

HANES
Brands Inc



CLIMATE
CHANGE
2023



Welcome to your CDP Climate Change Questionnaire 2023

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your 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, Europe, 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*, *Champion*, *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 70% 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 26% since 2007 and shifted 49% of the electricity the company uses to renewable resources. As a result of these and other performance metrics, HBI has been recognized by the U.S. Environmental Protection Agency Energy Star program for an unprecedented 14 years – first as a Partner of the Year (2010-2011) followed by Sustained Excellence Awards (2012-2023) – and remains the only apparel company to earn Sustained Excellence Awards in the program's 29-year history.



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 new sustainability website (HBISustains.com). This new 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 by 2025; and,
- Achieve zero waste from landfill for all non-regulated waste produced by our company-owned operations.

On behalf of the company's 55,000 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.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

January 1, 2022

End date

December 31, 2022

Indicate if you are providing emissions data for past reporting years

Yes

Select the number of past reporting years you will be providing Scope 1 emissions data for

3 years

Select the number of past reporting years you will be providing Scope 2 emissions data for

3 years

Select the number of past reporting years you will be providing Scope 3 emissions data for

3 years

C0.3

(C0.3) Select the countries/areas in which you operate.

Argentina
Australia
Bangladesh
Brazil
Canada
China
Costa Rica
Dominican Republic
El Salvador
France
Germany
Greece
Honduras
Hong Kong SAR, China
Indonesia
Ireland
Italy
Japan



- Mexico
- New Zealand
- Philippines
- Republic of Korea
- South Africa
- Spain
- Sweden
- Switzerland
- Thailand
- United Kingdom of Great Britain and Northern Ireland
- United States of America
- Viet Nam

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, an ISIN code	US4103451021



C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Chief Executive Officer (CEO)	<p>i) Responsibilities related to climate issues: HanesBrands' CEO, who is a member of the company's Board of Directors, oversees business strategy and climate-related policy for the company. Our environmental and climate-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 Chief Sustainability Officer.</p> <p>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.</p> <p>ii) Example of climate-related decision:</p>



	<p>With support from the most senior company leadership, including the CEO, HanesBrands hired globally recognized external sustainability consultants to help us analyse our Scope 1, 2 and 3 greenhouse gas emissions and submit our proposed Science-Based Targets to SBTi. Our targets were approved by SBTi in 2023.</p>
Board-level committee	<p>i) Responsibilities related to climate issues: The Board of Directors is elected by HanesBrands' shareholders to oversee the health and overall success of the company's business. Included in its responsibilities is assessing the company's short and long-term strategies, which include environmental and climate-related policies and initiatives. The Board is also ultimately responsible for the oversight of HanesBrands' risk-management function, including those risks that are environmental/climate-related. The Board has delegated the primary oversight of the company's ERM process to the Audit Committee. The Audit Committee receives regular updates from HanesBrands' executive management team regarding key risks facing the company -- including climate-related risks -- and management's mitigation plans.</p> <p>ii) Example of climate-related decision The Audit Committee further prioritized climate-related risk through the addition and implementation of a section in the ERM process focused on sustainability and climate risk. Risks identified in this risk category are presented during quarterly meetings with management and are reviewed by the senior executive team, the ERM steering committee, and eventually the Audit Committee. We have conducted an in-depth risk analysis as per TCFD guidelines and disclosed this analysis in the Transparency section of www.HBISustains.com, which was again reviewed in the reporting period in anticipation of the new SEC climate-related regulations.</p>

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Please explain
Scheduled – some meetings	Reviewing and guiding annual budgets	The Board of Directors is elected by HanesBrands stockholders to oversee the health, governance, and overall success of the company's business. Included in its responsibilities is assessing the company's short and long-term strategies, which include environmental and climate-



	<p>Overseeing major capital expenditures</p> <p>Overseeing acquisitions, mergers, and divestitures</p> <p>Overseeing and guiding employee incentives</p> <p>Reviewing and guiding strategy</p> <p>Overseeing and guiding scenario analysis</p> <p>Overseeing the setting of corporate targets</p> <p>Monitoring progress towards corporate targets</p> <p>Overseeing value chain engagement</p> <p>Reviewing and guiding the risk management process</p>	<p>related policies and initiatives. The Board is also ultimately responsible for the oversight of HanesBrands’ risk-management function, including those risks that are environmental/climate-related. The Board has delegated the primary oversight of the company’s Enterprise Risk Management (ERM) process to the Audit Committee. The Audit Committee receives regular updates from HanesBrands’ executive management team regarding key risks facing the company -- including climate-related risks -- and management’s mitigation plans.</p> <p>Risks related to climate and weather, along with other potential environmental events, are included in the ERM evaluation and reporting process. The company’s executive management own these risks and provide updates to the Audit Committee twice a year, and further as needed, depending on the priority of the specific risk. Climate-related risks are evaluated in accordance with the ERM risk-priority category to which they are assigned, and we have proactively developed climate risk mitigation strategies and disaster recovery plans as part of the ERM process. We have also conducted a formal TCFD analysis which can be found in the Transparency section of www.HBISustains.com.</p>
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C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues
Row 1	Yes	There are two members of our board with competence on climate-related issues – our CEO and an independent director. Our CEO held various senior leadership roles at a major retailer from 2005-2020 including as its Chief Merchandising Officer. The independent director spent 8 years at the same retailer in a range of roles including



		<p>president and CEO of its US business. This retailer is an industry-leader in driving climate and other sustainability initiatives and is committed to significantly reducing its overall carbon footprint.</p> <p>As members of the senior executive team of this retailer, they were both instrumental in overseeing the development of its very aggressive sustainability and climate programs. These programs include initiatives to, at large-scale, move toward zero emissions and to engage suppliers in reducing or avoiding supply chain emissions by 1 billion metric tons by 2030.</p> <p>Their years of experience with a company seen as such a leader in the climate space, and the climate-related competence they developed there were part of the criteria assessed when they were evaluated prior to joining Hanes. HanesBrands values board and senior team competence and leadership commitment in all aspects of sustainability, including climate. Their experience, commitment, leadership, and climate-related competence is now actively helping to drive our climate programs forward – as Hanesbrands continues in its efforts to be a climate and sustainability leader.</p>
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C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee

Chief Executive Officer (CEO)

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities

Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)

Managing climate-related acquisitions, mergers, and divestitures

Integrating climate-related issues into the strategy

Conducting climate-related scenario analysis

Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets
Managing value chain engagement on climate-related issues
Assessing climate-related risks and opportunities
Managing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

Reports to the board directly

Frequency of reporting to the board on climate-related issues via this reporting line

More frequently than quarterly

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.

Position or committee

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

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities
Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
Managing climate-related acquisitions, mergers, and divestitures
Developing a climate transition plan
Implementing a climate transition plan

- Integrating climate-related issues into the strategy
- Conducting climate-related scenario analysis
- Setting climate-related corporate targets
- Monitoring progress against climate-related corporate targets
- Managing value chain engagement on climate-related issues
- Assessing climate-related risks and opportunities
- Managing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Half-yearly

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 Chief 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 Chief 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 Chief 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.

Position or committee

Chief Sustainability Officer (CSO)

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities

Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)

Managing climate-related acquisitions, mergers, and divestitures

Developing a climate transition plan

Implementing a climate transition plan

Integrating climate-related issues into the strategy

Conducting climate-related scenario analysis

Setting climate-related corporate targets

Monitoring progress against climate-related corporate targets

Managing value chain engagement on climate-related issues

Assessing climate-related risks and opportunities

Managing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

Other, please specify

EVP Global Supply Chain

Frequency of reporting to the board on climate-related issues via this reporting line



Half-yearly

Please explain

Our CSO is responsible for our day-to-day sustainability related activities and manages our global sustainability program. Our CSO is responsible for leading our Global Sustainability Consortium, 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 CSO is responsible for the planning and implementation of our facility-level environmental programs, as HanesBrands produces about two-thirds of its total unit volume in facilities that it owns or directly controls. Their 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.

Position or committee

Sustainability committee

Climate-related responsibilities of this position

- Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
- Managing climate-related acquisitions, mergers, and divestitures
- Developing a climate transition plan
- Implementing a climate transition plan
- Integrating climate-related issues into the strategy
- Conducting climate-related scenario analysis
- Setting climate-related corporate targets
- Monitoring progress against climate-related corporate targets
- Managing value chain engagement on climate-related issues
- Assessing climate-related risks and opportunities
- Managing climate-related risks and opportunities

Coverage of responsibilities



Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Quarterly

Please explain

The Sustainability Steering Committee is chaired by the CEO and comprised of his direct reports and the Chief 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.

Position or committee

Risk committee

Climate-related responsibilities of this position

Assessing climate-related risks and opportunities

Managing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

Reports to the board directly

Frequency of reporting to the board on climate-related issues via this reporting line

Half-yearly



Please explain

The ERM Steering Committee is chaired by the CEO and includes the most senior executives of the company, including the Chief Financial Officer, Group Presidents and EVP Global Supply Chain – along with heads of the company’s commercial businesses. The ERM Steering Committee is charged with identifying new risks and tracking identified risks, along with developing and implementing risk-mitigation plans. The ERM Steering 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 ERM Steering 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 ERM Steering 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.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

Other C-Suite Officer

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary

Salary increase

Shares

Performance indicator(s)

Reduction in total energy consumption

Incentive plan(s) this incentive is linked to

Both Short-Term and Long-Term Incentive Plan

Further details of incentive(s)

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.

Explain how this incentive contributes to the implementation of your organization's climate 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.

Entitled to incentive

Chief Sustainability Officer (CSO)

Type of incentive

Monetary reward

Incentive(s)

Promotion

Salary increase

Performance indicator(s)

Progress towards a climate-related target

Achievement of a climate-related target

Implementation of an emissions reduction initiative

Reduction in absolute emissions

Reduction in emissions intensity

Energy efficiency improvement

Increased share of low-carbon energy in total energy consumption

Increased share of renewable energy in total energy consumption

Reduction in total energy consumption

Incentive plan(s) this incentive is linked to

Both Short-Term and Long-Term Incentive Plan

Further details of incentive(s)

Our CSO 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.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

Day-to-day responsibility for sustainability rests with our Chief Sustainability Officer (CSO) who manages our program globally. He is responsible for leading our Global Sustainability Consortium, 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 CSO also leads the planning and implementation of our facility-level environmental programs, as HanesBrands produces about two-thirds of its total unit volume in facilities that it owns or directly controls. Their 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.

Entitled to incentive

Other, please specify

Chief Global Manufacturing Operations Officer

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary

Salary increase

Shares

Performance indicator(s)

Reduction in total energy consumption

Incentive plan(s) this incentive is linked to

Both Short-Term and Long-Term Incentive Plan

Further details of incentive(s)

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 over \$300 million.

Explain how this incentive contributes to the implementation of your organization’s climate 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 over \$300 million.

Entitled to incentive

Facilities manager

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary

Salary increase

Shares

Performance indicator(s)

Reduction in total energy consumption

Incentive plan(s) this incentive is linked to

Both Short-Term and Long-Term Incentive Plan

Further details of incentive(s)

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

Explain how this incentive contributes to the implementation of your organization’s climate 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.

Entitled to incentive

Energy manager

Type of incentive

Non-monetary reward

Incentive(s)

Internal company award

Public recognition

Performance indicator(s)

Reduction in total energy consumption

Incentive plan(s) this incentive is linked to

Both Short-Term and Long-Term Incentive Plan

Further details of incentive(s)

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

Explain how this incentive contributes to the implementation of your organization's climate 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 internet site. Externally, environmental stewardship accomplishments are highlighted on www.HBISustains.com, in press releases/media out- reach and are integrated into brand communications.



C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	1	
Medium-term	1	3	
Long-term	3		Long term risk management time horizon can vary depending on the risk identified.

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

i. Definition of Substantive Impact

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 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-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.

ii. Description of Quantifiable Indicators

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 fibres 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 the sustainability goals the company has publicly announced, is tracking and on which it is reporting yearly progress.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description 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 of the 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 a 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 our sustainability website at www.HBIsustains.com for our TCFD disclosures.

C2.2a

(C2.2a) Which risk types are considered in your organization’s climate-related risk assessments?



	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Current regulatory risks, including those that are climate-related, are monitored closely by our management team, including the Chief Sustainability Officer and law department, and are also considered biannually through the corporate enterprise risk management (ERM) process. For example, the newly issued Corporate Sustainability Reporting Directive (CSRD) will require us to align our sustainability reporting to the new requirements starting in financial year 2024 because of our European operations.
Emerging regulation	Relevant, always included	Emerging regulatory risks, including those that are climate-related, are also monitored closely by our management team, including the Chief Sustainability Officer and law department, and are also considered biannually through the corporate enterprise risk management (ERM) process. Emerging climate-related regulatory risks are categorized by the specific nature of the risk. For example, HanesBrands monitors its supply chain energy costs globally and very closely. As utilities adjust to regulatory pressures incentivizing or discouraging investment in renewable energy sources and a modernized grid infrastructure, there is potential for associated costs to be passed to customers. HanesBrands has mitigated this risk through investment in renewable energy, and is now using 49% renewable electricity. These regulatory pressures can also lead to incentives improving the payback period on clean-energy investments (e.g. solar panels). We are also closely watching the proposed SEC climate risk and greenhouse gas emission disclosure rules expected to come out in 2023.
Technology	Relevant, always included	Technological risks, including those that are climate-related, are considered biannually through the corporate Enterprise Risk Management (ERM) process. Risks are categorized by the specific nature of the risk. For example, any risks that could be associated with implementing our climate-related data tracking system in our facilities falls under our sustainability risk section, while risks to our brands and corporate image associated with the failure of this system would fall under the reputational risk section. Moreover, we are also monitoring the risk associated with switching equipment to ensure it can be used with recycled materials.
Legal	Relevant, always included	Legal risks, including those that are climate-related, are considered biannually through the corporate Enterprise Risk Management (ERM) process. Risks are categorized by the specific nature of the risk. Global legal, regulatory, and other risks are also monitored closely by our law department and Chief Sustainability Officer. For example, we are closely watching the proposed SEC climate disclosure rules and similar proposed regulations in the European Union and other jurisdictions. Furthermore, if the company were to experience any climate-related litigation claims, these would also be managed by our law department. No such claims have been filed to date.



Market	Relevant, always included	Market risks, including those that are climate-related, are considered biannually through the corporate Enterprise Risk Management (ERM) process and through ongoing market research. For example, HanesBrands' consumer insights team has identified, through internal and third-party market research, that eco-citizenship is a key megatrend influencing consumer preferences in domestic and international markets. Our products, featuring yarns made from sustainable cotton and recycled plastic, fit this trend, as does the company's commitment to environmental stewardship.
Reputation	Relevant, always included	Reputational risks, including those that are climate-related, are considered biannually through the corporate Enterprise Risk Management (ERM) process. Reputational risk is one of our formally defined ERM risk categories. Depending on the specific nature, climate-related reputational risks could also be considered under our marketplace changes and sustainability risk ERM categories. HanesBrands acknowledges that consumers are demanding corporate transparency on climate-related issues now more than ever – and the company has voluntarily disclosed its environmental performance on HBISustains.com and through select third parties – such as CDP – for a number of years. Further, the company continues to invest in its company-owned supply chain to promote resource efficiency and avoid negative environmental impacts. For example, the company has invested millions of dollars in state-of-the-art wastewater treatment systems at its fabric manufacturing sites and in biomass renewable energy facilities to protect the natural resources that our local communities in the Dominican Republic and El Salvador depend on. For much more information, see www.HBISustains.com .
Acute physical	Relevant, always included	Acute physical risks, including those that are climate-related, are considered biannually through the corporate ERM process. Broadly speaking, the ERM process seeks to identify uncertain events before they happen so contingency plans are put in place. We have closely analyzed the potential danger of physical risks on our business. We did this by conducting a formal TCFD analysis, the results of which can be found in the Transparency section of www.HBISustains.com .
Chronic physical	Relevant, always included	Chronic physical risks, including those that are climate-related, are considered biannually through the corporate ERM process. Chronic physical risks fall into HanesBrands' sustainability and the Supply Chain Network Optimization and the Business Continuity ERM risk categories. These are overseen by the EVP Global Supply Chain. For example, the company has disaster recovery contingency plans in place for every facility in our company-owned supply chain across the globe. These contingency plans are managed through inspections carried out frequently by our property loss risk control program. Climate-related chronic physical risks, such as sea level changes, are considered in the development of contingency plans. This allows the company to identify facility-level exposures to these risks and develop contingency plans accordingly. See also our TCFD disclosure in the Transparency section of www.HBISustains.com for more detail.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Emerging regulation

Carbon pricing mechanisms

Primary potential financial impact

Increased indirect (operating) costs

Company-specific description

Regulations introducing carbon pricing mechanisms are emerging in multiple jurisdictions and may become more prevalent as the world is moving towards a lower carbon economy. HanesBrands is already subject to the EU ETS cap-and-trade system and more of our emissions may be subject to carbon pricing mechanisms in the future, including direct carbon taxes. We focused our analysis on carbon pricing for our direct operations (Scope 1 and Scope 2), as we will be primarily affected by carbon taxes or cap-and-trade systems in our operations, before we could be affected by any pass through costs coming from our supply chain.

Because of the global nature of our operations, we recognize that our facilities and operations may be affected by carbon pricing differently depending on where they are located. We expect our European operations to be impacted by carbon pricing mechanisms the most, followed by our North American operations, and finally our operations in Central America, the Caribbean and Vietnam are less likely to be impacted. We chose to use a global price on carbon for our analysis in order to account for an average cost that our operations will be subject to regardless of their location.

We are continuing to evaluate the likelihood and impact of our indirect operations (Scope 3) being subject to carbon pricing in the future.

Time horizon

Long-term

Likelihood

About as likely as not

Magnitude of impact

Medium-low

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

400,000

Potential financial impact figure – maximum (currency)

10,000,000

Explanation of financial impact 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 if we fail to meet our emissions reduction goal, however, we are currently on the path to achieve them.

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 2021 emissions were projected to 2030 under a strategic reduction trajectory in line with our reduction goal. We calculated our carbon pricing exposure as follows: 2021 CO₂ emissions x YoY reduction x carbon prices under scenario = exposure to carbon pricing.

Minimum potential financial impact figure: 186,414 mtCO₂ x 4.5% YoY reduction x \$2.87 /mtCO₂ = \$400,000

Maximum potential financial impact figure: 186,414 mtCO₂ x 4.5% YoY reduction x \$81.55 /mtCO₂ = \$10,000,000

Cost of response to risk

1,225,000

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 submitted to SBTi for approval. Based upon modeling performed during the reporting year, renewable electricity is a key driver that would contribute to attaining our pending 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 achieve our upcoming SBTs. 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. 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 are also investigating the impacts of the Inflation Reduction Act / Energy Infrastructure Reinvestment program and the opportunities it may present to our company.

Moreover, we will implement energy efficiency projects which will help us reduce our emissions and thus help us achieve our emission reduction target and decrease our exposure to carbon pricing mechanisms.

ii) Explanation of cost calculation

The cost to respond to this risk is the sum of the different projects that we invested in to improve energy efficiency in our production processes and our buildings, and to generate more low-carbon energy. These include: twenty-five (25) process optimization projects across eight facilities (\$500,000), 14 steam/ boiler process optimization improvements (\$100,000), 2 waste heat recovery projects (\$70,000), 6 projects to purchase solar energy from industrial park owners (\$300,000), 12 lighting projects in nine 9 facilities (25,000), 10 HVAC projects to optimize and reduce the use of air conditioning in six manufacturing facilities located in Central America and the Caribbean (\$200,000) and 5 compressed air projects to optimize and reduce the use of compressed air use within four manufacturing facilities located in Central America and the Caribbean (\$30,000).

Comment

Identifier

Risk 2

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Acute physical
Cyclone, hurricane, typhoon

Primary potential financial impact

Decreased revenues due to reduced production capacity

Company-specific description

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 and Honduras have experienced varying degrees of physical impacts due to hurricanes 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. Extensive prior planning and acting on emergency preparedness plans has helped us minimize disruption to our Caribbean operations when storms have hit. Further, we require company facilities around the world 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 down time resulting from facility damage or loss.

We have modelled the loss of our Dominican Republic fabric manufacturing facility. Such a loss would require us to move fabric production volume to other internal manufacturing locations or to external partners within our global manufacturing and sourcing network. These cost increases could continue for 12-to-18 months while we construct or purchase replacement fabric manufacturing capacity, adjust production schedules at other company-owned facilities and/or transition capacity to additional third-party fabric vendors. We carry sufficient inventory and supply chain capacity, however, to manage these types of transitions and reduce business interruption to 6.5 weeks.

Time horizon

Medium-term

Likelihood

Unlikely

Magnitude of impact

Medium-low

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

5,000,000

Potential financial impact figure – maximum (currency)

116,000,000

Explanation of financial impact figure

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.

Cost of response to risk

2,040,000

Description of response and explanation of cost calculation

i) 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.

ii) 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.

Comment

The company's business continuity plan identifies risks from extreme weather impacting product flow and raw materials. The risks are known, manageable and quantified. Elements of the plan include managing risks through the company's global supply chain and through loss prevention measures that prepare sites for potential catastrophic impacts. To date, despite decades of operating in the Caribbean and Central America, we have suffered no material losses to our facilities or suffered material business interruptions.

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Energy source

Primary climate-related opportunity driver

Use of lower-emission sources of energy

Primary potential financial impact

Reduced indirect (operating) costs

Company-specific description

The company's strategy to reduce GHG emissions includes both improving energy efficiency (i.e., use 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, largely the result of increased investments in biomass-fired steam generation and an increased focus on solar power at a range of our manufacturing facilities. 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.

Time horizon

Short-term

Likelihood

Virtually certain

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

320,000,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

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 \$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.

Cost to realize opportunity

1,000,000

Strategy to realize opportunity and explanation of cost calculation

i) Strategy to Realize Opportunity

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 a number of direct invest and PPA solar projects. It has recently completed 3 direct invest solar projects at sewing facilities in Thailand and Honduras and is actively evaluating 3 others.

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 opportunities to achieve renewable energy such as virtual purchase power agreements and continuing to look for cost-effective renewable energy sources. We are investigating the impacts of the Inflation Reduction Act / Energy Infrastructure Reinvestment program and the opportunities it may present to our company.

ii) Cost calculation breakdown

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 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.

Comment

C3. Business Strategy

C3.1

(C3.1) Does your organization's strategy include a climate transition plan that aligns with a 1.5°C world?



Row 1

Climate transition plan

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

Publicly available climate transition plan

No

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

We do not have a feedback mechanism in place, but we plan to introduce one within the next two years

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

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy
Row 1	Yes, qualitative and quantitative

C3.2a

(C3.2a) Provide details of your organization’s use of climate-related scenario analysis.

Climate-related scenario	Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices
Physical climate scenarios RCP 4.5	Company-wide		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

		<p>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.</p> <p>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.</p>
Physical climate scenarios RCP 8.5	Company-wide	<p>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</p>



			<p>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.</p> <p>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.</p>
<p>Transition scenarios Customized publicly available transition scenario</p>	<p>Company-wide</p>	<p>1.5°C</p>	<p>Parameters The parameters used in this scenario were our direct emissions (Scopes 1 & 2) and our most material Scope 3 emissions categories (Purchased goods & services, Upstream transportation and distribution, Downstream transportation & distribution) in 2021, a well as the global carbon price under a Net Zero 2050 and a Divergent Net Zero scenario.</p> <p>Assumptions We analysed 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</p>

			<p>Zero 2050 scenario, global warming is limited to 1.5°C 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.</p> <p>Analytical choices 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 low 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 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.</p>
<p>Transition scenarios Customized publicly available transition scenario</p>	<p>Company-wide</p>	<p>1.6°C – 2°C</p>	<p>Parameters The parameters used in this scenario were our direct emissions (Scopes 1 & 2) and our most material Scope 3 emissions categories (Purchased goods & services, Upstream transportation and distribution, Downstream transportation & distribution) in 2021, a well as the global carbon price under a Net Zero 2050 and a Divergent Net Zero scenario.</p> <p>Assumptions We analysed 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</p>



			<p>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 2070. Limits warming to around 1.5°C to 2°C.</p> <p>Analytical choices 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 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 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.</p>
<p>Transition scenarios Customized publicly available transition scenario</p>	<p>Company-wide</p>	<p>2.1°C - 3°C</p>	<p>Parameters The parameters used in this scenario were our direct emissions (Scopes 1 & 2) and our most material Scope 3 emissions categories (Purchased goods & services, Upstream transportation and distribution, Downstream transportation & distribution) in 2021, as well as the global carbon price under a Net Zero 2050 and a Divergent Net Zero scenario.</p> <p>Assumptions We analysed 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 2.5°C.</p> <p>Analytical choices 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</p>

			<p>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 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 low at this scenario because it is in line with pledged NDCs and it is showing the ambition level that is currently pledged globally.</p>
<p>Transition scenarios Customized publicly available transition scenario</p>	<p>Company-wide</p>	<p>3.1°C - 4°C</p>	<p>Parameters The parameters used in this scenario were our direct emissions (Scopes 1 & 2) and our most material Scope 3 emissions categories (Purchased goods & services, Upstream transportation and distribution, Downstream transportation & distribution) in 2021, a well as the global carbon price under a Net Zero 2050 and a Divergent Net Zero scenario.</p> <p>Assumptions We analysed 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.</p> <p>Analytical choices 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.</p>

C3.2b

(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.

Row 1

Focal questions

What future developments in climate variations and international climate mitigation efforts must be considered to inform our business strategy?

What climate risks and opportunities are impacting Hanesbrands and which ones should we prioritize based on our operational footprint and business model?

Results of the climate-related scenario analysis with respect to the focal questions

The scenario analysis helped us identify risks to prioritize.

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 setting STBs and following a reduction pathway to achieve our targets.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	<p>i. Description of influence & time horizon it covers 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 (two thirds 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.</p> <p>ii. Most Substantial Strategic Decision to Date Influenced by Climate Risks/Opportunities 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</p>



		<p>example, this may mean preferring more widely recyclable and lower carbon-intensity fibres versus what is used today. The company has also made strong public commitments to use 100% sustainable cotton and 100% recycled or biodegradable 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.</p>
<p>Supply chain and/or value chain</p>	<p>Yes</p>	<p>i. Description of influence & time horizon it covers 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.</p> <p>ii. Most substantial strategic decision to date influenced by climate risks/opportunities 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. The company favors suppliers who seek to reduce waste and minimize their environmental impacts. 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.</p> <p>Additionally, during the reporting year, the company continued the use of the 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 46% of turnkey sourced facilities by facility count (representing 83% of total</p>



		<p>FOB spend) 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.</p>
Investment in R&D	Yes	<p>i. Description of influence & time horizon it covers 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, and 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.</p> <p>ii. Most substantial strategic decision to date influenced by climate risks/opps 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, biodegradable finishes) as well as fiber innovations like increased recycled content and sustainable cotton. For more detail, please see the Brands in Action section in both the Planet and Product Pillars of www.HBISustains.com.</p>
Operations	Yes	<p>i. Description of influence & time horizon it covers HanesBrands' operations are 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 unusually high tides at our Champion store in Venice, Italy. 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</p>



		<p>that may impact polyester prices. We set a range of 2025 and 2030 sustainability goals and formally conducted an analysis under the TCFD guidelines.</p> <p>ii. Most substantial strategic decision to date influenced by climate risks/opportunities 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 the 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 at www.HBIsustains.com.</p>
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C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Indirect costs Capital expenditures Capital allocation	i) Case Study of how climate-related risks and opportunities have influenced financial planning 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 use of fossil fuel while decreasing GHG emissions. We are also pursuing a number of direct investments and PPA solar projects. We have invested in 3



	Acquisitions and divestments	<p>solar projects that are under construction at sewing facilities in Thailand and Honduras and are actively evaluating 3 others. 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 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 are investigating the impacts of the Inflation Reduction Act / Energy Infrastructure Reinvestment program and the opportunities it may present to our company.</p> <p>ii) Time horizon Capital allocation for this project will take place over the next 3 years in accordance with the previously defined "medium" time horizon.</p>
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C3.5

(C3.5) 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	
Row 1	No, but we plan to in the next two years

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Is this a science-based target?

Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set

2021

Target coverage

Company-wide

Scope(s)

Scope 1

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

95,592

Base year Scope 2 emissions covered by target (metric tons CO2e)

128,216

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

Base year total Scope 3 emissions covered by target (metric tons CO2e)

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

223,808

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

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)

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO₂e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO₂e)

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)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO₂e)

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO₂e)

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO₂e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2030

Targeted reduction from base year (%)

50

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

111,904

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

55,668

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

94,881

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

150,549

Does this target cover any land-related emissions?

Yes, it covers land-related CO2 emissions/removals associated with bioenergy and non-land related emissions (e.g. non-FLAG SBT with bioenergy)

% of target achieved relative to base year [auto-calculated]

65.4659350872

Target status in reporting year

Underway

Please 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%).

Plan for achieving target, and progress made to the end of the reporting year

Energy management: We've ingrained an ethos of continuous energy improvement into our corporate culture. It is built on robust systems and standards that require all of our facilities to develop annual energy action plans. These plans help achieve our energy and carbon emission goals and keep our teams engaged with ongoing education and training – including energy treasure hunts at our plants. We've also invested heavily to improve energy efficiency, including optimizing production equipment and processes, and improving wastewater heat recovery, lighting, compressed air, and HVAC systems.

Renewable energy: Increasing the use of renewables has been a big success, partly because of our long history of using biomass boilers at our textile facilities to generate steam. That's sustainability in action, providing reliable clean power while reducing our reliance on fossil fuels, lowering greenhouse gas emissions, mitigating risk from fuel price volatility and saving big money in the process. During the reporting year we have also focused on expanding our use of solar, commissioning a large solar purchase power agreement in the Dominican Republic that will deliver 50,000 MWh annually and bringing on-line almost 7 MW of direct investment solar projects in Thailand and Honduras. We continue to look for cost-neutral and favorable approaches to deliver renewable energy to our facilities.

In the coming years we will continue to enact or holistic response by fully engage our global supply chain in the areas of continuous improvement and energy management to lower our energy demand all the while seeking cost-effective lower carbon energy supplies.

List the emissions reduction initiatives which contributed most to achieving this target

Target reference number

Abs 2

Is this a science-based target?

Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition

Well-below 2°C aligned

Year target was set

2021

Target coverage

Company-wide

Scope(s)

Scope 3

Scope 2 accounting method

Scope 3 category(ies)

Category 1: Purchased goods and services

Category 4: Upstream transportation and distribution

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

Base year Scope 2 emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

1,586,610

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

309,519

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)



Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

Base year total Scope 3 emissions covered by target (metric tons CO2e)

1,896,129

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1,896,129

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

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

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO₂e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO₂e)

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

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO₂e)

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO₂e)

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)



Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)
79

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes
79

Target year
2030

Targeted reduction from base year (%)
27.5

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]
1,374,693.525

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

1,727,105

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

180,415.61

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

1,907,520.61

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1,907,520.61

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

-2.1846634044

Target status in reporting year

Underway

Please 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.

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 asset owner's equipment and process improvements.

List the emissions reduction initiatives which contributed most to achieving this target

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Target(s) to increase low-carbon energy consumption or production
Other climate-related target(s)

C4.2a

(C4.2a) Provide details of your target(s) to increase low-carbon energy consumption or production.

Target reference number

Low 1

Year target was set

2021

Target coverage

Company-wide

Target type: energy carrier

Electricity

Target type: activity

Consumption

Target type: energy source

Renewable energy source(s) only

Base year

2019

Consumption or production of selected energy carrier in base year (MWh)

364,081

% share of low-carbon or renewable energy in base year

44.7

Target year

2030

% share of low-carbon or renewable energy in target year

100

% share of low-carbon or renewable energy in reporting year

49.4

% of target achieved relative to base year [auto-calculated]

8.4990958409

Target status in reporting year

Underway

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.

Is this target part of an overarching initiative?

No, it's not part of an overarching initiative

Please 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.

Plan for achieving target, and progress made to the end of the reporting year

Based upon modeling performed during the reporting year, renewable electricity was a key driver identified to help the company attain its scope 1 and 2 science based targets. The progress we've already made has given us the insight and drive to go further faster. 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 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 are investigating the impacts of the Inflation Reduction Act / Energy Infrastructure Reinvestment program and the opportunities it may present to our company. For more details on our renewable energy goals and efforts, please see the Planet section of www.HBIsustains.com.

List the actions which contributed most to achieving this target

C4.2b

(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.

Target reference number

Oth 1

Year target was set

2021

Target coverage

Business division

Target type: absolute or intensity

Absolute

Target type: category & Metric (target numerator if reporting an intensity target)

Waste management
metric tons of waste diverted from landfill

Target denominator (intensity targets only)

Base year

2019

Figure or percentage in base year

88.7

Target year

2030

Figure or percentage in target year

100

Figure or percentage in reporting year

92

% of target achieved relative to base year [auto-calculated]

29.203539823

Target status in reporting year

Underway

Is this target part of an emissions target?

No, this is not part of an emissions target.

Is this target part of an overarching initiative?

No, it's not part of an overarching initiative



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 2030 through reducing, re-using or recycling within its operations.

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 Environmental Management System (GEMS) 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 nearly 93% of our facility waste from landfills, recycling about 70 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.

List the actions which contributed most to achieving this target

Target reference number

Oth 2

Year target was set

2021

Target coverage

Company-wide

Target type: absolute or intensity

Intensity

Target type: category & Metric (target numerator if reporting an intensity target)

Energy consumption or efficiency
million Btu

Target denominator (intensity targets only)

Other, please specify
000 pounds of production

Base year

2019

Figure or percentage in base year

100

Target year

2030

Figure or percentage in target year

75

Figure or percentage in reporting year

102

% of target achieved relative to base year [auto-calculated]

-8

Target status in reporting year

Underway

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.



Is this target part of an overarching initiative?

No, it's not part of an overarching initiative

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.

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.

List the actions which contributed most to achieving this target

C4.3

(C4.3) 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.

Yes

C4.3a

(C4.3a) 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 (only for rows marked *)
--	-----------------------	--

Under investigation	8	
To be implemented*	5	188.12
Implementation commenced*	9	79.47
Implemented*	80	11,670.84
Not to be implemented	2	

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Energy efficiency in production processes
Compressed air

Estimated annual CO2e savings (metric tonnes CO2e)

135.56

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)
Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

77,878

Investment required (unit currency – as specified in C0.4)

30,000

Payback period

<1 year

Estimated lifetime of the initiative

3-5 years

Comment

During the reporting year, the company implemented five (5) compressed air projects to optimize and reduce the use of compressed air use within four manufacturing facilities located in Central America and the Caribbean (Honduras, El Salvador, and the Dominican Republic). Four of the projects identified and remediated compressed air leaks and improved compressed air efficiency, and one project updated compressed air equipment. Together the projects were successful in reducing the overall compressed air electrical consumption by 587 MWh.

Initiative category & Initiative type

Energy efficiency in production processes

Other, please specify

Energy Management

Estimated annual CO2e savings (metric tonnes CO2e)

484.3

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 1

Scope 2 (location-based)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

162,478

Investment required (unit currency – as specified in C0.4)

0

Payback period

No payback

Estimated lifetime of the initiative

1-2 years

Comment

During the reporting year, the company implemented thirteen (13) process improvement projects in the textile production process. The projects occurred at three textile manufacturing facilities, two in El Salvador and one in the Dominican Republic, as well as two attribution facilities in Honduras and Mexico. Together the projects yielded 5062 MMBTU in energy savings. As per CDP guidance related to this question, the payback period is selected as not applicable or "No payback" because the investment required to realize the benefit was \$0. $\text{Payback} = \text{Investment} / \text{Annual monetary savings}$.

Initiative category & Initiative type

Energy efficiency in production processes

Other, please specify

EPA ENERGY STAR Energy Treasure Hunt

Estimated annual CO2e savings (metric tonnes CO2e)

797.7

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

166,988

Investment required (unit currency – as specified in C0.4)

0

Payback period

No payback

Estimated lifetime of the initiative

1-2 years

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. 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 1699 MWh and a reduction in scope 2 emissions of 797.7 MT CO₂e. As per CDP guidance related to this question the payback period is selected as not applicable or "No payback" because the investment required to realize the benefit was \$0. Payback = Investment/Annual monetary savings.

Initiative category & Initiative type

Energy efficiency in buildings

Heating, Ventilation and Air Conditioning (HVAC)

Estimated annual CO₂e savings (metric tonnes CO₂e)

258

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

204,243

Investment required (unit currency – as specified in C0.4)

200,000

Payback period

<1 year

Estimated lifetime of the initiative

3-5 years

Comment

During the reporting year, the company implemented ten (10) HVAC projects to optimize and reduce the use of air conditioning in six manufacturing facilities located in Central America and the Caribbean (Honduras, El Salvador, and the Dominican Republic). Three of the projects updated HVAC equipment to improve machine efficiency. Four projects improved air conditioning set points and three optimized air conditioning equipment and use to improve energy efficiency. Together the projects were successful in reducing the overall air conditioning and compressed air electrical consumption by 1,538.6 MWh.

Initiative category & Initiative type

Energy efficiency in buildings

Lighting

Estimated annual CO2e savings (metric tonnes CO2e)

405.2

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

36,287

Investment required (unit currency – as specified in C0.4)

25,000

Payback period

<1 year

Estimated lifetime of the initiative

3-5 years

Comment

During the reporting year the company implemented twelve (12) lighting projects in nine (9) facilities. The facilities included two textile manufacturing facilities, four distribution facilities, and three apparel sewing or cutting factories. The projects focused on the retrofit and installation of LED lighting technology and optimized use of lighting. The combined projects delivered energy savings of 1,414 MWh.

Initiative category & Initiative type

Low-carbon energy generation

Solar PV

Estimated annual CO2e savings (metric tonnes CO2e)

4,947.6

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

1,040,334

Investment required (unit currency – as specified in C0.4)

300,000

Payback period

<1 year

Estimated lifetime of the initiative

11-15 years

Comment

During the reporting year, the company implemented six (6) projects to purchase solar energy from industrial park owners, a local electric utility through a PPA, and direct invest rooftop solar. Four industrial park solar purchasing projects occurred at Central American production facilities located in Honduras. Our purchase power agreement for solar occurred in the Dominican Republic to supply energy to a textile manufacturing facility. We also installed company -owned direct invest rooftop solar at a sewing and cutting facility located in Thailand. Together the projects generated 9,713 MWh of solar electricity consumed by HanesBrands, yielding 4,9747.6 MT CO2e reduction in Scope 2 emissions.

Initiative category & Initiative type

Energy efficiency in production processes

Waste heat recovery

Estimated annual CO2e savings (metric tonnes CO2e)

219.5

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 1

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

45,839

Investment required (unit currency – as specified in C0.4)

70,000

Payback period

1-3 years

Estimated lifetime of the initiative

3-5 years

Comment

During the reporting year the company completed two (2) waste heat recovery projects. These projects were conducted to improve the energy efficiency of thermal processes in two textile manufacturing facilities, one located in the Dominican Republic, and the other located in El Salvador. The two projects yielded savings of 2911 MMBTU from reduced fuel oil use saving 219.5 MT CO2e in Scope 1 emissions.

Initiative category & Initiative type

Energy efficiency in production processes

Other, please specify

Steam/ Boiler Improvements and Optimization

Estimated annual CO2e savings (metric tonnes CO2e)

2,331

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 1

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

483,015

Investment required (unit currency – as specified in C0.4)

100,000

Payback period

<1 year

Estimated lifetime of the initiative

1-2 years

Comment

During the reporting year, the company completed fourteen (14) steam/ boiler process optimization improvements. Three projects were completed at our Dominican Republic textile manufacturing facility. The remaining projects included four biomass steam optimization and seven thermal process optimizations in our two El Salvador textile production facilities. Together the products reduced 30915.6 MMBTU of thermal energy use and saved 2,331 MT CO2e in Scope 1 emissions.

Initiative category & Initiative type

Energy efficiency in production processes

Process optimization

Estimated annual CO2e savings (metric tonnes CO2e)

2,092

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 1

Scope 2 (location-based)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

1,205,674

Investment required (unit currency – as specified in C0.4)

500,000

Payback period

<1 year

Estimated lifetime of the initiative

3-5 years

Comment

During the reporting year, the company conducted twenty-five (25) process optimization projects across eight facilities. Two sewing facilities in Honduras, one distribution facility in the United States, and two sewing and cutting facilities in El Salvador, each employed projects to improve process equipment and reduce energy use. Our textile facility in the Dominican Republic invested in machinery improvements to improve energy efficiency. In El Salvador, we also implemented 19 process improvement projects in our textile manufacturing facilities, including reducing dye and rinse temperatures. Altogether these 25 projects saved 2092 Scope 1 and 2 emissions in the reporting year.

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Compliance with regulatory requirements/standards	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.
Dedicated budget for energy efficiency	Money is earmarked in the capital budget for energy efficiency projects and for use of alternate fuels.
Dedicated budget for other emissions reduction activities	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.
Internal incentives/recognition programs	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.
Employee engagement	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 95+ are specific energy related projects.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation

Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon

Other, please specify

Calculation based on a screening life cycle assessment using emission factors from Higg MSI from the Sustainable Apparel Coalition

Type of product(s) or service(s)

Other

Other, please specify

Apparel

Description of product(s) or service(s)

The products included in this analysis are our low carbon product lines that contain recycled polyester.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Yes

Methodology used to calculate avoided emissions

Other, please specify

Life cycle assessment approach based on ISO14040

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Cradle-to-grave

Functional unit used

kg of avoided CO2e per kg of product

Reference product/service or baseline scenario used

Product with virgin polyester

Life cycle stage(s) covered for the reference product/service or baseline scenario

Cradle-to-grave

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

14,939,843

Explain your calculation of avoided emissions, including any assumptions

We used the fiber content data of all our products to determine which products contained recycled polyester. Once we determined the total amount of recycled polyester that we used in our products, we used the emissions factor for virgin polyester and recycled 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.

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

13

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No



C5.1a

(C5.1a) 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?

Row 1

Has there been a structural change?

Yes, a divestment

Name of organization(s) acquired, divested from, or merged with

HanesBrands divested of its Hanes Europe Innerwear business in March 2022.

Details of structural change(s), including completion dates

The full year's worth of data for CY2022 reported in this CDP response is reflective of the divestiture of the Hanes Europe Innerwear (HEI) business segment and no data from the HEI business is reflected in CY 2022 metrics. The divestiture included 11 facilities (a mixture of manufacturing, distribution, offices) which were included in previous year's scope 1&2 calculations and totaled 13,709 MT CO₂e in CY 2021 and approximately 134 totaling 144k square feet and contributing 966 MT CO₂e to our scope three category 4: Upstream Leased Assets.

C5.1b

(C5.1b) 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?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in boundary No	We divested of our Hanes Europe Innerwear business and as such have a change in the number of facilities that are included in our operational control boundary as discussed above in question C5.1a.



C5.1c

(C5.1c) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?

	Base year recalculation	Scope(s) recalculated	Base year emissions recalculation policy, including significance threshold	Past years’ recalculation
Row 1	Yes	Scope 1 Scope 2, location-based Scope 2, market-based Scope 3	We have recalculated our 2019 base year for scope 1 and 2 to reflect the divestiture of the Hanes Europe Innerwear business in accordance with the Greenhouse Gas Protocol. The Scope 3 inventory already had the divestment properly accounted for and recalculcation was not necessary.	Yes

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

95,592

Comment



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. The scope 1 value reflected above (95,592 MT CO₂e) represents our 2019 baseline excluding the company's Hanes Europe Innerwear (HEI) operations which were divested in March 2022. The HEI business was operational during the 2019 base year and total emissions including the HEI business segment were 98,839 MT CO₂e but the base year values have been restated to reflect the changes in our operational control boundary as a result of the divestiture.

As referenced in question C4.2a related to targets, emissions related to HEI operations have been excluded from our Science Based targets.

Scope 2 (location-based)

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO₂e)

156,286

Comment

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 (156,286 MT CO₂e) represents our 2019 baseline excluding the company's Hanes Europe Innerwear (HEI) operations that were divested in March 2022. The HEI business was operational during the 2019 base year and total emissions including the HEI business segment were 163,583 MTCO₂e as reported in previous years.

The 2019 base year values reflected in this disclosure have been restated to reflect the changes in our operational control boundary as a result of the HEI business unit divestiture.

Scope 2 (market-based)

Base year start



January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

128,216

Comment

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 (128,216 MT CO2e) represents our 2019 baseline excluding the company's Hanes Europe Innerwear (HEI) operations that were divested in March 2022. Because the HEI operations were operational in both 2019 and the 2021 reporting year, the scope 1 and 2 inventories were 135,480 MT CO2e and were included in previous year's CDP disclosures but have been removed from the 2019 base year for this year's disclosure due to our selected operational control boundary.

As referenced in question C4.1a related to targets, emissions related to HEI operations have been excluded from our Science Based targets.

Scope 3 category 1: Purchased goods and services

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

1,586,610

Comment

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

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO₂e)

24,018

Comment

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)

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

48,559

Comment

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

Base year start



January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

309,519

Comment

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

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

4,526



Comment

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.

These emissions are considered not relevant, because they represent less than 1% of total Scope 3 emissions.

Scope 3 category 6: Business travel

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

8,164

Comment

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

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO₂e)

61,290

Comment

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 2.7% of total scope 3 ghg inventory.

Scope 3 category 8: Upstream leased assets

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO₂e)

37,927

Comment

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 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

Base year start



January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

213,671

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Processing of sold products is not a relevant category to HanesBrands.

Scope 3 category 11: Use of sold products

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

3,070,215

Comment

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

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

99,139

Comment



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

Base year start

Base year end

Base year emissions (metric tons CO₂e)

Comment

Downstream leased assets is not applicable to the HanesBrands GHG inventory.

Scope 3 category 14: Franchises

Base year start

Base year end

Base year emissions (metric tons CO₂e)

Comment

This scope 3 category is not applicable to the HanesBrands GHG inventory.

Scope 3 category 15: Investments



Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

This category is not applicable to the HanesBrands GHG inventory.

Scope 3: Other (upstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

This category is not applicable to the HanesBrands GHG inventory.

Scope 3: Other (downstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

This category is not applicable to the HanesBrands GHG inventory.

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

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

Energy Information Administration 1605(b)

IEA CO2 Emissions from Fuel Combustion

ISO 14064-1

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

The Greenhouse Gas Protocol: Scope 2 Guidance

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

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

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

US EPA Emissions & Generation Resource Integrated Database (eGRID)

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

55,668



Start date

January 1, 2022

End date

December 31, 2022

Comment

Our fiscal year closely aligns with the calendar year. The reporting period is for fiscal year ending December 31, 2022

Past year 1

Gross global Scope 1 emissions (metric tons CO2e)

78,698

Start date

January 1, 2021

End date

December 31, 2021

Comment

Our fiscal year closely aligns with the calendar year. The reporting period is for fiscal year ending January 1, 2022
Scope 1 values restated to reflect the divestiture of our Hanes Europe Innerwear business.

Past year 2

Gross global Scope 1 emissions (metric tons CO2e)

61,762

Start date

January 1, 2020

End date

December 31, 2020

Comment

Our fiscal year closely aligns with the calendar year. The reporting period is for fiscal year ending January 2, 2021
Scope 1 values restated to reflect the divestiture of our Hanes Europe Innerwear business.

Past year 3

Gross global Scope 1 emissions (metric tons CO2e)

89,357

Start date

January 1, 2019

End date

December 31, 2019

Comment

Our fiscal year closely aligns with the calendar year. The reporting period is for fiscal year ending December 28, 2019
Scope 1 values restated to reflect the divestiture of our Hanes Europe Innerwear business.

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure



Comment

HanesBrands is reporting both a location-based and marked-based Scope 2 emissions inventory for the 52-week fiscal year ending on December 31, 2022,

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

121,064

Scope 2, market-based (if applicable)

94,881

Start date

January 1, 2022

End date

December 31, 2022

Comment

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 that are detailed in question C8.2 but the appropriate emission factor (MTCO_{2e}/MWH) for grid supplied electricity is applied to grid electric purchases.

Past year 1

Scope 2, location-based

128,184

Scope 2, market-based (if applicable)

156,319

Start date

January 1, 2021

End date

December 31, 2021

Comment

Our fiscal year closely aligns with the calendar year. The reporting period is for fiscal year ending January 1, 2022
 Scope 1 values restated to reflect the divestiture of our Hanes Europe Innerwear business.

Past year 2

Scope 2, location-based

98,544

Scope 2, market-based (if applicable)

125,176

Start date



January 1, 2020

End date

December 31, 2020

Comment

Our fiscal year closely aligns with the calendar year. The reporting period is for fiscal year ending January 2, 2021
Scope 1 values restated to reflect the divestiture of our Hanes Europe Innerwear business.

Past year 3

Scope 2, location-based

156,319

Scope 2, market-based (if applicable)

128,216

Start date

January 1, 2019

End date

December 31, 2019

Comment

Our fiscal year closely aligns with the calendar year. The reporting period is for fiscal year ending December 28, 2019
Scope 1 values restated to reflect the divestiture of our Hanes Europe Innerwear business.

C6.4

(C6.4) 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?

Yes

C6.4a

(C6.4a) 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.

Source of excluded emissions

Fugitive emissions from company-operated on-site industrial waste water treatment works

Scope(s) or Scope 3 category(ies)

Scope 1

Relevance of Scope 1 emissions from this source

Emissions are not relevant

Relevance of location-based Scope 2 emissions from this source

Relevance of market-based Scope 2 emissions from this source

Relevance of Scope 3 emissions from this source

Date of completion of acquisition or merger

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

0.3

Estimated percentage of total Scope 3 emissions this excluded source represents

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 determined to be 462 MTCO₂e, less than 0.5% 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 three 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.

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 in prior years and determined to be 462 MTCO₂e, less than 1% of total Scope 1 CO₂e emissions. The emissions values were calculated based on the number of employees working at operations that had on-site treatment of sanitary wastewater.

6,419 employees times a diversity factor (utilization factor) of treatment systems times a factor of 0.24 total greenhouse gas emissions MT/capita year - 462 MT CO₂e.

(462 MT CO₂e/55,568 MT CO₂e scope 1 emissions MT CO₂e = 0.8%)

source:

The 0.24 factor is based on Leverenz, Harold 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.

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

1,727,105

Emissions calculation methodology

Supplier-specific method

Hybrid method

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

6

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 2022 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 2022, it continued to broadened 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 73% of overall scope 3 emissions.

Capital goods

Evaluation status

Not relevant, calculated

Emissions in reporting year (metric tons CO₂e)

17,302

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

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 2022 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 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)

Evaluation status

Not relevant, calculated

Emissions in reporting year (metric tons CO₂e)

48,623

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

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.

The Scope 3 greenhouse gases associated with fuel-and-energy-related activities represent 2% of the total scope 3 inventory and were deemed not relevant.

Upstream transportation and distribution

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

180,416

Emissions calculation methodology

Hybrid method
Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

95

Please explain

Upstream transportation and distribution is a significant 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 data.

HanesBrands tracks (at the manifest level approximately 40k shipments in CY 2021) 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 1 April 2022; table 8 - Scope 3 Category4: Upstream Transportation and Distribution and category 9: Downstream Transportation and Distribution and GWP's from IPCC Fourth Assessment Report.

For example, Waterborne Craft 0.0377 kg CO₂e/km-MT

example calculations: $(0.044 \text{ kgCO}_2/\text{ton-mile} \times 1\text{GWP}) + (0.0254 \text{ grams CH}_4/\text{ton-mile}/1000\text{gram/kg} \times 25 \text{ GWP}) + (0.0011 \text{ grams N}_2\text{O}/\text{ton-mile}/1000 \text{ grams/kg} \times 298 \text{ GWP}) \times (1 \text{ mile}/1.60934 \text{ km}) \times (1.102 \text{ ton}/\text{MT}) \times (1.22 \text{ factor add for Well-to-Tank}) = 0.0377 \text{ kgCO}_2\text{e}/\text{km-MT}$

Air: 0.5822 kgCO₂e/km-MT

Rail: 0.0181 kgCO₂e/km-MT

Drayage, Truck, Fleet: 0.1461 kgCO₂e/km-MT

Upstream transportation and distribution represents 8% of the overall scope 3 inventory.

Waste generated in operations

Evaluation status

Not relevant, calculated

Emissions in reporting year (metric tons CO₂e)

4,594

Emissions calculation methodology

Waste-type-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

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

Evaluation status

Not relevant, calculated

Emissions in reporting year (metric tons CO₂e)

3,975



Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

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 2022 represented less than 1% of total Scope 3 emissions and was not relevant.

Employee commuting

Evaluation status

Not relevant, calculated

Emissions in reporting year (metric tons CO2e)

51,957

Emissions calculation methodology

Hybrid method

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Scope 3 greenhouse gas emissions associated with employee commuting were calculated based on headcount by country, commute distance 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.

In 2022, working from home factored into the emissions inventory for this category due to ongoing mandated and voluntary closures of businesses and hybrid work models adopted globally. Assumptions were made for employees labelled as office employees and were considered partially remote during the reporting year. Remote working took into consideration estimated increase in electricity and natural gas at remote work locations (employee residences). Calculation methodology for remote workers was based on the Anthesis white paper: "Estimating Energy Consumption & GHG Emissions for Remote Workers" https://www.anthesisgroup.com/wp-content/uploads/2021/02/Anthesis_-Remote-Worker-Emissions-Methodology_Feb-2021.pdf

Employee commuting represents 2% of the overall Scope 3 inventory.

Upstream leased assets

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

33,055

Emissions calculation methodology

Hybrid method

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Activity data from the company's global real estate portfolio at year-end 2022 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 2022 CBECS).

The facility types and corresponding emissions included are as follows:

A) HanesBrands direct-to-consumer retail outlet stores - 26,736 metric tons CO₂e.

B) Regional sales and administrative offices - 2,180 metric tons of CO₂e

C) Commercial warehouse/storage/distribution - 4,139 metric tons of CO₂e per year

note: no emissions data was provided by suppliers; Emissions are based on square footage.

Upstream leased assets represents 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

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

227,777

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

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 based on energy type.

Downstream transportation and logistics represents 10% of the overall Scope 3 inventory.

Processing of sold products

Evaluation status

Not relevant, explanation provided

Please explain

Processing of sold products is not applicable to HanesBrands, because none of our products require further processing.

Use of sold products

Evaluation status

Not relevant, explanation provided

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

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

76,907

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

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 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

Evaluation status

Not relevant, explanation provided

Please explain

Downstream leased assets is not applicable to the HanesBrands GHG inventory.

Franchises

Evaluation status

Not relevant, explanation provided

Please explain

Franchises is not applicable to the HanesBrands GHG inventory.

Investments

Evaluation status

Not relevant, explanation provided

Please explain

Investments is not applicable to the HanesBrands GHG inventory.

Other (upstream)

Evaluation status

Not relevant, explanation provided

Please explain

We are not aware of any other emissions that are not included in the categories listed above.

Other (downstream)

Evaluation status

Not relevant, explanation provided

Please explain

We are not aware of any other emissions that are not included in the categories listed above.

C6.5a

(C6.5a) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

Start date

January 1, 2021

End date

December 31, 2021

Scope 3: Purchased goods and services (metric tons CO₂e)

1,760,627

Scope 3: Capital goods (metric tons CO₂e)

15,599

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO₂e)

40,412

Scope 3: Upstream transportation and distribution (metric tons CO₂e)

252,622

Scope 3: Waste generated in operations (metric tons CO2e)

3,761

Scope 3: Business travel (metric tons CO2e)

2,515

Scope 3: Employee commuting (metric tons CO2e)

74,766

Scope 3: Upstream leased assets (metric tons CO2e)

39,571

Scope 3: Downstream transportation and distribution (metric tons CO2e)

266,675

Scope 3: Processing of sold products (metric tons CO2e)

Scope 3: Use of sold products (metric tons CO2e)

Scope 3: End of life treatment of sold products (metric tons CO2e)

78,757

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

Scope 3: Other (upstream) (metric tons CO2e)

Scope 3: Other (downstream) (metric tons CO2e)

Comment

Restatement of applicable scope three categories to reflect the divestiture of Hanes Europe Innerwear business unit.

Past year 2

Start date

January 1, 2020

End date

December 31, 2020

Scope 3: Purchased goods and services (metric tons CO2e)

1,495,999

Scope 3: Capital goods (metric tons CO2e)

11,368

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

31,324

Scope 3: Upstream transportation and distribution (metric tons CO2e)

473,441

Scope 3: Waste generated in operations (metric tons CO2e)

4,137

Scope 3: Business travel (metric tons CO2e)

2,573

Scope 3: Employee commuting (metric tons CO2e)

71,711

Scope 3: Upstream leased assets (metric tons CO2e)

36,810

Scope 3: Downstream transportation and distribution (metric tons CO2e)

304,892

Scope 3: Processing of sold products (metric tons CO2e)

Scope 3: Use of sold products (metric tons CO2e)

Scope 3: End of life treatment of sold products (metric tons CO2e)

91,833

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

Scope 3: Other (upstream) (metric tons CO2e)

Scope 3: Other (downstream) (metric tons CO2e)

Comment

Restatement of applicable scope three categories to reflect the divestiture of Hanes Europe Innerwear business unit.

Past year 3

Start date

January 1, 2019

End date

December 31, 2019

Scope 3: Purchased goods and services (metric tons CO2e)

1,586,610

Scope 3: Capital goods (metric tons CO2e)

24,018

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

48,559

Scope 3: Upstream transportation and distribution (metric tons CO2e)

309,519

Scope 3: Waste generated in operations (metric tons CO2e)

4,526

Scope 3: Business travel (metric tons CO2e)

8,164

Scope 3: Employee commuting (metric tons CO2e)

78,856

Scope 3: Upstream leased assets (metric tons CO2e)

37,927

Scope 3: Downstream transportation and distribution (metric tons CO2e)

213,671

Scope 3: Processing of sold products (metric tons CO2e)

Scope 3: Use of sold products (metric tons CO2e)

Scope 3: End of life treatment of sold products (metric tons CO2e)

99,139

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

Scope 3: Other (upstream) (metric tons CO2e)

Scope 3: Other (downstream) (metric tons CO2e)

Comment

Restatement of applicable scope three categories to reflect the divestiture of Hanes Europe Innerwear business unit.

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Yes

C6.7a

(C6.7a) Provide the emissions from biogenic carbon relevant to your organization in metric tons CO2.

	CO2 emissions from biogenic carbon (metric tons CO2)	Comment
Row 1	100,016	CO2e emissions from the combustion of biomass fuel for process steam boilers. The calculations are based on EPA Emissions Factors for Greenhouse Gas Inventories, Last Modified: 1 April 2022, Table 1 - Stationary Combustion, Biomass Fuels - Solid, Wood and Wood residuals, 93.8 kg CO2/MMBTU; 7.2 g CH4/MMBTU; 3.6 g N2O/MMBTU = 0.095024 MT CO2e/MMBTU using AR5 emission factors of 28 for methane (CH4) and 265 for nitrous oxide (N2O). Calculation = 1,053,298 MBTU of biomass fuel x 0.094956 MT CO2e/MMBTU = 100,016 MT CO2e

C6.10

(C6.10) 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.

Intensity figure

0.00002415

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

150,549

Metric denominator

unit total revenue

Metric denominator: Unit total

6,233,650,000

Scope 2 figure used

Market-based

% change from previous year

16

Direction of change

Decreased

Reason(s) for change

Change in renewable energy consumption

Other emissions reduction activities

Change in output

Please explain

In the reporting year the company experienced a 22% decrease in internal production of textile apparel fabric versus the previous year and an 8% decrease in sales. The decrease in production output had a direct impact on the company's absolute scope 1 and 2 emissions thus reducing the numerator. The 8% decrease in sales revenue was not directly proportional to the 22% decrease in internal production volume due to pricing actions taken by the company and the selling of higher value inventory thus increasing the denominator of the above intensity equation. Additionally, the company increased its use of renewable energy by 4% which also contributed to the reduction of absolute scope 1 and 2 carbon emissions. These reduction measures were partially offset by an increase in energy intensity as a result of the absorption of a larger proportion of fixed energy throughout the company's global real estate portfolio.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Yes

C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	55,425	IPCC Fourth Assessment Report (AR4 - 100 year) D ₁
CH4	78	IPCC Fourth Assessment Report (AR4 - 100 year) D ₂
N2O	166	IPCC Fourth Assessment Report (AR4 - 100 year) D ₃
HFCs	0	IPCC Fourth Assessment Report (AR4 - 100 year) D ₄
PFCs	0	IPCC Fourth Assessment Report (AR4 - 100 year) D ₅
SF6	0	IPCC Fourth Assessment Report (AR4 - 100 year) D ₆

NF3	0	IPCC Fourth Assessment Report (AR4 - 100 year)  7
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Our scope 1 and scope 2 greenhouse gas emissions are tracked and reported as CO₂e for our corporate inventory reports. The methane and nitrous oxide components are included in these GHG inventory calculations using Global Warming Potentials from IPCC AR4-100 to be consistent with US EPA eGRID methodology (CO₂ = 1, CH₄ = 28, N₂O = 265). According to the US EPA eGRID Frequently Asked Questions, the latest version of eGRID is updated to use IPCC AR4 global warming potentials. "Global warming potential (GWP) values are updated to the Fourth IPCC Assessment values." source: <https://www.epa.gov/egrid/egrid-questions-and-answers>. Independent calculations performed by HanesBrands engineering staff indicate negligible difference between the AR5 and AR4 GWPs with regards to the company's overall ghg inventory. The breakdown of our overall carbon dioxide equivalent (CO₂e) factor (MTCO₂e/MMBTU) is as follows: carbon dioxide CO₂=99.56%, methane CH₄=0.14%, nitrous oxide=0.30%

In addition to the methane component of various fuels, methane as the result of fugitive emissions from our on-site company-owned and operated wastewater treatment operations have been evaluated and quantified by our engineering team and a third-party wastewater consultant in prior years and determined to be 462 MTCO₂e, less than 1% of total scope 1 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 three 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 determined not relevant nor materially significant.

The nitrous oxide component of various fuels are included in the company's overall scope 1 inventory.

HanesBrands has a comprehensive Global Environmental Management System (GEMS) policy that governs the use of refrigerants. This policy dictates that all documents are to be maintained in a central file at the site and include equipment inventory and log of leak repairs. In prior years, an independent verification was performed of HanesBrands' greenhouse gas emissions inventory. During the verification, the team examined documentation relating to the company's refrigerant use to confirm the low proportions this source category contributed to the overall GHG emission profile and deemed not relevant.

The company does not use chemicals which contain perfluorocarbons. HanesBrands has a robust chemical management program in place that requires the review and approval of all chemicals before entering our facilities and no chemicals containing PFC's are used in our processes.

We do not have any sulfur hexafluoride (SF₆). HanesBrands has a robust chemical management program in place that requires the review and approval of all chemicals before entering our facilities.

The company does not use nitrogen trifluoride substances in its processes.

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
Argentina	0
Australia	0
Brazil	723
Canada	321
China	1,434
Dominican Republic	3,423
El Salvador	15,188
France	0
Germany	0
Honduras	48
Indonesia	0
Ireland	0
Italy	0
Mexico	1,309
New Zealand	0
Philippines	0
Spain	0
Thailand	44
United Kingdom of Great Britain and Northern Ireland	0

United States of America	14,374
Viet Nam	18,805

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By activity

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
Manufacturing Operations (Textiles, cut, sew, attribution)	50,767
Distribution Centers	4,317
Administrative offices	585

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Argentina	310	310
Australia	5,019	5,019
Brazil	376	376
Canada	336	336
China	1,525	1,525
Dominican Republic	32,851	32,851

El Salvador	22,379	3,794
France	0	0
Germany	0	0
Honduras	7,011	7,011
Indonesia	1,196	1,196
Ireland	0	0
Italy	0	0
Mexico	4,309	4,309
New Zealand	12	12
Spain	0	0
Thailand	2,351	0
United Kingdom of Great Britain and Northern Ireland	16	16
United States of America	24,104	18,857
Viet Nam	19,177	19,177

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By activity

C7.6c

(C7.6c) 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)
Manufacturing Operations (Textiles, cut, sew, attribution)	75,166	75,166



Distribution Center	12,140	12,140
Administrative offices	7,575	7,575

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

No

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Decreased

C7.9a

(C7.9a) 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 emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	1,930	Decreased	0.9	The company experienced an increase in the overall use of renewable energy affecting both scope 1 and scope 2 carbon dioxide equivalent emissions. The total renewable energy portfolio in the previous year was 51.5% as compared to 55.2% in the reporting year. The 1,930 MTCO2e value is derived from the following equation: reporting year absolute scope 1 and 2 CO2e emissions (MT CO2e) - [(previous year energy intensity MMBTU/lb. finished product) x (previous year carbon dioxide

				<p>equivalent intensity MT CO₂e/MMBTU) x (reporting year finished production)].</p> <p>0.9% (1,930 MT CO₂e) of the overall 28.0% (58,553 MT CO₂e) year-over-year reduction in absolute carbon dioxide equivalent emissions was due to change in renewable energy consumption.</p> <p>1,930 MT CO₂e divided by the absolute previous year cope 1 and 2 emissions of 209,102 MT CO₂e = 0.9%</p>
Other emissions reduction activities	11,671	Decreased	5.6	The reduction of 11,671 MT CO ₂ e is comprised of multiple projects described in section 4.3a across 88 individual projects located in 23 different facilities. The projects range across multiple categories such as biomass, compressed air, fundamental energy management, HVAC, lighting, solar, waste heat recovery, steam, and process optimization
Divestment	13,757	Decreased	6.6	In Q1 of the reporting year the company divested of its Hanes Europe Innerwear operations. To obtain the value of 13,757 MT CO ₂ e, the ghg inventory associated with the 12 facilities associated with this business unit were subtracted from the previous year's absolute carbon dioxide inventory. The 12 facilities comprised three textile hosiery manufacturing facilities, three sewing facilities, five distribution centers and one office.
Acquisitions	0	No change	0	N/A - no acquisitions
Mergers	0	No change	0	N/A - no mergers
Change in output	42,324	Decreased	20.2	<p>The company experienced a 22% decrease in output as measured in finished pounds of production during the reporting year.</p> <p>calculation: (2022 production = 244,143,556 lbs. of finished product) (2021 production = 312,779,158 lbs. of finished product)</p>

				<p>$[(244,143,556 \text{ lbs. of finished product}) - (312,779,158 \text{ lbs. of finished product})] / (312,779,158 \text{ lbs. of finished product}) = 22\%$</p> <p>To calculate the change in CO2e associated with a change in production output a simple straight-line ratio was performed based on the previous year's production volume x reporting year energy intensity and carbon intensity and comparing the results to the reporting year absolute scope 1 and 2 emissions.</p> <p>(current year absolute scope 1 and 2 CO2 emissions 150,549 MT CO2e) - [(2021 production volume = 312,779,158 lbs. of finished product) x (current year energy intensity 0.011609 MMBTU/lb. of finished product) x (current year CO2e intensity 0.053117 MT CO2e/MMBTU)].</p>
Change in methodology	0	No change	0	N/A - no changes in methodology
Change in boundary	0	No change	0	N/A - no changes in boundary
Change in physical operating conditions	0	No change	0	N/A
Unidentified	0	No change	0	N/A
Other	11,129	Increased	5.3	Increase of 11,993 MT CO2e due to inefficiencies associated with reduced production volume and resultant lower volume to absorb fixed energy and CO2 baseload.

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) 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)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	No
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	Yes

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh



Consumption of fuel (excluding feedstock)	HHV (higher heating value)	308,704	218,881	527,585
Consumption of purchased or acquired electricity		148,575	153,652	302,162
Consumption of self-generated non-fuel renewable energy		935		935
Total energy consumption		457,214	372,533	830,682

C8.2b

(C8.2b) 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	Yes
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	Yes
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value

HHV

Total fuel MWh consumed by the organization



308,704

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

308,704

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, as referenced in question 6.7(a) 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 calculations are based on EPA Emissions Factors for Greenhouse Gas Inventories, Last Modified: 26 March 2020, Table 1 - Stationary Combustion, Biomass Fuels - Solid, Wood and Wood residuals, 93.8 kg CO₂/MMBTU; 7.2 g CH₄/MMBTU; 3.6 g N₂O/MMBTU = 0.0950 MT CO₂e/MMBTU using AR5 emission factors of 28 for methane and 265 for nitrous oxide

Other biomass

Heating value

HHV

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

0

Comment

N/A

Other renewable fuels (e.g. renewable hydrogen)

Heating value

HHV

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

0

Comment

N/A

Coal

Heating value

HHV

Total fuel MWh consumed by the organization

48,876

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

48,876

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 but 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

Heating value

HHV

Total fuel MWh consumed by the organization

42,356



MWh fuel consumed for self-generation of electricity

322

MWh fuel consumed for self-generation of heat

300

MWh fuel consumed for self-generation of steam

41,734

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 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

Heating value

HHV

Total fuel MWh consumed by the organization

127,649

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

106,677

MWh fuel consumed for self-generation of steam

20,972

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)

Heating value

HHV

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

0

Comment

N/A

Total fuel

Heating value

HHV

Total fuel MWh consumed by the organization



527,585

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

106,677

MWh fuel consumed for self-generation of steam

420,908

Comment

C8.2d

(C8.2d) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

	Total Gross generation (MWh)	Generation that is consumed by the organization (MWh)	Gross generation from renewable sources (MWh)	Generation from renewable sources that is consumed by the organization (MWh)
Electricity	935	935	935	935
Heat	106,677	106,677	0	0
Steam	420,908	420,908	308,704	308,704
Cooling	30,310	30,310	7,823	7,823

C8.2e

(C8.2e) 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 C6.3.

Country/area of low-carbon energy consumption

El Salvador

Sourcing method

Physical power purchase agreement (physical PPA) with a grid-connected generator

Energy carrier

Electricity

Low-carbon technology type

Geothermal

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

77,169

Tracking instrument used

Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute

El Salvador

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2007

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 factor of 0.0 is applied to purchased electricity for the site.

Country/area of low-carbon energy consumption

United States of America

Sourcing method

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

Energy carrier

Electricity

Low-carbon technology type

Low-carbon energy mix, please specify
Mix of wind, solar and hydroelectric

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

10,026

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2009

Comment

The energy represented above (10,026MWh) 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. The energy portfolio delivered to the site consists of 67% renewable sources, primarily hydroelectric sources and is accounted for at zero emissions. Additionally, 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. (Values from egrid2020_summary tables_table 4 State Resource Mix. <https://www.epa.gov/energy/egrid-summary-tables>)

Country/area of low-carbon energy consumption

Thailand

Sourcing method

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier) from a grid that is 95% or more low-carbon and where there is no mechanism for specifically allocating low-carbon electricity

Energy carrier

Electricity

Low-carbon technology type

Hydropower (capacity unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3,742

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Thailand

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

Comment

HanesBrands manufacturing facility in Thailand is supplied by the local utility that generates electricity from hydroelectric sources.

Country/area of low-carbon energy consumption

United States of America

Sourcing method

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

Mixture of hydro, wind, solar, biomass, agriculture waste

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

9,786

Tracking instrument used

No instrument used

Country/area of origin (generation) of the low-carbon energy or energy attribute

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Many states where HanesBrands has operations such as North Carolina, California, Kansas, and Texas are governed by renewable energy portfolio standards. For example, in North Carolina (which represents 51% of the data in this category 4,955 MWH/9786 MWH = 51%) the state is governed by a regulated electricity market and also has a renewable energy portfolio standard. The energy attributes are retired on behalf of the rate base customers who indirectly paid for compliance measures to meet the REPS.

Country/area of low-carbon energy consumption

Viet Nam

Sourcing method

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify
Mixture of hydro, Solar, biomass

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

14,409

Tracking instrument used

No instrument used

Country/area of origin (generation) of the low-carbon energy or energy attribute

Viet Nam

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Brazil

Sourcing method

Other, please specify

Default electric supply with renewable attributes data per IEA

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

Mixture of hydro, biomass, solar, wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3,337

Tracking instrument used

Other, please specify

data provided by IEA Energy Statistics Data Browser for selected country

Country/area of origin (generation) of the low-carbon energy or energy attribute

Brazil

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Canada

Sourcing method

Other, please specify

Default electric supply with renewable attributes data per IEA

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

Mixture of hydro, biomass, solar, wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1,129

Tracking instrument used

No instrument used

Country/area of origin (generation) of the low-carbon energy or energy attribute

Canada

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Dominican Republic

Sourcing method

Other, please specify

Default electric supply with renewable attributes data per IEA

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify
Mixture of hydro, biomass, solar, wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

880

Tracking instrument used

Other, please specify
% renewable portfolio data provided by IEA Energy Statistics Data Browser for selected country

Country/area of origin (generation) of the low-carbon energy or energy attribute

Dominican Republic

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

El Salvador

Sourcing method

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

Mixture of solar, hydro, geothermal, and biomass

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

6,412

Tracking instrument used

Other, please specify

Regular reports published by The UT outlining attributes of energy sold on the wholesale market

Country/area of origin (generation) of the low-carbon energy or energy attribute

El Salvador

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

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.

Country/area of low-carbon energy consumption

Honduras

Sourcing method

Other, please specify

Default electric supply with renewable attributes data per IEA and generator specific energy attributes

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

Mixture of solar, biofuels, geothermal, hydro, wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

12,610

Tracking instrument used

Other, please specify

% renewable portfolio data provided by IEA Energy Statistics Data Browser for selected country

Country/area of origin (generation) of the low-carbon energy or energy attribute

Honduras

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

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.

Country/area of low-carbon energy consumption

Mexico

Sourcing method

Other, please specify

Default electric supply with renewable attributes data per IEA

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

Mixture

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1,609

Tracking instrument used

Other, please specify

% renewable portfolio data provided by IEA Energy Statistics Data Browser for selected country

Country/area of origin (generation) of the low-carbon energy or energy attribute

Mexico

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area

Argentina

Consumption of purchased electricity (MWh)

790

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

790

Country/area

Australia

Consumption of purchased electricity (MWh)

3,100

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

3,100

Country/area

Brazil

Consumption of purchased electricity (MWh)

4,055

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4,055

Country/area

Canada

Consumption of purchased electricity (MWh)

1,862

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,862

Country/area

China

Consumption of purchased electricity (MWh)

1,584

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)



0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,584

Country/area

Dominican Republic

Consumption of purchased electricity (MWh)

59,191

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

59,191

Country/area

El Salvador

Consumption of purchased electricity (MWh)

87,108

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

87,108

Country/area

Honduras

Consumption of purchased electricity (MWh)

18,132

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)



0

Total non-fuel energy consumption (MWh) [Auto-calculated]

18,132

Country/area

Indonesia

Consumption of purchased electricity (MWh)

1,812

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,812

Country/area

Mexico

Consumption of purchased electricity (MWh)

9,502

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

9,502

Country/area

New Zealand

Consumption of purchased electricity (MWh)

71

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

71

Country/area

Thailand

Consumption of purchased electricity (MWh)

2,807

Consumption of self-generated electricity (MWh)

935

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

3,742

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of purchased electricity (MWh)

31

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

31

Country/area

United States of America

Consumption of purchased electricity (MWh)

71,164

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

71,164

Country/area

Viet Nam

Consumption of purchased electricity (MWh)

40,953

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

40,953

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

Description

Waste



Metric value

92

Metric numerator

98,325,523 pounds diverted from landfill.

Metric denominator (intensity metric only)

Total waste volume = 107,412,801 pounds

% change from previous year

1

Direction of change

Increased

Please explain

In the reporting year, Hanesbrands diverted 92% of our waste from the landfill. Hanesbrands is continuing to work towards its zero waste to landfill goal. We are taking incremental steps and are aiming to achieve this goal by 2030.

Description

Energy usage

Metric value

11.61

Metric numerator

Total company energy use = 2,834,288 million BTU

Metric denominator (intensity metric only)



Finished production (000 pounds) = 244,143

% change from previous year

2

Direction of change

Increased

Please explain

HanesBrands' global Energy and Environmental Management policy establishes a consistent approach to manage energy globally. The company's facilities around the world are required to track energy usage and cost, set goals, establish action plans, and conduct steering committee meetings that are led by the facility manager.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

 Hanesbrands CY 2022 Scope 1-2 GHG Verification Statement_FINAL 2022-0724.pdf

Page/ section reference

Page 1 - for boundaries, reporting protocol, verification protocol, level of assurance, date and period coverage

Page 2 - verification methodology and assurance opinion

Relevant standard

Corporate GHG verification guidelines from ERT

Proportion of reported emissions verified (%)

100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

 Hanesbrands CY 2022 Scope 1-2 GHG Verification Statement_FINAL 2022-0724.pdf

Page/ section reference

Page 1 - for boundaries, reporting protocol, verification protocol, level of assurance, date and period coverage

Page 2 - verification methodology and assurance opinion

Relevant standard

Corporate GHG verification guidelines from ERT

Proportion of reported emissions verified (%)

100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category

Scope 3: Purchased goods and services

Scope 3: Upstream transportation and distribution

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

 Hanesbrands CY 2022 Scope 3 GHG Verification Statement_FINAL 2022-0724.pdf

Page/section reference

Page 1 - for boundaries, reporting protocol, verification protocol, level of assurance, date and period coverage

Page 2 - verification methodology and assurance opinion

Relevant standard

Corporate GHG verification guidelines from ERT

Proportion of reported emissions verified (%)

80

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

Yes

C10.2a

(C10.2a) Which data points within your CDP disclosure have been verified, and which verification standards were used?

Disclosure module verification relates to	Data verified	Verification standard	Please explain
C6. Emissions data	Year on year change in emissions (Scope 1)	Environmental Resources Trust Corporate GHG Verification Guideline (Tier II)	Year-over-year change in Scope 1 GHG
C6. Emissions data	Year on year change in emissions (Scope 2)	Environmental Resources Trust Corporate GHG Verification Guideline (Tier II)	Year-over-year change in Scope 2 GHG emissions
C8. Energy	Energy consumption	Environmental Resource Trust Corporate GHG Verification Guideline (Tier II)	As a part of the verification process of Scope 1 and Scope 2 emissions, energy consumption is verified.
C4. Targets and performance	Other, please specify Year on year change in energy consumption	Environmental Resources Trust Corporate GHG Verification Guideline (Tier II)	As part of the verification process of Scope 1 and Scope 2 emissions, energy consumption is verified and compared with the previous year.

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

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

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

Yes

C11.2a

(C11.2a) Provide details of the project-based carbon credits canceled by your organization in the reporting year.

Project type

Biomass energy

Type of mitigation activity

Emissions reduction

Project description

HanesBrands owns and operates a biomass fired industrial steam boiler in the Dominican Republic that is registered with the UNFCCC under the Clean Development Mechanism (CDM) (see UNFCCC Project #6929; <https://cdm.unfccc.int/Projects/DB/DNV-CUK1344079596.55/view>). To date, the plant has not verified CO₂e emissions credits, because the company currently does not plan to sell the credits generated. Instead, the company tracks actual monthly emissions and applies the CO₂e avoidance (self-generation) to the company's CO₂e reduction goal (self-retire).

Additionally, the company owns and operates biomass fueled boiler equipment in El Salvador that provides steam to the on-site company-owned textile manufacturing process.

These two facilities offset 75,802 MTCO₂e that would have otherwise been emitted through the combustion of heavy fuel oil.

Credits canceled by your organization from this project in the reporting year (metric tons CO₂e)

75,802

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

No

Vintage of credits at cancellation

Were these credits issued to or purchased by your organization?

Issued

Credits issued by which carbon-crediting program

CDM (Clean Development Mechanism)

Method(s) the program uses to assess additionality for this project

Market penetration assessment

Approach(es) by which the selected program requires this project to address reversal risk

No risk of reversal

Potential sources of leakage the selected program requires this project to have assessed

Upstream/downstream emissions

Provide details of other issues the selected program requires projects to address

A CDM project must provide emission reductions that are additional to what would otherwise have occurred. The projects must qualify through a rigorous and public registration and issuance process. Approval is given by the Designated National Authorities. Public funding for CDM project activities must not result in the diversion of official development assistance.

The mechanism is overseen by the CDM Executive Board, answerable ultimately to the countries that have ratified the Kyoto Protocol.

Comment

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, but we anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers

Yes, our customers/clients

Yes, other partners in the value chain

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Engagement & incentivization (changing supplier behavior)

Details of engagement

Run an engagement campaign to educate suppliers about climate change

Climate change performance is featured in supplier awards scheme

% of suppliers by number

56.1

% total procurement spend (direct and indirect)

64

% of supplier-related Scope 3 emissions as reported in C6.5

80

Rationale for the coverage of your engagement

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 allows us to engage and educate our suppliers about climate change and encourages them to engage in climate impact monitoring through their yearly reporting. In 2022, HanesBrands has grown Higg FEM self-assessment completion across company-owned, turn-key and tier 2 facilities, covering 100% of owned facilities and 56.1% 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.

Impact of engagement, including measures of success

i) Measure of success:

We measure success by the percentage of company owned and external suppliers completing the Higg FEM disclosure and sharing the module with HanesBrands. Our threshold for a successful impact is at least 50% of our suppliers completing the Higg FEM self-assessment. Our stated public goal is to get to 100% by 2025.

For our Global Standards for Suppliers assessment, we measure success by the average score our suppliers earn on a scale of A+ (best) to F (worst). These scores allow us to exit facilities in found to have zero-tolerance violations. Our threshold for successful impact is monitoring and if needed, exiting any facilities that demonstrate zero tolerance violations, as well as the continued increase of our assessment scores in the reporting year. This incentivizes our suppliers to take action because they risk losing their contract if they are not complying with our requirements.

ii) Impact of engagement:

295 owned and contractor facilities (56.1% by number) have completed the Higg REM self-assessment in the reporting year.

Based on their GSS audit score, we grade and rank our suppliers into four categories. 542 facilities completed our Global Standards for Supplier assessment in the reporting year and over 83% scored a B or above. The lowest-scoring facilities are placed on our Alarm List for flagged issues that need immediate action. We refused to initially enter or terminated our relationship with 56 facilities in 2022. We track the average score of all facilities when initially audited versus their scores at remediation and subsequent annual audits. To the right is the data indicating that the average of all initial audits completed since the implementation of the scorecard system is 63% while the average of all annual audits is nearly 70% – an indication that our auditing and remediation process is moving the needle.

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Education/information sharing

Share information about your products and relevant certification schemes (i.e. Energy STAR)

% of customers by number

100

% of customer - related Scope 3 emissions as reported in C6.5

Please explain the rationale for selecting this group of customers 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 2022. 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.

i. Measure of success:

HanesBrands' 2022 strategy focused on leveraging the presence of the unique Hanes and ENERGY STAR partnership logo in the marketplace through the company's cold water wash campaign the continued environmental innovations documented on the company's sustainability website. Strategic efforts across internal and external channels yielded more than 813 million ENERGY STAR brand impressions.

Impact of engagement, including measures of success

i. Measure of success:

Quantity of product reaching consumers. and cold water wash media impressions.

ii. Our defined threshold for success is having all our product packages at mass retailers include the ENERGY STAR mark to drive consumer engagement with the program.

iii. Description of impact:

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.

Type of engagement & Details of engagement

Collaboration & innovation

Run a campaign to encourage innovation to reduce climate change impacts

% of customers by number

80

% of customer - related Scope 3 emissions as reported in C6.5

Please explain the rationale for selecting this group of customers and scope of engagement

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) and are currently working on a potential PPA organized by Wal-Mart. 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.

Impact of engagement, including measures of success

i. Measure of success:

Specific projects identified with retail partners to reduce emissions and/or other sustainability metrics such as packaging weight (especially in the ecommerce space), reduction of single-use plastics and waste to landfill.

ii. Our threshold of success is defined by achieving our 2025 and 2030 goals, as these key suppliers will help us to achieve 100% waste diversion from landfill by 2025 (reaching 92% in the reporting year) and 25% reduction in packaging weight by 2030.

iii. Description of impact:

We share a strong belief with our major retail partners that we can accomplish much more together than going at it alone. We will continue to partner with them to drive a range of impacts on everything from renewable energy projects to packaging reduction efforts to sustainable

manufacturing and products. In part due to collaboration with key customers to simplify and streamline packaging, we reduced packaging weight in the reporting year by 11% against a 2019 baseline.

C12.1d

(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.

Case study of engagement strategy with those partners:

Hanes has teamed up with Tide, along with a few well-known spokespeople, to educate consumers about the benefits of washing in cold water. This includes saving money and energy and decreasing greenhouse gas emissions. The Hanes and Tide multi-year cold-water wash program is one of the ways HanesBrands will achieve its 2030 Planet sustainability goals. See the Planet section of www.HBIsustains.com for more detail.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

Yes, climate-related requirements are included in our supplier contracts

C12.2a

(C12.2a) Provide details of the climate-related requirements that suppliers have to meet as part of your organization's purchasing process and the compliance mechanisms in place.

Climate-related requirement

Complying with regulatory requirements

Description of this climate related requirement

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. 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



% suppliers by procurement spend that have to comply with this climate-related requirement

100

% suppliers by procurement spend in compliance with this climate-related requirement

100

Mechanisms for monitoring compliance with this climate-related requirement

Certification

Supplier self-assessment

On-site third-party verification

Grievance mechanism/Whistleblowing hotline

Supplier scorecard or rating

Response to supplier non-compliance with this climate-related requirement

Exclude

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate


Yes, we engage directly with policy makers

Yes, our membership of/engagement with trade associations could influence policy, law, or regulation that may impact the climate

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

Yes

Attach commitment or position statement(s)

 C12.3 Engagement with policy makers.pdf

Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate 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 policy makers 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

C12.3a

(C12.3a) On what policy, law, or regulation that may impact the climate has your organization been engaging directly with policy makers in the reporting year?

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

HanesBrands engages 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. Further, 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 and investment. Beyond energy and decarbonization, we also focus on sustainable packaging development and cooperate with governmental regulation regarding plastics and

collaborative waste systems. HanesBrands believes collaboration between public and private entities is essential to accomplishing our climate goals and the collective climate collaborations outlined in the Paris Accords.

Category of policy, law, or regulation that may impact the climate

Climate change mitigation

Focus area of policy, law, or regulation that may impact the climate

International agreement related to climate change mitigation

Low-carbon, non-renewable energy generation

Renewable energy generation

Traceability requirements

Transparency requirements

Verification and audits

Policy, law, or regulation geographic coverage

Global

Country/area/region the policy, law, or regulation applies to

Your organization's position on the policy, law, or regulation

Support with no exceptions

Description of engagement with policy makers

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 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.

Details of exceptions (if applicable) and your organization's proposed alternative approach to the policy, law or regulation

Have you evaluated whether your organization's engagement on this policy, law, or regulation is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Please explain whether this policy, law or regulation is central to the achievement of your climate transition plan and, if so, how?

HanesBrands climate policy engagement is central to the achievement of our climate transition plan. Ensuring the development of collaborative systems to address climate change through clean energy generation, green transportation, and other efforts will help us reach our Scope 1 and 2 and Scope 3 carbon emissions reductions aligned with our Science Based Targets and the Paris Accord.

C12.3b

(C12.3b) Provide details of the trade associations your organization is a member of, or engages with, which are likely to take a position on any policy, law or regulation that may impact the climate.

Trade association

Business Roundtable

Is your organization's position on climate change policy consistent with theirs?

Consistent

Has your organization attempted to influence their position in the reporting year?

Yes, we publicly promoted their current position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position

Business Roundtable is an association of chief executive officers of America's leading companies working to promote a thriving U.S. economy and expanded opportunity for all Americans through sound public policy. Addressing climate change and its impacts demands a robust, coordinated effort with a sound policy portfolio. Business Roundtable CEOs are calling for a well-designed market-based mechanism and other

supporting policies to provide certainty and unleash innovation to lift America toward a cleaner, brighter future. Business Roundtable believes that to avoid the worst impacts of climate change, the world must work together to limit global temperature rise this century to well below 2 degrees Celsius above preindustrial levels, consistent with the Paris Agreement. Business Roundtable believes corporations should lead by example, support sound public policies and drive the innovation needed to address climate change. Hanesbrands' position is consistent with Business Roundtable's position on climate change and is not trying to change their position.

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

125,000

Describe the aim of your organization's funding

Our organization provides our funding for membership dues to support that initiatives of the Business Roundtable.

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication


In mainstream reports

Status

Complete

Attach the document



 2022 10-K- compressed.pdf

Page/Section reference

Governance and strategy- Business, Company Overview - Page 3
 Strategy - Business, page 3,10-11
 Risks and Opportunities- "Risk Factors" pages 12-18, 11
 Emissions Targets - page 11

Content elements

Governance
 Strategy
 Risks & opportunities
 Emission targets

Comment

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment
Row 1	Other, please specify Sustainable Apparel Coalition	The SAC is a global multi-stakeholder nonprofit alliance for the consumer goods industry. The Sustainable Apparel Coalition 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' sustainability performance.



C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	
Row 1	No, but we plan to have both within the next two years

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	
Row 1	No, but we plan to do so within the next 2 years

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

Yes

Value chain stage(s) covered

Upstream

Tools and methods to assess impacts and/or dependencies on biodiversity

Other, please specify



CDP Technical Note on Biofuels Sustainable Biomass Self Certification Frameworks

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

During the reporting year, 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 its production biodiversity impacts. This exercise allowed us to document the biodiversity conservation measures assured by the El Salvadorian government, the market in which we purchase and use biomass. We found that these measures ensure the protection of biodiversity in its production and harvesting.

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No, but we plan to within the next two years

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?

No

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	
Row 1	No, we are not taking any actions to progress our biodiversity-related commitments, but we plan to within the next two years

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	Yes, we use indicators	State and benefit indicators



C15.7

(C15.7) Have you published information about your organization’s response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
No publications		

C16. Signoff

C-FI

(C-FI) 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.

N/A

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	EVP Global Supply Chain	Chief Operating Officer (COO)

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP



	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms