

GRI Content Index

Statement of use	Fast Retailing has reported the information cited in this GRI content index with reference to the GRI Standards. https://www.fastretailing.com/eng/sustainability/report/comparison_chart_gri.html
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION AND NOTES	[SD] Quantitative data ✓ : Applicable — : N/A
1. The organization and its reporting practices			
GRI 2: General Disclosures 2021	2-1 Organizational details	[FR] About Us > Company Overview https://www.fastretailing.com/eng/about/company/	—
		[FR] About Us > Our Business > Group Outlets https://www.fastretailing.com/eng/about/business/shoplist.html	
		[FR] Group Companies https://www.fastretailing.com/eng/group/	
		[FR] Investor Relations > Stock Information & Procedures > General Stock Info. https://www.fastretailing.com/eng/ir/stockinfo/description.html	
	2-2 Entities included in the organization's sustainability reporting	[AR] P88 INVESTOR INFORMATION https://www.fastretailing.com/eng/ir/library/pdf/ar2024_en.pdf	—
2-3 Reporting period, frequency and contact point	[SCR] P7-10 Our Business, Subsidiaries and Associates https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202408_eng.pdf	—	
	Year to August 2024 (September 1, 2023 to August 31, 2024)	—	
	Annual [AR] P89 Published Date https://www.fastretailing.com/eng/ir/library/pdf/ar2024_en.pdf Inquiry Form https://faq.uniqlo.com/contactus/UO_Sustain_Form_EN#	—	
2-4 Restatements of information	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies https://www.fastretailing.com/eng/sustainability/environment/waste.html	—	
2-5 External assurance	[FR] Sustainability > Sustainability Communications > Data Book https://www.fastretailing.com/eng/sustainability/report/data.html	—	
2. Activities and workers			
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	[FR] About Us > Our Business https://www.fastretailing.com/eng/about/business/	—
		[FR] Sustainability > Respect Human Rights in Our Supply Chain > Enhancing Traceability and Production Partners List https://www.fastretailing.com/eng/sustainability/labor/list.html	
		[AR] P26-47 BUSINESS SECTION https://www.fastretailing.com/eng/ir/library/pdf/ar2024_en.pdf	
		[FB] P1-2 Consolidated Accounts https://www.fastretailing.com/jp/ir/library/pdf/factbook202408.pdf	
	2-7 Employees	[FR] P3 Store Numbers by Operations https://www.fastretailing.com/jp/ir/library/pdf/factbook202408.pdf	✓
2-8 Workers who are not employees	[FB] P4 Number of Employees at Term End https://www.fastretailing.com/jp/ir/library/pdf/factbook202408.pdf	—	
3. Governance			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	[FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corp-governance.html	—
	2-10 Nomination and selection of the highest governance body	[FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corp-governance.html	—
	2-11 Chair of the highest governance body	[FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corp-governance.html	—
	2-12 Role of the highest governance body in overseeing the management of impacts	[FR] Sustainability > Sustainability at Fast Retailing > Stakeholder Engagement https://www.fastretailing.com/eng/sustainability/vision/stakeholders.html	—
		[FR] Sustainability > Sustainability at Fast Retailing > Materiality https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html	
		[FR] Sustainability > Sustainability at Fast Retailing > Governance and Management Structure https://www.fastretailing.com/eng/sustainability/vision/organization.html	
		[FR] Sustainability > Respect the Environment > Environmental Management https://www.fastretailing.com/eng/sustainability/environment/management.html	
2-13 Delegation of responsibility for managing impacts	[FR] About Us > Vision > Respect for Human Rights https://www.fastretailing.com/eng/about/frway/humanrights.html	—	
	[FR] About Us > Governance > Corporate Governance > Committees and Their Responsibilities https://www.fastretailing.com/eng/about/governance/corp-governance.html#07		
	[FR] About Us > Governance > Risk Management https://www.fastretailing.com/eng/about/governance/riskmanagement.html		

		https://www.fastretailing.com/eng/sustainability/environment/management.html [FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corpgovernance.html	
2-14 Role of the highest governance body in sustainability reporting		[FR] Sustainability > Sustainability at Fast Retailing > Materiality https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html [FR] Sustainability > Sustainability at Fast Retailing > Governance and Management Structure https://www.fastretailing.com/eng/sustainability/vision/organization.html [FR] About Us > Governance > Corporate Governance > Committees and Their Responsibilities https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07	
2-15 Conflicts of interest		[FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corpgovernance.html [FR] Investor Relations > Stock Information & Procedures https://www.fastretailing.com/eng/ir/stockinfo/ [FR] Investor Relations > Stock Information & Procedures > Shareholders' Meeting > Convocation Notice of 2024 General Meeting of Shareholders https://www.fastretailing.com/eng/ir/stockinfo/pdf/convocationnotice_2024Aug_eng.pdf [SCR] P90 Corporate Governance Report > Independent Officers https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202408_eng.pdf [AR] P88 INVESTOR INFORMATION https://www.fastretailing.com/eng/ir/library/pdf/ar2024_en.pdf	
2-16 Communication of critical concerns		[FR] About Us > Vision > Respect for Human Rights https://www.fastretailing.com/eng/about/frway/humanrights.html [FR] About Us > Governance > Corporate Governance > Corporate Governance at Fast Retailing https://www.fastretailing.com/eng/about/governance/corpgovernance.html#03 [FR] About Us > Governance > Corporate Governance > Committees and Their Responsibilities https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07 [FR] About Us > Governance > Internal Control https://www.fastretailing.com/eng/about/governance/internalcontrol.html [FR] About Us > Governance > Risk Management https://www.fastretailing.com/eng/about/governance/riskmanagement.html	
2-17 Collective knowledge of the highest governance body		[FR] About Us > Vision > Respect for Human Rights > Human Rights Education https://www.fastretailing.com/eng/about/frway/humanrights.html [FR] About Us > Governance > Corporate Governance > The Board of Directors > The Structure of the Board of Directors https://www.fastretailing.com/eng/about/governance/corpgovernance.html#10	
2-18 Evaluation of the performance of the highest governance body		[FR] About Us > Governance > Corporate Governance > The Board of Directors > Meetings of the Board of Directors https://www.fastretailing.com/eng/about/governance/corpgovernance.html#10 [SCR] P94-96 Board of Directors > Directors' Remuneration https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202408_eng.pdf	
2-19 Remuneration policies		[FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corpgovernance.html [SCR] P94-96 Board of Directors > Directors' Remuneration https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202408_eng.pdf [FR] About Us > Governance > Corporate Governance > Committees and Their Responsibilities > Nomination and Remuneration Advisory Committee https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07 [FR] Sustainability > Sustainability at Fast Retailing > Governance and Management Structure https://www.fastretailing.com/eng/sustainability/vision/organization.html	
2-20 Process to determine remuneration		[FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corpgovernance.html [SCR] P94-96 Board of Directors > Directors' Remuneration https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202408_eng.pdf [FR] About Us > Governance > Corporate Governance > Committees and Their Responsibilities > Nomination and Remuneration Advisory Committee https://www.fastretailing.com/eng/about/governance/corpgovernance.html#07 [FR] Investor Relations > Stock Information & Procedures > Shareholders' Meeting https://www.fastretailing.com/eng/ir/stockinfo/meeting.html	
2-21 Annual total compensation ratio			
4. Strategy, policies and practices			
GRI 2: General Disclosures 2021			
2-22 Statement on sustainable development strategy		[FR] Investor Relations > Management Strategy > CEO Message https://www.fastretailing.com/eng/ir/direction/message.html [FR] Investor Relations > Management Strategy > Interview with the CEO https://www.fastretailing.com/eng/ir/direction/interview.html [AR] P6-15 MESSAGE FROM OUR CEO https://www.fastretailing.com/eng/ir/library/pdf/ar2024_en.pdf	
2-23 Policy commitments		[FR] Sustainability > Sustainability at Fast Retailing > Vision https://www.fastretailing.com/eng/sustainability/vision/statement.html [FR] About Us > Vision > Respect for Human Rights https://www.fastretailing.com/eng/about/frway/humanrights.html [FR] Sustainability > Respect the Environment > Environmental Management https://www.fastretailing.com/eng/sustainability/environment/management.html [FR] Sustainability > Strengthen Communities > Community Engagement Policies https://www.fastretailing.com/eng/sustainability/community/policy.html [FR] Sustainability > Support Employee Fulfillment > Employee Engagement Policy https://www.fastretailing.com/eng/sustainability/employee/policy.html [FR] About Us > Vision > FAST RETAILING WAY https://www.fastretailing.com/eng/about/frway/ [FR] About Us > Governance > Risk Management https://www.fastretailing.com/eng/about/governance/riskmanagement.html	

		<p>[FR] About Us > Governance > Code of Conduct https://www.fastretailing.com/eng/about/governance/coc.html</p> <p>[AR] P68-73 Enhancing Corporate Governance https://www.fastretailing.com/eng/ir/library/pdf/ar2024_en.pdf</p>	
	2-24 Embedding policy commitments	<p>[FR] About Us > Vision > Respect for Human Rights https://www.fastretailing.com/eng/about/frway/humanrights.html</p> <p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Human Rights and Working Environments in Our Supply Chain https://www.fastretailing.com/eng/sustainability/labor/management.html</p> <p>[FR] Sustainability > Respect the Environment > Environmental Management https://www.fastretailing.com/eng/sustainability/environment/management.html</p> <p>[FR] Sustainability > Strengthen Communities > Community Engagement Policies https://www.fastretailing.com/eng/sustainability/community/policy.html</p> <p>[FR] Sustainability > Support Employee Fulfillment > Employee Engagement Policy https://www.fastretailing.com/eng/sustainability/employee/policy.html</p> <p>[FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corpgovernance.html</p>	
	2-25 Processes to remediate negative impacts	<p>[FR] About Us > Vision > Respect for Human Rights https://www.fastretailing.com/eng/about/frway/humanrights.html</p> <p>[FR] Sustainability > Respect the Environment > Environmental Management https://www.fastretailing.com/eng/sustainability/environment/management.html</p>	
	2-26 Mechanisms for seeking advice and raising concerns	<p>[FR] About Us > Vision > Respect for Human Rights > Governance (Human Rights Committee) https://www.fastretailing.com/eng/about/frway/humanrights.html</p> <p>[FR] About Us > Vision > Respect for Human Rights > Hotline and Remedial Measures https://www.fastretailing.com/eng/about/frway/humanrights.html</p> <p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Grievance Mechanisms https://www.fastretailing.com/eng/sustainability/labor/grievance.html</p> <p>[FR] About Us > Governance > Risk Management https://www.fastretailing.com/eng/about/governance/riskmanagement.html</p> <p>[FR] About Us > Governance > Compliance https://www.fastretailing.com/eng/about/governance/compliance.html</p> <p>[FR] Sustainability > Support Employee Fulfillment > Employee Engagement Policy > Employee Hotline https://www.fastretailing.com/eng/sustainability/employee/policy.html</p>	
	2-27 Compliance with laws and regulations	<p>[FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corpgovernance.html</p>	
	2-28 Membership associations	<p>[FR] Sustainability > Sustainability at Fast Retailing > Stakeholder Engagement https://www.fastretailing.com/eng/sustainability/vision/stakeholders.html</p>	
5. Stakeholder engagement			
GRI 2: General Disclosures 2021			
	2-29 Approach to stakeholder engagement	<p>[FR] Sustainability > Sustainability at Fast Retailing > Stakeholder Engagement https://www.fastretailing.com/eng/sustainability/vision/stakeholders.html</p> <p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Enhancing Traceability and Production Partners List https://www.fastretailing.com/eng/sustainability/labor/list.html</p> <p>[FR] Sustainability > Create New Value Through Products and Services > Pursuing Customer Satisfaction https://www.fastretailing.com/eng/sustainability/products/customers.html</p> <p>[FR] Sustainability > Support Employee Fulfillment > Employee Engagement Policy > Employee Engagement Survey https://www.fastretailing.com/eng/sustainability/employee/policy.html</p> <p>[FR] Sustainability > Support Employee Fulfillment > A Positive Work Environment > Initiatives for Improving Employee Satisfaction https://www.fastretailing.com/eng/sustainability/employee/workplace.html</p> <p>[FR] Sustainability > Strengthen Communities > Community Engagement Policies https://www.fastretailing.com/eng/sustainability/community/policy.html</p> <p>[FR] About Us > Governance > Corporate Governance > Shareholder Engagement https://www.fastretailing.com/eng/about/governance/corpgovernance.html#09</p> <p>[SCR] P65 Major Shareholders https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202408_eng.pdf</p>	
	2-30 Collective bargaining agreements	<p>[SCR] P11 Status of labor unions https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202408_eng.pdf</p>	
GRI 3: Material Topics 2021			
	3-1 Process to determine material topics	<p>[FR] Sustainability > Sustainability at Fast Retailing > Materiality https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html</p>	
	3-2 List of material topics	<p>[FR] Sustainability > Sustainability at Fast Retailing > Materiality https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html</p>	
	3-3 Management of material topics	<p>[FR] Sustainability > Sustainability at Fast Retailing > Materiality https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html</p> <p>[FR] Sustainability > Sustainability at Fast Retailing > Governance and Management Structure https://www.fastretailing.com/eng/sustainability/vision/organization.html</p> <p>[FR] About Us > Vision > Respect for Human Rights > Governance (Human Rights Committee) https://www.fastretailing.com/eng/about/frway/humanrights.html</p> <p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Human Rights and Working Environments in Our Supply Chain https://www.fastretailing.com/eng/sustainability/labor/management.html</p> <p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Preventive Measures and Actions Taken for Addressing Salient Human Rights Issues https://www.fastretailing.com/eng/sustainability/labor/purchasing.html</p> <p>[FR] Sustainability > Respect the Environment > Environmental Management https://www.fastretailing.com/eng/sustainability/environment/management.html</p> <p>[FR] Sustainability > Create New Value Through Products and Services https://www.fastretailing.com/eng/sustainability/products/</p>	

		<p>[FR] Sustainability > Strengthen Communities > Community Engagement Policies https://www.fastretailing.com/eng/sustainability/community/policy.html</p> <p>[FR] Sustainability > Support Employee Fulfillment > Employee Engagement Policy https://www.fastretailing.com/eng/sustainability/employee/policy.html</p> <p>[FR] About Us > Governance > Risk Management https://www.fastretailing.com/eng/about/governance/riskmanagement.html</p> <p>[FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corpgovernance.html</p> <p>[FR] About Us > Governance > Internal Control https://www.fastretailing.com/eng/about/governance/internalcontrol.html</p> <p>[AR] P6-15 MESSAGE FROM OUR CEO https://www.fastretailing.com/eng/ir/library/pdf/ar2024_en.pdf</p>	
Economic			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<p>[FR] Investor Relations > Financial Position & Business Results > Consolidated Business Results https://www.fastretailing.com/eng/ir/financial/past_5yrs.html</p> <p>[SCR] P100-101 Consolidated Financial Statements https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202408_eng.pdf</p>	—
	201-2 Financial implications and other risks and opportunities due to climate change	<p>[FR] Sustainability > Respect the Environment > Environmental Management > Fast Retailing Group TCFD Report 2024 https://www.fastretailing.com/eng/sustainability/environment/pdf/FastRetailingTCFDReport_eng.pdf</p> <p>[SCR] P21-22 Scenario Analysis of Risks and Opportunities Related to Climate Change https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202408_eng.pdf</p> <p>[FR] Sustainability > Respect the Environment > Response to Climate Change https://www.fastretailing.com/eng/sustainability/environment/climatechange.html</p> <p>[FR] Investor Relations > Management Strategy > Risk Factors > Individual Risks > Environmental risks, Large-scale disaster risks https://www.fastretailing.com/eng/ir/direction/risk.html</p>	—
	201-3 Defined benefit plan obligations and other retirement plans	<p>[SCR] P117 Employee benefits https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202408_eng.pdf</p>	—
	201-4 Financial assistance received from government		—
GRI 202: Market Presence 2016	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		—
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	<p>[FR] Sustainability > Strengthen Communities > Community Engagement Policies > Community Investment https://www.fastretailing.com/eng/sustainability/community/policy.html</p>	—
	203-2 Significant indirect economic impacts	<p>[FR] Sustainability > Strengthen Communities > Community Engagement Policies > Community Investment https://www.fastretailing.com/eng/sustainability/community/policy.html</p>	—
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		—
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<p>[FR] About Us > Governance > Compliance > Preventing corrupt practices https://www.fastretailing.com/eng/about/governance/compliance.html</p>	—
	205-2 Communication and training about anti-corruption policies and procedures	<p>[FR] About Us > Governance > Compliance > Preventing corrupt practices https://www.fastretailing.com/eng/about/governance/compliance.html</p> <p>[FR] About Us > Governance > Code of Conduct > FAST RETAILING Group Code of Conduct > Compliance with corrupt practices-related acts https://www.fastretailing.com/eng/about/governance/frcoc.html#003</p>	—
	205-3 Confirmed incidents of corruption and actions taken	<p>[FR] About Us > Governance > Compliance > Preventing corrupt practices https://www.fastretailing.com/eng/about/governance/compliance.html</p>	—
			—
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		—
GRI 207: Tax 2019	207-1 Approach to tax	<p>[FR] About Us > Governance > Tax Policy https://www.fastretailing.com/eng/about/governance/taxpolicy.html</p>	—
	207-2 Tax governance, control, and risk management	<p>[FR] About Us > Governance > Tax Policy https://www.fastretailing.com/eng/about/governance/taxpolicy.html</p>	—
	207-3 Stakeholder engagement and management of concerns related to tax	<p>[FR] About Us > Governance > Tax Policy https://www.fastretailing.com/eng/about/governance/taxpolicy.html</p>	—
	207-4 Country-by-country reporting		—
Environment ※Response to CDP Climate and Water Security has been conducted since 2016, and CDP Forest since 2018.			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<p>[FR] Sustainability > Create New Value Through Products and Services > Responsible Procurement https://www.fastretailing.com/eng/sustainability/products/procurement.html</p>	—
	301-2 Recycled input materials used	<p>[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies > Initiatives on Creating LifeWear https://www.fastretailing.com/eng/sustainability/environment/waste.html</p>	✓
	301-3 Reclaimed products and their packaging materials	<p>[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies > Initiatives on Continuously Utilizing LifeWear https://www.fastretailing.com/eng/sustainability/environment/waste.html</p>	✓

GRI 302: Energy 2016	302-1 Energy consumption within the organization	[FR] Sustainability > Respect the Environment > Improved Energy Efficiency https://www.fastretailing.com/eng/sustainability/environment/energy.html	✓
	302-2 Energy consumption outside of the organization	[FR] Sustainability > Respect the Environment > Improved Energy Efficiency https://www.fastretailing.com/eng/sustainability/environment/energy.html	—
	302-3 Energy intensity		—
	302-4 Reduction of energy consumption	[FR] Sustainability > Respect the Environment > Improved Energy Efficiency https://www.fastretailing.com/eng/sustainability/environment/energy.html	✓
	302-5 Reductions in energy requirements of products and services		—
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	[FR] Sustainability > Respect the Environment > Water Resource Management https://www.fastretailing.com/eng/sustainability/environment/water.html	—
	303-2 Management of water discharge-related impacts	[FR] Sustainability > Respect the Environment > Water Resource Management https://www.fastretailing.com/eng/sustainability/environment/water.html [FR] Sustainability > Respect the Environment > Chemical Management https://www.fastretailing.com/eng/sustainability/environment/chemical.html	—
	303-3 Water withdrawal	[FR] Sustainability > Respect the Environment > Water Resource Management https://www.fastretailing.com/eng/sustainability/environment/water.html	✓
	303-4 Water discharge	[FR] Sustainability > Respect the Environment > Chemical Management https://www.fastretailing.com/eng/sustainability/environment/chemical.html	✓
	303-5 Water consumption	[FR] Sustainability > Respect the Environment > Water Resource Management https://www.fastretailing.com/eng/sustainability/environment/water.html	✓
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	[FR] Sustainability > Respect the Environment > Response to Biodiversity > Policy Responding to Biodiversity https://www.fastretailing.com/eng/sustainability/environment/biodiversity.html	—
	101-2 Management of biodiversity impacts	[FR] Sustainability > Respect the Environment > Response to Biodiversity https://www.fastretailing.com/eng/sustainability/environment/biodiversity.html	—
		[FR] Sustainability > Create New Value Through Products and Services > Responsible Procurement https://www.fastretailing.com/eng/sustainability/products/procurement.html	—
		[FR] Sustainability > Sustainability at Fast Retailing > Stakeholder Engagement https://www.fastretailing.com/eng/sustainability/vision/stakeholders.html	—
		[FR] Sustainability > Strengthen Communities > Environmental Conservation/Protection https://www.fastretailing.com/eng/sustainability/community/community.html	—
	101-3 Access and benefit-sharing		—
	101-4 Identification of biodiversity impacts	[FR] Sustainability > Respect the Environment > Response to Biodiversity > Risk Assessment https://www.fastretailing.com/eng/sustainability/environment/biodiversity.html	—
	101-5 Locations with biodiversity impacts		—
101-6 Direct drivers of biodiversity loss		—	
101-7 Changes to the state of biodiversity		—	
101-8 Ecosystem services		—	
GRI 304: Biodiversity 2016	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 https://www.fastretailing.com/eng/sustainability/environment/biodiversity.html	—
	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 https://www.fastretailing.com/eng/sustainability/products/procurement.html	—
		[FR] Sustainability > Respect the Environment > Response to Biodiversity > Risk Assessment https://www.fastretailing.com/eng/sustainability/environment/biodiversity.html	—
		[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 Materials https://www.fastretailing.com/eng/sustainability/products/pdf/forest_materials_policy_en.pdf	—
304-3 Habitats protected or restored	[FR] Sustainability > Strengthen Communities > Environmental Conservation/Protection https://www.fastretailing.com/eng/sustainability/community/community.html	—	
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		—	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	[FR] Sustainability > Respect the Environment > Response to Climate Change > GHG Emissions https://www.fastretailing.com/eng/sustainability/environment/climatechange.html	✓
	305-2 Energy indirect (Scope 2) GHG emissions	[FR] Sustainability > Respect the Environment > Response to Climate Change > GHG Emissions https://www.fastretailing.com/eng/sustainability/environment/climatechange.html	✓
	305-3 Other indirect (Scope 3) GHG emissions	[FR] Sustainability > Respect the Environment > Response to Climate Change > GHG Emissions https://www.fastretailing.com/eng/sustainability/environment/climatechange.html	✓
	305-4 GHG emissions intensity		—
	305-5 Reduction of GHG emissions	[FR] Sustainability > Respect the Environment > Response to Climate Change > GHG Emissions https://www.fastretailing.com/eng/sustainability/environment/climatechange.html	✓
	305-6 Emissions of ozone-depleting substances (ODS)		—
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		—
GRI 306: Effluents and Waste 2016	306-3 Significant spills		—

GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies https://www.fastretailing.com/eng/sustainability/environment/waste.html	—
	306-2 Management of significant waste-related impacts	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies https://www.fastretailing.com/eng/sustainability/environment/waste.html	—
	306-3 Waste generated	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies> Waste https://www.fastretailing.com/eng/sustainability/environment/waste.html	✓
	306-4 Waste diverted from disposal	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies> Waste https://www.fastretailing.com/eng/sustainability/environment/waste.html	—
	306-5 Waste directed to disposal	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies> Waste https://www.fastretailing.com/eng/sustainability/environment/waste.html	—
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	[FR] Sustainability > Respect the Environment > Environmental Management https://www.fastretailing.com/eng/sustainability/environment/management.html	—
	308-2 Negative environmental impacts in the supply chain and actions taken	[FR] Sustainability > Respect the Environment > Environmental Management https://www.fastretailing.com/eng/sustainability/environment/management.html	—
Social			
GRI 401: Employment 2016	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 https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202408_eng.pdf	—
	401-3 Parental leave	[FR] Sustainability > Support Employee Fulfillment > Respect for Diversity > Initiatives to promote gender equality https://www.fastretailing.com/eng/sustainability/employee/diversity.html	✓
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes		—
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	[FR] Sustainability > Support Employee Fulfillment > A Positive Work Environment https://www.fastretailing.com/eng/sustainability/employee/workplace.html	—
	403-2 Hazard identification, risk assessment, and incident investigation	[FR] Sustainability > Support Employee Fulfillment > A Positive Work Environment https://www.fastretailing.com/eng/sustainability/employee/workplace.html	—
	403-3 Occupational health services	[FR] Sustainability > Support Employee Fulfillment > A Positive Work Environment https://www.fastretailing.com/eng/sustainability/employee/workplace.html	—
	403-4 Worker participation, consultation, and communication on occupational health and safety	[FR] Sustainability > Support Employee Fulfillment > A Positive Work Environment https://www.fastretailing.com/eng/sustainability/employee/workplace.html	—
	403-5 Worker training on occupational health and safety	[FR] Sustainability > Support Employee Fulfillment > A Positive Work Environment https://www.fastretailing.com/eng/sustainability/employee/workplace.html	—
	403-6 Promotion of worker health	[FR] Sustainability > Support Employee Fulfillment > A Positive Work Environment https://www.fastretailing.com/eng/sustainability/employee/workplace.html	—
	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 https://www.fastretailing.com/eng/sustainability/employee/workplace.html	—
	403-8 Workers covered by an occupational health and safety management system	[FR] Sustainability > Support Employee Fulfillment > A Positive Work Environment https://www.fastretailing.com/eng/sustainability/employee/workplace.html	—
	403-9 Work-related injuries	[FR] Sustainability > Support Employee Fulfillment > A Positive Work Environment https://www.fastretailing.com/eng/sustainability/employee/workplace.html	✓
	403-10 Work-related ill health	[FR] Sustainability > Support Employee Fulfillment > A Positive Work Environment https://www.fastretailing.com/eng/sustainability/employee/workplace.html	—
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	[FR] Sustainability > Support Employee Fulfillment > Recruiting and Developing People https://www.fastretailing.com/eng/sustainability/employee/training.html	✓
	404-2 Programs for upgrading employee skills and transition assistance programs	[FR] Sustainability > Support Employee Fulfillment > Recruiting and Developing People https://www.fastretailing.com/eng/sustainability/employee/training.html	—
	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 https://www.fastretailing.com/eng/sustainability/employee/training.html	—
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	[FR] About Us > Company Overview > Directors https://www.fastretailing.com/eng/about/company/profile.html [FR] Sustainability > Support Employee Fulfillment > Respect for Diversity https://www.fastretailing.com/eng/sustainability/employee/diversity.html	✓
	405-2 Ratio of basic salary and remuneration of women to men	[FR] Sustainability > Support Employee Fulfillment > Respect for Diversity https://www.fastretailing.com/eng/sustainability/employee/diversity.html	✓
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		—

GRI 407: Freedom 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	<p>[FR] About Us > Vision > Respect for Human Rights</p> <p>https://www.fastretailing.com/eng/about/frway/humanrights.html</p> <p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Monitoring and Evaluation of Production Partners</p> <p>https://www.fastretailing.com/eng/sustainability/labor/partner.html</p> <p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Code of Conduct for Production Partners</p> <p>https://www.fastretailing.com/eng/sustainability/labor/coc.html</p> <p>[FR] About Us > Governance > Code of Conduct > FAST RETAILING Group Code of Conduct> Code of Conduct Guideline> Respect for human rights</p> <p>https://www.fastretailing.com/eng/about/governance/frcoc.html#002</p>	—
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<p>[FR] About Us > Vision > Respect for Human Rights > Human Rights Due Diligence</p> <p>https://www.fastretailing.com/eng/about/frway/humanrights.html</p> <p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Preventive Measures and Actions Taken for Addressing Salient Human Rights Issues</p> <p>https://www.fastretailing.com/eng/sustainability/labor/purchasing.html</p> <p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Code of Conduct for Production Partners</p> <p>https://www.fastretailing.com/eng/sustainability/labor/coc.html</p> <p>[FR] About Us > Governance > Code of Conduct > FAST RETAILING Group Code of Conduct > Code of Conduct Guideline > Respect for human rights</p> <p>https://www.fastretailing.com/eng/about/governance/frcoc.html#002</p>	—
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>[FR] About Us > Vision > Respect for Human Rights > Human Rights Due Diligence</p> <p>https://www.fastretailing.com/eng/about/frway/humanrights.html</p> <p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Preventive Measures and Actions Taken for Addressing Salient Human Rights Issues</p> <p>https://www.fastretailing.com/eng/sustainability/labor/purchasing.html</p> <p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Code of Conduct for Production Partners</p> <p>https://www.fastretailing.com/eng/sustainability/labor/coc.html</p> <p>[FR] About Us > Governance > Code of Conduct > FAST RETAILING Group Code of Conduct > Code of Conduct Guideline > Respect for human rights</p> <p>https://www.fastretailing.com/eng/about/governance/frcoc.html#002</p>	—
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		—
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		—
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<p>[FR] Sustainability > Strengthen Communities > Community Engagement Policies</p> <p>https://www.fastretailing.com/eng/sustainability/community/policy.html</p> <p>[FR] Sustainability > Strengthen Communities > Community Support</p> <p>https://www.fastretailing.com/eng/sustainability/community/contribution.html</p> <p>[FR] Sustainability > Strengthen Communities > Contributing to Society through Clothing</p> <p>https://www.fastretailing.com/eng/sustainability/community/donating_clothing.html</p> <p>[FR] Sustainability > Strengthen Communities > Supporting Refugees</p> <p>https://www.fastretailing.com/eng/sustainability/community/refugees.html</p>	✓
	413-2 Operations with significant actual and potential negative impacts on local communities		—
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Monitoring and Evaluation of Production Partners</p> <p>https://www.fastretailing.com/eng/sustainability/labor/partner.html</p>	—
	414-2 Negative social impacts in the supply chain and actions taken	<p>[FR] Sustainability > Respect Human Rights in Our Supply Chain > Monitoring and Evaluation of Production Partners</p> <p>https://www.fastretailing.com/eng/sustainability/labor/partner.html</p>	—
GRI 415: Public Policy 2016	415-1 Political contributions	Not applicable case.	—
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	<p>[FR] Sustainability > Create New Value Through Products and Services > Quality and Safety > Quality and Safety Management System</p> <p>https://www.fastretailing.com/eng/sustainability/products/quality_and_safety.html</p>	—
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<p>[FR] Sustainability > Create New Value Through Products and Services > Quality and Safety > Voluntary Product Recalls</p> <p>https://www.fastretailing.com/eng/sustainability/products/quality_and_safety.html</p>	—
GRI 417: Marketing and Labeling 2016	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		—
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		—