

# PETCO ESG HIGHLIGHTS



Ranked in the top 12% in the North America Retailing industry in the S&P Global CSA (Score date: 12/16/22)



Dow Jones Sustainability Indexes

Ranked 11th among retailers in Newsweek's "America's Most Responsible Companies 2023"



Became the first pet retailer in history to be awarded the American Humane Certified™ Seal of Approval



## 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
- **Removed 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



- **\$26 million raised** for Petco Love
- **Reunited almost 17,000** pets with their pet parents thanks to Petco Love Lost