**PETCO ESG HIGHLIGHTS**

**PLANET**
Preserving the Health of Our Planet

- Decreased our energy intensity per unit of revenue by **4.3%** in fiscal 2022 compared to fiscal 2021, and by **28.7%** compared to fiscal 2018.
- Eliminated more than 6 million single-use plastic polybags within our owned brand supply chain.
- Produced approximately **780 MWh** of electricity annually through solar panels for our national support center in San Diego.
- Prevented nearly 1,300 pounds of trash from entering our waterways through company-wide community cleanup events.
- Printed **95%** of our signage in Pet Care Centers on more sustainable materials.

**PEOPLE**
Helping People Thrive

- Increased representation of **people of color** among new hires to **42%** and maintained a strong representation of **women new hires at nearly 65%**.
- Increased every non-trainee employee’s base wage to at least $15 an hour.
- Kept healthcare benefit premiums flat since 2020 and announced **new investments** in fertility care, adoption, medical travel, and mental health benefits.
- Expanded our employee resource groups in partnership with our DEI team.
- Maintained the Petco Partner Assistance Fund, which has **provided over $2 million** in financial support to **nearly 2,000 Petco employees** who suffered a hardship.

**PETS**
Setting the Standard in Responsible Pet Care

- Became the **first major pet retailer** to stop selling human- or bark-activated shock collars in fiscal 2020.
- Removed traditional rawhide options from our shelves in favor of safe and highly digestible alternatives in fiscal 2021.
- Sourced more than **92%** of the aquatic life sold at our Pet Care Centers from aquaculture, including freshwater fish and coral.
- Through the Think Adoption First program, our Pet Care Centers partnered with Petco Love to help **nearly 7 million pets** to date find loving new families.
- More than **$34 million** raised for Petco Love.
- To date, reunited almost **18,000 pets** with their pet parents thanks to Petco Love Lost.

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