



COLIN'S

Sustainability Report 2024



The journey of shifting
from ready-to-wear to
responsible apparel is
fundamental for us.



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About the Report

Since 1983, we have been producing not only for today but also for the world of tomorrow, reflecting our responsibility towards the environment, society, and the economy in every step we take.

As COLIN'S, since the beginning of our journey in 1983, we have been committed to extend our motto, "Living life to the fullest," beyond just our customers, to the world we live in. In every geography where we operate, we have made it an integral part of our business to act responsibly towards the environment, society, people, and the economy. In this context, we are pleased to share with you, our esteemed stakeholders, the steps we have taken, the progress we have made, and our future goals through our 2024 Sustainability Report.

Our Sustainability Report has been prepared in accordance with the requirements of the GRI Standards published by the Global Reporting Initiative (GRI), taking into account the IFRS S1 and S2 framework published by the International Accounting Standards Board (IASB), which also forms the basis of the Türkiye Sustainability Reporting Standards (TSRS). Our Report covers our operations in a total of 23 countries in which we operate, primarily Türkiye and Russia, and our activities during the 12-month period between 1 January 2024 and 31 December 2024.





Messages from the Management

Message from the Chairman of the Board



Dear Stakeholders,

It is my great pleasure to present to you our 2024 Sustainability Report. The past year has been a period in which we carried our sustainability vision further and strengthened our growth with investments focused on digitalization and innovation. In this process, by keeping our environmental and social responsibilities at the center of our business strategy, we continued to work diligently for a more livable future. Our accomplishments have been driven by the commitment of our teammates and the steadfast support of our stakeholders.

As COLIN'S, we view fashion not merely as a style element, but as a value shaped by a sense of responsibility toward our planet. With the goal of creating a more livable world for future generations, we prioritize sustainability at every stage of our business processes and make a difference with innovative solutions.

Yavuz Eroğlu

Chairman of the Board of COLIN'S

The year 2024 was a year in which we achieved strong financial results and further expanded our global presence. We supported this growth not only with economic success but also with our responsibility towards the environment and society. In line with our approach of "We Are Responsible for the Planet and People," we placed sustainability principles at the focus of our business processes.

With our motto "Living Life to the Fullest," we continued in 2024 to position sustainability at the center of our business model, approaching our responsibility towards the environment, people, and society together, growing responsibly, and coloring life together.

In this context, with our goal of "Transforming Ready-to-Wear into Responsible Wear," the steps we have taken have extended not only to our production processes but also from our supply chain to our customer experience, from our digitalization projects to our innovative solutions. We accelerated our efforts to reduce our carbon footprint, increase efficiency in resource use, and enhance our social impact.

One of the most notable examples of our sustainability efforts in 2024 was the "Denim Fikrim" Design Competition, which was awarded a PRIDA Communication Award in the Launch/ Relaunch / Positioning category by the Communication Consultancy Companies Association (İDA). This award is a strong reflection of our belief that sustainable fashion is not only a trend but a necessity of the future. We thank all our teammates who contributed to the project and continue our work with determination, a sense of responsibility for a more livable world.

In addition to all these efforts, we are implementing a 2.5 MW solar panel project in Niğde. With this project, we aim to meet the annual electricity needs of our 49 stores and the Kiraç warehouse from renewable sources, thereby reducing our carbon emissions and lowering our long-term energy costs.

At COLIN'S, we will carry our determination into the future, developing innovative projects and fostering a sustainable tomorrow in partnership with our stakeholders.

Best regards,

Yavuz Eroğlu

Chairman of the Board of COLIN'S



Message from the Chairman of the Sustainability Committee



Ahmet Eroğlu

Chairman of the Sustainability
Committee

Dear Stakeholders,

As the Chair of the Sustainability Committee, I am very pleased to share with you the concrete progress we have achieved on this transformation journey. At COLIN'S, we adopt sustainability not only as an environmental responsibility but also as a strategic priority that increases efficiency, sparks innovation, and creates long-term value. In 2024, with this understanding, we transformed our sustainability performance into concrete practices and achieved strong outcomes.

Throughout the year, in line with our "Smart Green Store" approach, we invested in high energy efficiency technologies. By installing an energy management system in 80% of our stores in Türkiye, we took one more step towards our target in this field. In order to manage our processes centrally and increase efficiency, we expanded our ERPOS infrastructure to new locations including Georgia, Iraq, and Morocco, thereby strengthening our digital infrastructure.

In supply chain management, we embrace a transparent and responsible approach. As of 2024, we carried out 88% of our product supply from producers holding BSCI and/or Sedex certification, thereby reinforcing our commitment to ethical values. Moreover, through our Supplier Monitoring System, we regularly track the sustainability performance of our business partners, further amplifying our impact across the value chain.

In 2024, as part of our transition to the circular economy, we initiated a project to reduce our environmental footprint by introducing 100% recycled hangers across all new stores.

We have taken significant steps in addressing the climate crisis. In 2024, with the launch of our ground-mounted solar power plant investment, we achieved a major milestone in our transition to renewable energy.

Diversity, inclusiveness, and talent development are also among our strategic priorities. In 2024, while increasing our global ratio of female managers to 33%, we raised our new graduate recruitment rate to 14%. By incorporating young talents into our organization, we are progressing with firm steps towards our goal of shaping the future together.

All these outcomes are indicators of our effort to transform sustainability into a corporate culture. As we move forward towards our 2030 targets; we will continue to produce measurable, transparent, and high-impact projects, and to contribute to the future of our planet and society.

We sincerely thank all our stakeholders for accompanying us on this journey of sustainable transformation.

Best Regards,

Ahmet Eroğlu

Chairman of the Sustainability Committee



About COLIN'S

By transforming our passion for jeans into vibrant energy, we create a world of style where young people can freely express themselves.

The COLIN'S journey, which began in 1983 in a small garment workshop, has evolved over 42 years into a global brand that inspires millions of people across a wide geography, particularly in Russia and the Turkic Republics.



With our jean-focused collections, we continue to offer long-lasting, environmentally friendly, and high-quality products with our sustainable design approach while creating space for individuals to freely reflect their style. Our collections, which stand out in terms of color, fabric, craftsmanship, and durability, represent not only style but also a lifestyle carrying responsibility.

As COLIN'S, we aim to deliver an experience beyond dressing. At every point of interaction, we combine innovation, style, and quality to develop products and services that help people feel better. Across all of our stores around the world, we bring this vision to life every day, driving fashion towards a more sustainable and meaningful future.





Our Mission

To enable young people to live life with joy through our jeansfocused fashion products.

Our Vision

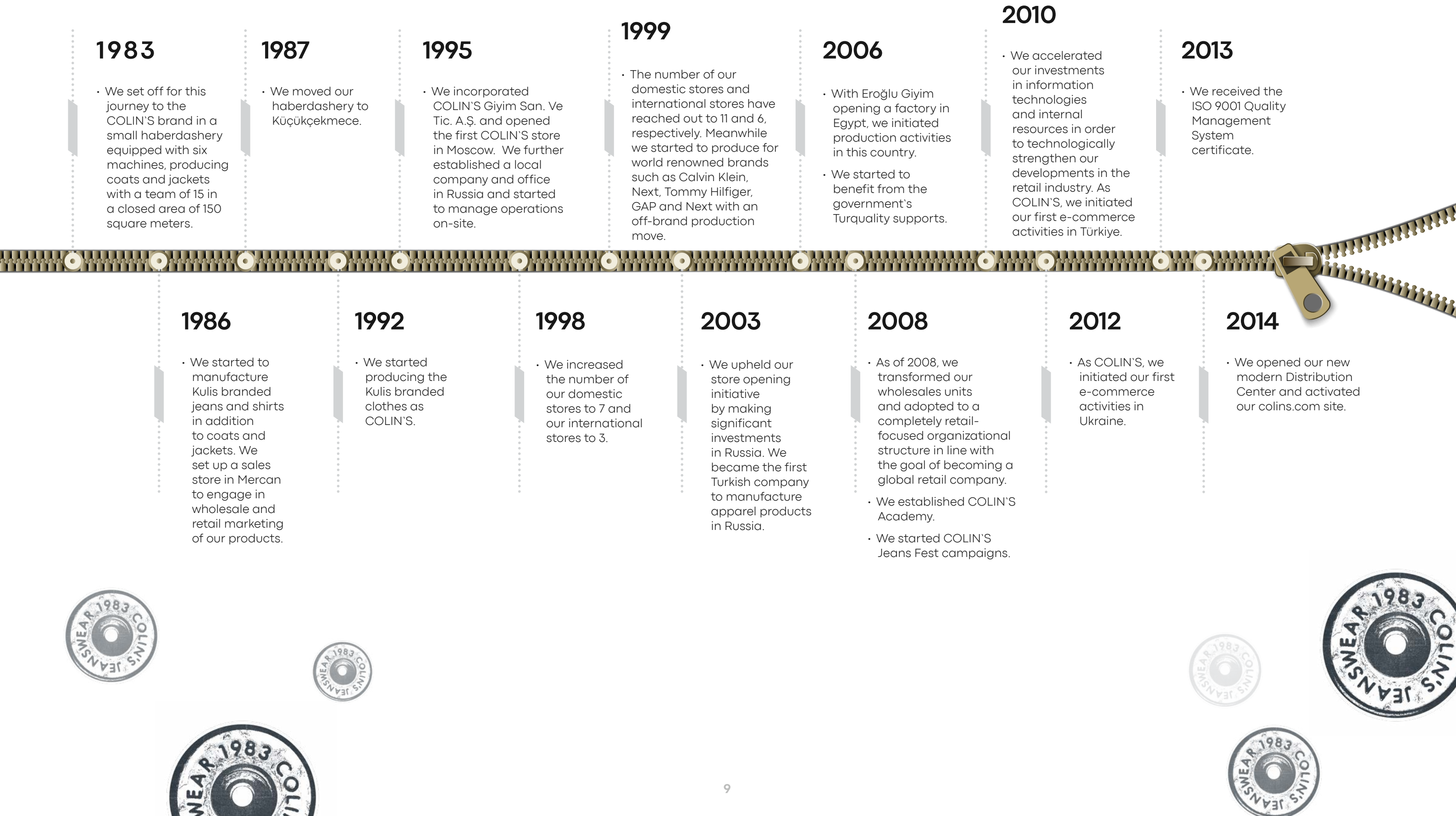
To be renown as the jeans-focused fashion brand of choice, meeting the expectations of young people, prioritizing universal values and sustainability, offering superior customer experience at affordable prices while maintaining high quality.

Our Values

- Focusing on Steady Development and Innovation
- Being Quality Oriented
- Being Reliable and Stable
 - Being Free-Spirited
- Respecting Customs and Traditions



COLIN'S from the Very Beginning to the Present



COLIN'S from the Very Beginning to the Present

2015

- As of 2015, we have activated our e-commerce operations in our third strategic market. We opened the colins.ru online store for the Russian market and started cooperating with 3rd party companies.
- We received the ISO 27001 Information Security Management System certificate.
- We established COLIN'S Dijital Academy.

2018

- As COLIN'S, we introduced our collection specifically designed for the 2018 World Cup in Russia.
- We were ranked as the most preferred brand in the jeans chain category in the "No. 1 Choice of the Year" competition held in Belarus.

2020

- We launched our new perfumes C'HER and C'HIM in our stores in Türkiye and on colins.com.
- We opened 3 new COLIN'S stores in Morocco, bringing our total number of stores in this country to 8.
- We opened our online store in Ukraine at colins.ua.
- We established the Sustainability Committee.
- We initiated the Smart Green Store project.
- We moved to our new office in Skyland Istanbul.
- We have received the AEO (Authorized Economic Operator) certification.

2022

- We organized "DENIM FIKRIM" (DENIM FIKRIM) design contest in the field of Denim, in collaboration with the Fashion Design departments of universities in Istanbul.
- In collaboration with İstanbul Kültür University, we started to offer "COLIN'S Denim Design" courses in the Fashion Design program. We reached our 10 millionth customer registered with digital processes globally.
- With the opening of our 604th store at Ada Mall in Belgrade, Serbia, we have expanded our presence to 24 countries.
- As part of the December 3rd International Day of Persons with Disabilities events, we realized a social responsibility project for children with special needs in collaboration with our national basketball player Çağla Nur Uzundurukan, who is the first hearing impaired basketball player to play in the FIBA European Cups.
- We received the Zero Waste Certificate for our Distribution Center.
- We integrated 56 of our stores into the Smart Green Store system.
- We started using the FSC-certified labels.

2024

- We launched the Ground-Mounted Solar Power Plant (SPP) Project.
- We brought together fashion lovers by organizing a celebration party for the 13th COLIN'S Jeans Fest at the Digital Experience Museum in Türkiye.
- We have integrated 44 of our stores into the Smart Green Store Project, including 24 automation systems and 20 energy monitoring systems.
- Together with the Fashion Design departments of universities in Istanbul, we organized the 2nd edition of our design competition in the denim field, "DENIM FIKRIM".
- We launched the Water Repellency Finish Project.
- We established the Global Creative Directorate Department.

2017

- We were granted the most technological project of the year award at the most effective Supply Chain Professionals of Türkiye Awards ceremony organized by SCP Club.
- We have provided accreditation for our Design Center.

2019

- We were ranked as the "Best Clothing Brand of the Year" at Crystal Deer Awards organized by Hacettepe University.
- We introduced our sustainable jeans collection "COLIN'S Ecologic Jeans" prepared in line with environmentally friendly production techniques.
- We were ranked as the third best e-commerce brand of the year in the Men's Clothing Category in the survey conducted by Marketing Türkiye magazine.
- We received the ISO 14001 Environmental Management System certificate.
- We established COLIN'S Ethics Line.
- We launched our 2019 Ecological Jeans collection.

2021

- We offered for sale our Recycle Knitwear collection made of recycled cotton.
- We sponsored the MUZ TV music awards organized in Russia for the third time.
- We opened our 500th store in Vivo AVM in Baia, Mare, Romania. We were ranked as the best jeans brand of the year for the fifth time in Belarus.
- We broadcast our first TV and outdoor advertisements as part of the Jeans Fest campaign held in Morocco.
- We offered our SELFSIZED Jeans suitable for all ages and body types for sale.
- We activated our online store colins.ro in Romania.
- We launched our Employer Brand COLIN'S Together.
- We conducted the Work-Life Balance Survey for the first time.

2023

- We issued our first Sustainability Report.
- We collaborated with Italian Designer Christian Recca.
- We have designed a men's knitted denim trousers collection where comfort is at the forefront.
- We established COLIN'S Project Office.
- We integrated 49 of our stores into the Smart Green Store system, including 13 automation and 36 energy monitoring.
- We started the Supplier Segmentation (Manufacturer Report Card) project.
- We collaborated with designer Güneş Güner.

COLIN`S and Its Field of Activity

ONLINE STORES

OFFLINE STORES

FRANCHISE STORES



Offline Stores

TÜRKİYE Number of Stores: 187 Number of Employees: 1401 Head Office Employees: 593	RUSSIA Number of Stores: 192 Number of Employees: 1674 Head Office Employees: 183	UKRAINE Number of Stores: 61 Number of Employees: 475 Head Office Employees: 83	BELARUS Number of Stores: 23 Number of Employees: 180 Head Office Employees: 20	ROMANIA Number of Stores: 32 Number of Employees: 224 Head Office Employees: 21
GEORGIA Number of Stores: 6 Number of Employees: 42 Head Office Employees: 4	MOROCCO Number of Stores: 18 Number of Employees: 130 Head Office Employees: 9	IRAQ Number of Stores: 8 Number of Employees: 66 Head Office Employees: 3	EGYPT Number of Stores: 15 Number of Employees: 112 Head Office Employees: 10	SERBIA Number of Stores: 3 Number of Employees: 18 Head Office Employees: 2

Franchise Stores

SAUDI ARABIA Concept Stores: 1 Number of Employees: 5 Number of Corner Stores: 12	KAZAKHSTAN Concept Stores: 22 Number of Employees: 163 Number of Corner Stores: -	AZERBAIJAN Concept Stores: 10 Number of Employees: 93 Number of Corner Stores: -	MOLDOVA Concept Stores: 3 Number of Employees: 20 Number of Corner Stores: 2
TURKISH REPUBLIC OF NORTHERN CYPRUS Concept Stores: 5 Number of Employees: 25 Number of Corner Stores: -	ALGERIA Concept Stores: 5 Number of Employees: 41 Number of Corner Stores: 7	PALESTINE Concept Stores: 3 Number of Employees: 16 Number of Corner Stores: -	İRAN Concept Stores: 2 Number of Employees: 24 Number of Corner Stores: -
LİBYA Concept Stores: 2 Number of Employees: 15 Number of Corner Stores: -	UZBEKISTAN Concept Stores: 1 Number of Employees: 9 Number of Corner Stores: -	TAJIKISTAN Concept Stores: 1 Number of Employees: 7 Number of Corner Stores: -	ARMENIA Concept Stores: 2 Number of Employees: 15 Number of Corner Stores: -
YEMEN Concept Stores: 1 Number of Employees: 5 Number of Corner Stores: -			

Online Stores

TÜRKİYE Channel Number: 7	RUSSIA Channel Number: 6	UKRAINE Channel Number: 4
ROMANIA Channel Number: 5	MOROCCO Channel Number: 2	EGYPT Channel Number: 3



COLIN'S in Numbers

6,900,000
Annual Jean Sales

93,499,275
Store Visitors Annually

1,741,872
Annual E-Commerce
Sales

128
Supplier

603
Store

23
Country

5,709
Employee

14,142,415
Annual E-Commerce
Traffic

5.8
E-Commerce Share
in Turnover





Employees



TÜRKİYE

1.236 Number of Female Employees	1.140 Number of Male Employees	2.376 Total Number of Employees
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RUSSIA

1.528 Number of Female Employees	365 Number of Male Employees	1.893 Total Number of Employees
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UKRAINE

473 Number of Female Employees	138 Number of Male Employees	611 Total Number of Employees
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BELARUS

278 Number of Female Employees	90 Number of Male Employees	368 Total Number of Employees
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ROMANIA

212 Number of Female Employees	54 Number of Male Employees	266 Total Number of Employees
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By 2024, the female employment rate will exceed the male employment rate in all our countries. This difference is particularly evident in countries other than Türkiye.



COLIN'S in 2024



Our Responsibility Towards **Our Business**

Portfolio of **15 million** customers

Customer Satisfaction Rate by
TR: **47.58**, RU: **55.95**, UA: **48.46**,
BY: **44.16**, RO: **57.97**, MA: **30.34**,
EG: **44.35**

36% domestic suppliers

44 new suppliers selected in line with
social criteria

Responding to customer requests and
complaints within an average of **36**
hours

TL **3.1** million investments in
digitalization and innovation



Our Responsibility Towards **Our People**

Approximately **135,732** hours of
employee trainings

99% of calls received by the Ethics
Hotline are resolved

Approximately **2,650** hours of OHS
training



Our Responsibility Towards **Environment**

Investment of **USD 360,000** in the
Smart Green Store Project

Investment of **USD 2.5 million** in the
Ground-Mounted Solar Power Plant Project,
generating 5,500,000 kWh of electricity
annually

Awards

We received the PRIDA Award for our Denim Fikrim Design Competition Project.

As Türkiye's pioneering fashion brand COLIN'S, with our Denim Fikrim Design Competition, one of our significant projects in the field of sustainable fashion, we were deemed worthy of the Achievement Award in the "Launch/ Relaunch/ Positioning" category at the PRIDA Communication Awards organized by the Association of Communication Consultancy Companies (IDA).

As emphasized by our Chair of the Sustainability Committee, Ahmet Eroğlu, sustainable fashion for us is not only a trend but a necessity of the future. This prestigious award we received with the project we realized in line with our vision has been a reflection of our effort and determination.



Memberships





Industry Trends

Trend 1: Macroeconomic Fluctuations and Their Sectoral Implications

The global economy in 2024–2025 is shaped by high inflation, prolonged elevated interest rates, and geopolitical uncertainties. The International Monetary Fund (IMF) forecasts global growth of 3.2% in 2024 and 3.3% in 2025, which remains below the 20-year pre-pandemic average.

In the textile and apparel sector, this environment manifests as rising raw material and energy costs, increased logistics expenses, and fluctuations in consumer demand. According to McKinsey's State of Fashion 2025 report, only 20% of industry leaders anticipate an increase in consumer confidence, while 39% expect conditions to deteriorate. These expectations highlight the critical importance of developing flexible business models and focusing on strategic planning more than ever.

Coface's sector report continues to classify the textile and apparel industry as "high risk," citing factors such as slowing demand, energy price volatility, and financing costs. Similarly, fluctuations in raw material prices, such as cotton and polyester, increase production costs, while high freight expenses limit the competitiveness of export-oriented manufacturers.

From the consumer perspective, inflationary pressures have heightened price sensitivity. This shift requires brands to reassess their pricing strategies and diversify their product portfolios according to different economic scenarios.

Global Dynamics:

- **Inflationary Pressures:** In the textile sector, raw material, energy, and logistics costs are among the most visible impacts of global inflation. In 2024, periodic increases in cotton prices, energy market volatility, and rising freight costs directly affect production expenses.
- **Consumer Behavior:** In developed countries, high interest rates and inflation are constraining consumer spending. Fashion consumption in European markets remains moderate, with growth increasingly shifting toward emerging Asian markets.
- **Economic Impacts of the Climate Crisis:** The World Meteorological Organization (WMO) reports that 2024 has been the hottest year to date, with extreme weather events—floods, droughts, and wildfires—causing significant disruptions in production and supply chains, further increasing cost pressures.
- **Access to Finance:** Rising interest rates, particularly in emerging markets, are increasing the cost of credit. This is leading to delays in investment projects and making working capital management more challenging in the textile sector.

Priority Topics:

- Sustainable Growth
- Corporate Governance and Strategy
- Risk and Crisis Management

COLIN'S Approach

At COLIN'S, we adopt a flexible, resilient, and long-term business model to navigate the uncertainties created by global economic fluctuations in our sector. To enhance operational efficiency, we invest in digitalization and process automation, thereby strengthening our cost management. By diversifying our supply chain, we reduce vulnerabilities in raw material access and develop alternative market and supplier strategies.

To minimize the impact of inflationary pressures on pricing, we implement a balanced pricing policy. This approach not only reflects costs but is also designed to maintain customer satisfaction and accessibility. For financial sustainability, we engage in long-term planning, focusing on creating value for our employees, customers, and business partners even during economic volatility.

COLIN'S strategy is not only about weathering crises but also about turning these periods into opportunities through innovation and efficiency. In this context:

- We reduce operational costs through energy efficiency investments in our stores.
- Digitalization enables faster and more flexible inventory management and logistics processes.
- We foster strong engagement and motivation among our employees, even during challenging periods.

In this way, we not only manage the risks posed by economic crises but also transform these challenges into strategic advantages on the path to sustainable growth.





Trend 2: The Inevitable Impacts of the Climate Crisis and Sectoral Transformation

According to the World Meteorological Organization (WMO), 2024 has been recorded as the hottest year on record. The global average temperature has risen by 1.45°C compared to pre-industrial levels, approaching the 1.5°C threshold identified as critical in the Paris Agreement. This development underscores that the climate crisis is no longer a future issue but one of today's most urgent economic and societal challenges. Climate change is not only an environmental threat but has also become a direct risk factor for business continuity, supply security, and cost management in the textile sector.

Rising temperatures are accompanied by an increased frequency and severity of extreme weather events such as heavy rainfall, floods, droughts, wildfires, and storms, directly affecting raw material production, supply chains, and logistics operations. The World Bank forecasts that by 2030, global water demand may exceed supply by 40%, increasing cost pressures and supply volatility in regions producing water-intensive commodities such as cotton.

According to UNEP and the World Bank, the fashion industry accounts for approximately 10% of global carbon emissions and 20% of wastewater. WWF and National Geographic report that producing a single cotton T-shirt consumes an average of 2,700 liters of water—equivalent to the drinking water needs of one person for roughly 2.5 years. Increased polyester use releases microplastics from textiles with every wash, negatively impacting marine ecosystems, the food chain, and posing long-term risks to human health.

Furthermore, the prevalence of the “fast fashion” model shortens product life cycles, accelerates waste generation, and increases carbon intensity. According to the Ellen MacArthur Foundation, the equivalent of one garbage truck of textile waste is either incinerated or sent to landfills every second. This exacerbates climate-related pressures and highlights the urgent need for a transition to a circular economy in the sector.

Global Dynamics:

- **Increase in Extreme Weather Events:** Droughts, floods, and wildfires cause fluctuations in the production of cotton, viscose, and other natural fibers, increasing costs and making supply chains more vulnerable.
- **Resource Scarcity:** The World Bank projects that by 2030, global water demand may exceed supply by 40%, necessitating efficiency measures in water-intensive sectors like textiles.
- **Shifts in Consumer Demand:** According to Deloitte's 2024 consumer research, 57% of consumers prioritize sustainability in fashion purchases, with growing demand for carbon-neutral and recycled products. Interest in second-hand fashion and rental platforms is also expanding rapidly. ThredUp's 2025 report estimates that the global second-hand market will reach USD 367 billion by 2029.
- **Policy and Regulatory Pressure:** The EU Green Deal and Türkiye's 2053 Net-Zero target are making renewable energy adoption, circular economy practices, and carbon reduction mandatory for the sector.

- **Financial Risks:** Climate risks are increasingly recognized not only as environmental challenges but also as financial threats. According to the International Investors Association, companies that fail to align with the transition to a low-carbon economy face higher capital costs.

Priority Topics:

- Climate Change Mitigation
- Sustainable Growth
- Sustainable Quality and Product Management
- Water and Wastewater Management
- Energy Management
- Risk and Crisis Management



COLIN'S Approach

At COLIN'S, we view the impacts of the climate crisis not only as an environmental issue but also as a critical factor for business continuity, brand reputation, and competitive advantage. Accordingly, we focus on:

- **Energy and Emissions Management:** We enhance energy efficiency investments across our stores and logistics operations and accelerate the transition to renewable energy.
- **Water Management:** We invest in technologies that reduce water consumption in our production facilities and increase resource efficiency through wastewater recovery systems.
- **Sustainable Products:** We increase the proportion of sustainable fibers in our product portfolio.
- **Supply Chain Transformation:** We develop alternative supplier strategies to mitigate climate-related disruptions.
- **Risk Management:** We implement early warning systems and crisis scenarios to address climate-induced supply chain interruptions.
- **Employee Engagement:** We support our employees through sustainability training programs, making them active participants in our climate strategy.
- **Consumer Value:** Through sustainable collections, we respond to consumer expectations while building trust via transparent communication and reporting.

For COLIN'S, the climate crisis is not merely a risk; it represents a turning point for innovation, efficiency, and sustainable growth.



Trend 3: Sustainability Transformation in the EU and Türkiye

Sustainability regulations in the European Union (EU) and Türkiye are not only compliance requirements but also central to strategic transformation for companies. The EU's Corporate Sustainability Reporting Directive (CSRD), effective in 2024, covers approximately 50,000 companies and mandates detailed reporting not only on financial data but also on environmental, social, and governance (ESG) performance. By adopting a "double materiality" approach, which includes the impacts within companies' supply chains, CSRD integrates sustainability directly into risk management and strategic planning processes.

In Türkiye, the Turkish Sustainability Reporting Standards (TSRS), issued by the Public Oversight, Accounting and Auditing Standards Authority (KGK) and aligned with IFRS S1 and IFRS S2, came into effect on January 1, 2024. TSRS S1 requires companies to disclose their sustainability strategies and impacts on stakeholders, while TSRS S2 mandates reporting of climate-related risks and opportunities.

Additionally, the EU Carbon Border Adjustment Mechanism (CBAM), effective from 2026, will require reporting and pricing of embedded carbon emissions for products exported to the EU. Although the textile sector is not initially included, due to its 10% share of global emissions, the regulation is expected to expand, with indirect effects felt across the sector. This makes low-carbon production, supply chain traceability, and carbon footprint management critical for business continuity in Türkiye's textile industry.

Türkiye's 2053 Net Zero target, under the Paris Agreement, aims to reduce greenhouse gas emissions by 41% by 2030, compelling the sector to rapidly implement carbon reduction strategies across production and logistics operations.

Global Dynamics:

- **Increasing Regulatory Pressure:** CSRD, CBAM, TSRS, and IFRS standards are not only compliance obligations but also factors determining competitive advantage in global markets.
- **Transparency and Accountability:** To combat greenwashing, only verifiable and auditable environmental claims are permitted, making robust data management and verification processes critical.
- **Investor and Stakeholder Expectations:** Global investors consider transparent reporting of sustainability performance a key financial risk management criterion, with higher capital costs for underperforming companies.
- **Paris Agreement and National Contributions:** In line with the 1.5°C target, the EU's "Fit for 55" package and Türkiye's NDC commitments accelerate carbon reduction across the sector.
- **Circular Economy and EU Textile Strategy:** The EU Circular Textile Strategy aims that all textile products placed on the market by 2030 are durable, recyclable, and environmentally friendly, promoting a move away from the fast fashion model.

Priority Topics:

- Corporate Governance and Strategy
- Commitment to Ethical Values
- Sustainable Growth
- Sustainable Quality and Product Management
- Energy Management
- Water and Wastewater Management

COLIN'S Approach:

At COLIN'S, we view sustainability regulations in the European Union and Türkiye not merely as compliance obligations, but as strategic competitive advantages and opportunities for long-term growth.

- **Reporting and Transparency:** We conduct sustainability reporting, sharing our climate risks, social impacts, and governance performance with verifiable data.
- **Carbon Management:** In line with Türkiye's NDC commitments and the Paris Agreement targets, we develop carbon reduction strategies and implement low-carbon solutions across our production and logistics processes.
- **Investor Communication:** We provide transparent, auditable, and internationally compliant reporting to meet the expectations of global investors.

COLIN'S regards regulatory compliance not as a mere obligation, but as a lever for sustainable growth and brand credibility. This approach allows us not only to meet today's regulations but also to take a leading role in the sustainable fashion ecosystem of the future.





Trend 4: Workforce Transformation

The textile and fashion industry is undergoing a profound transformation in workforce dynamics, driven by accelerated digitalization, increasing sustainability regulations, and post-pandemic changes in work models. According to the World Economic Forum's Future of Jobs 2023 report, 23% of jobs are expected to be transformed within the next five years. The fastest-growing areas include data analytics, AI-supported skills, and green jobs. This trend necessitates that circular production, sustainable design, and digital competencies are now recognized as core skills within the fashion sector.

Post-pandemic workforce expectations have shifted significantly. Hybrid and flexible working models affect both employees' work-life balance and operational costs for businesses. McKinsey's 2024 research indicates that 40% of employees are more likely to leave jobs that do not offer work-life balance. This creates a critical risk and opportunity for talent retention, particularly in sectors like youth-focused fashion retail.

According to OECD and ILO, the green transition could generate 24 million new jobs globally by 2030, although carbon-intensive sectors may experience employment contraction. Consequently, reskilling and upskilling programs are central not only to human resources strategies but also to the sustainable business models of the textile sector.

Global Dynamics:

- **Digitalization and Automation:**

Technologies such as artificial intelligence, data analytics, and the Internet of Things (IoT) are transforming processes across the value chain, from design to logistics. Continuous training and digital skills development programs are critical for employees to effectively leverage these technologies.

- **Sustainable Production:** Circular economy practices, carbon footprint reduction, and the use of recyclable materials require designers and engineers to enhance their sustainability knowledge.

- **Employee Expectations:** For the new generation of employees, diversity, equity, and inclusion (DEI) practices are no longer optional but mandatory expectations. According to Deloitte's 2024 research, 77% of Generation Z consider a company's sustainability approach when choosing an employer.

- **Flexible Work:** Hybrid working models strengthen both work-life balance and employee engagement. To succeed, they require robust digital infrastructure and effective human resources policies.

- **Fair Working Conditions:** Regulations such as the EU Corporate Sustainability Due Diligence Directive (CSDDD) make ethical standards in the workforce mandatory. In the textile sector, fair wages and safe working conditions are now not only social responsibilities but also evaluation criteria for international investors.

Priority Topics:

- Continuous Development and Talent Management
- Employee Rights and Fair Working Conditions
- Diversity, Equity, and Inclusion (DEI)
- Employee Satisfaction and Engagement
- Digitalization and Innovation
- Commitment to Ethical Values



COLIN'S Approach:

At COLIN'S, workforce transformation is not merely a compliance requirement; it is one of the fundamental levers for sustainable growth and competitive advantage.

- **Digital and Green Competencies:** We provide comprehensive training on design, data analytics, life cycle assessment, and eco-friendly production processes, continuously updating our employees' digital and sustainability skills.

- **Employee Rights:** Fair wages, safe working conditions, and respect for human rights form the foundation of all our operations. These principles are also enforced throughout our supply chain through regular audits.

- **Diversity and Inclusion:** We prioritize female employment, equal opportunities, and an inclusive culture, viewing diverse perspectives as a source of innovation for the company.

- **Engagement and Motivation:** We make our employees not only participants but partners in our sustainability strategy, integrating their suggestions and contributions into business processes.

For COLIN'S, workforce transformation is not only about preparing our employees for the future; it also ensures the achievement of our sustainability goals, creates value for our stakeholders, and secures the long-term success of our brand.



Our Responsibility Towards Our Approach and Policies

Our Governance Approach

Our Board of Directors plays an active role in shaping the company's future vision with its ideas and suggestions in line with long-term growth, the adoption of innovative approaches, the evaluation of new opportunity areas, and the implementation of strategic initiatives.

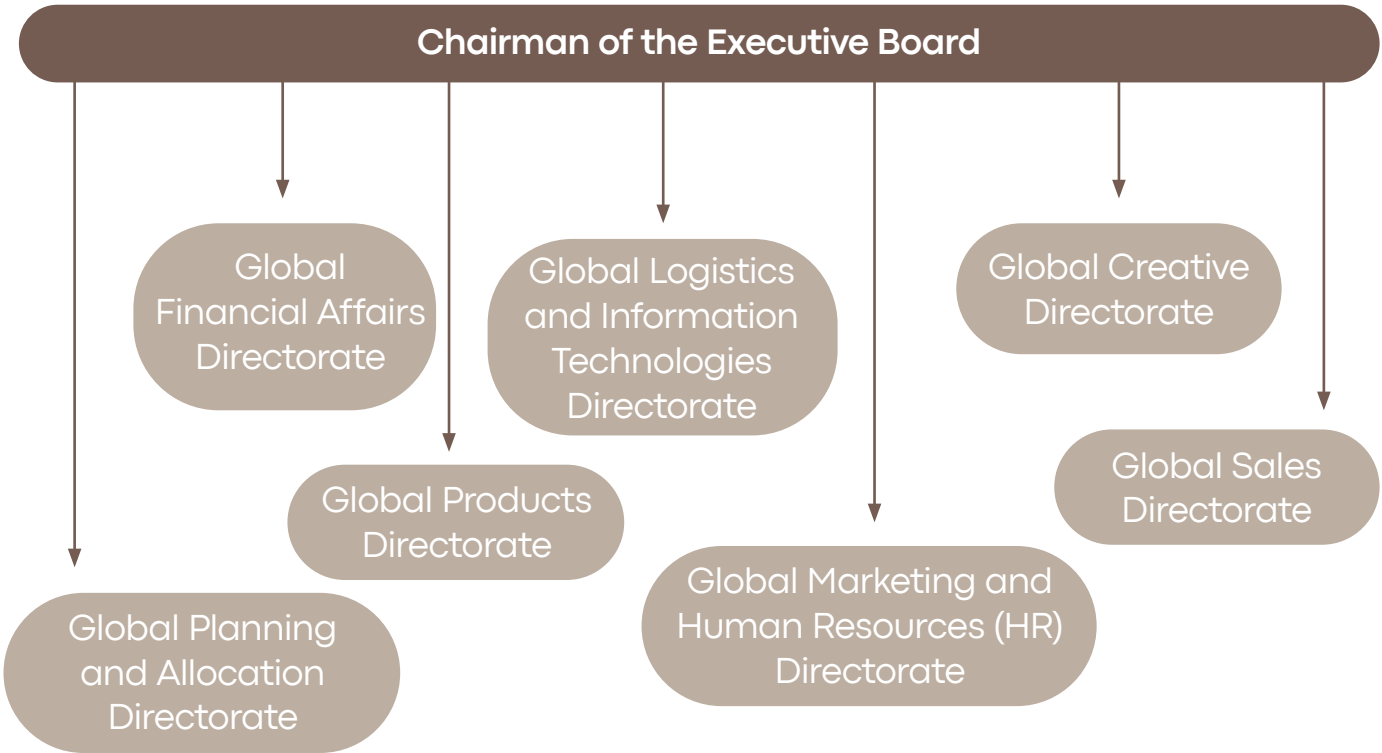
Board of Directors

At COLIN'S, our Board of Directors, consisting of 7 members, is responsible for regularly monitoring the company's financial course and commercial performance indicators. Topics such as the evaluation of new investment opportunities, steps towards entering different markets, and the advancement of strategies focused on sustainable growth and innovation hold an important place on our board's agenda. In this regard, our Board of Directors contributes to decision-making processes by developing proposals that will shape the company's strategic direction. Our Board of Directors convened 6 times this year, with 100% participation of members in all meetings.

Our Executive Committee, composed of 7 members, we communicate the decisions we make to the relevant group managers through the directors. Our group managers then take the necessary steps to ensure the implementation of these decisions across all departments and to secure the harmonious progress of operational processes. We share critical developments and strategic issues regarding our company with our Board of Directors at regular intervals through our Executive Board Chair, carrying out this information process diligently and transparently.

In addition, we maintain a backup plan for the members of the Board of Directors to ensure business continuity in the event of unforeseen circumstances. Each board member has been designated a backup in accordance with their strategic responsibilities, as part of well-defined continuity scenarios.

Organizational Structure:



Corporate Governance and Strategy

Our organizational structure in all the countries where we operate has been shaped in coordination with our main management structure in Türkiye. While each country has its own internal organization according to its operational volume, we determine the overall strategy and guidelines at the center. Within this framework, countries are positioned as the parties implementing the practices, while local dynamics are analyzed through Country Managers, and these observations are among the valuable inputs taken into account in the development of central systems and processes.

In all our operational locations, the monitoring of official processes and the assurance of legal compliance fall within the authority of the Country Managers. In line with the specific regulations of each geography, necessary adaptations are carried out to ensure the implementation of our global principles in a manner appropriate to the field. Various approaches developed in different countries provide opportunities to serve as mutual inspiration and examples for common development.

Our presence in the countries where we operate is mostly directed towards coordinating supply chain interactions. Thanks to this structure, more effective and uninterrupted communication with our business partners can be established, and processes can be monitored more closely. In this way, we achieve a significant improvement in both time management and quality control in supply processes, and we enhance our overall operational performance.

No	Committee Name	Committee Chair	Meeting Frequency	Committee Working Purpose / Area
1	Sustainability Committee	Global Products Directorate	Once every 3 months - 2 hours	Gathers sustainability-related activities executed by different departments within the Company under a single roof; sets and monitors targets in line with the sustainability strategy.
2	Design Centre Committee	Design Centre Directorate	Once every 3 months - 1 hour	Convenes with the participation of responsible people from each business unit to meet the requirements of the Design Center. Discusses and exchanges information on issues such as the closure of the assignments received from the audits, current status of the projects, the number of employees, the trainings provided to the employees, the trainings received, the events attended.
3	Ethics Committee	Global HR Operations Group Manager	Once every 3 months - 1 hour	Evaluates the calls and notifications submitted to the Disciplinary Board and Ethics Line and is responsible for securing the quality process. Convenes regularly or on occasion to evaluate the actions taken regarding incoming notifications.
4	Career Development Committee	HR Manager (TR)	When necessary	The results of the prospective head office personnel who have been determined to meet the promotion criteria and included in the promotion processes by the Organizational Development Department are evaluated. It makes unanimous decisions on promotion. Records the evaluations and decisions in the Central Promotion Report.
5	Merchandising Career Development Committee	HR Manager (TR)	When necessary	The results of the prospective merchandising personnel who have been determined to meet the promotion criteria and included in the promotion processes by the Organizational Development Department are evaluated. It makes unanimous decisions on promotion. Records the evaluations and decisions in the Merchandising Promotion Report.

No	Committee Name	Committee Chair	Meeting Frequency	Committee Working Purpose / Area
6	Information Security Committee	IT Operations Man. (BGYS Manager) Process Development Man. (BGYS Manager)	Once a year / 2 hours	The committee convenes with the participation of responsible persons to discuss the necessary agenda items within the scope of ISO 27001 Information Security Management System "Management Review" article. Agenda items are discussed and necessary decisions are taken. Agenda items are Changes in the Scope Analysis Document, Review of CPA Records, Monitoring, Measurement and Assessment Results, Information Security Targets (Target Tracking List), Review of External Audit Findings, Internal Audit Results, Cyber Security Breach Incidents, Information Assets Risk Processing, Risks to be Recommended for Risk Acceptance, Review of Information Security Awareness Trainings, Continuous Improvement - Suggestions - Requests
7	Head Office OHS Board	Employer Representative	Once every 3 months - 2 hours	Agenda items are discussed and decisions are taken to ensure COLIN'S Head Office Occupational Health and Safety and Environmental requirements. The relevant period is evaluated by exchanging information on topics such as elimination of non-conformances detected in audits, evaluation of work and environmental accidents, trainings provided to employees, evaluation of employees' demands and requests, evaluation of compliance with current legislation.
8	Distribution Center OHS Board	Global Warehouses Group Manager	Every 2 months - 1 hours	Convenes with the participation of responsible people from each business unit to meet the Occupational Health and Safety and Environmental requirements of the Distribution Center. The relevant period is evaluated by exchanging information on topics such as elimination of non-conformances detected in audits, evaluation of work and environmental accidents, trainings provided to employees, evaluation of employees' demands and requests, evaluation of compliance with current legislation.
9	Management Systems Internal Audit Committee	Global Corporate Development Group Manager	Once a year	Reviews management reports as well as the results of corrective and remedial actions, plans the audit calendars for the next year, and positions auditors in the relevant processes with a comprehensive audit scope.
10	Disaster and Emergency Committee	Global Security and Administrative Affairs Group Manager	When necessary	This Committee, constituted immediately after the Earthquakes in Türkiye on February 6th, manages the aid/ support projects to be provided to the region affected by the earthquakes and determines the precautions to be taken for all locations.



Impact Area	Sub-Impact Area	Risk	Description	Measures and Actions Taken to Manage the Risk	Targets
ENVIRONMENTAL	Water Consumption	<ul style="list-style-type: none">Excessive Water ConsumptionWater Consumption	<ul style="list-style-type: none">The production processes of textile products, in particular cotton farming and dyeing, may require huge amounts of water consumption. This amount of consumption may cause ecological and social risks in regions experiencing water scarcity.Releasing water used for dyeing, washing and other chemical processes without being treated into natural water resources may cause water pollution and ecosystem degradation.Climate change, drought and excessive consumption of water resources may aggravate access to water. Water scarcity can disrupt production processes and even increase costs.	<ul style="list-style-type: none">With our COLOR DENIM collection, where we reduced water consumption and chemical use, we combine the trends of the season with environmental awareness and offer different color variations starting with indigo.We contribute to reducing the water and chemical consumption in production processes by working with suppliers who prefer advanced techniques (laser washing, ozone) rather than conventional methods like washing.We saved water by using non-cotton soft touch fibers and eliminating the product washing operation.In order to ensure a soft feel in sewn products, we developed a method that eliminates the need for washing by using soft-textured fibers such as viscose, modal, polyester and polyamide in addition to cotton fiber.Within the framework of the Color Denim project, we carried out the weaving and dyeing processes of denim fabrics using sulfur dyes. We produced our collection using sustainable methods such as water-saving ball dyeing techniques and claycoated dyes.Our “Ecological Jeans” project, which we launched in 2019, is a sustainable denim project that continues indefinitely and is shaped with the perspective of reducing the consumption of natural resources. Within the scope of this project, we focus on reducing the impact of denim washes on water and energy consumption by developing an environmentally friendly and sustainable jean collection. By using innovative washing processes that consume less water, fewer chemicals, and less energy, we aim to minimize electricity consumption and material usage as well.Within the scope of the Water-Repellent Finish project, which we launched in 2024, we apply water-repellent finishing to outerwear products to extend product life, reduce water consumption with less frequent washing, and provide a more sustainable usage experience for the consumer. In the SS24 + AW24 seasons, water-repellent finishing was applied to 77% of a total of 616,134 men's outerwear products, and to 253,226 of a total of 344,828 women's outerwear products, corresponding to 73%.In the project we launched in 2024, instead of performing the final washing process on sewn products, we aimed to achieve a soft-touch feel on the product directly by using different fibers. In this way, we both reduced water consumption and offered customers an environmentally friendly and comfortable product.	

Impact Area	Sub-Impact Area	Risk	Description	Measures and Actions Taken to Manage the Risk	Targets
ENVIRONMENTAL	Chemical Usage	• Use of Harmful Chemicals	<ul style="list-style-type: none">• Dyes, bleaches and other chemicals are used extensively in the textile industry. These chemicals, which can harm human health, can leak into the environment and cause soil and water pollution.• Legal sanctions caused by the use of harmful chemicals and cleaning costs may increase the financial burden of the company. In addition, investments to be undertaken to comply with sustainability standards (e.g. purification/ treatment systems) may require high costs.• The disclosure of the use of chemicals that are harmful to the environment or human health can seriously damage the brand's reputation in the public. Consumer confidence may be damaged and customers may turn to alternative brands that adopt sustainable practices.	<ul style="list-style-type: none">• With our COLOR DENIM collection, where we reduced water consumption and chemical use by 84%, we combine the trends of the season with environmental awareness and offer different color variations starting with indigo.• We contribute to reducing the water and chemical consumption in production processes by working with suppliers who prefer advanced techniques (laser washing, ozone) rather than conventional methods like washing.• With the Colorful Organic Cotton Based Innovative Denim Project, we are able to color denim naturally without using chemicals and dyes. We aim to offer environmentally friendly and innovative designs using organic, colored cotton fiber.	
	Waste Management	<ul style="list-style-type: none">• Textile Wastes• Pollution Caused by Microplastics	<ul style="list-style-type: none">• Fabric scraps, defective products and unused materials released during the production process constitute a huge amount of waste. These wastes are usually not recyclable and are sent to landfills.• Synthetic fabrics harm marine life and ecosystems by releasing microplastics into water resources during washing.	<ul style="list-style-type: none">• Our main supplier DNM produces steam energy by burning solid wastes from its own production processes. Thanks to this facility, DNM consumes 700,000 m³ less natural gas annually and makes a positive contribution to climate change. In addition, these wastes are revalued and used as input in other processes.• We have minimized the use of plastics and other harmful materials by using mannequins made of natural materials.• We have reduced our environmental impact by using Compressed Wood Materials, denim card and recycled wood such as OSB cubes in store equipments.• We have significantly reduced waste generation by reusing the boxes used in our distribution center.• We bring sustainable denim designs to life with completely recycled and water-free fabrics.• Our Box Usage project, which was launched in 2019, is still ongoing. The project aims to separate and reuse boxes received from manufacturers or previously used. In our 2024 shipments, we carried out a total of 1.1 million box deliveries, and 401,000 of these were fulfilled with reused boxes.• With the E-Commerce E-Archive Invoice Printing project, which we launched in 2024, we provided digital access through a QR code integrated into the shipping label placed on the package during e-commerce customer order shipments, and ended the practice of printing A4 format invoices. Thanks to this project, 200,000 sheets of paper were saved annually; additionally, the use of 8 toners and 4 drums per year was prevented, resulting in both cost savings and reduced environmental impact.	

Impact Area	Sub-Impact Area	Risk	Description	Measures and Actions Taken to Manage the Risk	Targets
ENVIRONMENTAL	Raw Material Usage	• Unsustainable Raw Material Sourcing	<ul style="list-style-type: none">• High water consumption and the use of pesticides in the production of natural raw materials such as cotton threatens environmental sustainability. Raw materials such as viscose obtained from unsustainable sources like forests may cause deforestation.• Depletion of natural resources and persisting in unsustainable practices may make it difficult to access raw materials in the long term and cause prices to increase. This may increase the company's operational expenses and impair its competitiveness.• Procuring raw materials from unsustainable sources may lead to the depletion of these resources and may cause interruptions in the supply chain in the long term.	<ul style="list-style-type: none">• As an alternative to pumice stone, we have turned to using washing stones made from recycled plastic materials (F-stone, Hand Made Stones (HMS).• Hemp, modal and TENCEL™ Lyocell fibers are raw materials with lower water footprints compared to cotton. We have aimed to reduce our water footprint, beginning with the design process, by using these fibers in our products.• We develop environmentally friendly designs by preserving the denim texture with biodegradable fibers.• Within the scope of the project we launched in 2024, we made changes to our product hangers with the new concept. As of 2025, for all stores to be opened in line with this new concept, the plan is to implement 100% recycled hangers and deliver display elements produced from 100% recycled polypropylene material.• Within our "Window Mannequins" project covering 2024–2025, we aimed to renew window mannequins in a total of 70 stores worldwide. So far, the replacement has been completed in 45 stores.	
	Supply Chain Traceability and Transparency	• Insufficient Traceability • Lack of Transparency	<ul style="list-style-type: none">• The complexity of the supply chain makes traceability difficult, particularly from raw material supply to final product production. This may hinder the detection of human rights violations and environmental damage.• Incomplete or incorrect disclosure of information about sub-suppliers in the supply chain puts the reputation and legal compliance of brands at risk. Lack of transparency can lead to unethical practices (e.g. child labor) being disguised.	<ul style="list-style-type: none">• We monitor the environmental impact performance of our denim suppliers using EIM (Environmental Impact Measurement) scores.• With the COLIN'S Audit Infrastructure project, we aim to raise our service procurement standards and improve the quality standards of our manufacturers.• The Supplier Segmentation (Producer Report Card) Project is a significant step we have taken to make our supply chain more sustainable and efficient. With this project, we aim to classify our suppliers according to their performance and to establish long-term partnerships and support our high-performing suppliers.	<ul style="list-style-type: none">• By 2030, we aim to supply all products from manufacturers with Sedex and/or BSCI certification
SOCIAL	Employee Rights	• Low Wages and Long Working Hours • Human Rights Violations	<ul style="list-style-type: none">• Low wages paid to workers and excessively long working hours are common problems encountered in the textile industry, particularly in developing countries. These practices can negatively affect workers' living conditions and lead to social unrest.• Violation of employees' fundamental rights, suppression of labor unions and practices such as forced labor pose both ethical and legal risks.	<ul style="list-style-type: none">• We seek the opinions of employees through the feedback mechanism.• We conduct "COLIN'S Work-Life Balance Survey" with approximately 4,000 people, covering all employees working in our stores in Türkiye, Russia, Belarus, Ukraine and Romania along with the Head Office and Distribution Center personnel.• For performance assessment purposes, we aim to take timely action by predicting areas of future development and identifying increasing risks in advance with proactive analyses using our internal portal COLIN'S Map.• With our fair remuneration approach, we provide compensation for our employees' work in accordance with the principles of equality and transparency.• Our approach to job security and employee rights is shaped by our aim to comply with the fundamental conventions of the ILO and the United Nations Universal Declaration of Human Rights.	<ul style="list-style-type: none">• We aim to increase the new graduate recruitment rate to 30% by 2030

Impact Area	Sub-Impact Area	Risk	Description	Measures and Actions Taken to Manage the Risk	Targets
SOCIAL	Occupational Health and Safety	<ul style="list-style-type: none">• Hazardous Working Conditions• Inadequate Safety Measures	<ul style="list-style-type: none">• Employees working in textile factories and production facilities may face risks such as dangerous machines, harmful chemicals and inadequate ventilation. This may lead to work accidents and occupational diseases.• Failure to comply with safety standards may cause serious accidents such as fire and explosion. Such incidents endanger the health and lives of employees, while also increasing the legal and financial liabilities of the company.	<ul style="list-style-type: none">• We provide safe working environments using automation and sensor systems.• In addition to compulsory OHS trainings, we further develop employees' OHS culture with on-the-job toolbox trainings.• Through the Feedback and Incident Reporting System, we give great importance to evaluating our employees' feedback and observations from the field in our OHS management.• In line with the priority we give to our employees' health, occupational physicians provide services at our headquarters and distribution centers.	
	Gender Equality	<ul style="list-style-type: none">• Gender Inequality	<ul style="list-style-type: none">• Problems such as low wages paid to female employees, female employees' limited access to promotion opportunities and gender discrimination can be common in the textile industry. These conditions reinforce inequality in the workplace and negatively affect employee satisfaction.• Gender inequality may cause negative perception, particularly among the public and customers who are sensitive to gender equality issues. This may put significant pressure on the brand's reputation and result in customer loss.	<ul style="list-style-type: none">• We provide equal opportunities in recruitment, working environment and career advancement.• As of 2024, 68% of our 5,514 employees are women. In line with the importance we give to female employment, we continue our efforts to create an equitable and inclusive work environment with determination.• In this regard, we have succeeded in increasing the proportion of female employees in many countries. In Türkiye, the proportion of female employees has shown a steady increase over the last three years, reaching 52%, while in Ukraine it reached 77%, in Belarus 76%, and in Romania 80%. In Russia, the proportion of female employees was measured at 81%.• We implement a policy of equal pay for equal work.	<ul style="list-style-type: none">• We aim to increase the share of Women Managers to 50% by 2030
GOVERNANCE	Change in Consumer Preferences	<ul style="list-style-type: none">• Demand for Sustainable Products• Rapidly Changing Fashion Trends• Ease of Purchasing and Access Problems	<ul style="list-style-type: none">• Consumers' expectations of sustainable products can lead companies to face cost increases and supply chain problems.• Failure to meet consumers' demand for sustainable products and/or sustainability standards or misleading environmental claims (greenwashing) may cause reputation loss.• Rapidly changing fashion trends can create excessive production and consumption pressure, challenging sustainability efforts. Constant demand for new products may cause problems such as inventory risk and increased wastes and may cause the brand to conflict with its sustainability principles.• When consumers cannot easily access sustainable products, they may abandon the purchasing process. In addition, the high price or difficulty of access of sustainable products compared to other products may negatively affect consumer satisfaction and demand.	<ul style="list-style-type: none">• We collect the payments for products that are available in our online warehouse but not physically available in our stores and ensure that the products are delivered to our customers' addresses or to the stores of their choice.• We offer our customers healthier and more environmentally friendly product choices with our sustainable product collections. (Ex: Color Denim, Ecological Jeans).• Through our call centers located in Türkiye, Russia, Ukraine, Belarus, Romania, Morocco, and Egypt, we respond to our customers' requests in the fastest possible manner.	

Impact Area	Sub-Impact Area	Risk	Description	Measures and Actions Taken to Manage the Risk	Targets
GOVERNANCE	Reputation Management	<ul style="list-style-type: none">• Communication• Deficiencies• Legal Disputes	<ul style="list-style-type: none">• Incorrect or incomplete information provided to the public or shareholders may cause loss of credibility and impair the brand's reputation.• Companies may face the necessity of complying with laws and regulations in different countries or regions. Failure to ensure this compliance may cause companies face serious financial penalties, loss of reputation and legal problems. Different requirements of regulatory authorities in different regions may complicate business processes causing operational difficulties.	<ul style="list-style-type: none">• We provide equal opportunities to protect and develop corporate reputation while prioritizing sustainability practices.• We have been included in the scope of the Turquality program since 2006.• We have constituted the necessary infrastructure within the scope of the Personal Data Protection Law (KVKK) and put the implementations into practice. We constantly receive consultancy services regarding KVKK and fully comply with our legal obligations by keeping our documents up to date.	<ul style="list-style-type: none">• We aim to be present in more than 50 sales channels by 2030.• We aim to be operating in more than 35 countries and 800 stores by 2030
	Digitalization	<ul style="list-style-type: none">• Failure to Align with Digital Transformation	<ul style="list-style-type: none">• Companies that cannot keep up with technological innovations and digitalization may lose their competitive power. Companies that lag behind, particularly in areas such as e-commerce, data analytics and digital marketing, may lose their market share to their competitors.	<ul style="list-style-type: none">• We eliminate manual errors and save time in the processes by digitizing proforma invoices.• We strengthen our cooperation by simplifying and making PO forms sent to manufacturers understandable.• We integrate our sales channels into the Omnichannel-ERPOS project, use our inventories more efficiently and thereby improve customer satisfaction.• We reduce paper usage with e-invoice approval process and manage invoices quickly in digital environment.• We have been increasing speed and efficiency in our purchasing operations via the automation of the telescopic conveyor line.• With the Human Resources Digital Maturity Project, we analyzed the level of digital transformation in Colins' HR processes and conducted a comprehensive assessment in both technical and cultural dimensions. By classifying processes as manual-digital-automated, we identified digitalization opportunities and examined the integration level of ERP and supporting systems to reveal automation capacity.• To reduce visual print materials used in our stores, we minimized image areas and transitioned to digital screens in certain designated regions. In this way, we both support a sustainable approach and make in-store communication more dynamic and updatable.• With the Franchise Online Ordering System, which we launched in 2019, we transferred physical order meetings to a digital environment, achieving operational efficiency and sustainability.• We developed an AI-based system that automatically answers customer questions on marketplaces. Operating with up to 90% accuracy, this system reduced unanswered questions, thereby increasing customer satisfaction and product review ratings.	<ul style="list-style-type: none">• We aim to move strategic operations to the cloud environment and support them with artificial intelligence by 2030



Commitment to Ethical Values

Our COLIN'S Ethics Line, as an important part of our corporate governance principles, aims to create a reliable, transparent, and fair working environment for our employees. It ensures the proper functioning of our processes and procedures.

We secure the impartiality of our Ethics Line service by outsourcing it to an independent and professional third-party company. The management of internal processes is carried out meticulously together with our Ethics Committee. We regularly monitor sectoral developments and general Ethics Line reports, evaluate design- and process-focused improvement areas with our Ethics Committee members according to emerging needs, and implement the necessary decisions. While forming our Ethics Committee, we prioritize and expect active participation from managers working in different departments of our Company.

Calls within the scope of the Ethics Line are answered through the system. We aim for a 100% response rate and achieve this target. Calls and notifications that fall outside the scope of the Ethics Line are communicated to the relevant units outside the Ethics Line process. For example, a systemic criticism regarding the bonus system, even if not evaluated within the scope of the Ethics Line, is forwarded to the responsible unit, informing them that there is a field expectation in this regard.

We launched our Ethics Line in Türkiye in 2019, in Russia and Belarus in 2023, and in Romania as of 2024. Within this scope, complaints on specific issues are systematically evaluated, and the process is managed in accordance with our Ethics Line procedures.

2024 Ethics Line Information and Awareness

Activities: Throughout 2024, various communication activities were carried out to raise awareness of the Ethics Line in order to strengthen commitment to ethical principles and a culture of transparent communication within our Company.

In this context, first, we created a dedicated information page for the Ethics Line on the Company intranet, enabling our employees to use this channel more effectively and with easier access. At the same time, detailed information was sent via e-mail to all white-collar and field employees, aiming to increase awareness on the subject.

In our stores, we updated existing visuals, especially in staff break areas, with more attention-grabbing and informative posters, allowing field teams to follow the topic more visibly and clearly in daily operations. Additionally, we updated the orientation training content provided to newly hired employees, explaining the Ethics Line with this new visual language and messaging. In this way, we updated the knowledge level of both new and existing employees regarding the Ethics Line and reinforced a shared awareness and sense of responsibility across the Company.

With these activities, we took another important step toward the sustainability of our corporate culture based on ethical values.

Legal Compliance: As COLIN'S, we uphold the highest responsibility to our customers regarding information security and privacy. We have constituted the necessary infrastructure within the scope of the Personal Data Protection Law (KVKK) and put the implementations into practice. We constantly receive consultancy services regarding KVKK and fully comply with our legal obligations by keeping our documents up to date.

At the same time, we conduct our operations in accordance with the principles of competition law and diligently fulfill our obligations in this area. Together with our legal department and expert consultants, we conduct periodic audits and organize training sessions to raise awareness among our employees. During the reporting period, we were not subject to any investigation or legal proceedings due to behavior that could restrict competition or create a monopoly. We continue to carry out all our activities in line with the principles of transparency and fairness.



Interaction with Stakeholders

Our sustainability approach, shaped by feedback from our stakeholders, enables us to move toward the future with greater confidence and determination.

Our sustainability approach is shaped around constructive dialogues with stakeholders. This interaction-based structure prioritizes trust and transparency, while laying the groundwork for our corporate processes to operate more efficiently and

for our environmental and social impacts to be managed effectively. Insights and perspectives from diverse stakeholder groups guide us in developing innovative and sustainable solutions. At the same time, through collaborations, we can closely monitor developments in our sector and establish our strategic decisions for the future on more informed and solid foundations.

As we pursue our sustainability goals, the strong stakeholder relationships we have built on open communication and mutual trust remain one of the key drivers that guide our efforts.

	Stakeholder Group	Means of Communication	Significance for COLIN'S
1	Employees	E-mail, Employee Satisfaction Survey, Ethics Hotline, Meetings, Intranet, Training, Social media accounts	Our stakeholders in the first circle of this network are our closest business partners that enable us to sustain our operations. Understanding and supporting each other well, they contribute to us providing our products and services with the highest quality. This stakeholder group forms the basis of the wide and strong team that we work with.
	Suppliers	E-mail, Supplier meetings, Periodical manufacturer visits	
	Dealers	E-mail, One-on-one	

	Stakeholder Group	Means of Communication	Significance for COLIN'S
2	Agencies	E-mail, Online meetings, One-on-one meetings	We learn from our stakeholders in this circle and feed off their expertise. We work with these stakeholders in a professional, transparent and accountable manner in compliance with the principles of governance and in line with our understanding of creating value.
	Consultants	E-mail, Online meetings, One-on-one meetings	
	Auditors	E-mail, One-on-one meetings	
	Shopping Malls	E-mail, One-on-one meetings	
3	Customers	Website, Customer services, E-mail, Surveys, SMS, Digital and printed publications, radio, billboards, advertising publications	This stakeholder group, to whom we offer our products and services and aim to reflect the reputation and power of our brand, includes our customers and candidates we expect to join our family. We aim to earn their trust in our products, services, and business practices, encouraging them to choose us.
	Candidates	Email, Career Days, Career websites	
4	Government and Financial Institutions	One-on-one meetings, Digital channels, Projects	For the purpose of our operations in line with the principles of governance and our understanding of creating value, we aim to strengthen our contribution to society and our ecosystem by collaborating with civil society organizations, government and financial institutions, media and academia in a regular, transparent and accountable approach. These collaborations enable us to contribute to the process of creating sustainable value while approaching the needs of society with sensitivity and to fulfill our responsibility towards the ecosystem.
	NGOs	Joint projects, Trainings, Events	
	Media	Press bulletins, Social media, Interviews	
	Academy	Joint projects, Trainings, Events, Career days, Conferences, Partnerships, Internship Programmes	



Policies

COLIN'S Quality Policy

- Colin's aims to enhance the image and quality perception of the Turkish ready-to-wear sector in the international market. In line with this strategic goal, it carries out the necessary efforts to ensure continuous customer satisfaction and strengthen the brand experience.
- It adopts a process-oriented perspective, continuous improvement, and risk-opportunity-focused management approach.
- It undertakes to comply with laws and contractual terms while taking into account the needs and requirements of all parties.
- By supporting the career development of its employees, it adopts the principle of nurturing well-equipped team members and contributing to intellectual capital.

COLIN'S Information Security Policy

- Colin's ensures the confidentiality, integrity, and availability of information belonging to all relevant stakeholders.
- It delivers products, services, and information that meet expectations in a timely and uninterrupted manner.
- It undertakes to comply with international standards to ensure information security in the ready-to-wear sector and to develop its services by following innovations.

COLIN'S OHS and Environmental Policy

- Colin's undertakes to fulfill all responsibilities and compliance obligations regarding the protection of human health and the integrity of ecological balance in the processes it conducts and monitors.
- It adopts a zero-accident, zero-occupational-disease approach by ensuring healthy and safe working conditions, and by identifying and eliminating any potential hazards, risks, near-misses, and illnesses.
- It aims to minimize the use of natural resources and the generation of waste throughout the product life cycle and to protect the environment.
- It adopts the principle of creating environmentally conscious team members and communities.
- It maintains a management approach that offers decent work and supports employee participation.

Human Resources Policy

- **Our Human Resources Mission:**
In harmony with today's and future working models, to create a dynamic and enjoyable work atmosphere together with professionals who possess the relevant talents and competencies.
- **Our Human Resources Vision:**
To be the most desired and enjoyable jean-focused ready-to-wear brand to work for in Türkiye and all our strategic markets.
- **Our Human Resources Philosophy:**
For us, jeans are more than a primary product category in our stores and online services; they represent a way of life. For young people and those who feel young, who occupy a central place in our target audience, jeans symbolize the self-expression of a free individual and the outward projection of their social life through their personal style. COLIN'S provides a work atmosphere in which human resources operate with a sense of togetherness, ensuring that everyone enjoys life more through our jean-focused fashion products.

In this context, we strive to understand both the rational and emotional expectations of our customers. We conduct our business by prioritizing universal values and sustainability. We mobilize all our talents and competencies to deliver our high-quality and accessible products with a delightful customer experience.

At COLIN'S Human Resources, we feel very fortunate to work in the ready-to-wear sector within the positive emotions fashion brings to the human spirit. Therefore, we emphasize happiness both at work and during rest, and we see this approach at the heart of our employer brand. We adopt development-oriented, innovative, and open-to-innovation practices not only at work but in all aspects of life, considering freedom of thought as well as traditions as part of our culture.

Above all, we know that great achievements are possible with teams that enjoy life.

• Key Assets of Our Human Resources Strategy

- Talent Management-Focused Human Resources Work Model
- Digital Human Resources
- Next-Generation Performance Management Model
- New Generation-Focused Training System Created with a Boutique HR Approach
- Next-Generation Enjoyable Work Environment
- High-Level Employer Brand Value



Our Documents

While placing sustainability at the core of our business operations, we do not limit ourselves to complying with international standards in the fields of quality, safety, and environmental responsibility; we also translate our commitments in these areas into concrete certifications. The certificates we hold demonstrate not only the technical competence of our production processes but also our determination regarding human rights, environmental impacts, and ethical business practices.

By approaching all our operations with a continuous improvement mindset, our certifications serve both as assurance of our current performance and as a structural cornerstone for our future sustainability goals. In this context, we act not only for compliance but also for transformation.

- **ISO 9001 Quality Management System Certificate - 2013**
We have been actively implementing our quality management system since 2013 and conduct regular audits every year. In the recertification process completed in 2024, the conformity of our system with the ISO 9001:2015 standard was once again confirmed.

The implementation of a quality management system is a strategic decision, helping to enhance overall organizational performance and providing a solid foundation for sustainable development initiatives.

This certificate reflects COLIN'S commitment to continuously improving quality. Beyond demonstrating our compliance, it allows us to correctly identify risks and opportunities in line with our organizational context and objectives. It ensures our ability to sustainably provide products and services in compliance with customer expectations and applicable primary and secondary legislation. It also supports increasing profitability, efficiency, and market share; effective management; cost reduction; and employee satisfaction. The system strengthens internal communication, enables more effective monitoring and control of operations, and reduces return rates and customer complaints. Through this system, we can develop new opportunities to enhance customer satisfaction and successfully implement nationally and internationally recognized processes. Ultimately, these efforts contribute to significant financial savings by preventing the cost of poor quality.

- **ISO 14001 Environmental Management System Certificate - 2019**
Since 2019, we have been implementing the ISO 14001:2015 Environmental Management System, ensuring regular audits every year.

This standard provides a framework for organizations to protect the environment and respond to changing environmental conditions in balance with socio-economic needs. It sets requirements to help organizations achieve their intended environmental objectives.

Through this certification, we aim to enhance environmental performance, effectively minimize environmental impacts throughout the product life cycle, and support our organization in fulfilling its responsibilities. Preventing and mitigating adverse environmental effects, proactively identifying potential environmental risks, gaining a competitive advantage, increasing market share, and improving cost efficiency are among our priorities. Additionally, this initiative helps create environmental benefits that strengthen our market position, prepare for emergency risks, control polluting resources, and facilitate obtaining environmental certifications. These objectives aim to enhance compliance with relevant stakeholders and strengthen global acceptability.

- **ISO 27001 Information Security Management System Certificate - 2015**
Our information security management system certificate under ISO 27001:2013 has been in effect since 2015. The system undergoes annual audits, and in 2024 we completed the transition to the 2022 version.

This certificate provides an international standard enabling our organization and customers to securely store and manage confidential information.

At COLIN'S, our commitment to protecting information is a cornerstone for both our business processes and our stakeholder relationships. We commit to safeguarding the confidentiality, integrity, and accessibility of all stakeholder information at the highest level. We are aware of our responsibility to deliver products, services, and information securely and without interruption. We strictly adhere to international standards to ensure information security in the ready-to-wear sector, continuously follow innovations, and develop our services. All processes are conducted transparently and accountably to protect the confidentiality of customer and stakeholder data. We continuously strengthen our security infrastructure and adjust investments based on current threats and technologies. Additionally, we organize regular training and awareness programs to enhance employee awareness of information security, continuously reinforcing an organization-wide information security culture.

Within the Information Security Management System (ISMS) framework, we meticulously identify and manage risks to our assets and business processes, taking prompt actions to minimize these risks. In 2024, we ensured alignment with the current ISO 27001 version and completed the transition to the latest 2022 version, preparing for the 2025 audit.

As COLIN'S, we prioritize;

- Ensuring the confidentiality, integrity, and accessibility of all stakeholder information,
- Securing the continuity of our information and communication systems,
- Full compliance with legal requirements,
- Continuously increasing employee awareness of information security,
- Collaborating with other institutions and the private sector to protect critical infrastructure,
- Supporting the use of local products and services and maintaining compliance through periodic reviews, continuing on our path of continuous improvement.

• Authorized Economic Operator (AEO) Certificate – 2020

Our AEO certificate has been valid since 2020. Compliance with the system is audited once every five years to maintain certification. A successful on-site monitoring audit was completed in 2023. The 2020 certificate will undergo another audit in 2025 to ensure continuity, and the project team is actively working toward this.

The Authorized Economic Operator status grants certain customs facilitation and privileges to reliable companies that fulfill customs obligations, maintain traceable records, meet financial, safety, and security standards, and implement self-control measures.

Through this certification, we aim to increase our competitiveness by reducing costs and transaction times in customs processes, ensuring timely delivery to international buyers, becoming a preferred supplier in global markets, and enhancing global trustworthiness. Additionally, it allows us to provide a more attractive partnership structure for foreign investors and utilize the AEO status in other countries under mutual recognition agreements.

The certification process has yielded financial benefits by preventing potential costs associated with customs delays and expenses.

• Design Center Certificate- 2017

The activities carried out under the Design Center certification began in 2017 and are evaluated every two years by appointed Ministry reviewers.

The primary purpose of our Design Center is to ensure that our products are aesthetic and user-friendly, gaining a competitive advantage in the market.

Within this scope, an application was submitted in 2024 for the TÜBİTAK 2209-B project.





Our Sustainability Approach

Our Sustainability Strategy

With our motto, “living life with joy,” we operate in every region with a perspective that respects the environment, people, and society. Together with our business partners and social stakeholders, we take sustainability steps that extend beyond the company to the broader community, managing our environmental and social impacts responsibly.

We believe that people can truly enjoy life only if environmental, social, and economic systems are sustainable. With this perspective, we shape our fashion philosophy with a sense of responsibility and aim to transform ready-to-wear into a more conscious and mindful production-consumption approach. By transforming the way we operate, we strive to embed these standards as an integral part of our corporate culture.

Our responsibility toward nature is approached with a focus on reduction and transformation. Reducing consumption, using our resources more efficiently, and minimizing waste are at the center of our environmental priorities. In line with this, we adopt the “Protect, Reduce, Reuse” approach to monitor and optimize our natural resource usage. Development-focused initiatives are implemented to reduce carbon emissions, particularly through energy and water efficiency measures.

With a people-centered approach, we build a work model based on equality, inclusivity, and fair opportunities. We implement comprehensive human resources practices to develop our employees’ competencies, ensure workplace safety, and support diversity. At the same time, through our social responsibility projects, we extend this philosophy beyond the boundaries of the organization. Guided by the principles of “Assurance, Development, and Empowerment,” we aim to support our human capital not only in terms of individual potential but also in terms of societal contribution.

In line with our corporate principles, we integrate sustainability across all business processes, from sourcing to post-sales experience, rather than limiting it to specific areas. In our collaborations with suppliers and dealers, we aim for both environmentally and economically efficient outcomes, seeking ways to reduce costs while using resources more effectively. While shaping our processes, we adhere to internationally recognized sustainability and quality standards and ensure full compliance throughout the entire operational chain.

Our products are the most tangible reflection of our sustainability approach in daily life. From the design phase to production, from shelf placement to delivery to the customer, we adopt a production philosophy that prioritizes environmental and social responsibility at every stage. At the core of our sustainability mindset is designing products not only to be aesthetic and functional but also to provide long-term benefits. In the design and production phases, we prioritize a conscious and responsible approach that enhances quality of life through informed and accountable choices.



We address our responsibilities toward the environment, society, and our business practices through a sustainability lens. By managing natural resources consciously, we make sustainability an inseparable part of all our operational processes.



COLIN'S' 4Ps in Sustainability Journey

We figure out our sustainability journey within the
framework of our "4P" strategy:

Our Planet, Our People, Our Policy and Our Product.

With this strategy, we address our environmental, social
and corporate responsibilities in a holistic manner.

Planet

Reduce consumption

- Fighting Against Climate Change
- Water and Wastewater Management
- Energy Management
- Waste Management



People

Develop/Empower

- Occupational Health and Safety
- Employee Rights and Fair Working Conditions
- Equality, Diversity and Inclusion
- Adding Value to Society
- Continuous Improvement and Talent Management
- Employee Satisfaction and Engagement



Policy

Define/Implement

- Corporate Governance and Strategy
- Commitment to Ethical Values
- Risk and Crisis Management



Product

- Sustainable Growth
- Customer Satisfaction and Experience
- Brand and Reputation Management
- Digitalization and Innovation
- Sustainable Quality and Product Management
- Sustainable Supply Chain Management





Our Sustainability Governance

Our sustainability governance structure is built on an inclusive model that integrates this approach across all company-wide processes. Each unit and department of the organization assumes shared responsibility in achieving our sustainability goals. This holistic approach is reflected in every step of our operations, from store location selection and supply chain management to production and post-sales customer experience.

The Sustainability Committee serves as the highest authority that formally reviews the company's sustainability report and ensures that all material topics are covered. As the most senior body within the organization, this committee holds central responsibility for integrating sustainability strategies into business processes. The committee is composed of representatives from various departments to ensure full organizational representation. The Committee Chair also serves as a Member of the Executive Board. Sustainability Committee activities are coordinated by a project team comprising the Committee Chair, Deputy Chair, Executive Board Senior Advisor, and Sustainability Manager. The Committee Chair reports directly to the CEO, ensuring that sustainability initiatives are aligned with the company's strategic direction.

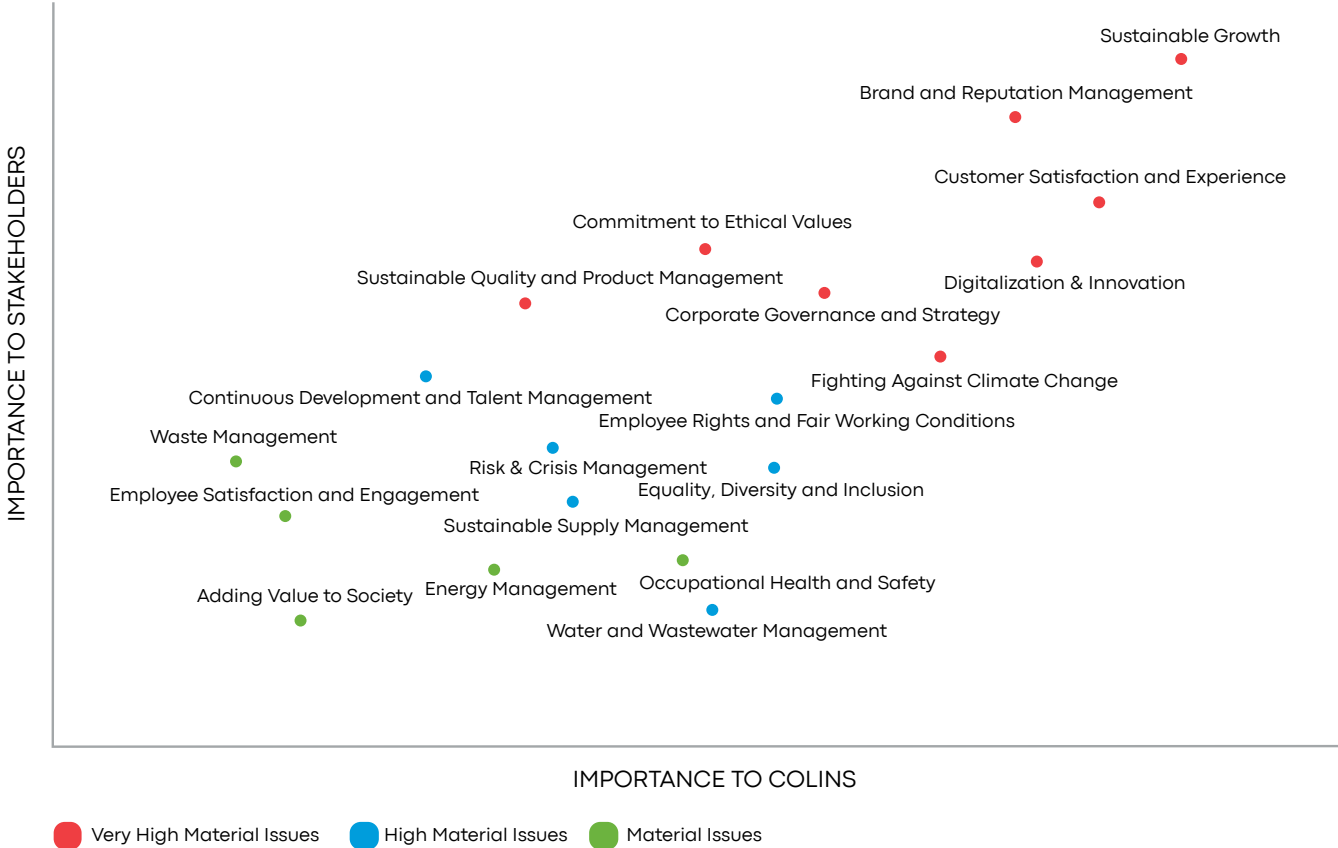


Our Sustainability Priorities

We conduct a comprehensive, multi-stakeholder analysis to clarify our sustainability priorities and lay a solid foundation for achieving our long-term goals.

We conduct a comprehensive, multi-stakeholder analysis to clarify our sustainability priorities and lay a solid foundation for achieving our long-term goals. The key issues that influence our company's short-, medium-, and long-term value creation potential were identified through a participatory approach, taking into account the impacts associated with these areas. A detailed analysis process was carried out with contributions from 25 employees across different levels of the organization. The findings obtained were shared with the Board of Directors to shape our sustainability priorities and finalized to form the basis of our strategic planning.

We align our strategic priorities with the materiality matrix we have developed. In creating this matrix, we consider both our sustainability vision and the perspectives and expectations of our stakeholders. Based on these critical issues, we plan actionable steps and implement them as tangible initiatives. At COLIN'S, we have revisited our priorities in light of global dynamics and sectoral transformations. While preserving the core framework established previously, we updated our content with the input of 25 stakeholders to reflect current needs and evolving expectations. By adopting more inclusive language, we aim to communicate our sustainability approach effectively to a broader and more diverse group of stakeholders.



Very High Material Issues

- Sustainable Growth
- Customer Satisfaction and Experience
- Brand and Reputation Management
- Digitalization & Innovation
- Corporate Governance and Strategy
- Commitment to Ethical Values
- Fighting Against Climate Change
- Sustainable Quality and Product Management

High Material Issues

- Employee Rights and Fair Working Conditions
- Equality, Diversity and Inclusion
- Risk & Crisis Management
- Sustainable Supply Management
- Continuous Development and Talent Management
- Water and Wastewater Management

Material Issues

- Occupational Health and Safety
- Energy Management
- Waste Management
- Employee Satisfaction and Engagement
- Adding Value to Society

Our Sustainability Goals






	Target	2030 Target	2024 Realization	Related Material Topic
1	Stores with an Energy Management System	100% Global	80% TR	Energy Management
2	Energy Supplier	100% Renewable Energy in TR*	-	Energy Management Supply Management
3	Supplier Management Practices	Sourcing 100% of our products from manufacturers with Sedex and/or BSCI certification	88%	Sustainable Supply Management Commitment to Ethical Values
4	Number of Online Stores	Being available in 50+ online sales channels	23 online sales channels	Digitalization & Innovation Sustainable Growth
5	Number of Stores and Countries	Operating over 800 stores in 35+ countries	23 Countries, 623 Stores	Sustainable Growth Brand and Reputation Management
6	Share of Women Managers	50% Globally	33% Globally	Employee Rights and Fair Working Conditions Equality, Diversity and Inclusion
7	Providing Employment Opportunities to the Young Generation within the Growing Company Organization	Increasing the new graduate recruitment rate to 30%	14%	Continuous Development and Talent Management Employee Satisfaction and Engagement
8	Digitalization	Moving strategic operations to the cloud environment and supporting them with artificial intelligence	ERPOS Morocco Rollout, Iraq Rollout, Georgia Rollout completed in 2024	Digitalization & Innovation Corporate Governance and Strategy

* It refers to the entire electricity demand of 49 stores and the Distribution Center, whose invoices are issued directly to us.

Contributions to Sustainable Development Goals

The Sustainable Development Goals (SDGs), established in 2015 under the leadership of the United Nations consists of 17 goals aimed at promoting sustainability worldwide. This comprehensive set of objectives seeks to drive progress across multiple areas, from eradicating poverty to preserving environmental balance, from ensuring social justice to fostering peaceful societies. Designed to be implemented by 2030, this roadmap represents a transformative process that prioritizes the well-being of both people and the planet.

Contributed SDGs	Related Material Issue	Relevant Capital Item	Relevant Units
	Equality, Diversity and Inclusion	Human Capital	Equality, Diversity and Inclusion
	Water and Wastewater Management	Natural Capital	Water and Wastewater Management
	Energy Management	Natural Capital	Energy Management
	Sustainable Growth Brand and Reputation Management Employee Rights and Fair Working Conditions Employee Satisfaction and Engagement Occupational Health and Safety	Human Capital Financial Capital Produced Capital/ Intellectual Capital	Brand and Reputation Management Sustainable Growth Employee Rights and Fair Working Conditions Occupational Health and Safety Employee Satisfaction and Engagement

Contributed SDGs	Related Material Issue	Relevant Capital Item	Relevant Units
	Adding Value to Society	Social and Relational Capital	Adding Value to Society
	Sustainable Supply Management Waste Management Sustainable Quality and Product Management Brand and Reputation Management Digitalization & Innovation	Social and Relational Capital Natural Capital Produced Capital/ Intellectual Capital	Brand and Reputation Management Sustainable Quality and Product Management Waste Management Sustainable Supply Management Digitalization & Innovation
	Fighting Against Climate Change	Natural Capital	Fight Against Climate Change
	Corporate Governance and Strategy Commitment to Ethical Values Risk & Crisis Management	Financial Capital	Governance Approach Board of Directors Corporate Governance and Strategy Risk & Crisis Management Commitment to Ethical Values Interaction with Stakeholder
	Corporate Governance and Strategy Sustainable Supply Management	Social and Relational Capital Produced Capital	Governance Approach Our Sustainability Approach Sustainable Supply Management

Our Value Creation Model at COLIN'S



* Information on operating and water consumption per product is provided.



Our Responsibility Towards Our People



Employee Rights and Fair Working Conditions

Protecting employee rights and ensuring fair working conditions are among our top priorities. We continuously enhance our policies and practices to foster a safe, healthy, and inclusive work environment, thereby cultivating a corporate culture in which employees receive comprehensive support across all areas.

Fair Compensation and Fringe Benefits

Through our fair compensation approach, we ensure that our employees receive equitable and transparent remuneration for their work. In addition to our wage policy, we aim to enhance quality of life through a variety of benefits and discount agreements that support work-life balance.

Employment Security and Employee Rights

In line with our principle of respecting employment security and employee rights, we maintain a zero-tolerance policy against forced labor, child labor, and discrimination.

We view gender equality not only as a right but also as an integral part of our corporate culture and a strategic element for sustainable success. Through our recruitment policies based on diversity and

equal opportunity, we integrate practices that support equality into all of our human resources processes.

Ethics Hotline and Feedback Mechanism

We actively operate our Ethics Hotline system to protect the rights of our employees and provide prompt solutions to potential issues. This mechanism, which allows all employees to submit anonymous feedback, fosters a safe communication environment and supports a culture of open dialogue. During 2024, 92 out of 93 reports submitted through the Ethics Hotline were reviewed and resolved. We believe this system is a crucial tool for enabling our employees to express themselves freely and for ensuring the effective functioning of continuous improvement processes.

Improving Working Conditions

The health, safety, and well-being of employees are regarded as fundamental elements for the sustainability of the work environment. With this perspective, we take

proactive steps to continuously improve working conditions, adopting a development-oriented approach in areas such as ergonomic arrangements, occupational safety practices, and policies supporting physical and mental well-being.



Equality, Diversity and Inclusion

We prioritize equality, support freedom, and place happiness at the core of our culture. We are committed to building a work environment where every employee feels valued, heard, and empowered together.

Increasing diversity within our workforce, ensuring equal opportunities, and creating an inclusive environment where every employee feels valued are among our most important objectives. In this regard, we implement the necessary policies to ensure that all employees can work under equal conditions and take proactive measures to provide a work environment where each individual can maximize their potential.



Equality

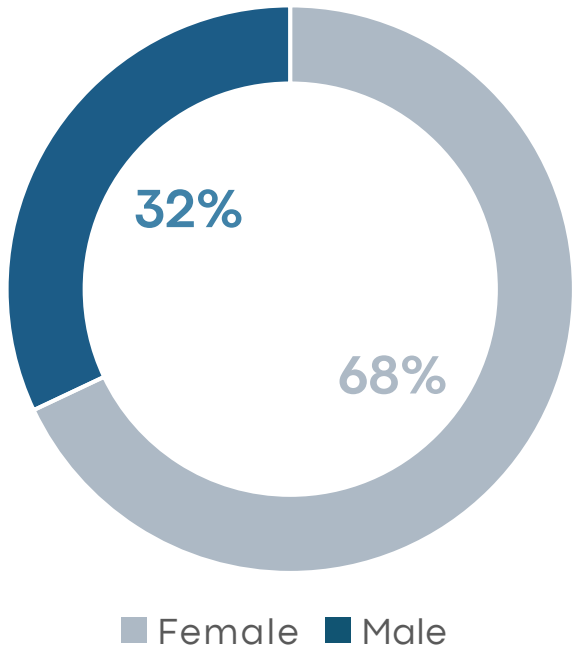
We place great importance on creating a fair, inclusive, and supportive work environment that enables all our employees and every segment of society to realize their full potential. Our efforts to promote diversity and gender equality not only strengthen our workforce but also contribute to building a more inclusive and equitable society. By providing equal opportunities for all, we are advancing with determined steps toward a sustainable future.

Gender Equality Goals

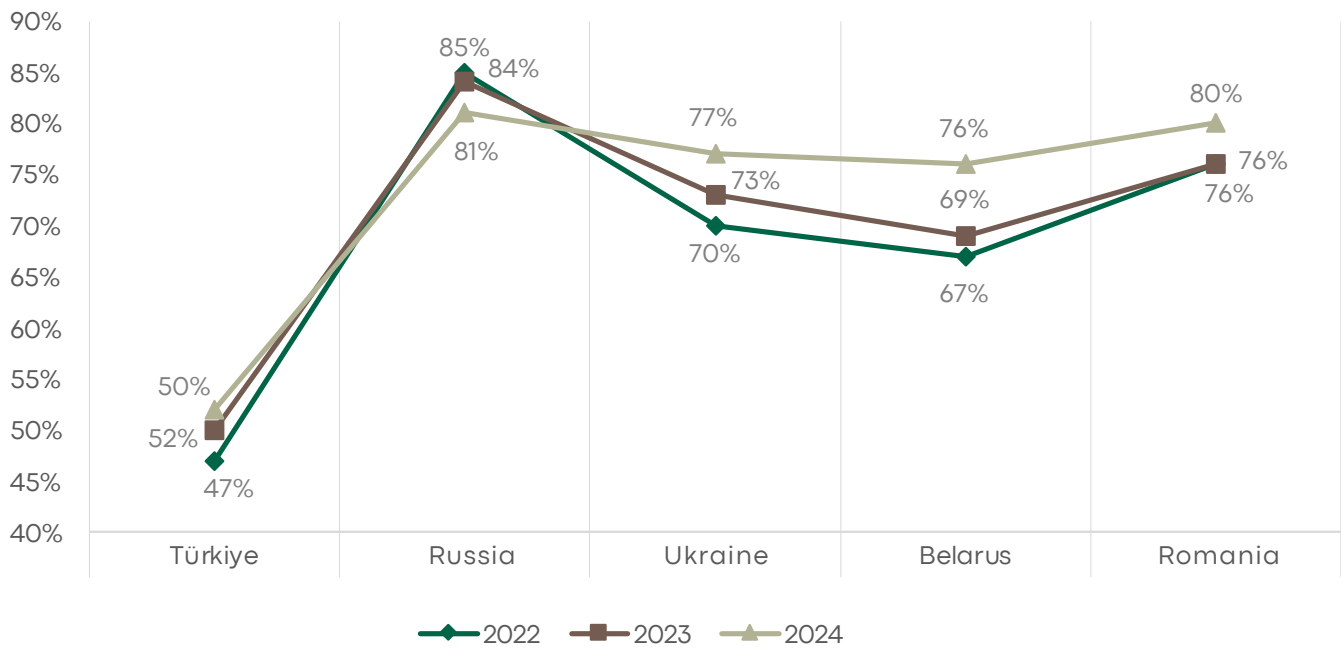
We regard gender equality as one of our corporate priorities and strive to integrate this perspective into all of our business processes. We establish solid goals to increase women's participation in the workforce, provide equal opportunities, and create an inclusive work environment, regularly monitoring our progress.

As of 2024, women constitute 68% of our 5,514 employees. In line with our commitment to female employment, we are committed to our efforts to create an equitable and inclusive work environment.

Employee Distribution



Female Employees



Our female workforce ratios exhibited varying trends across countries during the 2022–2024 period. In Türkiye, the ratio increased steadily from 47% in 2022 to 50% in 2023, reaching 52% in 2024. In Ukraine, it rose from 70% in 2022 to 73% in 2023, and further to 77% in 2024. Similarly, in Belarus, the ratio increased from 67% in 2022 to 76% in 2024. In Romania, the ratio remained stable at 76% in 2022 and 2023, before rising to 80% in 2024. In contrast, Russia experienced a declining trend, with the female workforce ratio decreasing from 85% in 2022 to 84% in 2023, and further to 81% in 2024.

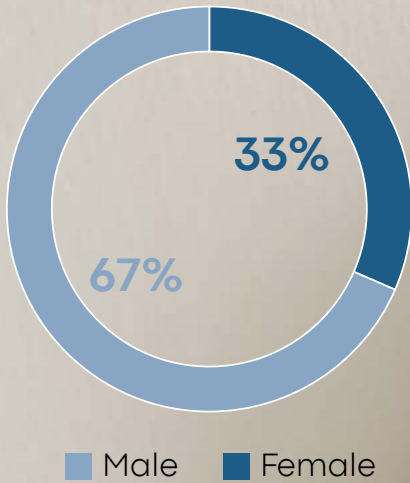
As COLIN'S, we regard contributing to gender equality and increasing the representation of women in management positions as among our top priorities. We are committed to increasing the number of women in leadership roles and shaping our management structure with consideration for gender balance.

Number of Employees by Management Level		2023		2024	
	Countries	Female	Male	Female	Male
Number of Executives and Managers	Türkiye	56	123	64	149
	Russia	2	11	18	30
	Ukraine	18	9	15	10
	Belarus	0	1	2	4
	Romania	5	2	5	3
Number of Group Managers	Türkiye	7	15	7	18
	Russia	0	2	0	2
	Ukraine	0	1	0	1
	Belarus	0	0	0	0
	Romania	0	1	0	0
Number of Directors ¹	Türkiye	0	6	1	6
	Russia	0	0	0	0
	Ukraine	0	0	0	0
	Belarus	0	0	0	0
	Romania	0	0	0	0

¹ Directorates operate under our centralized structure in Türkiye.

As of 2024, women constitute %33 of our total managers, while men constitute %67. Supporting greater representation of women in leadership roles, providing equal opportunities, and achieving our gender equality goals remain among our key priorities. In this context, we aim to increase the proportion of women in management positions to 50% by 2030.

Gender Distribution of Managers



Recruitment and Promotion Processes

We adopt a fair and transparent approach in our recruitment and promotion processes. We support our female and male employees to advance in their career paths, and for this purpose we conduct performance and competency-based assessments. In line with the targets set for 2024 in Türkiye, the development of a total of 397 employees in our Türkiye and Romania operations was systematically monitored, as part of this process, a total of 99 employees across all our operations were promoted.

	Female	Male
Number of employees whose progress is systematically monitored based on targets ²	165	232
Number of employees promoted ³	47	52

In Türkiye, the total number of employees whose progress we systematically measure against targets is 397, of which 165 are women and 232 are men. In this category, male employees account for approximately 58%, while female employees represent 42%. The total number of employees who were promoted is 99, including 47 women and 52 men. In this group, female employees represent approximately 48%.

Maternity and Parental Leave

In 2024, a total of 373 employees benefited from maternity and parental leave. Of these, 90% were female employees (336 individuals) and 10% were male employees (37 individuals). Following the leave period, 149 female employees returned to their positions, corresponding to approximately 44% of all women who took leave. Among them, 104 continued working for at least 12 months, representing 70% of those who returned and 31% of all women who took leave.

Maternity and Parental Leave 2024⁴



² It represents data for Türkiye.
³ It represents data for Türkiye.
⁴ The data covers Türkiye, Ukraine, Russia, Belarus, and Romania.

Diversity and Inclusion

We believe in an inclusive workplace enriched by diverse races, cultures, identities, and perspectives. We enable diversity through a work environment that brings together various age groups and levels of experience, creating a richer and more dynamic setting.

In this regard, we regularly monitor the distribution of our employees by age groups and the gender balance within management levels. This process enables us to take strategic steps toward increasing diversity while also contributing to the strengthening of our organizational structure.

Employment of Individuals with Disabilities

We provide opportunities that enable individuals with disabilities to fully utilize their talents in order to enhance diversity in our workplace. In this regard, we support their employment to ensure they become valuable members of our workforce. Additionally, we aim to exceed the legal requirements for the employment rate of employees with disabilities.



Continuous Development and Talent Management

We adopt a robust talent management approach to create a work environment where every employee feels valued and can confidently build their future. Through career development programs, mentoring mechanisms, and continuous learning opportunities, we unlock our employees' potential and shape their success with a long-term vision.

We are expanding our programs to provide development opportunities to more employees by 2025.

1. Strategic Approach to Talent Management

- We have built a strong structure to systematically support the career journeys of our employees.
- Career Management: We create personalized development plans for each employee.
 - Mentoring: We design development processes supported by guidance mechanisms for store teams and newly appointed managers.
 - Leadership Programs: We run dedicated development programs focused on cultivating future leaders from within the organization.
 - Scope Expansion: We are increasing geographical and content coverage to reach more employees by 2025.

2. Learning and Development Culture

We view learning not merely as the transfer of knowledge, but as a strategic investment that strengthens our corporate culture, enhances employee engagement, and supports operational excellence.

Professional Development: We offer practical training programs to our store teams, providing content that ranges from basic sales techniques to advanced strategies.

Personal Development: We deliver competency-based training for our headquarters employees.

Managerial Development: We strengthen the managerial capabilities of our newly promoted leaders through dedicated leadership programs.

Global Expansion: We adapt our training content to the local needs of employees across different regions, ensuring alignment with global standards.



Orientation	Product Knowledge	Communication Skills	Leadership & Coaching
First Aid	Sales Cycle	Social Styles	Feedback
Mandatory Trainings	Styling Workshop	Emotional Intelligence	Time Management
Work Principles	Advanced Sales Techniques	Psychological Resilience	Problem Solving Techniques

In 2024, the total duration of training provided to our employees reached **135,732** hours.

Countries		2022	2023	2024
Türkiye	Total expenditure on employee training (TRY)	997,486,18	1,538,256,42	2,721,290
	Average annual training expenditure per employee (TRY)	494,04	710,48	1,253
	Total training hours	14,847	21,676	24,284
	Average annual training hours per employee	0,82	0,97	1,18
Russia	Total expenditure on employee training (TRY)	2,700,000	4,000,000	5,800,000
	Average annual training expenditure per employee (TRY)	1,665	2,227	3,015
	Total training hours	64,920	91,314	98,254
	Average annual training hours per employee	39	41	51
Ukraine	Total training hours	77	126	126
	Average annual training hours per employee	8	12	14

Countries		2022	2023	2024
Belarus	Total expenditure on employee training (TRY)	11,000	13,500	13,351
	Average annual training expenditure per employee (TRY)	50	66	37
	Total training hours	11,271	12,154	12,528
	Average annual training hours per employee	51	59	35
Romania	Total expenditure on employee training (TRY)	169,400	99,562	93,787
	Average annual training expenditure per employee (TRY)	580	365	187
	Total training hours	545	586	540
	Average annual training hours per employee	1.7	1.9	1.8

Through training programs implemented across different regions, we aim to enhance our employees' competencies and contribute to their individual development journeys.

3. Digital Learning Ecosystem

We have strengthened our digital learning infrastructure to provide a development experience independent of time and place. Through our e-learning platforms, employees can access training content anytime and anywhere. This approach not only embeds learning into the natural flow of daily work but also contributes to environmental sustainability by reducing the use of printed materials.

4. Measurable Results and Expanding Impact

We track the impact of our training investments through concrete data. In 2024, we delivered a total of 135,732 hours of training. Our learning activities reach every level of the organization—from stores to headquarters, from newly appointed managers to international teams. With this structure expanding each year, we continue to unlock the potential of more employees.

5. Sustainability Perspective

Our learning and talent management strategy supports not only individual development but also the long-term success of the company, operational excellence and environmental sustainability. Through innovative and eco-friendly training practices implemented across all regions, we are building a future-ready, world-class talent ecosystem.

Employee Feedback and Suggestion System

The employee feedback and suggestion system supports our culture of continuous improvement by creating a platform where our team members can share their opinions and experiences regarding business processes. Complaints related to human resources are received through our "Ethics Line" application, which is based on the principle of confidentiality, and are meticulously resolved with a target of 100% closure rate. In 2024, 92 out of 93 reports submitted to the Ethics Line were resolved quickly and effectively. This practice continues to contribute to the development of our company while encouraging the active participation of our employees in business processes.

Our Employee Suggestion System

Our Employee Suggestion System was fully launched in 2024 and quickly became an integral part of our corporate culture. Beyond being a simple idea platform, it functions as a strategic tool that elevates the productivity, solution-oriented attitude, and dedication of our workforce.

The suggestions submitted through the system were carefully reviewed with great enthusiasm, throughout the year, 7 of our employees were rewarded for their innovative ideas, and project-based feasibility studies were launched to bring these ideas to life.

This process increased internal motivation and strengthened our participatory culture by making not only the ideas but also their creators visible within the organization.

Occupational Health and Safety

The health and safety of our employees remain among our foremost priorities. In this regard, we carry out all our operations with a strong commitment to protecting human health and uphold full compliance with legal requirements as a fundamental principle.

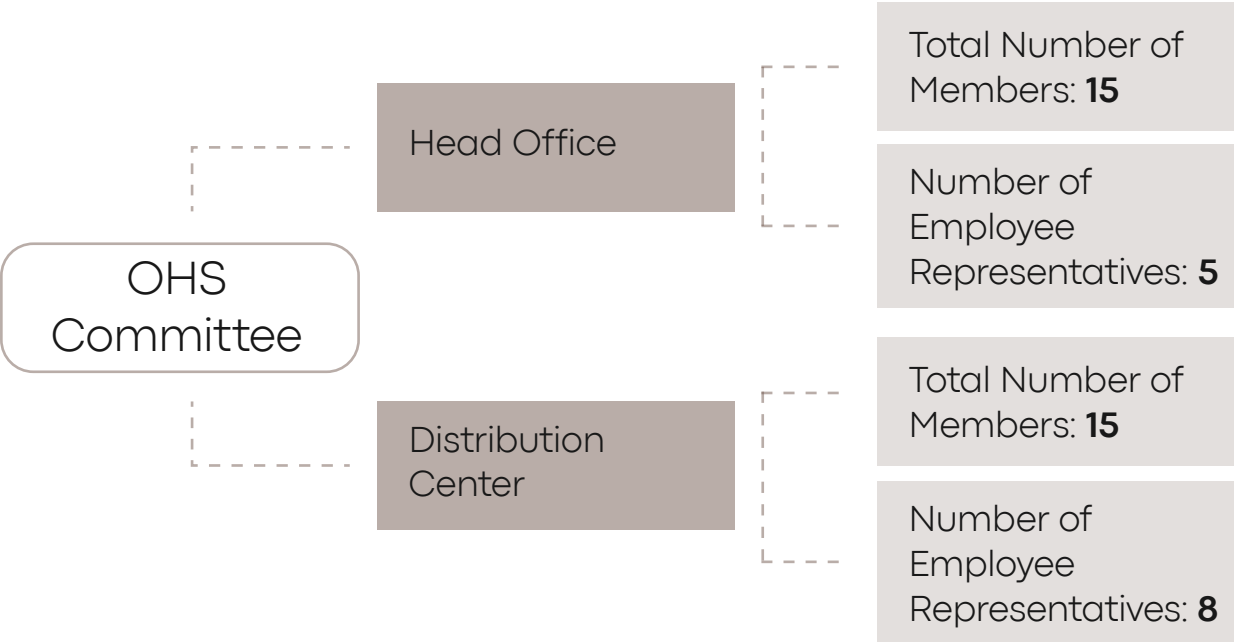
Within the scope of our **Occupational Health, Safety, and Environmental Policy**, we aim to proactively identify and eliminate all potential risks in the workplace. We closely monitor every situation, from near-misses to occupational illnesses, and continuously implement improvement initiatives to ensure a safe and healthy working environment.

Following the 2024 evaluations, no updates were required for our Occupational Health and Safety policy. This outcome once again highlights the effectiveness of our practices and our steadfast commitment to ensuring employee safety.

OHS Management and Relevant Boards

In order to strengthen Occupational Health and Safety (OHS) management, we continue our efforts through two separate OHS Committees established within the General Directorate and the Distribution Center. Each committee consists of 15 members, with 5 employee representatives at the General Directorate and 8 employee representatives at the Distribution Center.

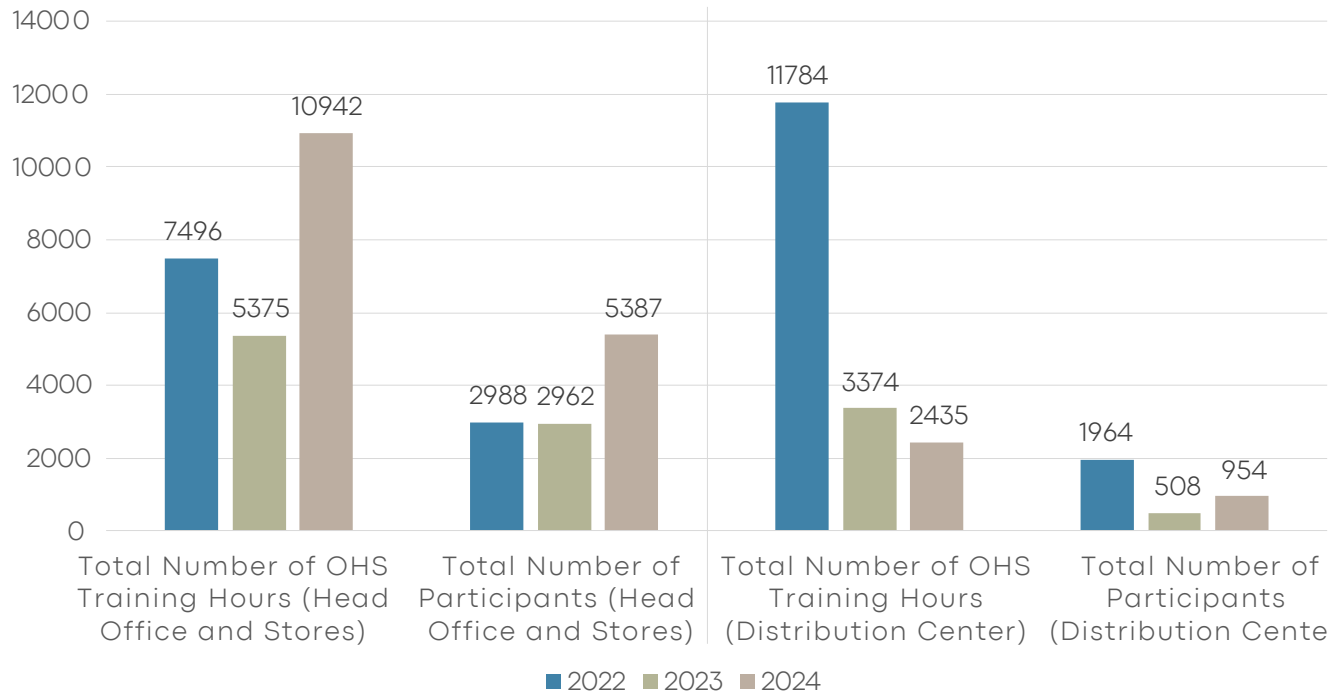
Our committees convene regularly every two months, with representatives from each unit participating to review workplace accidents, identified non-compliances, and employee suggestions. As a result of these meetings, we make decisions aimed at eliminating risks and strengthening the safety culture. Our goal is to continuously improve our occupational health and safety performance through the actions taken and to consistently provide a safe working environment for our employees.



OHS Trainings and Briefings

At our headquarters and stores, we provide comprehensive Occupational Health and Safety (OHS) training to our employees. We regularly monitor these trainings assigned through COLIN'S Academy, and at our distribution center, we conduct periodic on-the-job training sessions.

We ensure regular inspections of our work equipment and facilities, promptly addressing any identified non-compliances to create a safe working environment. The health suitability of our employees is rigorously assessed through our health unit during the recruitment process. We ensure that all our employees act consciously in the face of potential risks by conveying emergency procedures and necessary contact information during their induction training.



We ensure that our employees work in a safe and healthy environment by providing information on emergency situations. As part of our Occupational Health and Safety efforts, we conduct regular inspections of work equipment and promptly address any identified non-compliances to maintain a safe working environment. Additionally, health assessments conducted during recruitment processes allow us to evaluate our employees' suitability for their roles.

The health and safety of our employees is one of our foremost priorities. In line with this, we act with a responsibility to protect human health and create a safe working environment by fully complying with all legal requirements.

Risk Assessment and Corrective Actions

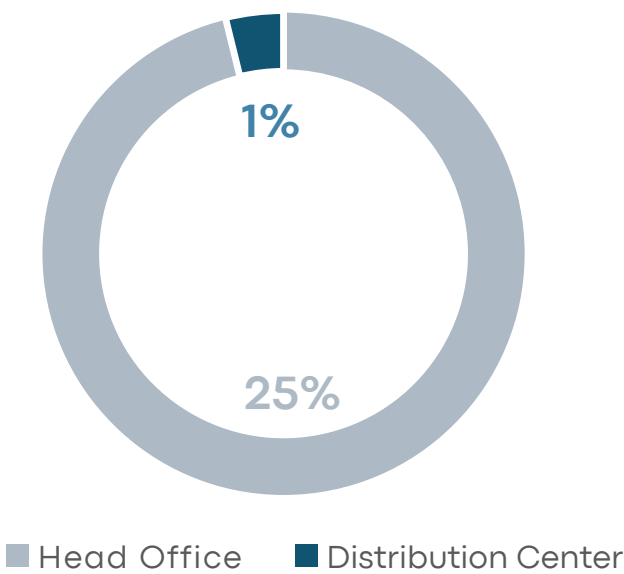
In the risk assessment studies conducted separately at each of our locations, we address risk areas such as ergonomic conditions, electrical safety, fire hazards, work with display screen equipment, and the use of cutting tools. At our distribution center, we focus on specific risks including racked storage, product receiving processes, machinery operation, and maintenance activities. Following these assessments, we promptly resolve identified non-compliances to maintain safe working conditions.

As part of our Occupational Health and Safety (OHS) performance in 2024, a total of 26 near-miss incidents were recorded. The number of corrective actions identified was 52 for the head office and 192 for the distribution center. Of these actions, 30 were successfully closed at head office and 133 at the distribution center. Our non-compliance inspections and improvement efforts continue without interruption. These ongoing initiatives to promptly address identified non-compliances continue to strengthen our occupational health and safety culture.

Employee Health Services and Support

In line with our commitment to employee health, occupational physicians provide services at our head office and distribution centers. Through our health unit, we check whether our employees are suitable for the job in terms of their health status during recruitment processes and closely monitor employees' health status through regular follow-ups. Additionally, to raise health awareness, we organize informative activities and periodically hold seminars featuring specialist physicians from various fields.

Number of Near-Miss Incidents



Incident Reporting and Notification System

In our OHS management, we place great importance on our employees' feedback and observations in the field. Notifications submitted via our intranet system or through the near-miss boxes at our distribution centers constitute a fundamental element of our OHS processes. These near-miss notifications enable us to promptly eliminate potential hazards and risks by taking the necessary precautions. We carefully evaluate the reports submitted via the intranet at our head office and stores, as well as those received directly from the field at our distribution center. In addition, we regularly provide orientation and occupational safety training for all our employees and conduct periodic inspections of work equipment and installations. To protect the health of our personnel, we conduct regular medical check-ups and receive support from our occupational physicians as well as outsourced health professionals.

We support
our employees
through health
monitoring and
awareness-
raising initiatives.





Employee Satisfaction and Engagement

We invest in sustainable projects and innovative solutions to enhance employee engagement to the company and to ensure they feel valued in the workplace.

Prioritizing the happiness of our employees, we pay attention to their development and appraise their contributions to our company culture and strive to provide an enjoyable work life.

We undertake various strategic programs to improve the job satisfaction and engagement of our employees. We aim to ensure that employees are more motivated, productive, and satisfied in their professional lives, in alignment with our company's core values.

We utilize various evaluation methods and conduct continuous improvement-focused activities to achieve the set targets.

Measuring Employee Satisfaction and Engagement

At Colin's, we prioritize the employee experience across all countries and regularly assess our team members' feedback through satisfaction and engagement surveys. These surveys serve as a crucial guide for us to improve the work environment and strengthen employee commitment.

In 2024, our employee satisfaction scores increased in many countries. Satisfaction levels reached 65% in Türkiye, 71% in Ukraine, 69% in Russia, 78% in Romania, and 72% in Belarus, showing a positive trend over the past three years. Romania maintained its position as the country with the highest satisfaction score at 78% for the second consecutive year. Belarus recorded the most notable improvement, with satisfaction rising by 7 points compared to 2022.

Regarding employee engagement, the data reflects a consistently stable trend. In 2024, engagement scores were recorded at 67% in Türkiye, 66% in Ukraine, 65% in Russia, 74% in Romania, and 67% in Belarus. These results reflect our team members' sustained strong loyalty to the company.

Our survey participation rates continue to remain at a notably high-level. In 2024, engagement survey participation reached 99% in Ukraine and Romania, 98% in Belarus, 92% in Russia, and 86% in Türkiye. This demonstrates our employees' strong willingness to share their views and actively contribute to our development process.

Based on these outcomes, we continue our efforts without interruption to further enhance the employee experience. We remain committed to collectively improving our work environments and increasing the satisfaction of our team members.



Adding Value to Society

As COLIN'S, we place contributing to society at the heart of our operations. By using our brand power, we mobilize a broad ecosystem of stakeholders ranging from our customers to our employees, from our suppliers to the civil society organizations that we cooperate with.

We not only integrate the effects of societal development and sustainability on social life into our business strategies, but we also transparently share our responsibilities with all our stakeholders. Thanks to this collaboration, we implement measurable projects that contribute to society and act together for a better future.

We place a responsible and conscientious approach at the core of our business, taking into account the social and environmental impacts of the fashion and apparel industry.

Our primary objective extends beyond fulfilling customer expectations to generating value for our employees, suppliers, and the wider community. We advance social development through sustainability-driven projects, structuring them as enduring and self-sufficient initiatives. By fostering a collaborative and supportive approach, we not only enhance our internal operations but also contribute lasting benefits to society.

We develop projects to support university students in their career journeys and to help young talents realize their potential in the field of design. While inspiring the industry through our leadership in this area, we reinforce our social responsibility vision with aid and donation initiatives, steadily increasing our contribution to society.





Sustainable Fashion Journey with Young Talents: Denim Fikrim Design Contest

As denim continues to be a timeless fashion piece, we at COLIN'S remain committed to inspiring the dreams of young designers passionate about sustainability. We successfully held the second edition of the "Denim Fikrim Design Contest" in 2024, following its inaugural event in 2022. We have established the competition as a permanent platform under COLIN'S Academy, with the aim of developing young talents' design capabilities and sustainable fashion vision.

This year, we invited participating students to envision their answer to the question, "What would my Denimtopia look like?" and to transform these visions into capsule collections through storytelling. Starting with 250 applications, this creative journey resulted in 250

unique "Denimtopias." Students studying Fashion and Textile Design at universities centered sustainability in their designs, creating collections that look to the future with hope.

In the second edition of our competition, we offered our finalists an intensive four-day program. The process began with orientation and brand introduction at our head office on the first day. Our DNM Denim and COLIN'S Denim teams provided one-on-one support to the finalists on topics such as fabric selection, accessory usage, and production techniques. With an online training session led by Kutay Sarıtosun, we equipped participants with professional insights. On the final day, a factory tour gave them the opportunity to closely observe all stages of production. The finalists' designs were reviewed with pattern makers, followed by workshop sessions where the eagerly awaited collections came to life.

Following an exciting journey, the finale of our competition was celebrated with a gala night held at İstanbul Fişekhane. In the final results, Elif Kocamaz from Mimar Sinan Fine Arts University secured first place, Sadiye Seda Kayıkcı from Okan University took second, and İdil Zeynep Yiğit, also from Mimar Sinan Fine Arts University, placed third. Our awarded young designers received cash prizes of TRY 200,000, TRY 150,000, and TRY 100,000 respectively. The designs of our 10 finalists were exhibited in the HR field.



At our gala night, COLIN'S Board Chairman Yavuz Eroğlu and Eroğlu Giyim Chairman Ümmet Eroğlu presented the awards to the winners. Hosted by fashion influencer Ümit Karalar, the event gained widespread attention on social media, with Müjde Kızılkın taking the stage and providing participants with unforgettable moments. Mert Palavaroğlu served as the host of our event.

DENIMTOPIA



The "Denim Fikrim Design Contest" achieved a proud milestone by being honored with the Achievement Award in the "Launch/Re-launch/ Positioning" category at the PRiDA Communication Awards, organized by the Association of Communication Consultancy Companies (IDA).

As COLIN'S, we have not only been producing quality products for 40 years but also embracing responsibility for an environmentally conscious and sustainable world. This creative journey with young talents has become one of the impactful steps that embody our commitment to sustainability. We will continue to expand and sustain this competition, which inspires and gives a voice to the designers of the future.





April 23rd Event with the Kırmızı Çocuklar (Red Children) Association

This year, we once again celebrated the National Sovereignty and Children's Day on April 23rd with children affected by the earthquake in Kahramanmaraş. In collaboration with the Red Children Association, we participated in the Red Roof Festival, organizing painting activities in the COLIN'S Workshop and creating joyful moments through book reading sessions. While hundreds of children created colorful designs in our workshop, we enhanced the festive spirit by providing coloring books and crayons. We remain committed to supporting this special project that brings hope and joy to children.



Strengthening Women's Voices with Denim

To highlight the importance of women's stronger participation in social life, we celebrated International Women's Day on March 8th. In selected stores in Türkiye and Russia, we gifted registered female customers with limited-edition brooches crafted from denim fabric, handmade by women artisans.

Carrying the message **"Proud to Empower Your Style"**, this campaign aimed to emphasize both women's craftsmanship and their strength across all areas of life.



COLIN'S and HAÇİKO: Joining Hands to Support Our Furry Friends

In collaboration with HAÇİKO (Association for the Protection of Animals from Desperation and Neglect), we have launched a meaningful project to support stray animals. We provide cat shelters and food to our street stores, ensuring regular feeding through the voluntary efforts of our employees. Initiated on April 4th, World Stray Animals Day, this project creates safe living spaces in our stores, where shelters are cleaned and insulated with denim fabric to provide warmth. Additionally, we organize donation campaigns to cover treatment and care expenses and participate in feeding activities at the HAÇİKO farm with our volunteer teams.





Our Responsibility Towards Our Planet



We operate with an environmentally conscious approach, focusing on the responsible and efficient use of natural resources, reducing greenhouse gas emissions, and minimizing the impact of our activities on the ecosystem.

We believe that a fulfilling life is only possible through an approach that is sensitive to our planet, and it is with this awareness that we guide our sustainability efforts. Environmental protection, as a cornerstone of our strategic sustainability approach, is an integral part of all our business practices. Within this framework, we aim to use our natural resources wisely and sustainably, prioritizing concrete actions against the climate crisis to reduce our negative environmental impact.

We are implementing innovative solutions to reduce water consumption, including the Water-Repellent Finishing Application, while managing our waste through efficient systems. Additionally, we enhance energy efficiency and lower carbon emissions to minimize our environmental footprint. Through these efforts, we remain committed to safeguarding both today and the future.

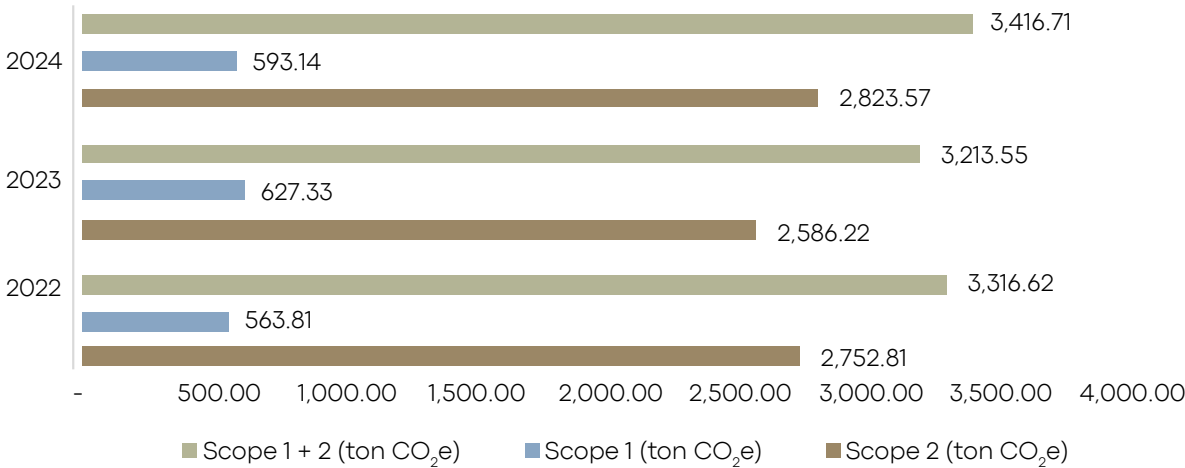


Fight Against Climate Change



The climate crisis is one of the leading environmental threats affecting the entire world today. As COLIN'S, we take responsibility against this global issue and act by considering climate-related risks in all our processes, from supply to production. In our operations, we aim to make energy use more efficient, reduce greenhouse gas emissions, and minimize our impact on nature. Accordingly, by prioritizing environmental sustainability, we implement systematic changes and guide our efforts with the goal of leaving a livable world for future generations.

In 2024, a decrease was observed in our Scope 1 emissions compared to the previous year. Regarding our Scope 2 emissions, a partial reduction was achieved in 2023 compared to 2022, thanks to our emission reduction efforts. However, an increase in Scope 2 emissions was observed in 2024. The total carbon emissions, which amounted to 3,316.63 tons of CO₂e in 2022, decreased by approximately 3% in 2023 to 3,213.55 tons of CO₂e; however, in 2024, it increased by around 6% to reach 3,416.71 tons of CO₂e. For the Scope 2 emission calculations in previous years, data from 47 stores whose bills were invoiced to us were considered. In the 2024 calculation, the number of stores increased to 50.





Water and Wastewater Management

The textile industry is one of the sectors notable for its high water consumption in production processes. Water is an indispensable element both for the natural life cycle and for human health. We are aware of the pressure that our sector exerts on water resources, and accordingly, we consider the conservation of water and the effective management of wastewater among our primary environmental responsibilities.

Reducing water usage and ensuring effective wastewater management are among the fundamental priorities of our sustainability approach. We take steps to use water more consciously and efficiently both in our production lines and store operations, accordingly, we develop innovative practices aimed at reducing resource consumption. At every stage of our operations, we act with the awareness that water is a strategic value.

The management of wastewater without harming the environment is among the priorities we focus on, and the restoration of water back to nature is one of our fundamental goals. With this approach, we pay special attention to ensuring that the suppliers we work with have wastewater treatment infrastructure.

Considering the impact of water consumption on raw materials, we are shifting towards eco-friendly alternative materials that can be produced with less water. Although cotton is the most common raw material in the textile industry, its cultivation requires a significant amount of water, resulting in a high environmental impact. Therefore, in our designs, we aim to support water conservation by preferring fibers such as flax, modal, and tencel, which have a lower water footprint instead of cotton.

While not completely abandoning the use of cotton, we prioritize sourcing from suppliers who adopt sustainable farming practices to reduce the environmental impact of this raw material. This approach helps us both reduce water consumption in our production processes and minimize our environmental footprint. Our responsible approach not only contributes to the protection of water resources, but also supports the construction of a more livable and sustainable future.

We continuously track our water usage data and evaluate our performance through comprehensive analyses. To achieve more sustainable and environmentally friendly outcomes, we consistently enhance our operational processes while also focusing on innovative methods to increase water conservation. Our goal is to maintain the progress made in this area and to minimize the environmental impact of our activities to the lowest possible level.

• **Ecologic Jeans:**

“The Ecologic Jeans” project, launched in 2019 with the aim of reducing the consumption of natural resources, continues as an indefinite initiative focusing on sustainability.

Within the scope of this project, we focus on developing an eco-friendly and sustainable denim collection aimed at reducing the water and energy consumption impacts of denim washing processes. By utilizing innovative washing techniques that consume less water, fewer chemicals, and less energy, we aim to minimize electricity usage and material consumption as well.

• **Water Repellent Finishing Application:**

Within the scope of the project initiated in 2024, we aim to extend the lifespan of outerwear products by applying water repellent finishing, reduce water consumption through less frequent washing, and offer a more sustainable usage experience for consumers.

This application is applied to the main fabrics of outerwear products made from 100% polyester or 100% polyamide materials. Thanks to the water-repellent feature, the fabrics become more resistant to water and dirt. This allows the products to be washed less frequently and used for a longer period. As a result, energy and water savings are achieved while reducing product waste. With this project, we set three main goals: First, to enhance the water-repellent properties of the fabrics used in outerwear products, thereby improving their performance and durability. Second, to reduce water consumption and minimize environmental impact by decreasing the frequency with which users need to wash these products. Lastly, to contribute to sustainable consumption and waste reduction by extending the products' lifespan.

• **Fiber Usage:**

In the project we launched in 2024, instead of performing the final washing process on sewn products, we aimed to provide a soft touch directly to the product by using different fibers. This approach allowed us to reduce water consumption while offering customers an eco-friendly and comfortable product.

Within this scope, in the new production model where we used non-cotton fiber textures, the direct use of soft-textured fibers like cotton enabled the product to achieve a soft touch without the need for a final washing process. Thus, we were able to offer consumers the same comfort feel without requiring additional washing.

The main objectives of our project are to reduce water consumption, lower costs to offer more affordable products to consumers, enable faster production, and minimize environmentally harmful chemical processes.



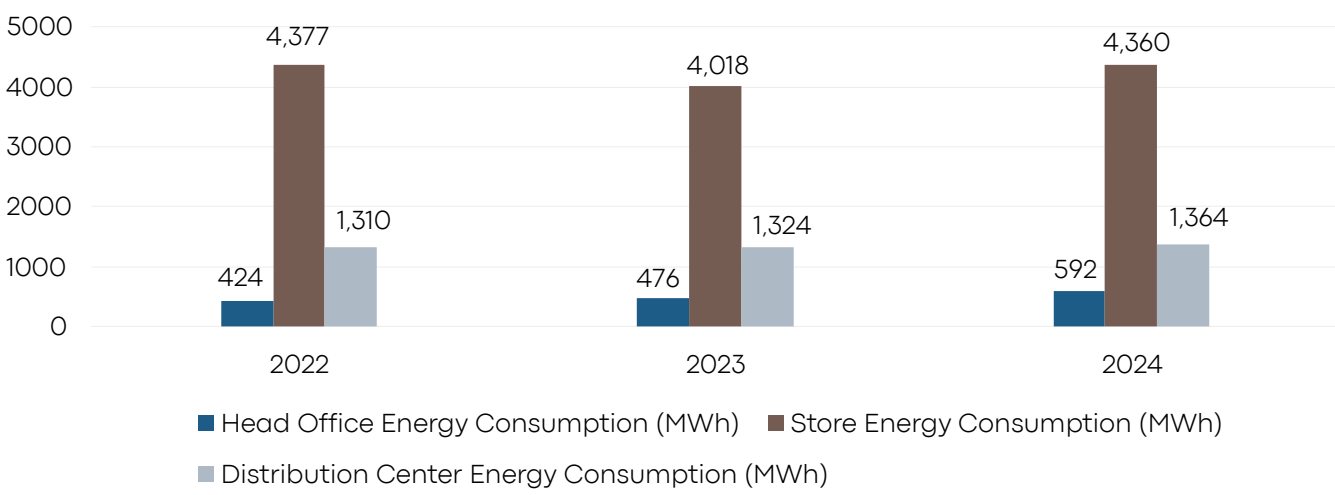
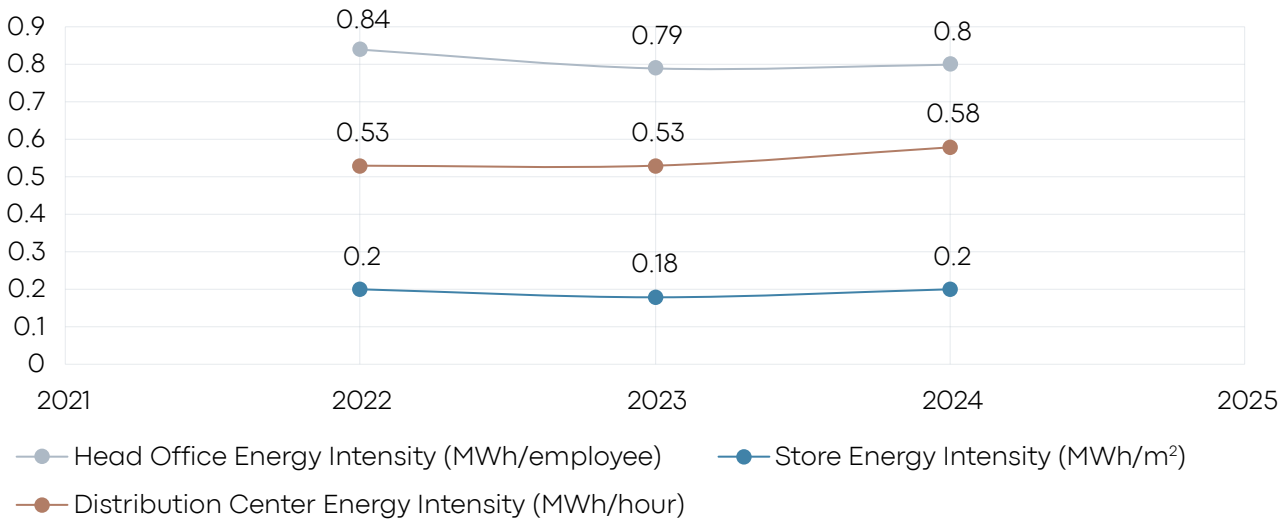
Energy Management

With the goal of minimizing our impact on nature, we focus on optimizing our energy use and implement efficiency-enhancing measures across all our operations.

Reducing the energy intensity of our operations and improving the efficiency of resource use are among our top priorities. Using energy resources efficiently and effectively is crucial not only for minimizing our environmental impact but also for ensuring the long-term sustainability of our operational processes. With this awareness, we continuously develop and implement our energy management strategies. We focus on projects that reduce consumption while increasing efficiency, adopting technologies and methods that promote savings.

In line with our sustainability approach to reduce energy consumption and increase resource efficiency, we are taking solid steps. Within this scope, with an investment of TRY 6.5 million focused on energy efficiency, we achieved a saving of 650,000 kWh in 2024.. We regularly monitor our energy performance, analyze consumption data, and continuously improve our processes.

The cost of energy efficiency investments	6,500,000 TRY
The amount of financial savings achieved through environmental investments and expenditures	4,000,000 TRY



• **Smart Green Store**
The Smart Green Store project, launched in 2020 to increase energy efficiency and reduce our environmental impact, is a pioneering initiative that transforms our sustainable retail vision into concrete actions. Within the scope of the project, which is planned to be completed by the end of February 2026, automation systems are being installed in all newly opened stores, while energy monitoring and alert systems are being integrated into our existing stores.

Thanks to these systems, energy-intensive equipment such as air conditioning and lighting can be managed centrally, in-store temperature and energy consumption are monitored in real time. When predetermined limits are exceeded, automatic alerts are triggered, enabling prompt intervention to prevent unnecessary energy consumption.

With the system fully operational, annual energy savings of approximately 2,600,000 kWh are anticipated. This not only reduces our operational costs, but also contributes to lowering our country's current account deficit and reducing carbon emissions.

• **Land-Based Solar Power Plant (SPP) Project:**
In 2024, within the scope of the Land-Based Solar Power Plant (SPP) Project we initiated, we received our invitation letter for the installation of a solar power plant with a capacity of 2.5 MW in the Niğde region. With this project, we aim to meet the entire electricity demand of our 49 stores, whose bills are directly in our name, as well as the Kiraç Distribution Center, from mentioned power plant.

By fully meeting the energy consumption of the mentioned stores and warehouse with renewable sources, we aim to reduce carbon emissions, avoid the impact of fluctuations in energy costs, and reduce electricity expenses to zero within 5 to 6 years. With an annual electricity production of 5,500,000 kWh, we anticipate achieving a significant financial advantage by covering approximately TRY 30 million of energy costs through solar power. Through this project, we ensure long-term energy sustainability while significantly reducing the environmental impact of our operations.

Waste Management

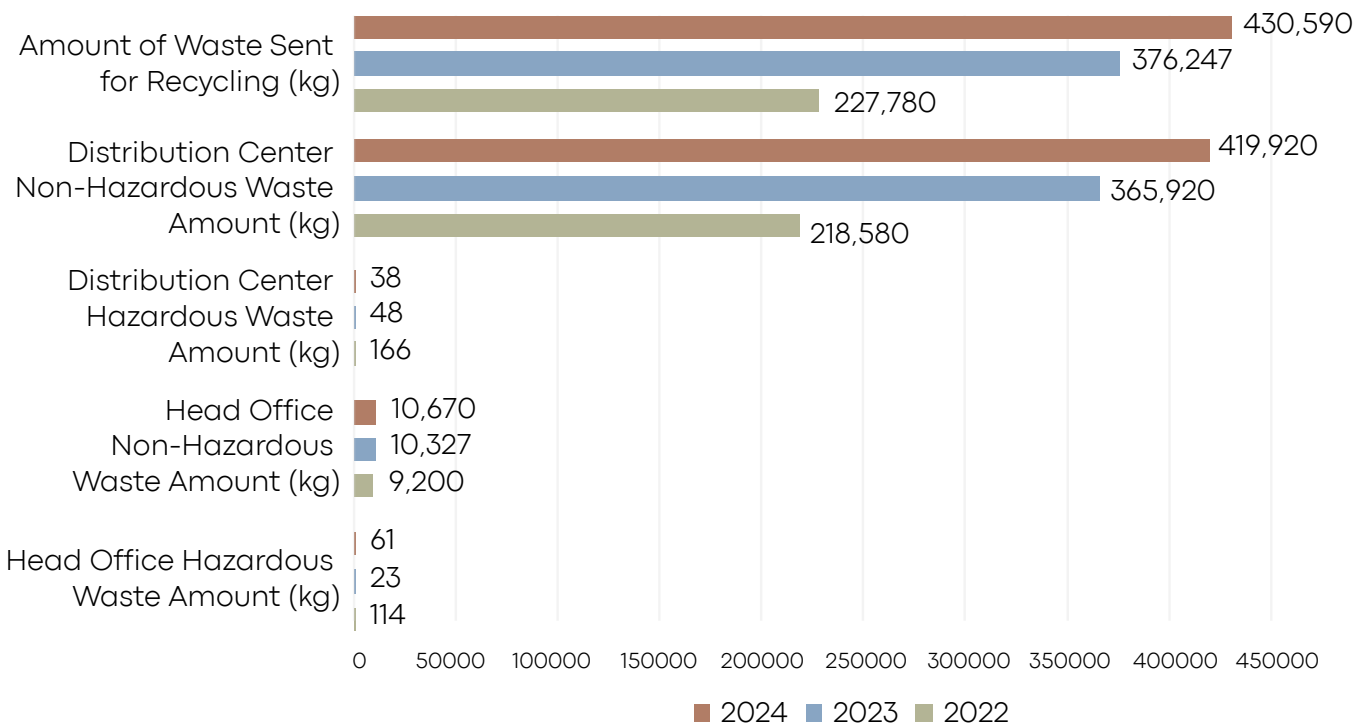
We focus on minimizing waste generated throughout all processes, from production to operations, and maximizing the utilization of our existing resources. This approach is a cornerstone of our holistic vision for sustainability.

To reduce the environmental impacts of waste, we adopt a “Reduce, Reuse, and Recycle” focused approach in our operations. We develop creative methods to prevent waste generation at the source in both production processes and store operations and prioritize expanding the use of recyclable materials to contribute to the circular economy. Our ultimate goal is to reduce waste volume while reducing pressure on natural resources and supporting long-term environmental sustainability.

We separate our waste by type while considering their environmental impacts and send both hazardous and non-hazardous waste to authorized institutions for proper disposal. In 2022, in line with our environmental responsibility approach, we systematically implemented the Zero Waste initiative at our distribution center and completed the process with official certification. In 2023, we continued efforts to expand this initiative to our street stores, and we are ongoing with this work for all of our street stores. Through these efforts, we aim to minimize waste generation across all operations and take a significant step closer to our goal of circular resource use.

In our operational areas and distribution centers, we have established dedicated sorting zones and appropriate collection equipment to ensure effective waste management. The waste generated is collected and classified according to recycling, recovery, or other disposal methods. Through this practice, we increase the proportion of recyclable materials while significantly reducing our environmental impact. At the same time, this system supports a long-term, environmentally compatible waste management approach.





• **Carton Usage:**

Our Carton Usage Project, which we launched in 2019, is a sustainable initiative aimed at sorting and reusing cartons either coming from the manufacturer or previously used ones. Within the scope of the project, we aim to reduce the amount of carton waste, thereby minimizing our environmental impact while also achieving cost advantages. Throughout this process, we work in close cooperation with all our departments and distribution centers.

In our 2024 shipments, we carried out a total of 1.1 million carton deliveries. 36% of this volume was met using reused cartons. As a result, we achieved financial savings of approximately TRY 6,656,000. This initiative not only contributed to environmental sustainability, but also improved our economic efficiency.

• **E-Commerce E-Archive Invoice:**

With the E-Commerce E-Archive Invoice Printing Project, launched in 2024, we discontinued the printing of A4 paper invoices used in the shipping process of e-commerce orders. Through a QR code integrated into the shipping label placed on the package, we provided customers with digital access to their invoices. In doing so, we optimized paper and toner usage, while also reducing resource consumption, thereby supporting energy efficiency and operational sustainability.

We completed the project in three months through coordination with our Distribution Center, Central IT Team, Finance departments, and our software partner. As a result of this implementation, we prevented the annual consumption of 200,000 sheets of paper, along with the use of 8 toner cartridges and 4 drums per year. This allowed us to reduce our environmental impact while also achieving significant cost savings.

With this project, we significantly improved our operational efficiency by saving energy and resources.

• **Recycled Hanger:**

As part of the project we launched in 2024, we made changes to our product hangers with the new concept. Starting from 2025, all new stores to be opened under this new concept are planned to receive presentation elements made from 100% recycled polypropylene material, featuring 100% recycled hangers.

With this transformation, we aim to support environmental sustainability while fully implementing the renewed concept in new stores to be opened. Through this initiative, we not only seek to reduce our environmental impact but also to enhance the quality of in-store presentations.

• **Sustainable Display Mannequins:**

Within our Sustainable Display Mannequins project covering the 2024–2025 period, we are transitioning to more environmentally friendly and durable mannequins in our stores worldwide. By the end of the project, we aim to complete the transition in 70 stores and have already accomplished the majority of this transformation.

Our new mannequins are produced using materials derived from recycled and renewable sources. In this context, the Susterra® material used is bio-based and has a low environmental impact, offering a sustainable alternative to traditional plastics. Additionally, the cartons used for shipping the mannequins are made from 100% recycled materials, ensuring that sustainability is maintained throughout the entire process.

We are conducting the project in collaboration with B-MANNEQUINS, a company distinguished by its eco-friendly production vision. Their unpainted designs, which reduce chemical use and incorporate natural materials such as bamboo, hemp, and coconut, create value both aesthetically and ecologically. Thanks to their durable structure, easy assembly, and reparability, these mannequins provide efficiency throughout their lifespan. Additionally, their recyclability after use strengthens our environmental responsibility by preventing harm to nature.

Thanks to this project, our store displays achieve a modern appearance while our environmental impacts are tangibly reduced. In doing so, we contribute to our sustainability goals without compromising on quality and aesthetics in the customer experience.

• **Reuse of Existing Furniture and Mechanical Systems:**

In our new store openings and store renovation projects, we adopt a sustainability-focused approach. In this context, by reusing furniture and equipment obtained from closing stores, we both reduce the need for new production and prevent waste generation.

In some stores, existing electrical and mechanical infrastructures are supplied directly from the shopping mall systems, thereby limiting additional resource consumption. Store facades and interior lighting systems are preserved as much as possible in their current state, minimizing waste generated from new manufacturing and construction activities.

These practices increase resource efficiency, reduce our carbon footprint, and strengthen our commitment to sustainable retailing.



• **Implementation of FSC Certified Labels:**

In line with our sustainable fashion approach, the Accessory Cardboard Label Sustainability Project, launched in 2022, is a comprehensive initiative aimed at transforming the cardboard labels used in our accessory product groups into a more environmentally friendly structure.

Within the scope of the project, we transitioned to using FSC (Forest Stewardship Council) certified papers sourced from responsibly managed forests for all accessory labels. In doing so, we contribute to the preservation of natural resources while reducing the environmental impact of our products.

We are managing this transformation process in close collaboration with our global label suppliers and design teams. At the same time, by enhancing our digital system infrastructure, we increase the traceability of the labeling process and systematically monitor compliance with sustainability standards throughout the supply chain.

As COLIN'S, we continue to increase the use of responsible materials at every stage of production and to reshape our global supply chain with a focus on sustainability.

• **Less Stone, Less Water, Less Waste:**

Denim, an essential element of fashion, undergoes multiple stages from design to production, with pumice stone playing a significant role in this process. However, the continuous need to replenish pumice stone leads to environmental challenges such as high-water consumption, solid waste generation, and mineral depletion. At our Design Center, we have conducted studies on next-generation chemical alternatives to pumice stone in order to address these issues.

By adopting these alternative approaches instead of traditional pumice stone methods, we have prevented both mineral consumption and environmental degradation caused by the process. The washing processes using next-generation chemicals have reduced water consumption while enabling control over chemical waste and eliminating solid waste issues. The innovative chemicals used are easy to clean, reduce production waste, and allow for lower water and energy consumption, making our design processes more sustainable.

Within the scope of the project, we aimed to develop more environmentally friendly methods by reducing all components used in the denim design process. We designed denim products using next-generation chemicals that are durable, consume less water, and are easy to clean as alternatives to pumice stone. We also included eco-labeling for fabric, washing, and accessories. Throughout the process, we carefully conducted fabric trials, applications on fabrics with varying elasticity, washing comparisons, color fastness tests, pattern development, and technical formulation activities.

The visual effects achieved through the washing processes were found to be comparable or equivalent to those obtained using pumice stone. Thus, by moving beyond traditional denim washing techniques, we achieved similar or more effective results with innovative chemicals. This enabled us to deliver high value-added, environmentally conscious designs, strengthening our sustainable design approach and generating economic benefits through the commercialization of the project outcomes.



Our Responsibility Toward Our Work





We conduct our work with a sustainability mindset, adding value and inspiration to life.

While preserving our brand value, we aim to minimize our environmental and social impacts through sustainable supply chain management.

We prioritise designing environmentally conscious and long-lasting products. Our aim is not only to offer our customers stylish and high-quality products, but also to provide them with a conscious, sustainable shopping experience.

Through digitalization and innovation, we continuously improve our processes and enhance efficiency. By establishing strong partnerships with ethical and environmentally responsible suppliers, we both protect the planet and secure the future of our business.



Brand and Reputation Management

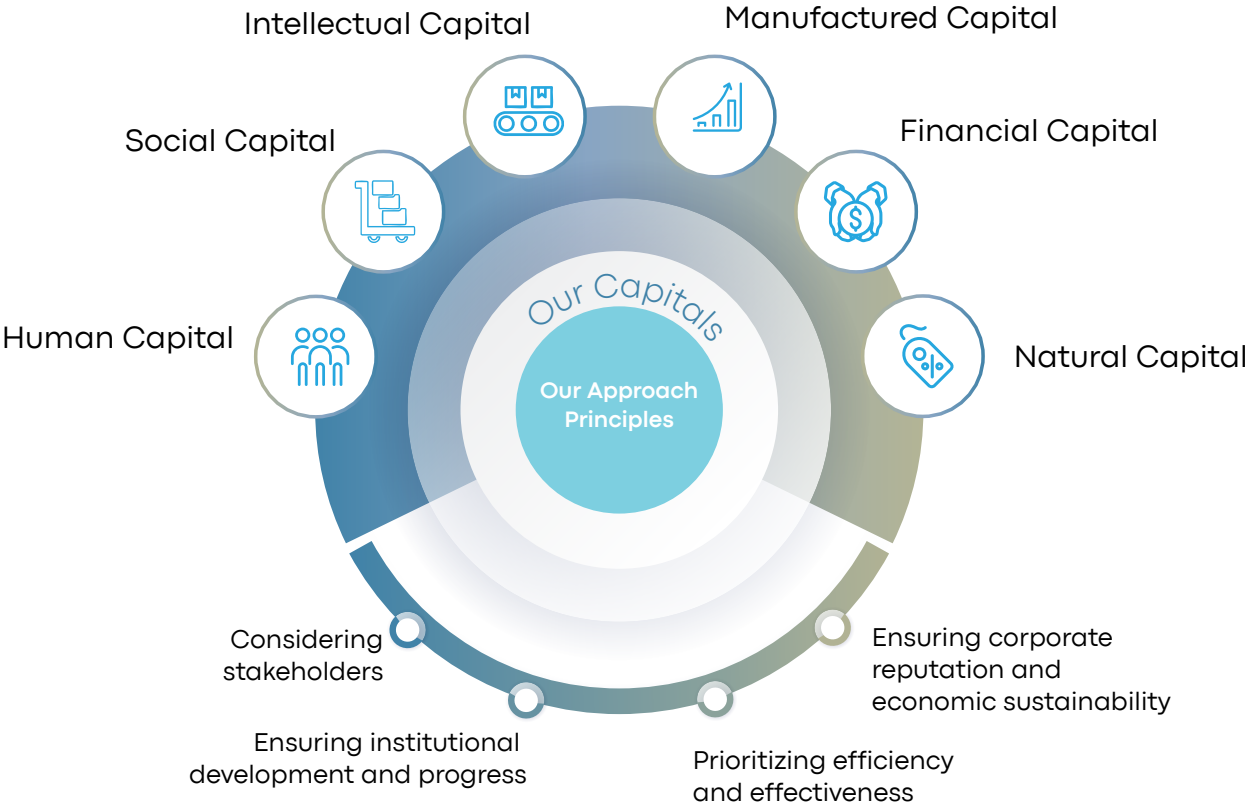
Throughout 2024, we not only maintained our strong position in the fashion industry but also took significant steps in environmental, social, and economic sustainability. With all these efforts, we aimed to establish long-term, trust-based relationships with our stakeholders.

Our sustainability strategies are built upon over 40 years of experience and a culture of continuous learning and improvement. We operate across a wide geography with more than 600 stores in 23 countries and approximately 6,000 employees.

The foundation of our brand reputation is built on our ethical and responsible production approach. Reducing resource consumption, lowering our carbon footprint, and ensuring the well-being of our employees are among our primary objectives in the production processes. These goals not only enable us to offer high-quality and environmentally conscious products to our customers but also strengthen our sense of responsibility toward society and the planet.



Customer satisfaction and loyalty are among the most important success areas of our reputation management. We regularly measure and continuously improve our superior service approach and high-quality standards using indicators such as the Net Promoter Score (NPS). This approach not only helps build a loyal customer base but also contributes to the sustainable growth of our brand. We are committed to establishing transparent and equitable relationships with our stakeholders, ensuring the lasting reliability of our brand. In this regard, we regularly share our progress toward the goals outlined in our sustainability reports with the public and carefully evaluate the feedback we receive. By adopting an integrated thinking approach, we effectively manage and transform the six capitals that form the foundation of our business. Thanks to our management systems and strategic planning approach, we continuously improve our performance while protecting and strengthening our economic sustainability and brand reputation. We transform the knowledge gained from our experiences into a systematic structure that shapes the way we operate across the organization. Our defined and measurable policies, procedures, and processes further reinforce our corporate culture.



Our Capitals

- 1. Human Capital
- 2. Social Capital
- 3. Intellectual Capital
- 4. Manufactured Capital
- 5. Financial Capital
- 6. Natural Capital

Our Approach Principles

- Considering stakeholders
- Ensuring institutional development and progress
- Prioritizing efficiency and effectiveness
- Ensuring corporate reputation and economic sustainability

At COLIN'S, we implement our strategic planning processes continuously. Since 2011, we have been enhancing both our sustainability and competitiveness through five-year plans. With our third five-year strategic plan (2022–2026), carried out in integration with the Corporate Performance System, we strengthen our leadership in the industry and advance decisively toward our goal of sustainable growth.

This strategic approach continues to be one of the most important foundational pillars for the long-term success of our brand. In the upcoming period, we will continue to position sustainability as one of our core values in brand and reputation management and take concrete steps in this direction. In doing so, we will reinforce our vision of being a trusted and inspiring brand for society and our customers while contributing to a greener and more equitable future.

In 2024, we launched the first example of our new store concept within our head office.

We approached this process not only as a design transformation, but also as a collective development journey shaped by the ideas of all our team members. Employees from all departments participated in the small group workshops conducted company-wide. This made it possible for almost all of our staff to contribute their opinions, feedback, and suggestions to the concept development process.

At the same time, we have also made our sustainability focus an integral part of this process. While continuing our sustainability research on the materials to be used, we also conducted a detailed examination of the supply and implementation conditions in different regions. In this way, we focused on producing solutions that both consider environmental impacts and are operationally feasible.

This collective approach and sustainability vision we demonstrated in shaping our new store concept form a solid foundation for all our future retail spaces.





Launch of the COLIN'S Dream Team 2024 T-Shirt Collection

In 2024, we launched the COLIN'S Dream Team 2024 T-Shirt Collection with the aim of bringing the excitement of UEFA EURO 2024 to our customers. This project was not only a product launch for our brand, but also a strategic communication move that strengthened our brand perception. The collection combined interest in football with fashion, offering our customers original and innovative designs. This special series gained the appreciation of our customers with its trend-focused approach and designs created with our unique brand language. The main goal of our project was to emphasize the dynamic and youthful spirit of our brand while increasing customer loyalty and creating a strong position for brand reputation. During the launch process, we effectively used our digital communication channels, reached a wide audience, increased customer engagement, and positioned our brand at the intersection of sports, fashion, and lifestyle. This collection, which brought together the spirit of UEFA EURO 2024 with COLIN'S design strength, contributed to delivering a strong brand experience while reinforcing our brand's innovative identity.



COLIN'S Jeans Fest

In 2024, we introduced the 13th COLIN'S Jeans Fest to fashion enthusiasts with a celebration party held at Türkiye's first fully comprehensive Digital Experience Museum. The event, which combined fashion and digital art, reinforced the global success of the campaign taking place simultaneously in Russia, Ukraine, Romania, Belarus, Morocco, Georgia, Egypt, Iraq, and Serbia alongside Türkiye. Under the motto 'Live This Festival,' the shopping festival continued from September 24 to October 14. Within this period, hosted by popular influencers Halil İbrahim Göker and Zeynep Demirhan, we offered our guests a unique experience through creative pop-up stores, visual shows, a striking performance by Dans Fabrika, an energetic set by DJ Duygu Çiftçioğlu, and a Hey! Douglas concert.



LIVE THIS FESTIVAL!

Digital Experience Museum

10 October 2024 • 19:00

Are you ready for a futuristic and iconic experience with Colin's Jeans Fest?

On this special night, you will enjoy the taste of digital experience. After the impressive dance performance of **DANS FABRIKA**, we will let ourselves go with the rhythm of our own music with **Hey! Douglas**.

Join us, let's experience this festival together!

#livethisfestival

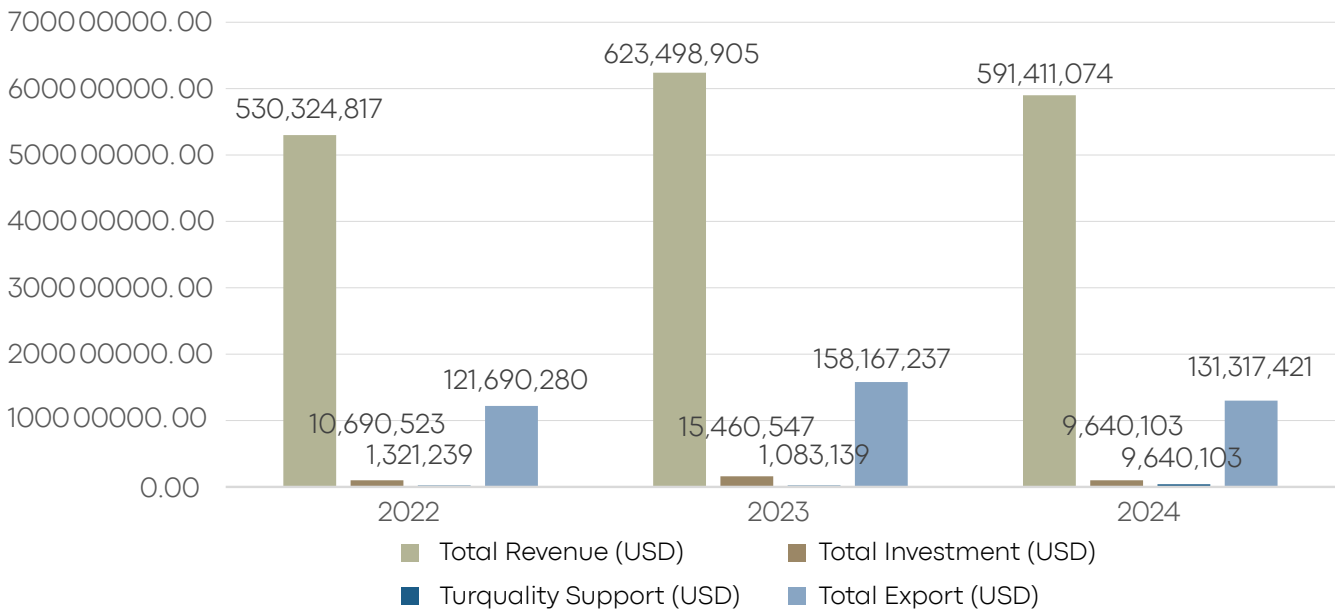
COLIN'S JEANS FEST

Sustainable Growth

We adopt sustainable growth as a holistic development approach that considers not only economic performance but also our environmental and social impacts. In this regard, we strengthen our Company's economic performance with strategies aligned with sustainability goals.

Economic Performance

Our economic performance is based not only on a solid financial structure but also on our ability to deliver value-creating products and services. As of 2024, our financial results have been steadily maintained thanks to our sustainable business models and efficiency-focused practices.



While continuing our efforts to optimize costs through efficient use of resources, we aim to strengthen our economic performance and minimize our environmental impacts through investments in innovation and technology.

We embrace sustainable growth not only as economic development but as a holistic approach that also includes our environmental and social responsibilities. In 2024, we took significant steps in line with this understanding and continued to integrate our sustainability strategies into our business processes. We shaped our growth targets, business development plans, and process management for the company's long-term sustainable future.

Our Approach to Sustainable Growth

We manage our domestic and international growth plans in alignment with sustainability principles. When entering a new market, we base our decisions on solid foundations through comprehensive country visits, location analyses, and five-year feasibility studies. We pay close attention to various criteria such as population structure, economic indicators, and digitalization.

In store selection, we consider commercial, physical, and legal factors, preferring locations that will offer our customers the best experience. To minimize environmental impacts, we adhere to sustainability principles and plan our investments with a long-term, win-win approach. While growing, we collaborate with local communities to support social projects and contribute to regional economies. In this way, we create a strong workforce and contribute to sustainable development.

Our Process Management

To increase internal efficiency and support continuous improvement, we adopt

process management as a fundamental structure. Since 2008, focusing on customer expectations, we meticulously design and implement our processes through effective communication and coordination among departments.

Our processes, organized within a three-tier structure, are regularly monitored using performance indicators such as cost, time, and quality. Through internal audits, we adapt to environmental changes by periodically reviewing and improving our processes. This systematic approach has become deeply rooted in our Company culture and is one of the cornerstones of our success on the path to sustainable growth.

Our Tax Strategy

Our Company's tax strategy is carefully reviewed by the Global Financial Affairs Department and approved by the Executive Board. Every three months, tax processes in all countries where we operate are examined through detailed analyses.

In the countries where our subsidiaries operate, the most appropriate tax levels are determined with the support of our expert accounting team and external consultants; thus, full compliance of financial statements and declarations with the relevant country's tax regulations is ensured. Our Company regards 100% tax compliance in Türkiye and other subsidiary countries as a primary responsibility. Additionally, the financial statements of the subsidiaries are submitted to the Independent Audit and Reporting Department, and following the controls conducted there, they are approved by the Global Financial Affairs Department and declared to the relevant country tax authorities.



Our Approach to Sales Channel Managementz

In order to adapt to the rapid changes in the retail sector, we systematically assess the performance of our stores. Through quarterly, semi-annual, and annual evaluations based on key performance indicators such as sales per square meter, rent-to-sales ratio, and maintenance fee-to-sales ratio, we implement robust measures to enhance both sustainability and operational efficiency.

Within this scope, by placing sustainability principles at the core of our business, we aim not only for short-term but also long-term success and value creation. Considering our responsibilities to society, the environment, and our business partners, we strive to transform this understanding into a lasting business model in every region where we operate.

In 2024, we took significant steps focused on digital transformation in our retail operations. Within this scope, by integrating the OMNI (omnichannel sales systems) infrastructure into our systems, we unified the customer experience across all touchpoints.

To enhance the efficiency of our retail audit and management processes, we strengthened our digital solutions. We laid the foundations for AI-based systems to increase in-store operational efficiency. Additionally, to support quick and effective access to information, we developed our e-learning platforms. This enabled our retail teams to reach the information they need in a shorter time.



Sustainable Quality and Product Management

We are committed to minimizing environmental impacts without compromising on product quality. Through our sustainable product management, we deliver high-standard design and manufacturing, while striving to leave a more livable world for future generations by adopting nature-friendly solutions.

We integrate our product management with our sustainability strategy, placing customer satisfaction at the center. In line with our principles of responsible production and consumption, we meticulously analyze our customers' needs and expectations and ensure quality-based product sourcing. We manage this process as a seamless cycle from design to after-sales services.

In our product development processes, we consider both our corporate values and customer feedback. We actively utilize our store and office network to enhance the customer experience; through country and store visits conducted during collection periods, we gather insights from our stakeholders and continuously improve our products.

In line with our goal to reduce environmental impacts, we are increasing the use of sustainable fibers such as linen and lyocell. Through the products we manufacture with these materials, we contribute to the sustainable fashion industry.

Customer Satisfaction	Design and Collection
	Planning
	Production
	Logistics and Distribution
	Marketing
	Sales (Retail/Wholesale/E-Commerce)

Our approach to sustainable quality guides all our processes by encompassing design, production, and supply chain management. During production stages, we minimize resource usage through water and energy efficiency projects while enhancing the durability of our products to offer long-lasting and timeless designs.



From Nature to Denim

In 2024, through our 'From Nature to Denim' project, we reflected the textures and appearances found in nature onto denim as design elements. We applied tree bark patterns using jacquard and laser techniques, adopting an eco-friendly approach by utilizing BCI-certified cotton. By incorporating messages of love for nature and raising awareness about wildfires into our designs, we aimed to reach both our existing customer base and new user groups.

COLIN'S Together – Denim-based coordinated bottom and top group designs suitable for both women and men

In 2024, through our ongoing 'COLIN'S Together' project, we observed in our stores in Russia that women preferred loose-fit and balloon-fit products from the men's sections, and men similarly selected items from the women's sections. Based on these insights, we initiated efforts to add the 945 Boyfriend fit to our women's collection and adapt balloon-fit designs for the men's collection. By developing shared designs for both female and male customers, we contributed to transforming traditional gender-based clothing norms. Thus, we introduced designs that support a more inclusive, egalitarian, and liberating approach to fashion.

We placed consumer participation and need-based design at the core of the process. The products we developed based on customer behavior data collected from 200 stores in Russia formed the foundation of a user-centered design process. This approach strengthened our participatory design philosophy, which takes into account indirect consumer feedback, reinforcing our brand image in the market and enabling us to develop innovative designs that meet consumer demands.

The Power of Simplicity

In the 'Power of Simplicity' project, inspired by the historical journey of denim, we created timeless and unpretentious designs that transcend place and time. We designed our denim products to be both comfortable and stylish, adaptable to different combinations from day to night. Under the Studio theme, we treated denim in a delicate and elegant manner, directing user perception toward the premium segment. The minimalist and sustainable approach embraced during the design process enhanced both the quality of our products and the innovative nature of the project.

When evaluating our project from a sustainability perspective, we observe that our main focus is on designs inspired by the historical transformation of denim fabric, blended with concepts of simple elegance or, in other words, silent luxury. Through a minimalist design approach, timelessness, placelessness, durable accessories, clean pattern work, controlled denim washing processes, a luxurious yet accessible premium perception, and a high-margin but low-volume production strategy, we offered a contemporary view on the evolving story of denim while creating strong designs from a sustainability standpoint. In doing so, we shifted our focus toward long-term benefits.

The Use of Denim in Outerwear

In 2024, through this project we initiated, we developed denim jacket designs using soft-touch and warm fabrics. We designed thick fabric jackets that can be paired with fleece pants and created shared patterns for both women and men. With this project, we address outerwear needs in cold markets without compromising the denim look, while enhancing our team's experience with diverse fabric combinations.



Water-Based Printing Applications

In 2024, we aimed to enhance environmentally friendly and safe production processes by increasing the use of water-based printing technologies in our collections. Within this scope, environmental sustainability was supported, production sensitive to human health was ensured, and our brand value was strengthened. As a result of the efforts led by our design and category teams, healthier production environments were created, sustainable solutions were offered in response to customer demands, and positive contributions were made to our brand image. Compared to 2023, our use of water-based printing increased by 12%.

Men's Apparel Designs Inspired by the Rich Flora of Türkiye

Inspired by the rich flora of southern Türkiye, particularly palm trees, we developed men's apparel designs for the summer season. Our designs, created under the themes 'Nature' and 'Bodrum Breeze,' consist of coordinated items such as t-shirts, shirts, tank tops, shorts, and hats. Throughout this process, we reflected our local plant life in our designs, drawing inspiration from nature and contributing to our cultural values. We contributed to sustainability by producing our products with organic, recyclable, or renewable materials. We conducted thorough market research,

technical drawings, fabric selection, performance tests, and pre-production checks. With the outcomes obtained, we raised awareness about sustainable fashion and design.

Color-Changeable Trendy Women's Pants Design

Within the Millennium theme, we developed innovative women's pants designs featuring zipper details that offer single or dual color options. Combining minimalism with functionality, these designs respond to users' desires for uniqueness and distinctive appearance, while promoting more sustainable consumption habits by enabling greater outfit variety with fewer products. Thus, with our functional and aesthetic approach, we contribute to the adoption of a more sustainable and diversity-focused fashion perspective. Throughout the project process, we meticulously conduct trend and market research, ergonomic design studies, technical drawings, sample production, and detailed product testing. We perform fabric performance, colorfastness, durability, and other quality tests in laboratories compliant with the ISO 17025 standard. In this project, where at least five designs are produced, we also file utility model or design registration applications for at least one design.



Men's Apparel Designs Inspired by Drought Caused by Greenhouse Gas Effects

Within the scope of this project, we focused on a current environmental issue directly related to climate change, such as drought and the effects of greenhouse gases. In our men's apparel designs highlighting the drought impact caused by greenhouse gases in the atmosphere, we used visual elements like cracked soil and endangered trees, along with high-quality printing techniques that reflect the drought theme. We aimed to raise environmental awareness among fashion enthusiasts by using fabrics that mimic natural textures and feel like dry soil to the touch, complemented by impactful slogans. Our team carried out technical designs and printing using Adobe Illustrator and Photoshop, alongside thorough market research, model and accessory selection, fabric testing, fit analysis, and pre-production checks. To support product promotion, we created innovation cards and theme-based



accessories. With over ten designs produced and utility model applications completed, we strengthened our brand image and fostered industry awareness. This project reflects our commitment to sustainability by addressing its environmental, social, and economic dimensions through conscious fashion.

Sustainable Vintage Designs

We design sustainable and vintage-style women's garments, combining aesthetics with eco-conscious production by using recycled fabrics and special washing techniques. We have completed three half-placket zipper sweatshirt designs and successfully passed quality tests. The use of recycled materials, preference for natural fibers such as cotton, focus on environmentally friendly washing techniques, and the application of vintage effects align with our goal of creating long-lasting designs. These outputs, which support the 'buy less – wear longer' principle, bring together the aesthetic values of the past with modern sustainability approaches. Additionally, the use of shared design elements like the half-placket strengthens an inclusive and holistic fashion perspective.

Our Quality and Environmental Management Systems

Quality and environmental management constitute core pillars of our sustainability strategy. The implementation of ISO 9001:2015 and ISO 14001:2015 management systems provides a robust and systematic framework that enables us to monitor, control, and continuously improve both product quality and environmental performance in alignment with international standards.

Our compliance with both standards is audited regularly each year, and the recertification processes conducted in



2024 have ensured the continuity and effectiveness of our management systems.

Through these management systems, we achieve the following:

- **We strengthen our quality mindset:** By enhancing corporate performance, we deliver products and services that exceed customer expectations.
- **We prioritize environmental responsibility:** We adopt a life-cycle approach in line with our commitment to environmental protection and the reduction of negative impacts.
- **We ensure efficiency and cost control:** We optimize resource usage, achieve water and energy savings, and reduce waste.

- **We gain global competitiveness aligned with international standards:** Our ISO certifications enhance our credibility in the global market and reinforce stakeholder trust.

- **We are prepared for emergencies:** We ensure operational safety by minimizing risks related to natural disasters and accidents.

While ISO 9001:2015 guides our quality management practices, ISO 14001:2015 enables us to adopt best practices in environmental management. These standards not only strengthen our brand reputation but also provide a solid foundation for achieving our sustainable development goals.

Sustainable Supply Management

We manage our supply chain not only from an operational efficiency perspective but also by considering its social and environmental impacts. Through long-term strategic partnerships, on-site audits, and a commitment to sustainable production, we build all our processes upon principles of responsibility.

Long-Term Strategic Partnerships

We position our relationships with suppliers as long-term partnerships rather than short-term solutions. Through regular audits and performance evaluations, we continuously improve our quality standards.

On-Site Management and Hub Offices

Thanks to our head office in Türkiye and hub offices in Egypt, Bangladesh, and China, we closely monitor production processes on-site, enhance operational efficiency, and strengthen quality control.

Reduction of Environmental Impact

We minimize travel needs to lower our carbon footprint and develop projects across every stage of our supply chain that save water, energy, and resources.

Sustainable Production Collaboration

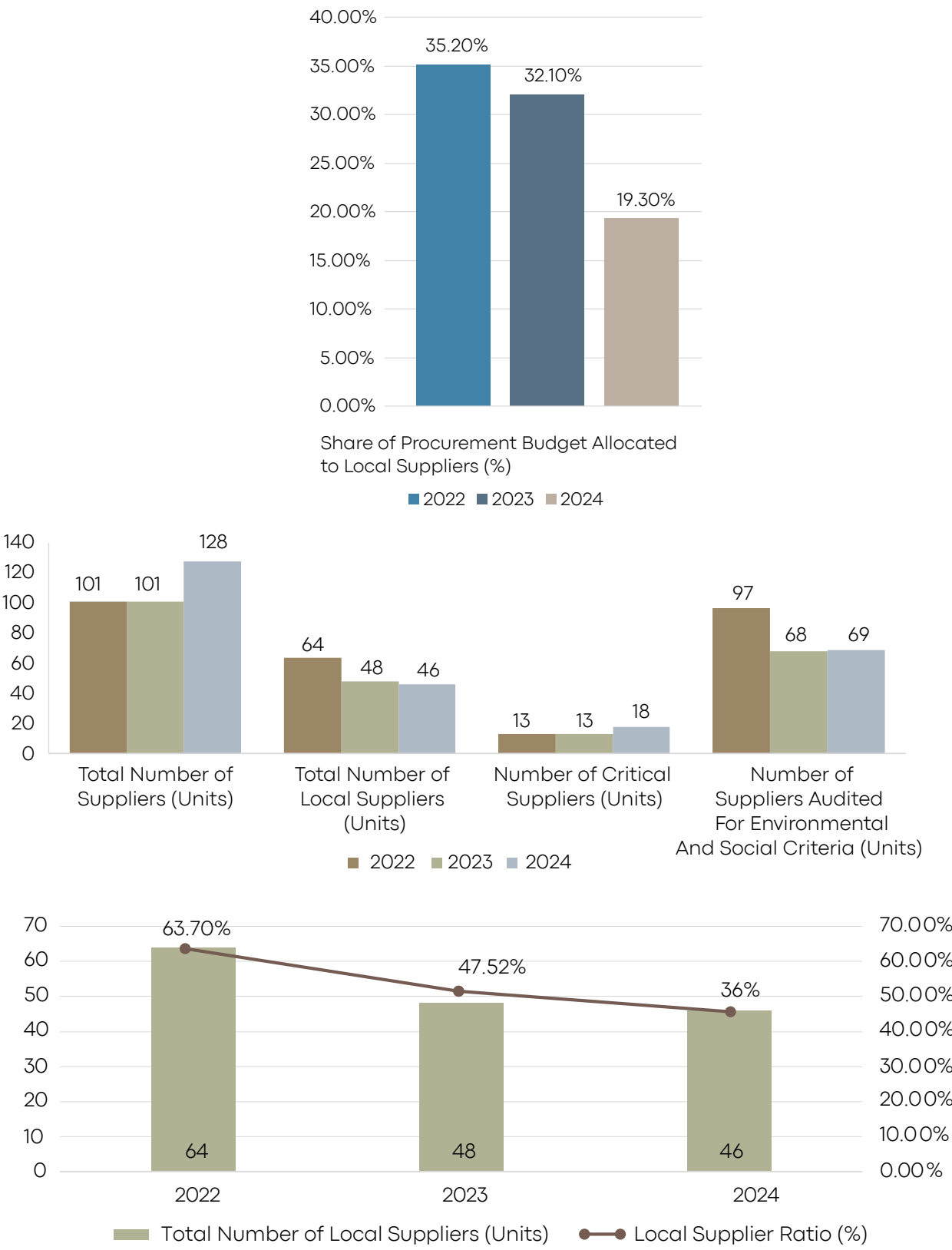
Together with our suppliers, we implement environmentally responsible production methods and support sustainable

transformation through chemical management and efficiency initiatives.

In 2024, we worked with 128 suppliers across 9 countries, with 36% of these suppliers located domestically and 64% internationally.

As COLIN'S, in our supplier selection process, we prioritize not only technical competencies but also social and environmental responsibility criteria. It is essential for our partners to have ISO 9001 Quality Management System certification and to comply with ethical standards such as BSCI (Business Social Compliance Initiative) and SEDEX (Supplier Ethical Data Exchange); these requirements are an integral part of our processes. Thanks to these standards, we ensure fair and safe working conditions throughout the production chain while establishing a robust framework for product quality and safety. Additionally, we conduct regular audits and performance evaluations

of our suppliers, fostering a collaborative approach to continuous improvement. To guarantee full compliance of our products with national and international regulations, we carry out tests in accordance with REACH and KKDIK requirements. Through physical and chemical analyses performed in internationally accredited laboratories, we aim to consistently deliver safe, durable, and high-quality products to our customers.



Customer Satisfaction and Experience

Throughout 2024, we placed customer satisfaction and experience at the center of our business processes and achieved significant improvements in this area.

Thanks to the CRM (Customer Relationship Management) system that we actively utilize on a global scale, we analyze the preferences and expectations of our registered customers and focus on providing them with the most suitable experience. Over the past three years, our customer base has seen significant growth. The total number of customers, which was 10,789,435 in 2022, increased to 12,976,610 in 2023 and reached 15,095,211 in 2024. This consistent growth is a key indicator of customer satisfaction and trust in our brand.

Our CRM system enables us to analyze the shopping habits of our registered customers in Türkiye, Russia, Ukraine, Belarus, and Romania. The distribution of our customer portfolio by country is 43% Russia, 39% Türkiye, 13% Ukraine, 3% Belarus, and 2% Romania, while the gender distribution is 54% female and 46% male. This distribution demonstrates that our products appeal to a broad audience and that we maintain a strong presence across diverse markets.

By systematically analyzing customer data, we continuously improve our business processes and develop personalized, goal-oriented solutions. In this way, we continue to offer innovative approaches that enrich the customer experience and increase satisfaction.

As COLIN'S, we closely monitor customer complaints and requests and work to resolve them as quickly as possible. Thanks to our CRM infrastructure, In Türkiye, we respond to incoming requests within an average of **36 hours**. This response time is **39 hours** in retail and **47 hours** in e-commerce.

In 2024, the number of customer complaints in Türkiye was recorded as **9,513**. This number was 8,204 in 2023 and 7,984 in 2022. The increase in complaints is considered a natural reflection of our growing customer base. To further improve this process, we are strengthening our infrastructure and developing new projects.

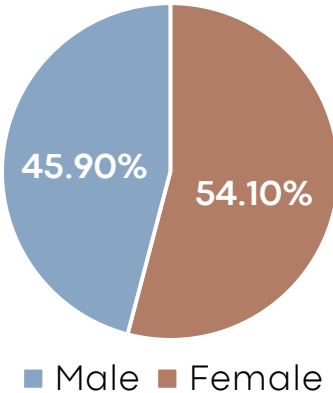
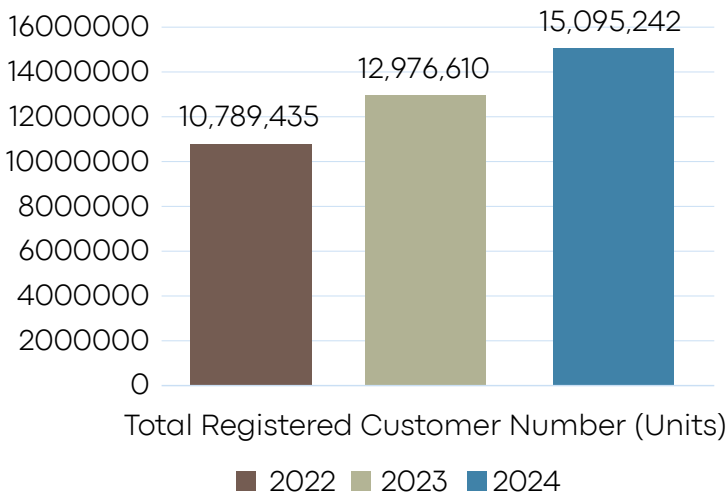
We regularly conduct surveys to measure customer satisfaction. These surveys include criteria such as satisfaction with the shopping experience and the likelihood of recommending COLIN'S to others (NPS).

Incoming feedback is shared monthly with the relevant departments and used to improve our processes. Our efforts to enhance the customer experience are not limited to stores, we also carefully analyze comments received from social media, our website, and complaint platforms.

Through our call centers located in Türkiye, Russia, Ukraine, Belarus, Romania, Morocco, and Egypt, we respond to our customers' requests as quickly as possible. We provide our after-sales services continuously and systematically for all products sold in our stores and e-commerce platforms.

A continuous increase in the number of registered customers was observed during the 2022–2024 period. Between 2022 and 2023, the customer base grew by approximately 2.2 million, while the increase from 2023 to 2024 was 2.1 million.

We prioritize consumer rights and closely monitor the applicable legislation, carefully evaluating all applications received from consumer arbitration committees. To maintain the highest level of customer satisfaction, we strive to provide fast, fair, and lasting solutions.



	2022	2023	2024
Customer Satisfaction Percentage ⁶ (%)	TR: 48,80, RU: 43,70, UA: 45,88, BY: 31,22, RO: 53,19	TR: 50,20, RU: 51,27, UA: 39,78, BY: 36,65, RO: 49,79	TR: 47,58, RU: 55,95, UA: 48,46, BY: 44,16, RO: 57,97, MA: 30,34, EG: 44,35

⁶ NPS scores. NPS scores in the industry vary between 30% and 35%.



Digitalization and Innovation

Shaping the Future with Digitalization and Innovation.

As COLIN'S, we view digitalization and innovation not merely as a technological transformation, but as a strategic opportunity that enhances the customer experience, increases operational efficiency, and supports sustainable growth. With the innovative solutions we integrate into our business processes, we implement practices that make a difference in the retail sector, responding to both today's and tomorrow's expectations.

In 2024, we aimed to produce more efficient, environmentally friendly, and innovative solutions in our operations by investing **USD 3,138,174** in digitalization and innovation. Through our digital transformation investments, we optimize our business processes, reduce energy consumption, improve resource management, and minimize our carbon footprint. By placing technology at the center of our operations, we implement sustainable business models not only for today but also for the future.

Digitalization and Innovation Policy

We structure our digitalization and innovation strategy with a customer-oriented approach. In this context:

- **Customer Relations:** We aim to reach our existing and prospective customers through all possible digital channels, establishing healthy, long-term relationships by offering customized services and offers. We segment the customer data using scientific methods, design personalized experiences, and provide fast, high-quality solutions.
- **Digitalization of Internal Processes:** We manage and continuously improve all our operational processes within the company through digital platforms and software. This allows us to enhance our performance while ensuring that our processes are more transparent, efficient, and traceable.



Good Practices

Human Resources Digital Maturity Project

With the Human Resources Digital Maturity Project, we analyzed the level of digital transformation in Colins' HR processes, conducting a comprehensive evaluation both technically and culturally. We identified digitalization opportunities by classifying processes as manual-digital-automatized and revealed the automation capacity by examining the level of integration of ERP and supporting systems. By analyzing employees' adaptation to digital tools and cultural readiness, we ensured that digital transformation is integrated not only with technological infrastructure but also with employee behavior and organizational culture. This approach enabled us to create a sustainable digital transformation strategy and a dynamic roadmap to increase efficiency and employee experience. Our project outputs lay the foundation for innovative steps that will strengthen our organization's competitiveness by clarifying strategic priorities for future digital initiatives.

Digitalization in Image Practices

We minimized image areas to reduce visual printing materials used in our stores and transitioned to digital screens in selected areas. In this way, we support a sustainable approach while making in-store communication more dynamic and updatable.

Franchise Online Ordering System

With the Franchise Online Ordering System we launched in 2019, we ensured operational efficiency and sustainability by moving physical order meetings to the digital environment. We present our collections to our dealers online with professional photos and videos and collect orders digitally. Through this transformation, we reduced carbon emissions and achieved cost savings by eliminating the need for hundreds of flights and accommodations per year. However, the process of placing orders without physically seeing the products can lead to cautious approaches and decreased orders at the dealerships. By moving the process from an Excel-based system to an integrated web platform, we aim to create a more user-friendly, agile, and sustainable ordering experience.

AI-Powered Customer Question & Answer Model

We developed an AI-based system that automatically answers customer questions on marketplaces. Operating with up to 90% accuracy, this system has reduced unanswered questions, increasing customer satisfaction and product review ratings. Additionally, by reducing the operational burden, it allows our customer service team to focus on more critical requests.

Migration of Product Label Pages to the LTS Application

This project, launched in 2024, aimed to integrate the product label modules from the old portal application into the LTS platform. Within the scope of the project, which was completed in a six-month period, a user-friendly interface was developed to facilitate access to

product label designs by manufacturers and labelers. The performance issues experienced in the portal application were eliminated, and the labeling processes were integrated into the LTS application, which is already used for logistics operations. The project increased the speed and efficiency of processes, resulting in a more effective functioning for both our manufacturer and supplier stakeholders. This innovative step significantly improved the user experience while strengthening operational integrity.

Supplier Segmentation Project

Launched in 2024, the project aimed to evaluate the performance of producers according to set criteria and create detailed scorecards for each producer. Within the scope of the project, which was completed in nine months, the producer evaluation process, previously conducted manually, was automated and a comprehensive and detailed analysis structure was created. In this way, manufacturer-related deficiencies were clearly identified, facilitating the selection of the right manufacturers in subsequent seasons. By providing producers with concrete data on their performance, transparency was ensured, and a strong feedback mechanism was created to improve production quality. The project stands out as an innovative approach that increases efficiency in the supply chain and supports strategic decision-making processes.

Russia Gift Card Project

With the project implemented in 2024, gift card sales processes were integrated into our Erpos 2.0 system in Russia, and sales began in stores. The aim was to increase brand awareness, offer customers flexible payment options, and generate additional revenue. The project strengthened customer segmentation and campaign management while enabling faster and more transparent operations. Within the first 15 days, approximately 10 million Rubles worth of gift cards were sold, equivalent to the sales of one store. This innovation enhanced our brand's competitiveness and consolidated sales processes on a single platform.

E-Commerce Shipping Process Improvement

In the process improvement initiative conducted in 2024, we optimized the shipping delivery time by prioritizing the invoicing process for e-commerce customer orders. During the order collection stage, we automated the packaging and waybill creation steps, initiating the invoicing process at this stage. By consolidating products in the sorter system, we prepared invoices and shipping labels in advance, increasing speed and efficiency in the shipment processes. We reduced the average delivery time from 50 hours to 34 hours, enabling faster order fulfillment, improving delivery performance, and enhancing customer satisfaction.

	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Number of People Working in the Digitalization and Innovation Department (Person)	23	51	29	57	34	68



Appendices



Performance Indicators

Environmental Performance Indicators

Scope 1 Emissions	2022	2023	2024
Head Office (ton CO ₂ e)	400.92	423.38	447.16
Distribution Center (ton CO ₂ e)	162.90	203.95	145.98
Total Scope 1 Emissions (ton CO ₂ e)	563.81	627.33	593.14

Scope 2 Emissions	2022	2023	2024
Head Office (ton CO ₂ e)	256.66	241.08	310.43
Distribution Center (ton CO ₂ e)	574.65	581.24	598.93
Stores (ton CO ₂ e)	1,921.50	1,763.90	1,914.21
Total Scope 2 Emissions (ton CO ₂ e)	2,752.81	2,586.22	2,823.57

Carbon Emissions	2022	2023	2024
Total Carbon Emissions (ton CO ₂ e) ⁷	3,316.62	3,213.55	3,416.71

⁷ Sum of Scope 1 + Scope 2 emissions.

Energy Consumption	2022	2023	2024
Head Office Energy Consumption (MWh)	424	476	592
Store Energy Consumption (MWh)	4,377	4,018	4,360
Distribution Center Energy Consumption (MWh)	1,310	1,324	1,364
Total Energy Consumption (MWh)	6,111	5,818	6,316

Non-Renewable Energy Consumption (Head Office and Store)	2022	2023	2024
Diesel (GJ)	184,047 liter ⁸	2,119	1,753
Gasoline (GJ)		4,732	5,320

Non-Renewable Energy Consumption	2022	2023	2024
Total Energy Consumption (GJ)	22,000	20,945	22,738

Non-Renewable Energy Consumption (Distribution Center)	2022	2023	2024
Diesel (GJ)	158	150	60
Natural Gas (GJ)	16,830	16,147	18,465

Energy Intensity	2022	2023	2024
Head Office Energy Intensity (MWh/employee)	0.84	0.79	0.80
Store Energy Intensity (MWh/m ²)	0.20	0.18	0.20
Distribution Center Energy Intensity (MWh/hours)	0.53	0.53	0.58

⁸ 2022 diesel and gasoline consumption are consolidated and shared in liters.

Waste Amounts	2022	2023	2024
Head Office Hazardous Waste Amount (kg)	114	23	61
Head Office Non-Hazardous Waste Amount (kg)	9,200	10,327	10,670
Distribution Center Hazardous Waste Amount (kg)	166	48	38
Distribution Center Non-Hazardous Waste Amount (kg)	218,580	365,920	419,920
Amount of Wastes Recycled (kg)	227,780	376,247	430,590
Head Office Water Consumption	2022	2023	2024
Head Office Water Consumption (m³) (monthly)	752	705	14,138
Head Office Personnel	464	705	736
Head Office Water Consumption per Personnel (m³)	1.62	1.95	2.31
Distribution Center Water Consumption	2022	2023	2024
Distribution Center Total Working Hours (man-hours)	664,681	622,548	663,640
Distribution Center Water Consumption (m³)			
Distribution Center Water Consumption (m³) Distribution Center Water Density (liter/USD)	3,105	3,243	3,044
Distribution Center Water Density (liters/man-hour)	4.67	5.21	4.59

Operating and Production Process Water Consumption	2022	2023	2024
Egypt (lt/product items)	92	96	101
Aksaray (lt/product items))	74	60	60
Total (lt/product items)	166	156	161
Production Process Water Consumption	2022	2023	2024
Egypt (lt/product items)	85	92	83
Aksaray (lt/product items)	60	47	48
Total (lt/product items)	145	139	131
Sustainable Product	2022	2023	2024
Product Containing Sustainable Fiber (items)	184,378	379,658	907,505
Ecologic Jeans (items)	1,807,330	1,055,154	1,215,671

Social Performance Indicators

Number of Employees		2022	2023	2024
Türkiye		2,248	2,178	2,376
Russia		1,622	1,796	1,893
Ukraine		635	607	611
Belarus		221	206	368
Romania		294	274	266

	Countries	2022	2023	2024
Female Employee Rate (%)	Türkiye	47	50	52
	Russia	85	84	81
	Ukraine	70	73	77
	Belarus	67	69	76
	Romania	76	76	80

Number of Employees at Executive Level		2023		2024	
	Countries	Female	Male	Female	Male
Number of Managers and Supervisors	Türkiye	56	123	64	149
	Russia	2	11	18	30
	Ukraine	18	9	15	10
	Belarus	0	1	2	4
	Romania	5	2	5	3

Number of Group Managers	Türkiye	7	15	7	18
	Russia	0	2	0	2
	Ukraine	0	1	0	1
	Belarus	0	0	0	0
	Romania	0	1	0	0

Number of Directors ⁹	Türkiye	0	6	1	6
	Russia	0	0	0	0
	Ukraine	0	0	0	0
	Belarus	0	0	0	0
	Romania	0	0	0	0

⁹ The directorates operate under our centralized structure in Türkiye.

Employee Demography		2022			2023			2024		
		Female	Male	Total	Female	Male	Total	Female	Male	Total
Türkiye	Head Office Personnel	229	277	506	284	317	601	335	322	657
	Store Personnel	706	689	1,395	716	648	1,367	821	674	1,495
	Warehouse Personnel	63	148	211	79	131	210	80	144	224
	Number of Total Employees	998	1,114	2,112	1,082	1,096	2,178	1,236	1,140	2,376
Russia	Number of white-collar employee	82	36	118	99	33	132	74	60	134
	Warehouse Personnel	1,293	211	1,504	1,414	250	1,664	1,454	305	1,759
	Number of Total Employees	1,375	247	1,622	1,513	283	1,796	1,528	365	1,893
Ukraine	Number of white-collar employee	41	21	62	42	20	62	42	19	61
	Warehouse Personnel	392	155	547	392	128	520	422	102	524
	Number of Total Employees	443	192	635	444	163	607	473	138	611
Belarus	Number of white-collar employee	10	7	17	10	7	17	14	7	21
	Warehouse Personnel	138	66	204	132	57	189	264	83	347
	Number of Total Employees	148	73	221	142	64	206	278	90	368
Romania	Number of white-collar employee	72	22	94	73	19	92	69	23	92
	Warehouse Personnel	154	46	200	137	45	182	143	31	174
	Number of Total Employees	226	68	294	210	64	274	212	54	266

Number of Employees by Term of Employment		2024		
		Female	Male	Total
Türkiye	Working for 0-5 years	2,082	1,603	3,685
	Working for 5-10 years	192	209	401
	Working for 10 years and more	95	227	322
Russia	Working for 0-5 years	1,282	277	1,559
	Working for 5-10 years	177	58	235
	Working for 10 years and more	69	30	99
Ukraine	Working for 0-5 years	378	96	474
	Working for 5-10 years	66	24	90
	Working for 10 years and more	29	18	47
Belarus	Working for 0-5 years	237	78	315
	Working for 5-10 years	33	8	41
	Working for 10 years and more	11	4	15
Romania	Working for 0-5 years	180	42	222
	Working for 5-10 years	30	12	42
	Working for 10 years and more	3	1	4

Employee Satisfaction and Engagement		2022	2023	2024
Türkiye	Number of employees participating in the employee satisfaction and engagement survey	1,644	1,575	1,517
	Employee satisfaction score	60%	62%	65%
	Number of employees participating in employee engagement survey	1,646	1,574	1,522
	Percentage of employees participating in the survey	91%	90%	86%
	Employee engagement Score	66%	66%	67%
Russia	Number of employees participating in the employee satisfaction and engagement survey	1,400	1,384	1,424
	Employee satisfaction score	67%	66%	69%
	Number of employees participating in employee engagement survey	1,399	1,382	1,424
	Percentage of employees participating in the survey	97%	92%	92%
	Employee engagement Score	65%	64%	65%
Ukraine	Number of employees participating in the employee satisfaction and engagement survey	521	476	417
	Employee satisfaction score	68%	67%	71%
	Number of employees participating in employee engagement survey	521	476	417
	Percentage of employees participating in the survey	97%	99%	99%
	Employee engagement Score	67%	64%	66%

Employee Satisfaction and Engagement					2022		2023		2024	
Belarus	Number of employees participating in the employee satisfaction and engagement survey				199		155		178	
	Employee satisfaction score				65%		68%		72%	
	Number of employees participating in employee engagement survey				198		155		177	
	Percentage of employees participating in the survey				97%		89%		98%	
	Employee engagement Score				61%		65%		67%	
Romania	Number of employees participating in the employee satisfaction and engagement survey				215		217		208	
	Employee satisfaction score				73%		78%		78%	
	Number of employees participating in employee engagement survey				216		216		207	
	Percentage of employees participating in the survey				92%		98%		99%	
	Employee engagement Score				71%		75%		74%	
Employee Turnover Rate		2022			2023			2024		
		Head Office	Store	Warehouse	Head Office	Store	Warehouse	Head Office	Store	Warehouse
Türkiye		25%	83%	32%	22%	93%	59%	24%	127%	104%



Employee Turnover Rate		2022		2023		2024	
Countries		Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar	White Collar
Russia		81%	9.96%	80%	20.16%	83%	13%
Ukraine		69.40%	7.72%	68.70%	10.80%	83.63%	11.32%
Belarus		38%	11.76%	39.60%	12.50%	42%	13.60%
Romania		13%	3%	10%	1%	8%	1%

Maternity Leave Metrics		2022		2023		2024	
	Countries	Female	Male	Female	Male	Female	Male
Number of employees taking maternity/ parental leave	Türkiye	15	38	18	40	18	36
	Russia	250	0	257	0	237	0
	Ukraine	47	0	46	0	42	0
	Belarus	17	0	20	0	15	0
	Romania	18	0	22	0	24	1
Number of female employees returning job after the maternity/ parental leave ends	Türkiye	13	0	11	0	9	0
	Russia	112	0	143	0	124	0
	Ukraine	4	0	2	0	0	0
	Belarus	121	0	17	0	7	0
	Romania	10	0	5	0	9	0
Number of employees returning job after the maternity/ parental leave and continue to work at least for 12 months	Türkiye	11	0	9	0	9	0
	Russia	91	0	103	0	89	0
	Ukraine	3	0	1	0	0	0
	Belarus	5	0	13	0	2	0
	Romania	8	0	5	0	4	0

Number of Employees by Age Group and Gender		2022			2023			2024		
		Female	Male	Total	Female	Male	Total	Female	Male	Total
Türkiye	< 30 years	711	604	1,315	757	545	1,302	821	522	1,343
	30 to 50 Years	339	553	892	388	587	975	401	578	979
	> 50 years	10	31	41	10	32	42	14	40	54
Russia	< 30 years	932	176	1,108	1,012	210	1,222	1,026	236	1,262
	30 to 50 Years	417	60	477	461	60	521	475	112	587
	> 50 years	26	11	37	40	13	53	22	16	38
Ukraine	< 30 years	304	114	418	311	86	397	287	84	371
	30 to 50 Years	142	45	187	147	35	182	175	37	212
	> 50 years	2	2	4	2	1	3	2	0	2
Belarus	< 30 years	117	60	177	108	50	158	217	77	294
	30 to 50 Years	28	11	39	31	12	43	55	12	67
	> 50 years	4	1	5	4	1	5	3	0	3
Romania	< 30 years	135	55	190	158	49	207	122	35	157
	30 to 50 Years	82	13	95	50	15	65	79	19	98
	> 50 years	9	0	9	2	0	2	11	0	11

Number of Leaving Employees by Gender and Voluntary Resignation		Female	Male	Total
Türkiye	Number of leaving employees	1,213	990	2,203
	Number of voluntarily leaving employees	1,173	927	2,100
Russia	Number of leaving employees	1,325	339	1,664
	Number of voluntarily leaving employees	1,325	335	1,660
Ukraine	Number of leaving employees	456	138	594
	Number of voluntarily leaving employees	416	113	529
Belarus	Number of leaving employees	115	47	162
	Number of voluntarily leaving employees	114	47	161
Romania	Number of leaving employees	191	63	254
	Number of voluntarily leaving employees	160	55	215

Number of Employees in Executive Roles by Age Group and Gender		2022			2023			2024		
		Female	Male	Total	Female	Male	Total	Female	Male	Total
Türkiye	< 30 years	2	7	9	7	20	27	19	32	51
	30 to 50 Years	47	119	166	55	113	168	113	276	389
	> 50 years	0	6	6	1	11	12	0	17	17
Russia	< 30 years	0	0	0	0	0	0		1	2
	30 to 50 Years	2	12	22	13	16	29	12	15	27
	> 50 years	3	2	5	3	2	5	2	2	4
Ukraine	< 30 years	92	20	112	83	18	101	81	21	102
	30 to 50 Years	60	18	78	56	17	73	60	14	74
	> 50 years	0	0	0	0	0	0	0	0	0
Belarus	< 30 years	0	0	0	0	0	0	0	0	0
	30 to 50 Years	0	1	1	1	3	4	1	3	4
	> 50 years	1	0	1	1	0	1	1	0	1
Romania	< 30 years	9	5	14	9	5	14	9	2	11
	30 to 50 Years	20	5	25	22	5	27	21	8	29
	> 50 years	3	0	3	3	0	3	3	0	3

Employee Trainings		2022	2023	2024
Türkiye	Total employee training expenses (TRY)	997,486.18	1,538,256.42	2,721,290.00
	Mean annual training expenditure per employee (TRY)	494.04	710.48	1,253
	Total training hours	14,847	21,676	24,284
	Mean annual training hours per employee	0.82	0.97	1.18
Russia	Total employee training expenses (TRY)	2,700,000	4,000,000	5,800,000
	Mean annual training expenditure per employee (TRY)	1,665	2,227	3,015
	Total training hours	64,920	91,314	98,254
	Mean annual training hours per employee	39	41	51
Ukraine	Total training hours	77	126	126
	Mean annual training hours per employee	8	12	14
Belarus	Total employee training expenses (TRY)	11,000	13,500	13,351
	Mean annual training expenditure per employee (TRY)	50	66	37
	Total training hours	11,271	12,154	12,528
	Mean annual training hours per employee	51	59	35

10 As of 2024, the number of entry-level employees also includes new graduate specialists recruited through the training program.

Employee Trainings		2022	2023	2024
Romania	Total employee training expenses (TRY)	169,400	99,562	93,787
	Mean annual training expenditure per employee (TRY)	580	365	187
	Total training hours	545	586	540
	Mean annual training hours per employee	1.7	1.9	1.8

Working Hours	2022	2023	2024
Total working hours of employees	5,784,341.05	6,426,757.47	5,831,272.50
Total working days of employees	742,398	825,639	777,503
Total working hours of subcontractors	0	0	0

	2022	2023	2024
Recruitment and Promotion	1,799	2,119	2,120
Number of newly recruited/ beginner level female employees ¹⁰	5	8	23
Number of newly recruited/ beginner level male employees ¹⁰	6	5	15
Number of open positions filled by women	809	1,072	1,080
Number of open positions filled by men	865	929	1,040
Number of open positions filled by women employees within the company	46	53	53
Number of open positions filled by male employees within the company	79	65	55

OHS Data - Türkiye	2022			2023			2024		
	Head Office	Store	Distribution Center	Head Office	Store	Distribution Center	Head Office	Store	Distribution Center
Number of Total Employees	574	1,395	211	705	1,359	207	736	1,484	200
Total Working Hours	1,215,532	3,832,868	519,600	2,118,780	4,019,348	517,500	2,141,952	308,055,462	663,640
Number of Accidents	8	15	23	3	10	53	4	5	38
Days Lost	0	17	16	0	404	20	1	2	55
Number of Workplace Accidents with Days Lost	0	3	3	0	6	5	1	2	8
Number of Fatal Workplace Accidents	0	0	0	0	0	0	0	0	0
Number of Occupational Diseases Occupational Diseases	0	0	0	0	0	0	0	0	0
Number of Lost Days Due to Occupational Disease	0	0	0	0	0	0	0	0	0
Lost-day Accident Weight Rate	0	0.01	0.03	0	0,13	0.04	0	0	0.12
Lost-hour Accident Weight Rate	0	0.75	1,204.82	0	1.49	9.66	0.47	0.01	12.05
Total Occupational Accident Frequency Rate (Including those without days lost)	4.67	3.74	9,236.95	1.42	2.49	102.42	1.87	0.02	57.26

Governance Performance Indicators

Economic Indicators	2022	2023	2024
Total Revenue (USD)	530,324,817	623,498,905	591,411,074
Domestic (USD)	254,427,196	279,307,967	263,388,463
International (USD)	260,069,752	319,815,563	304,264,105
E-Commerce (USD)	15,827,868	24,375,375	23,758,506
Total Investment (USD)	10,690,523	15,460,547	9,640,103
Store Investments (USD)	6,414,314	9,276,328	6,501,929
Information Technology Investments (USD)	4,276,209	6,184,219	3,138,174
Turquality Support (USD)	1,321,239	1,083,139	4,285,358
Total Export (USD)	121,690,280	158,167,237	131,317,421

	2022	2023	2024
Total Number of Registered Customers (Number)	10,789,435	12,976,610	15,095,242

	Kadın	Erkek
Distribution of Customers by Gender (%)	54.1	45.9

	2022	2023	2024
Customer Satisfaction Score ¹¹ (%)	TR: 48.80, RU: 43.70, UA: 45.88, BY: 31.22, RO: 53.19	TR: 50.20, RU: 51.27, UA: 39.78, BY: 36.65, RO: 49.79	TR: 47.58, RU: 55.95, UA: 48.46, BY: 44.16, RO: 57.97, MA: 30.34, EG: 44.35
Number of Customers within B2B Scope	3	3	3
Number of Customers within B2C Scope	3,833,825	4,643,572	4,827,216
Total Number of Customers	10,789,435	12,976,610	15,095,211

	2022	2023	2024
Number of Customer Complaints (Number)	7,984	8,204	9,513

	2022	2023	2024
Purchasing Budget Allocated to Domestic Suppliers (%)	%35.20	%32.10	%19.30

	2022	2023	2024
Number of New Suppliers Assigned Using Social Criteria	97	68	44

	2022	2023	2024			
Total Number of Suppliers (Number)	101	101	128			
Total Number of Domestic Suppliers (Number)	64	48	46			
Domestic Supplier Rate (%)	%63.7	%47.52	%36			
Total Number of Key Suppliers (Number)	13	13	18			
Number of Suppliers Audited for Environmental and Social Criteria (Number)	97	68	69			
	2024					
Budget Allocated to Digitalization and Innovation (Investments) (USD)	3,138,174					
2022		2023		2024		
	Female	Male	Female	Male	Female	Male
Number of People Working in the Digitalization and Innovation Department (Person)	23	51	29	57	34	68
	2022		2023		2024	
Annual Jeans Sales Volume	7,500,000		7,650,000		6,900,000	

¹¹ NPS scores. NPS scores in the industry vary between 30% and 35%.



GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organizational Details	About COLIN'S	
	2-2 Entities included in the organization's sustainability reporting	About the Report	
	2-3 Reporting period, frequency and contact point	About the Report, Contact	
	2-4 Restatements of information		There is no revised information in the reporting period.
	2-5 External assurance		Limited Assurance Audit is not taken.
	2-6 Activities, value chain and other business relationships	Our Value Creation Model at COLIN'S	
	2-7 Employees	COLIN'S in Numbers, Employee Rights and Fair Working Conditions, Social Performance Indicators	
	2-8 Workers who are not employees	Social Performance Indicators	
	2-9 Governance structure and composition	Board of Directors, Corporate Governance and Strategy	
	2-10 Nomination and selection of the highest governance body	Social Performance Indicators	

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Board of Directors	
	2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors	
	2-13 Delegation of responsibility for managing impacts		
	2-14 Role of the highest governance body in sustainability reporting	Our Sustainability Governance	
	2-15 Conflicts of interest	Commitment to Ethical Values	
	2-16 Communication of critical concerns	Risk and Crisis Management	
	2-17 Collective knowledge of the highest governance body		Not shared due to privacy.
	2-18 Evaluation of the performance of the highest governance body		Not shared due to privacy.
	2-19 Remuneration policies	Employee Rights and Fair Working Conditions	
	2-20 Process to determine remuneration	Employee Rights and Fair Working Conditions	



GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio		Not shared due to privacy.
	2-22 Statement on sustainable development strategy	Our Sustainability Strategy	
	2-23 Policy commitments	Policies	
	2-24 Embedding policy commitments	Policies	
	2-25 Processes to remediate negative impacts	Risk and Crisis Management	
	2-26 Mechanisms for seeking advice and raising concerns	Employee Rights and Fair Working Conditions	
	2-27 Compliance with laws and regulations	Commitment to Ethical Values	
	2-28 Membership associations	Interaction with Stakeholders	
	2-29 Approach to stakeholder engagement	Interaction with Stakeholders	
	2-30 Collective bargaining agreements		There are no employees subject to a Collective Bargaining Agreement.

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Sustainability Governance, Our Sustainability Priorities	
	3-2 List of material topics	Our Sustainability Priorities	
SUSTAINABLE GROWTH			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Risk and Crisis Management, Sustainable Growth, Employee Rights and Fair Working Conditions, Governance Performance Indicators	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Sustainable Growth, Governance Performance Indicators	
	201-2 Financial implications and other risks and opportunities due to climate change	Risk and Crisis Management	
	201-3 Defined benefit plan obligations and other retirement plans	Employee Rights and Fair Working Conditions	

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
CUSTOMER SATISFACTION AND EXPERIENCE			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Customer Satisfaction and Experience	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		There were no distinct product and service categories assessed for health and safety impact improvement during the reporting period.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		There were no cases of non-compliance with the health and safety impacts of products and services during the reporting period.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		There were no substantiated complaints regarding breaches of customer privacy and loss of customer data during the reporting period.
BRAND AND REPUTATION MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Brand and Reputation Management	

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
DIGITALIZATION AND INNOVATION			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Digitalization and Innovation	
CORPORATE GOVERNANCE AND STRATEGY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Corporate Governance and Strategy	
COMMITMENT TO ETHICAL VALUES			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Commitment to Ethical Values, Sustainable Growth, Employee Rights and Fair Working Conditions	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		There were no activities assessed for corruption-related risks during the reporting period.
	205-2 Communication and training about anti-corruption policies and procedures		There was no communication or training on anti-corruption policies and procedures during the reporting period.
	205-3 Confirmed incidents of corruption and actions taken		There were no confirmed corruption cases during the reporting period.

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
COMMITMENT TO ETHICAL VALUES (Contunie)			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		There were no cases related to anticompetitive behavior and activities during the reporting period.
GRI 207: Tax 2019	207-1 Approach to tax	Sustainable Growth	
	207-2 Tax governance, control, and risk management	Sustainable Growth	
	207-3 Stakeholder engagement and management of concerns related to tax	Sustainable Growth	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		There were no cases of discrimination during the reporting period.
GRI 407: Right of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		There were no activities or suppliers in the reporting period where freedom of association and collective bargaining could be at risk.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Employee Rights and Fair Working Conditions	There were no activities or suppliers with significant risks of child labor during the reporting period.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employee Rights and Fair Working Conditions	There were no activities or suppliers with significant risks of forced or compulsory labor during the reporting period.

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
FIGHTING AGAINST CLIMATE CHANGE			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Fight Against Climate Change, Environmental Performance Indicators	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Fight Against Climate Change, Environmental Performance Indicators	
	305-2 Energy indirect (Scope 2) GHG emissions	Fight Against Climate Change, Environmental Performance Indicators	
	305-3 Other indirect (Scope 3) GHG emissions	Fight Against Climate Change, Environmental Performance Indicators	
	305-4 GHG emissions intensity	Fight Against Climate Change, Environmental Performance Indicators	
	305-5 Reduction of GHG emissions	Fight Against Climate Change, Environmental Performance Indicators	

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
SUSTAINABLE QUALITY AND PRODUCT MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Sustainable Quality and Product Management	
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling		There were no cases of non-compliance with product and service information and labeling during the reporting period.
	417-3 Incidents of non-compliance concerning marketing communications		There were no cases of non-compliance with marketing Communications during the reporting period.
EMPLOYEE RIGHTS AND FAIR WORKING CONDITIONS			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Employee Rights and Fair Working Conditions, Equality, Diversity and Inclusion, Social Performance Indicators	

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
EMPLOYEE RIGHTS AND FAIR WORKING CONDITIONS (Contunie)			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Performance Indicators	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Rights and Fair Working Conditions	
	401-3 Maternity/Parental Leave	Equality, Diversity and Inclusion, Social Performance Indicators	
EQUALITY, DIVERSITY, AND INCLUSION			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Equality, Diversity and Inclusion, Social Performance Indicators	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Equality, Diversity and Inclusion, Social Performance Indicators	
	405-2 Ratio of basic salary and remuneration of women to men		Not disclosed due to confidentiality.
RISK AND CRISIS MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Risk and Crisis Management	

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
SUSTAINABLE SUPPLY MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Sustainable Supply Management, Social Performance Indicators	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Management, Social Performance Indicators	
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Management	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Management, Social Performance Indicators	
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Management, Social Performance Indicators	

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
CONTINUOUS DEVELOPMENT AND TALENT MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Continuous Development and Talent Management, Social Performance Indicators	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our Sustainability Priorities, Continuous Development and Talent Management, Social Performance Indicators	
	404-2 Programs for upgrading employee skills and transition assistance programs	Our Sustainability Priorities, Continuous Development and Talent Management,	
WATER AND WASTEWATER MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Water and Wastewater Management, Environmental Performance Indicators	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management	
	303-5 Water consumption	Water and Wastewater Management, Environmental Performance Indicators	

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
OCCUPATIONAL HEALTH AND SAFETY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Occupational Health and Safety, Social Performance Indicators	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	
	403-2 Hazard identification, risk assessment, and incident investigation	Corporate Governance and Strategy, Social Performance Indicators	
	403-3 Occupational health services	Occupational Health and Safety	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	
	403-5 Worker training on occupational health and safety	Corporate Governance and Strategy, Occupational Health and Safety	
	403-6 Promotion of worker health	Occupational Health and Safety	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	
	403-9 Work-related injuries	Occupational Health and Safety, Social Performance Indicators	
	403-10 Work-related ill health	Occupational Health and Safety, Social Performance Indicators	

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
ENERGY MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Energy Management, Environmental Performance Indicators	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management, Environmental Performance Indicators	
	302-3 Energy intensity	Energy Management, Environmental Performance Indicators	
	302-4 Reduction of energy consumption	Energy Management, Environmental Performance Indicators	
	302-5 Reductions in energy requirements of products and services	Energy Management, Environmental Performance Indicators	

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
WASTE MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Waste Management, Environmental Performance Indicators	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management	
	306-2 Management of significant waste-related impacts	Waste Management	
	306-3 Waste generated	Waste Management, Environmental Performance Indicators	
	306-4 Waste diverted from disposal	Waste Management, Environmental Performance Indicators	
	306-5 Waste directed to disposal	Waste Management, Environmental Performance Indicators	

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE OF UNAVAILABLE INFORMATION
EMPLOYEE SATISFACTION AND ENGAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Employee Satisfaction and Engagement, Social Performance Indicators	
ADDING VALUE TO SOCIETY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Adding Value to Society	
GRI 411: Rights of Local People 2016	411-1 Incidents of violations involving rights of local people		There were no cases of violations involving the rights of local people during the reporting period.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		There were no activities with significant actual or potential negative impacts on local communities during the reporting period.



Glossary

AEO: Authorized Economic Operator Status

AW24: Autumn Winter 2024

Board of Directors: The senior management structure that makes the company's main decisions, determines strategic goals, and oversees commercial performance

BSCI (Business Social Compliance Initiative): - An international initiative that aims to improve workers' rights, working conditions and social standards in businesses' supply chains.

CAPA (Corrective and Preventive Action): The purpose of the corrective and preventive action procedure is to identify actual or potential nonconformities and to define the methods and responsibilities for eliminating them and continuously improving the quality management system.

CO₂e: Carbon Dioxide Equivalent is a unit of measurement used to compare the climate impact of different greenhouse gases.

CRM (Customer Relationship Management): The process of organizing, managing, and analyzing a business's customer relationships and interactions.

EIM (Environmental Impact Measurement): A measurement system that evaluates and monitors the environmental impact of manufacturers.

Energy Intensity: A term that refers to the amount of energy consumed for producing one unit of product.

ERP (Enterprise resource planning): A software system that helps streamline core business processes, including finance, HR, production, supply chain, sales, and procurement, by providing a single view of activities and a single source of truth.

Ethics Line: A secure and confidential channel where employees and stakeholders can report unethical behavior.

Executive Committee: A corporate body responsible for managing company operations and daily business processes, implementing strategic decisions, and reporting to management.

Fiber: A general term defining natural or synthetic fibers with a long and thin threadlike structure used in the production of textile products.

F-Stone: A sustainable synthetic stone alternative, manufactured from recyclable materials, providing optimal durability and performance.

FSC (Forest Stewardship Council): An international certification that certifies that forest products are managed sustainably and do not harm the environment.

GJ: Gigajoule

GRI (The Global Reporting Initiative): An independent international standards organization that helps businesses, governments, and other organizations understand and report their impacts on issues such as climate change, human rights, and corruption.

HAÇİKO: Animal Neglect and Despair Prevention Foundation is a non-governmental organization in Türkiye that works to protect animals.

HMS (Handmade Stone): A sustainable denim washing stone made from recyclable materials.

HR: Human Resources

IASB (The International Accounting Standards Board): A board that develops and publishes International Accounting Standards and International Financial Reporting Standards in order to ensure worldwide harmonization in financial reporting.

İDA: Communication Consultancies Association of Türkiye (İDA) was established by 16 communication consultancy and operational public relations companies that came together to develop, expand, and elevate service standards in the public relations sector in Türkiye.

IFRS: International Financial Reporting Standard

ILO (The International Labor Organization): A United Nations agency that operates to safeguard workers' rights, develop labor standards, and ensure occupational safety.

ISMS (Information Security Management System): A systematic management framework established to protect an organization's information assets, manage information security risks, and continuously improve information security processes.



ISO (International Organization for Standardization): ISO is a non-governmental organization established in 1947 to ensure international communication and information reliability, enhance standards and collaboration, and promote the fair growth of international trade. ISO is also known for its impact in facilitating cooperation and communication, as well as for developing over 25,000 international standards that ease the process of international trade. ISO standards are determinative for products and procedures across all sectors, and multiple national standardization programs refer to this collection of international norms.

IT: Information Technologies

KDIK (Turkish REACH) The Regulation on the Registration, Evaluation, Authorization of Chemical Substances: A regulation issued in Türkiye to regulate the potential effects of chemicals on human health and the environment and to ensure their safe use.

kg: Kilogram

kWh: kilowatt - hours

KVKK: Personal Data Protection Law

LTS: Logistics Monitoring System

m²: Meter square

m³: cubic meter

Materiality Matrix: An analytical tool that identifies and prioritizes the most significant sustainability issues for the company.

Modal: A type of fabric that is soft, durable and moisture-absorbing, produced from cellulosic fibers obtained from beech.

MWh: Megawatt – hours

NGO: Non-Governmental Organization

NPS (Net Promoter Score): A customer satisfaction and engagement indicator that measures the likelihood of customers recommending a brand, product, or service to others.

OHS (Occupational Health and Safety): Occupational safety and health measures implemented to ensure that employees work in a safe and healthy work environment.

OSB (Oriented Strand Board): An environmentally friendly building material made from recycled wood fibers.

PO: Purchase Order

Polyamide: A durable and lightweight synthetic fiber, available in recyclable versions. It is widely used in high-performance clothing.

Polyester: A synthetic fiber known for its durability and flexibility. The use of recycled polyester is a preferred option to reduce environmental impacts in terms of sustainability.

REACH (Registration, Evaluation, Authorization and Restriction of Chemicals): The Registration, Evaluation, Authorization and Restriction of Chemicals is a comprehensive regulatory framework established by the European Union, which aims to reduce the negative impacts of chemicals on human health and the environment.

Risk and Crisis Management: The process of identifying and managing potential risks that could affect the operations of a company.

SCP Club: Supply Chain Professionals Club

SDGs (Sustainable Development Goals): Global goals set out by the United Nations for sustainable development, such as alleviating poverty, protecting the environment and eliminating inequalities.

SEDEX (Supplier Ethical Data Exchange): A global platform that helps companies in the supply chain to manage and exchange their performance in ethical trade, social responsibility, and sustainability.

SPPs (Solar Power Plants): Systems that convert sunlight directly into electricity using panels made from semiconductor materials.



Sulfur Dyes: A dyeing method that helps reduce water consumption used in denim production.

TRY: Turkish Lira

TSRS (Turkish Sustainability Reporting Standards): - These are standards that allow companies in Türkiye to report their environmental, social and governance (ESG) performance.

TÜBİTAK: The Scientific and Technological Research Council of Türkiye

Turquality: A government-supported branding program designed to enhance managerial expertise, foster institutionalization, and promote development, encompassing all stages from production to marketing, sales, and after-sales services for product groups in which Türkiye holds a competitive advantage and strong branding potential.

UN (United Nations) Declaration of Human Rights: A universal human rights declaration published by the United Nations that defines the fundamental rights of all individuals.

USD: US Dollars, the currency of the United States.

SS24: Spring Summer 2024

Viscose: A kind of fiber obtained from natural resources (e.g., bamboo or trees). It has a soft, silky touch and is considered a sustainable option.



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