

HANESBRANDS INC. GOVERNMENT AFFAIRS AND POLITICAL ACTIVITY

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.

Principles governing our approach to political expenditures include the following:

- HanesBrands does not endorse or make campaign contributions to federal, state, or local candidates, national political party committees or other Federal political committees.
- HanesBrands does not make payments to social welfare organizations for election-related purposes.
- HanesBrands does not make contributions in support of or in opposition to ballot initiatives.
- HanesBrands does not make so-called "independent expenditures" to support or oppose the nomination or election or defeat of a clearly identified candidate that are

not made in concert or cooperation with or at the request or suggestion of, a candidate, candidate’s authorized committee or a political party.

- HanesBrands does not participate in electioneering communication to our associates or anyone outside the company.
- HanesBrands does not have a Political Action Committee (PAC).
- HanesBrands respects and supports its associates’ right to participate in the political process. If associates choose to contribute their personal time, money, or resources to any political activity, under the HanesBrands Global Code of Conduct, such associates should make clear at all times that their views and actions are their own, and not those of HanesBrands.
- Like most multinational companies, HanesBrands belongs to trade and industry associations in the United States to which the Company pays annual dues.

Following is a list of U.S.-based organizations to which HanesBrands has contributed payments of \$25,000 or more during the previous 12 months and their non-tax-deductible portions.

Organizations	Total Dues	Non-Deductible Percentage
American Association of Exporters & Importers	\$7,370	3.5%
American Apparel and Footwear Association	\$120,000	16%
Business Alliance for Customs Modernization	\$5,700	8%
US ASEAN Business Council	\$30,250	1%
United State Council of International Business	\$26,000	7%