

CALIFORNIA APPLICANT PRIVACY NOTICE

Five Below, Inc. (“**Five Below**,” “**we**,” “**us**,” or “**our**”) provides this California Applicant Privacy Notice (“**Notice**”) to explain our practices regarding the collection of Personal Information through our job application process, including our careers website (fivebelow.com/info/careers). This Notice explains what Personal Information we collect about California applicants, why we collect it, how we use and share it, and the rights you have relating to your Personal Information under the California Consumer Privacy Act, as amended (the “**CCPA**”).

As used in this Notice, the term “**Personal Information**” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you. Personal Information does not include information that is publicly available, de-identified, or aggregated.

I. How and Why We Collect Your Personal Information

Within the past 12 months, we collected Personal Information about job applicants as follows:

Category of Personal Information	Categories of Sources from which Collected	Purposes for Collection / Use
Identifiers including real name, alias, postal address, unique personal identifier, online identifier, IP address, email address, account name, passport number, or other similar identifiers	<ul style="list-style-type: none">• Directly from you• Automatically when you use our website• From service providers that help us to run our business• From third parties	<ul style="list-style-type: none">• To open and maintain your application records• To assess your eligibility for employment• To communicate with you regarding your application• To comply with applicable laws and regulations• To manage the security of our premises and systems• To detect and prevent fraud against you and/or us
Personal Information described in Cal. Civ. Code § 1798.80(e) , including your name, signature, address, telephone number, education, employment, and employment history	<ul style="list-style-type: none">• Directly from you• From service providers that help us to run our business• From third parties	<ul style="list-style-type: none">• To open and maintain your application records• To assess your eligibility for employment• To communicate with you regarding your application• To comply with applicable laws and regulations• To manage the security of our premises and systems• To detect and prevent fraud against you and/or us

<p>Characteristics of protected classifications under California or federal law, including citizenship, age and date of birth, race, ethnic origin, sex, gender, citizenship, military or veteran status, medical condition, disability</p>	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To comply with applicable laws and regulations
<p>Internet or other electronic network activity information, including browsing history, search history, and information regarding your interactions with our websites or applications</p>	<ul style="list-style-type: none"> • Automatically when you use our website • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To facilitate your use of our website • To provide you with tailored recommendations, and updates • To improve our website, set default options, and provide you with a better application experience • To protect the security of our website • To detect and prevent fraud against you and/or us
<p>Geolocation data, including location data inferred from your device IP address</p>	<ul style="list-style-type: none"> • Automatically when you use our website • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To provide you with tailored recommendations, and updates • To improve our website, set default options, and provide you with a better application experience • To protect the security of our website • To detect and prevent fraud against you and/or us
<p>Audio, electronic, visual, thermal, olfactory, or similar information, including closed-circuit images, photographs and video of you, and audio recordings as may relate to your application</p>	<ul style="list-style-type: none"> • Directly from you • Automatically while you are on Company property 	<ul style="list-style-type: none"> • To manage the security of our premises and systems • To carry out video interviews
<p>Professional or employment-related information, including:</p> <p>Skills, qualifications, work experience, references, recommendations, and other information included in a resume, CV, application form, or cover letter;</p> <p>Answers to behavioral or other screening questions in an application or interview;</p> <p>Information contained in any personal webpages or documents you choose to share with us;</p> <p>Information relating to professional licenses, training, disciplinary actions, and membership in professional organizations;</p> <p>Information relating to membership in civic organizations</p>	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To comply with applicable laws and regulations • To detect and prevent fraud against you and/or us

Non-public education information , including school(s) attended, grades, transcripts, records of attendance, disciplinary records, and other information relating to your secondary and post-secondary education	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To comply with applicable laws and regulations
Inferences used to create a profile reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes	<ul style="list-style-type: none"> • Drawn from the other categories of Personal Information we collect 	<ul style="list-style-type: none"> • To assess your eligibility for employment • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us

We collect the following information about you, which does not directly fall within the categories listed in the CCPA:

- Immigration, visa status, and work authorization information (including information from related documents, such as your passport, driver's license, or other identification, proof of residence, and proof of authorization to work in the United States, and documents you provide with your US Citizenship and Immigration Services Form I-9)
- Languages spoken
- Criminal records information including results of background checks obtained through government agencies such as the US Federal Bureau of Investigation
- Drug screening information

Unless otherwise specified, the sources of this Personal Information, the purposes for which we use it, and the categories of persons to which we disclose it are the same as those listed for Professional or Employment-Related Information.

II. Our Collection of Sensitive Personal Information

Within the past 12 months, we collected the following categories of Sensitive Personal Information about our applicants:

Category of Sensitive Personal Information	Categories of Sources from which Collected	Purposes for Collection / Use / Disclosure
Social security, driver's license, state identification card, or passport number	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To assess your eligibility for employment • To comply with applicable laws and regulations • To manage the security of our premises and systems
Personal Information that reveals a consumer's racial or ethnic origin, religious	<ul style="list-style-type: none"> • Directly from you 	<ul style="list-style-type: none"> • To comply with applicable laws and regulations

or philosophical beliefs, or union membership		
Personal Information collected and analyzed concerning a consumer's health (i.e., drug-screening information)	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business 	<ul style="list-style-type: none"> • To assess your eligibility for employment

We do not use or disclose Sensitive Personal Information for purposes to which the right to limit use and disclosure applies under the CCPA.

III. How Long We Keep Your Personal Information

We keep the categories of Personal Information described above for as long as is necessary for the purposes described in this Notice or otherwise authorized by law. This generally means holding the information for as long as one of the following apply:

- Your Personal Information is reasonably necessary to manage our operations, to manage your relationship with us, or to satisfy another purpose for which we collected the information;
- Your Personal Information is reasonably necessary to carry out a disclosed purpose that is reasonably compatible with the context in which the Personal Information was collected;
- The information is reasonably required to protect or defend our rights or property (which will generally relate to applicable laws that limit actions in a particular case); or
- We are otherwise required or permitted to keep your information by applicable laws or regulations.

Where information is used for more than one purpose, we will retain it until the purpose with the latest period expires. For more information about our retention policies, please contact us using the contact details below.

IV. Disclosures of California Applicant Personal Information

Within the preceding 12 months, we have not sold or shared for cross-context behavioral advertising the personal information of California residents that we collect in relation to applications for employment at Five Below. If you also interact with us as a consumer, please review our California Consumer Privacy Notice for more information about our practices in that

context. We do not have actual knowledge that we sell or share the Personal Information of consumers under 16 years of age.

The chart below shows the categories of Personal Information we have disclosed to our service providers and contractors for a business or commercial purpose during the last 12 months.

Category of Personal Information or Sensitive Personal Information		Categories of Recipients to Which the Information Was Disclosed	Purposes for Disclosure
<i>Personal Information</i>			
	Identifiers	<ul style="list-style-type: none"> • Service providers that help us to run our business • Governmental authorities 	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To communicate with you regarding your application • To comply with applicable laws and regulations • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us
	Personal Information described in Cal. Civ. Code § 1798.80(e)	<ul style="list-style-type: none"> • Service providers that help us to run our business • Governmental authorities 	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To communicate with you regarding your application • To comply with applicable laws and regulations • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us
	Characteristics of protected classifications	<ul style="list-style-type: none"> • Service providers that help us to run our business • Governmental authorities 	<ul style="list-style-type: none"> • To comply with applicable laws and regulations
	Internet or other electronic network activity information	<ul style="list-style-type: none"> • Service providers that help us to run our business 	<ul style="list-style-type: none"> • To facilitate your use of our website • To provide you with tailored recommendations, and updates • To improve our website, set default options, and provide you with a better application experience

		<ul style="list-style-type: none"> • To protect the security of our website • To detect and prevent fraud against you and/or us
Geolocation data	<ul style="list-style-type: none"> • Service providers that help us to run our business 	<ul style="list-style-type: none"> • To provide you with tailored recommendations, and updates • To improve our website, set default options, and provide you with a better application experience • To protect the security of our website • To detect and prevent fraud against you and/or us
Audio, electronic, visual, thermal, olfactory, or similar information	<ul style="list-style-type: none"> • Service providers that help us to run our business 	<ul style="list-style-type: none"> • To manage the security of our premises and systems
Professional or employment-related information	<ul style="list-style-type: none"> • Service providers that help us to run our business • Governmental authorities 	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To comply with applicable laws and regulations
Non-public education information	<ul style="list-style-type: none"> • Service providers that help us to run our business 	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To comply with applicable laws and regulations
<i>Sensitive Personal Information</i>		
Social security, driver's license, state identification card, or passport number	<ul style="list-style-type: none"> • Service providers that help us to run our business • Governmental authorities 	<ul style="list-style-type: none"> • To assess your eligibility for employment • To comply with applicable laws and regulations • To manage the security of our premises and systems
Personal Information that reveals a consumer's racial or ethnic origin, religious or philosophical beliefs, or union membership	<ul style="list-style-type: none"> • Service providers that help us to run our business • Governmental authorities 	<ul style="list-style-type: none"> • To comply with applicable laws and regulations
Personal Information collected and analyzed concerning a	<ul style="list-style-type: none"> • Service providers that help us to run our business 	<ul style="list-style-type: none"> • To assess your eligibility for employment

consumer's health (i.e., drug-screening information)		
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V. Submitting Requests Relating to Your Personal Information

If you are a resident of California, you have the right to submit certain requests relating to your Personal Information as described below. To exercise any of these rights, please submit a request through our [webform](#) or call us at 888-914-9661 PIN: 103 569. Please note that, if you submit a request to know, request to delete or request to correct, you will be asked to provide 2-3 pieces of Personal Information that we will match against our records to verify your identity. You may designate an authorized agent to make a request on your behalf; however, you will still need to verify your identity directly with us before your request can be processed. An authorized agent may submit a request on your behalf using the webform or toll-free number listed above.

Right to Know. You have the right to know what Personal Information we have collected about you, which includes:

- (1) The categories of Personal Information we have collected about you, including:
 - a. The categories of sources from which the Personal Information was collected
 - b. Our business or commercial purposes for collecting or disclosing Personal Information
 - c. The categories of recipients to which we disclose Personal Information
 - d. The categories of Personal Information that we disclosed for a business purpose, and for each category identified, the categories of recipients to which we disclosed that particular category of Personal Information

- (2) The specific pieces of Personal Information we have collected about you

Right to Delete Your Personal Information. You have the right to request that we delete Personal Information we collected from you, subject to certain exceptions.

Right to Correct Inaccurate Information. If you believe that Personal Information we maintain about you is inaccurate, you have the right to request that we correct that information.

Right to Non-Discrimination for the Exercise of Your Privacy Rights. If you choose to exercise any of your privacy rights under the CCPA, you also have the right not to receive discriminatory treatment by us, including retaliation against you as a job applicant.

VI. How to Contact Us

If you have any questions about how Five Below handles your Personal Information or if you need to access this notice in an alternative format or language, please contact us at privacy@fivebelow.com.

Last Updated: January 1, 2023