

HANESBRANDS INC. UK TAX STRATEGY STATEMENT

This tax policy is published on January 3, 2021 and applies to the UK affiliates¹ of Hanesbrands Inc. The UK affiliates regard this policy as complying with their duty under paragraphs 19(2) and 22(2) of Schedule 19 Finance Act 2016 to publish a tax strategy. We have operated within the principles detailed below for many years.

About Hanesbrands Inc.

Hanesbrands Inc. (collectively with its subsidiaries, “Hanesbrands,” “we,” “us,” “our” or the “Company”) is a socially responsible manufacturer and marketer of leading everyday basic apparel under some of the world's strongest apparel brands in the Americas, Europe and Asia, as well as in Australia and South Africa. We sell our products under some of the world’s strongest apparel brands, including *Hanes*, *Champion*, *Bonds*, *DIM*, *Maidenform*, *Bali*, *Playtex*, *Lovable*, *Bras N Things*, *Nur Die/Nur Der*, *Alternative*, *L’eggs*, *JMS/Just My Size*, *Wonderbra*, *Berlei* and *Gear for Sports*.

Based in Winston-Salem, North Carolina, Hanesbrands is a member of the S&P 500 stock index and is ranked No. 436 on the Fortune 500 list of the United States’ largest companies by sales. The Company has approximately 61,000 employees worldwide.

Unlike most apparel companies, Hanesbrands primarily operates its own manufacturing facilities. Approximately 72 percent of the apparel units that we sell are manufactured in our own plants or those of dedicated contractors. Our products are marketed to consumers shopping in mass merchants, mid-tier and department stores, specialty stores, e-commerce sites and our own consumer directed operations, which includes our outlet stores, retail stores and e-commerce sites.

Overview of UK Operations

Our operations in the United Kingdom are focused on selling branded apparel, including *Champion* activewear and women’s intimate apparel, including *Playtex*, *Shock Absorber*, *Wonderbra* and *Maidenform*. In addition to wholesale sales to retailers, we also sell our products directly to consumers in the United Kingdom through our e-commerce websites and retail locations.

Our Approach to Tax

We are committed to complying with all applicable laws, rules, regulations and disclosure requirements in all countries where we operate and report our tax financial position, including the United Kingdom.

We proactively identify and manage tax risks and continuously monitor changes in tax law, ensuring that we take advice where appropriate from advisors.

Our approach to tax planning is focused on compliance and conservatism. For this reason, our Global Tax Department regularly collaborates with our Corporate Legal Department and Corporate Treasury Department in reviewing potential tax planning transactions, as well as with external advisors who are subject matter experts within the field. Senior management regularly reports to the Audit Committee of the Board of Directors on tax matters, and the Board of Directors ultimately oversees Hanesbrands’ enterprise-wide risk management, including tax-related risks.

Given the nature of the geographic footprint, it is inevitable that tax risks will arise. We do not have prescribed levels of acceptable tax risk, but consider tax risk on a case by case basis taking into account

¹ UK affiliates includes the following entities: Champion Products Europe Ltd - UK branch, Hanesbrands UK Ltd, Hanes Holdings UK Limited, Sheridan U.K. Limited

the relevant facts and circumstances. We employ experienced tax professionals and advisors to identify uncertainties and ensure risks are fully assessed.

Working with HMRC

We have historically and consistently been categorized by Her Majesty's Revenue & Customs ("HMRC") as a low-risk business. We are committed to working collaboratively with HMRC, and have no history of significant audit adjustments in the UK.

Should there be any questions about our approach to taxation or our global affairs, please contact our Investor Relations department at ir@hanes.com.

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