

**fiVE BEL°W**

## **2026 Corporate Responsibility Update**

**Five Below is a unique destination that celebrates and serves the kid and the kid in all of us!**

As a retailer for kids, we see the world through a brighter, bolder lens, where small actions can spark big change. From how we design our products to how we support our communities, we're committed to growing responsibly.



# ENVIRONMENTAL SUSTAINABILITY

**Five Below is committed to exploring ways to reduce the amount of carbon we emit and energy we use.**

This includes discovering new ways of packaging, offering additional responsible products, as well as managing operations in our stores, ShipCenters, and WowTown (our headquarters).

## **greenhouse gas emissions**

The Company is working to collect and calculate scope 1 and 2 emissions to prepare for potential reporting requirements, including under recently enacted California emissions disclosure laws, rules and regulations. We intend to continue this work, monitor potential updates to state climate regulations and make any disclosures required by applicable law.

## **transportation efficiency**

We maintain a network of five ShipCenter locations geographically optimized to help maximize efficiencies across the network and reduce delivery distance to stores. Additionally, we maintain a more efficient fuel methodology, allowing us to manage our third-party carriers' fuel consumption and emissions. And through global logistics optimization and utilization measures, our emissions per container shipped were down 3.5% in 2025.

## **energy efficiency**

We use an energy/building management system (EMS/BMS) to monitor consumption across our stores and ShipCenters. All appliances within stores are Energy Star rated. All stores, ShipCenters and WowTown are outfitted with LED lights.

## **responsible products**

As a part of our broad product assortment, we offer textiles produced from recyclable and recycled materials, as well as various Fair Trade-certified products. We assess and manage risks associated with chemicals of concern in our private label products, utilizing the SASB standard as a framework. The Company maintains a [Chemical Management Policy and Restricted Substances List](#), that aims to have its private label vendors avoid or reduce the use of certain ingredients.

## **reduced packaging**

To the extent possible, we engineer our product packaging materials to minimize waste and reduce transportation needs. In 2025, we reduced the amount of cardboard used by ~60 tons, the equivalent of 1,000 trees saved or 5 acres of rainforest. As a result, we were also able to ship over 90 fewer containers – equivalent to 70 fewer trucks on the highway– further helping reduce energy consumption.

One tool we used is a systematic packaging checklist, divided into three categories: Design, Supply Chain, and Consumer. We use this checklist to challenge ourselves to improve our packaging. Examples of questions on our checklist include:

Design	Supply Chain	Consumer
Can the package be smaller?	Has the shipping container been maximized?	Is the amount of garbage minimized?
Has excess packaging been removed?	Can the carton be smaller?	Is the package reusable?
Is the package environmentally friendly?	Can the product be reconfigured for a better fit?	Is the package recyclable?

## **reusable bags**

Since 2020, we have sold over 54 million reusable bags in an effort to reduce waste. In 2025 alone, we sold over 19 million reusable bags.

## **recycling programs**

We have recycling programs at our ShipCenters and in WowTown.

# PEOPLE IMPACT

## Everything we do starts and ends with our customers.

We work hard to earn their trust and wow them with amazing experiences, products and value at every turn.

## We love our crew.

The success and growth of Five Below is the direct result of our employees (whom we call our "crew"), who embrace our vision and our core values to create an amazing experience for our customers.



### amazing experience & staying relevant

We provide our customers with an amazing experience in a unique, dynamic environment with products at extreme value to meet their wants and needs.

Five Below makes it easy to say YES! to the newest, coolest stuff across eight awesome worlds: Style, Room, Sports, Tech, Create, Party, Candy and New & Now.



### crew members\*

We focus on creating a fun, engaging environment for crew where they feel valued for their contributions and their potential. We nurture a safe environment and encourage crew to share their voice in various ways, including conducting an annual crew survey, maintaining an open-door policy for them to report concerns, and providing an anonymous reporting hotline allowing them to report concerns freely. In 2025, we continue to outperform the retail industry in crew engagement, according to Gallup.

The number of part-time crew fluctuates depending on seasonal needs. None of our crew belong to a union or are party to any collective bargaining or similar agreements.



### fair wages and benefits

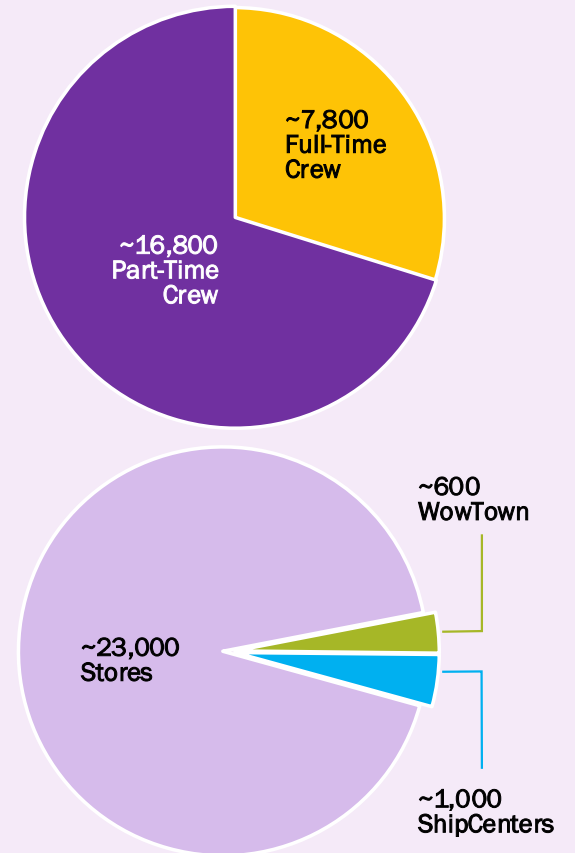
We provide a comprehensive suite of benefits designed to help our crew and their families stay healthy, meet their financial goals, protect their income and help them balance their work and personal lives. We provide competitive pay and significant career growth opportunities all within a culture that values diverse viewpoints and contributions at every level. Our available benefits are listed in our [Annual Report](#).



### opportunities

We aim to provide our crew challenging, meaningful and rewarding opportunities for personal and professional growth.

## crew population breakdown



\*as of 01/31/2026

# COMMUNITY LEADERSHIP

## Our communities play a vital role in our success,

and we feel a strong responsibility to give back. Since 2016, we raised over \$72 million for charities dedicated to kids and their families. Learn more [here](#).

## We hold our vendors to a high standard

because we strive to be an example of good human rights and labor practices throughout our business activities. We take care in the selection of our vendors and require them to meet the standards set forth in our vendor agreement.



### community enrichment

In 2025, we raised almost \$12 million to support our communities.

In 2023, we publicly launched the Five Below Foundation, giving charitable grants and donations to nonprofit organizations across five key pillars:



- **Community Enrichment**, investing in the communities who have invested in us
- **Empowered Inclusion**, uniting kids and families of all backgrounds
- **Family Support**, aiding families in the ways they need it most
- **Purposeful Play**, increasing accessibility for everyone to Let Go & Have Fun
- **Youth Education**, helping kids thrive in- and outside the classroom

The Foundation donated over \$1 million to support charitable partners in 2025.

We are proud to partner with and support these kids- and family-focused nonprofits:



### vendor requirements

We require our vendors to, in accordance with all applicable laws, meet the following standards per our vendor agreement and standard terms and conditions:

✓	Treat all workers with dignity & respect
✓	Provide a safe & clean work environment
✓	Provide a discrimination, harassment & punishment-free environment
✓	Where applicable, provide acceptable living conditions
✓	Respect workers' rights to associate (or not) with groups of their choosing
✓	Pay workers at least the minimum wage & benefits required
✓	Follow maximum working hour restrictions
✓	Prohibit child labor, forced labor & human trafficking
✓	Prohibit our vendors from using conflict minerals
✓	Comply with law (including any changes from time to time)

We participate in the Customs-Trade Partnership Against Terrorism (CTPAT) program, partnering with U.S. Customs and Border Protection to help safeguard the United States and our imported products from potential acts of terrorism or cargo security risks. We maintain a robust vendor and item management system that provides visibility across our supply chain, including factory-level details for each SKU where we serve as Importer of Record.

As part of our vendor compliance program, we require all factories for import vendors to complete and pass CTPAT cargo security audits or self-assessments, third-party social compliance and quality qualification audits, and a social compliance self-assessment, prior to approving use of that facility. Additionally, all import vendors must test and provide documentation to ensure products meet all regulatory requirements.

# CORPORATE GOVERNANCE

**Our board of directors and management believe that we must continually nurture our purpose and values to ensure our long-term success.**

Our overall governance and Corporate Responsibility initiatives are derived from our purpose and values, and our board and each of its committees is proactive in the oversight of such key initiatives. For more information, please see our investor website at [investor.fivebelow.com/governance](https://investor.fivebelow.com/governance).

## oversight

Five Below amended its Articles of Incorporation and Bylaws in June 2024 to transition to annual elections for directors. The Board became fully declassified in 2025.

Our board and its committees work closely with management and oversee all key strategic, operational, financial and governance matters.

Our Nominating and Corporate Governance Committee has been assigned general oversight responsibility for Corporate Responsibility matters by our board and engages with management at each meeting and other relevant times on Corporate Responsibility matters.

Management regularly solicits feedback from key shareholders, crew members, and other stakeholders to help understand and prioritize our Corporate Responsibility initiatives. This feedback is conducted both through direct engagement as well as surveys targeted at the stakeholder groups (such as engagement and materiality assessment surveys).

## board composition

Our board of directors is diverse in its expertise and experience with members who have unique perspectives and backgrounds. The board of directors and its Nominating and Corporate Governance Committee will continue to consider diversity in a variety of forms as it evaluates board composition in the future.

	FULL BOARD	AUDIT COMMITTEE	TALENT & COMPENSATION COMMITTEE	NOMINATING & CORPORATE GOVERNANCE COMMITTEE
Board & Committee Assessment	✓	✓	✓	✓
Board Composition & Nomination Process	✓			✓
Board Continuing Education	✓			✓
Board & Executive Succession Planning	✓		✓	✓
Corporate Citizenship & Sustainability	✓			✓
Cybersecurity & Technology Risks	✓	✓		
Enterprise Risk Management	✓	✓		
Ethics & Compliance	✓	✓		✓
Executive Compensation	✓		✓	
Compensation Risk Management	✓		✓	
Financial Reporting	✓	✓		
Internal Controls & Internal Audit	✓	✓		
Related Party Transactions	✓	✓		
Whistleblower Compliance	✓	✓		

## political contributions

Five Below has never made any political contributions.

## ethics & code of conduct

We are committed to keeping our crew safe, maintaining a workplace free from harassment and discrimination, and complying with all applicable laws. For more on what we expect of our crew, visit our [Code of Business Conduct and Ethics](#). We are committed to high standards of ethical, moral and legal business conduct. Our [Whistleblower Policy](#) outlines our procedures for reporting and investigating complaints.

## data privacy & security

We protect the data of our customers and crew with a privacy policy and controls using high standards to mitigate risks. Our crew is also trained annually on data privacy management.

Some highlights include:

- Obtaining user data only through lawful and transparent means
- Collecting and processing user data that is limited to the stated purpose
- Implementing leading data protection standards
- Conducting annual training on data privacy management for all crew members
- Conducting phishing tests and education campaigns internally and with key contractors
- Conducting regular risk audits on our data security.

Learn more in our [Privacy Policy](#).

# SASB DISCLOSURE

As part of our efforts to disclose the topics that are most material to our business, Five Below aims to align with the Sustainability Accounting Standards Board (SASB) Multiline and Specialty Retailers and Distributors Standard. All data referenced in this report is from FY2025. We plan to update these figures on an annual basis.

TOPIC	METRICS	FIVE BELOW RESPONSE
<b>Energy Management In Retail &amp; Distribution</b>	<ol style="list-style-type: none"> <li>1. Total energy consumed</li> <li>2. Percentage grid electricity</li> <li>3. Percentage renewable</li> </ol>	<ol style="list-style-type: none"> <li>1. The Company is working to collect energy data ahead of expected upcoming ESG regulations, including California's Climate Accountability Package. We intend to disclose results as required.</li> <li>2. 100% grid electricity</li> <li>3. No renewable energy consumption</li> </ol>
<b>Data Security</b>	<p>Description of approach to identifying and addressing data security risks</p> <p>(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected</p>	<p>We protect the data of our customers and crew with a privacy policy and controls using high standards to mitigate risks under the supervision of our Chief Information Security Officer.</p> <p>Our program includes:</p> <ul style="list-style-type: none"> <li>• Obtaining user data only through lawful and transparent means</li> <li>• Collecting and processing user data that is limited to the stated purpose</li> <li>• Implementing leading data protection standards</li> <li>• Conducting annual training on data privacy management for all crew members</li> <li>• Conducting regular phishing tests and education campaigns internally and with key contractors</li> <li>• Conducting regular risk audits on our data security</li> </ul> <p>Learn more at <a href="https://www.fivebelow.com/privacy">https://www.fivebelow.com/privacy</a>.</p> <p>Any material data breaches would be disclosed in our Forms 8-K on our investor relations website. We experienced no material data breaches in 2025.</p>
<b>Labor Practices</b>	<p>(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region</p> <p>(1) Voluntary and (2) involuntary turnover rate for in-store employees</p> <p>Total amount of monetary losses as a result of legal proceedings associated with labor law violations</p>	<p>All Five Below retail operations are located in the US and subject to federal and state minimum wage laws. All Five Below employees earn at or above the applicable minimum wage for their location.</p> <p>We track voluntary and involuntary turnover numbers internally, but do not currently disclose these statistics.</p> <p>All material legal proceedings would be disclosed in the appropriate filing on our website; in 2025, we experienced no material legal proceedings due to labor law violations.</p>

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TOPIC	METRICS	FIVE BELOW RESPONSE
<b>Workforce Diversity &amp; Inclusion</b>	<p>Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees</p> <p>Total amount of monetary losses as a result of legal proceedings associated with employment discrimination</p>	<p>Five Below does not currently disclose this data. However, we believe Five Below is strongest when our teams reflect the diversity of the communities we serve.</p> <p>All material legal proceedings are disclosed in the appropriate filing on our website. In 2025, we did not experience any material employee discrimination-based lawsuits.</p>
<b>Product Sourcing, Packaging, &amp; Marketing</b>	<ol style="list-style-type: none"> <li>1. Revenue from products third-party certified to environmental and/or social sustainability standards</li> <li>2. Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products</li> <li>3. Discussion of strategies to reduce the environmental impact of packaging</li> </ol>	<ol style="list-style-type: none"> <li>1. We currently do not certify our products to any third-party standards</li> <li>2. We assess and manage risks associated with chemicals of concern in our private label products. The Company maintains a <a href="#">Chemical Management Policy and Restricted Substances List</a>, that aims to have its private label vendors avoid or reduce the use of certain ingredients. <ul style="list-style-type: none"> <li>• We follow all national and regional legislation around restricted substances and maintain the appropriate testing protocols for our products.</li> </ul> </li> <li>3. To the extent possible, we engineer our product packaging materials to minimize waste and reduce transportation needs. In 2025, we reduced the amount of cardboard used by ~60 tons, the equivalent of 1,000 trees saved or 5 acres of rainforest. As a result, we were also able to ship over 90 fewer containers.</li> </ol>