

Fast Retailing Group

Modern Slavery Statement 2024

INTRODUCTION

As a company that spans the globe, the mission of Fast Retailing is to create truly great clothing with new and unique value, and to enable people all over the world to experience the joy, happiness, and satisfaction of wearing such great clothes. The concept of truly great clothing includes conducting ourselves in good faith, respecting human rights, and respecting the environment across all business activities.

This is a joint statement made on behalf of Fast Retailing Group and all companies in the Fast Retailing Group (collectively, referred to as 'Fast Retailing', 'we' or 'our' throughout this statement) pursuant to the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 (Cth), the California Transparency in Supply Chains Act, and the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023, c.9) .

Fast Retailing Co., Ltd is a Japanese retail holding company with global headquarters in Tokyo and is listed on the Tokyo Stock Exchange and the Hong Kong Stock Exchange. All the information covered in this report applies to the following entities:

- UNIQLO EUROPE LTD has its headquarters in London and a wholly owned subsidiary of Fast Retailing Co., Ltd.
- UNIQLO Australia Pty Ltd has its headquarters in Melbourne and is a wholly owned subsidiary of Fast Retailing Singapore, itself a wholly owned subsidiary of Fast Retailing Co., Ltd.
- UNIQLO USA LLC, GU USA LLC, Theory LLC, and Helmut Lang New York LLC¹ are all headquartered in New York and wholly owned subsidiaries of Fast Retailing USA, Inc., itself a wholly owned subsidiary of Fast Retailing Co., Ltd.
- UNIQLO Canada Inc., has its headquarters in Toronto, and is a subsidiary of Fast Retailing Canada Inc., itself a wholly owned subsidiary of Fast Retailing Co., Ltd.

In preparing this report, relevant stakeholders of each entity on whose behalf this report is being made were consulted. Stakeholders were notified that this report was being prepared and they were provided with an opportunity to respond. The actions referred to in this report were taken accordingly.

This joint statement sets out the steps Fast Retailing has taken during the fiscal year 1st September 2023 to 31st August 2024 (FY2024) to identify and address the risks related to modern slavery, including forced labour and child labour within our supply chain and our operations.

¹ Theory LLC and Helmut Lang New York LLC are also active in Canada and wholly owned subsidiaries of Fast Retailing USA, Inc.

DEFINITION OF MODERN SLAVERY

Modern slavery is an umbrella term which encompasses forced and compulsory labour, child labour, servitude, human trafficking and other situations that involves the abuse of vulnerability, particularly of women and children, deception or coercion².

KEY ACTIVITIES

Significant developments in FY2024 include Fast Retailing implementing the following initiatives:

- Deepened our awareness raising and capacity building on our standards on forced labour and responsible recruitment of foreign migrant workers, including training for suppliers and extending our stakeholder engagement and agency due diligence between the Nepal-Malaysia migration corridor.
- Facilitated the recruitment fee repayment and communication for foreign migrant workers in Japan.
- Traced and disclosed key auxiliary material suppliers that manufacture trims and accessories featuring brand logos and started to implement pre-production audits for all new auxiliary material factories.
- Expanded the scope of human rights due diligence to our value chain partners in logistics, construction, and store materials through pilot risk assessments to better understand and compare risks across our value chain.
- Developed and implemented issue specific policies and standard operating procedures to support our efforts to prevent forced labour and child labour risks in our supply chains including for example updating subcontracting policy and responsible exiting procedures.
- Expanded the scope of our internal training to include more departments and provided specific training on modern slavery risks and prevention to key internal teams to raise awareness.

ORGANISATIONAL STRUCTURE AND OPERATIONS

Fast Retailing is a global apparel retail group and in addition to its primary casual wear brand UNIQLO, it is also the parent company of a suite of apparel brands, including GU, THEORY, HELMUT LANG, COMPTOIR DES COTONNIERS, PRINCESSE TAM-TAM, PLST, and J BRAND.

Our global business overview as of 31st August 2024

- 3,595 stores globally in 25 countries including in the UK, Australia, Canada, and the United States
- 112,599 employees globally³.
- 715 production partners (Tier 1 garment and processing factories, Tier 2 core fabric mills and auxiliary material factories).
- Production team staff based in Japan, Bangladesh, China, India, Indonesia, and Vietnam.

² [UK Modern Slavery Act](#) & [Australia Modern Slavery Act](#) & [Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act](#)

³ UNIQLO Australia Pty Ltd has 2,249 employees and UNIQLO Canada Inc., has 1,811 employees as of August 2024. UNIQLO Australia Pty Ltd and UNIQLO Canada Inc., is a retailer of UNIQLO branded men's, women's and children's fashion apparel, footwear, small gift items and related accessories. They are not engaged in manufacturing.

THE FAST RETAILING BUSINESS AND SUPPLY CHAIN

Fast Retailing supply chains: Production

We engage with all levels of our supply chain, which includes direct and indirect suppliers such as a garment factory, a fabric mill, or raw materials supplier, or a combination of those suppliers (in each case, a 'Production Partner'). Our Production Partners are the ultimate manufacturers of the final products sold by our entities covered by this report. These products include apparel, footwear, and accessories.

As of 31st August 2024, we worked with 500 Tier 1 production partners that manufactured our products (including garment and processing factories with direct and indirect business relationships) and with whom we expect to continue business relationships, 155 Tier 2 core fabric mill partners, and 60 core auxiliary material production partners producing trims and accessories which include FR brands' logo properties. Most of our Tier 1 and Tier 2 partners are in Bangladesh, Cambodia, China, India, Indonesia, Italy, Japan, Malaysia, Thailand, and Vietnam.

We have published a [list of Production Partners](#) on our website to increase transparency since 2017. As of 2024, this includes all Tier 1 garment factories⁴ with whom we expect to continue business relationships as well their processing subcontractors and Tier 2 core fabric mills⁵. In March 2024, we added a list to show auxiliary material factories and disclosed further information⁶ about factories. These lists are updated every six months.

Fast Retailing operations: Goods and services

Fast Retailing procures a range of other goods and services from international suppliers (not engaged in manufacturing). This includes information and communication technology services and products, marketing and media services, various professional services (including facilities and property management, financial, insurance and legal), logistics (including warehouse and transportation), storage, construction, and security.

Fast Retailing operations: Retail sale of our products

Our store operation staff are primarily engaged in retail sales or administrative tasks. Store operations are governed by our internal policies and procedures as well as local legislations of countries we operate in.

⁴ Garment factories represent factories where finished products are manufactured and include both factories with direct and indirect business relationships.

⁵ Core fabric mills that have been continuously producing materials for our products.

⁶ Auxiliary material factories produce trims and accessories that are sewed into the garment (labels, care label, etc.). As of March 2024, the list includes factories which are producing trims and accessories which include Fast Retailing brands' logo properties. Additional information includes ratios of female workers and of migrant workers, parent company names etc.

ACTIONS TAKEN BY FAST RETAILING TO ASSESS AND ADDRESS RISKS OF MODERN SLAVERY AND THE EFFECTIVENESS OF SUCH ACTIONS

OUR POLICIES AND COMMITMENTS

Fast Retailing is committed to respecting human rights throughout the entire supply chain, down to raw materials level, in accordance with international guidelines. Our policies and commitments guide our approach to safeguarding human rights and mitigate the risks of modern slavery across our value chain.

We have zero-tolerance standards in place for serious human rights violations, including modern slavery, forced labour and child labour. Our production partners are required to remedy such issues immediately if identified. Further information about our zero tolerance issues can be found [here](#).

Human Rights Policy

Our [Group Human Rights Policy](#) defines our commitment to respect and safeguard internationally recognised human rights including with regards to forced labour and child labour as stated in the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization's (ILO) Declaration of Fundamental Principles and Rights at Work. This policy is applicable to all employees of Fast Retailing, and all workers in Fast Retailing's supply chain.

Code of Conduct for Production Partners

A key initiative to address modern slavery in our supply chains is [Fast Retailing's Code of Conduct for Production Partners \(CoC\)](#). The CoC is based on the core labour standards of the ILO and sets minimum standards for our partners on prohibiting child labour and forced labour and ensuring health and safe working conditions. Our Tier 1 garment and processing factories, Tier 2 core fabric mills, strategic Tier 3 spinning mills, and auxiliary material suppliers that produce trims and accessories which include FR brands' logo properties are required to sign and implement our CoC. Our production partner signatories are also required to cascade our CoC upstream to their own partners involved in the process within our supply chain.

Responsible Purchasing Policy

We recognise that our purchasing practices have an impact on production partners' ability to meet both business and order requirements, and expectations on social and human rights. The Fast Retailing [Responsible Purchasing Policy](#) stipulates matters that must be taken into consideration when production departments or other purchasing-related departments place orders to any production partners.

Appropriate purchasing procedures are outlined to include the following examples:

- When placing an order, it is important to develop a purchase order plan based on the production equipment and capacity of the factory. Quantity and delivery dates are required to be clearly agreed in advance, with no changes to be made without the consent of the production partner.
- There must be no abuse of the dominant bargaining position in negotiations on prices and payment terms.
- When terminating a production partner, it is required to set an appropriate exit time considering the financial impact and employment situation at the factory, and to monitor and confirm there are no potential worker or human rights violations that might occur as a result of the termination.

Business Partner Operational Guidelines

The [Fast Retailing's Business Partner Operational Guidelines](#) further sets out our commitment to ethical business standards and we endeavour to enter into contracts with business partners (exempt from CoC for production partners) who adhere to these Guidelines.

Code of Conduct for Employees

[Our Code of Conduct for Employees](#) sets out our basic rules that all company employees should observe and serves as a set of behavioural standards that aligns with our Human Rights Policy. Employees who fail to comply with the Code of Conduct may be subject to disciplinary action.

Standards and Guidelines on Responsible Recruitment of Foreign Migrant Workers for Production Partners

Our [Standards and Guidelines on Responsible Recruitment of Foreign Migrant Workers for Production Partners](#) ('Standards and Guidelines'), last revised in FY2023, with expert review from the International Organisation for Migration (IOM) further details our expectations of our production partners in relation to the recruitment and employment of foreign and migrant workers. The minimum mandatory standards our production partners shall commit to include:

- No workers pay for their job.
- Workers receive a timely refund of fees and costs paid to obtain or maintain their job.
- Workers retain control of their identity, travel or any other documents, and have full freedom of movement.
- All workers are informed, in a language they understand, of the basic terms of their employment before leaving their country of origin.

AAFA/FLA Commitment to Responsible Recruitment for Production Partners

Fast Retailing is also a signatory to the American Apparel Footwear Association (AAFA)/Fair Labour Association (FLA) Commitment to Responsible Recruitment and utilises the intelligence, collaboration, resources, and tools from the two organisations in our risk assessments, and our work to eliminate forced labour and human trafficking in our supply chains.

HUMAN RIGHTS DUE DILIGENCE

Due diligence in supply chains

Fast Retailing recognises workers involved in our production supply chain in certain regions are at greater risk of modern slavery, including forced labour and child labour.

We conduct regular monitoring and human rights risk assessments across our key production countries. Our human rights due diligence is based on the [OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#).

Our Supply Chain Sustainability team is based in all key sourcing regions and is responsible for verifying compliance with the CoC standards among our production partners. The team's visibility and expertise significantly enhance our understanding of potential and actual risks in our supply chains. They also provide support and guidance on remediation activities and implement capacity building programs.

In FY2024, we began to review our due diligence approach to enhance our risk identification models and assessment tools and enable better data capture and root cause analysis to improve working conditions across our supply chains. This has included updating our proprietary audit methodology to include further assessment questions relating to forced labour, management systems and grievance mechanisms aligned with industry standards.

Due diligence of new production partners

All new potential Tier 1 production partners and their processing factories undergo our pre-production social compliance audit conducted by third-party auditing partners, which covers topics related to forced labour and child labour risks. We communicate our CoC standards to potential new suppliers and only start doing business with them after they successfully meet the requirements of our CoC.

Monitoring existing production partners

All production partners in Tier 1 garment and sewing factories, Tier 2 core fabric mills (including subcontractors), auxiliary material factories which produce trims and accessories that include Fast Retailing brands' logo properties, and Tier 3 strategic spinning mills, are monitored against our CoC.

Our production partners are audited (either announced or unannounced) every 12 months at a minimum. When production partners are regarded as low risk based on past audit and assessment records, cases received from the Fast Retailing hotline and how these grievance cases were resolved, and our own team's transparency checks, they may receive audits every 24 months instead. Selected production partners are also assessed by the FLA as a part of its accreditation process and some of our suppliers conduct verified assessments using the Social & Labour Convergence Program (SLCP) FSLM tool.

All audits and assessments are completed on-site, and include a facility tour and visual inspections, documentation reviews, and interviews with management and workers. If the production partner provides accommodation to workers, an inspection of dormitories will be conducted.

In cases where we suspect production partners or workers are not transparent during the assessment process, we may conduct off-site interviews or follow up with additional unannounced visits for transparency checks.

In FY2024, a total of 475 audits (excluding pre-production audits) were carried out at Tier 1 garment and sewing factories and Tier 2 fabric mills. This includes 224 numbers of SLCP assessments completed in China, Bangladesh, Vietnam, India, Turkey and other regions, following the SLCP methodology. The FLA in addition assessed 4 of our Tier 1 production partners.

Country and sector risk monitoring

We monitor salient country and sector risks across our supply chain to inform our approach. We define the concept of salience as risk to the most vulnerable people, not to the business, in line with [UN Guiding Principles on Business and Human Rights \(UNGPR\)](#). We review information provided in social compliance audits, academic studies, reports from civil society, media reports, industry associations, and private consulting firms etc., to determine priorities and allocation of resources.

During FY2024, with respect to forced labour risks, we identified the following potential risk areas in our supply chain:

- Unethical employment of foreign migrant workers, women, young workers, and workers of low socio-economic status etc., that are more prone to abuse and exploitation.
- Unethical recruitment practices.
- Health and safety violations.
- Long working hours and involuntary overtime.
- Insufficient management of wages and benefits.

Ongoing risk assessments

In addition to our audits as well as country and sector risk monitoring, we monitor and assess risks in our supply chains through other activities.

Foreign migrant worker assessments: Since 2022, we set up an internal working group on responsible recruitment to drive better identification, prevention and remediation of forced labour and recruitment risks, with a focus in specific sourcing locations, including Japan, Malaysia, and Thailand. In FY2024, we assessed an additional four production partners which hire foreign migrant workers.

Industry engagements: We understand that issues in the global apparel industry cannot be addressed by any single company, and to this end, we are committed to forming partnerships and engaging in activities with a variety of stakeholder groups. Through our membership and engagement activities, we collaborate with a variety of stakeholder partners to identify, prevent, and remediate risks, including forced labour and child labour. In addition to engagement with FLA and AAFA, we collaborate with Better Work to conduct special-purpose assessments, provide training and guidance for improvement among member factories. We also collaborate with other global brands, governments, labour unions, and other stakeholders etc., to strengthen the stability and competitiveness for the apparel and footwear industries, while upholding the rights of factory workers and improving labour conditions.

Traceability

Fast Retailing pursues traceability across our supply chain with the goal of increasing transparency of our supply chain and enabling better management of working conditions. We have improved traceability by beginning to implement an end-to-end management system of our supply chain, which enables us to apply quality, procurement, production, environment, and worker-rights standards across all stages of production from sewing stage back to raw material procurement. This includes specifying the origin of raw materials and fabrics in the planning stage. As of August 2024, we identified spinning process suppliers with potential to build trusted, long-term relationships for UNIQLO cotton products. We are also working to establish a system to ensure traceability throughout our cashmere supply chain. Our ambition is to continue to accelerate and progress traceability in our full supply chain.

Due diligence for operations: goods and services

Fast Retailing understands goods and services suppliers present varying levels of modern slavery risks. As the majority of our business partners are service providers, they are governed by a framework of local legislations in countries of operation. Generally, before starting a commercial relationship, our suppliers are required to comply with Fast Retailing's Business Partner Operational Guidelines. We recognise however the logistics and construction industry are most at risk of forced labour. In FY2024, we initiated due diligence pilot assessments at selected new store construction sites including in the UK

and at warehouse facilities as part of our efforts to identify human rights issues, including forced labour, in our operations. Based on the learnings from the pilot assessments, we began to revise our approach to a more risk-based methodology. We will continue our efforts and extend due diligence to our value chain and follow up on improvement actions.

RISK PREVENTION AND REMEDIATION

Corrective actions and continuous improvement

If human rights violations are identified, our production partners are required to develop corrective action plans (CAPs) and to remedy the issues promptly and effectively. We understand that it is not sufficient to solely focus on closing the issues on a CAP, but it is more important to analyse the root causes, with the intention to address it sustainably. Our Supply Chain Sustainability team reviews CAPs and engages with our production partners on steps for continuous improvement and effective solutions and verifies progress and implementation through document review or onsite assessments.

During FY2024, we focused on remediating and mitigating risks of forced labour identified in FY2023 in our supply chains. We have not identified any loss of income to vulnerable families resulting from these measures taken to eliminate the use of forced labour in our activities and supply chains.

Responsible recruitment of foreign migrant workers

In FY2024, we organised capacity building workshops in Malaysia and Thailand (Tiers 1-3) to train our production partners on Fast Retailing's Standards and Guidelines on responsible recruitment. To deepen our knowledge and due diligence of the migration corridor between Nepal and Malaysia, members of the Supply Chain Sustainability team, together with one of Fast Retailing's production partner and local civil society members (Issara Institute and SAFE Nepal), travelled to Nepal to carry out awareness raising campaigns on ethical recruitment, with an aim to minimise any potential risks at the beginning of the recruitment process. We also participated in two agency due diligence assessments to understand the whole recruitment process from village level to pre-departure in Kathmandu.

For Japan, we facilitated recruitment fee repayment with four of our production partners. 29 foreign migrant workers received over USD 55,000 in total as part of the remediation process. In the new foreign migrant worker assessments conducted, we are working closely with our partners to take immediate remediation action including ensuring migrant workers were reimbursed all fees relating to recruitment and employment, as well as raising awareness and knowledge among workers and management on responsible recruitment and employment.

Vulnerable interstate female migrants in India

We worked closely with relevant production partners in FY2024 in India across different tiers to ensure remediation of issues identified in our human rights risk assessments in FY2023 relating to harassment, discrimination, excessive working hours, restriction of movement and lack of access to remedy.

Remediation activities included updating policies and building capacity of workers and management through training delivered by external third parties on prevention, prohibition, and redressal of gender-based violence and harassment. We are continuing to closely monitor the remediation progress and support our partners where necessary.

Grievance mechanisms

As part of our efforts to identify and address human rights risks, including forced labour and child labour, we established channels to allow Fast Retailing employees and customers, and employees at Tier 1 garment and core Tier 2 fabric mill partner facilities to raise issues directly with Fast Retailing.

The Fast Retailing hotline is available in local languages in the countries we operate in, and our production partners are expected to provide training for their employees and post the Fast Retailing hotline poster in a prominent workplace location. Our production partners are also expected to establish their own effective grievance mechanisms to address employees' grievances as part of responsible business management following the FLA's standards.

During third-party audits or site visits by our sustainability department, workers may also be provided with the Fast Retailing hotline cards and informed that they can contact Fast Retailing directly without fear of reprisal.

Members of the sustainability department assess and investigate all grievances reported. If the grievance is substantiated, the case will be expedited, and our sustainability teams will work with the involved parties on remedy and preventive measures. Grievances and response actions are reported to the Human Rights Committee at least once a year, and the Human Rights Committee gives suggestions on the improvements for our hotline operational process. Any risk areas and emerging trends are analysed on an annual basis, and learnings and insights incorporated into our overall risk analysis.

More information about Fast Retailing's grievance mechanisms can be found [here](#).

Training and Capacity Building

We build knowledge and capacity of our production partners through regular training on human rights risks and our standards. All new Tier 1 garment and processing partners, Tier 2 core fabric mills and key auxiliary material suppliers that manufacture items featuring brand logos go through our onboarding process which involves training on our human rights due diligence process, our CoC expectations, our audit management platform, and expectations for continuous improvement and remediation. We also provide existing production partners with annual training on any updates related to our due diligence approach, audit methodology, CoC expectations etc. During FY2024, a total of 444 Tier 1 production partners across 18 different countries were trained.

Internally, members of the cross-country responsible recruitment working group attend webinars and industry conferences related to forced labour and recruitment risks to ensure we are fully updated on latest trends, knowledge, and best practice.

In FY2024, internal teams in the UK, EU, US, and Canada, in marketing, PR, legal, store operations, sustainability, management functions, etc., participated in annual online training to increase understanding of business and human rights risks in supply chains. In addition, key internal EU logistics teams were trained on how to identify, prevent, and mitigate the risk of modern slavery in specific locations in warehouse operations.

Responsible purchasing practices

In FY2024, we continued to participate in the Responsible Purchasing Practices Learning and Implementation Community (RPP LIC), a two-year multi stakeholder initiative supporting companies in

improving purchasing practices. We supported Better Work in a case study to demonstrate good practices on responsible purchasing, including integration of policies and decision-making, training, and collaborative production planning. We continued to align our purchasing practices with the [Common Framework for Responsible Purchasing Practices](#) and drive internal changes and implementation.

GOVERNANCE

Human Rights Committee

Chaired by an external professional, the [Human Rights Committee](#) (HRC) assesses and advises on the execution of human rights due diligence and is responsible for ensuring human rights are upheld according to the [Fast Retailing Group Human Rights Policy](#). As part of its counselling and supervisory responsibilities, the HRC provides various educational activities, advises business administration functions to ensure all business is conducted appropriately, and investigates human rights violations and implements remedial measures.

In FY2024, the following actions were taken and deliberated by the HRC:

- Evaluated the results of employee surveys in our own operations and advised on counter measures.
- Evaluated third-party audit results and advised on improving the due diligence program for our production partners.
- Evaluated the grievance cases received through the Fast-Retailing hotline and discussed the measures to improve the system further.
- Advised on the framework to conduct human rights due diligence for partners producing materials used in store.

Business Ethics Committee

When zero-tolerance issues, including forced labour or child labour, are identified, or a serious human rights risk is identified as a case of repeated non-compliance, or a production partner lacks the commitment to implement changes and remediation, the matter is escalated to the [Business Ethics Committee](#) (BEC). The committee discusses the issue to determine the share of responsibility, the need to review or modify the business relationship with production partners, which may include immediate cancellation of orders and/or termination of business. The BEC is chaired by the Head of Sustainability Department, alongside external statutory auditors, executive officers, and other committee members including external Audit and Supervisory Board members. The BEC provides advice and counsel to departments based on external field inspections and partner company surveys and also ensures that Fast Retailing does not use an advantageous position to exert undue pressure on business counterparts such as production partners and suppliers.

Assessing Effectiveness

We are committed to evaluating the effectiveness of our human rights due diligence approach to prevent and mitigate the risk of forced labour and child labour in our supply chain with the support and oversight of the HRC and BEC. Our efforts to continuous improvements include the updates we started to make to our due diligence programme to enhance our risk identification approach.

We also continue to evaluate the effectiveness of our monitoring program through analysing the results of annual audits and country and region-specific risks. Based on our analysis we set goals on key focus

areas to reduce issues. We also analyse findings from the Fast Retailing hotline for production partner employees in between assessments. The learnings can help us improve our partners' own grievance mechanisms and support them in remediating issues.

Through our membership and engagement with stakeholder organisations like the FLA and Better Work we proactively seek input of our program. We review and apply the learnings to improve our overall approach.

We also conduct regular surveys and discussions with our production partners to ensure compliance with the purchasing policy and to implement improvements continuously.

For general information about our FY2024 workplace monitoring results and changes, please go to [Workplace Monitoring Results](#).

LOOKING FORWARD

During fiscal year 2024-2025 (FY2025), we will continue our efforts to identify, prevent and remediate any modern slavery, forced labour and child labour risks in our supply chains. In addition, we intend to focus on:

- Ensuring the effective implementation of our new human rights due diligence approach within the supply chain working closely with our production partners.
- Improving the quality and capabilities of third-party auditors to effectively identify risks related to forced labour and child labour.
- Improving the effectiveness of our Fast Retailing hotline mechanism.
- Implementing a systematic approach to enhance our internal team's capabilities and knowledge on modern slavery, including participation in training.
- Supporting our production partners in high-risk countries to strengthen their knowledge on forced labour and responsible recruitment of foreign migrant workers through training.
- Expanding engagement with industry stakeholders to understand and tackle modern slavery risks in countries with heightened risk.
- Continuing to enhance our traceability efforts across Group brands.

APPROVALS

JAPAN: This Statement is made by Fast Retailing Co., Ltd pursuant to the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 (Cth), the California Transparency in Supply Chains Act, and the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023., c.9) and was approved by the Board of Directors of Fast Retailing Co., Ltd. on 09 January 2025, and signed on its behalf by:

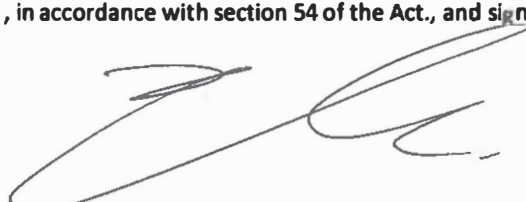


Tadashi Yanai

Chairman, President and CEO, Fast Retailing Co., Ltd.

Date: *February 5, 2025*

UNITED KINGDOM: This Statement is made by UNIQLO EUROPE LTD (the reporting entity) pursuant to the UK Modern Slavery Act 2015 and was approved by the Board of UNIQLO EUROPE LTD on *9 Jan 2025*, in accordance with section 54 of the Act., and signed on its behalf by:

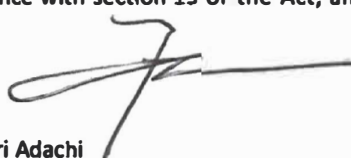


Taku Morikawa

Group Senior Executive Officer, UNIQLO EUROPE LTD

Date: *17 February 2025*

AUSTRALIA: The Statement is made by UNIQLO Australia Pty Ltd (the reporting entity) pursuant to the Modern Slavery Act 2018 (Cth) (Act). UNIQLO Australia Pty Ltd does not own or control other entities. This Statement was approved by the Board of UNIQLO Australia Pty Ltd on 11 Feb 2025, in accordance with section 13 of the Act, and signed on its behalf by:




Fuminori Adachi

Director and Chief Executive Officer, Uniqlo Australia Pty Ltd

Date: *18.02.2025.*



UNITED STATES OF AMERICA: This Statement is made by UNIQLO USA LLC, Theory LLC, GU USA LLC, and Helmut Lang New York LLC (the reporting entities) pursuant to the California Transparency in Supply Chains Act and signed on its behalf by:


Yoram Arieven (Feb 17, 2025 09:12 EST)

Yoram Arieven

Chief Financial Officer and Chief Operating Officer, Fast Retailing USA, Inc

Date:

CANADA: In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act) and in particular section 11 thereof, I in the capacity of Group Executive Officer, attest that I have reviewed the information contained in the report on behalf of the governing body of the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.


Alex Goldelman (Feb 17, 2025 09:27 EST)

I have the authority to bind UNIQLO Canada Inc.

Alex Goldelman

Group Executive Officer, Fast Retailing USA, Inc. and Fast Retailing Canada, Inc.

Date:

MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE

Principal Governing Body Approval

This modern slavery statement was approved by the *principal governing body* of

UNIQLO Australia Pty Ltd (ACN 161 922 103)

as defined by the *Modern Slavery Act 2018* (Cth)¹ (“the Act”) on

11 February 2025

Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of

UNIQLO Australia Pty Ltd

as defined by the Act²:



FUMINORI ADACHI

Director and Chief Executive Officer

Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	12
b) Describe the reporting entity's structure, operations and supply chains.	1-3
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	3, 5-8
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	3-10
e) Describe how the reporting entity assesses the effectiveness of these actions.	6, 10
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).*	1
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.**	10-12

* If your entity does not own or control any other entities and you are not submitting a joint statement, please include the statement 'Do not own or control any other entities' instead of a page number.

** You are not required to include information for this criterion if you consider your responses to the other six criteria are sufficient.

- Section 4 of the Act defines a principal governing body as: (a) the body, or group of members of the entity, with primary responsibility for the governance of the entity; or (b) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed body within the entity, or a prescribed member or members of the entity.
- Section 4 of the Act defines a responsible member as: (a) an individual member of the entity's principal governing body who is authorised to sign modern slavery statements for the purposes of this Act; or (b) if the entity is a trust administered by a sole trustee—that trustee; or (c) if the entity is a corporation sole—the individual constituting the corporation; or (d) if the entity is under administration within the meaning of the *Corporations Act 2001*—the administrator; or (e) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed member of the entity.