

SUSTAINABILITY

2023 SUMMARY



HANESBRANDS CEO LETTER

Dear Stakeholders,

I am proud of the work we are doing to improve lives, protect the planet and thoughtfully manufacture products for consumers around the world. In 2023, we made substantial progress toward our 2025/2030 goals, which reflects our associates' passion for innovation, deep expertise in their fields, and commitment to do the right thing.

Between 2021 and 2023, we contributed to improving the lives of 3.4 million people globally by donating products and providing comfort to our communities where we live and work. Last year, our associates elevated their commitment to achieving our goals around People, Planet, and Product, through our associate-driven "I'M IN" program, which captured 90,000 commitments from our global workforce who promised to implement sustainable practices in their lives. From saving energy by washing clothes in cold water, to reducing emissions by carpooling, our associates made thousands of small commitments that will make a big difference.

In 2023, we also achieved a substantial reduction in greenhouse gas emissions, water usage, and packaging weight. We are well on our way toward reaching zero waste across operations and using 100% renewable electricity by 2030.

We remain a global leader among industry peers and thousands of companies evaluated by earning an A- score in the 2023 CDP Climate Change Report and 2023 CDP Water Security Report. In 2023, we received approval of

our near-term science-based emissions targets from the Science Based Targets initiative (SBTi), even extending our Scope 1, 2 and 3 goals beyond the initiative's standard expectations. For 14 consecutive years, HanesBrands has been awarded the Energy Star Sustained Excellence Award or Partner of the Year Award from the U.S. Environmental Protection Agency.

Our strategic investments in sustainability have yielded \$23 million in savings since establishing our goals in 2020, including more than \$10 million in savings in 2023. We continue to identify savings opportunities as we discover innovative ways to drive progress and do better.


Our consumers demand quality, comfortable products at a great value that are manufactured with the planet and people in mind. Meeting our consumers expectations is how we make sustainability accessible for all.

At HanesBrands, we recognize that while we are progressing toward our goals around People, Planet, and Product, the work will never be finished. The world is changing, and we must change with it. I invite you to read more about how our iconic brands and our global associates are Creating a More Comfortable World for Every Body by viewing our 2023 Summary Report and exploring hbsustains.com.

Thank you,


STEPHEN B. BRATSPIES

Chief Executive Officer

 TO FIND OUT MORE,
GO TO hbsustains.com

TRANSPARENT REPORTING UNDER LEADING INTERNATIONAL FRAMEWORKS AND STANDARDS



HANESBRANDS CORE VALUE CHAIN



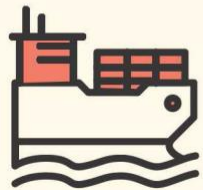
1 SOURCING OF RAW MATERIALS

- About **75%** of the cotton used to make HanesBrands' apparel is grown in the U.S. by farmers using leading environmental practices.
- U.S. cotton farming has **reduced its greenhouse gas emissions** by 30% and uses 31% less land since 1980.
- Our U.S. cotton is spun into yarn **in the United States**.
- Extensive due diligence programs are in place to **track the source** of foreign cotton and yarn. Origin testing on-going now.



2 MANUFACTURING

- Over **70%** of HanesBrands' total unit volume comes from facilities owned or controlled by HanesBrands with locations balanced between the eastern and western hemispheres.
- HanesBrands' US-sourced yarn is sent to **fabric mills owned by HanesBrands** in El Salvador and the Dominican Republic that **rely heavily on biomass and solar renewable energy**. It is then sewn largely at HanesBrands-owned facilities in the region.
- All facilities, owned and contracted, go through an in-depth 265 question **labor compliance audit** using both internal and external auditors.
- **59%** of HanesBrands' total electricity comes from renewable sources.
- HanesBrands has reduced Scope 1 & 2 greenhouse gas emissions by **53%** and water use by **11%** since 2019.



3 TRANSPORTATION

- Transporting raw materials and finished products is done largely by sea and land – significantly **less expensive and emitting far less greenhouse gases** than by air.
- Heavy focus on limiting air transport as part of our 2030 science-based target goals.



4 PACKAGING

- 2025 goal to reduce packaging weight by **25%** and eliminate single-use packaging.
- Projects are being implemented that reduce packaging weight by **16%** and single-use plastics by **50%** from a 2019 baseline.



5 WASTE MANAGEMENT

- Managing waste has long been a focus at HanesBrands – especially the waste generated at our manufacturing facilities.
- Nearly **\$2 million** in yearly revenue is generated from selling our manufacturing waste to recyclers. Much of those proceeds are reinvested in our local community-development efforts.
- Today, about **94%** of waste from operations is diverted from landfill.



6 CONSUMER USE

- Most of the greenhouse gases emitted from a t-shirt over its life cycle comes from heating water in the laundry room.
- Our goal is to educate the consumer to wash in cold water.
- In partnership with Tide™, we generate hundreds of **millions of** consumer impressions each year driving the benefits of washing in cold.

♥ PEOPLE

OUR ASSOCIATES

- HanesBrands welcomes, listens and embraces everyone. **Our culture is built on strong values and ethics.**
- We offer **opportunities for advancement and training at all levels** and over 1,000 leadership and training courses.
- The **health and wellness of our associates is important to us** with extensive medical clinics in our manufacturing facilities and headquarters.

HUMAN RIGHTS/ RESPONSIBLE SOURCING

- Our **Global Standards for Suppliers** and **Global Human Rights Policy** call for all our suppliers to conduct themselves with honesty and integrity, to fully comply with the law and to treat associates with dignity and respect.
- We have an extensive audit program and audit all facilities against a 265-question labor compliance audit protocol prior to production, and yearly thereafter, using both internal and external auditors.
- We have a **zero tolerance policy** against issues such as child labor, wage violations, serious health and safety violations and sexual or physical harassment or abuse.

COMMUNITY ENGAGEMENT AND PHILANTHROPY

- Our Green for Good program, funded by savings from our plant recycling efforts, has provided thousands of people with access to medical services and over 1,500 life-changing surgeries since 2007.
- In 2023, we provided **3.58 million units** of essential clothing to over 80 organizations globally to support those in need.
- Our employees **devote tens of thousands of volunteer hours every year** to support charitable work.

DIVERSITY, EQUITY AND INCLUSION

Our 48,000 associates represent incredible diversity of background, ethnicity, culture, religion, gender, sexual orientation and age.

We launched extensive **company-wide diversity training** and created mentoring programs.

GLOBAL WORKFORCE	BOARD OF DIRECTORS
70% are women.	20% are women.
	30% are racially or ethnically diverse.

U.S. WORKFORCE

52% of senior manager and above positions are held by women.

48% are People of Color.

19% of senior manager and above positions are held by People of Color.

GLOBAL ETHICS AND COMPLIANCE

- Our **Global Code of Conduct** that underpins our Global Ethics and Compliance program is translated into 13 languages.
- We have **Code of Conduct Officers** in all countries in which we operate. They are advocates for fairness, serving as trainers and resource providers for the program.

OUR PURPOSE

We are creating a more **comfortable world for every body.**

OUR VALUES

PLAY TO WIN

We expect to win, working together to drive results. We push ourselves to simplify and innovate. When we fail, we learn from it. We will break with the past when necessary to move forward.

ACT LIKE OWNERS

We take action. We build relationships across functions so we can see the company holistically and seek out opportunities for improvement. We're willing to sacrifice in one area if that leads to our overall success.

DO WHAT'S RIGHT

We behave ethically. We are transparent. We share information about the factors influencing our actions. Our behaviors align with our values. Our products make the world a better place.

CREATE OPPORTUNITY FOR ALL

With success comes opportunity. Everyone is respected and included. We provide opportunities for all associates to reach their Full Potential.



PLANET

CLIMATE

- We've set **Science-Based Targets** calling for a 50% reduction in scope 1 & 2 and a 30% reduction in scope 3 emissions by 2030.
- Since 2019, we've already reduced scope 1 and 2 emissions by **53%**.
- Our goal is for our operations to be powered by **100% renewable electricity** by 2030. Today, we are at 59%.

WASTE

- We are now **diverting 94%** of our facility waste from landfills, recycling more than 98 million pounds of fabric-cut parts, corrugate, plastic and other materials annually.
- Our **Green for Good** program, funded annually with nearly \$1 million in proceeds from waste recycling, invests in community improvement projects in education, healthcare and disaster relief assistance.

WATER

- HanesBrands is committed to **optimizing water use** throughout our value chain. We've reduced water use intensity by 11% since 2019.
- We **monitor water withdrawals** from local water basins serving our textile facilities, then track this data against industry tools. This helped us confirm that our textile facilities (the biggest consumers of water) are not located in water-stressed regions.

WASTEWATER AND CHEMICAL MANAGEMENT

- HanesBrands has put in place rigorous, industry-leading **wastewater and chemical management programs** at our owned facilities. All chemicals considered for use in those facilities must receive advance corporate-level approval and meet all legal requirements and our high, self-imposed standards.
- HanesBrands aims to meet the wastewater standards of the **Zero Discharge of Hazardous Chemicals initiative** by 2025.
- **100%** of wastewater from our major manufacturing facilities is treated with state-of-the-art wastewater treatment plants – more than **2 billion gallons** per year.

AMBITIOUS, RIGOROUS AND SCIENCE-BASED EMISSION REDUCTION GOALS



50% reduction in Scope 1 & Scope 2 emissions by 2030

30% reduction in Scope 3 emissions by 2030

Targets approved by SBTi based on 1.5°C or less limits for Scopes 1 and 2 and well below 2°C limit for Scope 3



"A-" in both Climate Change & Water Security in 2022 and 2023



For 14 years in a row, we've earned Energy Star Partner of the Year or Sustained Excellence awards from the U.S. EPA.



PRODUCT

MATERIALS

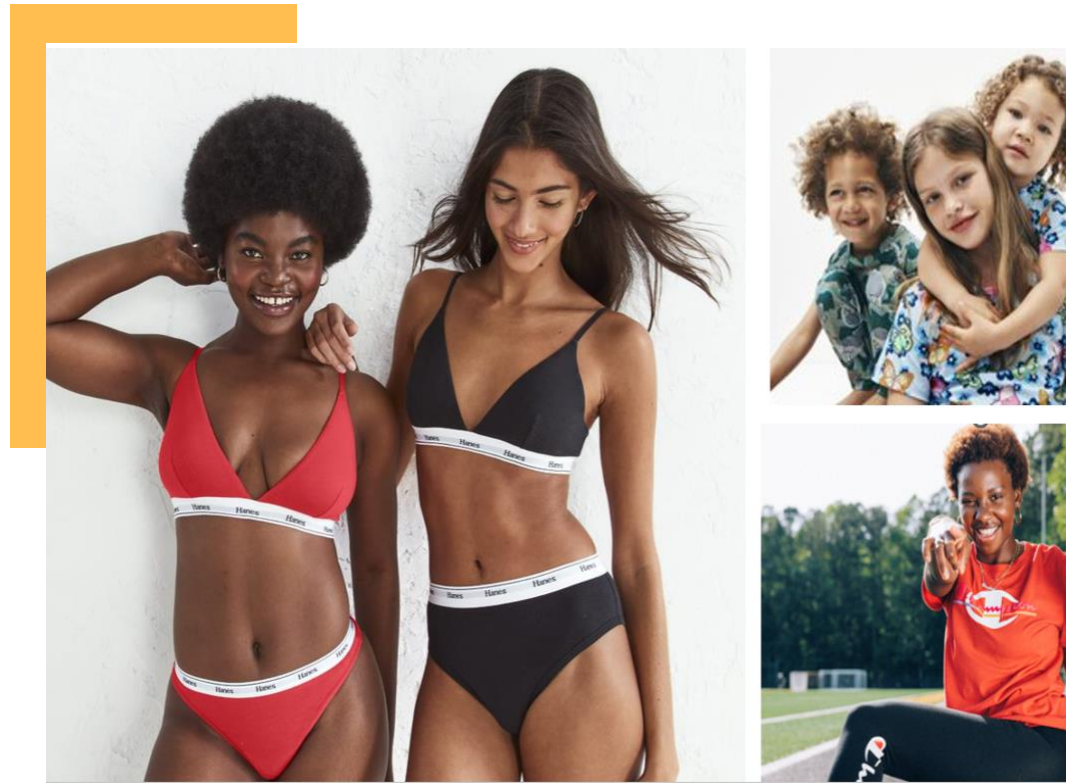
- Our goal is to use **100% sustainably grown cotton** by 2030. We are now at 75%
- Our goal is to use **100% recycled/degradable polyester** in our products by 2030. We are now at 23%. The amount of recycled polyester that we've used in our products over the past five years is equivalent to recycling over **750 million** plastic bottles.

CIRCULARITY









- We've kickstarted the use of circular economy practices by partnering with yarn mills to manufacture **reclaimed and recycled cotton**.
- To accelerate our journey toward a circular economy, we've set a goal for each of our brands to launch at least one fully circular product or initiative by 2025.

PACKAGING

- Our aspiration is to completely phase out single-use plastic by 2025. What can't be phased out must be commonly **recyclable or compostable**. Since 2019, we have implemented projects that are eliminating 50% of single-use plastic.
- We have partnered with **How2Recycle** in the U.S. since 2019, printing guides to recycling on over 650 million product packages. Similarly, in Australia and New Zealand, we have partnered with the **Australian Packaging Covenant Organization** to add the Australasian Recycling Label to all product packaging.
- From embracing recycled paper and cardboard packaging to **reducing overall packaging weight by 25%** by 2025, our global brands will reimagine the packaging that will help us deliver products safely to consumers in a low-waste economy. Since 2019, we have implemented projects that are reducing packaging weight by 16%.



PROGRESS AGAINST OUR 2025 & 2030 COMMITMENTS

	Goal	Progress through 2023	Target Date	United Nations Sustainable Development Goals Alignment
PEOPLE	<ul style="list-style-type: none"> We will contribute to improving the lives of at least 10 million people. 	3.4 million lives impacted	2030	  
	Volunteerism <ul style="list-style-type: none"> We will encourage our associates to average at least 8 volunteer hours per year. 	Salaried associates average 9 volunteer hours per year	2030	
	Diversity, Equity & Inclusion <ul style="list-style-type: none"> We will increase the number of people of color at the senior manager level and above in the U.S. to 25% and maintain the percentage of women in the U.S. at senior manager level and above at 50% or more. 	19% people of color at or above senior manager level 52% women at or above senior manager level	2025	
PLANET	Emissions¹ <ul style="list-style-type: none"> We are committing to a 50% reduction in Scope 1 & 2 emissions and a 30% reduction in Scope 3 emissions. 	53% reduction in Scope 1 and 2 emissions Scope 3 reductions will be calculated in 2024	2030	 
	Energy^{1,2} <ul style="list-style-type: none"> We will reduce energy use in our owned facilities by 25% and support our key suppliers to do the same. 	2% increase	2030	
	Renewable Electricity <ul style="list-style-type: none"> We will use 100% renewable electricity in our owned operations through direct investment and renewable energy credits, where reasonably possible. 	59% renewable electricity	2030	
	Water^{1,3} <ul style="list-style-type: none"> We will reduce water use in our owned operations by 25%. 	11% reduction	2030	
	Wastewater <ul style="list-style-type: none"> We will align our wastewater with Zero Discharge with Hazardous Chemicals (ZDHC) wastewater standards. 	Performed gap analysis	2025	
	Waste <ul style="list-style-type: none"> We will achieve zero waste across our operations and support key suppliers to do the same. 	94% of waste diverted from landfill	2025	
	Higg Facility Environment Module (FEM) <ul style="list-style-type: none"> We will work only with facilities that have completed the Higg FEM process and will include Higg FEM scores in our facility evaluations. 	305 owned and contractor facilities have completed Higg FEM self-assessment	2025	
PRODUCT	Materials <ul style="list-style-type: none"> We aim to use 100% sustainable cotton and 100% recycled/degradable polyester in all HanesBrands products. 	75% sustainable cotton 23% recycled/degradable polyester	2030	
	Single Use Plastics¹ <ul style="list-style-type: none"> We aim to eliminate single-use plastics in our product packaging. Any that remains must be commonly recyclable or compostable. 	Projects being implemented that reduce single-use plastics by 50%	2025	
	Packaging Weight¹ <ul style="list-style-type: none"> We aim to reduce packaging weight by 25%. 	Projects being implemented that reduce packaging weight by 16%	2025	

¹ From 2019 baseline

² Energy intensity = total energy consumed / total pounds of fabric produced

³ Water intensity = total water consumed / total pounds of fabric produced

AWARDS & RECOGNITIONS



**World's Most Ethical Companies
2021 & 2022**



**"A-" Score in Both CDP Climate
and Water in 2022 & 2023**



**Energy Star Partner of the Year
2010-2023**



**Ethical Fashion Report
Ranked in the TOP 20% of companies
Assessed in 2022**



**"AA" MSCI Rating
2023**



**CODESPA Award
2022**



<https://hbasustains.com/our-2030-goals>

Please visit our website for comprehensive information about our efforts to improve the lives of people, protect the planet and generate world-class, sustainable product.



CAUTIONARY STATEMENT CONCERNING FORWARD-LOOKING STATEMENTS

The materials we have filed or will file with the Securities and Exchange Commission, or the "SEC," contain, or will contain, certain forward-looking statements regarding our environmental, social and governance goals and initiatives and our expectations related to their impact on our employees, communities, customers, business strategies, market potential, future financial performance and other matters. Forward-looking statements include all statements that do not relate solely to historical or current facts, and can generally be identified by the use of words such as "may," "believe," "will," "expect," "project," "estimate," "intend," "anticipate," "plan," "continue" or similar expressions. Forward-looking statements inherently involve many risks and uncertainties that could cause actual results to differ materially from those projected in these statements. Where, in any forward-looking statement, we express an expectation or belief as to future results or events, such expectation or belief is based on the current plans and expectations of our management and expressed in good faith and believed to have a reasonable basis, but there can be no assurance that the expectation or belief will result or be achieved or accomplished. The following include some but not all of the factors that could cause actual results or events to differ materially from those anticipated: stakeholders, including regulators, views regarding our environmental, social and governance goals and initiatives, and the impact of factors outside of our control on such goals and initiatives; our ability to successfully execute our multi-year growth strategy plan to achieve the desired results; our ability to migrate our production and manufacturing operations to lower-cost centers around the world; the highly competitive and evolving nature of the industry in which we compete, and the level of consumer demand; ; our reliance on a relatively small number of customers for a significant portion of our sales; any inadequacy, interruption, integration failure or security failure with respect to our information technology (including the ransomware attack announced May 31, 2022); the impact of significant fluctuations and volatility in various input costs, such as cotton, the primary material used in the manufacture of our products, and oil-related materials, utilities, freight and wages; the availability of global supply chain resources; our ability to effectively manage our inventory and reduce inventory reserves; any failure by us to successfully streamline our operations; retailer consolidation and other changes in the apparel essentials industry; our ability to keep pace with changing consumer preferences in intimate apparel; our reliance on a relatively small number of customers for a significant portion of our sales; financial difficulties experienced by any of our top customers; risks associated with our foreign operations or foreign supply sources, such as disruption of markets, changes in import and export laws, currency restrictions and currency exchange rate fluctuations; the impact of economic and business conditions and industry trends in the countries in which we operate on our supply chain, costs and adverse publicity arising from violations of labor and environmental laws by us or any of our third-party manufacturers; our ability to attract and retain key personnel; our substantial debt and debt service requirements which restrict our operating and financial flexibility, and impose significant interest and financing costs; rapid technological changes; future financial performance, including availability, terms and deployment of capital; and the outcome of any pending or threatened litigation; and the other factors described under the caption "Risk factors" in our annual report on Form 10-K, quarterly reports on Form 10-Q and other filings made with the SEC. The foregoing factors and others are described in greater length in our materials filed with the SEC. These forward-looking statements and such risks, uncertainties and other factors speak only as of the

date they are made. We expressly disclaim any obligation or undertaking to disseminate any updates or revisions to any forward-looking statement contained in any materials we have filed or will file with the SEC, to reflect any change in our expectations with regard thereto or any other change in events, conditions or circumstances on which any such statement is based other than required by law.