



KOTON GENDER EQUALITY POLICY

*Women discover, create, inspire, and make a difference.
Just as thread is transformed into fabric, women patiently weave
together their ideas, dedication, and vision to create lasting value.
At Koton, we are committed to celebrating the impact women make
every day, supporting women who create, innovate, and generate value,
and strengthening women's role in both society and the workplace.
Because creating, adding value, and bringing color to life are in our
DNA.*

As an equal opportunity employer, Koton is committed to providing equal opportunities and maintaining fair career development and compensation practices for all women employees.

KOTON values the special benefits and privileges offered to its women employees.

KOTON supports every effort to help women employees overcome challenges in both their professional and personal lives and provides the facilities, resources, and other support necessary to do so.

KOTON fosters a work environment where women employees can support one another.

KOTON invests in their learning and development and implements and monitors initiatives aimed at increasing the representation of women in leadership positions.

KOTON supports initiatives that promote women's participation across the broader ecosystem by engaging its employees, suppliers, and business partners, and seeks to empower more women to participate in the economy.

Through its inclusive business model, KOTON leads impactful projects and initiatives that promote women's participation in the economy, inspiring society and serving as a pioneer in this field.

KOTON supports social responsibility initiatives that encourage women to actively participate in the workforce and contribute through their work.

KOTON stands in solidarity with platforms led by women and collaborates with them to support and advance a range of initiatives and programs.

KOTON supports projects and initiatives that promote gender equality, strengthen the role of women in the workplace, and raise public awareness. Through its active efforts to address violence against women, gender inequality, and the future of girls,



KOTON raises awareness by advancing these issues within the Company and across the broader community.

Through its collaborations with women's organizations and platforms, KOTON promotes the visibility of successful women as role models. It highlights and celebrates women's achievements through internal and external communications, with the aim of inspiring women to support and motivate one another.

KOTON supports initiatives that help prepare girls for future participation in the workforce and contributes to programs that expand access to education for girls who lack educational opportunities.

KOTON is among the pioneering companies that have signed the Women's Empowerment Principles (WEPs), established by the UN Women, and remains committed to advancing and upholding these Principles.