

FIVE COMMUNITY PROGRAM REPORT

Overview:

Throughout our globalized world, community takes different forms, fostering diverse and impactful relationships that lead to individual and societal flourishing.

As a responsible business pursuing excellence in sustainability, FIVE views its community engagement program as a foundational element to its ESG strategy.

Today, FIVE's community reach touches FIVE-Related and Independent stakeholders, local and global geographies, and a range of thematic focus areas over short and long-term engagements.

Whether fostering friendships and wellness through colleague recreational events, restoring habitats through environmental action or providing emergency medical relief to in-need children in rural India, FIVE upholds a multifaceted, inclusive, and global approach to viewing community.

While FIVE continuously explores new initiatives to engage in, the company prioritizes opportunities to build and maintain long-term partnerships. At the same time, some of the greatest impacts arise out of spontaneous help during a timely event or need. To this end, FIVE takes a holistic and dynamic approach to spreading its community roots.



Defining FIVE’s Community Program:

FIVE’s Community Program can be understood through several categorical tiers based on stakeholder, geography, theme, and periodicity. These multifaceted dimensions of defining community pinpoint key elements of FIVE’s sustainability scope.

Stakeholder:

FIVE-Related	Independent
members directly related to the business activities such as employees, suppliers and guests	members indirectly related or unattached to FIVE’s business activities such as community neighbors and charitable recipients

Geography:

Regional	Global
– inside countries of FIVE Hotel operations	– outside countries of FIVE Hotel operations

Theme:

Animal Welfare	Health and Wellbeing	Circular Economy	Habitat and Environment	Education
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Periodicity:

Long-Term	Short-Term
Includes re-occurring initiatives	Includes one-off or infrequent initiatives

Community Program Initiatives Undertaken by FIVE

Program Name	Stakeholder	Geography	Theme	Periodicity	SDG
Emirates Environmental Group (EEG) One Communi-Tree Recycling Initiative	Independent	Regional	Habitat and Environment Circular Economy	Long-Term	15
EEG Can Collection Drive	Independent	Regional	Habitat and Environment Circular Economy	Long-Term	15
Bottanica One Tree Planting Initiative	Independent	Global	Habitat and Environment	Long-Term	15
Clean Up UAE	Independent	Regional	Habitat and Environment	Long-Term	15
Ramadan Food Waste Collection	Independent	Regional	Circular Economy	Long-Term	12
World Wildlife Federation (WWF)	Independent	Global	Habitat and Environment Animal Welfare	Short-Term	17
Stray Dog Center UAQ Towel Donation	Independent	Regional	Animal Welfare Circular Economy	Long-Term	10
Beit Al Kheir Clothing Donation	Independent	Regional	Health and Wellbeing	Short-Term	1
Room to Read	Independent	Global	Education	Long-Term	4

Foundation					
Sir Ganga Ram Hospital Medical Charities	Independent	Global	Health and Wellbeing	Long-Term	1
Phillips Exeter Academy Gift	Independent	Global	Education	Short-Term	4
Diya India Foundation	Independent	Global	Health and Wellbeing	Long-Term	1
The Children's Medical Centre	Independent	Global	Health and Wellbeing	Long-Term	1
New Face Charitable Trust	Independent	Global	Health and Wellbeing	Long-Term	1
DHA Blood Drive Volunteering	Independent	Regional	Health and Wellbeing	Long-Term	3
Construction Community Meals (JBR Lunch)	FIVE-Related	Regional	Health and Wellbeing	Long-Term	2
UNICEF	Independent	Global	Health and Wellbeing	Short-Term	16
UN Human Rights	Independent	Global	Health and Wellbeing	Long-Term	16
Reduce, Reuse, Recycle (3R) Reward Program	FIVE-Related	Regional	Habitat and Environment Circular Economy	Long-Term	11
FIVE Beach Clean Up Day	FIVE-Related	Regional	Habitat and Environment	Long-Term	14
FIVE Tribe Wellness Initiatives	FIVE-Related	Regional	Health and Wellbeing	Long-Term	3
FIVE Tribe Diversity Initiatives	FIVE-Related	Regional	Health and Wellbeing	Long-Term	10
FIVE Tribe Spiritual Celebration Initiatives	FIVE-Related	Regional	Health and Wellbeing	Long-Term	3

FIVE Cares	FIVE-Related	Regional	Health and Wellbeing	Long-Term	1
Special Needs Volunteering	Independent	Regional	Health and Wellbeing	Long-Term	10
FIVE Kid's Club	FIVE-Related	Regional	Health and Wellbeing	Long-Term	3
Global Sustainable Tourism Council (GSTC)	Independent	Global	Habitat and Environment Health and Wellbeing	Long-Term	17
Science Based Targets Initiative (SBTi)	Independent	Global	Habitat and Environment	Long-Term	13
Great Places to Work [®]	FIVE-Related	Regional	Health and Wellbeing	Long-Term	3
FIVE Supplier and Extended Supplier On-Site Visits	FIVE-Related	Regional	Animal Welfare Habitat and Environment Health and Wellbeing	Long-Term	12

Community Spend Summary

To Date, FIVE has contributed over \$1.6 million to Community!

Community Program	TOTAL SPEND (As of May 1, 2023)
Diya India Foundation	\$1,025,529.36
Sir Ganga Ram Hospital (Direct)	\$134,097.96
New Face Charitable Trust	\$171,547.45
The Children's Medical Centre	\$14,725.99
Phillips Exeter Academy Gift Account	\$110,000.00
Room to Read Foundation	\$97,173.59

World Wildlife Federation (WWF)	\$1,100.00
UNICEF	\$680.80
Global Sustainable Tourism Council	\$3,000.00
Construction Community Meal	\$8,618.40
UN Human Rights	\$400.00
FIVE CARES	\$42,994.18
	\$1,609,867.74

Setting Targets

A key part of monitoring and evaluation of community programs is setting targets which includes quantitative and process-based measures. Accordingly, FIVE has established the following Community Targets. FIVE reviews its progress against these targets on a half-yearly basis in conversation with the Risk and Compliance and Sustainability Departments.

Community Targets

Strategic Objective	Metric	Target
A positive community impact and relationships	Number of Volunteer Hours	Develop a 2023 baseline on FIVE employee volunteering hours to set future targets
A positive community impact and relationships	Number of Lives Saved	Increase total number of lives saved through medical partnerships to 400 by 2025
	Number of Pool Towels Donated	Match annual pool towel donations to number of rescued dogs housed at Stray Dog Center (SDC) UAQ
	Contract of Sponsorship	Sponsor beehives in Hatta, UAE to promote biodiversity and local employment

Strategic Objective	Metric	Target
Innovate to address social and environmental challenges	Number of original products and programs developed	Expand FIVE's involvement in Carbon Credit programs by introducing guest products and/or organizational development initiatives
	Number of members	Create a global sustainability alliance promoting FIVE's sustainability values
	Products and commercial partnerships	Create a customer-facing brand strategy on sustainability
Inspiring Intrapreneurship by encouraging new ideas and initiatives	Reward program submissions	Grow FIVE's Reduce, Recycle, Reuse (3R) program, increasing monthly submissions
Improving employee welfare	Wellbeing Events	Enhance and increase the engagement of FIVE's employee wellness program by creating a feedback mechanism
	% of total departments committed	Introduce grassroots philanthropy program where departments select their own charitable cause to sponsor
	Great Place to Work™ Certifications	Maintain Great Place to Work™ Certification Annually, placing in the Top 10 within our assessment category

Monitoring and Evaluation of FIVE's Community Program

Multidimensional monitoring and evaluation

Classifying its community portfolio across distinct tiers (Stakeholder, Geography, Theme, Periodicity) allows the company to monitor and evaluate its engagement across important dimensions of sustainability.

Stakeholder:

By measuring community activities based on FIVE-Related and Independent stakeholders, FIVE can determine whether it is striking the right balance between focusing on its direct business stakeholders and that of its neighbors as a citizen of its broader society.

Geography:

Likewise, by tracking its community program based on regional and international geographies, FIVE similarly can evaluate its contributions as a local community member – its first and fundamental responsibility - and then as a global citizen.

Thematic:

By defining its community portfolio across thematic focus areas, FIVE is able to more clearly track its contributions to Sustainable Development Goals and how well it provides a holistic contribution to social, economic and environmental elements through its community programming.

Periodicity:

Finally, by measuring which of its initiatives belong to long-term partnerships and which are more spontaneous or finite, FIVE can maintain visibility on its community patterns and identity as a contributor to positive impact.

Frequent Review and Dynamic Evaluation Approach

The Sustainability Department provides ongoing and quarterly MIS reporting on progress and initiatives taken on behalf of FIVE's Community Program. Likewise, FIVE's Risk and Compliance Team provides half-yearly reviews to check adherence to Targets.

When determining its partnerships and initiatives to participate in, FIVE prioritizes opportunities that may invite long-term partnerships. However, the company aims to stay on the pulse of the local and international stage by considering new initiatives and opportunities to help build a better world in line with current events.

Highlighting a Few of FIVE’s Community Program Initiatives

The following pages highlight a few initiatives illustrating the impactful work FIVE has been able to unleash across its various community spaces. Community engagement provides a platform to witness the interconnectedness of Sustainable Development and the positive impacts that flourish from it.

Construction Community Meals Program (JBR Lunch)

Program Name	Stakeholder	Geography	Theme	Periodicity	SDG
Construction Community Meals (JBR Lunch)	FIVE-Related	Regional	Health and Wellbeing	Long-Term	2

In spring 2023, FIVE hosted a Yemeni-styled Mandi lunch for its nearly 4000 site members working on the development of FIVE Luxe JBR. Once attributed by news sources as home to an estimated 25% of the world’s cranes, Dubai continues to showcase some of the world’s most ambitious and complex building projects, spirited by the UAE’s entrepreneur-friendly climate. With its intense development ecosystem, Dubai provides an opportunity to address labour rights amidst a global need to ensure compassionate and protected working environments. In this light, FIVE’s Construction Community Meals program was launched as a call to action and inspired by FIVE’s adherence to the UN Global Compact and support of the ILO’s Declaration of Principles and Rights. The afternoon of sharing over food and dialogue has set the stage for building stronger connections between FIVE and its labour community.

With nearly 4000 meals hand distributed through a coordinated effort, FIVE has set the aspiration to continue this program to foster stronger understandings between FIVE’s leadership and its site workers, and in doing so, contribute to global hunger and reduced inequalities goals. Because FIVE’s development activities are cyclical in nature, the company aims to expand the Construction

Community Meal Program to other contexts, beyond FIVE's own business activities where a need for understanding and generosity remains ever-present.



FIVE CARES PROGRAM

Program Name	Stakeholder	Geography	Theme	Periodicity	SDG
FIVE CARES	FIVE-Related	Regional	Health and Wellbeing	Long-Term	1

In 2022, FIVE's Founder and Chairman, Kabir Mulchandani, announced that FIVE would provide critical medical care support for FIVE Tribe members - and notably, for their immediate family members as well. The cornerstone of the FIVE Cares program is significant monetary support towards medical assistance for life-threatening diseases, prolonged illness, and critical surgeries. In 2022 alone, FIVE Cares supported critical illness and emergency procedures for 17 colleagues and their kin, giving them a new life and making them feel well looked after by the FIVE family.

During the year under review, one of our FIVE Tribe housing attendants was diagnosed with kidney failure. Through the FIVE Cares programme, he was supported with 9 Haemodialysis sessions before being flown back to his home-country Philippines, for a potential transplant.

In all it does, FIVE strives to align itself with the SDGs. FIVE Cares proudly contributes to poverty alleviation and the health and happiness of its colleagues and their families by serving as a lifeline in the face of dire straits.



FIVE Employee Wellness Clinics

Program Name	Stakeholder	Geography	Theme	Periodicity	SDG
Employee Wellness Clinics	FIVE-Related	Regional	Health and Wellbeing	Long-Term	1

FIVE's status as a high-energy entertainment and luxury hospitality group requires an engaged, dedicated, and robust workforce to ensure top of the line experiences 24/7. To this end, the health and wellness of our colleagues are of paramount focus. FIVE maintains two health and wellness clinics every month providing education and complimentary services ranging from blood test camps to eye evaluations, diabetes check-ups, breast cancer awareness and blood donation drives.

Throughout FIVE properties, information on health and wellness such as FIVE's medical insurance policy, FIVE Care's policy, and contact information for healthcare providers covered under insurance are readily accessible to foster a supportive and healthy environment.

FIVE's dedicated hotel nurse stands ready 24/7 to support colleagues. By building an FIVE-Related community around health and wellness, FIVE's guests in turn benefit from a seamless operation able to provide the best in luxury and high-energy entertainment.

In 2022, FIVE hosted employee wellness initiatives including:

- Breast Cancer Awareness Diabetes' Day
- Men's Wellness Day
- Free Eye and Heart Check-Up Nutrition and Vitamin Clinic Hygiene Education
- Summer Health Boost Camp Flu Shot Day
- Thyroid Awareness
- Global handwashing day



FIVE Colleague Diversity and Recreational Activities

A 70+ nationality strong community, FIVE not only knows diversity but depends on it to provide as colorful experience for colleagues as its guests. Whether celebrating national days with cake cutting, hosting easter egg or Diwali lantern painting competitions during holy weeks or partaking in important days such as International Women's Day, FIVE's colleague community enjoys a rich and dynamic program of events aimed at recognizing and celebrating diversity and balanced living.

Colleague Diversity Events Include:

- Women's Day Celebrations
- National Day Celebrations
- Religious Holiday Transportation
- Religious Festival Celebrations Easter Celebration
- Diwali Celebration
- Eid Celebration
- Christmas Day Celebration

FIVE builds a calendar of frequent social events to foster friendship and expression among our colleagues. Some of the fun events we organised include:

- Bingo Night
- Karaoke Night
- Movie Night
- Colleague Annual Party
- Monthly Birthday Cake Cutting



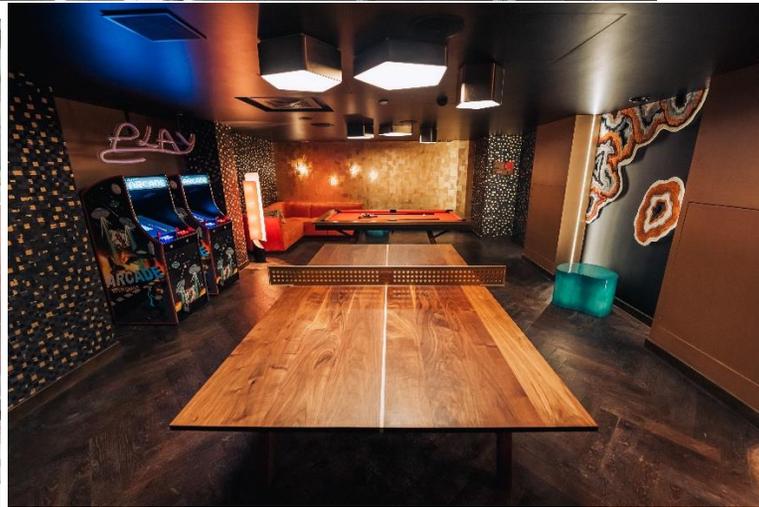
Global Medical Charities

FIVE continues to proudly support major medical initiatives as part of our Company's global engagement. To date, we have helped saved and enhance over 360 lives by funding emergency heart and facial surgeries. Today, FIVE maintains strong relationships with the Diya India Foundation, Sir Ganga Ram Hospital, New Face Charitable Trust, and The Children's Medical Centre.



KIDS CARE FACILITY AT FIVE

To express our support for creating accessible, inclusive, and diverse properties, FIVE has proudly designated children's play areas on our resort for dependents of guests and employees alike. From supervised playrooms fitted out to the coolest gadgets, an abundance of safe and educational toys to kids-only pools surrounded by lush landscaping, FIVE's Kids Clubs create the ultimate space for fun. This space allows the children, our guests and employees to remain close to their guardians and enjoy their own unforgettable FIVE experience.



The Emirates Environmental Group Recycling and Tree Planting Campaigns

FIVE has a history of participating with the UAE's environmental champion, EEG. A favorite initiative includes the 'One Root, One Communi-Tree Project' recycling initiative. This campaign plants trees in the UAE's Hatta region for each set of recyclables that companies collect. In December, FIVE Palm Jumeirah proudly recycled 565 kg of glass to plant two trees.

In addition, as part of EEG's Can Collection Campaign, the hotel recycled 130 kgs of cans, contributing to 1.95 CO₂e of GHG mitigated, 31.12 m³ of landfill saved, and 29.90 million BTU in energy saved. FIVE Jumeirah Village followed suit by recycling 77 kg of cans.

Clean-Up UAE

In 2022, FIVE participated in the Clean Up UAE Campaign. This environmental initiative gathered volunteers from around Dubai to collect and responsibly dispose of trash plaguing the natural desert ecosystems. A total of 18 FIVE employees, donning their FIVE Tribe shirts, participated in the UAE-wide event, enjoying a flag hoisting and speeches from governing bodies and the main sponsor. FIVE subsequently initiated its very own Beach Clean-Up to model the UAE-wide campaign as a hotel initiative. These community-facing events empower employees to engage with the region, developing a stake in the broader sustainability of FIVE Dubai's home community.



Botanica and One Tree Planted Floral Collaboration

FIVE has partnered with Botanica and OneTree Planted to support global reforestation. For every floral arrangement sold at FIVE, one tree is planted. This has resulted in 1,659 trees planted in Kenya to date. Botanica offers natural flowers that are in season, reducing transportation and preserving carbon footprint. Botanica also avoids using harmful and toxic floral foam. Additionally, Botanica works with a local farmer in Al Ain to source lilies from the UAE. FIVE is proud of these efforts to increase sustainability awareness and foster supplier relationships.



**Stray Dog Center UAQ (SDC) –
Pool Towel Donation**

With an intent to expand our role in promoting a circular economy and reducing waste, FIVE has partnered with the UAE’s largest animal shelter, Stray Dog Centre (SDC), to donate our old pool towels. To help divert waste from landfills and provide much-needed material for the comfort of nearly 900 dogs, we provided 600 towels from our hotels in Dubai. FIVE will continue to provide materials to SDC every month to leverage synergies in the community.



Room to Read Foundation

FIVE recently partnered with the Room to Read Foundation. Founded in 2000 on the belief that World Change Starts with Educated Children®, Room to Read is creating a world free from illiteracy and gender inequality. FIVE's contribution supports the Foundation's goal of helping children in historically low-income communities. It aims to develop literacy skills and a habit of reading among communities. The Foundation supports girls as they build skills to succeed in school and negotiate key life decisions.



Report for FIVE Holdings

Strengthening Literacy and Gender Equality in India



Beit Al Kheir

Foundation – Clothing Donation

At FIVE, we constantly seek opportunities for greater engagement in the circular economy. We recently donated more than 1,114 garments to the Beit Al Kheir Foundation after finding a way to give our retired employees' uniforms to those in need. This small but material effort epitomizes the community consciousness we strive for at FIVE, where an inward reflection paired with an outward compassion connects the dots and provides synergistic opportunities to help others.

