FAST RETAILING

FAST RETAILING EDUCATIONAL SPONSORSHIP PROGRAM
ACADEMIC YEAR 2023-2024

I. Introduction

Fast Retailing Co., Ltd (FRJP) is one of the leading apparel companies in the world which owns popular fashion brands such as Uniqlo, GU, PLST, Theory, Comptoirs des Cotonniers and Princesse tam tam. As of now, we have had our business territories expanded in 26 international markets; this number is expected to constantly grow, as we strive to become the number one apparel company in the world. With that position, we realize our responsibility in investing in future generations, which is also one of the pillars of our Corporate Social Responsibility.

On the premise of forming a partnership with Foreign Trade University (FTU), from the academic year of 2023-2024, with the support from FTU Student Service Center (FSSC), FRJP would like to launch an Educational Sponsorship Program for FTU students, as an effort of the group to encourage students in accomplishing their academic goals, as well as develop young generations on the way of becoming successful in global stage.

The detailed information of Fast Retailing Educational Sponsorship Program is described in the section below.

II. Program content

Number of students: 05/academic year
Target students: Bachelor 3rd year from all programs (B3);
Criteria:

- Academic scores: Accumulated GPA 7.5+; IELTS 6.5 or equivalent
- Not receiving any scholarship from other companies during the period of ESP (except for government or university subsidies).
- (Preferable) participated in competition or extracurricular activities

Students selected for Fast Retailing Educational Sponsorship Program are going to be given the following benefits:

1. Financial Assistance:

Amount: JPY 150,000/student/academic year
Duration: 2 academic years (ie. B3 students receive scholarship in his/her B3 and B4)
*To be eligible for Scholarship in the second year, scholarship recipients are required to maintain good academic standing (GPA 7.5 at minimum) and periodically report academic results to FRJP.

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2. ***Japanese Language Training and Japanese Culture Course***

Scholarship students are given the opportunity to acquire knowledge about Japanese language and Culture. Under the sponsorship of FRJP, all the lectures are going to be delivered by Professors from Tokyo University of Foreign Studies (TUFS).

Japanese Language

- Introduction to Japanese Language
- Beginner level Japanese (equivalent to N5)

Japanese Culture

- Overview of the Japanese Business Management Ecosystem
- Japanese-style management: Past, Present and Future
- Japanese Automotive Industry: Toyota, Nissan, Honda
- Future of Japan: Recruit, Softbank

Tentative schedule: From January to May 2024 (detailed class schedule will be announced to students after discussion with the University)

3. ***Internship in Japan:***

To help students gain corporate experience, FRJP offers scholarship students an internship in Vietnam and Japan, in which students are going to have opportunities to experience the work environment in both UNIQLO stores and Headquarters.

- Tentative schedule: Summer term (between B3 and B4)
- Duration: up to 1 month (subjected to change due to academic calendar and the company's situation)

* To be eligible for Internship period, scholarship recipients are required to maintain good academic standing (GPA 7.5 at minimum) and periodically report academic results to FRJP.

4. ***Other benefits:***

- Field trip: The field trip will be organized with the support of FRVN and UQVN, in which students will have a chance to experience the supply chain model being applied in Vietnam.
- Networking events: Periodically, FRJP will organize Social Gathering sessions to connect scholarship students with our executive leaders, in which students can share and discuss their future plans, as well as receive advice from our executives for self-development.
- Invitation to apply for FRJP's recruitment program upon graduation.

III. Selection process

- Application form: https://forms.gle/ZUkzhPkGufzjsrZAA
  Deadline: **23h59' October 7th, 2023**
- Online First interview
- On-site Final interview
- Student Agreement signing

(For your reference, Student Agreements can be found in Appendix)

IV. Contact

For any further questions, please contact FTU Student Service Center (FSSC) or send us email through this address: ESPinVN@fastretailing.com (Language: English)

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APPENDIX

Student Agreement
Of Fast Retailing Educational Sponsorship Program

Article 1. (About this program)
We are offering an Educational Sponsorship program for students to support their studies and, in light of nurturing global leaders in Vietnam.
Students selected for this program will receive the following benefits: (1) An amount of JPY 150,000 per academic year (receiving in 2 academic years), (2) An internship in Japan, (3) Japanese Language and Culture course, (4) Networking events organized by FR

Article 2. (Sponsorship Requirements)
Students must meet all of the requirements listed in (1) through (9) below in order to receive the benefits of this program. The company may request the submission of specified documents and materials to determine whether an applicant meets all of (1) through (9) below. The company may also make a judgment at its own discretion.

(1) Those who have the potential to lead their respective fields with global knowledge and contribute to the development of Vietnam society in the future
(2) Those who have Vietnamese nationality throughout the period of study
(3) Those who do not receive any other sponsorships in Japan and Vietnam during the period of receiving Fast Retailing Educational Sponsorship; except for sponsorships that must be repaid and subsidies that do not fall under the category of sponsorships (research subsidies, start-up funds, one-time government subsidies, etc.)
(4) Those who have not engaged in any deception or fraud throughout the selection process for this program
(5) Those who have agreed to receive the assistance for a period until graduation (Bachelor: B3 and B4)
(6) Those who have agreed to all the terms and conditions of this agreement
(7) Bachelor students who are going on their 3rd year of study in the academic year of 2023-2024.
(8) Those who are willing to allow the company to use their photos, videos, and other documents related to their study or the sponsorship program for public activities planned by the company for the purposes such as public relations and community building, etc.
For example

a. The company's website or sponsorship program website
b. Written media for publicity (e.g. the company's brochures, etc.)

c. Any media that the company deems conducive to the purpose of publicizing the educational sponsorship program and community-building activities in which graduates also participate.

(9) Those who have the following grades:
Bachelor: Accumulated GPA 7.5+; and IELTS 6.5+ (or equivalent) (students are required to maintain their GPA at least 7.5 to receive the scholarship in the second year)

Article 3. (Payment of this program)
The assistance details to be provided by the company shall be as follows:
(1) FR will transfer the scholarship to FTU Student Service Center (FSSC) annually with the total amount of JPY 750,000 for 5 scholarship students (JPY 150,000/student/academic year); FSSC is responsible for transferring the amount of scholarship to scholarship students.
(2) If the Vietnamese and/or Japanese government imposes taxes on this sponsorship due to interpretation or changes in the law, students will be responsible for paying such taxes at their own expense. The company will not compensate them for the amount of the tax payment as part of this program.

Article 4. (Payment period)
FR will make sure annual payment will be done during the 1st semester of the following academic years:
(1) academic year 2023-2024: Sept 2023 - June 2024
(2) academic year 2024-2025: Sept 2024 - June 2025

Article 5. (Enroll in FTU)
Those who have been awarded this program by the company must study at FTU until graduation.

Article 6. (Leave of absence, withdrawal, and expulsion from FTU)
Upon leave of absence, withdrawal, or expulsion from FTU, the sponsorship payments will be suspended immediately.

Article 7. (Determination of students and issuance of sponsorship certificates)
The company will issue a sponsorship certificate to students who have been selected for this program.

Article 8. (Suspension and return of sponsorship funds)
If students fall under any of the following, the company may suspend the provision of all or part of the unpaid sponsorship funds upon 60 days prior notice. In addition, the company may demand that the students and their financial supporters return all or part of the sponsorship funds

already paid. The students and their financial supporters shall be obligated to return the funds, within 90 days of the date of the request for return.
(1) If any of the conditions in Article 2 are no longer met
(2) If students are expelled from FTU where they are enrolled

(3) If FTU, where students are enrolled, determines a leave of absence or withdrawal
(4) If the company or FTU deems it difficult to graduate due to poor grades, illness, or other reasons
*Except in the case of unavoidable serious medical conditions.
(5) If any false statement is made in the documents to be submitted to the company (or submitted in the past) (including any false explanation regarding the documents submitted for this document)
(6) If students have expressed an intention to receive another sponsorship (excluding the act of applying for another sponsorship)
(7) If the company determines that there has been no improvement in students' behaviors despite its urging and requests for correction.
(8) If any of the reasons listed above occur
(9) This sponsorship shall not require repayment, except in cases (1) through (8).

Article 9. (Report requirements for students)
Students must submit the report documents specified in the following:

(1) Students must agree to the sponsorship agreement (this agreement) established by the company, and upon signing, submit it to FTU Student Service Center (FSSC). FSSC is responsible for sending signed copies to FRJP.

(2) Students shall submit the following reports to the company immediately after the end of each semester during the program period (Students are going to be contacted by FRJP regarding periodic document submission):

a. A report on the student's academic status, including attendance and grades for each semester
b. Other documents and materials requested by the company.

(3) Students shall resubmit the report documents if the content of the report documents specified in (2) above is deemed insufficient by the company.

(4) Students shall immediately notify the company of any changes in the following cases:

a. When there is a change in university affiliation, current address, contact information, etc.
b. When there is a significant change in their life, health, study, research, etc.

c. When there is a change in the family's household composition or the family's current address, contact information, etc.

(5) In case of contract breach, the student shall pay all the Fees (the fee varies depending on when FAST RETAILING retired; see below) back to Fast Retailing in 90 days.

Retired in less than 1 year (1-12 months): 100%
Retired for 1 year or more and before graduation: 50%

Article 10. (Obligation to participate in extra activity)
Students must agree to participate in obligatory extra activities under the Educational Sponsorship Program

(1) Japanese Language Training; or Japanese Culture sessions*
(2) Corporate internship in Japan offered by the company (Only if the student meets the criteria of participation in the internship. More detailed expenses on Internship activity will be explained independently);
(3) Networking events organized by the company

(*) Notes:

- For students who have never studied Japanese before: the Japanese Language is obligatory; Japanese Culture is obligatory.
- For students who have experienced studying Japanese: Japanese Language is optional; Japanese Culture is obligatory.

Article 11. (Public relations activities, etc.)
Students must agree to the following regarding the company's public relations activities:
(1) The company may request that students participate in related events and cooperate in public relations activities (including submitting videos, etc.). Students shall be required to cooperate in these activities.
* In certain cases, videos may not be applicable.

(2) When students are interviewed by magazines, newspapers, etc., they will be asked to identify themselves as Fast Retailing sponsorship recipients as necessary. In addition, they must report to the company (including reporting to the company on articles that have been published) in advance or after the fact that they are receiving or have received such coverage. (including reporting to us on the published article).

Article 12. (Use of students' photographs, videos, and other documents created by them)
Students must agree to the following regarding the use of their photographs, videos, and other documents created by themselves:

(1) For the purpose of public relations activities related to the company and this financial assistance program, as well as community building activities in which graduates also participate, the company and the business operator to which the company has entrusted (hereinafter referred to as the "contractors") may use photographs and videos of students taken by the company or other students, as well as photographs, videos, writings, reports and other materials created by

themselves at the request of the company (hereinafter referred to as "photographs, etc."). In addition, the photographs, etc. may be altered, cut out, or otherwise modified to the extent necessary for the company to make such use. However, in the event that students request that the company discontinue the use of photographs, etc., the company shall not use the photograph, etc., or shall promptly discontinue its use to the extent possible in terms of its nature or shall instruct contractors to discontinue its use.
For examples:

a. The company's website or sponsorship program website
b. Written media for publicity (e.g. the company's brochures, etc.)
c. Any media that the company deems conducive to the purpose of publicizing the educational sponsorship program and community-building activities in which graduates also participate.

* In certain cases, videos may not be applicable.

(2) With the prior consent of students, their names and biographies may be used without charge in the media listed above.

Article 13. (Guidance for students)
In order to improve the quality of students and to support their academic work, the company may issue remedial measures (including, but not limited to, oral warnings and written reports) to them with regard to their lives and academic work. However, all the students are responsible for their own living and academic affairs.

Article 14. (Cooperation by financial supporters)
Financial supporters shall instruct students to comply with this agreement and shall assume responsibility together with them if they violate the agreement. If any relevant event arises, the company may request financial supporters to cooperate in resolving the situation as necessary. The financial supporters shall cooperate with this.

Article 15. (Change in the agreement and its notification)

If there is any necessity to do any changes in the preceding paragraph in the existing terms and conditions, any changes will be first notified to FTU and only post mutual consent and agreement of both parties.
The applicable changes will be implemented on students with a 30-day prior notice period. The students will be informed about the changes to these terms and conditions, the date on which the revised terms and conditions will take effect, and the details of the changes.

Article 16. (Governing law)
This Agreement shall be governed by and construed in accordance with the laws of Japan, without reference to principles of conflicts of laws.
All disputes or controversies arising out of or in connection with this Agreement shall be finally settled by arbitration in Tokyo, Japan, in accordance with the rules of the International Chamber of Commerce.
All students in the company's financial assistance program understand and agree to abide by the above terms and conditions.