

## GRI Standard Contents Index

Fast Retailing follows the GRI Standards to strive to meet international standards for reporting on the corporate responsibility of the organization.

Number	Title	Location and Notes	
	Universal standards	FR : Fast Retailing website AR : Integrated Report/Annual Report (FY2023) SCR : Year-end Report (FY2023) FB : Fact Book (FY2023) SD : Sustainability Data Book (FY2023)	[SD] Quantitative data ✓ : Applicable — : N/A
GRI 1: Foundation 2021			
—	Claims of reporting with reference to the GRI Standards	[FR] Sustainability > Sustainability Communications > GRI Table  <a href="https://www.fastretailing.com/eng/sustainability/report/comparison_chart_gri.html">https://www.fastretailing.com/eng/sustainability/report/comparison_chart_gri.html</a>	—
GRI 2: General Disclosures			
1. The organization and its reporting practices			
2-1	Organizational details	[FR] About Us > Company Overview <a href="https://www.fastretailing.com/eng/about/company/">https://www.fastretailing.com/eng/about/company/</a> [FR] About Us > Our Business > Group Outlets <a href="https://www.fastretailing.com/eng/about/business/shoplist.html">https://www.fastretailing.com/eng/about/business/shoplist.html</a> [FR] Group Companies <a href="https://www.fastretailing.com/eng/group/">https://www.fastretailing.com/eng/group/</a> [FR] Investor Relations > Stock Information & Procedures > General Stock Info. <a href="https://www.fastretailing.com/eng/ir/stockinfo/description.html">https://www.fastretailing.com/eng/ir/stockinfo/description.html</a> [AR] P92 INVESTOR INFORMATION <a href="https://www.fastretailing.com/eng/ir/library/pdf/ar2023_en.pdf">https://www.fastretailing.com/eng/ir/library/pdf/ar2023_en.pdf</a>	—
2-2	Entities included in the organization's sustainability reporting	[SCR] P7-10 Our Business, Subsidiaries and Associates <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a>	—
2-3	Reporting period, frequency and contact point	Year to August 2023 (September 1, 2022 to August 31, 2023) Annual [AR] P93 Published Date <a href="https://www.fastretailing.com/eng/ir/library/pdf/ar2023_en.pdf">https://www.fastretailing.com/eng/ir/library/pdf/ar2023_en.pdf</a> Inquiry Form <a href="https://faq.uniqlo.com/contactus/UO_Sustain_Form_EN#">https://faq.uniqlo.com/contactus/UO_Sustain_Form_EN#</a>	—
2-4	Restatements of information	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies <a href="https://www.fastretailing.com/eng/sustainability/environment/waste.html">https://www.fastretailing.com/eng/sustainability/environment/waste.html</a>	—
2-5	External assurance	[FR] Sustainability > Sustainability Communications > Data Book <a href="https://www.fastretailing.com/eng/sustainability/report/data.html">https://www.fastretailing.com/eng/sustainability/report/data.html</a>	—
2. Activities and workers			
2-6	Activities, value chain and other business relationships	[FR] About Us > Our Business <a href="https://www.fastretailing.com/eng/about/business/">https://www.fastretailing.com/eng/about/business/</a> [FR] Sustainability > Respect Human Rights in Our Supply Chain > Enhancing Traceability and Production Partners List <a href="https://www.fastretailing.com/eng/sustainability/labor/list.html">https://www.fastretailing.com/eng/sustainability/labor/list.html</a> [AR] P24-53 BUSINESS SECTION <a href="https://www.fastretailing.com/eng/ir/library/pdf/ar2023_en.pdf">https://www.fastretailing.com/eng/ir/library/pdf/ar2023_en.pdf</a> [FB] P1-2 Consolidated Accounts <a href="https://www.fastretailing.com/jp/ir/library/pdf/factbook202308.pdf">https://www.fastretailing.com/jp/ir/library/pdf/factbook202308.pdf</a> [FB] P3 Store Numbers by Operations <a href="https://www.fastretailing.com/jp/ir/library/pdf/factbook202308.pdf">https://www.fastretailing.com/jp/ir/library/pdf/factbook202308.pdf</a>	—
2-7	Employees	[FB] P4 Number of Employees at Term End <a href="https://www.fastretailing.com/jp/ir/library/pdf/factbook202308.pdf">https://www.fastretailing.com/jp/ir/library/pdf/factbook202308.pdf</a>	✓
2-8	Workers who are not employees		—

3. Governance			
2-9	Governance structure and composition	<p>[FR] About Us &gt; Governance &gt; Corporate Governance  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html">https://www.fastretailing.com/eng/about/governance/corpgovernance.html</a></p>	—
2-10	Nomination and selection of the highest governance body	<p>[FR] About Us &gt; Governance &gt; Corporate Governance  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html">https://www.fastretailing.com/eng/about/governance/corpgovernance.html</a></p>	—
2-11	Chair of the highest governance body	<p>[FR] About Us &gt; Governance &gt; Corporate Governance  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html">https://www.fastretailing.com/eng/about/governance/corpgovernance.html</a></p>	—
2-12	Role of the highest governance body in overseeing the management of impacts	<p>[FR] Sustainability &gt; Sustainability at Fast Retailing &gt; Stakeholder Engagement  <a href="https://www.fastretailing.com/eng/sustainability/vision/stakeholders.html">https://www.fastretailing.com/eng/sustainability/vision/stakeholders.html</a></p> <p>[FR] Sustainability &gt; Sustainability at Fast Retailing &gt; Materiality  <a href="https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html">https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html</a></p> <p>[FR] Sustainability &gt; Sustainability at Fast Retailing &gt; Governance and Management Structure  <a href="https://www.fastretailing.com/eng/sustainability/vision/organization.html">https://www.fastretailing.com/eng/sustainability/vision/organization.html</a></p> <p>[FR] Sustainability &gt; Respect the Environment &gt; Environmental Management  <a href="https://www.fastretailing.com/eng/sustainability/environment/management.html">https://www.fastretailing.com/eng/sustainability/environment/management.html</a></p> <p>[FR] About Us &gt; Vision &gt; Respect for Human Rights  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p> <p>[FR] About Us &gt; Governance &gt; Corporate Governance &gt; Committees and Their Responsibilities  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07">https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07</a></p> <p>[FR] About Us &gt; Governance &gt; Risk Management  <a href="https://www.fastretailing.com/eng/about/governance/riskmanagement.html">https://www.fastretailing.com/eng/about/governance/riskmanagement.html</a></p>	—
2-13	Delegation of responsibility for managing impacts	<p>[FR] About Us &gt; Vision &gt; Respect for Human Rights &gt; Human Rights Committee  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p> <p>[FR] Sustainability &gt; Sustainability at Fast Retailing &gt; Governance and Management Structure  <a href="https://www.fastretailing.com/eng/sustainability/vision/organization.html">https://www.fastretailing.com/eng/sustainability/vision/organization.html</a></p> <p>[FR] Sustainability &gt; Respect the Environment &gt; Environmental Management  <a href="https://www.fastretailing.com/eng/sustainability/environment/management.html">https://www.fastretailing.com/eng/sustainability/environment/management.html</a></p> <p>[FR] About Us &gt; Governance &gt; Corporate Governance  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html">https://www.fastretailing.com/eng/about/governance/corpgovernance.html</a></p>	—
2-14	Role of the highest governance body in sustainability reporting	<p>[FR] Sustainability &gt; Sustainability at Fast Retailing &gt; Governance and Management Structure  <a href="https://www.fastretailing.com/eng/sustainability/vision/organization.html">https://www.fastretailing.com/eng/sustainability/vision/organization.html</a></p> <p>[FR] About Us &gt; Governance &gt; Corporate Governance &gt; Committees and Their Responsibilities  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07">https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07</a></p>	—
2-15	Conflicts of interest	<p>[FR] About Us &gt; Governance &gt; Corporate Governance  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html">https://www.fastretailing.com/eng/about/governance/corpgovernance.html</a></p> <p>[FR] Investor Relations &gt; Stock Information &amp; Procedures  <a href="https://www.fastretailing.com/eng/ir/stockinfo/">https://www.fastretailing.com/eng/ir/stockinfo/</a></p> <p>[FR] Investor Relations &gt; Stock Information &amp; Procedures &gt; Shareholders' Meeting &gt; Convocation Notice of 2023 General Meeting of Shareholders  <a href="https://www.fastretailing.com/eng/ir/stockinfo/pdf/convocationnotice_2023Aug_eng.pdf">https://www.fastretailing.com/eng/ir/stockinfo/pdf/convocationnotice_2023Aug_eng.pdf</a></p> <p>[SCR] P90 Corporate Governance Report &gt; Independent Directors  <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a></p> <p>[AR] P92 INVESTOR INFORMATION  <a href="https://www.fastretailing.com/eng/ir/library/pdf/ar2023_en.pdf">https://www.fastretailing.com/eng/ir/library/pdf/ar2023_en.pdf</a></p>	—
2-16	Communication of critical concerns	<p>[FR] About Us &gt; Vision &gt; Respect for Human Rights  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p> <p>[FR] About Us &gt; Governance &gt; Corporate Governance &gt; Corporate Governance at Fast Retailing  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html#03">https://www.fastretailing.com/eng/about/governance/corpgovernance.html#03</a></p> <p>[FR] About Us &gt; Governance &gt; Corporate Governance &gt; Committees and Their Responsibilities  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07">https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07</a></p> <p>[FR] About Us &gt; Governance &gt; Internal Control  <a href="https://www.fastretailing.com/eng/about/governance/internalcontrol.html">https://www.fastretailing.com/eng/about/governance/internalcontrol.html</a></p> <p>[FR] About Us &gt; Governance &gt; Risk Management  <a href="https://www.fastretailing.com/eng/about/governance/riskmanagement.html">https://www.fastretailing.com/eng/about/governance/riskmanagement.html</a></p>	—
2-17	Collective knowledge of the highest governance body	<p>[FR] About Us &gt; Vision &gt; Respect for Human Rights &gt; Human Rights Education  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p> <p>[FR] About Us &gt; Governance &gt; Corporate Governance &gt; The Board of Directors &gt; The Structure of the Board of  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html#10">https://www.fastretailing.com/eng/about/governance/corpgovernance.html#10</a></p>	—

2-18	Evaluation of the performance of the highest governance body	<p>[FR] About Us &gt; Governance &gt; Corporate Governance &gt; The Board of Directors &gt; Meetings of the Board of Directors  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html#10">https://www.fastretailing.com/eng/about/governance/corpgovernance.html#10</a></p> <p>[SCR] P94-96 Directors' Remuneration  <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a></p>	—
2-19	Remuneration policies	<p>[FR] About Us &gt; Governance &gt; Corporate Governance  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html">https://www.fastretailing.com/eng/about/governance/corpgovernance.html</a></p> <p>[SCR] P94-96 Corporate Governance Report &gt; Directors' Remuneration  <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a></p> <p>[FR] About Us &gt; Governance &gt; Corporate Governance &gt; Committees and Their Responsibilities&gt; Nomination and Remuneration Advisory Committee  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07">https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07</a></p> <p>[FR] Sustainability &gt; Sustainability at Fast Retailing &gt; Governance and Management Structure  <a href="https://www.fastretailing.com/eng/sustainability/vision/organization.html">https://www.fastretailing.com/eng/sustainability/vision/organization.html</a></p>	—
2-20	Process to determine remuneration	<p>[FR] About Us &gt; Governance &gt; Corporate Governance  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html">https://www.fastretailing.com/eng/about/governance/corpgovernance.html</a></p> <p>[SCR] P94-96 Corporate Governance Report &gt; Directors' Remuneration  <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a></p> <p>[FR] About Us &gt; Governance &gt; Corporate Governance &gt; Committees and Their Responsibilities &gt; Nomination and Remuneration Advisory Committee  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07">https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07</a></p> <p>[FR] Investor Relations &gt; Stock Information &amp; Procedures &gt; Shareholders' Meeting  <a href="https://www.fastretailing.com/eng/ir/stockinfo/meeting.html">https://www.fastretailing.com/eng/ir/stockinfo/meeting.html</a></p>	—
2-21	Annual total compensation ratio	<p>[SCR] P94-96 Corporate Governance Report &gt; Directors' Remuneration  <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a></p> <p>[SCR] P12 Employees &gt; The Company  <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a></p>	—
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2-23	Policy commitments	<p>[FR] Sustainability &gt; Sustainability at Fast Retailing &gt; Vision  <a href="https://www.fastretailing.com/eng/sustainability/vision/statement.html">https://www.fastretailing.com/eng/sustainability/vision/statement.html</a></p> <p>[FR] About Us &gt; Vision &gt; Respect for Human Rights  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p> <p>[FR] Sustainability &gt; Respect the Environment &gt; Environmental Management  <a href="https://www.fastretailing.com/eng/sustainability/environment/management.html">https://www.fastretailing.com/eng/sustainability/environment/management.html</a></p> <p>[FR] Sustainability &gt; Strengthen Communities &gt; Community Engagement Policies  <a href="https://www.fastretailing.com/eng/sustainability/community/policy.html">https://www.fastretailing.com/eng/sustainability/community/policy.html</a></p> <p>[FR] Sustainability &gt; Support Employee Fulfillment &gt; Employee Engagement Policy  <a href="https://www.fastretailing.com/eng/sustainability/employee/policy.html">https://www.fastretailing.com/eng/sustainability/employee/policy.html</a></p> <p>[FR] About Us &gt; Vision &gt; FAST RETAILING WAY  <a href="https://www.fastretailing.com/eng/about/frway/">https://www.fastretailing.com/eng/about/frway/</a></p> <p>[FR] About Us &gt; Governance &gt; Risk Management  <a href="https://www.fastretailing.com/eng/about/governance/riskmanagement.html">https://www.fastretailing.com/eng/about/governance/riskmanagement.html</a></p> <p>[FR] About Us &gt; Governance &gt; Code of Conduct  <a href="https://www.fastretailing.com/eng/about/governance/coc.html">https://www.fastretailing.com/eng/about/governance/coc.html</a></p> <p>[AR] P70-73 SUSTAINABILITY &gt; GOVERNANCE  <a href="https://www.fastretailing.com/eng/ir/library/pdf/ar2023_en.pdf">https://www.fastretailing.com/eng/ir/library/pdf/ar2023_en.pdf</a></p>	—

2-24	Embedding policy commitments	<p>[FR] About Us &gt; Vision &gt; Respect for Human Rights  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p> <p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Human Rights and Working Environments in Our Supply Chain  <a href="https://www.fastretailing.com/eng/sustainability/labor/management.html">https://www.fastretailing.com/eng/sustainability/labor/management.html</a></p> <p>[FR] Sustainability &gt; Respect the Environment &gt; Environmental Management  <a href="https://www.fastretailing.com/eng/sustainability/environment/management.html">https://www.fastretailing.com/eng/sustainability/environment/management.html</a></p> <p>[FR] Sustainability &gt; Strengthen Communities &gt; Community Engagement Policies  <a href="https://www.fastretailing.com/eng/sustainability/community/policy.html">https://www.fastretailing.com/eng/sustainability/community/policy.html</a></p> <p>[FR] Sustainability &gt; Support Employee Fulfillment &gt; Employee Engagement Policy  <a href="https://www.fastretailing.com/eng/sustainability/employee/policy.html">https://www.fastretailing.com/eng/sustainability/employee/policy.html</a></p> <p>[FR] About Us &gt; Governance &gt; Corporate Governance  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html">https://www.fastretailing.com/eng/about/governance/corpgovernance.html</a></p>	—
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5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	<p>[FR] Sustainability &gt; Sustainability at Fast Retailing &gt; Stakeholder Engagement  <a href="https://www.fastretailing.com/eng/sustainability/vision/stakeholders.html">https://www.fastretailing.com/eng/sustainability/vision/stakeholders.html</a></p> <p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Enhancing Traceability and Production Partners List  <a href="https://www.fastretailing.com/eng/sustainability/labor/list.html">https://www.fastretailing.com/eng/sustainability/labor/list.html</a></p> <p>[FR] Sustainability &gt; Create New Value Through Products and Services &gt; Pursuing Customer Satisfaction  <a href="https://www.fastretailing.com/eng/sustainability/products/customers.html">https://www.fastretailing.com/eng/sustainability/products/customers.html</a></p> <p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Stakeholder Engagement  <a href="https://www.fastretailing.com/eng/sustainability/labor/engagement.html">https://www.fastretailing.com/eng/sustainability/labor/engagement.html</a></p> <p>[FR] Sustainability &gt; Respect the Environment &gt; Stakeholder Engagement  <a href="https://www.fastretailing.com/eng/sustainability/environment/stakeholders.html">https://www.fastretailing.com/eng/sustainability/environment/stakeholders.html</a></p> <p>[FR] Sustainability &gt; Support Employee Fulfillment &gt; Employee Engagement Policy &gt; Employee Engagement Survey  <a href="https://www.fastretailing.com/eng/sustainability/employee/policy.html">https://www.fastretailing.com/eng/sustainability/employee/policy.html</a></p> <p>[FR] Sustainability &gt; Support Employee Fulfillment &gt; A Positive Work Environment &gt; Improving Employee Satisfaction  <a href="https://www.fastretailing.com/eng/sustainability/employee/workplace.html">https://www.fastretailing.com/eng/sustainability/employee/workplace.html</a></p> <p>[FR] Sustainability &gt; Strengthen Communities &gt; Community Engagement Policies  <a href="https://www.fastretailing.com/eng/sustainability/community/policy.html">https://www.fastretailing.com/eng/sustainability/community/policy.html</a></p> <p>[FR] About Us &gt; Governance &gt; Corporate Governance &gt; Shareholder Engagement  <a href="https://www.fastretailing.com/eng/about/governance/corpgovernance.html#09">https://www.fastretailing.com/eng/about/governance/corpgovernance.html#09</a></p> <p>[SCR] P64 Major Shareholders  <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a></p>	—
2-30	Collective bargaining agreements	<p>[SCR] P12 Status of labor unions  <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a></p>	—

GRI 3: Material Topics			
3-1	Process to determine material topics	<p>[FR] Sustainability &gt; Sustainability at Fast Retailing &gt; Materiality  <a href="https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html">https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html</a></p>	—
3-2	List of material topics	<p>[FR] Sustainability &gt; Sustainability at Fast Retailing &gt; Materiality  <a href="https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html">https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html</a></p>	—
3-3	Management of material topics	<p>[FR] Sustainability &gt; Sustainability at Fast Retailing &gt; Materiality  <a href="https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html">https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html</a></p> <p>[FR] Sustainability &gt; Sustainability at Fast Retailing &gt; Governance and Management Structure  <a href="https://www.fastretailing.com/eng/sustainability/vision/organization.html">https://www.fastretailing.com/eng/sustainability/vision/organization.html</a></p> <p>[FR] About Us &gt; Vision &gt; Respect for Human Rights &gt; Human Rights Committee  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p> <p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Human Rights and Working Environments in Our Supply Chain  <a href="https://www.fastretailing.com/eng/sustainability/labor/management.html">https://www.fastretailing.com/eng/sustainability/labor/management.html</a></p> <p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Preventive Measures and Actions Taken for Addressing Salient Human Rights Issues  <a href="https://www.fastretailing.com/eng/sustainability/labor/purchasing.html">https://www.fastretailing.com/eng/sustainability/labor/purchasing.html</a></p> <p>[FR] Sustainability &gt; Respect the Environment &gt; Environmental Management  <a href="https://www.fastretailing.com/eng/sustainability/environment/management.html">https://www.fastretailing.com/eng/sustainability/environment/management.html</a></p> <p>[FR] Sustainability &gt; Create New Value Through Products and Services &gt; Quality and Safety  <a href="https://www.fastretailing.com/eng/sustainability/products/quality_and_safety.html">https://www.fastretailing.com/eng/sustainability/products/quality_and_safety.html</a></p> <p>[FR] Sustainability &gt; Strengthen Communities &gt; Community Engagement Policies  <a href="https://www.fastretailing.com/eng/sustainability/community/policy.html">https://www.fastretailing.com/eng/sustainability/community/policy.html</a></p> <p>[FR] Sustainability &gt; Support Employee Fulfillment &gt; Employee Engagement Policy  <a href="https://www.fastretailing.com/eng/sustainability/employee/policy.html">https://www.fastretailing.com/eng/sustainability/employee/policy.html</a></p> <p>[FR] About Us &gt; Governance &gt; Risk Management  <a href="https://www.fastretailing.com/eng/about/governance/riskmanagement.html">https://www.fastretailing.com/eng/about/governance/riskmanagement.html</a></p> <p>[FR] About Us &gt; Governance &gt; Corporate Governance  <a href="https://www.fastretailing.com/eng/about/governance/corp-governance.html">https://www.fastretailing.com/eng/about/governance/corp-governance.html</a></p> <p>[FR] About Us &gt; Governance &gt; Internal Control  <a href="https://www.fastretailing.com/eng/about/governance/internalcontrol.html">https://www.fastretailing.com/eng/about/governance/internalcontrol.html</a></p> <p>[AR] P5-15 MESSAGE FROM OUR CEO  <a href="https://www.fastretailing.com/eng/ir/library/pdf/ar2023_en.pdf">https://www.fastretailing.com/eng/ir/library/pdf/ar2023_en.pdf</a></p>	—
Economic			
201: Economic Performance			
201-1	Direct economic value generated and distributed	<p>[FR] Investor Relations &gt; Financial Position &amp; Business Results &gt; Consolidated Business Results  <a href="https://www.fastretailing.com/eng/ir/financial/past_5yrs.html">https://www.fastretailing.com/eng/ir/financial/past_5yrs.html</a></p> <p>[SCR] P100-101 Consolidated Financial Statements  <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a></p>	—
201-2	Financial implications and other risks and opportunities due to climate change	<p>[FR] Sustainability &gt; Respect the Environment &gt; Environmental Management &gt; Fast Retailing Group TCFD Report 2022  <a href="https://www.fastretailing.com/eng/sustainability/environment/pdf/FastRetailingTCFDReport_eng.pdf">https://www.fastretailing.com/eng/sustainability/environment/pdf/FastRetailingTCFDReport_eng.pdf</a></p> <p>[SCR] P20-22 Scenario Analysis of Risks and Opportunities Related to Climate Change  <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a></p> <p>[FR] Sustainability &gt; Respect the Environment &gt; Response to Climate Change  <a href="https://www.fastretailing.com/eng/sustainability/environment/climatechange.html">https://www.fastretailing.com/eng/sustainability/environment/climatechange.html</a></p> <p>[FR] Investor Relations &gt; Management Strategy &gt; Risk Factors &gt; Individual Risks &gt; Environmental risks, Large-scale disaster risks  <a href="https://www.fastretailing.com/eng/ir/direction/risk.html">https://www.fastretailing.com/eng/ir/direction/risk.html</a></p>	—
201-3	Defined benefit plan obligations and other retirement plans	<p>[SCR] P117 Employee benefits  <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a></p>	—
201-4	Financial assistance received from government		—
202: Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		—
202-2	Proportion of senior management hired from the local community		—

203: Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	[FR] Sustainability > Strengthen Communities > Community Engagement Policies > Community Investment <a href="https://www.fastretailing.com/eng/sustainability/community/policy.html">https://www.fastretailing.com/eng/sustainability/community/policy.html</a>	—
203-2	Significant indirect economic impacts	[FR] Sustainability > Strengthen Communities > Community Engagement Policies > Community Investment <a href="https://www.fastretailing.com/eng/sustainability/community/policy.html">https://www.fastretailing.com/eng/sustainability/community/policy.html</a>	—
204: Procurement Practices			
204-1	Proportion of spending on local suppliers		—
205: Anti-corruption			
205-1	Operations assessed for risks related to corruption	[FR] About Us > Governance > Compliance > Preventing corrupt practices <a href="https://www.fastretailing.com/eng/about/governance/compliance.html">https://www.fastretailing.com/eng/about/governance/compliance.html</a>	—
205-2	Communication and training about anti-corruption policies and procedures	[FR] About Us > Governance > Compliance > Preventing corrupt practices <a href="https://www.fastretailing.com/eng/about/governance/compliance.html">https://www.fastretailing.com/eng/about/governance/compliance.html</a> [FR] About Us > Governance > Code of Conduct > FAST RETAILING Group Code of Conduct > Compliance with corrupt practices-related acts <a href="https://www.fastretailing.com/eng/about/governance/frcoc.html#003">https://www.fastretailing.com/eng/about/governance/frcoc.html#003</a>	—
205-3	Confirmed incidents of corruption and actions taken	[FR] About Us > Governance > Compliance > Preventing corrupt practices <a href="https://www.fastretailing.com/eng/about/governance/compliance.html">https://www.fastretailing.com/eng/about/governance/compliance.html</a>	—
206: Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		—
207: Tax			
207-1	Approach to tax	[FR] About Us > Governance > Tax Policy <a href="https://www.fastretailing.com/eng/about/governance/taxpolicy.html">https://www.fastretailing.com/eng/about/governance/taxpolicy.html</a>	—
207-2	Tax governance, control, and risk management	[FR] About Us > Governance > Tax Policy <a href="https://www.fastretailing.com/eng/about/governance/taxpolicy.html">https://www.fastretailing.com/eng/about/governance/taxpolicy.html</a>	—
207-3	Stakeholder engagement and management of concerns related to tax	[FR] About Us > Governance > Tax Policy <a href="https://www.fastretailing.com/eng/about/governance/taxpolicy.html">https://www.fastretailing.com/eng/about/governance/taxpolicy.html</a>	—
207-4	Country-by-country reporting		—
Environment ※Response to CDP Climate and Water Security has been conducted since 2016, and CDP Forest since 2018.			
301: Materials			
301-1	Materials used by weight or volume	[FR] Sustainability > Create New Value Through Products and Services > Responsible Procurement <a href="https://www.fastretailing.com/eng/sustainability/products/procurement.html">https://www.fastretailing.com/eng/sustainability/products/procurement.html</a>	—
301-2	Recycled input materials used	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies > Initiatives <a href="https://www.fastretailing.com/eng/sustainability/environment/waste.html">https://www.fastretailing.com/eng/sustainability/environment/waste.html</a>	✓
301-3	Reclaimed products and their packaging materials	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies > Initiatives on Continuously Utilizing LifeWear <a href="https://www.fastretailing.com/eng/sustainability/environment/waste.html">https://www.fastretailing.com/eng/sustainability/environment/waste.html</a>	✓
302: Energy			
302-1	Energy consumption within the organization	[FR] Sustainability > Respect the Environment > Improved Energy Efficiency <a href="https://www.fastretailing.com/eng/sustainability/environment/energy.html">https://www.fastretailing.com/eng/sustainability/environment/energy.html</a>	✓
302-2	Energy consumption outside of the organization	[FR] Sustainability > Respect the Environment > Improved Energy Efficiency <a href="https://www.fastretailing.com/eng/sustainability/environment/energy.html">https://www.fastretailing.com/eng/sustainability/environment/energy.html</a>	—
302-3	Energy intensity	[FR] Sustainability > Respect the Environment > Improved Energy Efficiency <a href="https://www.fastretailing.com/eng/sustainability/environment/energy.html">https://www.fastretailing.com/eng/sustainability/environment/energy.html</a>	—
302-4	Reduction of energy consumption	[FR] Sustainability > Respect the Environment > Improved Energy Efficiency <a href="https://www.fastretailing.com/eng/sustainability/environment/energy.html">https://www.fastretailing.com/eng/sustainability/environment/energy.html</a>	✓
302-5	Reductions in energy requirements of products and services		—

303: Water and Effluents			
303-1	Interactions with water as a shared	[FR] Sustainability > Respect the Environment > Water Resource Management <a href="https://www.fastretailing.com/eng/sustainability/environment/water.html">https://www.fastretailing.com/eng/sustainability/environment/water.html</a>	—
303-2	Management of water discharge-related impacts	[FR] Sustainability > Respect the Environment > Water Resource Management <a href="https://www.fastretailing.com/eng/sustainability/environment/water.html">https://www.fastretailing.com/eng/sustainability/environment/water.html</a>	—
		[FR] Sustainability > Respect the Environment > Chemical Management <a href="https://www.fastretailing.com/eng/sustainability/environment/chemical.html">https://www.fastretailing.com/eng/sustainability/environment/chemical.html</a>	
303-3	Water withdrawal	[FR] Sustainability > Respect the Environment > Water Resource Management <a href="https://www.fastretailing.com/eng/sustainability/environment/water.html">https://www.fastretailing.com/eng/sustainability/environment/water.html</a>	—
303-4	Water discharge	[FR] Sustainability > Respect the Environment > Chemical Management <a href="https://www.fastretailing.com/eng/sustainability/environment/chemical.html">https://www.fastretailing.com/eng/sustainability/environment/chemical.html</a>	—
303-5	Water consumption	[FR] Sustainability > Respect the Environment > Water Resource Management <a href="https://www.fastretailing.com/eng/sustainability/environment/water.html">https://www.fastretailing.com/eng/sustainability/environment/water.html</a>	✓
304: Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	[FR] Sustainability > Respect the Environment > Response to Biodiversity > Risk Assessment <a href="https://www.fastretailing.com/eng/sustainability/environment/biodiversity.html">https://www.fastretailing.com/eng/sustainability/environment/biodiversity.html</a>	—
304-2	Significant impacts of activities, products, and services on biodiversity	[FR] Sustainability > Create New Value Through Products and Services > Responsible Procurement > Procurement of Plant-Derived Materials <a href="https://www.fastretailing.com/eng/sustainability/products/procurement.html">https://www.fastretailing.com/eng/sustainability/products/procurement.html</a>	—
		[FR] Sustainability > Respect the Environment > Response to Biodiversity > Risk Assessment <a href="https://www.fastretailing.com/eng/sustainability/environment/biodiversity.html">https://www.fastretailing.com/eng/sustainability/environment/biodiversity.html</a>	
		[FR] Sustainability > Create New Value Through Products and Services > Responsible Procurement > Procurement of Plant-Derived Materials > Fast Retailing Responsible Product Policy: Wood-based and Forest derived Fabrics and <a href="https://www.fastretailing.com/eng/sustainability/products/pdf/forest_materials_policy_en.pdf">https://www.fastretailing.com/eng/sustainability/products/pdf/forest_materials_policy_en.pdf</a>	
304-3	Habitats protected or restored	[FR] Sustainability > Strengthen Communities > Environmental Conservation/Protection <a href="https://www.fastretailing.com/eng/sustainability/community/community.html">https://www.fastretailing.com/eng/sustainability/community/community.html</a>	—
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		—
305: Emissions			
305-1	Direct (Scope 1) GHG emissions	[FR] Sustainability > Respect the Environment > Response to Climate Change > GHG Emissions <a href="https://www.fastretailing.com/eng/sustainability/environment/climatechange.html">https://www.fastretailing.com/eng/sustainability/environment/climatechange.html</a>	✓
305-2	Energy indirect (Scope 2) GHG emissions	[FR] Sustainability > Respect the Environment > Response to Climate Change > GHG Emissions <a href="https://www.fastretailing.com/eng/sustainability/environment/climatechange.html">https://www.fastretailing.com/eng/sustainability/environment/climatechange.html</a>	✓
305-3	Other indirect (Scope 3) GHG emissions	[FR] Sustainability > Respect the Environment > Response to Climate Change > GHG Emissions <a href="https://www.fastretailing.com/eng/sustainability/environment/climatechange.html">https://www.fastretailing.com/eng/sustainability/environment/climatechange.html</a>	✓
305-4	GHG emissions intensity	[FR] Sustainability > Respect the Environment > Response to Climate Change > GHG Emissions <a href="https://www.fastretailing.com/eng/sustainability/environment/climatechange.html">https://www.fastretailing.com/eng/sustainability/environment/climatechange.html</a>	—
305-5	Reduction of GHG emissions	[FR] Sustainability > Respect the Environment > Response to Climate Change > GHG Emissions <a href="https://www.fastretailing.com/eng/sustainability/environment/climatechange.html">https://www.fastretailing.com/eng/sustainability/environment/climatechange.html</a>	✓
305-6	Emissions of ozone-depleting substances (ODS)		—
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air		—
306: Waste			
306-1	Waste generation and significant waste-related impacts	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies <a href="https://www.fastretailing.com/eng/sustainability/environment/waste.html">https://www.fastretailing.com/eng/sustainability/environment/waste.html</a>	—
306-2	Management of significant waste-related impacts	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies <a href="https://www.fastretailing.com/eng/sustainability/environment/waste.html">https://www.fastretailing.com/eng/sustainability/environment/waste.html</a>	—
306-3	Waste generated	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies> Waste <a href="https://www.fastretailing.com/eng/sustainability/environment/waste.html">https://www.fastretailing.com/eng/sustainability/environment/waste.html</a>	✓
306-4	Waste diverted from disposal	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies> Waste <a href="https://www.fastretailing.com/eng/sustainability/environment/waste.html">https://www.fastretailing.com/eng/sustainability/environment/waste.html</a>	—
306-5	Waste directed to disposal	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies> Waste <a href="https://www.fastretailing.com/eng/sustainability/environment/waste.html">https://www.fastretailing.com/eng/sustainability/environment/waste.html</a>	—

308: Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	{FR} Sustainability > Respect the Environment > Environmental Management <a href="https://www.fastretailing.com/eng/sustainability/environment/management.html">https://www.fastretailing.com/eng/sustainability/environment/management.html</a>	—
308-2	Negative environmental impacts in the supply chain and actions taken	{FR} Sustainability > Respect the Environment > Environmental Management <a href="https://www.fastretailing.com/eng/sustainability/environment/management.html">https://www.fastretailing.com/eng/sustainability/environment/management.html</a>	—
Social			
401: Employment			
401-1	New employee hires and employee turnover		—
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	{SCR} P117 Employee benefits <a href="https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf">https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202308_eng.pdf</a>	—
401-3	Parental leave	{FR} Sustainability > Support Employee Fulfillment > Respect for Diversity > Initiatives to promote gender equality <a href="https://www.fastretailing.com/eng/sustainability/employee/diversity.html">https://www.fastretailing.com/eng/sustainability/employee/diversity.html</a>	✓
402: Labor/Management Relations			
402-1	Minimum notice periods regarding operational changes		—
403: Occupational Health and Safety			
403-1	Occupational health and safety management system	{FR} Sustainability > Support Employee Fulfillment > A Positive Work Environment > Achieve Successful Health and Productivity Management—Occupational Health and Safety Initiatives <a href="https://www.fastretailing.com/eng/sustainability/employee/workplace.html">https://www.fastretailing.com/eng/sustainability/employee/workplace.html</a>	—
403-2	Hazard identification, risk assessment, and incident investigation	{FR} Sustainability > Support Employee Fulfillment > A Positive Work Environment > Achieve Successful Health and Productivity Management—Occupational Health and Safety Initiatives <a href="https://www.fastretailing.com/eng/sustainability/employee/workplace.html">https://www.fastretailing.com/eng/sustainability/employee/workplace.html</a>	—
403-3	Occupational health services	{FR} Sustainability > Support Employee Fulfillment > A Positive Work Environment > Achieve Successful Health and Productivity Management—Occupational Health and Safety Initiatives <a href="https://www.fastretailing.com/eng/sustainability/employee/workplace.html">https://www.fastretailing.com/eng/sustainability/employee/workplace.html</a>	—
403-4	Worker participation, consultation, and communication on occupational health and safety	{FR} Sustainability > Support Employee Fulfillment > A Positive Work Environment > Achieve Successful Health and Productivity Management—Occupational Health and Safety Initiatives <a href="https://www.fastretailing.com/eng/sustainability/employee/workplace.html">https://www.fastretailing.com/eng/sustainability/employee/workplace.html</a>	—
403-5	Worker training on occupational health and safety	{FR} Sustainability > Support Employee Fulfillment > A Positive Work Environment > Achieve Successful Health and Productivity Management—Occupational Health and Safety Initiatives <a href="https://www.fastretailing.com/eng/sustainability/employee/workplace.html">https://www.fastretailing.com/eng/sustainability/employee/workplace.html</a>	—
403-6	Promotion of worker health	{FR} Sustainability > Support Employee Fulfillment > A Positive Work Environment > Achieve Successful Health and Productivity Management—Occupational Health and Safety Initiatives <a href="https://www.fastretailing.com/eng/sustainability/employee/workplace.html">https://www.fastretailing.com/eng/sustainability/employee/workplace.html</a>	—
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	{FR} Sustainability > Support Employee Fulfillment > A Positive Work Environment > Achieve Successful Health and Productivity Management—Occupational Health and Safety Initiatives <a href="https://www.fastretailing.com/eng/sustainability/employee/workplace.html">https://www.fastretailing.com/eng/sustainability/employee/workplace.html</a>	—
403-8	Workers covered by an occupational health and safety management system	{FR} Sustainability > Support Employee Fulfillment > A Positive Work Environment > Achieve Successful Health and Productivity Management—Occupational Health and Safety Initiatives <a href="https://www.fastretailing.com/eng/sustainability/employee/workplace.html">https://www.fastretailing.com/eng/sustainability/employee/workplace.html</a>	—
403-9	Work-related injuries	{FR} Sustainability > Support Employee Fulfillment > A Positive Work Environment > Achieve Successful Health and Productivity Management—Occupational Health and Safety Initiatives <a href="https://www.fastretailing.com/eng/sustainability/employee/workplace.html">https://www.fastretailing.com/eng/sustainability/employee/workplace.html</a>	✓
403-10	Work-related ill health	{FR} Sustainability > Support Employee Fulfillment > A Positive Work Environment > Achieve Successful Health and Productivity Management—Occupational Health and Safety Initiatives <a href="https://www.fastretailing.com/eng/sustainability/employee/workplace.html">https://www.fastretailing.com/eng/sustainability/employee/workplace.html</a>	—
404: Training and Education			
404-1	Average hours of training per year per employee	{FR} Sustainability > Support Employee Fulfillment > Recruiting and Developing People <a href="https://www.fastretailing.com/eng/sustainability/employee/training.html">https://www.fastretailing.com/eng/sustainability/employee/training.html</a>	✓
404-2	Programs for upgrading employee skills and transition assistance programs	{FR} Sustainability > Support Employee Fulfillment > Recruiting and Developing People <a href="https://www.fastretailing.com/eng/sustainability/employee/training.html">https://www.fastretailing.com/eng/sustainability/employee/training.html</a>	—
404-3	Percentage of employees receiving regular performance and career development reviews	{FR} Sustainability > Support Employee Fulfillment > Recruiting and Developing People > Initiatives for people development and fair evaluations <a href="https://www.fastretailing.com/eng/sustainability/employee/training.html">https://www.fastretailing.com/eng/sustainability/employee/training.html</a>	—



405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	<p>[FR] About Us &gt; Company Overview &gt; Directors  <a href="https://www.fastretailing.com/eng/about/company/profile.html">https://www.fastretailing.com/eng/about/company/profile.html</a></p> <p>[FR] Sustainability &gt; Support Employee Fulfillment &gt; Respect for Diversity  <a href="https://www.fastretailing.com/eng/sustainability/employee/diversity.html">https://www.fastretailing.com/eng/sustainability/employee/diversity.html</a></p>	✓
405-2	Ratio of basic salary and remuneration of women to men	<p>[FR] Sustainability &gt; Support Employee Fulfillment &gt; Respect for Diversity  <a href="https://www.fastretailing.com/eng/sustainability/employee/diversity.html">https://www.fastretailing.com/eng/sustainability/employee/diversity.html</a></p>	✓
406: Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	<p>[FR] About Us &gt; Vision &gt; Respect for Human Rights  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p>	✓
407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>[FR] About Us &gt; Vision &gt; Respect for Human Rights  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p> <p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Monitoring and Evaluation of Production Partners  <a href="https://www.fastretailing.com/eng/sustainability/labor/partner.html">https://www.fastretailing.com/eng/sustainability/labor/partner.html</a></p> <p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Code of Conduct for Production Partners  <a href="https://www.fastretailing.com/eng/sustainability/labor/coc.html">https://www.fastretailing.com/eng/sustainability/labor/coc.html</a></p> <p>[FR] About Us &gt; Governance &gt; Code of Conduct &gt; FAST RETAILING Group Code of Conduct&gt; Code of Conduct Guideline&gt; Respect for human rights  <a href="https://www.fastretailing.com/eng/about/governance/frcoc.html#002">https://www.fastretailing.com/eng/about/governance/frcoc.html#002</a></p>	—
408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>[FR] About Us &gt; Vision &gt; Respect for Human Rights &gt; Human Rights Due Diligence  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p> <p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Preventive Measures and Actions Taken for Addressing Salient Human Rights Issues  <a href="https://www.fastretailing.com/eng/sustainability/labor/purchasing.html">https://www.fastretailing.com/eng/sustainability/labor/purchasing.html</a></p> <p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Code of Conduct for Production Partners  <a href="https://www.fastretailing.com/eng/sustainability/labor/coc.html">https://www.fastretailing.com/eng/sustainability/labor/coc.html</a></p> <p>[FR] About Us &gt; Governance &gt; Code of Conduct &gt; FAST RETAILING Group Code of Conduct &gt; Code of Conduct Guideline &gt; Respect for human rights  <a href="https://www.fastretailing.com/eng/about/governance/frcoc.html#002">https://www.fastretailing.com/eng/about/governance/frcoc.html#002</a></p>	—
409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory	<p>[FR] About Us &gt; Vision &gt; Respect for Human Rights &gt; Human Rights Due Diligence  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p> <p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Preventive Measures and Actions Taken for Addressing Salient Human Rights Issues  <a href="https://www.fastretailing.com/eng/sustainability/labor/purchasing.html">https://www.fastretailing.com/eng/sustainability/labor/purchasing.html</a></p> <p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Code of Conduct for Production Partners  <a href="https://www.fastretailing.com/eng/sustainability/labor/coc.html">https://www.fastretailing.com/eng/sustainability/labor/coc.html</a></p> <p>[FR] About Us &gt; Governance &gt; Code of Conduct &gt; FAST RETAILING Group Code of Conduct &gt; Code of Conduct Guideline &gt; Respect for human rights  <a href="https://www.fastretailing.com/eng/about/governance/frcoc.html#002">https://www.fastretailing.com/eng/about/governance/frcoc.html#002</a></p>	—
410: Security Practices			
410-1	Security personnel trained in human rights policies or procedures		—
411: Rights of Indigenous Peoples			
411-1	Incidents of violations involving rights of indigenous peoples		—
412: Human Rights Assessment			
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>[FR] About Us &gt; Vision &gt; Respect for Human Rights &gt; Human Rights Due Diligence  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p>	✓
412-2	Employee training on human rights policies or procedures	<p>[FR] About Us &gt; Vision &gt; Respect for Human Rights &gt; Human Rights Education  <a href="https://www.fastretailing.com/eng/about/frway/humanrights.html">https://www.fastretailing.com/eng/about/frway/humanrights.html</a></p>	—
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		—

413: Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	<p>[FR] Sustainability &gt; Strengthen Communities &gt; Community Engagement Policies  <a href="https://www.fastretailing.com/eng/sustainability/community/policy.html">https://www.fastretailing.com/eng/sustainability/community/policy.html</a></p> <p>[FR] Sustainability &gt; Strengthen Communities &gt; Community Support  <a href="https://www.fastretailing.com/eng/sustainability/community/contribution.html">https://www.fastretailing.com/eng/sustainability/community/contribution.html</a></p> <p>[FR] Sustainability &gt; Strengthen Communities &gt; Contributing to Society through Clothing  <a href="https://www.fastretailing.com/eng/sustainability/community/donating_clothing.html">https://www.fastretailing.com/eng/sustainability/community/donating_clothing.html</a></p> <p>[FR] Sustainability &gt; Strengthen Communities &gt; Supporting Refugees  <a href="https://www.fastretailing.com/eng/sustainability/community/refugees.html">https://www.fastretailing.com/eng/sustainability/community/refugees.html</a></p>	✓
413-2	Operations with significant actual and potential negative impacts on local communities		—
414: Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	<p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Monitoring and Evaluation of Production Partners  <a href="https://www.fastretailing.com/eng/sustainability/labor/partner.html">https://www.fastretailing.com/eng/sustainability/labor/partner.html</a></p>	—
414-2	Negative social impacts in the supply chain and actions taken	<p>[FR] Sustainability &gt; Respect Human Rights in Our Supply Chain &gt; Monitoring and Evaluation of Production Partners  <a href="https://www.fastretailing.com/eng/sustainability/labor/partner.html">https://www.fastretailing.com/eng/sustainability/labor/partner.html</a></p>	—
415: Public Policy			
415-1	Political contributions	No applicable case.	—
416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	<p>[FR] Sustainability &gt; Create New Value Through Products and Services &gt; Quality and Safety &gt; Quality and Safety Management System  <a href="https://www.fastretailing.com/eng/sustainability/products/quality_and_safety.html">https://www.fastretailing.com/eng/sustainability/products/quality_and_safety.html</a></p>	—
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>[FR] Sustainability &gt; Create New Value Through Products and Services &gt; Quality and Safety &gt; Voluntary Product Recalls  <a href="https://www.fastretailing.com/eng/sustainability/products/quality_and_safety.html">https://www.fastretailing.com/eng/sustainability/products/quality_and_safety.html</a></p>	—
417: Marketing and Labeling			
417-1	Requirements for product and service information and labeling	<p>Fast Retailing labels all products to provide required information including a composition of materials in accordance with the laws and regulations of individual countries and regions.</p> <p>Fast Retailing also seeks to provide all pertinent information and explain any special characteristics or instructions on additional tags to avoid any inconvenience or disadvantage to its customers.</p>	—
417-2	Incidents of non-compliance concerning product and service information and labeling		—
417-3	Incidents of non-compliance concerning marketing communications		—
418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		—