

Fast Retailing Group

Modern Slavery Statement 2025

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 is a wholly owned subsidiary of Fast Retailing Europe Ltd, itself 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 outlines the steps Fast Retailing has taken during the fiscal year from 1 September 2024 to 31 August 2025 (FY2025) to identify and address the risks related to modern slavery, including forced labour and child labour across our value chain and operations.

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

KEY ACTIVITIES

Significant developments in FY2025 include Fast Retailing implementing the following initiatives:

- **Reviewed and redesigned our due diligence program** to strengthen our ability to identify, prevent, and address modern slavery and other human rights risks across our value chain. As part of this effort, we updated our proprietary social assessment program to include additional questions on forced labour, management systems and grievance mechanisms, aligning with industry standards.
- **Piloted our updated social assessment** in close collaboration with production partners and third-party auditing firms to test its implementation and gather feedback, ensuring the robustness of our new due diligence framework.
- Initiated the pilot of a **supply chain risk intelligence software** to help identify and monitor supply chain risks through data-driven insights including labour, industry and country risks.
- **Enhanced the quality and consistency** of third-party auditors conducting our assessments, to ensure they can effectively identify risks related to forced labour and child labour through implementing our social assessment.
- **Updated the Fast Retailing Hotline Standard Operating Procedures (SOP)** to improve operational effectiveness of the Hotline and established monthly internal review meetings to monitor and ensure consistency of case management.
- **Established training modules** to help improve our production partners' compliance and sustainability performance including on areas such as child labour and forced labour and responsible recruitment.

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 31 August 2025

- 3,570 stores globally in 27 markets including in the UK, Australia, Canada, and the United States
- 109,990 employees globally²
- 668 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 UNIQLO Australia Pty Ltd has 2,409 employees and UNIQLO Canada Inc. has 1,877 employees as of August 2025. 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 VALUE CHAIN

Fast Retailing supply chain: Production

We engage with all levels of our supply chain, encompassing direct and indirect suppliers including garment and processing factories³, fabric mills⁴, auxiliary material factories⁵, spinning mills and raw materials supplier, or combinations thereof. Each of these is considered a 'Production Partner.' Our Production Partners are the ultimate manufacturers of the final apparel, footwear and accessories products sold by our entities covered by this report.

As of 31 August 2025, we worked with 467 Tier 1 garment and processing factories with direct and indirect business relationships and with whom we expect to continue business relationships, 201 Tier 2 core fabric mill partners and core material partners producing trims and accessories which include Fast Retailing brands' logo properties. Most of our Tier 1 and Tier 2 partners are located in Bangladesh, Cambodia, China, India, Indonesia, Italy, Japan, Malaysia, Thailand, and Vietnam.

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.

³ Garment factories represent factories where finished products are manufactured and include both factories with direct and indirect business relationships.

⁴ Core fabric mills that have been continuously producing materials for our products.

⁵ Auxiliary material factories produce trims and accessories that are sewed into the garment (labels, care label, etc.).

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

POLICIES AND COMMITMENTS

Fast Retailing is committed to respecting human rights throughout the entire value chain in accordance with international human and labour right standards and guidelines. Our policies and commitments guide our approach to safeguarding human rights and mitigate the risks of modern slavery across our value chain.

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 coercion⁶.

We have zero-tolerance standards in place for serious human rights violations, including child labour and forced labour, and our business 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 across our value chain.

Code of Conduct for Production Partners

A key initiative to address modern slavery in our supply chain is [Fast Retailing's Code of Conduct for Production Partners \(CoC\)](#). The CoC is based on the ILO Core Conventions and establishes minimum standards for our production partners, including the prohibition of child and forced labour as well as the assurance of safe and healthy working conditions. Our Tier 1 garment and processing factories, Tier 2 core fabric mills and auxiliary material suppliers that produce trims and accessories, and strategic Tier 3 spinning mills 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 purchasing practices can influence production partners' ability to meet both business and order requirements, as well as expectations relating to social and human rights. The [Fast Retailing Responsible Purchasing Policy](#) outlines our commitment to ethical and responsible procurement practices across our supply chain. Key principles include:

- 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.

⁶ ILO, Walk Free, IOM, 2022: [Global Estimates of Modern Slavery: Forced Labour and Forced Marriage](#)

- When ending a production partner relationship, it is required to set an appropriate exit timeframe 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](#) defines the ethical and operational standards we expect from our business partners (excluding production partners who are covered by the Code of Conduct).

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') 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 a signatory to the American Apparel Footwear Association (AAFA)/Fair Labour Association (FLA) Commitment to Responsible Recruitment. We utilise the intelligence, collaboration, resources, and tools provided by both organisations in our risk assessments and in our efforts to eliminate forced labour and human trafficking across our supply chain.

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 chain. They also provide support and guidance on remediation activities and implement capacity building programs.

Due diligence of new production partners

All new potential Tier 1 garment and processing factories must undergo our pre-production social audit before they can begin production. The audits are conducted by one of our third-party auditing partners. The audit covers issues in our CoC areas such as forced labour and child labour risks, wages and benefits, working hours, and grievance mechanisms. We communicate our CoC requirements to new suppliers during the onboarding process and only initiate business once they have successfully passed our audit process.

Monitoring existing production partners

All existing production partners in Tier 1, Tier 2 core fabric mills (including subcontractors), and strategic auxiliary material partners and strategic Tier 3 spinning mills are monitored annually against our CoC.

Our production partners are audited (either announced or unannounced) every 12 months at a minimum. In FY2025, we updated our human rights due diligence monitoring approach as part of our efforts to enhance our risk identification models. Our updated audit requirements continue to address key issues including child labour, forced labour and responsible recruitment, and working conditions relating to working hours as well as wages and benefits. Management systems and transparency cross-checks are two additional new areas. Assessing management systems allows us to check how effectively our production partners can mitigate risks and negative impacts. Transparency cross-checks help us determine the level of openness in our partners operations, reinforcing our commitment to building strong and trust-based relationships.

In cases where we suspect production partners or workers are not transparent during the assessment process, we may conduct off-site interviews or further investigations for transparency checks.

We started to implement our new audit program in May 2025 across our supply chain and continued to evaluate and enhance our approach based on learnings. All audits are completed on-site, and include upfront pre-screening, 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. Our new audit grades incorporate multiple factors to provide a more comprehensive view of risks and also good practices across our supply chain.

In FY2025, a total of 469 audits (including annual and pre-production audits) were carried out at Tier 1 garment and sewing factories and Tier 2 fabric mills. Selected production partners are also assessed by the FLA as a part of its accreditation process and in FY2025, the FLA assessed two 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 evaluate insights from social compliance audits, supply-chain-risk software platforms, academic research, civil society reports, media coverage, industry associations, and consulting firms to inform our prioritization and resource-allocation decisions.

During FY2025, with respect to forced labour risks, we identified the following potential risk areas in our supply chain:

- Vulnerable groups, such as foreign migrant workers, women, young workers, temporary workers, and workers of low socio-economic status, all of whom are prone to abuse and exploitation
- Risk of unethical recruitment practices
- Health and safety violations
- Risk of involuntary overtime and long working hours
- Insufficient management of wages and benefits

Stakeholder engagement

We recognize that addressing challenges in the global apparel industry requires collective action. Accordingly, we collaborate with diverse stakeholders, including the FLA, AAFA, Better Work, global brands, governments, and labour unions to identify, prevent, and remediate risks such as forced and child labour. Through these partnerships, we obtain insights, conduct assessments, deliver training, and promote improved labour conditions and worker rights across the value chain. In FY2025, we participated in the UN Global Compact Think Lab on Human Rights in Supply Chains workshops to amplify positive action across sectors.

As part of our due diligence program, we also actively engage with our sourcing teams during the onboarding of any new suppliers, sharing progress on our annual supplier monitoring, remediation activities and responsible business terminations. We continuously seek out opportunities for closer collaboration.

Traceability

Traceability across our supply chain is necessary to increase transparency of our supply chain and to enable better management of working conditions through due diligence. We have strengthened traceability by mapping the supply chain from finished products back to raw materials and consolidating partnerships.

We have published [lists of Production Partners](#) on our website since 2017 to increase transparency. The lists are updated every six months.

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. In 2025, we started looking at wool, launching a project to source wool from designated farms in Australia. We have conducted trial audits at some of the designated farms to check that there are no serious issues relating to animal welfare, the environment, human rights, and occupational safety. Our ambition is to continue to accelerate and progress traceability in our full supply chain.

Due diligence for operations: goods and services

We understand goods and services suppliers present varying levels of modern slavery risks. As most 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. In FY2025, we expanded our due diligence to our direct warehouse partner facilities and their subcontractors. In total, we conducted 16 audits globally including in Singapore, Vietnam, Malaysia, Thailand, UK, Netherlands, Germany, India, Australia and Philippines. We plan to expand our due diligence efforts across our warehouse operations in the fiscal year from 1 September 2025 to 31 August 2026 (FY2026).

RISK PREVENTION AND REMEDIATION

Corrective actions and continuous improvement

If human rights violations are identified, our partners are required to develop and implement corrective action plans (CAPs) to promptly and effectively remedy the issues. We are aware that closing the issues in a CAP is only part of the solution; it is equally important to analyse the root causes and engage with our partners to ensure long-term improvements. Our Supply Chain Sustainability team collaborates with production partners to support continuous improvement and effective solutions, and verifies progress through document reviews or onsite assessments.

During FY2025, we focused on mitigating and remediating risks of forced labour in our supply chain. 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 chain.

Responsible recruitment of foreign migrant workers

In FY2025, we collaborated with one of our Thai production partners on a recruitment risk capacity building project. The expert consultant we worked with reviewed their recruitment policies and systems and implemented a comprehensive improvement plan to strengthen their recruitment practices, including their agency selection criteria, and agency contract.

In Japan, we have worked 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. In FY2025, we facilitated recruitment-fee repayments with three of our production partners. 16 foreign migrant workers were reimbursed approximately USD 29,351 in total through this remediation process.

Through our warehouse audits, we found some common issues across warehouses relating to responsible recruitment of temporary workers, as well as other issues such as health and safety, building safety, attendance and wage management systems, and grievance mechanisms. We have been actively collaborating with our warehouse partners to remedy and improve these areas, and will continue to work with them.

Vulnerable interstate female migrants in India

In FY2025, we also worked closely with production partners in India to address human rights issues identified in FY2023, including harassment, discrimination, and excessive working hours. A third-party assessment confirmed remediation, and we further implemented supervisor training to build management capacity. Further training will continue in FY2026 led by our production partner management teams.

Working hours and risk of involuntary overtime

We worked in close collaboration with our partners to implement immediate measures aimed at mitigating the risks of excessive working hours and involuntary overtime. Our support included awareness-raising training sessions, the development of action plans, and follow-up visits to verify progress. We remain committed to identifying the root causes of these risks and taking proactive steps to prevent their recurrence in the future.

Grievance mechanisms

To identify and address human rights risks such as forced and child labour, Fast Retailing has established different direct reporting channels for employees, customers, and workers across value chains to raise violations or grievances relating to our CoC.

Our production partners are required to establish and implement their own grievance mechanisms to be informed of and address worker grievances in line with [UNGP's Effectiveness Criteria](#) and responsible business practices. We implement the Fast Retailing Hotline as an alternative channel for workers in our value chain to raise grievances. The Hotline is available in the local languages of the countries where we operate it, and our partners are required to train the workers and display the Hotline posters in a prominent place.

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

Members of the sustainability department review and takes appropriate action on all cases received. If a grievance is substantiated, the case will be expedited, and our sustainability teams will work with the parties involved on a remedy and preventive measures.

In FY2025, we revised the Fast Retailing Hotline Standard Operating Procedure (SOP) to strengthen our grievance intake and resolution processes, and updated our communication materials to support more effective implementation of the Fast Retailing Hotline. The SOP was reviewed by our industry partners, Better Work and FLA, to align with international standards. We have established monthly internal meetings to review the implementation of the SOP and support continuous improvement of our Hotline procedure.

To better understand worker awareness, trust, and access to various grievance mechanisms in our supply chain, we carried out worker surveys at targeted production partner facilities. The insights gained from these surveys enable us to identify specific opportunities to enhance workers' access to grievance channels through tailored support strategies.

Grievances and response actions are reported to the Human Rights Committee at least once a year, and the Human Rights Committee will give 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.

Training and Capacity Building

We build knowledge and capacity of our production partners through regular training on human rights risks and our CoC standards. As part of our onboarding process, all new Tier 1 and Tier 2 production partners receive training on our human rights due diligence process, CoC standards, our supplier audit

management platform, and our expectations for continuous improvement and remedy. We conduct annual training sessions to existing production partners about policies, CoC standards and audit program, key legislations, and our shared goals for respecting human rights. During FY2025, a total of 432 Tier 1 production partners across 14 countries were trained.

Internally, members of the sustainability department attended webinars and industry conferences related to forced labour and recruitment risks to ensure we are fully updated on latest trends, knowledge, and industry best practices.

In FY2025, internal teams in the UK, US, and Canada, in marketing, PR, legal, store operations, sustainability and management functions participated in annual online training to increase understanding of business and human rights risks in supply chains.

Responsible Purchasing Practices

In FY2025, 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. While the RPP LIC initiative has concluded, we remain committed to aligning our purchasing practices with the [Common Framework for Responsible Purchasing Practices](#) and drive internal implementation and improvements.

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 FY2025, the following actions were taken and deliberated by the HRC:

- Evaluated the results of the internal employee human rights survey in Vietnam, Malaysia Thailand, and Indonesia and discussed measures to be taken.
- Evaluated our due diligence monitoring program and grievance cases received through the Fast Retailing Hotline from our partner factories, and discussed measures to improve the systems further.
- Discussed and advised strengthening the global employee Hotline system and responses to customer harassment.
- Discussed and advised on our human rights risks, and recommended countermeasures related to migrant workers.

Business Ethics Committee

When serious human rights issues, including forced labour or child labour, are identified, 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 reduction of orders and/or termination of business. The BEC is chaired by the Head of Sustainability Department, alongside standing and external Audit and Supervisory Board members, executive officers, and other committee members. The BEC provides advice and counsel to departments based on external field inspections and partner company surveys and 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 continue to evaluate the effectiveness of our human rights due diligence activities to identify and mitigate the risk of forced labour and child labour in our value chain with the support and oversight of the HRC and BEC. Our efforts to continuous improvements include the establishment of our new due diligence program to enhance our risk identification approach.

Through analysing the results of annual audits and country and region-specific risks, we set goals on key focus areas to mitigate risks. We also review any grievance cases received through the Fast Retailing Hotline to help us improve our partners' own grievance mechanisms and support them in remediating issues where necessary.

Our membership and engagement with stakeholder organisations such as the FLA and Better Work continue to support our programme through active consultation and feedback. We regularly review and apply insights and the learnings to our work.

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

For general information about our FY2025 workplace monitoring results and changes, please go to [Workplace Monitoring Results](#).

LOOKING FORWARD

During FY2026, we will continue our efforts to identify, prevent and remediate any modern slavery, forced labour and child labour risks in our supply chain. We intend to focus on:

- Ensuring the effective implementation of our new human rights due diligence approach within the value chain working closely with our production partners.
- Improving the effectiveness of the Fast Retailing Hotline and supporting our partners to implement effective and accessible grievance mechanisms.
- Direct engagement with workers in our value chain through multiple channels to identify and prevent the risk of modern slavery.
- Supporting our production partners to strengthen their awareness and capabilities to prevent modern slavery risks in their operations (and supply-chain links) through training programs.
- Increasing training to relevant internal departments on modern slavery risks and prevention.
- Expanding our due diligence efforts to our warehouse partners.
- Continuing to enhance our traceability efforts across all Fast Retailing 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 08 January 2026, and signed on its behalf by:



Tadashi Yanai

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

Date: 28 January 2026

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 8 Jan 2026, in accordance with section 54 of the Act., and signed on its behalf by:



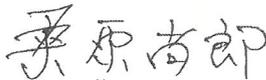
Taku Morikawa

Group Senior Executive Officer, UNIQLO EUROPE LTD

Date: 2 February 2026

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 5 Feb 2026, in accordance with section 13 of the Act, and signed on its behalf by:

Takao Kuwahara



Director and Chief Executive Officer, Uniqlo Australia Pty Ltd

Date: 11 February 2026



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 3, 2026 15:15:26 EST)

Yoram Arieven

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

Date: Feb 3, 2026

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 6, 2026 10:07:24 EST)

I have the authority to bind UNIQLO Canada Inc.

Alex Goldelman

Group Executive Officer, Fast Retailing Canada, Inc.

Date: Feb 6, 2026

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)

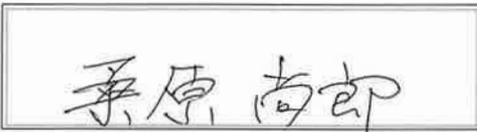
as defined by the *Modern Slavery Act 2018 (Cth)*¹ ("the Act") on 02/05/2026

Signature of Responsible Member

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

UNIQLO Australia Pty Ltd

as defined by the Act²:



Takao Kuwahara

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, 11
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.