metric tons (a gigaton) of greenhouse gases from the global value chain by 2030.

(5.13.1.7) Benefits achieved

Select all that apply

☑ Improved resource use and efficiency

(5.13.1.8) Are you able to provide figures for emissions savings or water savings in the reporting year?

Select from:

☑ Yes, emissions savings only

(5.13.1.9) Estimated savings in the reporting year in metric tons of CO2e

5000

(5.13.1.11) Please explain how success for this initiative is measured

we set reduction targets for our emissions through the Science-Based Targets Initiative in 2021. Our targets aimed for a 46.2% reduction in Scope 1 and 2 emissions and a 27.5% reduction in Scope 3 emissions (upstream transportation and purchased goods and services) by 2030. Through 2023, we met these targets seven years ahead of schedule, but we continue to strive for further reductions beyond our SBTi-approved targets. Decarbonizing is not only the right thing to do for the planet – it also strengthens our business by driving operational efficiency, lowering our costs, and increasing the resilience of our business in a rapidly changing world. For information on our historical progress on reducing emissions, see our sustainability website www.hbisustains.com

(5.13.1.12) Would you be happy for CDP Supply Chain members to highlight this work in their external communication?

Select from:

☑ Yes

[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

As aligned with our approved Science Based Targets, HanesBrands uses an operational control consolidation approach for energy, greenhouse gas, and other climate change reporting on environmental performance.

Forests

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

As aligned with our approached Science Based Targets, HanesBrands takes the same consolidation approach of operational control across our reporting framework for consistency and as this best represents our scope of influence in our business activities for environmental performance.

Water

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

As aligned with our approached Science Based Targets, HanesBrands takes the same consolidation approach of operational control across our reporting framework for consistency and as this best represents our scope of influence in our business activities for environmental performance.

Plastics

(6.1.1) Consolidation approach used

Select from:
☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

As aligned with our approached Science Based Targets, HanesBrands takes the same consolidation approach of operational control across our reporting framework for consistency and as this best represents our scope of influence in our business activities for environmental performance.

Biodiversity

(6.1.1) Consolidation approach used

Select from:
☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

As aligned with our approached Science Based Targets, HanesBrands takes the same consolidation approach of operational control across our reporting framework for consistency and as this best represents our scope of influence in our business activities for environmental performance.
[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☑ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply ☑ No

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ ISO 14064-1

☑ IEA CO2 Emissions from Fuel Combustion

☑ The Greenhouse Gas Protocol: Scope 2 Guidance

☑ US EPA Emissions & Generation Resource Integrated Database (eGRID)

☑ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

☑ US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources

☑ US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources

☑ Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	Select from: ☑ We are reporting a Scope 2, location-based figure	*Select from:* ☑ We are reporting a Scope 2, market-based figure	*HanesBrands is reporting both a location-based and marked-based Scope 2 emissions inventory for the fiscal year ending on December 30, 2024,*

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

☑ Yes

(7.4.1) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.

Row 1

(7.4.1.1) Source of excluded emissions

Fugitive emissions from company-operated on-site industrial wastewater treatment works

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 1

(7.4.1.3) Relevance of Scope 1 emissions from this source

Select from:

☑ Emissions are not relevant

(7.4.1.8) Estimated percentage of total Scope 1+2 emissions this excluded source represents

3.2

(7.4.1.10) Explain why this source is excluded

Scope 1 fugitive GHG emissions (methane and nitrous oxide) reported as CO2e from company-owned and operated on-site wastewater treatment facilities have been evaluated and quantified by our engineering team and a third-party wastewater consultant in prior years and updated in the reporting year; the fugitive emission were determined to be 3243 MTCO2e, about 3% of total Scope 1 and 2 CO2e emissions. The findings and calculations have subsequently been reviewed by an independent verification team and a similar conclusion was reached. The majority of wastewater treatment occurs within treatment plants that use activated sludge and aerobic treatment, therefore minimizing the potential for methane emissions. Fugitive GHG's associated with wastewater are primarily from four locations that treat sanitary wastewater. The quantity of GHG's from these combined sources had minimal contribution to the company's overall GHG emission profile and were determined to be not relevant nor materially significant. The small proportion is not relevant to the overall inventory but in coming years, HanesBrands will consider modifying greenhouse gas reporting and scope 1 inventory procedures to include fugitive emission from company own and operated wastewater treatment plants

(7.4.1.11) Explain how you estimated the percentage of emissions this excluded source represents

Scope 1 fugitive GHG emissions (methane and nitrous oxide) reported as CO2e from company owned and operated on-site wastewater treatment facilities have been evaluated and quantified by our engineering team and a third-party wastewater consultant for the reporting year and determined to be 3243 MTCO2e - 3% of total Scope 1&2 CO2e emissions. The emissions values were calculated based on the number of employees working at operations that had on-site treatment of sanitary wastewater.10,968 employees' times a diversity factor (utilization factor) of treatment systems times a factor of 0.24 total greenhouse gas emissions MT/capita year 790 MT CO2e. Hanesbrands operates large wastewater treatment plants for certain of its Textile manufacturing operations. These plants are all activated sludge plants which utilize aerobic treatment, therefore minimizing the potential for methane emissions During oxidation, a portion of the biodegradable organics are converted to new biological cell material and most of the remaining organics are converted to carbon dioxide. For HBI activated sludge wastewater treatment processes, it is estimated that on a mass basis, 54% of the COD removed is converted to carbon dioxide. The estimated total CO2 is around 2453 MT CO2/yr Emissions MT CO2e source: The 0.24 factor is based on Leverenz, Harol d L., P.E., Ph.D., George Tchobanoglous, P.E., Ph.D., and Jeannie L. Darby, University of California, Davis, P.E., Ph.D. Evaluation of Greenhouse Gas Emissions from Septic Systems. Tech. Alexandria, VA: Water Environment Research Foundation, 2010. Print

Row 2

(7.4.1.1) Source of excluded emissions

Fugitive emissions from HFC’s, CFC’s and other refrigerants associated with unintentional releases such as equipment leaks

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 1

(7.4.1.3) Relevance of Scope 1 emissions from this source

Select from:

☑ Emissions are not relevant

(7.4.1.8) Estimated percentage of total Scope 1+2 emissions this excluded source represents

3

(7.4.1.10) Explain why this source is excluded

HanesBrands' Global Environment Health and Safety (GEHS) management system and associated operational policies and procedures govern maintenance and repair of refrigerant containing devices as well as the accounting for refrigerant additions. At the site level, refrigerant additions and leak rates are quantified and recorded. Actual leak rates are significantly (order of magnitude) less than the suggested emission rates outlined in the U.S. EPA Climate Leaders Greenhouse Gas Inventory Protocol Core Module Guidance for Direct HFC and PFC Emissions from Use of Refrigeration and Air Conditioning Equipment methodology for calculating emissions. In prior years, an independent verification was performed of the company's greenhouse gas emissions inventory. During the verification, the team examined documentation relating to refrigerant use to confirm the low proportions this source category contributed to the overall GHG emission profile and deemed it not to be relevant. The quantity of HFCs adding during the reporting year as converted to CO2e has been calculated and represents 3% of overall scope 1 and 2 emissions (1.5 MT of refrigerant has been used but when factoring in the global warming potential, the resultant CO2e emissions equate to 3,000 MT CO2e). The refringent inventory and subsequence calculation are housed in the Higg Facility Environemtal Module (vFEM) of which undergoes annual third-party verification. The small proportion is not relevant to the overall inventory but in coming years, HanesBrands will consider modifying greenhouse gas reporting and scope 1 inventory procedures to include refrigerants, CFCs and HFCs.

(7.4.1.11) Explain how you estimated the percentage of emissions this excluded source represents

The quantity (weight) of refrigerants added are recorded at the site level by type and reported in the Higg Facility Environmental Module (vFEM) by site. These emissions were calculated for the reporting year in the Higg vFEM when facilities declare added/consumed refrigerants. The quantity of CFCs and HFCs adding during the reporting year as converted to CO2e has been calculated and represents 3% of overall scope 1&2 emissions (3,000 MT CO2e). The small proportion is not relevant to the overall inventory but in coming years, HanesBrands will consider modifying greenhouse gas reporting and scope 1 inventory procedures to include CFCs and HFCs
[Add row]

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

89357

(7.5.3) Methodological details

Our annual energy and greenhouse gas inventory is aligned with our fiscal accounting calendar. Our 2019 base year was the 52 week fiscal year that ended on Saturday, December 28, 2019. Our 2019 absolute baseline emissions of 89,357 MT CO2e as illustrated on our corporate website reflects tank to wheel emissions for year-over-year comparison. Our absolute scope 1 value of 95,592 MT CO2e represents our 2019 well-to-wheel baseline emissions in line with SBTi accounting procedures and is the same value that was submitted to SBTi and subsequently approved.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

156319

(7.5.3) Methodological details

Our 2019 base year scope 2 location-based inventory is based on publicly available U.S. EPA eGRID factors for USA-based sites and the Greenhouse Gas Protocol Purchased Electricity Tool factors for international locations. The scope 2 value reflected above (156,319 MT CO2e) represents our 2019 baseline.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

128184

(7.5.3) Methodological details

Our Scope 2 market-based inventory is based on utility provider-specific emission factors corresponding to the source of electricity being delivered to the site(s) where relevant market-based methodology is applicable. For other sites where market-based emission factors are not applicable, publicly available U.S. EPA eGRID factors for USA based sites and IEA published factors for international locations were applied. The scope 2 value reflected above (128,184 MT CO2e) represents our 2019 baseline.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

1586610

(7.5.3) Methodological details

Hanesbrands has good visibility of purchased goods and services through centralized and regional procurement teams and continues to refine its processes for improving the accuracy of this scope 3 GHG category. In previous years, the company used a combination of supplier provided data as well as engineering expertise and the Quantis screening tool that provided spending-based emissions factors for spending categories to develop the inventory for Purchased Goods and Services. The 2019 baseline greenhouse gas inventory for this category was calculated by applying a combination of life cycle methodology and spend-based analysis using Environmentally-Extended Input-Output (EEIO) models. For direct material purchases, life cycle assessment factors from credible sources such as the Sustainable Apparel Coalition were applied to volumes of textile products procured. For all other Purchased Goods and Services, spend-based analysis was applied using EPA EEIO factors mapped to spend categories and industry sectors. Since we are a somewhat vertically integrated manufacturing company (70% of products sold are manufactured in our own or controlled operations), emissions that were already included in Scope 1 and 2 or that could be defined to another GHG Protocol Scope 3 category were removed from the Purchased Goods and Services category to prevent double counting. Hanesbrands is continuing to refine the process of collecting data and seeks to have it directly provided by suppliers. In recent years, HanesBrands has engaged directly with its largest yarn vendor to collect energy and greenhouse gas data. Although Hanesbrands owns and operates the majority of its manufacturing supply chain, in 2019, it broadened its use of the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) to engage with its direct material textile-product suppliers and turn-key source product vendors to obtain energy, emissions and other relevant environmental metrics and will continue to move towards a supplier-specific and hybrid method of calculations.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

24018

(7.5.3) Methodological details

Hanesbrands has good visibility of capital goods purchased through centralized and regional procurement and finance teams and continues to refine its processes for improving the accuracy of this scope 3 GHG category. Spend based activity data was collected by engaging with regional financial planning and capital procurement teams to obtain spending by product category - i.e. computer equipment, fixtures, lighting, software, etc. Spend-based analysis was applied using EPA EEIO factors mapped to spend categories and industry sectors. Spend that was already included in Scope 1 and 2 or that could be defined to another GHG Protocol Scope 3 category were removed from the Capital Goods category to prevent double counting. GHG for this category represents less than 1% of total scope 3 GHG footprint

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

48559

(7.5.3) Methodological details

The average-data method was used to calculate the emissions for fuel-and-energy-related activities by applying average emission factors from the United Kingdom Department for Environment, Food and Rural Affairs (Defra) per unit of consumption. The total quantities of electricity and other energy sources (i.e. fuels) purchased and consumed were collected as part of the Scope 1 and 2 inventory and converted to a unit of consumption and then relevant Defra factors applied for upstream emissions per unit of consumption. GHG for this category represents 2% of total Scope 3 greenhouse gas footprint.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

309519

(7.5.3) Methodological details

Scope 3 emissions associated with upstream transportation and distribution is based on actual weight and distance travelled by mode of transportation data. HanesBrands tracks (at the manifest level approximately 40k shipments annually) kilometer-kilogram travelled for all product movements within our global supply

chain by mode of travel. Hanesbrands is vertically integrated for approximately 70% of the unit volume of products sold, as such, upstream transportation of raw materials to our factories, inter-facility transportation of work-in-process, and transportation from our apparel cut-sew factories to our distribution centers is all reported and tracked at the shipment level. Transportation associated with the remaining 30% of direct materials and turn-key sourced product is tracked by regional procurement and logistics teams. Emissions for upstream transportation were calculated using carbon dioxide equivalent emission factors for the appropriate mode of travel (ocean, air, rail, truck, etc.) derived from US EPA "Emission Factors for Greenhouse Gas Inventories" and a factor from DEFRA to include well-to-tank emissions in alignment with target submittal to the SBTi.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

4526

(7.5.3) Methodological details

Scope 3 emissions associated with Waste Generated in Operations were calculated using the U.S. EPA's Waste Reduction Model (WARM) relevant emission factors multiplied by the tons of waste generated by category. On a regular basis (monthly), each owned facility within HanesBrands value chain tracks, records and reports waste generation and recycled rates data by waste category type. The weight data by category is provided either directly from the facility or the waste vendor and emissions were calculated using the U.S. EPA's Waste Reduction Model (WARM) model.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

8163

(7.5.3) Methodological details

Scope 3 greenhouse gas emissions associated with business travel were calculated by applying a spend-based analysis using EPA EEIO factors mapped to spend categories and industry sectors. Business travel in 2019 represented less than 1% of total scope 3 emissions and was not relevant.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

78856

(7.5.3) Methodological details

Scope 3 greenhouse gas emissions associated with employee commuting were calculated based on headcount by country, commute distance assumptions, employee, activity type, and the primary mode of travel by geography. The activity data was combined with the relevant emission factor for mode of travel to derive the emissions inventory. GHG emissions for Employee Commuting represents 3% of total scope 3 ghg inventory.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

37927.0

(7.5.3) Methodological details

Activity data from the company's global real estate portfolio at year-end 2019 was used to calculate the emissions associated with this category. The portfolio of facility type square footage was multiplied by the relevant factor published by Energy Information Agency (EIA) Commercial Building Energy Consumption Survey (EIA 2012 CBECS).

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

213671.0

(7.5.3) Methodological details

Activity data such as weight of product shipped and distance travelled based on to/from zip codes was collected and multiplied by the appropriate emission factor for the mode of transportation.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Processing of sold products is not a relevant category to HanesBrands.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

3070215.0

(7.5.3) Methodological details

Activity data associated with quantity of products shipped by product type was used to calculate the emissions for this category. Each segment of product (i.e. men's/ women's underwear, intimates, active-wear, tops, bottoms, etc.) was mapped to product categories in the Sustainable Apparel Coalition Higg Product Module Methodology. Data such as quantity of products, average garment weight, corresponding number of lifetime washes, energy consumption per laundry load, etc. were used to quantify emissions generated for washing and drying clothes. The average garment weight was used to allocate the energy consumption based on average load size and weight. It assumed a warm wash versus hot or cold and the resultant energy impact per load and total sold units volume. In the USA we assumed the same number of dries as number of washes and in other countries we assumed half of loads were line dried. Indirect emissions based on consumer use and care of sold products (an optional category for HanesBrands) are excluded from the company's greenhouse gas inventory that was used to prepare the company's Science Based Targets initiative scope 3 goal.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

99139.0

(7.5.3) Methodological details

Total volume of product sold and EPA WARM factors assuming consumer behavior for end of life treatment that includes a mixture of landfilled, incinerated, and recycled (reference of US consumer habits)

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Downstream leased assets is not applicable to the HanesBrands GHG inventory.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

This scope 3 category is not applicable to the HanesBrands GHG inventory.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

This category is not applicable to the HanesBrands GHG inventory.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

This category is not applicable to the HanesBrands GHG inventory.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

This category is not applicable to the HanesBrands GHG inventory.
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

43248

(7.6.3) Methodological details

All energy consumption of Hanesbrands's manufacturing facilities, offices, distribution centers were reported and tracked via Schneider Electric platform on monthly basics and validated through invoices. The scope 1 emission report was third party verified.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

39516

(7.6.2) End date

12/30/2023

(7.6.3) Methodological details

All energy consumption of Hanesbrands's manufacturing facilities, offices, distribution centers were reported and tracked via Schneider Electric platform on monthly basics and validated through invoices. The scope 1 emission report was third party verified.

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

55668

(7.6.2) End date

12/30/2022

(7.6.3) Methodological details

All energy consumption of Hanesbrands's manufacturing facilities, offices, distribution centers were reported and tracked via Schneider Electric platform on monthly basics and validated through invoices. The scope 1 emission report was third party verified.

Past year 3

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

78698

(7.6.2) End date

12/30/2021

(7.6.3) Methodological details

All energy consumption of Hanesbrands's manufacturing facilities, offices, distribution centers were reported and tracked via Schneider Electric platform on monthly basics and validated through invoices. The scope 1 emission report was third party verified.
[Fixed row]

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

95999

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

56827

(7.7.4) Methodological details

Six (6) company facilities are tracked using market-based purchased renewable power supplemented by the local grid mix. Two of these facilities are textile knitting plants located in El Salvador and consume 93% renewable electricity via a purchase agreement. One facility, a textile manufacturing facility located in the Dominican Republic, consumes 100% of electric requirements via a solar purchase power agreement. One facility, a sewing plant, is located in Thailand and consumes 100% renewable energy from its power provider and also utilizes onsite rooftop solar installed to produce nearly half the facility 's electrical needs. Our Hanes Australasia facilities also operate under a 20% green power purchase agreement with the local utility, and our Brazil facility purchases renewable energy credits. Hanesbrands uses appropriate grid electric emission factors for all kWH purchased from the electric grid that are not subject to purchase power agreements. However, many of HanesBrands facilities operate in regions governed by renewable energy portfolio standards (REPS) and in regulated electric markets. In these cases, the cost to comply with the REPS is indirectly paid for by the rate base customers and the utility retires the energy attribute certificates on behalf of their rate base customers. In other regions, a portion of the grid supplied electricity is comprised of a mixture of renewable energy. Data detailing the renewable energy mix can be found on publicly available sites such as the International Energy Agency (IEA). The default portion of grid supplied renewable energy is included in Hanes Brands renewable

energy calculations that are detailed in the questionnaire but the appropriate emission factor (MTCO2e/MWH) for grid supplied electricity is applied to grid electric purchases.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

99399

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

66078

(7.7.3) End date

12/30/2023

(7.7.4) Methodological details

Five (5) company facilities are tracked using market-based purchased renewable power supplemented by the local grid mix. Two of these facilities are textile knitting plants located in El Salvador and consume 93% renewable electricity via a purchase agreement. One facility, a textile manufacturing facility located in the Dominican Republic, brought on-line a solar PPA project in Q4 2022 that will provide 100% of electric requirements. One facility, a sewing plant, is located in Thailand and consumes 100% renewable energy from its power provider. The last facility is a US-based knitting facility that consumes 67% renewable energy. Hanesbrands uses appropriate grid electric emission factors for all kWH purchased from the electric grid that are not subject to purchase power agreements. However, many of HanesBrands facilities operate in regions governed by renewable energy portfolio standards (REPS) and in regulated electric markets. In these cases, the cost to comply with the REPS is indirectly paid for by the rate base customers and the utility. retires the energy attribute certificates on behalf of their rate base customers. In other regions, a portion of the grid supplied electricity is comprised of a mixture of renewable energy. Data detailing the renewable energy mix can be found on publicly available sites such as the International Energy Agency (IEA). The default portion of grid supplied renewable energy is included in Hanes Brands renewable energy calculations for emission factor (MTCO2e/MWH) for grid supplied electricity is applied to grid electric purchases

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

121064

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

94879

(7.7.3) End date

12/30/2022

(7.7.4) Methodological details

Five (5) company facilities are tracked using market-based purchased renewable power supplemented by the local grid mix. Two of these facilities are textile knitting plants located in El Salvador and consume 93% renewable electricity via a purchase agreement. One facility, a textile manufacturing facility located in the Dominican Republic, brought on-line a solar PPA project in Q4 2022 that will provide 100% of electric requirements. One facility, a sewing plant, is located in Thailand and consumes 100% renewable energy from its power provider. The last facility is a US-based knitting facility that consumes 67% renewable energy. Hanesbrands uses appropriate grid electric emission factors for all kWH purchased from the electric grid that are not subject to purchase power agreements. However, many of HanesBrands facilities operate in regions governed by renewable energy portfolio standards (REPS) and in regulated electric markets. In these cases, the cost to comply with the REPS is indirectly paid for by the rate base customers and the utility. retires the energy attribute certificates on behalf of their rate base customers. In other regions, a portion of the grid supplied electricity is comprised of a mixture of renewable energy. Data detailing the renewable energy mix can be found on publicly available sites such as the International Energy Agency (IEA). The default portion of grid supplied renewable energy is included in Hanes Brands renewable energy calculations for emission factor (MTCO2e/MWH) for grid supplied electricity is applied to grid electric purchases

Past year 3

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

128184

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

156318

(7.7.3) End date

12/30/2021

(7.7.4) Methodological details

Five (5) company facilities are tracked using market-based purchased renewable power supplemented by the local grid mix. Two of these facilities are textile knitting plants located in El Salvador and consume 93% renewable electricity via a purchase agreement. One facility, a textile manufacturing facility located in the Dominican

Republic, brought on-line a solar PPA project in Q4 2022 that will provide 100% of electric requirements. One facility, a sewing plant, is located in Thailand and consumes 100% renewable energy from its power provider. The last facility is a US-based knitting facility that consumes 67% renewable energy. Hanesbrands uses appropriate grid electric emission factors for all kWH purchased from the electric grid that are not subject to purchase power agreements. However, many of HanesBrands facilities operate in regions governed by renewable energy portfolio standards (REPS) and in regulated electric markets. In these cases, the cost to comply with the REPS is indirectly paid for by the rate base customers and the utility. retires the energy attribute certificates on behalf of their rate base customers. In other regions, a portion of the grid supplied electricity is comprised of a mixture of renewable energy. Data detailing the renewable energy mix can be found on publicly available sites such as the International Energy Agency (IEA). The default portion of grid supplied renewable energy is included in Hanes Brands renewable energy calculations for emission factor (MTCO2e/MWH) for grid supplied electricity is applied to grid electric purchases
[Fixed row]

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1284863

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Supplier-specific method
☑ Hybrid method
☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

25

(7.8.5) Please explain

Hanesbrands has good visibility of purchased goods and services through centralized and regional procurement teams and continues to refine its processes for improving the accuracy of this Scope 3 GHG category. The 2024 greenhouse gas inventory for this category was calculated by applying a combination of life cycle methodology and spend-based analysis using Environmentally-Extended Input-Output (EEIO) models. For direct material purchases, life cycle assessment factors from credible sources such as the Sustainable Apparel Coalition were applied to volumes of textile products procured. We also substituted life cycle assessment data with supplier specific emissions where available to for the corresponding product life phase. For all other Purchased Goods and Services, spend-based analysis was applied using EPA EEIO factors mapped to spend categories and industry sectors. Since we are a somewhat vertically integrated manufacturing company (70% of products sold are manufactured in our own or controlled operations), emissions that were already included in Scope 1 and 2 or that could be defined to another GHG Protocol Scope 3 category was removed from the Purchased Goods and Services category to prevent double counting. Hanesbrands is continuing to refine the process of collecting data, ideally, directly provided by suppliers. In recent years, HanesBrands has engaged directly with its largest yarn vendor to collect energy and greenhouse gas data. Although Hanesbrands owns and operates the majority of its manufacturing supply chain, in 2024, it continued to broaden its use of the Higg Facility Environmental Module (Higg FEM) to engage with its direct material textile-product suppliers to obtain energy, emissions and other relevant environmental metrics and will continue to move towards a supplier-specific and hybrid method of calculations. Purchased goods and services is the largest scope 3 category representing over 70% of overall scope 3 emissions

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1493

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Hanesbrands has good visibility of capital goods purchased through centralized and regional procurement and finance teams and continues to refine its processes for improving the accuracy of this scope 3 GHG category. For the 2024 reporting year, spend based activity data was collected by engaging with regional financial planning and capital procurement teams to obtain spending by product category - i.e. computer equipment, fixtures, lighting, software, etc. Spend-based analysis was applied using EPA Supply Chain Emission Factors mapped to spend categories and industry sectors. Spend that was already included in Scope 1 and 2 or that could be defined to another GHG Protocol Scope 3 category were removed from the Capital Goods category to prevent double counting. The Scope 3 greenhouse gasses associated with the purchase of Capital Goods represent less than 1% of the total scope 3 inventory and deemed not relevant

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

46799

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

The average-data method was used to calculate the emissions for fuel-and-energy-related activities by applying average emission factors from the United Kingdom Department for Environment, Food and Rural Affairs (Defra) per unit of consumption. The total quantities of electricity and other energy sources (i.e. fuels) purchased and consumed were collected as part of the Scope 1 and 2 inventory and converted to a unit of consumption and then relevant Defra factors applied for upstream emissions per unit of consumption. Primary energy-related data was derived from our global sustainability metrics reporting platform. The Scope 3 greenhouse gases associated with fuel-and-energy-related activities represent less than 3% of the total scope 3 inventory and were deemed not relevant

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

155198

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

☑ Spend-based method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

94

(7.8.5) Please explain

Upstream transportation and distribution is a significant and relevant category and is included in our scope 3 science -based targets. The majority of Scope 3 emissions associated with upstream transportation and distribution is based on actual weight and distance travelled by mode of transportation activity data from our logistics services providers / booking agents. HanesBrands tracks (at the manifest level in CY 2024) kilometer-kilogram travelled for all product movements within our global supply chain by mode of travel. Hanesbrands is vertically integrated for approximately 70% of the unit volume of products sold, as such, upstream transportation of raw materials to our factories, inter-facility transportation of work-in-process, and transportation from our apparel cut-sew factories to our distribution centers is all reported and tracked. Transportation associated with the remaining 30% of direct materials and turn-key sourced product is tracked by regional procurement and logistics teams. Emissions for upstream transportation were calculated using carbon dioxide equivalent emission factors for the appropriate mode of travel (ocean, air, rail, truck, etc.) derived from US EPA "Emission Factors for Greenhouse Gas Inventories"; Last Modified 18 April 2023; table 8 - Scope 3 Category4: Upstream Transportation and Distribution and category 9: Downstream Transportation and Distribution and GWP's from IPCC Fourth Assessment Report. Upstream transportation and distribution represents 8% of the overall scope 3 inventory

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2246

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Scope 3 emissions associated with Waste Generated in Operations were calculated using the U.S. EPA's Waste Reduction Model (WARM) relevant emission factors adjusted to comply with GHG Protocol requirements multiplied by the tons of waste generated by category and appropriate disposal method. On a regular basis (monthly), each owned facility within HanesBrands value chain tracks, records and reports waste generation and recycled rates data by waste category type. The weight data by category is provided either directly from the facility or the waste vendor and emissions were calculated using the U.S. EPA's Waste Reduction Model (WARM) model. These emissions are considered not relevant, because they represent less than 1% of total Scope 3 emissions.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

4322

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Scope 3 greenhouse gas emissions associated with business travel were calculated by applying a spend-based analysis using EPA Supply Chain Emission Factors mapped to spend categories and industry sectors. Business travel in 2024 represented less than 1% of total Scope 3 emissions and was not relevant.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

56163

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Scope 3 greenhouse gas emissions associated with employee commuting were calculated based on headcount by country, commute di stance calculated based on employee home and work locations, employee activity type, and the primary mode of travel by geography. The activity data was combined with the relevant emission factor for mode of travel to derive the emissions inventory. Employee commuting category represents 3% of total global scope 3 emissions.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

15516

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Activity data from the company's global real estate portfolio at year-end 2024 was used to calculate the emissions associated with this category. The portfolio of facility type square footage was multiplied by the relevant factor published by Energy Information Agency (EIA) Commercial Building Energy Consumption Survey (EIA 2023 CBECS). note: no emissions data was provided by suppliers; Emissions are based on square footage. Upstream leased assets represent 1% of the overall Scope 3 inventory and in the overall scheme of the company's total GHG footprint is not a materially important category. However, for certain business and geographies (i.e. Hanes Australasia business unit Bonds; and Champion Europe business unit) that have more of a direct customer facing/retail presence and less of a manufacturing footprint the emissions from leased retail space may be relevant.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

207982

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Activity data for outbound shipments not paid for by Hanesbrands such as weight of product shipped and distance travelled based on to/from zip codes was collected and multiplied by the appropriate emission factor for the mode of transportation. Additionally, the energy consumption of third-party retailers allocated to Hanesbrands' products was estimated using the Higg Product Module and was then multiplied by appropriate emission factors bas ed on energy type. Downstream transportation and logistics represent nearly 11% of the overall Scope 3 inventory

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Processing of sold products is not applicable to HanesBrands, because none of our products require further processing

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Use of sold products is not applicable to HanesBrands, because none of our directly consume energy. This is an optional category for HanesBrands - consumer care of our products through laundering is an indirect emission and excluded from our boundary

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

62107

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Total volume of product sold and EPA WARM factors adjusted to meet GHG Protocol requirements are multiplied assuming consumer behavior for end of life treatment that includes a mixture of landfilled, incineration, and recycled (based on US consumer habits). End of life category represents about 3% of the overall Scope 3 inventory reference: https://www.epa.gov/facts-and-figures-about-materials-waste-and-recycling/textiles-material-specific-data

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Downstream leased assets is not applicable to the HanesBrands GHG inventory

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Franchises is not applicable to the HanesBrands GHG inventory

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Investments is not applicable to the HanesBrands GHG inventory

Other (upstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

We are not aware of any other emissions that are not included in the categories listed above.

Other (downstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

We are not aware of any other emissions that are not included in the categories listed above.
[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/30/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

1245574

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

10984

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

47467

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

124617

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

2254

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

6046

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

47688

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

29374

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

213615

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

74556

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

We are not aware of any other emissions that are not included in the categories listed above.

Past year 2

(7.8.1.1) End date

12/30/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

1727105

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

17302

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

48623

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

180416

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

4594

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

3975

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

51957

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

33055

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

227777

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

76907

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

We are not aware of any other emissions that are not included in the categories listed above.

Past year 3

(7.8.1.1) End date

12/30/2021

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

1760627

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

15599

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

40412

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

252622

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

3761

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

2515

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

74766

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

39571

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

266675

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

78757

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

We are not aware of any other emissions that are not included in the categories listed above.
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.1.4) Attach the statement

Hanesbrands CY 2024 Scope 1-2 GHG Verification Statement_FINAL 2025-0530.pdf

(7.9.1.5) Page/section reference

Pages 1-3 of the document contain our full Statement of Verification for Hanesbrands Incorporated Related to Scope 1 and 2 Greenhouse Gas Emissions for Calendar Year 2024. Pages 1 and 2 contains our Organizational and Operational Boundaries, GHG Calculation and Reporting Proto col, GHG Verification Protocol, Level of Assurance, and Data Verified and Period Covered

(7.9.1.6) Relevant standard

Select from:

☑ Corporate GHG verification guidelines from ERT

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.2.5) Attach the statement

Hanesbrands CY 2024 Scope 1-2 GHG Verification Statement_FINAL 2025-0530.pdf

(7.9.2.6) Page/ section reference

Pages 1-3 of the document contain our full Statement of Verification for Hanesbrands Incorporated Related to Scope 1 and 2 Greenhouse Gas Emissions for Calendar Year 2024. Pages 1 and 2 contains our Organizational and Operational Boundaries, GHG Calculatio n and Reporting Protocol, GHG Verification Protocol, Level of Assurance, and Data Verified and Period Covered.

(7.9.2.7) Relevant standard

Select from:

☑ Corporate GHG verification guidelines from ERT

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Purchased goods and services

☑ Scope 3: Upstream transportation and distribution

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

Hanesbrands CY 2024 Scope 3 GHG Verification Statement_FINAL 2025-0915.pdf

(7.9.3.6) Page/section reference

Pages 1-3 of the document contain our full Statement of Verification for Hanesbrands Incorporated Related to Selected Scope 3 Greenhouse Gas Emissions for Calendar Year 2024 (Categories 1 and 4). Page 1 contains our Organizational and Operational Boundaries, GHG Calculation and Reporting Protocol, GHG Verification Protocol, Level of Assurance, and Data Verified and Period Covered

(7.9.3.7) Relevant standard

Select from:

☑ Corporate GHG verification guidelines from ERT

(7.9.3.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

☑ Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

11408

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

11

(7.10.1.4) Please explain calculation

In the reporting year, the company reduced its Scope 2 emissions footprint through the purchase of more green, renewable electricity. Our textile vendors in Asia changed from coal to biomass and other source of energy. We also employed green power purchases for part of our electric power consumption in both Australia, Brazil, giving us a grand total of 11,408 GHG emissions CO2e reduction due to improved green power procurement and subsequent increase in renewable electricity consumption

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

3841

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

4

(7.10.1.4) Please explain calculation

During the reporting year, HanesBrands underwent 31 energy and emissions savings projects, including the installation of comp any owned rooftop solar, process optimization to improve thermal energy utilization, and continuous improvement "treasure hunts" to improve energy and CO2 emissions efficiency. These 31 energy and emissions savings projects totaled to a 3,841 CO2e emissions reduction. We also optimized and improved our production footprint in a manner that better utilized sustainable biomass as a low carbon fuel source over propane, heavy fuel oil, natural gas, and coal.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

This category is not relevant to our emissions calculations and changes in the reporting year

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

This category is not relevant to our emissions calculations and changes in the reporting year

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

This category is not relevant to our emissions calculations and changes in the reporting year

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

794

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

1

(7.10.1.4) Please explain calculation

In the reporting year, the company experienced a 0.1% reduction in production volume. The resulting change in emissions was calculated by applying last year's intensity factor of kg GHG emissions per lb of production against this years production volume, and subtracting the difference this change in production caused.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

5077

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

5

(7.10.1.4) Please explain calculation

For the current reporting year, the company updated our greenhouse gas emissions factors to reflect the grid (scope 2 purchased electricity) emissions of the countries in which we were operating in. Changing from our previous emissions factors, in large part based on eGrid 2021 (which was the most up to date available factors during reporting year 2023), to eGRID 2023 (the most up to date factors during our reporting year 2024), caused an increase in our grid purchased electricity in our two largest Scope 2 emissions countries, Vietnam and US. Updating our methodology of our emissions factor used in the US and Vietnam had the largest impact on our Scope 2 emissions.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

This category is not relevant to our emissions calculations and changes in the reporting year

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

This category is not relevant to our emissions calculations and changes in the reporting year

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

This category is not relevant to our emissions calculations and changes in the reporting year

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

11456

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

11

(7.10.1.4) Please explain calculation

Typically, HanesBrands also finds a change in emissions due to a change in energy efficiency measures, driven by both output changes and continuous improvement efforts. During the reporting year, HanesBrands saw the 0.1% production volume reduction noted above, which typically worsens our energy efficiency per unit of

product output. However, given we also instituted emissions reduction activities, continuous improvement efforts, and optimized some of our production processes and footprint, the change in HanesBrands energy efficiency is negligibly above 0% and therefore is considered "no change" as applied to our emissions reduction activities.
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:
☑ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:
☑ Yes

(7.12.1) Provide the emissions from biogenic carbon relevant to your organization in metric tons CO2.

(7.12.1.1) CO2 emissions from biogenic carbon (metric tons CO2)

113717

(7.12.1.2) Comment

CO2 emissions associated from biogenic carbon relevant to our company from the combustion of biomass fuel (woodchips) for process steam boilers, the CO2e emissions calculations are based on Schneider Electric database
[Fixed row]

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:
☑ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:
☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

40881.454

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:
☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

1010.397

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

1356.203

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 4

(7.15.1.1) Greenhouse gas

Select from:

☑ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

0

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 5

(7.15.1.1) Greenhouse gas

Select from:

☑ PFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

0

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 6

(7.15.1.1) Greenhouse gas

Select from:

☑ SF6

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

0

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 7

(7.15.1.1) Greenhouse gas

Select from:

☑ NF3

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

0

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)
[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Argentina

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

229.71

(7.16.3) Scope 2, market-based (metric tons CO2e)

229.71

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.05

(7.16.2) Scope 2, location-based (metric tons CO2e)

2325.03

(7.16.3) Scope 2, market-based (metric tons CO2e)

1866.81

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

708.1

(7.16.2) Scope 2, location-based (metric tons CO2e)

322.71

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

238.8

(7.16.2) Scope 2, location-based (metric tons CO2e)

193.38

(7.16.3) Scope 2, market-based (metric tons CO2e)

193.38

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

804.53

(7.16.2) Scope 2, location-based (metric tons CO2e)

1156.37

(7.16.3) Scope 2, market-based (metric tons CO2e)

1156.37

Costa Rica

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.03

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Dominican Republic

(7.16.1) Scope 1 emissions (metric tons CO2e)

5813.8

(7.16.2) Scope 2, location-based (metric tons CO2e)

34578.03

(7.16.3) Scope 2, market-based (metric tons CO2e)

3977.45

El Salvador

(7.16.1) Scope 1 emissions (metric tons CO2e)

15091.41

(7.16.2) Scope 2, location-based (metric tons CO2e)

10069.03

(7.16.3) Scope 2, market-based (metric tons CO2e)

639.07

Honduras

(7.16.1) Scope 1 emissions (metric tons CO2e)

141.68

(7.16.2) Scope 2, location-based (metric tons CO2e)

1955.08

(7.16.3) Scope 2, market-based (metric tons CO2e)

1955.08

Indonesia

(7.16.1) Scope 1 emissions (metric tons CO2e)

1257.44

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

202.44

(7.16.2) Scope 2, location-based (metric tons CO2e)

252.18

(7.16.3) Scope 2, market-based (metric tons CO2e)

403.55

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

955.02

(7.16.2) Scope 2, location-based (metric tons CO2e)

3946.9

(7.16.3) Scope 2, market-based (metric tons CO2e)

3946.9

New Zealand

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.52

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Thailand

(7.16.1) Scope 1 emissions (metric tons CO2e)

37.11

(7.16.2) Scope 2, location-based (metric tons CO2e)

2023.27

(7.16.3) Scope 2, market-based (metric tons CO2e)

72.69

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

4871.56

(7.16.2) Scope 2, location-based (metric tons CO2e)

13291.25

(7.16.3) Scope 2, market-based (metric tons CO2e)

13700.57

Viet Nam

(7.16.1) Scope 1 emissions (metric tons CO2e)

14383.54

(7.16.2) Scope 2, location-based (metric tons CO2e)

24392.98

(7.16.3) Scope 2, market-based (metric tons CO2e)

27422.21
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply
☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Administrative Offices*	*0.05*
Row 3	*Manufacturing Operations (Textiles, cut, sew, attribution)*	*38849.94*
Row 4	*Distribution Center*	*4398.06*

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☑ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Administrative Offices*	*2547*	*2264*
Row 2	*Manufacturing Operations (Textiles, cut, sew, attribution)*	*82315*	*43466*
Row 3	*Distribution Center*	*11137*	*11097*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

28506

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

78423

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

38529

(7.22.4) Please explain

The full HBI Consolidated accounting group refers to the group of for which information is included within our annual financial statements, which encompasses our full total company owned supply chain. In addition to our vertically integrated, owned company footprint which represents over 75% of our annual production volumes, we also include our tier one largest textile manufacturers. These facilities contain equipment previously owned by HBI and for which we have a close relationship on a purchasing and engagement level. In an effort to include more of our supply chain in our greenhouse gas accounting footprint and better account for the footprint of our textile manufacturing process, we include these direct material suppliers within our GHG accounting despite them being outside of the financial control and accounting purview of HanesBrands.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

14743

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

17576

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

18298

(7.22.4) Please explain

The full HBI Consolidated accounting group refers to the group of for which information is included within our annual financial statements, which encompasses our full total company owned supply chain. In addition to our vertically integrated, owned company footprint which represents over 75% of our annual production volumes, we also include our tier one largest textile manufacturers. These facilities contain equipment previously owned by HBI and for which we have a close relationship on a purchasing and engagement level. In an effort to include more of our supply chain in our greenhouse gas accounting footprint and better account for the footprint of our textile manufacturing process, we include these direct material suppliers within our GHG accounting despite them being outside of the financial control and accounting purview of HanesBrands.
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:
☑ No

(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Row 1

(7.26.1) Requesting member

Select from:
☑ Walmart, Inc.

(7.26.2) Scope of emissions

Select from:
☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

882639502

(7.26.9) Emissions in metric tonnes of CO2e

10380

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Thermal energy sources including fuel oils, propane, and natural gas, especially in the textile manufacturing process.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Greenhouse gas emissions are allocated to customers on a sale allocation basis. Our Scope 1, Scope 2, and Scope 3 categories 1 and 4 are third party verified and audited. As HanesBrands has a diverse global supply chain producing a variety of apparel products for each of our customers, at present we find it best to allocate our total emissions to customers based upon a percentage of the total sales. Therefore, GHG major sources are identified base d upon major sources of GHG emissions for these categories in our emissions inventory

(7.26.14) Where published information has been used, please provide a reference

Total value of goods/services supplied to customer is based on percent of total sales disclosed for Walmart in HBI for FY 2024. Customer's share of scope 1, 2, and 3 emissions are based on the total reporting company's published and verified scope 1, 2, and 3 emissions and allocated based on their share of the quantity of each wearable garment supplied to the respective customer.

Row 2

(7.26.1) Requesting member

Select from:

☑ Target Corporation

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

429031559

(7.26.9) Emissions in metric tonnes of CO2e

5290

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Thermal energy sources including fuel oils, propane, and natural gas, especially in the textile manufacturing process.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Greenhouse gas emissions are allocated to customers on a sale allocation basis. Our Scope 1, Scope 2, and Scope 3 categories 1 and 4 are third party verified and audited. As HanesBrands has a diverse global supply chain producing a variety of apparel products for each of our customers, at present we find it best to allocate our total emissions to customers based upon a percentage of the total sales. Therefore, GHG major sources are identified base d upon major sources of GHG emissions for these categories in our emissions inventory

(7.26.14) Where published information has been used, please provide a reference

Total value of goods/services supplied to customer is based on percent of total sales disclosed for Target in HBI for FY 2024. Customer's share of scope 1, 2, and 3 emissions are based on the total reporting company's published and verified scope 1, 2, and 3 emissions and allocated based on their share of the quantity of each wearable garment supplied to the respective customer.

Row 3

(7.26.1) Requesting member

Select from:

☑ Costco Wholesale Corporation

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

1166

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Thermal energy sources including fuel oils, propane, and natural gas, especially in the textile manufacturing process.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Greenhouse gas emissions are allocated to customers on a unit sold allocation basis. Our Scope 1, Scope 2, and Scope 3 categories 1 and 4 are third party verified and audited. As HanesBrands has a diverse global supply chain producing a variety of apparel products for each of our customers, at present we find it best to allocate our total emissions to customers based upon a percentage of the total sales. Actual sale data for this requesting customer is not publicly disclosed in our annual report 10-K. Therefore, GHG major sources are identified based upon major sources of GHG emissions for these categories in our emissions inventory.

(7.26.14) Where published information has been used, please provide a reference

Total value of goods/services supplied to customer is based on percent of total sales by customer disclosed in HBI's annual report 10-K for FY 2024. Customer's share of scope 1, 2, and 3 emissions are based on the total reporting company's published and verified scope 1, 2, and 3 emissions and allocated based on their share of the quantity of each wearable garment supplied to the respective customer.

Row 4

(7.26.1) Requesting member

Select from:

☑ Walmart, Inc.

(7.26.2) Scope of emissions

Select from:
☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

882639502

(7.26.9) Emissions in metric tonnes of CO2e

23404

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Electric power emissions purchased from the local grid mix, offset by relevant purchase power agreements, green electric power purchases, and I-REC purchases.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Greenhouse gas emissions are allocated to customers on a sale allocation basis. Our Scope 1, Scope 2, and Scope 3 categories 1 and 4 are third party verified and audited. As HanesBrands has a diverse global supply chain producing a variety of apparel products for each of our customers, at present we find it best to allocate our total emissions to customers based upon a percentage of the total sales. Therefore, GHG major sources are identified base d upon major sources of GHG emissions for these categories in our emissions inventory.

(7.26.14) Where published information has been used, please provide a reference

Total value of goods/services supplied to customer is based on percent of total sales disclosed for Walmart in HBI 10-k for FY 2024. Customer's share of scope 1, 2, and 3 emissions are based on the total reporting company's published and verified scope 1, 2, and 3 emissions and allocated based on their share of the quantity of each wearable garment supplied to the respective customer.

Row 5

(7.26.1) Requesting member

Select from:

☑ Target Corporation

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

429031559

(7.26.9) Emissions in metric tonnes of CO2e

11743

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Electric power emissions purchased from the local grid mix, offset by relevant purchase power agreements, green electric power purchases, and I-REC purchases.

(7.26.12) Allocation verified by a third party?

Select from:
☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Greenhouse gas emissions are allocated to customers on a sale allocation basis. Our Scope 1, Scope 2, and Scope 3 categories 1 and 4 are third party verified and audited. As HanesBrands has a diverse global supply chain producing a variety of apparel products for each of our customers, at present we find it best to allocate our total emissions to customers based upon a percentage of the total sales. Therefore, GHG major sources are identified base d upon major sources of GHG emissions for these categories in our emissions inventory.

(7.26.14) Where published information has been used, please provide a reference

Total value of goods/services supplied to customer is based on percent of total sales disclosed for Walmart in HBI 10-k for FY 2024. Customer's share of scope 1, 2, and 3 emissions are based on the total reporting company's published and verified scope 1, 2, and 3 emissions and allocated based on their share of the quantity of each wearable garment supplied to the respective customer.

Row 6

(7.26.1) Requesting member

Select from:

☑ Costco Wholesale Corporation

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

2589

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Electric power emissions purchased from the local grid mix, offset by relevant purchase power agreements, green electric power purchases, and I-REC purchases.

(7.26.12) Allocation verified by a third party?

Select from:
☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Greenhouse gas emissions are allocated to customers on a unit sold allocation basis. Our Scope 1, Scope 2, and Scope 3 categories 1 and 4 are third party verified and audited. As HanesBrands has a diverse global supply chain producing a variety of apparel products for each of our customers, at present we find it best to allocate our total emissions to customers based upon a percentage of the total sales. Actual sale data for this requesting customer is not publicly disclosed in our annual report 10-K. Therefore, GHG major sources are identified based upon major sources of GHG emissions for these categories in our emissions inventory.

(7.26.14) Where published information has been used, please provide a reference

Total value of goods/services supplied to customer is based on percent of total sales by customer disclosed in HBI's annual report 10-K for FY 2024. Customer's share of scope 1, 2, and 3 emissions are based on the total reporting company's published and verified scope 1, 2, and 3 emissions and allocated based on their share of the quantity of each wearable garment supplied to the respective customer.

Row 7

(7.26.1) Requesting member

Select from:

☑ Walmart, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

882639502

(7.26.9) Emissions in metric tonnes of CO2e

13639

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Electric power emissions purchased from the local grid mix, offset by relevant purchase power agreements, green electric power purchases, and I-REC purchases.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Greenhouse gas emissions are allocated to customers on a unit sold allocation basis. Our Scope 1, Scope 2, and Scope 3 categories 1 and 4 are third party verified and audited. As HanesBrands has a diverse global supply chain producing a variety of apparel products for each of our customers, at present we find it best to allocate our total emissions to customers based upon a percentage of the total sales. Actual sale data for this requesting customer is not publicly disclosed in our annual report 10-K. Therefore, GHG major sources are identified based upon major sources of GHG emissions for these categories in our emissions inventory.

(7.26.14) Where published information has been used, please provide a reference

Total value of goods/services supplied to customer is based on percent of total sales by customer disclosed in HBI's annual report 10-K for FY 2024. Customer's share of scope 1, 2, and 3 emissions are based on the total reporting company's published and verified scope 1, 2, and 3 emissions and allocated based on their share of the quantity of each wearable garment supplied to the respective customer.

Row 8

(7.26.1) Requesting member

Select from:

☑ Target Corporation

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

429031559

(7.26.9) Emissions in metric tonnes of CO2e

6951

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Electric power emissions purchased from the local grid mix, offset by relevant purchase power agreements, green electric power purchases, and I-REC purchases.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Greenhouse gas emissions are allocated to customers on a unit sold allocation basis. Our Scope 1, Scope 2, and Scope 3 categories 1 and 4 are third party verified and audited. As HanesBrands has a diverse global supply chain producing a variety of apparel products for each of our customers, at present we find it best to allocate our total emissions to customers based upon a percentage of the total sales. Actual sale data for this requesting customer is not publicly disclosed in our annual report 10-K. Therefore, GHG major sources are identified based upon major sources of GHG emissions for these categories in our emissions inventory.

(7.26.14) Where published information has been used, please provide a reference

Total value of goods/services supplied to customer is based on percent of total sales by customer disclosed in HBI's annual report 10-K for FY 2024. Customer's share of scope 1, 2, and 3 emissions are based on the total reporting company's published and verified scope 1, 2, and 3 emissions and allocated based on their share of the quantity of each wearable garment supplied to the respective customer.

Row 9

(7.26.1) Requesting member

Select from:

☑ Costco Wholesale Corporation

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

1532

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Electric power emissions purchased from the local grid mix, offset by relevant purchase power agreements, green electric power purchases, and I-REC purchases.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Greenhouse gas emissions are allocated to customers on a unit sold allocation basis. Our Scope 1, Scope 2, and Scope 3 categories 1 and 4 are third party verified and audited. As HanesBrands has a diverse global supply chain producing a variety of apparel products for each of our customers, at present we find it best to allocate our total emissions to customers based upon a percentage of the total sales. Actual sale data for this requesting customer is not publicly disclosed in our annual report 10-K. Therefore, GHG major sources are identified based upon major sources of GHG emissions for these categories in our emissions inventory.

(7.26.14) Where published information has been used, please provide a reference

Total value of goods/services supplied to customer is based on percent of total sales by customer disclosed in HBI's annual report 10-K for FY 2024. Customer's share of scope 1, 2, and 3 emissions are based on the total reporting company's published and verified scope 1, 2, and 3 emissions and allocated based on their share of the quantity of each wearable garment supplied to the respective customer.

Row 10

(7.26.1) Requesting member

Select from:

☑ Walmart, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 8: Upstream leased assets

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 12: End-of-life treatment of sold products

☑ Category 4: Upstream transportation and distribution

☑ Category 9: Downstream transportation and distribution

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

882639502

(7.26.9) Emissions in metric tonnes of CO2e

441339

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Our Scope 3 emissions are driven by several variables. The primary source of Scope 3 emissions is Category 1: Purchased Goods and Services, composing the largest proportion of our Scope 3 inventory. PG&S includes purchased textiles, purchased thread, yarn, and other material inputs necessary to produce products at each stage of our company owned supply chain. While this is a large portion of our Scope 3 emissions, HanesBrands remains unique in the apparel sector, producing over 72% of its products internally

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Greenhouse gas emissions are allocated to customers on a unit sold allocation basis. Our Scope 1, Scope 2, and Scope 3 categories 1 and 4 are third party verified and audited. As HanesBrands has a diverse global supply chain producing a variety of apparel products for each of our customers, at present we find it best to allocate our total emissions to customers based upon a percentage of the total sales. Actual sale data for this requesting customer is not publicly disclosed in our annual report 10-K. Therefore, GHG major sources are identified based upon major sources of GHG emissions for these categories in our emissions inventory.

(7.26.14) Where published information has been used, please provide a reference

Total value of goods/services supplied to customer is based on percent of total sales by customer disclosed in HBI's annual report 10-K for FY 2024. Customer's share of scope 1, 2, and 3 emissions are based on the total reporting company's published and verified scope 1, 2, and 3 emissions and allocated based on their share of the quantity of each wearable garment supplied to the respective customer.

Row 11

(7.26.1) Requesting member

Select from:

☑ Target Corporation

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 8: Upstream leased assets

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 12: End-of-life treatment of sold products

☑ Category 4: Upstream transportation and distribution

☑ Category 9: Downstream transportation and distribution

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

429031559

(7.26.9) Emissions in metric tonnes of CO2e

224937

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Electric power emissions purchased from the local grid mix, offset by relevant purchase power agreements, green electric power purchases, and I-REC purchases.

(7.26.12) Allocation verified by a third party?

Select from:
☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Greenhouse gas emissions are allocated to customers on a sale allocation basis. Our Scope 1, Scope 2, and Scope 3 categories 1 and 4 are third party verified and audited. As HanesBrands has a diverse global supply chain producing a variety of apparel products for each of our customers, at present we find it best to allocate our total emissions to customers based upon a percentage of the total sales. Therefore, GHG major sources are identified base d upon major sources of GHG emissions for these categories in our emissions inventory

(7.26.14) Where published information has been used, please provide a reference

Total value of goods/services supplied to customer is based on percent of total sales by customer disclosed in HBI's annual report 10-K for FY 2024. Customer's share of scope 1, 2, and 3 emissions are based on the total reporting company's published and verified scope 1, 2, and 3 emissions and allocated based on their share of the quantity of each wearable garment supplied to the respective customer.

Row 12

(7.26.1) Requesting member

Select from:

☑ Costco Wholesale Corporation

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 8: Upstream leased assets

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 12: End-of-life treatment of sold products

☑ Category 4: Upstream transportation and distribution

☑ Category 9: Downstream transportation and distribution

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

49585

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Electric power emissions purchased from the local grid mix, offset by relevant purchase power agreements, green electric power purchases, and I-REC purchases.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Greenhouse gas emissions are allocated to customers on a sale allocation basis. Our Scope 1, Scope 2, and Scope 3 categories 1 and 4 are third party verified and audited. As HanesBrands has a diverse global supply chain producing a variety of apparel products for each of our customers, at present we find it best to allocate our total emissions to customers based upon a percentage of the total sales. Therefore, GHG major sources are identified base d upon major sources of GHG emissions for these categories in our emissions inventory

(7.26.14) Where published information has been used, please provide a reference

Total value of goods/services supplied to customer is based on percent of total sales by customer disclosed in HBI's annual report 10-K for FY 2024. Customer's share of scope 1, 2, and 3 emissions are based on the total reporting company's published and verified scope 1, 2, and 3 emissions and allocated based on their share of the quantity of each wearable garment supplied to the respective customer.
[Add row]

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:
☑ We face no challenges

(7.27.2) Please explain what would help you overcome these challenges

Allocation based on market value of products purchased is the methodology used by HanesBrands. There are no significant challenges that we face in obtaining customer level sales data.
[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:
☑ Yes

(7.28.2) Describe how you plan to develop your capabilities

HanesBrands embraces the notion of continuous improvement and has applied this principle to greenhouse gas emissions reporting. As customer and consumer requests for emissions data increase, we will continue to refine our data collection and reporting capabilities to provide appropriate customer data. We manufacture a broad array of products within our company-owned and operated supply chain that are distributed to multiple customers. We currently allocate emissions based on the market value of products purchased but we have begun to explore the development of product-based emissions.
[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:
☑ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ No
Consumption of purchased or acquired steam	*Select from:* ☑ No

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ Yes

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

318058

(7.30.1.3) MWh from non-renewable sources

170594

(7.30.1.4) Total (renewable + non-renewable) MWh

488652.00

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

184062

(7.30.1.3) MWh from non-renewable sources

82506

(7.30.1.4) Total (renewable + non-renewable) MWh

266568.00

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

8149

(7.30.1.4) Total (renewable + non-renewable) MWh

8149.00

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

510269

(7.30.1.3) MWh from non-renewable sources

253100

(7.30.1.4) Total (renewable + non-renewable) MWh

763369.00
[Fixed row]

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ Yes
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ Yes
Consumption of fuel for the generation of cooling	*Select from:* ☑ No

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

318058

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.5) MWh fuel consumed for self-generation of steam

318058

(7.30.7.8) Comment

A consensus accounting method for sequestered carbon by energy crops, such as fast-growing Acacia trees, has not yet been developed. For the purpose of this disclosure, HanesBrands biomass fuel consumption (wood chips) has been considered part of natural carbon balance and therefore has a 0 emissions factor. However, regarding the emissions associated from biogenic carbon relevant to our company from the combustion of biomass fuel (woodchips) for process steam boilers, the CO2e emissions associated from biogenic carbon relevant to our company from the combustion of biomass fuel (woodchips) for process steam boilers, the CO2e emissions calculations are based on EPA Emissions Factors for Greenhouse Gas Inventories, Last Modified: 5 June 2024, Table 1 - Stationary Combustion, Biomass Fuels - Solid, Solid Byproducts, 105.51 kg CO2/MMBTU; 32 g CH4/MMBTU; 4.2 g N2O/MMBTU 0.0950 MT CO2e/MMBTU using AR6 emission factors of 27.9 for methane and 273 for nitrous oxide.

Other biomass

(7.30.7.1) Heating value

Select from:

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.5) MWh fuel consumed for self-generation of steam

0

(7.30.7.8) Comment

NA

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.5) MWh fuel consumed for self-generation of steam

0

(7.30.7.8) Comment

NA

Coal

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

44536

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.5) MWh fuel consumed for self-generation of steam

44536

(7.30.7.8) Comment

Coal consumed in industrial boilers to make steam for use within the textile manufacturing process. A portion of HanesBrands' fabric is manufactured on company owned production equipment at sites in Asia that supply steam from on-site coal-fired central utility plants, which the company recognizes as a major contributor to GHG emissions and global warming. Operational controls and standards have been established to manage the process, including b ut not limited to product quality, product design, social compliance, energy usage, chemical usage and GHG emissions. The company's strategy to reduce GHG emission includes both improving energy efficiency (i.e., using less) and increasing use of renewable energy, which includes influencing these sites to reduce or eliminate the use of coal. In the reporting year, the company engaged with these facilities in a dialogue to better understand and promote a visibility of energy use and disclose their energy and environmental metrics on the apparel industry leading environmental metrics benchmarking platform, Higg facility Environmental Module (Higg FEM). Additionally, the facilities were encouraged to investigate the option to co-fire the coal-fired boilers with biomass.

Oil

(7.30.7.1) Heating value

Select from:

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

41047

(7.30.7.3) MWh fuel consumed for self-generation of electricity

354

(7.30.7.4) MWh fuel consumed for self-generation of heat

246

(7.30.7.5) MWh fuel consumed for self-generation of steam

40447

(7.30.7.8) Comment

Diesel/No. 2 fuel oil is used in emergency stand-by generators, diesel fire pumps, and yard switching tractors and represents less than 2% of total fuel oil use. Heavy fuel oil consumption is for self-generation of steam used in the manufacturing processes when biomass-fueled boilers are not ava available to run due to maintenance or low steam demand outside the operating range of our biomass-fueled boilers. The company's strategy to reduce GHG emissions includes both improving energy efficiency (i.e., using less) and expanding use of renewable energy. The company set aggressive 2030 goals that align to the Science Based Targets initiative to reduce scope 1 and scope 2 emissions by 50% by 2030. To achieve the goals the company will focus on improving energy efficiency and increase the use of renewable energy

Gas

(7.30.7.1) Heating value

Select from:

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

85011

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

21523

(7.30.7.5) MWh fuel consumed for self-generation of steam

63448

(7.30.7.8) Comment

Natural gas used for building heat, and process heat and steam. Propane is used for direct firing of driers in the textile manufacturing process and screen printing, boiler fuel in steam boilers and thermal fluid boilers and cafeteria. Approximately 5% of the propane fuel is used for building heat.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.5) MWh fuel consumed for self-generation of steam

0

(7.30.7.8) Comment

HanesBrands is committed to reducing Scope 1 emissions by utilizing sustainable and low carbon fuels. Biomass remains astrong strategy of our decarbonization pathway, in addition to fuel switching from coal to lower carbon fuels.

Total fuel

(7.30.7.1) Heating value

Select from:

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

488652

(7.30.7.3) MWh fuel consumed for self-generation of electricity

354

(7.30.7.4) MWh fuel consumed for self-generation of heat

21769

(7.30.7.5) MWh fuel consumed for self-generation of steam

466529

(7.30.7.8) Comment

HanesBrands is committed to reducing Scope 1 emissions by utilizing sustainable and low carbon fuels. Biomass remains a stron g strategy of our decarbonization pathway, in addition to fuel switching from coal to lower carbon fuels.
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

8503

(7.30.9.2) Generation that is consumed by the organization (MWh)

8503

(7.30.9.3) Gross generation from renewable sources (MWh)

8149

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

8149

Heat

(7.30.9.1) Total Gross generation (MWh)

21768

(7.30.9.2) Generation that is consumed by the organization (MWh)

21768

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

466529

(7.30.9.2) Generation that is consumed by the organization (MWh)

466529

(7.30.9.3) Gross generation from renewable sources (MWh)

318058

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

318058

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0
[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:
☑ Australia

(7.30.14.2) Sourcing method

Select from:
☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Renewable energy mix, please specify :Renewable Electricity mix

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

605

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Australia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Electricity for Australian sites is provided through a purchase power agreement for electricity that is generated off-site. A part of the company's energy management strategy includes increasing use of renewable energy either from self-generation or through negotiating supply agreements for renewable energy sources. This strategy impacts the emissions calculations for the 4 facilities mentioned above (Truganina warehouse, Regents Park warehouse, Kew Office and Pyrmont Office). In each case, the basis for the zero-emissions factor applied to electricity consumed is based on a written communication from the electricity supplier detailing the attributes of the electricity provided. The PPA is for 20% renewable electricity used on site for the year 2024. Therefore, an emissions factor of 0.0 is applied to 20% of purchased electricity for these sites

Row 2

(7.30.14.1) Country/area

Select from:

☑ Brazil

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Large hydropower (>25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4332

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Brazil

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1978

(7.30.14.10) Comment

Procurement of I-RECs for HanesBrand's Brazil textile facility under the International REC Standard purchased from AES. Tracked via certificat e report for 2025 Certificate ID 00.626.948/0001-57

Row 3

(7.30.14.1) Country/area

Select from:

☑ Dominican Republic

(7.30.14.2) Sourcing method

Select from:

☑ Physical power purchase agreement (physical PPA) with a grid-connected generator

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

48403

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Dominican Republic

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

(7.30.14.10) Comment

At our Dos Rios Textiles manufacturing facility - electricity is provided through a purchase power agreement for electricity that is generated off-site using solar PV. A part of the company's energy management strategy includes increasing use of renewable energy either from self-generation or through negotiating supply agreements for renewable energy sources. This strategy impacts the emissions calculations for the DR textile facility. In each case, the basis for the zero emissions factor applied to electricity consumed is based on a contracted, written communication from the electricity supplier detailing the attributes of the electricity provided. The PPA instrument satisfies the definition of low carbon energy as outlined in the GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard. The solar PPA is for 100% solar energy. Therefore, an emissions factor of 0.0 is applied to purchased electricity for the site

Row 4

(7.30.14.1) Country/area

Select from:

☑ El Salvador

(7.30.14.2) Sourcing method

Select from:

☑ Physical power purchase agreement (physical PPA) with a grid-connected generator

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Geothermal

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

81858

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ El Salvador

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2007

(7.30.14.10) Comment

El Salvador Textiles manufacturing facility and El Salvador Sock manufacturing facility - electricity is provided through a purchase power agreement for electricity that is generated off-site using geothermal sources. A part of the company's energy management strategy includes increasing use of renewable energy either from self-generation or through negotiating supply agreements for renewable energy sources. This strategy impacts the emissions calculations for the two facilities mentioned above. In each case, the basis for the zero emissions factor applied to electricity consumed is based on a written communication from the electricity supplier detailing

the attributes of the electricity provided. The PPA instrument satisfies the definition of low carbon energy as outlined in the GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard. The geothermal PPA is for 100% geothermal energy. Therefore, an emissions f actor of 0.0 is applied to purchased electricity for the site.

Row 5

(7.30.14.1) Country/area

Select from:

☑ Thailand

(7.30.14.2) Sourcing method

Select from:

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4158

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Thailand

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

(7.30.14.10) Comment

HanesBrands manufacturing facility in Thailand is supplied by the local utility that generates electricity from hydropower sources

Row 6

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Low-carbon energy mix, please specify :Mis of wind, solar, and hydroelectric

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

7836

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2009

(7.30.14.10) Comment

This electricity is the renewable component of the electric generation mix that is distributed by a municipal electricity provider to a manufacturing site located in the United States. HanesBrands operates several locations across the United States including North Carolina, Virginia, Arkansas, Kansas, and California. Some states have a renewable energy portfolio standard in place and others, although not regulated by a renewable portfolio standard, have a mix of renewable energy included in grid electricity. HanesBrands has obtained renewable energy values from EPA for each grid and sub-region and calculated the component of grid supplied electricity that is renewable and includes the renewable component of grid-supplied electricity when calculating the company's overall renewable energy portfolio. For

the scope 2 greenhouse gas emissions inventory, the grid component of renewable electricity is accounted for by using the EPA eGRID factor. https://www.epa.gov/energy/egrid-summary-tables)

Row 7

(7.30.14.1) Country/area

Select from:

☑ Viet Nam

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Default electric supply with renewable attributes data per IEA

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Low-carbon energy mix, please specify :Mixture of hydro, solar, and biomass

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

14108

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :Data provided by IEA

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Viet Nam

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

This electricity is the renewable proportion of Vietnam's country grid mix applied to our total electricity usage in 2025. Da ta provided by IEA Energy Statistics Data Browser for selected country

Row 8

(7.30.14.1) Country/area

Select from:

☑ Viet Nam

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Mixture of hydro, solar, and biomass

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

9058

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Viet Nam

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2023

(7.30.14.10) Comment

The textile mills installed solar roofop and I-REC certificate

Row 9

(7.30.14.1) Country/area

Select from:

☑ Canada

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Default electric supply with renewable attributes data per IEA

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Mixture of hydro, biomass, solar, and wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1181

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :IEA Country Specific data

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Canada

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

This electricity is the renewable proportion of the country's grid mix applied to our total electricity usage in this country in 2025. Data provided by IEA Energy Statistics Data Browser for selected country

Row 10

(7.30.14.1) Country/area

Select from:

☑ Dominican Republic

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Default electric supply with renewable attributes data per IEA

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Mixture of hydro, biomass, solar, and wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1103

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :IEA country specific data

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Dominican Republic

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

This electricity is the renewable proportion of the country's grid mix applied to our total electricity usage in this country in 2025. Data provided by IEA Energy Statistics Data Browser for selected country

Row 11

(7.30.14.1) Country/area

Select from:

☑ El Salvador

(7.30.14.2) Sourcing method

Select from:

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Mixture of solar, hydro, geothermal, and biomass

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4690

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :Regular reports published by The UT outlining attributes of energy sold on the wholesale market

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ El Salvador

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

The Transaction Unit, S.A. de C.V. (UT) was established in 1998 and operates under a regulatory framework directed by the El Salvador General Electricity Law with the function to administer the wholesale market, operations and interconnections associated with the country's electric system. The UT published regular reports that details the attributes of the electricity being injected into the system

Row 12

(7.30.14.1) Country/area

Select from:

☑ Honduras

(7.30.14.2) Sourcing method

Select from:

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Mixture of solar, biofuels, geothermal, hydro, and wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3710

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :% renewable portfolio data provided by IEA Energy Statistics Data Browser for selected country

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Honduras

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

HanesBrands operates several factories in Honduras and located within industrial parks. Some of the industrial park owners generate electricity while others supply electricity to tenants from the national grid. Several solar PV and biomass-fueled installations produce electricity

Row 13

(7.30.14.1) Country/area

Select from:

☑ Mexico

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Default electric supply with renewable attributes data per IEA

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Mixture of renewable energy sources including wind and solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2445

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :% renewable portfolio data provided by IEA Energy Statistics Data Browser for selected country

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Mexico

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

This electricity is the renewable proportion of the country's grid mix applied to our total electricity usage in this country in 2025. Data provided by IEA Energy Statistics Data Browser for selected country

Row 14

(7.30.14.1) Country/area

Select from:

☑ Argentina

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Default electric supply with renewable attributes data per IEA

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Mixture of renewable fuels including wind and solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

191

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :% renewable portfolio data provided by IEA Energy Statistics Data Browser for selected country

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Argentina

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

This electricity is the renewable proportion of the country's grid mix applied to our total electricity usage in this country in 2025. Data provided by IEA Energy Statistics Data Browser for selected country

Row 15

(7.30.14.1) Country/area

Select from:

☑ Australia

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Default electric supply with renewable attributes data per IEA

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Renewable energy sources per IEA

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

238

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :% renewable portfolio data provided by IEA Energy Statistics Data Browser for selected country

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Australia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

This electricity is the renewable proportion of the country's grid mix applied to our total electricity usage in this country in 2025. Data provided by IEA Energy Statistics Data Browser for selected country

Row 16

(7.30.14.1) Country/area

Select from:

☑ China

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Default electric supply with renewable attributes data per IEA

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Renewable energy sources per IEA

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

555

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :% renewable portfolio data provided by IEA Energy Statistics Data Browser for selected country

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ China

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

This electricity is the renewable proportion of the country's grid mix applied to our total electricity usage in this country in 2025. Data provided by IEA Energy Statistics Data Browser for selected country

Row 17

(7.30.14.1) Country/area

Select from:

☑ Indonesia

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Default electric supply with renewable attributes data per IEA

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Renewable energy sources per IEA

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

299

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :% renewable portfolio data provided by IEA Energy Statistics Data Browser for selected country

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Indonesia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

This electricity is the renewable proportion of the country's grid mix applied to our total electricity usage in this country in 2025. Data provided by IEA Energy Statistics Data Browser for selected country

Row 18

(7.30.14.1) Country/area

Select from:

☑ Italy

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Default electric supply with renewable attributes data per IEA

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Renewable energy sources per IEA

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

328

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :% renewable portfolio data provided by IEA Energy Statistics Data Browser for selected country

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Italy

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

This electricity is the renewable proportion of the country's grid mix applied to our total electricity usage in this country in 2025. Data provided by IEA Energy Statistics Data Browser for selected country

Row 19

(7.30.14.1) Country/area

Select from:

☑ New Zealand

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Default electric supply with renewable attributes data per IEA

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Renewable energy sources per IEA

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

49

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :% renewable portfolio data provided by IEA Energy Statistics Data Browser for selected country

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ New Zealand

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

This electricity is the renewable proportion of the country's grid mix applied to our total electricity usage in this country in 2025. Data provided by IEA Energy Statistics Data Browser for selected country

Row 20

(7.30.14.1) Country/area

Select from:

☑ Costa Rica

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Default electric supply with renewable attributes data per IEA

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :Renewable energy sources per IEA

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

96.23

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify :% renewable portfolio data provided by IEA Energy Statistics Data Browser for selected country

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Costa Rica

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

This electricity is the renewable proportion of the country's grid mix applied to our total electricity usage in this country in 2025. Data provided by IEA Energy Statistics Data Browser for selected country
[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Argentina

(7.30.16.1) Consumption of purchased electricity (MWh)

736.73

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

736.73

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

3096.87

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0.28

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3097.15

Brazil

(7.30.16.1) Consumption of purchased electricity (MWh)

4331.63

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

3758.53

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

8090.16

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

1756.44

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

1317.65

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3074.09

China

(7.30.16.1) Consumption of purchased electricity (MWh)

1953.98

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

4428.8

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6382.78

Costa Rica

(7.30.16.1) Consumption of purchased electricity (MWh)

101.36

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

101.36

Dominican Republic

(7.30.16.1) Consumption of purchased electricity (MWh)

54694.81

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

186964

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

241658.81

El Salvador

(7.30.16.1) Consumption of purchased electricity (MWh)

87405.81

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

173728.23

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

261134.04

Honduras

(7.30.16.1) Consumption of purchased electricity (MWh)

6750.98

(7.30.16.2) Consumption of self-generated electricity (MWh)

105.6

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

534.33

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

7390.91

Indonesia

(7.30.16.1) Consumption of purchased electricity (MWh)

1587.87

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1587.87

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

806.19

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

1117.03

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1923.22

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

10716.57

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

5203.81

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

15920.38

New Zealand

(7.30.16.1) Consumption of purchased electricity (MWh)

58056

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

58056.00

Thailand

(7.30.16.1) Consumption of purchased electricity (MWh)

4157.98

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

171.08

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4329.06

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

40640.3

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

26834.1

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

67474.40

Viet Nam

(7.30.16.1) Consumption of purchased electricity (MWh)

47773.15

(7.30.16.2) Consumption of self-generated electricity (MWh)

1086.92

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

84488.33

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

133348.40
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.02853217

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

100075

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

3507438000

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

52

(7.45.7) Direction of change

Select from:

☑ Increased

(7.45.8) Reasons for change

Select all that apply

☑ Change in renewable energy consumption

☑ Other emissions reduction activities

☑ Change in output

☑ Change in revenue

☑ Change in methodology

(7.45.9) Please explain

From FY 2023 to 2024 HanesBrands reports slight increase in overall production volume across all business's segments, as well as a 38% decrease in total revenue. In the fourth quarter of 2024 Hanesbrands completed the divestiture of its Champion business unit. In the company's 10-K annual report the revenue from Champion business was reported as discontinued operations resulting in lower topline sales revenue. Meanwhile from carbon reporting perspective the full year emissions had been included as supply chain continue to manufacturer products for new customers during transition period. As noted above, there was a slight increase in production volumes of 2% across company's entire portfolio of goods, however the product mix changes resulting in increase of lower cost products. About 70% of all products sold are produced internally and that included in the company's scope 1 & scope 2 GHG inventory. These combined activities resulted in lower sales dollars and negatively affected the company's overall metric tons CO2e per unit currency total revenue

Row 2

(7.45.1) Intensity figure

0.44

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

100075

(7.45.3) Metric denominator

Select from:

☑ unit of production

(7.45.4) Metric denominator: Unit total

255910000

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

5

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Change in renewable energy consumption

☑ Other emissions reduction activities

(7.45.9) Please explain

From reporting year 2023 to 2024, HanesBrands measured a nearly 5% reduction in our carbon intensity metric of total Scope 1 and 2 market based emissions per textile finished pound. This change is largely driven by increases in renewable electricity consumption through our solar purchase power agreement, onsite company owned solar installations, and other energy efficiency improvements identified and executed through the HanesBrands Continuous Improvement processes
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:
☑ Energy usage

(7.52.2) Metric value

11.53

(7.52.3) Metric numerator

2,604,616 MMBtu absolute energy use

(7.52.4) Metric denominator (intensity metric only)

225,910 thousand textile pounds

(7.52.5) % change from previous year

1

(7.52.6) Direction of change

Select from:
☑ Decreased

(7.52.7) Please explain

We have established a corporate-wide energy intensity goal that measures total energy divided by total pounds of textiles produced. The total energy numerator is the sum of all energy from textile manufacturing, apparel cut and sew operations, product attribution, distribution centers and key office locations. The denominator is the sum of textiles finished fabric

Row 2

(7.52.1) Description

Select from:

☑ Waste

(7.52.2) Metric value

98.61

(7.52.3) Metric numerator

161891678 pounds diverted from landfill.

(7.52.4) Metric denominator (intensity metric only)

Total waste volume = 164176477 pounds

(7.52.5) % change from previous year

4.7

(7.52.6) Direction of change

Select from:

☑ Increased

(7.52.7) Please explain

Waste reduction efforts align with the company's continuous improvement processes and lean methodologies to maximize efficien cy and reduce and eliminate waste of any type. The company has a comprehensive Global Environment Health and Safety (GEHS) management system and operational procedures for resource conservation and solid waste management. Facilities perform waste mapping exercises and seek opportunities to eliminate, reduce or recycle waste. We are now diverting over 98.61% of our facility waste from landfills, recycling over 138 million pounds of fabric-cut parts waste, corrugate, plastic and other materials annually. We are selling manufacturing waste to fund our Green for Good associate and community development program and are pursuing a zero-waste goal. Although Scope 3 category 5: Waste Generated in Operations represents less than 1% of our total greenhouse gas footprint it provides a very tangible, visible and meaningful way to engage internal stakeholders in the company's sustainability journey. Hanesbrands has accomplished much already but is committed to doing even more in the coming years.
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply
☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:
☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:
☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Hanesbrands SBTi Certificate v5.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

10/08/2020

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

95592

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

128216

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

223808.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

46.2

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

120408.704

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

43248

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

56827

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

100075.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ Yes, it covers land-related emissions/removals associated with bioenergy and non-land related emissions (e.g. non-FLAG SBT with bioenergy)

(7.53.1.79) % of target achieved relative to base year

119.67

(7.53.1.80) Target status in reporting year

Select from:

☑ Achieved and maintained

(7.53.1.82) Explain target coverage and identify any exclusions

The above 50% target exceeds our science-based targets as submitted to SBTi in December 2021 and covers 100% of our Scope 1 and Scope 2 emissions. There are no exclusions. The goal reflected above and as submitted to the SBTi is calculated against a 2019 base year that is more representative of ongoing operations and the emissions associated with discontinued operations of this business unit are not included in the scope 1 and 2 inventory submitted to SBT for goals (Hanesbrands announced in 2021 the planned divestiture of its Hanes Europe Innerwear operations and sold the business in March 2022). Hanesbrands, Inc. has committed to a science based target to reduce absolute scope 1 and 2 GHG emissions 46.2% by 2030 from a 2019 base year. The SBTi's Target Validation Team provided confirmation of goal approval in May 2023 and classified the HanesBrands' scope 1 and 2 target ambition is in line with a 1.5°C trajectory. The target has

been evaluated under the more-stringent v 5 criteria which accounts for biogenic emissions and removals from bioenergy feedstocks. Additionally, the company has exhibited a leadership position within the textile and apparel sector and has also established a public-stated goal to reduce absolute scope 1 and 2 GHG emissions by 50% by 2030 from a 2019 base year (above the SBTi approved target of 46.2%).

(7.53.1.83) Target objective

This decade is critical for climate change. We must act decisively and promptly if we're going to turn the tide and reduce the damage. Protecting the planet and the life it supports is a collective effort with a collective reward. HanesBrands is committed to doing its part. Far from worrying that sustainability will hurt our bottom line, we believe the transformation to a low-carbon future will deliver far-reaching benefits. We see it lifting not just the environment but also our business and the communities where we live and work. That's why we set emissions reduction targets through the Science-Based Targets Initiative in 2021. We're committed to driving our emission levels even lower. These targets call for us to reduce our Scope 1 and 2 emissions by 50% and our Scope 3 (upstream transportation and purchased goods and services) emissions by 30% by 2030.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

(7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

Hanesbrands has a very mature and robust energy management program that is supported at the highest level of the company and permeates throughout the supply chain. The energy program focuses on demand and supply side management utilizing a broad network of stake holders that focus on hundreds of projects and initiatives throughout the company. For 14 years in a row, HanesBrands has been awarded the Energy Star Sustained Excellence Award or Partner of the Year Award from the U.S. Environmental Protection Agency. HanesBrands has taken the company's commitment a step further by launching a global associate campaign called "I'M IN," which encourages associates to do simple things to create major change. From saving energy by washing clothes in cold water, to reducing emissions by carpooling, HanesBrands associates made 90,000 commitments to sustainable activities that will have a positive impact on the planet and our communities.

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Hanesbrands SBTi Certificate v5.pdf

(7.53.1.4) Target ambition

Select from:

☑ Well-below 2°C aligned

(7.53.1.5) Date target was set

10/08/2020

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 1 – Purchased goods and services

☑ Scope 3, Category 4 – Upstream transportation and distribution

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

1586610

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

309519

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

1896129.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1896129.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

79

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

79

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

27.5

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

1374693.525

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

1284863

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

155198

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

1440061.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1440061.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

87.46

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Our ABS2 target covers 79% of our absolute Scope 3 emissions. The Scope 3 categories covered by the target are purchased goods and services and upstream transportation and distribution. We chose to include only these two categories in our target as they are the most significant ones and make up 79% of our total Scope 3 emissions which is above the 67% coverage required by SBTi. The target was submitted to SBTi for validation and Hanesbrands received notification by the SBTi Target Validation team in May 2023 that the ambition of the target exceeds the minimum ambition for the 2°C pathway under the Absolute Contraction Approach in the target year of 2030, and is therefore considered ambitious. Furthermore, HanesBrands has adopted and publicly communicated a more ambitious goal of a 30% reduction in absolute scope 3 emissions by 2030 vs a 2019 base year which is above the SBTi approved 27.5% scope 3 goal.

(7.53.1.83) Target objective

This decade is critical for climate change. We must act decisively and promptly if we're going to turn the tide and reduce the damage. Protecting the planet and the life it supports is a collective effort with a collective reward. HanesBrands is committed to doing its part. Far from worrying that sustainability will hurt our bottom line, we believe the transformation to a low-carbon future will deliver far-reaching benefits. We see it lifting not just the environment but also our business and the communities where we live and work. That's why we set emissions reduction targets through the Science-Based Targets Initiative in 2021. We're committed to driving our emission levels even lower. These targets call for us to reduce our Scope 1 and 2 emissions by 50% and our Scope 3 (upstream transportation and purchased goods and services) emissions by 30% by 2030

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Energy management: Though we own or operate the manufacturing facilities responsible for producing nearly 70% of our products, we're always conscious that our outside suppliers have their own energy footprint. We work closely with them to ensure they follow our lead – practicing more responsible energy management both on the supply side and demand side and reducing our Scope 3 emissions. We have deployed the industry-leading Higg Facility Environmental Module (Higg FEM) for capturing site-specific energy and greenhouse emissions data to our manufacturing supply chain. The deployment of the Higg FEM has been widespread and the assessment is also third-party verified to ensure accuracy. We plan to use site-specific data of our largest suppliers to establish goals to incentivize ghg reductions from our suppliers that contribute to emissions included in the purchased goods and services category. Upstream Transportation: to reduce GHGs associated with upstream transportation, we will continue to focus efforts on optimizing shipping asset utilization, continue to refine data collection processes to better manage GHG emissions, work on reducing and eliminating expedited shipments by air and utilize lower carbon emission modes of travel. We will work with our transportation partners to seek additional ways to reduce overall carbon emissions associated with transportation through improvements in as set owner's equipment and process improvements.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☑ Targets to increase or maintain low-carbon energy consumption or production

☑ Other climate-related targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

☑ Low 1

(7.54.1.2) Date target was set

04/22/2021

(7.54.1.3) Target coverage

Select from:

☑ Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

☑ Electricity

(7.54.1.5) Target type: activity

Select from:

☑ Consumption

(7.54.1.6) Target type: energy source

Select from:

☑ Renewable energy source(s) only

(7.54.1.7) End date of base year

12/31/2019

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

364081

(7.54.1.9) % share of low-carbon or renewable energy in base year

44.7

(7.54.1.10) End date of target

12/31/2030

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

66.1

(7.54.1.13) % of target achieved relative to base year

38.70

(7.54.1.14) Target status in reporting year

Select from:

☑ Underway

(7.54.1.16) Is this target part of an emissions target?

Yes, this is part of the Abs 1 target detailed in this section that covers scope 1 and 2 ghg emissions.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☑ No, it's not part of an overarching initiative

(7.54.1.19) Explain target coverage and identify any exclusions

This target refers to renewable electricity, therefore excluding other types of renewable energy. The company does not specifically have a renewable electricity goal submitted to the Science based Targets Initiative but a significant amount (70%-100%) of the total electric portfolio will need to be low carbon/renewable in order to attain the Science Based Targets established for Scope 1 and 2 depending on business and production volume.

(7.54.1.20) Target objective

The objective of this goal is to reduce Scope 2 emissions associated with electricity consumption to meet our 50% Scope 1 and 2 Science Based Targets by 2030. This goal is a key strategy in reducing these Scope 2 emissions

(7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year

Energy management, as discussed in the narrative above related to ABS1 target, is integral to our company's success and has provided a foundation for broader sustainability efforts. Our company has received US EPA ENERGY STAR recognition for the past 14 years. Facility-level energy goals help drive individual site performance which in turn contribute to our overall company success. As total production volume across the entire company (i. e. the denominator) is reduced the proportion of fixed energy to be absorbed is altered and contributes negatively to an overall energy intensity metric. However, at the individual site level, an energy intensity key performance indicator provides a meaningful metric that site-level energy management teams can use to measure their performance and enact action plans to manage energy use.
[Add row]

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 1

(7.54.2.1) Target reference number

Select from:
☑ Oth 1

(7.54.2.2) Date target was set

04/22/2021

(7.54.2.3) Target coverage

Select from:
☑ Business division

(7.54.2.4) Target type: absolute or intensity

Select from:
☑ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Waste management

☑ metric tons of waste diverted from landfill

(7.54.2.7) End date of base year

12/31/2019

(7.54.2.8) Figure or percentage in base year

88.79

(7.54.2.9) End date of target

12/31/2025

(7.54.2.10) Figure or percentage at end of date of target

100

(7.54.2.11) Figure or percentage in reporting year

98.61

(7.54.2.12) % of target achieved relative to base year

87.6003568243

(7.54.2.13) Target status in reporting year

Select from:

☑ Underway

(7.54.2.15) Is this target part of an emissions target?

No, this is not part of an emissions target.

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☑ No, it's not part of an overarching initiative

(7.54.2.18) Please explain target coverage and identify any exclusions

HanesBrands set a goal to reduce waste disposal by diverting 100% of non-regulated waste from disposal to landfills by 2025 through reducing, re-using or recycling within its operations.

(7.54.2.19) Target objective

Waste – we must create less and recycle more. Period. We have and will continue to do our part. From selling manufacturing waste to fund our Green for Good associate and community development programs to pursuing a zero-waste goal, we have accomplished much but are committed to doing even more in the coming years.

(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

Waste reduction efforts align with the company's continuous improvement processes and lean methodologies to maximize efficiency and reduce and eliminate waste of any type. The company has a comprehensive Global Environment Health and Safety (GEHS) management system and operational procedures for resource conservation and solid waste management. Facilities perform waste mapping exercises and seek opportunities to eliminate, reduce or recycle waste. We are now diverting over 98% of our facility waste from landfills for fabric-cut parts waste, corrugate, plastic and other materials annually. We are selling manufacturing waste to fund our Green for Good associate and community development program and are pursuing a zero-waste goal. Although Scope 3 category 5: Waste Generated in Operations represents less than 1% of our total greenhouse gas footprint it provides a very tangible, visible and meaningful way to engage internal stakeholders in the company's sustainability journey. Hanesbrands has accomplished much already but is committed to doing even more in the coming years.

Row 2

(7.54.2.1) Target reference number

Select from:

☑ Oth 2

(7.54.2.2) Date target was set

04/22/2021

(7.54.2.3) Target coverage

Select from:

☑ Organization-wide

(7.54.2.4) Target type: absolute or intensity

Select from:

☑ Intensity

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Energy consumption or efficiency

☑ million Btu

(7.54.2.6) Target denominator (intensity targets only)

Select from:

☑ Other, please specify :000 pounds of production

(7.54.2.7) End date of base year

12/31/2019

(7.54.2.8) Figure or percentage in base year

11.367

(7.54.2.9) End date of target

12/31/2030

(7.54.2.10) Figure or percentage at end of date of target

8.52

(7.54.2.11) Figure or percentage in reporting year

11.53

(7.54.2.12) % of target achieved relative to base year

-5.7253249034

(7.54.2.13) Target status in reporting year

Select from:

☑ Underway

(7.54.2.15) Is this target part of an emissions target?

The energy intensity goal is not a formal part of our Science Based Targets Initiative but energy efficiency and energy management are integral parts of our company's overall sustainability strategy and lead to reduced absolute Scope 1 and 2 emissions.

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☑ No, it’s not part of an overarching initiative

(7.54.2.18) Please explain target coverage and identify any exclusions

We have established a corporate-wide energy intensity goal that measures total energy divided by total pounds of textiles produced. The total energy numerator is the sum of all energy from textile manufacturing, apparel cut and sew operations, product attribution, distribution centers and key office locations. The denominator is the sum of textiles finished fabric.

(7.54.2.19) Target objective

Since our CEO and his senior team first signed our global energy management policy in 2007, reducing energy use and its associated costs have been a critical piece of our environmental story. By focusing intensely on how we can save energy and increase our use of renewables, especially at our owned textile mills, we have saved hundreds of millions of dollars and significantly reduced our overall greenhouse gas emissions.

(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

Energy management, as discussed in the narrative above related to ABS1 target, is integral to our company's success and has provided a foundation for broader sustainability efforts. Our company has received US EPA ENERGY STAR recognition for over 14 years. Facility-level energy goals help drive individual site performance which in turn contribute to our overall company success. As total production volume across the entire company (i. e. the denominator) is reduced the proportion of fixed energy to be absorbed is altered and contributes negatively to an overall energy intensity metric. However, at the individual site level, an energy intensity key performance indicator provides a meaningful metric that site-level energy management teams can use to measure their performance and enact action plans to manage energy use.
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:
☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	*0*	*`Numeric input*
To be implemented	*0*	*0*
Implementation commenced	*5*	*592*
Implemented	*26*	*3841*
Not to be implemented	*0*	*`Numeric input*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes
☑ Compressed air

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

524

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 2 (location-based)
☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

104106

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

119107

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 3-5 years

(7.55.2.9) Comment

During the reporting year, the company implemented five (5)) compressed air projects to optimize, reduce the use of compressed air use and eliminate air leakages at the factories in Dominican Republic, El Salvador, Vietnam and Thailand. Together the projects were successful in reducing the overall compressed air electrical consumption by 1219.8 MWh

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Other, please specify :Process Improvement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1400

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

821221

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

881000

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 1-2 years

(7.55.2.9) Comment

During the reporting year, the company implemented nine (9) process improvement projects in the textile production process. The projects occurred at two textiles manufacturing facilities in El Salvador and Dominican Republic as well as Vietnam. Together the projects yielded 7272.7 MWh in energy savings.

Row 3

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Other, please specify :Steam/ boiler improvements and optimization

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

960

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

218790

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

287363

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 1-2 years

(7.55.2.9) Comment

During the reporting year we implemented four (4) process improvement projects to improve boiler and steam use efficiency at (2) of our textile manufacturing facilities, located in the Dominican Republic and El Salvador. The two projects saved a combined total of 3745 MWh in the reporting year.

Row 4

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Lighting

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

75

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

62974

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

During the reporting year, the company implemented three (3) solar projects. The company implemented the industrial park sola r purchasing projects occurred at Central American production facilities located in Honduras and Vietnam. Together the projects generated 63 kWh of solar electricity consumed by HanesBrands.

Row 5

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Other, please specify :EPA ENERGY STAR Energy Treasure Hunt

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

882

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

134202

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

180309

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 1-2 years

(7.55.2.9) Comment

The company has a robust and mature energy management program that permeates the global portfolio of owned facilities. The program is backed by a formal energy management policy and is supported at the highest level of the company. The overall program has delivered outstanding results since its inception. The company takes great pride in its accomplishments to date and is proud to be recognized as a US EPA ENERGY STAR Partner of the Year award winner for fourteen years in the program. A significant contributing factor leading to the company's successful reduction in energy (other than the initiatives described in this section) is the focus on "treasure hunts," - a low-cost program that serves as a catalyst to raise the level of awareness and help maintain a vigilant culture of energy management within the company. Hundreds of individual "nuggets" contributed to a reduction of 1812 MWh and a reduction in scope 2 emissions of 882 CO2e. [Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ Partnering with governments on technology development

(7.55.3.2) Comment

HanesBrands is a part of the ENERGY STAR Industrial Partners network. As a part of this partnership, we engage in pre-competitive best practice sharing with other industrial partners in the network and the ENERGY STAR program to aid in the development of energy and technology best practices for industrials based in the United States.

Row 2

(7.55.3.1) Method

Select from:

☑ Dedicated budget for energy efficiency

(7.55.3.2) Comment

Money is earmarked in the capital budget for energy efficiency projects and for use of alternate fuels.

Row 3

(7.55.3.1) Method

Select from:

☑ Employee engagement

(7.55.3.2) Comment

Investing in employee engagement opportunities helps drive emissions reductions. For example, employees are engaged through inclusion in energy kaizen and treasure-hunt events that are focused on energy and water use reductions that help drive emissions reductions. In addition, the company provides ongoing communications with employees about the importance of conserving energy and water both at work and at home. HanesBrands regularly shares overall company, as well as site-specific, energy achievements including best practices that can be shared across the company's supply chain network. The company invests significant time and money to build a culture of energy management as a core business value. During the reporting year the company hosted two multi-day virtual continuous improvement summit, one in the spring and fall, with hundreds of participants across 13 countries (Canada, USA, Mexico, El Salvador, Honduras, Dominican Republic, Argentina, Brazil, Australia, New Zealand, Vietnam, Thailand, and Indonesia). Hundreds of projects are under implementation with focuses on process improvement, productivity, quality, efficiency and energy, of which many are specific energy related projects.

Row 4

(7.55.3.1) Method

Select from:

☑ Internal incentives/recognition programs

(7.55.3.2) Comment

The company offers internal recognition through a variety of avenues including publication in the corporate newsletter and employee intranet, as well as through the President's Energy Efficiency Award. The latter is a global award that recognizes outstanding achievement in energy efficiency in our organization.

Row 5

(7.55.3.1) Method

Select from:

☑ Dedicated budget for other emissions reduction activities

(7.55.3.2) Comment

Investments in emissions reductions are prioritized based on payback period and the extent of emissions reductions. The company actively pursues energy projects that meet internal financial hurdles and align with our business strategies.

Row 6

(7.55.3.1) Method

Select from:

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

New equipment is installed to meet applicable local environmental requirements. It is the policy and commitment of the company to meet or exceed performance required by applicable regulations.
[Add row]

(7.73) Are you providing product level data for your organization’s goods or services?

Select from:

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ Other, please specify :Green Circle Certified carbon emissions cradle to gate life cycle assessment

(7.74.1.3) Type of product(s) or service(s)

Other

☑ Other, please specify :Apparel: Dos Rios Textiles

(7.74.1.4) Description of product(s) or service(s)

Dos Rios Textiles Apparel. T-Shirts and A-shirts (jersey), A-Shirts and Underwear (1x1 Rib)(Jersey), A-shirts and underwear (2x1 rib)(Jersey)

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

Select from:

☑ Other, please specify :Green Circle Certified. We compared Scope 1 and 2 emissions between our base year (2019) and reporting year for Green Circle using GHG Protocol Accounting and Reporting Standards for emissions calculations.

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Select from:

☑ Cradle-to-gate

(7.74.1.8) Functional unit used

MT CO2e / M lbs finished product Intensity found using total Scope 1 and 2 emissions at plant / total finished pounds of production produced by plant in base versus Green Circle Certified reporting year.

(7.74.1.9) Reference product/service or baseline scenario used

Scope 1 and 2 GHG emissions in baseline (2019) year for plant/ product mix.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

Select from:

☑ Cradle-to-gate

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

140

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

Dos Rios metric tones of Scope 1 and 2 emissions per million pounds of textile production were calculated as a percent change between our baseline and reporting year for Green Circle Certification. During the Green Circle certification period, Scope 1 emissions increased 5% and Scope 2 emissions decreased by 100% due to brining on a solar purchase power agreement for our electricity needs. The difference in intensity basis for emissions / finished pounds gives us avoided CO2 emissions at the per product level for the Green Circle Certified year versus baseline. Revenue percentage calculated as a measure of these products as compared to total textile pounds. Estimated revenue percentage= million pounds textiles produced from green circle certified facility / million textile pounds consumed by company.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

34

Row 2

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ Other, please specify :Calculation based on a screening life cycle assessment using emission factors from Higg MSI from the Sustainable Apparel Coalition

(7.74.1.3) Type of product(s) or service(s)

Power

☑ Other, please specify :Apparel

(7.74.1.4) Description of product(s) or service(s)

The products included in this analysis are our low carbon product lines that contain recycled polyester.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

Select from:
☑ Other, please specify :Life cycle assessment approach based on ISO14040

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Select from:
☑ Cradle-to-gate

(7.74.1.8) Functional unit used

kg of avoided CO2e per kg of polyester material purchased = MT CO2e avoided per MT material

(7.74.1.9) Reference product/service or baseline scenario used

Product with virgin polyester

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

Select from:
☑ Cradle-to-grave

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

1.21

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

We used the emissions factor of 9.1 kg CO2e/ kg material for virgin polyester and recycled (average of chemically and mechanically recycled) of 8.1 kg/ CO2e/ kg polyester to calculate the emission reductions by using the recycled material compared to the virgin polyester. This was done by subtracting the emissions associated

with the amount of recycled polyester from the emissions associated with that amount of material if it were virgin polyester (difference of 1.21 kg COe2/kg material). Revenue is calculated as a measure of these products as compared to total textile pounds.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

4.5

Row 3

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ Other, please specify :Green Circle Certified carbon emissions cradle to gate life cycle assessment

(7.74.1.3) Type of product(s) or service(s)

Other

☑ Other, please specify :Apparel: El Salvador Textiles

(7.74.1.4) Description of product(s) or service(s)

El Salvador Textiles Apparel. HanesBrands El Salvador Textiles T-shirt and underwear (Jersey), sweatshirts (fleece), and A-shirts and underwear (1x1 rib)(Jersey)

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

Select from:

☑ Other, please specify :Green Circle Certified. We compared Scope 1 and 2 emissions between our base year (2019) and reporting year for Green Circle using GHG Protocol Accounting and Reporting Standards for emissions calculations.

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Select from:

☑ Cradle-to-gate

(7.74.1.8) Functional unit used

MT CO2e / M lbs finished product Intensity found using total Scope 1 and 2 emissions at plant / total finished pounds of production produced by plant in base versus Green Circle Certified reporting year.

(7.74.1.9) Reference product/service or baseline scenario used

Scope 1 and 2 GHG emissions in baseline (2019) year for plant/ product mix.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

Select from:

☑ Cradle-to-gate

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

86

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

El Salvador Textiles metric tones of Scope 1 and 2 emissions per million pounds of production were calculated as a percent change between our baseline and reporting year for Green Circle Certification. During the Green Circle certification period, Scope 1 emissions decreased 26% and Scope 2 emissions decreased by 95% The difference in intensity basis for emissions / finished pounds gives us avoided CO2 emissions at the per product level for the Green Circle Certified year versus baseline. Revenue percentage calculated as a measure of these products as compared to total textile pounds. Estimated revenue percentage= million pounds textiles produced from green circle certified facility / million textile pounds consumed by company.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

25

Row 4

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ Other, please specify :Green Circle Certified carbon emissions cradle to gate life cycle assessment

(7.74.1.3) Type of product(s) or service(s)

Other

☑ Other, please specify :Apparel: El Salvador Socks

(7.74.1.4) Description of product(s) or service(s)

El Salvador Socks Apparel. Socks

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

Select from:

☑ Other, please specify :Green Circle Certified. We compared Scope 1 and 2 emissions between our base year (2019) and reporting year for Green Circle using GHG Protocol Accounting and Reporting Standards for emissions calculations.

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Select from:

☑ Cradle-to-gate

(7.74.1.8) Functional unit used

MT CO2e / M lbs finished product Intensity found using total Scope 1 and 2 emissions at plant / total finished pounds of production produced by plant in base versus Green Circle Certified reporting year.

(7.74.1.9) Reference product/service or baseline scenario used

Scope 1 and 2 GHG emissions in baseline (2019) year for plant/ product mix.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

Select from:

☑ Cradle-to-gate

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

168

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

El Salvador Socks metric tones of Scope 1 and 2 emissions per million pounds of production were calculated as a percent change between our baseline and reporting year for Green Circle Certification. During the Green Circle certification period, Scope 1 emissions decreased 63% and Scope 2 emissions decreased by 95%. The difference in intensity basis for emissions / finished pounds gives us avoided CO2 emissions at the per product level for the Green Circle Certified year versus baseline. Revenue percentage calculated as a measure of these products as compared to total textile pounds. Estimated revenue percentage= million pounds textiles produced from green circle certified facility / million textile pounds consumed by company.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

33
[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:
☑ No

C8. Environmental performance - Forests

(8.1) Are there any exclusions from your disclosure of forests-related data?

	Exclusion from disclosure
Timber products	*Select from:* ☑ No

[Fixed row]

(8.2) Provide a breakdown of your disclosure volume per commodity.

	Disclosure volume (metric tons)	Volume type	Sourced volume (metric tons)
Timber products	*146494.15*	*Select all that apply* ☑ Sourced	*146946.15*

[Fixed row]

(8.5) Provide details on the origins of your sourced volumes.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ El Salvador

(8.5.2) First level administrative division

Select from:

☑ States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

La Libertad

(8.5.4) Volume sourced from country/area of origin (metric tons)

43492.06

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (processors)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

2024_ El Salvador, Biomass Suppliers location.pdf

(8.5.7) Please explain

In El Salvador, biomass used in our operations is sourced exclusively from certified commercial plantations cultivating fast-growing, renewable crops, primarily in association with coffee bean production. These plantations are certified by the Salvadorian Ministry of Environment and Natural Resources and the Ministry of Agriculture and Forestry, ensuring compliance with national environmental and forestry regulations. To maintain full traceability and legality, each biomass shipment is accompanied by a valid transport permit (Guía de Transporte), which verifies the origin, species, and volume of the material transported. This document is issued by the Salvadorian Ministry of Agriculture and Forestry. This process supports our commitment to sourcing deforestation-free biomass and aligns with CDP Forests criteria for legality and transparency. This certification process guarantees that all biomass and paper-based packaging materials meet the required environmental and regulatory criteria. The percentage of total consumption volume is determined based on the composition of timber used at our biomass plant in El Salvador.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ Dominican Republic

(8.5.2) First level administrative division

Select from:

☑ States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Monseñor Nouel Monte Plata La Vega Sánchez Ramírez María Trinidad Sánchez Duarte Santo Domingo San Cristóbal Santiago Peravia Hato Mayor San Pedro de Macorís La Altagracia Valverde San Juan San José de Ocoa

(8.5.4) Volume sourced from country/area of origin (metric tons)

59217.7

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (processors)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

2024_Dominican Republic - Biomass Suppliers Names and Locations.pdf

(8.5.7) Please explain

HBI actively partners with suppliers in the Dominican Republic to ensure full compliance with both national environmental regulations and the company's internal certification standards. All suppliers are required to maintain current certifications and submit detailed documentation specifying the type and origin of the fuels they provide. To promote responsible sourcing of timber-based fuels, HBI has established a robust verification and monitoring system. This system tracks key data points—including fuel receipts, weight, and supplier information—ensuring transparency and traceability across the entire supply chain. The Dominican Republic's Ministry of Environment and Natural Resources plays a critical role in regulating biomass production by issuing certifications for plantations designated for energy use. HBI owns and manages certified land specifically cultivated for biomass harvesting. However, in 2024, biomass from HBI's own plantations was not utilized, as

the newly planted trees had not yet reached maturity. To meet its energy needs, HBI supplements internally sourced biomass with biogenic materials from certified external suppliers, all in accordance with national legal frameworks. As part of its forest conservation efforts, HBI is implementing a project in the Dominican Republic to introduce Refused Derived Fuel (RDF), aiming to reduce reliance on wood biomass. Strong environmental standards enforced by national and local authorities help mitigate deforestation risks associated with timber-based fuels. These regulatory measures reinforce HBI's commitment to sustainable forest management and responsible energy sourcing.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ United States of America

(8.5.2) First level administrative division

Select from:

☑ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

1554.19

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

2024_MMCF.pdf

(8.5.7) Please explain

We incorporate man-made cellulosic fibers (MMCFs) into our fiber portfolio as part of our commitment to sourcing more sustainable materials. MMCFs are plant-based fibers derived from renewable cellulose, the key structural component of plant cell walls. Common types include rayon, TENCEL™, lyocell, and modal, which are known for their lower environmental impact compared to conventional synthetic fibers. HBI responsibly sources MMCFs which reduces water, energy usage,

greenhouse gas emissions and enhances biodegradability. In the reporting year, MMCFs represented approximately 1% of our total fiber procurement spend, reflecting our ongoing efforts to diversify and scale up the use of more sustainable fiber alternatives.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ China

(8.5.2) First level administrative division

Select from:

☑ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

42230.24

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

2024_Packaging Vendors Location and FSC Certificates.pdf

(8.5.7) Please explain

HBI sources primary, secondary, and tertiary timber-based packaging materials from suppliers committed to responsible forest management. A significant portion of these suppliers hold certification from the Forest Stewardship Council (FSC), a globally recognized standard that ensures timber is harvested in a manner that protects biodiversity, respects the rights of indigenous and local communities, and maintains the long-term health and productivity of forest ecosystems. FSC certification provides assurance that the materials used in our packaging supply chain are sourced legally and sustainably, supporting HBI's commitment to deforestation-free sourcing and environmental stewardship. This approach aligns with our broader sustainability goals and contributes to reducing forest-related risks across our value chain.

[Add row]

(8.7) Did your organization have a no-deforestation or no-conversion target, or any other targets for sustainable production/ sourcing of your disclosed commodities, active in the reporting year?

Timber products

(8.7.1) Active no-deforestation or no-conversion target

Select from:

☑ No, but we plan to have a no-deforestation or no-conversion target in the next two years

(8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

☑ Other, please specify :Although we have not yet formalized a no-deforestation or no-conversion commitment, all sourcing farms are certified. We plan to establish formal no-deforestation targets within the next one to two years, reinforcing our long-standing commitment.

(8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

HBI is committed to bold climate action, guided by science-based targets. We aim to reduce Scope 1 and 2 greenhouse gas (GHG) emissions by 50%, and Scope 3 emissions by 30% in the near term. In 2024, HBI achieved a 54% reduction in Scope 1 and 2 emissions, demonstrating our strong commitment to environmental sustainability. A key enabler of these reductions is our transition from fossil fuel-based energy to renewable sources. Several years ago, we made significant investments in wood-based biomass steam plants at our two largest manufacturing facilities globally—an important step toward decarbonizing our operations. Since 2010, HBI has led long-term environmental initiatives focused on reforestation and community engagement. Our commitment to environmental stewardship is deeply embedded in our culture. Each year, facilities in Central America, the Dominican Republic, and Vietnam organize volunteer-led tree planting and environmental education activities, engaging associates and local communities. To further reduce timber consumption, our Dos Ríos facility in the Dominican Republic is piloting the use of Refuse Derived Fuel (RDF), produced from commercial, industrial, and municipal waste. The facility is currently testing multiple RDF formulations to ensure full compliance with environmental regulations, legal standards, and industry specifications. If successful, this initiative could significantly reduce reliance on timber-based fuels at scale. Although we have not yet formalized a no-deforestation or no-conversion commitment, all sourcing farms are certified. We plan to establish formal no-deforestation targets within the next one to two years, reinforcing our long-standing commitment to forest conservation.

(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

☑ No, but we plan to have other targets related to this commodity in the next two years

(8.7.6) Primary reason for not having other active targets in the reporting year

Select from:

☑ Other, please specify :Although we have not yet formalized targets in the reporting year, all sourcing farms are certified. We plan to establish formal no-deforestation targets within the next one to two years, reinforcing our long-standing commitment.

(8.7.7) Explain why you did not have other active targets in the reporting year

Since 2010, HBI has championed long-term environmental initiatives centered on reforestation and community collaboration. We are deeply committed to environmental conservation, actively investing in efforts that promote biodiversity and restore ecosystems. Our initiatives include supporting endangered species programs and launching large-scale tree planting campaigns in key regions where we operate. These actions are part of our broader sustainability strategy, which integrates environmental protection across our operations, supply chain, and community engagement. While we've made meaningful progress, we recognize the need to set clear, measurable goals to better assess our impact and drive continuous improvement. Currently, our programs operate without defined performance indicators, as our initial focus has been on building strong partnerships and raising awareness. Over the next two years, we aim to establish specific environmental targets aligned with global frameworks such as the UN Sustainable Development Goals (SDGs) and Science-Based Targets for Nature, and the Taskforce of Nature-related Financial Disclosures (TNFD). Through strategic partnerships with local environmental organizations, HBI ensures that trees are not only planted—but also nurtured and protected for years to come. With over 237,000 trees planted globally, our collective impact is both measurable and meaningful, contributing to healthier ecosystems and a more sustainable future.
[Fixed row]

(8.8) Indicate if your organization has a traceability system to determine the origins of your sourced volumes and provide details of the methods and tools used.

Timber products

(8.8.1) Traceability system

Select from:

☑ Yes

(8.8.2) Methods/tools used in traceability system

Select all that apply

☑ Chain-of-custody certification

☑ Value chain mapping

☑ Supplier engagement/communication

☑ Internal traceability system

☑ Landscape and jurisdictional approaches

(8.8.3) Description of methods/tools used in traceability system

Supplier Engagement and Communication: HBI maintains active engagement with its suppliers to ensure compliance with both local and company-specific environmental certifications. Suppliers are required to document the location and type of fuel provided and must remain up to date with all relevant certifications. Internal Traceability System: The company has implemented a robust system to verify and monitor the origin of timber materials, ensuring adherence to local legal requirements. HBI tracks biomass-based fuel data, including receipt records, weight, and supplier information. Landscape and Jurisdictional Approaches: In El Salvador, timber-based biomass is sourced from certified commercial plantations that cultivate fast-growing, renewable crops—often in conjunction with coffee bean production. All suppliers are certified by the Salvadorian Ministry of Environment and Natural Resources and the Ministry of Agriculture and Forestry. Suppliers must present permits for each load entering HBI facilities, ensuring that all biomass and paper-based packaging meet legal and operational standards. Chain of Custody and Certification: In the Dominican Republic, the Ministry of Environment and Natural Resources certifies plantations designated for energy production, such as biomass. HBI owns and manages certified land specifically cultivated for biomass harvesting. However, in 2024, biomass from HBI's own plantations was not utilized, as the newly planted trees had not yet reached maturity. Both national governments enforce strong environmental standards that help mitigate deforestation risks associated with timber materials. Additionally, HBI is working closely with its paper-based packaging suppliers to ensure all packaging is FSC-certified. Value Chain Mapping: HBI manages biomass and paper-based packaging sustainability through a value chain approach. Certified timber and biomass are sourced from renewable plantations in El Salvador and the Dominican Republic. The location of these plantations is identified and updated periodically, please see question 8.5 for exact mapping of plantation locations. In addition, all our MMCFs suppliers have been mapped, and this are publicly available on our Sustainability website (HBISustains.com). The majority of our paper packaging is procured from FSC-certified suppliers. Environmental impacts are monitored, and stakeholder engagement drives continuous improvement.
[Fixed row]

(8.8.1) Provide details of the point to which your organization can trace its sourced volumes.

Timber products

(8.8.1.1) % of sourced volume traceable to production unit

99

(8.8.1.2) % of sourced volume traceable to sourcing area and not to production unit

0

(8.8.1.3) % sourced volume traceable to country/area of origin and not to sourcing area or production unit

0

(8.8.1.4) % of sourced volume traceable to other point (i.e., processing facility/first importer) not in the country/area of origin

0

(8.8.1.5) % of sourced volume from unknown origin

1

(8.8.1.6) % of sourced volume reported

100.00
[Fixed row]

(8.9) Provide details of your organization's assessment of the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of its disclosed commodities.

Timber products

(8.9.1) DF/DCF status assessed for this commodity

Select from:
☑ Yes, deforestation- and conversion-free (DCF) status assessed

(8.9.2) % of disclosure volume determined as DF/DCF in the reporting year

99

(8.9.3) % of disclosure volume determined as DF/DCF through a third-party certification scheme providing full DF/DCF assurance

99

(8.9.4) % of disclosure volume determined as DF/DCF through monitoring of production unit

0

(8.9.5) % of disclosure volume determined as DF/DCF through monitoring of sourcing area

0

(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:
☑ No
[Fixed row]

(8.9.1) Provide details of third-party certification schemes used to determine the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of the disclosure volume, since specified cutoff date.

Timber products

(8.9.1.1) Third-party certification scheme providing full DF/DCF assurance

Chain-of-custody certification
☑ Other chain-of-custody certification, please specify :Certifications, guidelines, and permits issued by the Ministry of Environment in each country, along with first-party and third-party verifications.

(8.9.1.2) % of disclosure volume determined as DF/DCF through certification scheme providing full DF/DCF assurance

99

(8.9.1.3) Comment

HBI ensures legal and environmental compliance through active collaboration with the Ministry of Environment (Dominican Republic), the Ministry of Agriculture and Forestry (El Salvador), other national entities, and an independent verifier. These partnerships support responsible forest management and regulatory alignment. Key Areas of Compliance Legal & Environmental • Validates permits and cutting boundaries. • Implements soil and water protection measures. • Monitors air quality and engages with authorities. •Executes restoration plans as needed. Operational Safety • Controls fuel leaks and manages waste. • Maintains and inspects equipment regularly. • Applies safe logging practices and fire prevention protocols. Worker Safety •Verifies social security registration. • Enforces PPE and safety training. • Manages occupational risks and emergency preparedness. Biodiversity Protection •Protects local flora and fauna. • Assesses biodiversity impacts. • Restores affected areas and maintains erosion control. Transportation • Verifies biomass transport procedures for safety and compliance. MMCF: We incorporate man-made cellulosic fibers (MMCFs) into our fiber portfolio as part of our commitment to sourcing more sustainable materials. MMCFs are plant-based fibers derived from renewable cellulose, the key structural component of plant cell walls. Common types include rayon, TENCEL™, lyocell, and modal, which are known for their lower environmental impact compared to conventional synthetic fibers. HBI responsibly sources MMCFs which reduces water, energy usage, greenhouse gas emissions and enhances biodegradability. In the reporting year, MMCFs represented approximately 1% of our total fiber procurement spend, reflecting our ongoing efforts to diversify and scale up the use of more sustainable fiber alternatives. Packaging: HBI sources primary, secondary, and tertiary timber-based packaging materials from suppliers committed to responsible forest management. A significant portion of these suppliers hold certification from the Forest Stewardship Council (FSC), a globally recognized standard that ensures timber is harvested in a manner that protects biodiversity, respects the rights of indigenous and local communities, and maintains the long-term health and productivity of forest ecosystems. FSC certification provides assurance that the materials used in our packaging supply chain are sourced legally and sustainably.

(8.9.1.4) Certification documentation

2024_Biomass Process, Certificates and Locations.pdf
[Add row]

(8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.

	Monitoring or estimating your deforestation and conversion footprint
Timber products	*Select from:* ☑ Yes

[Fixed row]

(8.10.1) Provide details on the monitoring or estimating of your deforestation and conversion footprint.

Timber products

(8.10.1.1) Monitoring and estimating your deforestation and conversion footprint

Select from:

☑ We estimate the deforestation and conversion footprint based on sourcing area

(8.10.1.2) % of disclosure volume monitored or estimated

99

(8.10.1.3) Reporting of deforestation and conversion footprint

Select all that apply

☑ During the last 5 years

(8.10.1.7) Known or estimated deforestation and conversion footprint during the last five years (hectares)

0

(8.10.1.9) Describe the methods and data sources used to monitor or estimate your deforestation and conversion footprint

HBI operations in the Dominican Republic and El Salvador primarily utilize timber products sourced from self-regenerative materials. To uphold sustainable practices, HBI has implemented a continuous monitoring system that evaluates risk levels and ensures there is no significant threat of deforestation or ecosystem conversion at the sourcing area level. In the Dominican Republic, 89% of timber products are derived from the Acacia mangium tree, while the remaining 11% comes from alternative sources such as sawdust, coffee husk, rice husk, coconut shell, tree bark, WWTP sludge, yarn cones, and—most recently—Refused Derived Fuels (RDF), which have been incorporated into the biomass plant's fuel mix. A key sustainability feature of this operation is that all Acacia mangium suppliers operate on previously degraded lands, eliminating any risk to native ecosystems or deforestation. In El Salvador, a dedicated team ensures that all suppliers possess valid operating permits issued by the Ministry of Environment and Natural Resources (MARN). At the El Salvador biomass plant, 83% of timber products are sourced from coffee plantation pruning, processed into woodchips. The remaining 17% consists of bagasse, coffee pulp, cherry husk, and mesocarp. All timber products entering the facility must be accompanied by documentation that supports traceability and compliance with local regulations. This ensures transparency and reinforces HBI's commitment to responsible sourcing.
[Add row]

(8.11) For volumes not assessed and determined as deforestation- and conversion-free (DCF), indicate if you have taken actions in the reporting year to increase production or sourcing of DCF volumes.

	Actions taken to increase production or sourcing of DCF volumes
Timber products	*Select from:* ☑ No, but we plan to within the next two years

[Fixed row]

(8.12) Indicate if certification details are available for the commodity volumes sold to requesting CDP Supply Chain members.

	Third-party certification scheme adopted	Certification details are available for the volumes sold to any requesting CDP Supply Chain members
Timber products	*Select from:* ☑ Yes	*Select from:* ☑ Yes

[Fixed row]

(8.12.1) Provide details of the certified volumes sold to each requesting CDP Supply Chain member.

Row 1

(8.12.1.1) Requesting member

Select from:

☑ Target Corporation

(8.12.1.2) Commodity

Select from:

☑ Timber products

(8.12.1.3) Form of commodity

Select all that apply

☑ Cellulose-based textile fiber

☑ Primary packaging

☑ Secondary packaging

☑ Wood-based bioenergy

(8.12.1.4) Total volume of commodity sold to requesting member

12854.1

(8.12.1.5) Metric

Select from:

☑ Metric tons

(8.12.1.6) Third-party certification scheme

Chain-of-custody certification

☑ Other chain-of-custody certification, please specify :Certifications, guidelines, and permits issued by the Ministry of Environment in each country, along with first-party and third-party verifications.

(8.12.1.7) % of the total volume of commodity sold to requesting member that is certified

12.5

(8.12.1.8) Comment (optional)

HBI sources timber-derived products to support its operations and sustainability goals, including cellulose-based textile fibers for apparel manufacturing, primary packaging materials for product distribution, and wood-based bioenergy for renewable energy use. These materials are procured from suppliers that meet the company's environmental and social responsibility standards. These resources are allocated to requesting members proportionally, based on their share of net sales.

Row 2

(8.12.1.1) Requesting member

Select from:

☑ Costco Wholesale Corporation

(8.12.1.2) Commodity

Select from:

☑ Timber products

(8.12.1.3) Form of commodity

Select all that apply

☑ Cellulose-based textile fiber

☑ Primary packaging

☑ Secondary packaging

☑ Wood-based bioenergy

(8.12.1.4) Total volume of commodity sold to requesting member

2266.6

(8.12.1.5) Metric

Select from:

☑ Metric tons

(8.12.1.6) Third-party certification scheme

Chain-of-custody certification

☑ Other chain-of-custody certification, please specify :Certifications, guidelines, and permits issued by the Ministry of Environment in each country, along with first-party and third-party verifications.

(8.12.1.7) % of the total volume of commodity sold to requesting member that is certified

2.2

(8.12.1.8) Comment (optional)

HBI sources timber-derived products to support its operations and sustainability goals, including cellulose-based textile fibers for apparel manufacturing, primary packaging materials for product distribution, and wood-based bioenergy for renewable energy use. These materials are procured from suppliers that meet the company's environmental and social responsibility standards. These resources are allocated to requesting members proportionally, based on their share of net sales.

Row 3

(8.12.1.1) Requesting member

Select from:

☑ Walmart, Inc.

(8.12.1.2) Commodity

Select from:

☑ Timber products

(8.12.1.3) Form of commodity

Select all that apply

☑ Cellulose-based textile fiber

☑ Primary packaging

☑ Secondary packaging

☑ Wood-based bioenergy

(8.12.1.4) Total volume of commodity sold to requesting member

28087.4

(8.12.1.5) Metric

Select from:

☑ Metric tons

(8.12.1.6) Third-party certification scheme

Chain-of-custody certification

☑ Other chain-of-custody certification, please specify :Certifications, guidelines, and permits issued by the Ministry of Environment in each country, along with first-party and third-party verifications.

(8.12.1.7) % of the total volume of commodity sold to requesting member that is certified

27.3

(8.12.1.8) Comment (optional)

HBI sources timber-derived products to support its operations and sustainability goals, including cellulose-based textile fibers for apparel manufacturing, primary packaging materials for product distribution, and wood-based bioenergy for renewable energy use. These materials are procured from suppliers that meet the company's environmental and social responsibility standards. These resources are allocated to requesting members proportionally, based on their share of net sales. [Add row]

(8.13) Does your organization calculate the GHG emission reductions and/or removals from land use management and land use change that have occurred in your direct operations and/or upstream value chain?

	GHG emissions reductions and removals from land use management and land use change calculated
Timber products	*Select from:* ☑ Yes, but not willing to share details with requesting CDP Supply Chain members

[Fixed row]

(8.14) Indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards, and provide details.

(8.14.1) Assess legal compliance with forest regulations

Select from:

☑ Yes, from suppliers

(8.14.2) Aspects of legislation considered

Select all that apply

☑ Labor rights
☑ Land use rights
☑ Third parties' rights
☑ Environmental protection
☑ Human rights protected under international law
☑ Tax, anti-corruption, trade and customs regulations
☑ Forest-related rules, including forest management and biodiversity conservation, where directly related to wood harvesting
☑ The principle of free, prior and informed consent (FPIC), including as set out in the UN Declaration on the Rights of Indigenous Peoples

(8.14.3) Procedure to ensure legal compliance

Select all that apply

☑ Certification
☑ Third party tools
☑ First party audits
☑ Third party audits
☑ Third party databases
☑ Ground-based monitoring
☑ Supplier self-declaration

(8.14.5) Please explain

HBI understands that strong supplier relationships are essential to delivering quality, value, and advancing our sustainability goals. We engage with suppliers and business partners who demonstrate high standards of ethical conduct and environmental responsibility. To support this, we apply our Global Standards for Suppliers and Global Code of Conduct, which require compliance with local environmental regulations and social standards. These frameworks are aligned with CDP's expectations for supplier engagement. Our approach contributes to CDP scoring categories such as Value Chain Engagement, Engagement in Activities and Initiatives, and Environmental Policies, which carry significant weight in the Forests scoring methodology. By embedding sustainability into our sourcing practices, HBI reinforces its commitment to ethical sourcing and forest conservation across the value chain.
[Fixed row]

(8.15) Do you engage in landscape (including jurisdictional) initiatives to progress shared sustainable land use goals?

	Engagement in landscape/jurisdictional initiatives
	Select from: ☑ Yes, we engage in landscape/jurisdictional initiatives

[Fixed row]

(8.15.1) Indicate the criteria you consider when prioritizing landscapes and jurisdictions for engagement in collaborative approaches to sustainable land use and provide an explanation.

(8.15.1.1) Criteria for prioritizing landscapes/jurisdictions for engagement

Select all that apply

☑ Organization has operational presence in area

☑ Opportunity to protect and restore natural ecosystems

☑ Response to voluntary sectoral agreement

(8.15.1.2) Explain your process for prioritizing landscapes/jurisdictions for engagement

As part of our annual planning process, HBI develops strategic partnerships to ensure that our projects and operational plans align with both internal sustainability goals and external environmental targets at local, national, and global levels. We actively engage in landscape and jurisdictional initiatives through participation in working groups, committees, and forums, reinforcing our role as a key stakeholder in the regions where we operate. In the Dominican Republic and El Salvador, our biomass management system is built on multi-stakeholder collaboration, involving governmental agencies, private sector actors, and civil society organizations. These partnerships support the sustainable use of forest resources and the responsible development of bioenergy. Key entities we collaborate with include: Ministry of Environment and Natural Resources (Dominican Republic and El Salvador): The primary authority for environmental policy and regulation. It oversees the permitting and monitoring of forest and biomass activities, ensuring compliance with sustainability standards and enforcing environmental protection measures. National Environmental Protection Service (SENPA) – Dominican Republic: SENPA enforces environmental laws and supervises biomass and reforestation operations. It responds to illegal logging activities and has the authority to impose sanctions and conduct field operations to safeguard forest ecosystems. Agroforestry Chamber of the Dominican Republic: Represents forest, agricultural, and biomass sectors. It promotes reforestation, sustainable forest management, and provides technical assistance and training to biomass producers. Private Sector and NGOs: Hanes collaborates with organizations that promote sustainability and forest stewardship. In the Dominican Republic, we partner with ECORED and participate in the Sustainability Committee of AMCHAMDR. In El Salvador, we are active members of CAESA and FUNDEMAS, both of which are non-profit organizations committed to advancing sustainable practices within the industrial sector.

These collaborations are integral to our forest-related strategy, helping us contribute to jurisdictional sustainability goals, reduce deforestation risks, and promote responsible biomass sourcing.
[Fixed row]

(8.15.2) Provide details of your engagement with landscape/jurisdictional initiatives to sustainable land use during the reporting year.

Row 1

(8.15.2.1) Landscape/jurisdiction ID

Select from:
☑ LJ1

(8.15.2.2) Name of initiative

The Red List Rescue Mission Program

(8.15.2.3) Country/area

Select from:
☑ Dominican Republic

(8.15.2.4) Name of landscape or jurisdiction area

This nationally significant forest initiative brings together multiple organizations to conserve threatened tree species listed in the Dominican Republic's Red List of Vascular Flora. Reforestation is carried out across the country in ecologically suitable areas, selected by expert technicians based on land availability and biodiversity value, ensuring effective species recovery and ecosystem resilience.

(8.15.2.5) Attach public information about the initiative (optional)

2024_Rescate Lista Roja_Public Information.pdf

(8.15.2.6) Indicate if you can provide the size of the area covered by the initiative

Select from:

☑ No, area is unknown

(8.15.2.8) Type of engagement

Select all that apply

☑ Convener: Leads or facilitates the design, set-up, and high-level management of the initiative

☑ Partner: Shares responsibility with other stakeholders to manage and implement actions.

☑ Implementer: Executes actions based on the collective goals

☑ Funder: Provides full or partial financial resources

(8.15.2.9) Engagement start year

2018

(8.15.2.10) Engagement end year

Select from:

☑ Not defined

(8.15.2.11) Estimated investment over the project period

21000

(8.15.2.12) Landscape goals supported by engagement

Environmental

☑ Avoided deforestation/conversion of other natural ecosystems and/or decreased degradation rate

☑ Biodiversity protected and/or restored

☑ Decreased ecosystem degradation rate

☑ Increased and/or maintained protected areas

☑ Natural ecosystems conserved and/or restored

Governance

☑ Governance forums that represent all relevant stakeholders in place and maintained

☑ Promotion of transparency, participation, inclusion, and coordination in landscape policy, planning, and management

Social

☑ Improved capacity for community engagement in multi-stakeholder processes

Production

☑ Improved and/or maintained soil health

(8.15.2.13) Organization actions supporting initiative

Participate in planning and multi-stakeholder alignment

☑ Collaborate on establishing and managing monitoring system for biodiversity, habitat fragmentation and/or threats to IUCN Red List species in priority areas

☑ Collaborate to maintain representation from all relevant stakeholders within governance structure of initiative

☑ Help establish a transparent governance platform responsible for managing the initiative and its activities with clear roles, responsibilities and balanced decision-making

Build community and multi-stakeholder capacities

☑ Engage stakeholders on importance of conservation, restoration and/or rehabilitation

(8.15.2.14) Type of partners engaged in the initiative design and implementation

Select all that apply

☑ Financial institution

☑ National government

☑ Sub-national government

☑ NGO and/or civil society

☑ Private sector

(8.15.2.15) Description of engagement

The Red List Rescue Mission Program is a public-private partnership aimed at contributing to the conservation of threatened species listed in the Red List of Vascular Flora in the Dominican Republic. Its key players are ECORED, the National Botanical Garden 'Dr. Rafael M. Moscoso,' the Ministry of Environment and Natural Resources, the German Development Cooperation (GIZ), and the companies that are part of the initiative. The main objective of the program is to improve the current conservation status of various threatened species. Through awareness activities and plantings in the natural distribution area of the species, rural communities and part of the business community are made aware of the causes that have negatively impacted these species, their importance as natural heritage, and environmental education is promoted by addressing local biodiversity conservation issues. Currently, the program includes 36 companies and a new ally, the Santiago Botanical Garden 'Professor Eugenio de Jesús Marcano Fondeur.

(8.15.2.16) Collective monitoring framework used to measure progress towards landscape goals and actions

Select from:

☑ Yes, progress is collectively monitored using a shared external framework, please specify :This program is monitored by a local organization named ECORED, the National Botanical Garden 'Dr. Rafael M. Moscoso,' and the Ministry of Environment and Natural Resources. It involves the implementation efforts of 36 participating companies.

(8.15.2.17) State the achievements of your engagement so far and how progress is monitored

To date the whole program has achieved 103 planting activities, promoting the conservation of 43,656 individuals from over 85 native and endemic species of the Dominican Republic. Through 63 talks, 2,631 people have been sensitized, including employees of the companies involved in the project, members of local communities, and the general public. The program has contributed to supporting and promoting the research and conservation of the flora of the Hispaniola Island. And the collection of approximately 5,000 pounds of fruits and seeds from 85 species. Currently the program has presence in 16 provinces and 9 protected areas of the country. Since the start of the program in 2018, Hanesbrands has managed to plant more than 5,000 trees of the sponsored species. We have registered 6 plantings activities, with more than 700 people participating in various provinces of the Dominican Republic: 1- Laguna del Toro, located in the municipality of Guerra, Santo Domingo province. 2- Banks of the Higüamo River, in San Pedro de Macorís. 3- Juma River Basin in the Bejuco Aplatao community, Monseñor Nouel, and other areas of that province. 4- Environmental Institute in Jarabacoa, La Vega province. 5- Protected Area Cueva de los Farallones, Las Américas, Santo Domingo. 6- Juma River Basin, on the grounds of the HanesBrands Dos Rios Textiles production plant.

(8.15.2.18) Claims made

Select from:

☑ Yes, we are making a claim

(8.15.2.19) Type of claim made

Select from:

☑ Both individual and collective

(8.15.2.20) Provide further details on your claim

In 2018, Hanesbrands formally committed to undertaking permanent actions aimed at the preservation and restoration of the Dominican Republic's native flora through its participation in the Red List Rescue Mission program. As part of this initiative, the company pledged to: 1. Support the conservation of the Cabirma de Guinea (Carapa guianensis), an endangered and endemic plant species. 2. Develop and implement a comprehensive work plan that includes a minimum of two annual environmental awareness or education activities, directed at internal and/or external audiences, to promote the importance of conserving the Cabirma de Guinea. 3. Plant the sponsored species in locations pre-approved by the National Botanical Garden, ensuring appropriate conditions for growth and ongoing monitoring. 4. Coordinate field activities in collaboration with the National Botanical Garden, and actively encourage the participation of company personnel whenever feasible. 5. Report all related activities to ECORED, including photographic documentation and detailed reports, to facilitate impact tracking and publication on ECORED's designated online platform. 6. Provide an annual financial contribution of Three Thousand US Dollars (US$3,000.00) to support research, seed collection, planting, and monitoring of at least 500 individuals of the sponsored species. 7. Transfer the aforementioned funds to ECORED, which serves as the administrator and manager of the financial resources allocated to the Red List Rescue Mission project. 8. Prepare and submit annual activity reports for evaluation by a designated jury, which will assess best practices based on criteria such as design, innovation, and overall impact within the framework of the program.

Row 2

(8.15.2.1) Landscape/jurisdiction ID

Select from:

☑ LJ2

(8.15.2.2) Name of initiative

Reforestation: Natural protected area "Walter Thilo Deininger" Park

(8.15.2.3) Country/area

Select from:

☑ El Salvador

(8.15.2.4) Name of landscape or jurisdiction area

This project is situated within Walter Thilo Deininger Park, located at Kilometer 55 of the Litoral Highway (CA-2), in the Canton of San Diego, Municipality of La Libertad, Department of La Libertad, El Salvador, Central America.

(8.15.2.5) Attach public information about the initiative (optional)

Environmental Compensation Program Summary.pdf

(8.15.2.6) Indicate if you can provide the size of the area covered by the initiative

Select from:

☑ Yes

(8.15.2.7) Area covered by the initiative (ha)

476.12

(8.15.2.8) Type of engagement

Select all that apply

☑ Convener: Leads or facilitates the design, set-up, and high-level management of the initiative

☑ Partner: Shares responsibility with other stakeholders to manage and implement actions.

☑ Implementer: Executes actions based on the collective goals

☑ Funder: Provides full or partial financial resources

(8.15.2.9) Engagement start year

2023

(8.15.2.10) Engagement end year

Select from:

☑ Please specify :2043

(8.15.2.11) Estimated investment over the project period

280921

(8.15.2.12) Landscape goals supported by engagement

Environmental

☑ Decreased ecosystem degradation rate

☑ Biodiversity protected and/or restored

☑ Increased and/or maintained protected areas

☑ Natural ecosystems conserved and/or restored

☑ Ecosystem services maintained and/or enhanced

☑ Avoided deforestation/conversion of other natural ecosystems and/or decreased degradation rate

(8.15.2.13) Organization actions supporting initiative

Participate in planning and multi-stakeholder alignment

☑ Co-design and develop goals, strategies and an action plan with timebound targets and milestones for the initiative

☑ Collaborate on establishing and managing monitoring system for deforestation, natural ecosystem conversion and/or degradation

Build community and multi-stakeholder capacities

☑ Engage stakeholders on importance of conservation, restoration and/or rehabilitation

☑ Promote and implement climate change adaptation and mitigation activities

(8.15.2.14) Type of partners engaged in the initiative design and implementation

Select all that apply

☑ Sub-national government

☑ Local communities

☑ NGO and/or civil society

☑ Private sector

(8.15.2.15) Description of engagement

The Project aims to increase the groundwater recharge capacity in 476.12 hectares of the Walter Thilo Deininger Park (a natural protected area), and to generate socio environmental benefits focused on the conservation of its natural resources. • Planned to be executed over a 20-year timeline, through a 3-year implementation phase, and a 17-year maintenance and upkeeping phase. • Total investment of $1,044,708.00 USD. • Plant 54,600 trees of local native species and ensure their

growth in order to enhance water infiltration. • Dig 90,000 infiltration basins and build 1,531m of living fencing to improve the infiltration and retention capacity of rainwater and runoff soil. With this project, from April to October/2023 around 54,600 planted trees have been planted.

(8.15.2.16) Collective monitoring framework used to measure progress towards landscape goals and actions

Select from:

☑ Yes, progress is collectively monitored using a shared external framework, please specify :Progress is monitored by the ASISTEDCOS Foundation, a civic and social organization headquartered in San Salvador, El Salvador. ASISTEDCOS partnered with our company to jointly execute and manage the initiative.

(8.15.2.17) State the achievements of your engagement so far and how progress is monitored

The Project aims to increase the groundwater recharge capacity in 476.12 hectares of the Walter Thilo Deininger Park, and to generate socio environmental benefits focused on the conservation of its natural resources. - Project execution and administration to be carried out by the ASISTEDCOS Foundation, a local NGO. - To be implemented at the "Walter Thilo Deininger Park", a natural protected area under the administration of the ISTU (Salvadorean Institute of Tourism) - Planned to be executed over a 20 year timeline, through a 3 year implementation phase, and a 17 year maintenance and upkeeping phase. - Total investment of $1,044,708.00 USD. The park is home to diverse wildlife, and offers a range of ecosystem services, and scenic landscapes of high cultural, spiritual and recreational value, which must be preserved to provide ecotourism and recreational services at the national and international level. For the first three years of the program implementation, known as Phase I, the investment will be USD $374,874.00. The following targets have been set for this phase: - 54,600 trees will be planted and protected to ensure their development - 3 KM of firebreaks will be constructed to acts as a barrier against wildfires - Two composters will be built for every replanted hectare to produce fertilizer and improve soil fertility - A ranger station will be constructed to monitor the protected natural area - 90,000 basins will be built to improve the infiltration and retention of rainwater 18,000 will be built on year 1 and 36,000 on year 2 and 3 each - 1,531 m of living fencing will be built to help with groundwater recharge 880mt will be built on year 1,336mt on year 2 and 315mt on year 3 - Five different educational programs will be created, focusing on teaching kids about the environment, and teaching neighboring communities about environmental risks, sustainable agriculture, livestock farming, and commercial trade The second phase involves monitoring, maintenance, and management of the tree plantation, as well as surface and groundwater recharge measures over the 17 years following execution. The investment for this phase will be USD $669,834.00, and we will achieve the following targets - Plantation pruning and weeding - Plantation pest control - Conducting a tree inventory - Checking for any damages in the living fencing, and repairing them as necessary - Maintenance and upkeeping of firebreaks - Cleaning and removing sediments from water infiltration basins

(8.15.2.18) Claims made

Select from:

☑ Yes, we are making a claim

(8.15.2.19) Type of claim made

Select from:

☑ Both individual and collective

(8.15.2.20) Provide further details on your claim

In 2023, HanesBrands initiated a long-term environmental restoration and water conservation project in Walter Thilo Deininger Park, a protected natural area managed by the Salvadoran Institute of Tourism (ISTU). The project is executed and administered by the ASISTEDCOS Foundation, a local NGO, and reflects HanesBrands' broader commitment to sustainability under its "People, Planet, Product" framework. With a total investment of USD $1,044,708.00, the initiative spans 20 years, including a 3-year implementation phase and 17 years of maintenance and upkeep. Its primary goal is to increase groundwater recharge capacity across 476.12 hectares and generate socio-environmental benefits focused on the conservation of natural resources. Key actions include the planting of 54,600 native trees to restore biodiversity and improve water infiltration, the construction of 90,000 infiltration basins, and the installation of 1,531 meters of living fencing to enhance rainwater retention and reduce soil erosion. The project also integrates educational programs and community engagement to promote sustainable resource management and environmental awareness.

Row 3

(8.15.2.1) Landscape/jurisdiction ID

Select from:

☑ LJ3

(8.15.2.2) Name of initiative

Jababeka Ecoweek, collaborative environmental conservation program.

(8.15.2.3) Country/area

Select from:

☑ Indonesia

(8.15.2.4) Name of landscape or jurisdiction area

The Vetiver System Project and broader Jababeka Ecoweek initiatives are located in: Jababeka Phase III Industrial Estate, specifically along the banks of the Kali Ulu River, in Bekasi Regency, West Java, Indonesia. The mangrove planting activities in 2024 took place at Bahagia Beach, also in Bekasi, as part of coastal protection efforts. These locations are part of Jababeka TBK's strategy to develop a Green Industrial Estate through ecosystem restoration and climate resilience.

(8.15.2.5) Attach public information about the initiative (optional)

2024_Jababeka Project_Public Information.pdf

(8.15.2.6) Indicate if you can provide the size of the area covered by the initiative

Select from:

☑ No, area is unknown

(8.15.2.8) Type of engagement

Select all that apply

☑ Convener: Leads or facilitates the design, set-up, and high-level management of the initiative

☑ Partner: Shares responsibility with other stakeholders to manage and implement actions.

☑ Implementer: Executes actions based on the collective goals

(8.15.2.9) Engagement start year

2021

(8.15.2.10) Engagement end year

Select from:

☑ Not defined

(8.15.2.11) Estimated investment over the project period

4000

(8.15.2.12) Landscape goals supported by engagement

Environmental

☑ Decreased ecosystem degradation rate

☑ Biodiversity protected and/or restored

☑ Increased and/or maintained protected areas

☑ Natural ecosystems conserved and/or restored

☑ Improved rate of carbon sequestration (e.g., through restoration)

☑ Improved community resilience from climate adaptation plans or mitigation efforts

☑ Avoided deforestation/conversion of other natural ecosystems and/or decreased degradation rate

Governance

☑ Governance forums that represent all relevant stakeholders in place and maintained

Production

☑ Improved and/or maintained soil health

☑ Sustainability of other natural resource-based production sectors promoted to and recognized by relevant stakeholders (e.g. mining, natural forest management and non-extractive uses)

(8.15.2.13) Organization actions supporting initiative

Participate in planning and multi-stakeholder alignment

☑ Co-design and develop goals, strategies and an action plan with timebound targets and milestones for the initiative

☑ Collaborate on establishing and managing monitoring system for deforestation, natural ecosystem conversion and/or degradation

Build community and multi-stakeholder capacities

☑ Engage stakeholders on importance of conservation, restoration and/or rehabilitation

(8.15.2.14) Type of partners engaged in the initiative design and implementation

Select all that apply

☑ National government

☑ Sub-national government

☑ Local communities

☑ NGO and/or civil society

☑ Private sector

(8.15.2.15) Description of engagement

Since 2017, Jababeka TBK has been actively implementing tree-planting initiatives to combat coastal abrasion. In 2021, the company expanded its environmental efforts through the launch of "Jababeka Ecoweek", a collaborative conservation initiative that introduced the Vetiver System along the banks of the Kali Ulu River in

the Jababeka Phase III Industrial Estate. This initiative was developed in partnership with the Ministry of Environment and Forestry (KLHK), local governments, tenants, and other stakeholders, aiming to promote sustainability and preserve the surrounding environment. The ultimate goal is to support sustainable development and establish the Jababeka Green Industrial Estate. Key stakeholders supporting the Vetiver System Project include: Ministry of Environment and Forestry (KLHK) Ciliwung–Cisadane River Basin Center (BBWS) Bumi Pohaci Tenants of the Jababeka Industrial Estate, such as: PT Air Liquide Indonesia PT Hanes Supply Chain Indonesia PT Tokai Texprint Indonesia PT Voestalpine Böhler Welding PT Hitachi Astemo Bekasi Manufacturing PT Fujiko Indonesia These initiatives align with Indonesia's national target of achieving Carbon Neutrality by 2060, reflecting the commitment to balancing carbon emissions with ecosystem absorption to address the climate crisis and ensure long-term environmental sustainability.

(8.15.2.16) Collective monitoring framework used to measure progress towards landscape goals and actions

Select from:

☑ Yes, progress is collectively monitored using a shared external framework, please specify :The project progress is actively monitored by Jababeka TBK as the area is located in the Industrial park.

(8.15.2.17) State the achievements of your engagement so far and how progress is monitored

Achievements of the Jababeka Ecoweek & Vetiver System Program: Ecosystem Restoration: Rehabilitation of riverbanks along the Kali Ulu River using the Vetiver System, enhancing soil stability and reducing erosion risks. Pilot project established in Jababeka Phase III Industrial Estate, with plans for replication across other riverbanks in the region. Tree and Vegetation Planting: 50,000 Rhizophora mangrove seedlings planted at Bahagia Beach in 2024. Contributed to the creation of a green coastal belt for natural protection against abrasion and tidal flooding. Climate Mitigation Vetiver grass and mangrove species selected for their high carbon absorption capacity. Supports Indonesia's national target of Carbon Neutrality by 2060. Green Infrastructure Development: Vetiver System adopted as a nature-based solution Soil and water conservation Emission absorption Infrastructure protection Erosion and disaster risk reduction Stakeholder Engagement and Collaboration Active collaboration, Awareness and Capacity Building

(8.15.2.18) Claims made

Select from:

☑ Yes, we are making a claim

(8.15.2.19) Type of claim made

Select from:

☑ Collective claim

(8.15.2.20) Provide further details on your claim

This initiative was carried out in partnership with the Ministry of Environment and Forestry (KLHK), local government authorities, industrial tenants, and other key stakeholders. The objective was to foster sustainable land management practices and contribute to the long-term preservation of the surrounding environment, in alignment with the vision of establishing a Jababeka Green Industrial Estate. The Vetiver System was selected for its effectiveness as a green infrastructure solution, offering benefits such as: Soil and water conservation Carbon sequestration Erosion control Infrastructure protection Mitigation of hydrological risks Vetiver grass was chosen due to its deep root system (2–4 meters), which helps stabilize soil and prevent landslides, while its foliage contributes to carbon absorption. According to Aris Dwi Cahyanto, Management Representative of the Jababeka Industrial Estate, these characteristics make vetiver an ideal species for sustainable rehabilitation of degraded areas. The first ceremonial planting took place on August 9, 2021, along the Kali Ulu River, and served as a pilot project for future expansion to other riverbanks in the region. All activities were conducted in compliance with health and safety protocols. In 2024, Jababeka Ecoweek further advanced its forest conservation efforts by planting 50,000 Rhizophora mangrove seedlings in stages at Bahagia Beach. This initiative aimed to: Protect coastal areas from abrasion and tidal flooding Establish a green belt to enhance biodiversity Support climate change mitigation through carbon sequestration These efforts contribute to Indonesia's national commitment to achieving Carbon Neutrality by 2060, supporting the country's strategy to balance greenhouse gas emissions with ecosystem absorption and promote environmental sustainability.
[Add row]

(8.15.3) For each of your disclosed commodities, provide details on the disclosure volume from each of the landscapes/jurisdictions you engage in.

Row 1

(8.15.3.1) Landscape/jurisdiction ID

Select from:
☑ LJ1

(8.15.3.2) Does any of your produced and/or sourced commodity volume originate from this landscape/jurisdiction, and are you able/willing to disclose information on this volume?

Select from:
☑ No, we do not produce/source from this landscape/jurisdiction

Row 2

(8.15.3.1) Landscape/jurisdiction ID

Select from:

☑ LJ2

(8.15.3.2) Does any of your produced and/or sourced commodity volume originate from this landscape/jurisdiction, and are you able/willing to disclose information on this volume?

Select from:
☑ No, we do not produce/source from this landscape/jurisdiction

Row 3

(8.15.3.1) Landscape/jurisdiction ID

Select from:
☑ LJ3

(8.15.3.2) Does any of your produced and/or sourced commodity volume originate from this landscape/jurisdiction, and are you able/willing to disclose information on this volume?

Select from:
☑ No, we do not produce/source from this landscape/jurisdiction
[Add row]

(8.16) Do you participate in any other external activities to support the implementation of policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains?

Select from:
☑ Yes

(8.16.1) Provide details of the external activities to support the implementation of your policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains

Row 1

(8.16.1.1) Commodity

Select all that apply

☑ Timber products

(8.16.1.2) Activities

Select all that apply

☑ Involved in industry platforms

☑ Engaging with communities

☑ Engaging with non-governmental organizations

☑ Funding research organizations

(8.16.1.3) Country/area

Select from:

☑ Dominican Republic

(8.16.1.4) Subnational area

Select from:

☑ Not applicable

(8.16.1.5) Provide further details of the activity

In the Dominican Republic, HanesBrands actively participates in the Sustainability Committee of the American Chamber of Commerce, a platform for sharing best practices, fostering collaboration, and promoting sustainability education. Through this committee, HanesBrands supports the development of environmental standards and regulations that strengthen the country's environmental protection framework. One of the committee's key achievements is the creation of the first national guide for integrating the United Nations Sustainable Development Goals (SDGs) into the business sector. This guide offers practical tools and actionable guidelines for companies initiating or enhancing their sustainability efforts. It outlines the concept of sustainability, its components, and relevance to business, while highlighting the benefits of SDG integration, especially for small and medium-sized enterprises (SMEs). A materiality analysis tool is also included to help organizations prioritize sustainability issues based on their specific context. Partnerships for Biodiversity Conservation HanesBrands is also a member of ECORED, the Dominican Republic's leading business association dedicated to environmental conservation, climate resilience, and sustainable development. ECORED promotes responsible business practices and facilitates public-private partnerships that balance environmental, social, and economic goals. Through ECORED, HanesBrands contributes to the "Red List Rescue" project, a coalition initiative aimed at protecting endangered native plant species. This project is supported by the

Santo Domingo Botanical Garden, which leads research on the targeted species; the Ministry of Environment, which provides regulatory support for reforestation efforts; and the German Agency for International Cooperation (GIZ), which co-finances research activities. HanesBrands and other coalition members fund and participate in conservation actions, including volunteer planting in designated areas.

Row 2

(8.16.1.1) Commodity

Select all that apply

☑ Timber products

(8.16.1.2) Activities

Select all that apply

☑ Engaging with communities

☑ Engaging with non-governmental organizations

(8.16.1.3) Country/area

Select from:

☑ El Salvador

(8.16.1.4) Subnational area

Select from:

☑ Not applicable

(8.16.1.5) Provide further details of the activity

In El Salvador, HBI is a committed member of CAESA, a non-profit organization composed of companies located in the San Andrés Valley, La Libertad. CAESA focuses on implementing cleaner production methodologies to promote sustainable development and environmental stewardship. Through this membership, HanesBrands supports initiatives that reduce environmental impact and foster eco-efficient practices within the region. Additionally, HBI is a founding member of FUNDEMAS, a non-profit organization dedicated to advancing sustainable economic and social development in El Salvador. FUNDEMAS promotes a culture of Corporate Social Responsibility (CSR) and sustainability across diverse economic sectors, encouraging companies to adopt responsible business practices. Through active collaboration with both CAESA and FUNDEMAS, HanesBrands strengthens its environmental sustainability strategies by promoting key practices such as: Circular economy initiatives Community engagement and education Biodiversity conservation Climate resilience and risk reduction These partnerships play a vital

role in supporting HHBIs' broader sustainability goals, including forest conservation and responsible resource management, while contributing to national efforts to protect ecosystems and promote sustainable development.
[Add row]

(8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?

Select from:
☑ Yes

(8.17.1) Provide details on your project(s), including the extent, duration, and monitoring frequency. Please specify any measured outcome(s).

Row 1

(8.17.1.1) Project reference

Select from:
☑ Project 1

(8.17.1.2) Project type

Select from:
☑ Threatened and protected species

(8.17.1.3) Expected benefits of project

Select all that apply
☑ Further transformative change through sharing of project design, implementation and lessons learnt
☑ Reduce/halt biodiversity loss
☑ Other, please specify :Reduce the degree of vulnerability and threat to native and endemic national flora species that are endangered.

(8.17.1.4) Is this project originating any carbon credits?

Select from:

☑ No

(8.17.1.5) Description of project

The Red List Rescue Mission Program is a public-private partnership aimed at contributing to the conservation of threatened species listed in the Red List of Vascular Flora in the Dominican Republic. Its key players are ECORED, the National Botanical Garden 'Dr. Rafael M. Moscoso,' the Ministry of Environment and Natural Resources, the German Development Cooperation (GIZ), and the companies that are part of the initiative. The main objective of the program is to improve the current conservation status of various threatened species. Through awareness activities and plantings in the natural distribution area of the species, rural communities and part of the business community are made aware of the causes that have negatively impacted these species, their importance as natural heritage, and environmental education is promoted by addressing local biodiversity conservation issues. Currently, the program includes 36 companies and a new ally, the Santiago Botanical Garden 'Professor Eugenio de Jesús Marcano Fondeur. On April 19, 2018, this group of entities joined forces to create the 'Red List Rescue Mission' program, which involves the sponsorship of endangered Dominican flora species, in order to ensure their conservation. For the development of this project, 21 endangered plant species were selected from the Red List, a book that contains 1,833 endemic and native species, of which 813 species are critically endangered, of the more than 6,000 species of vascular plants found in the Dominican Republic. More than 34% are endemic, meaning they are not naturally found anywhere else in the world, and without necessary protection measures, they could disappear within ten years. Since 2018, Hanesbrands has sponsored the Cabirma de Guinea tree, a native tree used for timber and medicinal purposes. This tree can grow up to 30 meters tall and have a diameter of up to 80 cm. In Central America, it is considered a precious wood. Its rich texture and favorable grain make it one of the favorite species for woodworkers and an excellent substitute for Santo Domingo mahogany. Since the start of the program in 2018, Hanesbrands has managed to plant more than 5,000 trees of the sponsored species. In 2024, this program contributed to the planting of approximately 9,500 new trees across various regions of the Dominican Republic.

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

☑ Project based elsewhere

(8.17.1.7) Start year

2018

(8.17.1.8) Target year

Select from:

☑ Indefinitely

(8.17.1.9) Project area to date (Hectares)

0

(8.17.1.10) Project area in the target year (Hectares)

0

(8.17.1.11) Country/Area

Select from:

☑ Dominican Republic

(8.17.1.12) Latitude

18.916551

(8.17.1.13) Longitude

-70.374109

(8.17.1.14) Monitoring frequency

Select from:

☑ Annually

(8.17.1.15) Total investment over the project period (currency)

21000

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

☑ Further transformative change through sharing of project design, implementation and lessons learnt

☑ Other, please specify :Reduce the degree of vulnerability and threat to native and endemic national flora species that are endangered.

(8.17.1.17) Please explain

This project does not aim to reforest a specific area; instead, its goal is to conserve threatened species listed in the Red List of Vascular Flora in the Dominican Republic. HanesBrands conducts annual planting volunteer activities. For this program, the plantings are carried out in protected areas and other locations where the protection and conservation of the species are ensured. The locations are defined by local environmental entities that have identified areas meeting the edaphoclimatic characteristics (temperature, rainfall, soil) needed by the plant. So far, we have not quantified the total area covered by this project, although we do keep track of the number of trees planted. To date, 5,000 Cabirma de guinea trees have been planted as part of this program. Since this is an ongoing activity, we do not project the area of coverage, as it is carried out based on the existing needs of the locality/country where we conduct our reforestation projects. Within the program, we have registered 6 plantings, with more than 700 people participating in various provinces of the Dominican Republic: 1- Laguna del Toro, located in the municipality of Guerra, Santo Domingo province. 2- Banks of the Higüamo River, in San Pedro de Macorís. 3- Juma River Basin in the Bejuco Aplatao community, Monseñor Nouel, and other areas of that province. 4-Environmental Institute in Jarabacoa, La Vega province. 5- Protected Area Cueva de los Farallones, Las Américas, Santo Domingo. 6- Juma River Basin, on the grounds of the HanesBrands Dos Rios Textiles production plant.

Row 2

(8.17.1.1) Project reference

Select from:

☑ Project 2

(8.17.1.2) Project type

Select from:

☑ Reforestation

(8.17.1.3) Expected benefits of project

Select all that apply

☑ Compliance with regulation

☑ Disaster risk reduction

☑ Improvement of standard of living, especially for vulnerable and/or marginalized groups

☑ Reduce/halt biodiversity loss

☑ Restoration of natural ecosystem(s)

(8.17.1.4) Is this project originating any carbon credits?

Select from:

☑ No

(8.17.1.5) Description of project

The Project aims to increase the groundwater recharge capacity in 476.12 hectares of the Walter Thilo Deininger National Park (a natural protected area), and to generate socio-environmental benefits focused on the conservation of its natural resources. • Planned to be executed over a 20-year timeline, through a 3-year implementation phase, and a 17-year maintenance and upkeeping phase. • Total investment of $1,044,708.00 USD. Plant 54,600 trees of local native species and ensure their growth in order to enhance water infiltration. Dig 90,000 infiltration basins and build 1,531m of living fencing to improve the infiltration and retention capacity of rainwater and runoff soil. With this project, from April to October/2023 around 54,600 planted trees have been planted.

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

☑ Project based elsewhere

(8.17.1.7) Start year

2023

(8.17.1.8) Target year

Select from:

☑ Other, please specify :2045

(8.17.1.9) Project area to date (Hectares)

476.12

(8.17.1.10) Project area in the target year (Hectares)

476.12

(8.17.1.11) Country/Area

Select from:

☑ El Salvador

(8.17.1.12) Latitude

13.31

(8.17.1.13) Longitude

89.16

(8.17.1.14) Monitoring frequency

Select from:

☑ Six-monthly or more frequently

(8.17.1.15) Total investment over the project period (currency)

280920

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

☑ Compliance with regulation

☑ Reduce/halt biodiversity loss

☑ Restoration of natural ecosystem(s)

(8.17.1.17) Please explain

The Project aims to increase the groundwater recharge capacity in 476.12 hectares of the Walter Thilo Deininger Park, and to generate socio environmental benefits focused on the conservation of its natural resources. - Project execution and administration to be carried out by the ASISTEDCOS Foundation, a local NGO. - To be implemented at the "Walter Thilo Deininger Park", a natural protected area under the administration of the ISTU (Salvadorean Institute of Tourism) - Planned to be executed over a 20-year timeline, through a 3-year implementation phase, and a 17-year maintenance and upkeeping phase. - Total investment of $1,044,708.00 USD. The park is home to diverse wildlife, and offers a range of ecosystem services, and scenic landscapes of high cultural, spiritual and recreational value, which must be preserved to provide ecotourism and recreational services at the national and international level. For the first three years of the program implementation, known as Phase I, the investment will be USD $374,874.00. The following targets have been set for this phase: - 54,600 trees will be planted and protected to ensure their development - 3 KM of firebreaks will be constructed to acts as a barrier against wildfires - Two composters will be built for every replanted hectare to produce fertilizer and improve soil fertility - A ranger station will be constructed to monitor the protected natural area - 90,000 basins will be built to improve the infiltration and retention of rainwater 18,000 will be built on year 1 and 36,000 on year 2 and 3 each - 1,531 m of living fencing will

be built to help with groundwater recharge 880mt will be built on year 1,336mt on year 2 and 315mt on year 3 - Five different educational programs will be created, focusing on teaching kids about the environment, and teaching neighboring communities about environmental risks, sustainable agriculture, livestock farming, and commercial trade The second phase involves monitoring, maintenance, and management of the tree plantation, as well as surface and groundwater recharge measures over the 17 years following execution. The investment for this phase will be USD $669,834.00, and we will achieve the following targets - Plantation pruning and weeding - Plantation pest control - Conducting a tree inventory - Checking for any damages in the living fencing, and repairing them as necessary T

Row 3

(8.17.1.1) Project reference

Select from:

☑ Project 3

(8.17.1.2) Project type

Select from:

☑ Reforestation

(8.17.1.3) Expected benefits of project

Select all that apply

☑ Disaster risk reduction

☑ Further transformative change through sharing of project design, implementation and lessons learnt

☑ Improvement to sustainability of production practices

☑ Reduce/halt biodiversity loss

(8.17.1.4) Is this project originating any carbon credits?

Select from:

☑ No

(8.17.1.5) Description of project

Volunteering program for reforestation: -Cleaning and reforestation of "Rio Sucio" riverbanks Internal volunteering activity to clean the "Rio Sucio" riverbanks located next to our operations in Opico Site. A total of 225 associates volunteered their time to clean the riverbank and plant 400 "izote" trees to avoid runoff soil. Internal volunteering activity to plant 50 fruit trees and fertilize previous plantation in the premises of our operations in Opico Site. A total of 50 associates volunteered their time to create awareness to the environmental importance of reforestation and natural resources. Internal volunteering activity to plant 125 fruit trees in the premises of our operations in Opico Site. More of 80 associates volunteered their time to create awareness to the environmental importance of reforestation and natural resources. -Internal for reforestation of green areas Internal volunteering activity to plant 125 fruit trees in the premises of our operations in Opico Site. More of 80 associates volunteered their time to create awareness to the environmental importance of reforestation and natural resources.

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

☑ Project based in area with direct operations

(8.17.1.7) Start year

2022

(8.17.1.8) Target year

Select from:

☑ Other, please specify :None

(8.17.1.9) Project area to date (Hectares)

0

(8.17.1.10) Project area in the target year (Hectares)

0

(8.17.1.11) Country/Area

Select from:

☑ El Salvador

(8.17.1.12) Latitude

13.4846

(8.17.1.13) Longitude

89.2128

(8.17.1.14) Monitoring frequency

Select from:

☑ Six-monthly or more frequently

(8.17.1.15) Total investment over the project period (currency)

3500

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

☑ Improvement to sustainability of production practice

☑ Reduce/halt biodiversity loss

(8.17.1.17) Please explain

So far, we have not quantified the total area covered by this project, although we do keep track of the number of trees planted. Since this is an ongoing activity, we do not project the area of coverage, as it is carried out based on the existing needs of the locality/country where we conduct our reforestation projects. Some of the activities implemented are: - Maintenance of plantation. - Improvement to sustainability of production practices. - Tracking of volunteering hours

Row 4

(8.17.1.1) Project reference

Select from:

☑ Project 4

(8.17.1.2) Project type

Select from:

☑ Reforestation

(8.17.1.3) Expected benefits of project

Select all that apply

☑ Disaster risk reduction

☑ Restoration of natural ecosystem(s)

(8.17.1.4) Is this project originating any carbon credits?

Select from:

☑ No

(8.17.1.5) Description of project

Volunteering program for reforestation: external at Natural protected area - "El Playon". Volunteering activity in coordination with Salvadorean environmental NGO, CAESA and Salvadorean Ministry of Environment. About 60 associates planted 250 trees, the program through the national agency ensures maintenance and care of the plantation for 3 years.

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

☑ Project based elsewhere

(8.17.1.7) Start year

2022

(8.17.1.8) Target year

Select from:

☑ 2025

(8.17.1.9) Project area to date (Hectares)

0

(8.17.1.10) Project area in the target year (Hectares)

3

(8.17.1.11) Country/Area

Select from:

☑ El Salvador

(8.17.1.12) Latitude

13.4647

(8.17.1.13) Longitude

89.2124

(8.17.1.14) Monitoring frequency

Select from:

☑ Annually

(8.17.1.15) Total investment over the project period (currency)

3000

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

☑ Restoration of natural ecosystem(s)

(8.17.1.17) Please explain

So far, we have not quantified the total area covered by this project, although we do keep track of the number of trees planted. Since this is an ongoing activity, we do not project the area of coverage, as it is carried out based on the existing needs of the locality/country where we conduct our reforestation projects. In this project we also track employees volunteering hours.

Row 5

(8.17.1.1) Project reference

Select from:

☑ Project 5

(8.17.1.2) Project type

Select from:

☑ Reforestation

(8.17.1.3) Expected benefits of project

Select all that apply

☑ Restoration of natural ecosystem(s)

(8.17.1.4) Is this project originating any carbon credits?

Select from:

☑ No

(8.17.1.5) Description of project

The Phu Bai facility, one of HBI's largest facilities, partnered with Thua Thien Hue Province to plant trees in the protective forest of Phu Loc. This initiative aims to plant local species to combat deforestation in central Vietnam, which has been severely affected by climate change and extreme weather events.

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

☑ Project based in area with direct operations

(8.17.1.7) Start year

2019

(8.17.1.8) Target year

Select from:
☑ 2021

(8.17.1.9) Project area to date (Hectares)

0

(8.17.1.10) Project area in the target year (Hectares)

31

(8.17.1.11) Country/Area

Select from:
☑ Viet Nam

(8.17.1.12) Latitude

16.23239

(8.17.1.13) Longitude

107.41461

(8.17.1.14) Monitoring frequency

Select from:
☑ Annually

(8.17.1.15) Total investment over the project period (currency)

56700

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

☑ Restoration of natural ecosystem(s)

(8.17.1.17) Please explain

Since 2019, Phu Bai has provided financial support for this project and contributed hundreds of volunteer hours from employees to plant more than 10,000 trees. In 2019, volunteers planted 400 mangrove trees in the mangrove forest at Phu Vang, and in 2020, they planted at least 8,000 trees in the upstream area of the Huong River. This initiative focuses on planting local species to enhance the landscaping of the most famous river in Hue, the Huong River and aims to reforested empty land owned by the company. Locations: - HBI Phu Bai-Phu Bai Industrial Park - Thua Thien Hue - Kim Long park-Kim Long Ward - Thua Thien Hue - Phu Loc protective forest- Phu Loc- Thua Thien Hue - Upstream area of Huong River- Thua Thien Hue - Thuan An mangrove forest- Phu Vang- Thua Thien Hue GPS coordinates: 16°23'23.9"N 107°41'46.1"E These coordinates are shared as points of reference. Not all locations are identified by GPS coordinates. So far, we have not quantified the total area covered by this project, although we do keep track of the number of trees planted. To date, around 27,300 trees have been planted as part of this program. Since this is an ongoing activity, we do not project the area of coverage, as it is carried out based on the existing needs of the locality/country where we conduct our reforestation projects.

Row 6

(8.17.1.1) Project reference

Select from:

☑ Project 6

(8.17.1.2) Project type

Select from:

☑ Mangrove protection and restoration

(8.17.1.3) Expected benefits of project

Select all that apply

☑ Disaster risk reduction

☑ Improvement to soil health

☑ Reduce/halt biodiversity loss

☑ Restoration of natural ecosystem(s)

(8.17.1.4) Is this project originating any carbon credits?

Select from:

☑ No

(8.17.1.5) Description of project

In 2021, Industrial Park Jababeka Tbk, launched a collaborative environmental conservation program called Jababeka Ecoweek with the participation of tenants, including HBI Indonesia. Since 2017, HBI Indonesia has planted mangrove trees to prevent abrasion and help overcome tidal floods. This year, Jababeka implemented a vetiver system on the banks of the Kali Ulu River in the Jababeka Phase III Industrial Estate. This program continues to collaborate with the Ministry of Environment and Forestry of Indonesia (KLHK), local governments, tenants, and stakeholders to promote sustainability and preserve the area. The goal is to achieve sustainable development and create the Jababeka Green Industrial Estate. Jababeka Ecoweek was held in the Jababeka Industrial Estate across different phases with participation of HBI Indonesia and other stakeholders. Phase III featured the Vetiver System Project, which was adopted as green infrastructure for water and soil conservation, emission absorption, infrastructure protection, erosion mitigation, and hydrological disaster prevention. Vetiver plants were chosen for their numerous advantages, which greatly benefit the Jababeka Industrial Estate environment. The entire project included various initiatives: - Jababeka Eco Week (Kali Ulu River) - Vetiver System Project - Green Investment for Green Industry. (2021) - Jababeka Eco Week (Cilemahabang and Cipegadungan riverbanks) - Vetiver System Project - Green Industry In Action. (2022) - Jababeka Eco Week (Muara Gembong District) - Mangrove Planting - Green Action For Sustainable Future. (2023) -Jababeka Eco Week (Muara Gembong District) - Mangrove Planting - Sustainable Mangrove Planting for a Greener Tomorrow. (2024)

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

☑ Project based elsewhere

(8.17.1.7) Start year

2021

(8.17.1.8) Target year

Select from:

☑ Other, please specify :Not defined

(8.17.1.9) Project area to date (Hectares)

0

(8.17.1.10) Project area in the target year (Hectares)

0

(8.17.1.11) Country/Area

Select from:
☑ Indonesia

(8.17.1.12) Latitude

6.17306

(8.17.1.13) Longitude

107.07076

(8.17.1.14) Monitoring frequency

Select from:
☑ Annually

(8.17.1.15) Total investment over the project period (currency)

4000

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply
☑ Disaster risk reduction

☑ Improvement to soil health

☑ Reduce/halt biodiversity loss

☑ Restoration of natural ecosystem(s)

(8.17.1.17) Please explain

Since 2021 Hanes is continuously supporting the Jababeka Eco Week Initiative and the different phases. The project is located at Bekasi Regency. Location including GPS (latitude and longitude): -6°17'30.6"S 107°07'07.6"E - 6°18'13.5"S 107°10'40.1"E - "5°56'25.7"S 107°02'13.1E - 5°56'22.4"S 107°01'59.1"E More info in the following links: https://www.jababeka.com/jababeka-eco-week-2021-jababeka-implements-vetiver-system-to-realize-green-industrial-estate/ https://www.jababeka.com/realizing-green-industrial-estate-jababeka-planted-tens-of-thousands-of-vetiver-seeds-along-5-km/ https://www.jababeka.com/jababeka-eco-summit-2023-jababeka-declares-jababeka-cikarang-net-zero-industrial-cluster-community-launches-website/ https://www.jababeka.com/jababeka-and-tenants-achieve-the-target-of-planting-50000-mangrove-seedlings/ So far, we have not quantified the total area covered by this project, although we do keep track of the number of trees planted. To date, 4,000 trees have been planted by HBI as part of this program. Since this is an ongoing activity, we do not project the area of coverage, as it is carried out based on the existing needs of the locality/country where we conduct our reforestation projects.

Row 7

(8.17.1.1) Project reference

Select from:

☑ Project 7

(8.17.1.2) Project type

Select from:

☑ Reforestation

(8.17.1.3) Expected benefits of project

Select all that apply

☑ Disaster risk reduction

☑ Reduce/halt biodiversity loss

☑ Restoration of natural ecosystem(s)

(8.17.1.4) Is this project originating any carbon credits?

Select from:

☑ No

(8.17.1.5) Description of project

HBI Surin plant develop a continuous volunteering program for reforestation. Annually the associates give their time to sow trees under the Corporate Social Responsibility program "Green for Good".

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

☑ Project based elsewhere

(8.17.1.7) Start year

2019

(8.17.1.8) Target year

Select from:

☑ Indefinitely

(8.17.1.9) Project area to date (Hectares)

0

(8.17.1.10) Project area in the target year (Hectares)

2

(8.17.1.11) Country/Area

Select from:

☑ Thailand

(8.17.1.12) Latitude

14.43208

(8.17.1.13) Longitude

103.32029

(8.17.1.14) Monitoring frequency

Select from:

☑ Annually

(8.17.1.15) Total investment over the project period (currency)

5500

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

☑ Disaster risk reduction

☑ Reduce/halt biodiversity loss

☑ Restoration of natural ecosystem(s)

(8.17.1.17) Please explain

The program includes: - Tree Donations: Donating trees to be planted at schools. - Community Planting Activities: Volunteering to plant trees in community areas. At Phanom Sawai Forest Park, Ban Chanrom School, Ban Ta Ong School, Visutthimakhabhavana Meditation, tree planting at the HBI Forest, tree planting at HBI employee's home - Community Support: Joining and supporting community-led volunteering activities. PARTNERS: - Communities - Ban Chanrom School - Ban Ta Ong School - HBI Employee Locations: - Prasart distric, Surin - Surin - Ban Kunsarn forest, Surin GPS coordinates (latitude and longitude): - "14°54'41.2""N 103°27'44.8""E" - "14°48'07.1""N 103°34'29.8""E" - "14°46'37.3""N 103°34'18.2""E" - "14°43'20.8""N 103°32'02.9""E" - "14°35'23.4""N103°21'42.9""E" So far, we have not quantified the total area covered by this project, although we do keep track of the number of trees planted. To date, mora than 65,700 trees have been planted as part of this program. Since this is an ongoing activity, we do not project the area of coverage, as it is carried out based on the existing needs of the locality/country where we conduct our reforestation projects.

Row 8

(8.17.1.1) Project reference

Select from:

☑ Project 8

(8.17.1.2) Project type

Select from:

☑ Reforestation

(8.17.1.3) Expected benefits of project

Select all that apply

☑ Disaster risk reduction

☑ Improvement of standard of living, especially for vulnerable and/or marginalized groups

☑ Improvement to soil health

☑ Reduce/halt biodiversity loss

☑ Restoration of natural ecosystem(s)

(8.17.1.4) Is this project originating any carbon credits?

Select from:

☑ No

(8.17.1.5) Description of project

Since 2019, Hanesbrands HYC has established an ongoing program for environmental projects that support our communities and educate our associates on the care of green areas.

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

☑ Project based elsewhere

(8.17.1.7) Start year

2019

(8.17.1.8) Target year

Select from:

☑ Indefinitely

(8.17.1.9) Project area to date (Hectares)

0

(8.17.1.10) Project area in the target year (Hectares)

0

(8.17.1.11) Country/Area

Select from:

☑ Viet Nam

(8.17.1.12) Latitude

21.18086

(8.17.1.13) Longitude

107.11355

(8.17.1.14) Monitoring frequency

Select from:

☑ Six-monthly or more frequently

(8.17.1.15) Total investment over the project period (currency)

24200

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

☑ Disaster risk reduction

☑ Improvement of standard of living, especially for vulnerable and/or marginalized groups

☑ Restoration of natural ecosystem(s)

(8.17.1.17) Please explain

The key activities developed are: Creating a Green Environment: Utilizing available empty land at our facilities for tree planting initiatives conducted by employees. Tree Care Responsibility: Assigning ongoing tree care responsibilities to employees after working hours. First HBI Forest in Vietnam: In collaboration with the Ministry of Agricultural and Rural Development, we developed the first HBI forest in Ba Che District, Quang Ninh Province. This high mountain area has been significantly affected by deforestation, impacting the livelihoods of local farmers and residents. Financial and Volunteer Support: HBI provided financial support and volunteer hours from employees to plant trees, aiming to cover one hectare of empty land. Second HBI Forest in Vietnam: Also, in collaboration with the Ministry of Agricultural and Rural Development, we established the second HBI forest in Cho Moi District, Bac Kan Province. This province has one of the lowest incomes and many poor residents, with significant deforestation impacting the livelihoods of local farmers and residents. PARTNERS: - Pestkil Vietnam Service - Sustainable forest development join stock company - Phuc Loc Company Limited LOCATIONS: - Kim Dong District, Hung Yen Province - Thanh Son Commune, Ba Che District, Quang Ninh Province - Nhu Co Commune, Cho Moi District, Bac Kan Province GPS Coordinates (latitude and longitude) - 20°45'01.4"N 106°03'23.3"E - 21°18'08.6"N 107°11'35.5"E - 20°45'09.9"N 106°03'32.5"E - 21°54'34.0"N 105°49'40.6"E - 20°44'59.6"N 106°03'24.4"E So far, we have not quantified the total area covered by this project, although we do keep track of the number of trees planted. To date, more than 31,200 trees have been planted as part of this program. Since this is an ongoing activity, we do not project the area of coverage, as it is carried out based on the existing needs of the locality/country where we conduct our reforestation projects.

Row 9

(8.17.1.1) Project reference

Select from:

☑ Project 9

(8.17.1.2) Project type

Select from:

☑ Reforestation

(8.17.1.3) Expected benefits of project

Select all that apply

☑ Disaster risk reduction

☑ Protection of land tenure

☑ Improvement to soil health

☑ Reduce/halt biodiversity loss

☑ Restoration of natural ecosystem(s)

☑ Improvement of water availability and quality

(8.17.1.4) Is this project originating any carbon credits?

Select from:

☑ No

(8.17.1.5) Description of project

Since 2006, HBI in the Dominican Republic has maintained an ongoing volunteer program dedicated to reforestation and community engagement, aimed at supporting environmental restoration and protection. This initiative is part of our Corporate Social Responsibility program, Green for Good, through which associates annually participate in tree planting activities. To date, the program has resulted in the planting of over 54,500 trees. While we do not currently quantify the total land area impacted, tree planting efforts are guided by local environmental needs and coordinated with the Ministry of Environment, which determines the most suitable locations for reforestation. As such, the program does not operate within a fixed geographic boundary. HBI allocates approximately USD $5,000 annually to support volunteer activities related to education, community development, and the restoration of green spaces. Since its inception—excluding the years impacted by the COVID-19 pandemic—this initiative has been carried out consistently, with a cumulative investment of around USD $60,000. Key collaborators include the Ministry of Environment, ECORED, a farmers' association in Bonao, and various local NGOs. GPS coordinates included in this report represent the primary areas supported by the reforestation program. However, not all sites have been georeferenced by HBI; official records are maintained by the Ministry of Environment to ensure proper monitoring and oversight of reforestation efforts.

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

☑ Project based elsewhere

(8.17.1.7) Start year

2006

(8.17.1.8) Target year

Select from:

☑ Indefinitely

(8.17.1.9) Project area to date (Hectares)

0

(8.17.1.10) Project area in the target year (Hectares)

0

(8.17.1.11) Country/Area

Select from:

☑ Dominican Republic

(8.17.1.12) Latitude

18.870192

(8.17.1.13) Longitude

-70.440474

(8.17.1.14) Monitoring frequency

Select from:

☑ Annually

(8.17.1.15) Total investment over the project period (currency)

65000

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

☑ Disaster risk reduction
☑ Protection of land tenure
☑ Improvement to soil health
☑ Reduce/halt biodiversity loss
☑ Restoration of natural ecosystem(s)
☑ Improvement of water availability and quality

(8.17.1.17) Please explain

Reforestation Program Overview – Dominican Republic HBI's reforestation program in the Dominican Republic has been active since 2006 as part of our Green for Good Corporate Social Responsibility initiative. The program is designed to support environmental restoration and community development through volunteer-led tree planting activities. Site selection is determined by the Ministry of Environment, ensuring alignment with national conservation priorities. As a result, the program does not operate within a fixed geographic boundary but responds to evolving ecological needs. Tree Planting Summary by Year and Location 2006 1,000 trees planted in Bonao, Monseñor Nouel Province Species: Mara, Carob, Caribbean Pine, Guinea Mahogany 2008 500 trees planted in Bejuco Aplatao, Bonao Species: Caribbean Pine, Mara, Guinea Mahogany 2009 6,500 trees planted 500 in Loma Peguera 6,000 along Mallen Lagoon, San Pedro de Macorís Species: Mara, Carob, Guinea Mahogany 2011 800 trees planted in Jayaco, Bonao Species: Caribbean Pine, Mara 2012 1,580 trees planted in the Juma River basin Species: Cedar, Mara 2013 3,400 trees planted 400 in La Base Caño Piedra 3,000 in Los Pomos, Río San Juan Species: Caribbean Pine, Mara, Guinea Mahogany 2014 3,500 trees planted 2,000 along the Juma River 800 in Rincón de Yuboa 700 in Las Palmas Species: Caribbean Pine, Bamboo Guadua, Cedar, Oak, Mahogany, Mara 2016 6,708 trees planted 783 during "Environmental Guardians" camp in Bonao 2,525 in Yuboa River basin 2,400 near Juma River 1,000 in Bonao Species: Carob, Mara, Guinea Mahogany, Bamboo, Mahogany, Caribbean Pine 2018 6,000 trees planted in Bonao and Higuamo River Wildlife Refuge, San Pedro de Macorís Species: Dominican Mahogany, Honduran Mahogany, Carob, Cedar, Beach Grape, Mara 2019 6,000 trees planted 2,000 in Juma River basin, Bonao 4,000 along Higuamo River, San Pedro de Macorís 2022 13,330 trees planted 3,000 in San Isidro and Las Américas (Cueva del Farallón) 700 in Río Sonador 4,630 in Bejuco Aplatao 5,000 Pines in Juma River basin 2024 5,240 trees planted 40 seedlings in Orlando Jorge Mera Municipal Ecological Park, San Isidro (Moringa and Coccoloba Uvifera) 5,200 in Dos Ríos plant area (Río Jumita) Species: Dominican Mahogany, Cedar, Guinea Mahogany, Carob

Row 10

(8.17.1.1) Project reference

Select from:
☑ Project 10

(8.17.1.2) Project type

Select from:
☑ Other, please specify :Education on environment protection

(8.17.1.3) Expected benefits of project

Select all that apply

☑ Disaster risk reduction

☑ Protection of land tenure

☑ Improvement to soil health

☑ Reduction of air pollution

☑ Reduce/halt biodiversity loss

☑ Restoration of natural ecosystem(s)

☑ Improvement of water availability and quality

☑ Improvement of standard of living, especially for vulnerable and/or marginalized groups

☑ Further transformative change through sharing of project design, implementation and lessons learnt

(8.17.1.4) Is this project originating any carbon credits?

Select from:

☑ No

(8.17.1.5) Description of project

Since 2016, Hanes Brands Dos Ríos Textiles has been organizing a summer camp for young people aged 13 to 16, who are children of employees and members of communities involved in the "Juntos Avanzamos con Amor" Neighborhood Boards Program. At this camp, they learn about environmental protection and develop (design) an environmental project that is later funded by the company. The general objective of the practice is to fulfill the purpose of educating new generations on environmental care and the responsible use of natural resources, fostering environmental awareness, integral development, and a better quality of life in the communities where our Hanes Brands Dos Ríos Textiles plant is located. This is achieved through corporate volunteering in partnership with the Federation of Farmers towards the Progress of Blanco (FCHP). Each year, the camp takes place in Bonao, Monseñor Nouel Province, Dominican Republic, in the mountains of the Blanco community, at the ecotourism center owned by the Federation of Farmers Towards Progress (FCHP). The GPS coordinates provided in this report indicate the locations where the students spend their week at the summer camp Environmental Guardians. The reforestation activities included in the summer camp also take place in the same mountains.

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

☑ Project based in area with direct operations

(8.17.1.7) Start year

2016

(8.17.1.8) Target year

Select from:

☑ Other, please specify :Not defined

(8.17.1.9) Project area to date (Hectares)

0

(8.17.1.10) Project area in the target year (Hectares)

0

(8.17.1.11) Country/Area

Select from:

☑ Dominican Republic

(8.17.1.12) Latitude

18.877435

(8.17.1.13) Longitude

-70.506573

(8.17.1.14) Monitoring frequency

Select from:

☑ Six-monthly or more frequently

(8.17.1.15) Total investment over the project period (currency)

6000

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

☑ Disaster risk reduction

☑ Reduction of air pollution

☑ Reduce/halt biodiversity loss

☑ Restoration of natural ecosystem(s)

☑ Improvement of water availability and quality

☑ Improvement of standard of living, especially for vulnerable and/or marginalized groups

☑ Further transformative change through sharing of project design, implementation and lessons learnt

☑ Other, please specify :Increase the commitment and awareness of new generations and the general public towards environmental protection.

(8.17.1.17) Please explain

In this project, we systematically and periodically measure the main quantitative and/or qualitative indicators, which include: Participation Requests Received: Each year, a report is generated on the students who apply to attend the camp. This indicator helps define the annual scope and assess budget availability. Campers' Grade Reports: One of the criteria for participating in the camp is achieving good grades at the end of each school year. Students' Resumes: Requested to motivate students to organize their information, ideas, and personal goals/objectives. This document should include their interests, which are also used as selection criteria for campers. Number of Projects Designed by Campers and Implemented by the Company within a Year: Campers are taught how to design a project using the logical framework tool. Three finalists are selected and awarded, with the first-place project being implemented by the company through its "The Manager, His Team, and His Community" program. This indicator allows us to measure the environmental status of the communities where the campers live and define the level of involvement with local authorities. So far, we have not quantified the total area covered by this project, although we do keep track of the number of trees planted. Since this is an ongoing activity, we do not project the area of coverage, as it is carried out based on the existing needs of the locality/country where we conduct our reforestation projects.

[Add row]

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☑ No

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

HanesBrands facilities source data from either meter readings or invoices. The water withdrawal and usage data is logged and reported at the site level continuously or daily, and to corporate each month. Water data is stored in an enterprise-wide utility data collection system and is monitored for consistency regularly. As a corporation, HanesBrands monitors both total withdrawals and water intensity (withdrawals per unit of production). Corporate goals are based on water intensity.

(9.2.4) Please explain

Over 90% of the company's total water use occurs within its textile manufacturing facilities. The company recognizes the importance of water as a valuable resource and measures and manages its use within the facilities that have the highest and most impactful use. i) HanesBrands defines sites as individual operating facilities such as textile manufacturing, cut and sew, distribution centers and offices. ii) Exceptions to the scope of water measurement include low water-use facilities for which water is supplied from a third-party and is included in the lease. Water withdrawals for these facilities are projected based on measured withdrawals at similar HanesBrands facilities for purposes of measuring progress against corporate goals

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

The total volume of water withdrawn from those known sources and water-use intensity are both monitored at a corporate level on a monthly basis based on data provided by each facility. This data comes from either meter readings or invoices.

(9.2.4) Please explain

The sources of water withdrawals are known at all facilities included within the operational control boundary. This includes surface water, renewable groundwater, or third-party suppliers as defined by CDP. In addition, HanesBrands has confirmed the water sources utilized by nearly 100% of the third-party suppliers serving its facilities. HanesBrands can analyze water withdrawal volumes by source as needed

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

All HanesBrands facilities verify the quality of potable water at least annually, through either supplier certification (for third-party suppliers) or internal testing. Water withdrawn for on-site treatment and use within textile manufacturing locations is tested daily to ensure the appropriate level of treatment is applied.

(9.2.4) Please explain

HanesBrands supplies its own water to seven facilities and purchases water from third-party suppliers at all other facilities. At facilities where HanesBrands supplies its own water, water quality is monitored at least daily as required by regulation to ensure that it meets applicable legal and operational standards. Third-party suppliers (generally municipalities) also test supplied water to ensure it meets applicable regulatory requirements. In addition, the HanesBrands Global Environment Health and Safety (GEHS) management system requires that all facilities verify the quality of potable water at least annually, through either supplier certification (for third-party suppliers) or internal testing

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Water discharges are measured either by meter or by invoice for the majority of HanesBrands facilities. Exceptions include low water-use facilities for which water is discharged to a third-party and is included in the lease. Water discharge volumes for these facilities are projected based on measured withdrawals at similar HanesBrands

(9.2.4) Please explain

Water discharges are measured either by meter or by invoice for the majority of HanesBrands facilities. Exceptions include lo w water-use facilities for which water is discharged to a third-party and is included in the lease. Water discharge volumes for these facilities are projected based on measured withdrawals at similar HanesBrands sites

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Water discharges for these facilities are projected based on measured discharges at similar HanesBrands facilities for purposes of measuring progress against corporate goals. Where wastewater is discharged through third-party suppliers, HanesBrands has confirmed the final discharge body of water for nearly all wastewater treatment facilities operated by those third parties. These volumes are monitored on a monthly basis.

(9.2.4) Please explain

The immediate wastewater discharge destination is known for all facilities throughout Hanesbrands. For all facilities, water is discharged either through an on-site wastewater treatment process or through wastewater treatment systems operated by municipalities or industrial parks. Water discharges into these known destinations are measured either by meter or by invoice for the majority of HanesBrands facilities. Exceptions include low water-use facilities for which water is discharged to a third-party and is included in the lease. Water discharges for these facilities are projected based on measured discharges at similar HanesBrands facilities for purposes of measuring progress against corporate goals. Where wastewater is discharged through third-party suppliers, HanesBrands has confirmed the final discharge body of water for nearly all wastewater treatment facilities operated by those third parties. These volumes are monitored on a monthly basis

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Volume is measured either by meter or invoice data at all sites on a monthly basis

(9.2.4) Please explain

Water discharges from textile manufacturing facilities account for the vast majority of the volume produced by Hanesbrands and for these facilities treatment happens either at a company-owned wastewater treatment facility or at a municipal or industrial park treatment facility. Biological treatment is the primary type of treatment used for wastewater discharge from HanesBrands facilities. For all other facilities treatment is handled by local municipal systems. Volume is measured either by meter or invoice data at all sites on a monthly basis

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Wastewater quality parameters and reporting frequency differ by facility, but parameters are measured and reported in accordance with facility-specific discharge permits and all applicable regulations.

(9.2.4) Please explain

Water discharge quality is monitored for all owned textile manufacturing facilities and at all other facilities that have onsite wastewater treatment. Wastewater quality parameters and reporting frequency differ by facility but are measured and reported in accordance with facility-specific discharge permits and applicable regulations. Wastewater parameters are continuously monitored by lab testing across the full spectrum of indicators include BOD, COD, TSS, pH, and bacteria. Additional

parameters must be monitored for wet processing facilities. Facilities that do not monitor wastewater discharge quality first hand are those that discharge to a third party supplier. These are low discharge volume facilities, and the supplier has determined that a discharge permit and/or regular sampling is not required. Discharge from these facilities is typically from kitchen, sanitary, cleaning, or utility sources. HanesBrands has adopted wastewater treatment goals that align with ZDHC

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Water discharge quality emission to water (Nitrates and Phosphates) is monitored for all owned textile manufacturing facilities and at all other facilities that have onsite wastewater treatment. The quantity of Nitrates and Phosphates emitted to water measured by total discharged wastewater is multiplied by the concentration of Nitrates and Phosphates reported in wastewater quality reports.

(9.2.4) Please explain

Water discharge quality is monitored for all textile manufacturing facilities and at all other facilities that have onsite wastewater treatment. Wastewater quality parameters and reporting frequency differ by facility, but parameters are measured and reported in accordance with facility-specific discharge permits and all applicable regulations. Wastewater parameters are continuously monitored by lab testing across the full spectrum of indicator s including Phosphates, Nitrates, BOD, COD, TSS, pH, and bacteria count. Additional parameters must be monitored for wet processing facilities. Facilities that do not monitor wastewater discharge quality firsthand are those that discharge to a third-party supplier. These are low discharge volume facilities, and the supplier has determined that a discharge permit and/or regular sampling is not required. Discharge from these facilities is typically from kitchen, sanitary, cleaning, or utility sources. HanesBrands has adopted ZDHC standards

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Daily

(9.2.3) Method of measurement

For textile manufacturing wet processing plants with on-site wastewater treatment, temperature is typically recorded daily at least once per work shift, using a thermometer.

(9.2.4) Please explain

Wastewater discharge temperature is monitored by textile, hosiery and sock wet processing facilities and by other facilities as required by wastewater discharge permits. Temperature monitoring frequency is established by regulation and facility specific permits.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Water consumption at Hanesbrands facilities measured by invoices (for purchased water) or meter on monthly basic

(9.2.4) Please explain

At Hanesbrands, water consumption is a projected number based on both process knowledge and subtraction of wastewater discharge volumes from incoming water withdrawals at each facility. This number is calculated monthly based on the reported volumes from the facilities.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

using meter and comparing water consumption before/after improvement made

(9.2.4) Please explain

HanesBrands currently recycles water from non-process sources on a limited scale. i) Cotia, Brazil textile manufacturing facility recycles about 10% of its textile plant effluent for reuse in lavatories to flush commodes and also reuses a portion of process water. ii) El Salvador Textile manufacturing plant, they've completed the installation of a reverse osmosis (RO) system to recycle wastewater for use as boiler makeup water, saving 32 million gallons /year. iii) El Salvador Sock manufacturing facility utilizes the recycling / reuse of grey water from its cooling tower blowdown to flush toilets. iv) Hung Yen South manufacturing facility recycles 25% volume of the discharged wastewater from WWTP for flashing toilet. v) Surin manufacturing plant utilize rainwater for flashing toilet (reduce 30% water consumption). The company is reviewing opportunities for more extensive recycling and will consider monitoring of recycled water

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

Select from:

☑ 100%

(9.2.2) Frequency of measurement

Select from:

☑ Yearly

(9.2.3) Method of measurement

HanesBrands utilizes internal self assessments and audits, as well as audits by external auditors, as primary tools to assure that its workplaces comply with applicable safety and health standards-- including fully functioning WASH facilities for all workers

(9.2.4) Please explain

All HanesBrands facilities provide fully functioning WASH services to workers. The company is committed to providing high quality workplaces to its employees. This is a main tenet of both its Global Standards for Suppliers ("GSS") and detailed Global Environment Health and Safety (GEHS) management system. HanesBrands utilizes internal self-assessments and audits, as well as audits by external auditors, as primary tools to assure that its workplaces comply with applicable safety and health standards-- including fully functioning WASH facilities for all workers. For these and other reasons, HanesBrands has been recognized by the "Great Place to Work" Institute for its work practices in multiple countries
[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters/year)

6373.8

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☑ Lower

(9.2.2.5) Primary reason for forecast

Select from:

☑ Increase/decrease in business activity

(9.2.2.6) Please explain

Given normal fluctuations in operating schedules and product mix, Hanesbrands has set the following definitions for total water discharges: "About the Same" 5% to previous year; "Higher" or "Lower" 5-10% change from previous year; "Much Higher" or "Much Lower" 10% change from previous year. Using these definitions, total withdrawals were about the same in 2024 compared to 2023, (0.2% decreased year over year). Hanesbrands had a about the same withdrawal of water in the reporting year versus the previous year due to similar in textile production volume and also to the divestiture of our Hanes Europe Innerwear business unit. We expect our total withdrawals to decrease in the future as water efficiency increases, with only small variations depending on demand and product mix.

Total discharges

(9.2.2.1) Volume (megaliters/year)

5876.83

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☑ Lower

(9.2.2.5) Primary reason for forecast

Select from:

☑ Increase/decrease in business activity

(9.2.2.6) Please explain

Given normal fluctuations in operating schedules and product mix, Hanesbrands has set the following definitions for total water discharges: "About the Same" 5% to previous year; "Higher" or "Lower" 5-10% change from previous year; "Much Higher" or "Much Lower" 10% change from previous year. Using these definitions, total withdrawals were lower in 2024 compared to 2023, (1% decreased year over year). Hanesbrands had a higher withdrawal of water in the reporting year versus the previous year due to increasing of water consumption at DC, and sewing facilities in ASIA due to higher volume and production expansion (internalization) We expect our total withdrawals to decrease in the future as water efficiency increases, with only small variations depending on demand and product mix

Total consumption

(9.2.2.1) Volume (megaliters/year)

1263.8

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☑ Lower

(9.2.2.5) Primary reason for forecast

Select from:

☑ Increase/decrease in business activity

(9.2.2.6) Please explain

Water consumption at HanesBrands facilities is essentially limited to evaporation from one of the following sources: (1) Drying of wet cloth following the bleaching or dyeing process in wet processing facilities; (2) Production of steam in onsite boilers; or (3) Evaporation from cooling towers utilized in an HVAC system or from basins/tanks used in onsite water or wastewater treatment. Reported water consumption is a calculated number based on an aggregation of both facility-level measurements and calculations. Given normal fluctuations in operating schedules and product mix, Hanesbrands has set the following definitions for total water discharges: "About the Same" 5% to previous year; "Higher" or "Lower" 5-10% change from previous year; "Much Higher" or "Much Lower" 10% change from previous year. Using these definitions, total consumption was much higher in 2024 compared to 2023, (19% increase year over year). Hanesbrands had a much higher consumption of water in the reporting year versus the previous year primarily due to higher water report at Commerce (GFS), Honduras DC and, Namtex. We expect our total withdrawals to decrease in the future as water efficiency increases, with only small variations depending on demand and product mix.
[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

☑ No

(9.2.4.8) Identification tool

Select all that apply

☑ WWF Water Risk Filter

(9.2.4.9) Please explain

Every two years, HanesBrands utilizes the WWF-Water Risk Filter to assess risks at all its large textile or hosiery /socks wet processing facilities and at several other facilities that represent other types of HanesBrands operations and are in a variety of geographical regions. A total of 26 operations were recently evaluated using the WWF Water Risk Filter, accounting for over 96% of water withdrawals. HanesBrands has utilized the WWF-Water Risk Filter since 2017 after concluding it was the most applicable for company facilities. The Water Risk Filter's risk assessment is based on a company's geographic location, which informs a site's basin-related risks, as well as characteristics of its operating nature (e.g., its reliance upon water, its water use performance given the nature of the business/site), which informs a site's operational-related risks. WWF uses the World Resources Institute's Baseline Water Stress risk indicator which measures the ratio of total annual water withdrawals to total available annual renewable supply, accounting for upstream consumptive use. A higher percentage indicate s more competition among users. Locations were selected for analysis by the WWF-Water Risk Filter based on their total water withdrawals, type of operation (to represent wet processing, apparel assembly, distribution, and commercial offices), and geographical location (to represent the global nature of HanesBrands operations). For all facilities, the facility GPS coordinates were utilized for purposes of the analysis. However, there are no known cases in which the company facility is not located in the same basin as the water source. In fact, the largest textile wet processing facilities withdraw water from an on-site source. The current version of the WWF-Water Risk Filter did show a moderate (20-30%) level of water depletion for the HanesBrands textile facility in the Dominican Republic. However, this assessment was based on a more general view of the Dominican Republic and not on a specific evaluation applicable to the water supply at the sub-basin level. Given its 15 years history of operations at the site, the company applied more site-specific knowledge and information for a more granular analysis. This facility is in a mostly rural, more mountainous area in the center of the country and withdraws its water from two rivers originating in the mountains nearby. Water withdrawn by this facility is treated onsite after use and discharged to one of the rivers from which it is withdrawn; therefore, it remains in the same sub-basin. The average annual rainfall in the area is 1956 mm (77 inches), with an average rainfall for the driest calendar month of 99 mm (3.9 inches). [Rainfall data source Climate-Data.org] Given this additional information, this facility does not withdraw its water from a water stressed area (defined as an area likely to experience water scarcity due to drought or other causes in a given RCP scenario). [Fixed row]

(9.2.7) Provide total water withdrawal data by source.

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

(9.2.7.1) Relevance

Select from:

☑ Relevant

(9.2.7.2) Volume (megaliters/year)

1517.3

(9.2.7.3) Comparison with previous reporting year

Select from:

☑ Much lower

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.7.5) Please explain

HanesBrands has set the following definitions for total water withdrawals: "About the Same" 5% to the previous year; "Higher" or "Lower" 5-10% change from the previous year; "Much Higher" or "Much Lower" 10% change from previous year. There was a 7.4% year-over-year decrease in surface water withdrawals primarily due to significant decrease in production volume, the divestiture of our Hanes Europe Innerwear business unit, and the implementation of several small-scale continuous improvement projects and improvements across the portfolio of manufacturing sites that had a favorable impact on our operations. We expect our total withdrawals to decrease in the future as water efficiency increases, with only small variations depending on demand and product mix change. Furthermore, we continue efforts to actively adopt the industry-leading Higg FEM standards which provide for verification audits and benchmarking across the industry.

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

HanesBrands has set the following definitions for total water withdrawals: "About the Same" 5% to the previous year; "Higher" or "Lower" 5-10% change from previous year; "Much Higher" or "Much Lower" 10% change from previous year. This measurement is relevant due to the significant percentage of total water withdrawals. Groundwater is the water source for a large manufacturing site (wet processing operation) and is an alternate source at a smaller wet processing facility. There was a 1.4% increase in groundwater withdrawals due to lower volume. It is expected that water withdrawals from ground water will remain at similar or reduced levels moving forward due to water reduction projects being pursued

Groundwater – renewable

(9.2.7.1) Relevance

Select from:

☑ Relevant

(9.2.7.2) Volume (megaliters/year)

2795.8

(9.2.7.3) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.7.5) Please explain

HanesBrands has set the following definitions for total water withdrawals: "About the Same" 5% to the previous year; "Higher" or "Lower" 5-10% change from previous year; "Much Higher" or "Much Lower" 10% change from previous year. This measurement is relevant due to the significant percentage of total water withdrawals. Groundwater is the water source for a large manufacturing site (wet processing operation) and is an alternate source at a smaller wet processing facility. There was a 1.4% increase in groundwater withdrawals. It is expected that water withdrawals from ground water will remain at similar or reduced levels moving forward due to water reduction projects being pursued

Groundwater – non-renewable

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

This measurement is not relevant because HanesBrands' groundwater withdrawals are from more shallow, renewable wells. At this time, this source is not expected to become relevant for future operations

Produced/Entrained water

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

This measurement is not relevant because there are no water sources that meet the definition of "Produced / Entrained Water" associated with company operations. This water source is not expected to become relevant given current operations and processes.

Third party sources

(9.2.7.1) Relevance

Select from:

☑ Relevant

(9.2.7.2) Volume (megaliters/year)

2060.7

(9.2.7.3) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.7.5) Please explain

HanesBrands has set the following definitions for total water withdrawals: "About the Same" 5% to previous year; "Higher" or "Lower" 5-10% change from previous year; "Much Higher" or "Much Lower" 10% change from previous year. This measurement is relevant due to both the significant percentage of total water withdrawals and the fact that the vast majority of HanesBrands facilities receive their incoming water from third-party water sources. There was a 3.7% increase in water withdrawals from third-party sources due to some facilities changing sources of water usage and efforts to reduce water consumption at our facilities This volume is expected to remain at similar or reduced levels going forward with fluctuations in product mix affecting where products are manufactured
[Fixed row]

(9.2.8) Provide total water discharge data by destination.

Fresh surface water

(9.2.8.1) Relevance

Select from:
☑ Relevant

(9.2.8.2) Volume (megaliters/year)

4457.09

(9.2.8.3) Comparison with previous reporting year

Select from:
☑ About the same

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:
☑ Increase/decrease in business activity

(9.2.8.5) Please explain

HanesBrands has set the following definitions for total water discharge: "About the Same" 5% to previous year; "Higher" or " Lower" 5-10% change from previous year; "Much Higher" or "Much Lower" 10% change from previous year. This measurement is relevant because of the percentage of total wastewater discharge volume associated with textile and hosiery / socks wet processing operations utilizing onsite wastewater treatment facilities and discharging to surface water. There

was a 1% decrease in discharges to fresh surface water compared to 2023 due to lower production volume and facilities' efforts to recycle process/domestic water within their operation. Wastewater discharge to fresh surface water is expected to remain at similar or reduced levels due to normal fluctuation in production volume and product mix, and water reduction projects.

Brackish surface water/seawater

(9.2.8.1) Relevance

Select from:

☑ Not relevant

(9.2.8.5) Please explain

Wastewater discharge to brackish surface water or seawater is not relevant because there are currently no HanesBrands facilities operating in areas where direct discharge to brackish surface water or seawater is geographically available.

Groundwater

(9.2.8.1) Relevance

Select from:

☑ Relevant

(9.2.8.2) Volume (megaliters/year)

71.15

(9.2.8.3) Comparison with previous reporting year

Select from:

☑ Much higher

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.8.5) Please explain

HanesBrands has set the following definitions for total water discharge: "About the Same" 5% to previous year; "Higher" or " Lower" 5-10% change from previous year; "Much Higher" or "Much Lower" 10% change from previous year. Discharge to groundwater is less than 1% of HanesBrands wastewater discharges, as it is limited to a few apparels assembly (non-wet processing) facilities, via either package wastewater treatment plants or industrial septic systems. It should be emphasized that no wastewater is discharged into groundwater without prior treatment and monitoring for applicable wastewater quality parameters. Our wastewater discharges to groundwater increased by 23% compared to 2023 due to volume reduction. As noted for discharges to surface water, the level of discharge to groundwater is expected to remain similar or be reduced going forward

Third-party destinations

(9.2.8.1) Relevance

Select from:

☑ Relevant

(9.2.8.2) Volume (megaliters/year)

1348.59

(9.2.8.3) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.8.5) Please explain

HanesBrands has set the following definitions for total water withdrawals: "About the Same" 5% to previous year; "Higher" or "Lower" 5-10% change from previous year; "Much Higher" or "Much Lower" 10% change from previous year. This type of wastewater discharge is relevant due to both the volume of wastewater

discharged to third parties and the fact that the great majority of HanesBrands facilities utilize third-party wastewater treatment service providers. There was an 2% decreased in discharge to third-party destinations compared to 2023 because of the increase volume operations that discharged wastewater to a third party as well as facilities' efforts to reduce or recycle water. The level of discharges to third party providers is expected to remain at similar or reduced levels going forward [Fixed row]

(9.2.9) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

Tertiary treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☑ Relevant

(9.2.9.2) Volume (megaliters/year)

4272.86

(9.2.9.3) Comparison of treated volume with previous reporting year

Select from:

☑ About the same

(9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:

☑ 1-10

(9.2.9.6) Please explain

The three largest textile processing facilities, that account for nearly 90% of water used by HanesBrands, apply additional tertiary treatments to discharge water to remove constituents after biological treatment. Hanesbrands treats wastewater to the appropriate level to comply with regulatory requirements. In El Salvador, an Ozone treatment equipment was installed recently to comply with the country's strict color requirements for wastewater discharges. Additionally, Hanesbrands has adopted wastewater goals that align with ZDHC standards. HanesBrands has set the following definitions for total water withdrawals: "About the Same" 5% to previous year; "Higher" or "Lower" 5-10% change from previous year; "Much Higher" or "Much Lower" 10% change. The wastewater discharge into tertiary treatment was 2% lower due to r due to lower production volume and effort of reducing water usage The volume of water is much lower than the previous year due to a reduction in production volume within company owned/operated manufacturing facilities and effort of reducing water usage

Secondary treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☑ Not relevant

(9.2.9.6) Please explain

Our four largest wet processing facilities have moved to tertiary treatment, which resulted in the use of secondary treatment being much less than in previous years. HanesBrands treats water to the appropriate level to comply with regulatory requirements. HanesBrands has set the following definitions for total water discharge: "About the Same" 5% to the previous year; "Higher" or "Lower" 5-10% change from the previous year; "Much Higher" or "Much Lower" 10% change from The previous year.

Primary treatment only

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☑ Not relevant

(9.2.9.6) Please explain

HanesBrands does not discharge any water back to the environment without treatment, thus this is not relevant to our operations

Discharge to the natural environment without treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☑ Not relevant

(9.2.9.6) Please explain

HanesBrands does not discharge any water back to the environment without treatment, thus this is not relevant to our operations

Discharge to a third party without treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☑ Relevant

(9.2.9.2) Volume (megaliters/year)

1603.97

(9.2.9.3) Comparison of treated volume with previous reporting year

Select from:

☑ Much higher

(9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:

☑ 81-90

(9.2.9.6) Please explain

All our other facilities utilize third-party sources to treat wastewater. The volume of our discharge of water to a third party without treatment increased by 15% compared to previous years because of a higher production volume. Hanesbrands complies with all applicable regulations. HanesBrands has set the following definitions for total water discharge: "About the Same" 5% to previous year; "Higher" or "Lower" 5-10% change from previous year; "Much Higher" or "Much Lower" 10% change from previous year.

Other

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☑ Not relevant

(9.2.9.6) Please explain

Other treatment methods are not relevant
[Fixed row]

(9.2.10) Provide details of your organization’s emissions of nitrates, phosphates, pesticides, and other priority substances to water in the reporting year.

(9.2.10.1) Emissions to water in the reporting year (metric tons)

74.39

(9.2.10.2) Categories of substances included

Select all that apply

☑ Nitrates

☑ Phosphates

☑ Pesticides

(9.2.10.4) Please explain

Hanesbrands' facilities, which generate industrial wastewater, conduct tri-monthly wastewater quality monitoring as per local requirements, as well as ZDHC wastewater discharge alignment, thus we can track the quantity of Nitrates, Phosphates and Pesticides emissions in our wastewater discharges on a monthly basis due to our internal monitoring.
[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.2) Total number of facilities identified

19

(9.3.3) % of facilities in direct operations that this represents

Select from:

☑ 51-75

(9.3.4) Please explain

HanesBrands monitors water-related risks through various methods. Daily water usage is tracked at its textile facilities, while the Global Environment Health and Safety (GEHS) management system and the Global Energy and Environmental Sustainability Policy guide efforts to conserve water quality. Monthly reports on water-related KPIs are provided to management. The 2024 Water Filter Tool from the World Wildlife Fund (WWF) found minimal basin-related risk, thanks to the locations of the HBI manufacturing and distribution facilities. A 2023 TCFD climate scenario analysis indicated limited drought risk by 2050 under a "business as usual" scenario, showing the company's preparedness to manage climate-related risks. HanesBrands sources most cotton from non-water-stressed areas in the U.S. and operates in water-rich regions. Water efficiency and recycling projects are being implemented to enhance resilience. The company's geographic diversity reduces risks tied to any single site and is supported by comprehensive insurance coverage to limit aggregate risk to deductibles. Overall, HanesBrands does not expect significant future water-related impacts, though the potential remains.

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.2) Total number of facilities identified

389

(9.3.4) Please explain

HanesBrands supplier network is in similar locations to the company's self-owned facilities. However, the company recognizes the importance of working closely with its suppliers and has implemented a supplier outreach program that includes capturing water usage data via the Higg Facility Environmental Module - the textile and apparel industry's leading platform for collecting facility-level environmental data and benchmarking across sites. The intent of the outreach is to identify and share best practices across the company's value chain, as well as identify potential environmental concerns at the supplier level. Additionally, HanesBrands requires all suppliers to certify compliance with the company's Global Standards for Suppliers ("GSS") and conducts hundreds of in-person supplier audits in accordance with the accompanying GSS protocol annually, covering all finished-goods. GSS requires suppliers to commit to protecting the quality of the environment around the world through sound environmental management and complying with all applicable environmental laws and regulations. The company favors suppliers who seek to reduce their water usage and minimize their environmental impacts. Specific water-related requirements include tracking water usage and having a designated Global Sustainability Officer for the company. Through certification of compliance, we are inherently limiting exposure to certain water risks related to our suppliers. In addition to the company's Global Standards for Suppliers program, the company has also leveraged the Higg FEM program and has obtained verified results of over 65% of submitted responses. By 2025, we will only manufacture and source products from facilities that have completed the Higg FEM. We are already including Higg FEM scores in our factory compliance evaluations. This disclosed information provides us with insight into the water risks that our suppliers could face and that have the potential to trickle down to us.
[Fixed row]

(9.3.1) For each facility referenced in 9.3, provide coordinates, water accounting data, and a comparison with the previous reporting year.

Row 1

(9.3.1.1) Facility reference number

Select from:

☑ Facility 1

(9.3.1.2) Facility name (optional)

Canadelle - Montreal

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Canada

☑ St. Lawrence

(9.3.1.8) Latitude

45.573635

(9.3.1.9) Longitude

-73.597483

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

5.11

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

5.11

(9.3.1.21) Total water discharges at this facility (megaliters)

4.09

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

4.09

(9.3.1.27) Total water consumption at this facility (megaliters)

5.12

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Much lower

(9.3.1.29) Please explain

Canadelle-Montreal is using water from Municipal City of Montreal (Multiple surface water bodies) their wastewater (Sanitary - Domestic) is treated centralizing by City of Montreal

Row 2

(9.3.1.1) Facility reference number

Select from:

☑ Facility 2

(9.3.1.2) Facility name (optional)

Dos Rios

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Dominican Republic

☑ Other, please specify :Rio Juma, Rio Yuboa

(9.3.1.8) Latitude

18.781567

(9.3.1.9) Longitude

-70.364138

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

1517

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

1517

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.21) Total water discharges at this facility (megaliters)

2111

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Lower

(9.3.1.23) Discharges to fresh surface water

2111

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

1517

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Lower

(9.3.1.29) Please explain

Dos Rios is using surface water from Rio Juma, Rio Yuboa rivers, they have their own wastewater treatment plant and discharge to Rio Yuboa river

Row 3

(9.3.1.1) Facility reference number

Select from:

☑ Facility 3

(9.3.1.2) Facility name (optional)

El Salvador Sew

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

El Salvador

☑ Lempa

(9.3.1.8) Latitude

13.78797

(9.3.1.9) Longitude

-89.37934

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

15.94

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

15.94

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.21) Total water discharges at this facility (megaliters)

12.75

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much lower

(9.3.1.23) Discharges to fresh surface water

12.75

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

15.94

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Much lower

(9.3.1.29) Please explain

El Salvador Sewing is located in the Industrial Park Sam Li which the industrial Park is responsible for supplying water (fro m wells) and treating the wastewater (Septic Systems) before discharging it to the groundwater system. Testing is done to verify efficiency of the industrial park's septic system

Row 4

(9.3.1.1) Facility reference number

Select from:

☑ Facility 4

(9.3.1.2) Facility name (optional)

HBES Socks

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

El Salvador

☑ Lempa

(9.3.1.8) Latitude

13.809583

(9.3.1.9) Longitude

-89.3525

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

894.19

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

894

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.21) Total water discharges at this facility (megaliters)

583.14

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much lower

(9.3.1.23) Discharges to fresh surface water

583.14

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

894.14

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Much lower

(9.3.1.29) Please explain

HBES Socks extracts water for both processing and domestic use from wells within their area. HBES Socks has a biological wastewater treatment plant and discharges treated wastewater to the Rio Sucio River

Row 5

(9.3.1.1) Facility reference number

Select from:

☑ Facility 5

(9.3.1.2) Facility name (optional)

HBES Textiles

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

El Salvador

☑ Lempa

(9.3.1.8) Latitude

13.80833

(9.3.1.9) Longitude

-89.3725

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

1869.64

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

1869.64

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.21) Total water discharges at this facility (megaliters)

1578.32

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much higher

(9.3.1.23) Discharges to fresh surface water

1578.32

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

1869.64

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Much higher

(9.3.1.29) Please explain

HBES Textiles extracts water for both processing and domestic use from wells within their area. HBES Textiles has its own bio logical aerobic wastewater treatment plant and discharges treated wastewater to the Rio Sucio River

Row 6

(9.3.1.1) Facility reference number

Select from:

☑ Facility 6

(9.3.1.2) Facility name (optional)

Jiboa

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

El Salvador

☑ Other, please specify :Ind. Park El Pedregal

(9.3.1.8) Latitude

13.460333

(9.3.1.9) Longitude

-89.017028

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

29.11

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

29.11

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.21) Total water discharges at this facility (megaliters)

29.11

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:
☑ Higher

(9.3.1.23) Discharges to fresh surface water

21.94

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

29.11

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

Jiboa is a sewing facility that uses water just for domestic purposes. It is located in the industrial park El Pedregal. The water is supplied by the Industrial Park which extracts it from privately owned wells. The wastewater is returned to the Industrial Park which treats it in a biological aerobic wastewater treatment facility. Treated water is then discharged onto an Eucalyptus forest. Eucalyptus trees absorb the treated water. The government of El Salvador conducts periodic water quality tests to the treated water and verifies compliance.

Row 7

(9.3.1.1) Facility reference number

Select from:

☑ Facility 7

(9.3.1.2) Facility name (optional)

HanesBrands Confecciones del Valle

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Honduras

☑ Other, please specify :Ind. Park Zip Buena Vista

(9.3.1.8) Latitude

15.350742

(9.3.1.9) Longitude

-87.986037

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

2.44

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

2.44

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.21) Total water discharges at this facility (megaliters)

1.95

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:
☑ Much lower

(9.3.1.23) Discharges to fresh surface water

1.95

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

2.44

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Much lower

(9.3.1.29) Please explain

HanesBrands Confecciones del Valle is a sewing facility that uses water only for domestic purposes. The facility is located in the Industrial Park Zip Buena Vista. The Industrial Park provides well water to the plant. The facility returns the domestic wastewater to the industrial park for treatment in a biological facility. Treated wastewater is then discharged to the Pueblo Nuevo creek

Row 8

(9.3.1.1) Facility reference number

Select from:

☑ Facility 8

(9.3.1.2) Facility name (optional)

Hanesbrands HSCI

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Indonesia

☑ Other, please specify :Kalimalang River & tributary

(9.3.1.8) Latitude

-6.276106

(9.3.1.9) Longitude

107.13877

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

10.93

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

10.93

(9.3.1.21) Total water discharges at this facility (megaliters)

9.29

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

9.29

(9.3.1.27) Total water consumption at this facility (megaliters)

10.93

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Much lower

(9.3.1.29) Please explain

HSCI is located in the Industrial Park Jababeka who supplies water and handles wastewater treatment before discharging to Cikarang Bekasi Laut (CBL) River

Row 9

(9.3.1.1) Facility reference number

Select from:

☑ Facility 9

(9.3.1.2) Facility name (optional)

Phu Bai

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Viet Nam

☑ Other, please specify :Huong river

(9.3.1.8) Latitude

16.390408

(9.3.1.9) Longitude

107.695539

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

53.21

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

53.21

(9.3.1.21) Total water discharges at this facility (megaliters)

42.57

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

42.57

(9.3.1.27) Total water consumption at this facility (megaliters)

53.21

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Much higher

(9.3.1.29) Please explain

Phu Bai is located in the Phu Bai industrial zone. The industrial zone supplies water from the Huong River. The industrial zo ne then treats the wastewater from the Phu Bai facility.

Row 10

(9.3.1.1) Facility reference number

Select from:

☑ Facility 10

(9.3.1.2) Facility name (optional)

Surin

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Thailand

☑ Other, please specify :Surin

(9.3.1.8) Latitude

14.734686

(9.3.1.9) Longitude

103.425078

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

29.75

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ About the same

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

29.75

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.21) Total water discharges at this facility (megaliters)

23.82

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Higher

(9.3.1.23) Discharges to fresh surface water

23.82

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

29.75

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

The Surin facility extracts water from underground wells and in addition, collects rainwater to supply water for domestic purposes. The treated wastewater (domestic wastewater) is then re-used for on-site irrigation (allowed by Thai law)

Row 11

(9.3.1.1) Facility reference number

Select from:

☑ Facility 11

(9.3.1.2) Facility name (optional)

Hung Yen

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

China

☑ Hong (Red River)

(9.3.1.8) Latitude

20.752471

(9.3.1.9) Longitude

106.058961

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

17.71

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

17.71

(9.3.1.21) Total water discharges at this facility (megaliters)

16.06

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:
☑ Much higher

(9.3.1.23) Discharges to fresh surface water

16.06

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

17.71

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:
☑ Much higher

(9.3.1.29) Please explain

The Hung Yen facility purchased fresh water from 3rd party source, facility operates their own wastewater treatment plant and discharge to Dien Bien river after

Row 12

(9.3.1.1) Facility reference number

Select from:
☑ Facility 12

(9.3.1.2) Facility name (optional)

Las Americas

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Dominican Republic

☑ Unknown

(9.3.1.8) Latitude

18.458897

(9.3.1.9) Longitude

-69.70749

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

24.87

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

24.87

(9.3.1.21) Total water discharges at this facility (megaliters)

19.9

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

19.9

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

24.87

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:
☑ Much higher

(9.3.1.29) Please explain

Las Americas purchased water from Multiple surface water bodies and discharge wastewater into groundwater in Santo Domingo

Row 13

(9.3.1.1) Facility reference number

Select from:

☑ Facility 13

(9.3.1.2) Facility name (optional)

San Isidro

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Dominican Republic

☑ Unknown

(9.3.1.8) Latitude

18.501591

(9.3.1.9) Longitude

-69.786827

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

43.29

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

43.29

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.21) Total water discharges at this facility (megaliters)

27.43

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

27.43

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

43.29

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Much higher

(9.3.1.29) Please explain

San Isidro using underground water for domestic purpose and discharge domestic wastewater into groundwater in Santo Domingo

Row 14

(9.3.1.1) Facility reference number

Select from:
☑ Facility 14

(9.3.1.2) Facility name (optional)

Cotia

(9.3.1.3) Value chain stage

Select from:
☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply
☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:
☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Brazil
☑ Unknown

(9.3.1.8) Latitude

-23.600623

(9.3.1.9) Longitude

-46.909683

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

3

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

3

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.21) Total water discharges at this facility (megaliters)

23.69

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much lower

(9.3.1.23) Discharges to fresh surface water

23.69

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

3

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Much higher

(9.3.1.29) Please explain

Cotia using fresh water from 3rd party source and discharge wastewater to Rio Tiete river

Row 15

(9.3.1.1) Facility reference number

Select from:

☑ Facility 15

(9.3.1.2) Facility name (optional)

Huichapan

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Mexico

☑ Other, please specify :Tinajas Creek

(9.3.1.8) Latitude

20.390493

(9.3.1.9) Longitude

-99.637429

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

9.02

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

9.02

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.21) Total water discharges at this facility (megaliters)

8.15

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much higher

(9.3.1.23) Discharges to fresh surface water

8.15

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

9.02

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:
☑ Higher

(9.3.1.29) Please explain

Huochapan using well water and discharge domestic water into City of Huichapan

Row 16

(9.3.1.1) Facility reference number

Select from:
☑ Facility 16

(9.3.1.2) Facility name (optional)

Northridge 521 DC

(9.3.1.3) Value chain stage

Select from:
☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

United States of America

☑ Other, please specify :Yadkin River: Yadkin / Pee Dee River Basin

(9.3.1.8) Latitude

36.222761

(9.3.1.9) Longitude

-80.306125

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

7.01

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

7.01

(9.3.1.21) Total water discharges at this facility (megaliters)

7.01

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

7.01

(9.3.1.27) Total water consumption at this facility (megaliters)

7.01

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:
☑ Much lower

(9.3.1.29) Please explain

Northridge 521 DC using Municipal water from external source and discharge water for external treatment at Yadkin River: Yadkin / Pee Dee River Basin

Row 17

(9.3.1.1) Facility reference number

Select from:
☑ Facility 17

(9.3.1.2) Facility name (optional)

Commerce (GFS)

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

United States of America

☑ Other, please specify :Kansas & Missouri Rivers

(9.3.1.8) Latitude

38.953408

(9.3.1.9) Longitude

-94.767731

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

41.2

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

41.2

(9.3.1.21) Total water discharges at this facility (megaliters)

5.42

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

5.42

(9.3.1.27) Total water consumption at this facility (megaliters)

41.2

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Much lower

(9.3.1.29) Please explain

Commerce (GFS) using Municipal and discharge domestic wastewater into Johnson County

Row 18

(9.3.1.1) Facility reference number

Select from:

☑ Facility 18

(9.3.1.2) Facility name (optional)

Perris D.C.

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

United States of America

☑ Colorado River (Pacific Ocean)

(9.3.1.8) Latitude

33.823309

(9.3.1.9) Longitude

-114.637865

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

28.37

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ About the same

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

28.37

(9.3.1.21) Total water discharges at this facility (megaliters)

3.93

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ About the same

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

3.93

(9.3.1.27) Total water consumption at this facility (megaliters)

28.37

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ About the same

(9.3.1.29) Please explain

Perris DC using Municipal water and discharge domestic wastewater into Municipal Water District

Row 19

(9.3.1.1) Facility reference number

Select from:

☑ Facility 19

(9.3.1.2) Facility name (optional)

Buenos Aires

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Argentina

☑ Rio De La Plata

(9.3.1.8) Latitude

-31.515987

(9.3.1.9) Longitude

-68.508436

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

5.24

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

5.24

(9.3.1.21) Total water discharges at this facility (megaliters)

5.24

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:
☑ Higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

5.24

(9.3.1.27) Total water consumption at this facility (megaliters)

5.24

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

Buenos Aires using Municipal water from City of Buenos Aires-AySA and discharge domestic wastewater to city wastewater treatment at Rio de LaPlata
[Add row]

(9.3.2) For the facilities in your direct operations referenced in 9.3.1, what proportion of water accounting data has been third party verified?

Water withdrawals – total volumes

(9.3.2.1) % verified

Select from:

☑ 51-75

(9.3.2.2) Verification standard used

Higg Facility Environmental Module - verified (vFEM)

Water withdrawals – volume by source

(9.3.2.1) % verified

Select from:

☑ 51-75

(9.3.2.2) Verification standard used

Higg Facility Environmental Module - verified (vFEM)

Water withdrawals – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☑ 51-75

(9.3.2.2) Verification standard used

Global Standards for Suppliers/Global Process Sustainability (GSS/GPS) is the HBI company-wide compliance monitoring program in which a third-party independent firm audits all global sites every year. Compliance with country-level water standards is in scope of this program

Water discharges – total volumes

(9.3.2.1) % verified

Select from:

☑ 51-75

(9.3.2.2) Verification standard used

Higg Facility Environmental Module - verified (vFEM) and Zero Discharge of Hazardous Chemicals ZDHC.

Water discharges – volume by destination

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

Water quality is subject to audit by regulatory authorities but the company does not third-party verify this area on a comprehensive basis. Most of the company's manufacturing facilities also have on-site water and wastewater treatment operations staffed by company associates and also have on-site water and wastewater testing capabilities.

Water discharges – volume by final treatment level

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

Water quality is subject to audit by regulatory authorities but the company does not third-party verify this area on a comprehensive basis. Most of the company's manufacturing facilities also have on-site water and wastewater treatment operations staffed by company associates and also have on-site water and wastewater testing capabilities

Water discharges – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☑ 51-75

(9.3.2.2) Verification standard used

Higg Facility Environmental Module - verified (vFEM) and Zero Discharge of Hazardous Chemicals ZDHC.

Water consumption – total volume

(9.3.2.1) % verified

Select from:

☑ 51-75

(9.3.2.2) Verification standard used

Higg Facility Environmental Module - verified (vFEM)
[Fixed row]

(9.4) Could any of your facilities reported in 9.3.1 have an impact on a requesting CDP supply chain member?

Select from:

☑ No, CDP supply chain members do not buy goods or services from facilities listed in 9.3.1

(9.5) Provide a figure for your organization’s total water withdrawal efficiency.

(9.5.1) Revenue (currency)

3507438000

(9.5.2) Total water withdrawal efficiency

550289.94

(9.5.3) Anticipated forward trend

Water withdrawal efficiency is expected to increase as HanesBrands continues to increase revenues and use water more efficiently in the future. HanesBrands is expanding the use of the Higg FEM tool which aims to continue improvement in water use throughout its entire value chain.
[Fixed row]

(9.12) Provide any available water intensity values for your organization’s products or services.

Row 1

(9.12.1) Product name

Apparel: underwear and activewear--multiple types of garments

(9.12.2) Water intensity value

6.806

(9.12.3) Numerator: Water aspect

Select from:

☑ Water withdrawn

(9.12.4) Denominator

Finished Pounds of Fabric

(9.12.5) Comment

Water-use intensity reported in response to this question is the reported overall 2024 water-use intensity for the whole company in gallons per finished pound. Data is not available to break down water-use intensity to reflect products purchased by individual suppliers requesting the CDP-Water report
[Add row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances	Comment
	Select from: ☑ No	*Hanesbrands does not produce or sell any products that contain substances classified as hazardous by a regulatory authority.*

[Fixed row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:

☑ Yes

(9.14.2) Definition used to classify low water impact

Products that are manufactured with a lower water intensity in its wet process (textile dyeing, bleaching, garment dyeing, or finishing) compared to industry peers.

(9.14.4) Please explain

HanesBrands has made extensive headway in the reduction of water usage across all internal production processes. This includes the traditionally water-intensive processes of dyeing and finishing fabrics. Between 2007 and 2019, water intensity was reduced by over 30% and we continue to make substantial progress, reducing water intensity by another 19% since 2019 to 2024 as we strive for a total reduction of 25% by 2030.
[Fixed row]

(9.15) Do you have any water-related targets?

Select from:

☑ Yes

(9.15.1) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

	Target set in this category
Water pollution	*Select from:* ☑ Yes
Water withdrawals	*Select from:* ☑ Yes
Water, Sanitation, and Hygiene (WASH) services	*Select from:* ☑ Yes
Other	*Select from:* ☑ Yes

[Fixed row]

(9.15.2) Provide details of your water-related targets and the progress made.

Row 1

(9.15.2.1) Target reference number

Select from:

☑ Target 1

(9.15.2.2) Target coverage

Select from:

☑ Organization-wide (direct operations only)

(9.15.2.3) Category of target & Quantitative metric

Water withdrawals

☑ Reduction in total water withdrawals

(9.15.2.4) Date target was set

12/31/2018

(9.15.2.5) End date of base year

12/30/2019

(9.15.2.6) Base year figure

8.39

(9.15.2.7) End date of target year

12/30/2030

(9.15.2.8) Target year figure

6.29

(9.15.2.9) Reporting year figure

6.81

(9.15.2.10) Target status in reporting year

Select from:

☑ Underway

(9.15.2.11) % of target achieved relative to base year

75

(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☑ Zero Discharge of Hazardous Chemicals (ZDHC)

(9.15.2.13) Explain target coverage and identify any exclusions

HanesBrands established a 2030 target to reduce water-use intensity (water withdrawal per production unit) by 25% versus its baseline year of 2019. As of year-end 2024, water-use intensity has been reduced by 19% against the baseline.

(9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

Strategic water reduction initiatives are underway at HanesBrands' Dos Rios and El Salvador textile facilities, aimed at reducing or reusing water in the textile dyeing process. These initiatives include rainwater harvesting, bleaching process optimizations to lower water and energy usage for cooling and thermoregulation, the deployment of low-liquor dye machines with improved liquor ratios, and hot water system redesigns to enhance the soaping process—particularly for dark colors—resulting in reduced water consumption. These capital investments in process improvements and new technologies are driving greater water efficiency and delivering cost savings for the business. Additional actions are being implemented at sewing facilities in Asia to further reduce water consumption. For example, rainwater is harvested for domestic use at the Surin plant, and recycled discharge from the wastewater treatment plant is used as flushing water in toilets at the Hung Yen South plant—helping to red

(9.15.2.16) Further details of target

Identifying the interconnection between water and energy use at our facilities has also been a key driver of our successful energy efficiency efforts. Water needs to be heated at multiple steps in the textile manufacturing process which requires a significant amount of energy. By reducing the amount of water required in these processes, we've also reduced energy needs, providing both environmental and cost benefits for the business. We've also continued to monitor water withdrawals from local water basins serving our textile facilities and then tracked this data against industry tools. This helped us affirm that our biggest textile facilities (the largest consumers of water) are not located in water-stressed regions. Looking beyond these efforts, we know we must do more. Going forward, our focus will be on reducing water use by an additional 25% by 2030 (off a 2019 baseline) through efforts such as increased water recycling and continuing to optimize our fabric-dying processes. We have made great progress already, reducing our water use intensity by 19%. vs 2019

Row 2

(9.15.2.1) Target reference number

Select from:

☑ Target 2

(9.15.2.2) Target coverage

Select from:

☑ Organization-wide (direct operations only)

(9.15.2.3) Category of target & Quantitative metric

Product use phase

☑ Other product use phase, please specify :Align with Zero Discharge of Hazardous Chemicals

(9.15.2.4) Date target was set

12/31/2018

(9.15.2.5) End date of base year

12/30/2019

(9.15.2.6) Base year figure

0

(9.15.2.7) End date of target year

12/30/2029

(9.15.2.8) Target year figure

100

(9.15.2.9) Reporting year figure

100

(9.15.2.10) Target status in reporting year

Select from:

☑ Achieved and maintained

(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☑ Zero Discharge of Hazardous Chemicals (ZDHC)

(9.15.2.13) Explain target coverage and identify any exclusions

Hanesbrands is committed to aligning its wastewater discharge quality results to ZDHC limits by 2030 in owned manufacturing operations.. This goal was achieved in 2024.

(9.15.2.15) Actions which contributed most to achieving or maintaining this target

HBI has a rigorous, industry-leading wastewater and chemical management programs at our owned facilities. These programs support our efforts to make our products with safe substances to protect our consumers, our associates, our communities, and our shared environment. We were one of the first companies to institute a comprehensive chemical management program way back in 1991. Since then, any chemical considered for use in our owned facilities, from research and development to the manufacturing of our products, must meet not only all legal requirements, but our high, self-imposed standards as well as receive corporate-level approval. This chemical approval process carefully evaluates all potential chemical ingredients, excluding harmful substances from our manufacturing process from the start, to help assure the safety of our products. We maintain a detailed database of all chemicals used across our facilities with regulatory links to verify global compliance.

(9.15.2.16) Further details of target

As part of the hazard and risk-based chemical approval process, HBI has contracted with the chemical management software provider Sphera. We use the Sphera system for our owned facilities to house facility chemical inventories and scrub all new chemicals against global regulations and a range of restricted substances lists. Our own Restricted Substances List is based on the American Apparel and Footwear Association list, whose creation was led by HBI and other industry peers. Our Restricted Substances List also incorporates Zero Discharge of Hazardous Chemicals (ZDHC) requirements; we have committed to formally adopting ZDHC as our Manufacturing Restricted Substances List (MRSL).
[Add row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

(10.1.1) Targets in place

Select from:

☑ Yes

(10.1.2) Target type and metric

Plastic packaging

☑ Eliminate single-use plastic packaging

☑ Reduce or eliminate the use of hazardous substances

☑ Eliminate problematic and unnecessary plastic packaging

☑ Reduce the total weight of virgin content in plastic packaging

☑ Reduce the total weight of plastic packaging used and/or produced

☑ Increase the proportion of post-consumer recycled content in plastic packaging

☑ Increase the proportion of plastic packaging that is recyclable in practice and at scale

☑ Increase the proportion of renewable content from responsibly managed sources in plastic packaging

Plastic goods/products

☑ Reduce the total weight of virgin content in plastic goods/products

☑ Increase the proportion of post-consumer recycled content in plastic goods/products

☑ Increase the proportion of our goods/products that are recyclable in practice and at scale

End-of-life management

☑ Increase the proportion of recyclable plastic waste that we collect, sort, and recycle

☑ Increase the proportion of recyclable plastic waste that is collected, sorted, and recycled

☑ Increase the proportion of plastic waste which is prepared for reuse or composted
☑ Reduce the proportion of plastic waste which is sent to landfill and/or incinerated
☑ Reduce the proportion of plastic waste which is mismanaged

Extended Producer Responsibility (EPR)
☑ Ensure compliance with EPR policies and schemes

(10.1.3) Please explain

Our aspiration is to make 90% of all remaining single-use plastic in packaging to be recyclable by 2030. In 2024, we identified and began implementing projects that will reduce the weight of our single use plastics by 68% from our 2019 baseline. From embracing recycled paper and cardboard packaging to setting a goal to eliminate 50% of specific problematic packaging materials by 2030, our global brands will reimagine and redesign the packaging that will help us deliver products safely to consumers in a new low-carbon, low-waste economy. Additionally, we have partnered with How2Recycle in the U.S. since 2019, printing guides to recycling on over 650 million product packages. Similarly, in Australia and New Zealand, we have partnered with the Australian Packaging Covenant Organization to add the Australasian Recycling Label to all product packaging. We continued our excellent progress in 2024 by identifying packaging reduction projects that will reduce weight by 20%. Given the scale of our manufacturing operations, we are focused on waste reduction efforts: improving manufacturing steps to reduce waste overall, finding ways to repurpose certain waste streams and establishing local recycling partnerships to divert waste from landfills. As of 2024, we are diverting 99% of our facility operational waste from landfills, recycling tens of millions of pounds of fabric-cut parts, corrugate, plastic and other materials annually. As a part of our broader environmental management program, our facilities teams have a mandate to continually seek new ways to reduce waste and increase reuse and recycling.
[Fixed row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:
☑ No

(10.2.2) Comment

Not Applicable

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

Not Applicable

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☑ Yes

(10.2.2) Comment

Hanes uses durable plastic goods in facility operations for a multitude of activities. These activities include but are not limited to transporting and storing materials, safety procedures, as well as office equipment.

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

Not Applicable

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

Select from:

☑ Yes

(10.2.2) Comment

Hanes evaluated current and future (proposed) packaging regulations within the United States, Europe, and Australia focusing on 5 categories: Extended Producer Responsibility (EPR), plastic taxes, single use plastic bans (SUP), recycled content requirements and environmental claims. The risk was assessed based on the share of Hanes packaging that falls under each of the regulations in the various regions. In order to reduce our exposure to these regulatory risks, we are reducing and eliminating virgin plastic, switching to PCR content and making our packaging more recyclable.

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

Not Applicable

Provision of waste management and/or water management services

(10.2.1) Activity applies

Select from:

☑ Yes

(10.2.2) Comment

Given the scale of our manufacturing operations, we are focused on waste reduction efforts: improving manufacturing steps to reduce waste overall, finding ways to repurpose certain waste streams and establishing local recycling partnerships to divert waste from landfills. As of 2024, we are diverting 99% of our facility operational waste from landfills, recycling tens of millions of pounds of fabric-cut parts, corrugate, plastic and other materials annually. As a part of our broader environmental management program, our facilities teams have a mandate to continually seek new ways to reduce waste and increase reuse and recycling.

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

Select from:
☑ No

(10.2.2) Comment

Not Applicable

Other activities not specified

(10.2.1) Activity applies

Select from:
☑ No

(10.2.2) Comment

Not Applicable
[Fixed row]

(10.4) Provide the total weight of plastic durable goods and durable components produced, sold and/or used, and indicate the raw material content.

Durable goods and durable components used

(10.4.1) Total weight during the reporting year (Metric tons)

6661.27

(10.4.2) Raw material content percentages available to report

Select all that apply

☑ None

(10.4.7) Please explain

Hanes uses durable plastic goods in facility operations for a multitude of activities. These activities include but are not limited to transporting and storing materials, safety procedures, as well as facility office equipment. This analysis was focused on HBI's manufacturing and distribution centers, excluding corporate offices. Facilities conducted visual audits and utilized average weights to estimate their total plastic durable goods footprint. At this time the analysis does not delve into raw material content percentages for our plastic durable goods. For facilities that were unable to conduct a visual audit and analysis, an average plastic durable goods footprint based on facility type was utilized to estimate HBI's global operational durable plastic goods footprint.
[Fixed row]

(10.5) Provide the total weight of plastic packaging sold and/or used and indicate the raw material content.

Plastic packaging used

(10.5.1) Total weight during the reporting year (Metric tons)

3119.6

(10.5.2) Raw material content percentages available to report

Select all that apply

☑ % virgin fossil-based content

☑ % post-consumer recycled content

(10.5.3) % virgin fossil-based content

58

(10.5.6) % post-consumer recycled content

42

(10.5.7) Please explain

Like many others, HBI currently uses single-use plastic in our packaging. Our aspiration is to make 90% of all remaining single-use plastic in packaging to be recyclable by 2030. By working with our packaging vendors and leveraging internal data, HBI has been able to calculate plastic packaging consumption for our bag structures and hangers using a combined method of exact and average weights to estimate our total 2024 plastic packaging consumption. The % PCR calculation is a conservative estimation based on the total plastic reviewed for this analysis, in combination with average PCR content per category. In order to reduce our exposure to regulatory risks and dependance on virgin material, we are reducing and eliminating virgin plastic, switching to PCR content whenever possible. As a result of these efforts, the majority of our plastic bag portfolio contains 60% PCR content.
[Fixed row]

(10.5.1) Indicate the circularity potential of the plastic packaging you sold and/or used.

	Percentages available to report for circularity potential	% of plastic packaging that is technically recyclable	Please explain
Plastic packaging used	*Select all that apply* ☑ % technically recyclable	*100*	*Our plastic packaging is made of materials that are technically recyclable (i.e. mono plastics that are recyclable).*

[Fixed row]

(10.6) Provide the total weight of waste generated by the plastic you produce, commercialize, use and/or process and indicate the end-of-life management pathways.

Usage of plastic

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

5409.63

(10.6.2) End-of-life management pathways available to report

Select all that apply
☑ Preparation for reuse
☑ Recycling

☑ Waste to Energy

☑ Landfill

(10.6.3) % prepared for reuse

27.13

(10.6.4) % recycling

72.64

(10.6.6) % waste to energy

0.18

(10.6.8) % landfill

0.05

(10.6.12) Please explain

Given the scale of our manufacturing operations, we are focused on waste reduction efforts: improving manufacturing steps to reduce waste overall, finding ways to repurpose certain waste streams and establishing local recycling partnerships to divert waste from landfills. As of 2024, we are diverting 99% of our facility operational waste from landfills, recycling tens of millions of pounds of fabric-cut parts, corrugate, plastic and other materials annually. As a part of our broader environmental management program, our facilities teams have a mandate to continually seek new ways to reduce waste and increase reuse and recycling. For example, our facilities in Asia have partnered with local recyclers to give our fabric waste new life as cushions, doormats, pillows and blanket inserts.

Processing of plastic waste

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

0

(10.6.2) End-of-life management pathways available to report

Select all that apply

☑ Recycling

(10.6.4) % recycling

100

(10.6.12) Please explain

Not Applicable
[Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☑ Land/water protection

☑ Land/water management

☑ Education & awareness

☑ Law & policy

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☑ No, we do not use indicators, but plan to within the next two years

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Yes

(11.4.2) Comment

We have assessed whether our two largest owned textile mills, situated in El Salvador and the Dominican Republic are located in or near to areas important for biodiversity. Through our assessment we have confirmed both are near to important biodiversity areas

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Yes

(11.4.2) Comment

One facility is within 5km of El Salvador's UNESCO World Heritage Site Joya de Ceren

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

No facility located in or near this type of area

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:
☑ No

(11.4.2) Comment

No facility located in or near this type of area

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:
☑ Yes (partial assessment)

(11.4.2) Comment

One facility is located within 5km of a Key Biodiversity Area, but no data is available to support a biodiversity analysis

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

No facility located in or near this type of area
[Fixed row]

(11.4.1) Provide details of your organization’s activities in the reporting year located in or near to areas important for biodiversity.

Row 1

(11.4.1.2) Types of area important for biodiversity

Select all that apply
☑ Legally protected areas

(11.4.1.3) Protected area category (IUCN classification)

Select from:
☑ Category IV-VI

(11.4.1.4) Country/area

Select from:
☑ El Salvador

(11.4.1.5) Name of the area important for biodiversity

Chanmico

(11.4.1.6) Proximity

Select from:

☑ Up to 5 km

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

Textile mill

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ Yes, but mitigation measures have been implemented

(11.4.1.10) Mitigation measures implemented within the selected area

Select all that apply

☑ Operational controls

☑ Biodiversity offsets

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

See www.HBISustains.com for detail on our water use and discharge mitigation efforts.

Row 2

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Legally protected areas

(11.4.1.3) Protected area category (IUCN classification)

Select from:

☑ Category Ia-III

(11.4.1.4) Country/area

Select from:

☑ Dominican Republic

(11.4.1.5) Name of the area important for biodiversity

Valle Nuevo

(11.4.1.6) Proximity

Select from:

☑ Up to 10 km

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

Textile mill

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ Yes, but mitigation measures have been implemented

(11.4.1.10) Mitigation measures implemented within the selected area

Select all that apply

☑ Operational controls

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

See www.HBISustains.com for detail on our water use and discharge mitigation efforts.

Row 3

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Legally protected areas

(11.4.1.3) Protected area category (IUCN classification)

Select from:

☑ Category Ia-III

(11.4.1.4) Country/area

Select from:

☑ Dominican Republic

(11.4.1.5) Name of the area important for biodiversity

Montaña La Humeadora

(11.4.1.6) Proximity

Select from:

☑ Up to 10 km

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

Textile mill

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ Yes, but mitigation measures have been implemented

(11.4.1.10) Mitigation measures implemented within the selected area

Select all that apply

☑ Operational controls

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

See www.HBISustains.com for detail on our water use and discharge mitigation efforts.
[Add row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Year on year change in absolute emissions (Scope 1 and 2)

☑ Year on year change in absolute emissions (Scope 3)

☑ Other data point in module 7, please specify :Total energy consumption including purchased electricity, on-site generated electricity, all fuels

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ ERT Standard “Corporate Greenhouse Gas Verification”

(13.1.1.4) Further details of the third-party verification/assurance process

A third-party (Trinity Consultants) was engaged by HanesBrands to review supporting evidence and provide assurance to HBI that the activity data, calculations, and formulas used in the company’s GHG inventory are accurate, reliable, and of suitable quality to characterize and disclose enterprise-wide GHG emissions for the reported year.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Hanesbrands CY 2024 GHG Verification Statement_FINAL 2025-0915.pdf
[Add row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

	Additional information
	No additional comments

[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

EVP Global Supply Chain

(13.3.2) Corresponding job category

Select from:
☑ Chief Operating Officer (COO)
[Fixed row]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Select from:
☑ Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute