

GRI Content Index

Statement of use	Fast Retailing has reported the information cited in this GRI content index for the period 01.09.2024-31.08.2025 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	
		[FR] : Fast Retailing website [AR] : Integrated Report/Annual Report (FY2025) [SCR] : Year-end Report (FY2025) [FB] : Fact Book (FY2025) [SD] : Sustainability Data Book (FY2025)	[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 [AR] P92 Investor Information https://www.fastretailing.com/eng/ir/library/pdf/ar2025_en.pdf	—
	2-2 Entities included in the organization's sustainability reporting	[SCR] P7-10 Our Business, Subsidiaries and Associates https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202508_eng.pdf	—
	2-3 Reporting period, frequency and contact point	Year to August 2024 (September 1, 2024 to August 31, 2025) Annual [AR] P93 Published Date https://www.fastretailing.com/eng/ir/library/pdf/ar2025_en.pdf Inquiry Form https://faq.uniqlo.com/contactus/UQ_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] P28-50 Taking Lifewear Worldwide https://www.fastretailing.com/eng/ir/library/pdf/ar2025_en.pdf [FB] P1-2 Consolidated Accounts https://www.fastretailing.com/jp/ir/library/pdf/factbook202508.pdf [FB] P3 Store Numbers by Operations https://www.fastretailing.com/jp/ir/library/pdf/factbook202508.pdf	—
	2-7 Employees	[FB] P4 Number of Employees at Term End https://www.fastretailing.com/jp/ir/library/pdf/factbook202508.pdf	✓
	2-8 Workers who are not employees		—
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/corpgovernance.html	—
	2-10 Nomination and selection of the highest governance body	[FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corpgovernance.html	—
	2-11 Chair of the highest governance body	[FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corpgovernance.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 [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/corpgovernance.html#07 [FR] About Us > Governance > Risk Management https://www.fastretailing.com/eng/about/governance/riskmanagement.html	—
	2-13 Delegation of responsibility for managing impacts	[FR] About Us > Vision > Respect for Human Rights > Governance (Human Rights Committee) https://www.fastretailing.com/eng/about/frway/humanrights.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 [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 2025 General Meeting of Shareholders https://www.fastretailing.com/eng/ir/stockinfo/pdf/convocationnotice_2025Aug_eng.pdf [SCR] P75 Corporate Governance Report > Independent Officers https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202508_eng.pdf [AR] P92 Investor Information https://www.fastretailing.com/eng/ir/library/pdf/ar2025_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/yearendreport202508_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/yearendreport202508_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/yearendreport202508_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] P8-17 CEO Message https://www.fastretailing.com/eng/ir/library/pdf/ar2025_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 [FR] About Us > Governance > Code of Conduct https://www.fastretailing.com/eng/about/governance/coc.html [AR] P72-77 Enhancing Corporate Governance https://www.fastretailing.com/eng/ir/library/pdf/ar2025_en.pdf	—
	2-24 Embedding policy commitments	[FR] About Us > Vision > Respect for Human Rights https://www.fastretailing.com/eng/about/frway/humanrights.html [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 [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 > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corpgovernance.html	—
	2-25 Processes to remediate negative impacts	[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	—
	2-26 Mechanisms for seeking advice and raising concerns	[FR] About Us > Vision > Respect for Human Rights > Governance (Human Rights Committee) https://www.fastretailing.com/eng/about/frway/humanrights.html [FR] About Us > Vision > Respect for Human Rights > Hotline and Remedial Measures https://www.fastretailing.com/eng/about/frway/humanrights.html [FR] Sustainability > Respect Human Rights in Our Supply Chain > Grievance Mechanisms	—

		https://www.fastretailing.com/eng/sustainability/labor/grievance.html [FR] About Us > Governance > Risk Management https://www.fastretailing.com/eng/about/governance/riskmanagement.html [FR] About Us > Governance > Compliance https://www.fastretailing.com/eng/about/governance/compliance.html [FR] Sustainability > Support Employee Fulfillment > Employee Engagement Policy > Employee Hotline https://www.fastretailing.com/eng/sustainability/employee/policy.html	
	2-27 Compliance with laws and regulations	[FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corpgovernance.html	—
	2-28 Membership associations	[FR] Sustainability > Sustainability at Fast Retailing > Stakeholder Engagement https://www.fastretailing.com/eng/sustainability/vision/stakeholders.html	—
5. Stakeholder engagement			
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	[FR] Sustainability > Sustainability at Fast Retailing > Stakeholder Engagement https://www.fastretailing.com/eng/sustainability/vision/stakeholders.html [FR] Sustainability > Respect Human Rights in Our Supply Chain > Enhancing Traceability and Production Partners List https://www.fastretailing.com/eng/sustainability/labor/list.html [FR] Sustainability > Create New Value Through Products and Services > Pursuing Customer Satisfaction https://www.fastretailing.com/eng/sustainability/products/customers.html [FR] Sustainability > Support Employee Fulfillment > Employee Engagement Policy > Employee Engagement Survey https://www.fastretailing.com/eng/sustainability/employee/policy.html [FR] Sustainability > Support Employee Fulfillment > A Positive Work Environment > Initiatives for Improving Employee Satisfaction https://www.fastretailing.com/eng/sustainability/employee/workplace.html [FR] Sustainability > Strengthen Communities > Community Engagement Policies https://www.fastretailing.com/eng/sustainability/community/policy.html [FR] About Us > Governance > Corporate Governance > Shareholder Engagement https://www.fastretailing.com/eng/about/governance/corpgovernance.html#09 [SCR] P70 Major Shareholders https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202508_eng.pdf	—
	2-30 Collective bargaining agreements	[SCR] P11 Status of labor unions https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202508_eng.pdf	—
GRI 3: Material Topics 2021	3-1 Process to determine material topics	[FR] Sustainability > Sustainability at Fast Retailing > Materiality https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html	—
	3-2 List of material topics	[FR] Sustainability > Sustainability at Fast Retailing > Materiality https://www.fastretailing.com/eng/sustainability/vision/priority-areas.html	—
	3-3 Management of material topics	[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 > Vision > Respect for Human Rights > Governance (Human Rights Committee) https://www.fastretailing.com/eng/about/frway/humanrights.html [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 [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 [FR] Sustainability > Respect the Environment > Environmental Management https://www.fastretailing.com/eng/sustainability/environment/management.html [FR] Sustainability > Create New Value Through Products and Services https://www.fastretailing.com/eng/sustainability/products/ [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 > Governance > Risk Management https://www.fastretailing.com/eng/about/governance/riskmanagement.html [FR] About Us > Governance > Corporate Governance https://www.fastretailing.com/eng/about/governance/corpgovernance.html [FR] About Us > Governance > Internal Control https://www.fastretailing.com/eng/about/governance/internalcontrol.html [AR] P8-17 CEO Message https://www.fastretailing.com/eng/ir/library/pdf/ar2025_en.pdf	—
Economic			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	[FR] Investor Relations > Financial Position & Business Results > Consolidated Business Results https://www.fastretailing.com/eng/ir/financial/past_5yrs.html [SCR] P108-109 Consolidated Financial Statements https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202508_eng.pdf	—
	201-2 Financial implications and other risks and opportunities due to climate	[FR] Sustainability > Respect the Environment > Environmental Management > Fast Retailing Group TCFD Report 2025 https://www.fastretailing.com/eng/sustainability/environment/pdf/FastRetailingTCFDReport_eng.pdf [SCR] P25-26 Scenario Analysis of Risks and Opportunities Related to Climate Change https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202508_eng.pdf [FR] Sustainability > Respect the Environment > Response to Climate Change https://www.fastretailing.com/eng/sustainability/environment/climatechange.html [FR] Investor Relations > Management Strategy > Risk Factors > Individual Risks > Environmental risks, Large-scale disaster risks https://www.fastretailing.com/eng/ir/direction/risk.html	—
	201-3 Defined benefit plan obligations and other retirement plans	[SCR] P125 Employee benefits https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202508_eng.pdf	—
	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	[FR] Sustainability > Strengthen Communities > Community Engagement Policies > Community Investment https://www.fastretailing.com/eng/sustainability/community/policy.html	—
	203-2 Significant indirect economic impacts	[FR] Sustainability > Strengthen Communities > Community Engagement Policies > Community Investment https://www.fastretailing.com/eng/sustainability/community/policy.html	—
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	[FR] About Us > Governance > Compliance > Preventing corrupt practices https://www.fastretailing.com/eng/about/governance/compliance.html	—
	205-2 Communication and training about anti-corruption policies and procedures	[FR] About Us > Governance > Compliance > Preventing corrupt practices https://www.fastretailing.com/eng/about/governance/compliance.html	—
		[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	
	205-3 Confirmed incidents of corruption and actions taken	[FR] About Us > Governance > Compliance > Preventing corrupt practices https://www.fastretailing.com/eng/about/governance/compliance.html	—
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	[FR] About Us > Governance > Tax Policy https://www.fastretailing.com/eng/about/governance/taxpolicy.html	—
	207-2 Tax governance, control, and risk management	[FR] About Us > Governance > Tax Policy https://www.fastretailing.com/eng/about/governance/taxpolicy.html	—
	207-3 Stakeholder engagement and management of concerns related to tax	[FR] About Us > Governance > Tax Policy https://www.fastretailing.com/eng/about/governance/taxpolicy.html	—
	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	[FR] Sustainability > Create New Value Through Products and Services > Responsible Procurement https://www.fastretailing.com/eng/sustainability/products/procurement.html	—
	301-2 Recycled input materials used	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies > Initiatives on Creating LifeWear https://www.fastretailing.com/eng/sustainability/environment/waste.html	✓
	301-3 Reclaimed products and their packaging materials	[FR] Sustainability > Respect the Environment > Improved Waste Management and Resource Efficiencies > Initiatives on Continuously Utilizing LifeWear-Towards a circular economy https://www.fastretailing.com/eng/sustainability/environment/waste.html	✓
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	✓
GRI 101: Biodiversity 2024	303-5 Water consumption	[FR] Sustainability > Respect the Environment > Water Resource Management https://www.fastretailing.com/eng/sustainability/environment/water.html	✓
	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		—
GRI 304: Biodiversity 2016	101-7 Changes to the state of biodiversity		—
	101-8 Ecosystem services		—
	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	[SCR] P125 Employee benefits https://www.fastretailing.com/eng/ir/library/pdf/yearendreport202508_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	[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	[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	[FR] About Us > Vision > Respect for Human Rights https://www.fastretailing.com/eng/about/frway/humanrights.html [FR] Sustainability > Respect Human Rights in Our Supply Chain > Monitoring and Evaluation of Production Partners https://www.fastretailing.com/eng/sustainability/labor/partner.html [FR] Sustainability > Respect Human Rights in Our Supply Chain > Code of Conduct for Production Partners https://www.fastretailing.com/eng/sustainability/labor/coc.html	—

		[FR] About Us > Governance > Code of Conduct > FAST RETAILING Group Code of Conduct> Code of Conduct Guideline > Respect for human rights https://www.fastretailing.com/eng/about/governance/frcoc.html#002	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	[FR] About Us > Vision > Respect for Human Rights > Human Rights Due Diligence https://www.fastretailing.com/eng/about/frway/humanrights.html [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 [FR] Sustainability > Respect Human Rights in Our Supply Chain > Code of Conduct for Production Partners https://www.fastretailing.com/eng/sustainability/labor/coc.html [FR] About Us > Governance > Code of Conduct > FAST RETAILING Group Code of Conduct > Code of Conduct Guideline > Respect for human rights https://www.fastretailing.com/eng/about/governance/frcoc.html#002	—
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	[FR] About Us > Vision > Respect for Human Rights > Human Rights Due Diligence https://www.fastretailing.com/eng/about/frway/humanrights.html [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 [FR] Sustainability > Respect Human Rights in Our Supply Chain > Code of Conduct for Production Partners https://www.fastretailing.com/eng/sustainability/labor/coc.html [FR] About Us > Governance > Code of Conduct > FAST RETAILING Group Code of Conduct > Code of Conduct Guideline > Respect for human rights https://www.fastretailing.com/eng/about/governance/frcoc.html#002	—
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	[FR] Sustainability > Strengthen Communities > Community Engagement Policies https://www.fastretailing.com/eng/sustainability/community/policy.html [FR] Sustainability > Strengthen Communities > Community Support https://www.fastretailing.com/eng/sustainability/community/contribution.html [FR] Sustainability > Strengthen Communities > Contributing to Society through Clothing https://www.fastretailing.com/eng/sustainability/community/donating_clothing.html [FR] Sustainability > Strengthen Communities > Supporting Refugees https://www.fastretailing.com/eng/sustainability/community/refugees.html	✓
	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	[FR] Sustainability > Respect Human Rights in Our Supply Chain > Monitoring and Evaluation of Production Partners https://www.fastretailing.com/eng/sustainability/labor/partner.html	—
	414-2 Negative social impacts in the supply chain and actions taken	[FR] Sustainability > Respect Human Rights in Our Supply Chain > Monitoring and Evaluation of Production Partners https://www.fastretailing.com/eng/sustainability/labor/partner.html	—
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	[FR] Sustainability > Create New Value Through Products and Services > Quality and Safety > Quality and Safety Management System https://www.fastretailing.com/eng/sustainability/products/quality_and_safety.html	—
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	[FR] Sustainability > Create New Value Through Products and Services > Quality and Safety > Voluntary Product Recalls https://www.fastretailing.com/eng/sustainability/products/quality_and_safety.html	—
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	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. 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.	—
	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		—