

SUSTAINABILITY

2022 SUMMARY



HANESBRANDS CEO LETTER

Dear Stakeholders,

One of our company values is Do What's Right. We know as a global company, we have the power to create real change by improving lives, ensuring our planet's future and creating sustainable products. Thousands of HBI associates all over the world are committed to reaching our goals within our three pillars - People, Planet and Product. We are passionate about making sustainability accessible for all.

Our iconic brands are loved by millions of people around the world, so we understand our responsibility to be transparent about our sustainability plans and progress. We've launched new tools on [HBI sustains.com](https://hbisustains.com) that allow you to trace the materials used in many of our products.

Sustainability isn't new to us, and we know we can't do it alone. We're proud of our global partnerships that are making a big impact. Organizations like Delivering Good help us provide people in need with the comfort of quality clothing during times of crisis. Our work with Procter & Gamble brings together household brands like *Tide* and *Hanes* to inspire people to wash in cold water, saving consumers money and helping the environment.

Sustainability is integrated into everything we do — from our iconic brands to sourcing our materials to manufacturing our great products to operating our global distribution network. We're proud of our leadership in this area, but we know there's much more work to do.


We have taken action to create and track our sustainability metrics, as well as align with environmental, social and governance (ESG) frameworks that help us advance our initiatives and better communicate our objectives and accomplishments. We're reducing our energy, water and packaging use. We're committed to eliminating single-use plastics and the waste generated at our global facilities. We have also set emissions reduction targets through the Science-Based Targets Initiative.

HanesBrands has been around for more than 100 years. We are committed to leading in sustainability to ensure our people, planet and products are creating a more comfortable world for every body for the decades ahead.



STEPHEN B. BRATSPIES

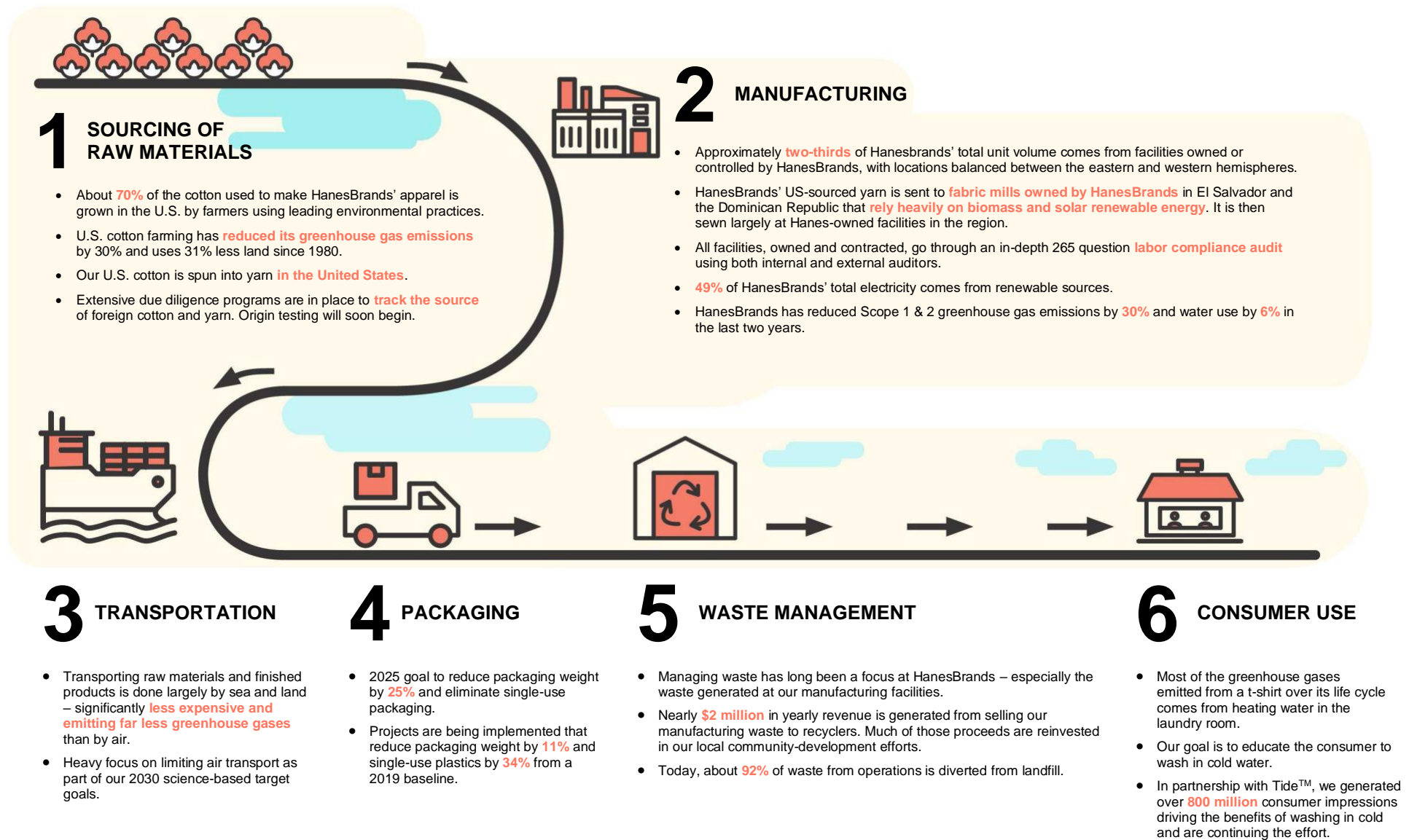
Chief Executive Officer

 TO FIND OUT MORE,
GO TO hbisustains.com

TRANSPARENT REPORTING
UNDER LEADING
INTERNATIONAL
FRAMEWORKS AND
STANDARDS



HANESBRANDS CORE VALUE CHAIN



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 over **5,300** people with access to medical services and over **1,500** life-changing surgeries since inception.
- In 2022, we provided **8.5 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 **50,000+ 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
68% are women.	30% are women.
57% of management positions are held by women.	20% are People of Color.

U.S. WORKFORCE (Based on 2021 EEO-1 report)

70% are women.

50% of senior manager and above positions are held by women.

45% 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 32 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 **30%**.
- Our goal is for our operations to be powered by **100% renewable electricity** by 2030. Today, we are at 49%.

WASTE

- We are now **diverting 92%** 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 6% 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 submitted to 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**



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

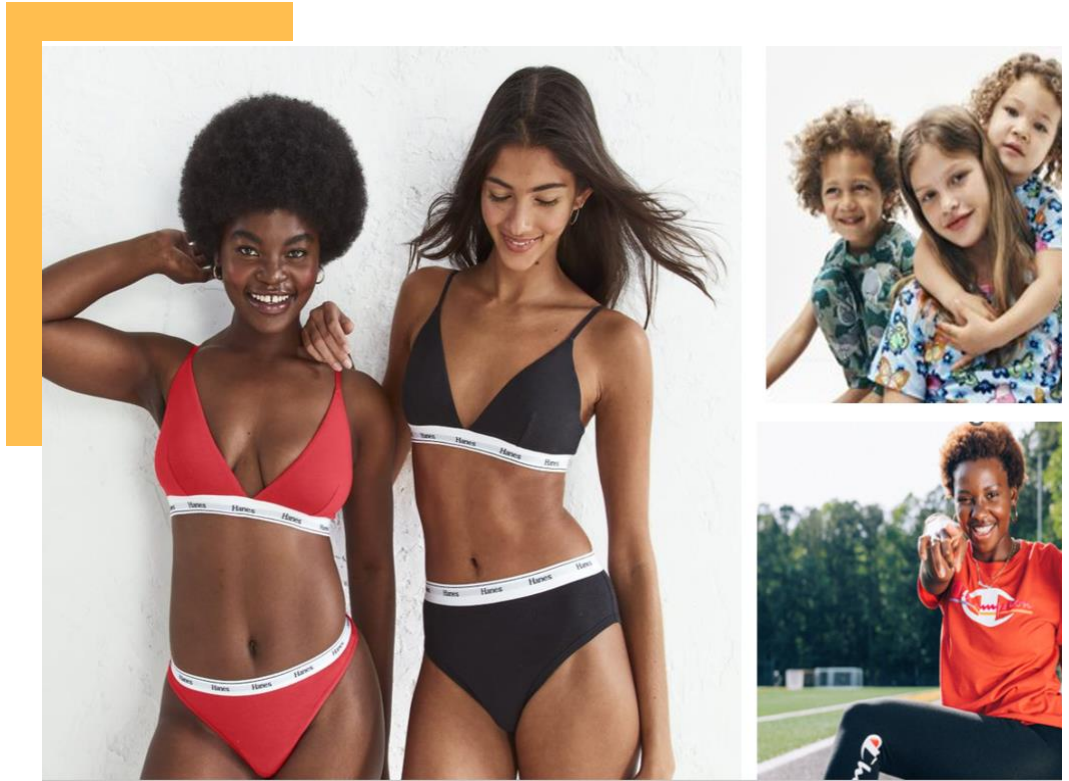
- We will use **100% sustainable cotton** by 2030. We are now at 70%, using approximately 180 million pounds of sustainable cotton last year.
- We will use **100% recycled/biodegradable polyester** in our products by 2030. We are now at 16%. The amount of recycled polyester that we've used in our products over the past five years is equivalent to recycling **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 34% 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 11%.



PROGRESS AGAINST OUR 2025 & 2030 COMMITMENTS

Goal		Progress through 2022	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. 	2.7 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 50% 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. 	30% reduction in Scope 1 and 2 emissions Scope 3 reductions will be calculated in 2023	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. 	49% renewable electricity	2030	
	Water^{1,3} <ul style="list-style-type: none"> We will reduce water use in our owned operations by 25%. 	6% 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. 	92% 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. 	315 owned and contractor facilities (approx. 58%) 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/biodegradable polyester in all HanesBrands products. 	70% sustainable cotton 16% recycled/biodegradable 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 34%	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 11%	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**



**Energy Star Partner of the Year
2010-2022**



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



**Barron's 100 Most Sustainable
Companies in 2020 & 2021**



**"AA" MSCI Rating
2022**



**CODESPA Award
2022**



<https://hbisustains.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.

HANES Brands Inc

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.