



2024 SUSTAINABILITY REPORT



About This Report	Forward-Looking Statements & Website References Regarding Our Progress 3 A Note on Terms 3 Contact & Feedback 3	03
Executive Summary	“Me at Petco” 5	04
Introduction	Our Company 7 Petco Values 8 Petco Sustainability Highlights 9	07
Sustainability at Petco	Stakeholder Engagement 10	10
Corporate Governance	Sustainability Governance 11 Ethical Business Practices 12 Government Affairs 12 Enterprise Risk Management 12 Assessing Climate-Related Impacts on Petco 13 Data Privacy 13 Cybersecurity 14	11
Pets	Pet Welfare & Humane Treatment 16 Pet Health, Nutrition & Wellbeing 18 Making Pet Parenthood More Affordable & Accessible 19 Petco Love 20	15
People	Talent Attraction & Development 22 Culture & Belonging 24 Employee Health, Safety & Wellbeing 27	21
Planet	Our Impact on the Planet 30 Water-Related Risk & Impacts 30 Waste 31 Sustainable Products 33 Responsible Sourcing & Supply Chain Practices 35	29
Appendix	Our Performance 37 Pets 37 People 37 Planet 38 Sustainability Materiality at Petco 39 GRI Index 40 SASB Index 45	37

About This Report

We are pleased to present our fifth annual Sustainability Report (this Report), which covers our fiscal year 2024 sustainability and corporate responsibility-related performance. All references to the year refer to our fiscal year ending February 1, 2025.

This Report was developed to inform our stakeholders of the impacts that our organization may have on sustainability and corporate responsibility. In it, we provide an overview of who we are as a company, how we engage stakeholders, and our approach to addressing our sustainability-related impacts. The scope of applicable portions of this Report has been determined based on material sustainability topics, which are addressed in the Sustainability Materiality section on page 39. Unless stated otherwise, the scope of our data encompasses all of Petco’s activities, and the reporting boundary encapsulates our more than 1,500 pet care centers (PCCs) across the U.S., Mexico, and Puerto Rico. This report is the most up-to-date source of Petco’s sustainability data as figures published in previous reports may have been updated.

To align our nonfinancial reporting with global sustainability indicators, we have referenced selected disclosures, or parts of their content, from the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) Standards frameworks. A content index is included as a tool to help readers more easily locate relevant information across this Report as well as from Petco’s web-based resources. For additional information on our sustainability progress, relevant [policies](#), and periodic updates, please visit our [website](#).

Forward-Looking Statements & Website References Regarding Our Progress

This document includes forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, concerning expectations, beliefs, plans, objectives, initiatives, strategies, future events or performance, and underlying assumptions and other statements that are other than statements of historical fact, including, but not limited to, statements regarding our social, environmental, and other sustainability plans and initiatives. Although we believe that the expectations and assumptions reflected in these statements are reasonable, there can be no assurance that these expectations will prove to be correct. Forward-looking statements are subject to many risks and uncertainties, including the risk factors that we identify in our U.S. Securities and Exchange Commission filings, and actual results may differ materially from the results discussed in such forward-looking statements. We undertake no duty to update

publicly any forward-looking statement that we may make, whether as a result of new information, future events or otherwise, except as may be required by applicable law, regulation, or other competent legal authority. Forward-looking and other statements in this document may also address our progress, plans, and goals with respect to social and sustainability initiatives, and the inclusion of such statements is not an indication that these contents are necessarily material to us, our investors, or other stakeholders, or required to be disclosed in our filings, in each case under U.S. Securities and Exchange Commission reporting or any other laws or requirements that may apply to us. Such plans and initiatives may change, and statements regarding such plans and initiatives are not guarantees or promises that they will be met. In addition, historical, current, and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. Website references throughout this document are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this document. This report is intended to highlight some of the Company’s sustainability efforts during the fiscal year ended February 1, 2025; it is not a comprehensive description or representation of all of the Company’s sustainability activities during that time.

A Note on Terms

Throughout this Report, we will use the following terms, which reflect the language we use throughout our business:

- **Pet care center (PCC)** in place of store
- **Support Center** in place of Corporate Office
- **Partner** in place of employee

Contact & Feedback

We welcome feedback on our performance and this Report; please contact sustainability@petco.com.

Executive Summary

As we celebrate Petco’s 60th year of business, we reflect on our growth and transformation. In 2024, we welcomed Joel Anderson as Chief Executive Officer and have since rounded out our executive leadership team. 2024 brought renewed energy, focus, and thinking at Petco, and marked the beginning of a new chapter in our iconic history.

With a continued focus on our sustainability pillars of Pets, People, and Planet, in 2024 we prioritized practices that we believe benefit our key stakeholders, support our business resilience, and align with our regulatory obligations. We were again recognized by Newsweek as one of “America’s Most Responsible Companies,” and ranked in Forbes Best Brands for Social Impact List, 2025. In 2024, Petco continued advancing environmental initiatives, including (i) our lighting curtailment program, which resulted in an approximate 4 million kWh energy savings, and (ii) our recycling partnerships, which collectively diverted nearly 400 tons of plastic from landfills in 2024.

As our journey evolves, we continue to seek opportunities that strengthen the relationship between corporate responsibility and how our business functions. We see great opportunity in leveraging sustainability to further our efforts to champion Pets, People, and Planet. We aim to set the standard for responsible pet care and increase access to pet parenthood and see a natural connection between pet health and environmental stewardship. When we do our part to support the health of our planet, we believe we help foster an environment where pets and pet parents alike can thrive. Outdoor spaces play a crucial role in promoting pet wellbeing, so where we can, we focus our efforts on minimizing operational waste, emissions, and our impact on water resources.



Our sustainability strategy would not be complete without an ongoing dedication to building a rewarding and welcoming workplace and supporting our communities. People are at the center of all we do; they are a critical driver of industry innovation and re-imagining how we can drive the pet care industry forward.

Through our partnership with Petco Love, we’ve helped save nearly 7 million pet lives to date and reunited over 100,000 lost pets with their families. In 2024 alone, Petco Love helped distribute over 1 million free pet vaccines, providing a critical form of care to pets in under-resourced communities.

As we enter another milestone for Petco with our 60th anniversary, we continue to work hard to deliver the high-quality products and services our customers expect, while being mindful of the footprint we leave on our planet. Petco is dedicated to helping pets and people thrive for generations so we can continue to strengthen and celebrate the pet-parent bond that is embedded in our brand DNA.

A handwritten signature in black ink, reading "Giovanni Insana".

Giovanni Insana
Chief Legal Officer and Secretary



“ME AT PETCO”

At Petco, we aim to cultivate an environment that welcomes all backgrounds and identities.

We asked our partners,

“What does it mean to be yourself at Petco?”



Victoria Adelina Cortinas

Manager, Social Media & Content

Petco Love

“Being myself at Petco means I have comunidad. Every day, I get to speak up, challenge ideas, ask new questions, and provide my unique perspective, while still feeling the community of my colleagues supporting me, encouraging me, and helping me grow.”



Kanwarjit Singh Boparai, DVM

FFCP (Veterinary)

Area Medical Director–Northern California

“Being myself at Petco means I can draw upon my personal experience as a veterinarian and focus on being the best Area Medical Director I can for my Vetco Total Care hospitals. I am proud a first-generation Sikh American and thankful for the perspective this has provided me. Who I am, and who my colleagues are, is embraced. We are able to collaborate and share our thoughts and ideas freely.”

"ME AT PETCO"

At Petco, we aim to cultivate an environment that welcomes all backgrounds and identities.

We asked our partners,

"What does it mean to be yourself at Petco?"



Emily Crouse

Vice President, Internal Audit Services

"Being myself at Petco means embracing the balance between work and family, fostering a welcoming culture where we are all welcome as we are, and celebrating the diversity that makes us strong. As a working mom with a neurodivergent child, I find so much joy in creating a supportive environment where everyone can thrive, both at home and at work."



Michael Simmons

Senior Manager, Distribution Center Operations

"Being myself at Petco means I can be me and share the love of having a furry best friend named Apollo. Each day I am giving the opportunity to make a significant difference for our business, positively impacting pets and people alike. In turn, Petco has brought into my life many friends, an extended family and so much joy."

Introduction

Our Company

Petco is a pet specialty retailer, providing our customers with a comprehensive selection of differentiated products and services to fulfill their pets’ needs. We are headquartered in San Diego, where our National Support Center is located, and we operate more than 1,500 pet care centers (PCCs) across the U.S., Mexico, and Puerto Rico.

Our mission is to improve the lives of pets, pet parents, and the nearly 30,000 partners who work with us. We aim to be a leader in the industry and a partner to pets and pet parents, offering products and services at all price points and with expert guidance at every step of the pet parenthood journey.

Through our owned and exclusive brands and partnerships with third parties, we provide our customers with a wide array of options to purchase high-quality, healthy, and sustainable items for their pets, including innovative and scientifically led nutrition options. We offer integrated digital platforms and flexible fulfillment options to meet pet parents where they are; and we offer grooming, veterinary care, and dog training services to help our customers take complete care of the pets they love.

Through Petco’s omnichannel ecosystem we provide comprehensive care to pets and expert support for pet parents in one stop.

More information on our 2024 financial performance can be found on our [investor relations website](#).



PETCO VALUES

WE LOVE ALL PETS LIKE OUR OWN

We make pet parenting easier by:

- Putting the needs of pets and pet parents at the center of everything we do.
- Giving pet parents expert service and advice through our unmatched focus on health & wellness.
- Improving the whole health of pets with data-driven insights.

WE'RE THE FUTURE OF THE PET INDUSTRY

We're redefining the pet industry by:

- Bringing together a one-stop shop for pets and pet parents that only we can provide.
- Challenging the status quo and making groundbreaking choices for pet health & wellness.
- Building a brighter future for pets by innovating and constantly improving.

WE'RE HERE TO IMPROVE LIVES

We improve the lives of pets, pet parents, and employees by:

- Advancing health & wellness through the products and services we offer and through the lifesaving work of Petco Love.
- Empowering employees and investing in our wellbeing so we can thrive and build purpose-driven careers.
- Operating with sustainable business practices.

WE DRIVE OUTSTANDING RESULTS TOGETHER

We work together to unlock our collective power by:

- Acting with integrity and holding ourselves and each other accountable to deliver strong results.
- Working through challenges together with empathy and respect.
- Celebrating achievements and having fun at work with pets and people.

WE'RE WELCOME AS WE ARE

We value each employee's unique talent and perspective by:

- Supporting employees in being their whole, authentic selves.
- Creating a workplace that is welcoming, respectful, and safe.
- Listening and communicating honestly and clearly.



PETCO SUSTAINABILITY HIGHLIGHTS



PLANET

Preserving the Health of Our Planet

- Began transitioning in-store habitats from fluorescent to LED bulbs, resulting in energy savings.
- Decreased transportation-related emissions by increasing shared freight services.
- Reduced energy usage by more than 4 million kWh through our lighting curtailment program.

PEOPLE

Helping People Thrive

- Provided career or skills-related training to 98% of all employees.
- Sponsored more than 150 scholarships through our Petco/Penn Foster Scholarship Program and Latinx Veterinary Medical Association.
- Developed an internal incident report management platform.

PETS

Setting the Standard in Responsible Pet Care

- Reunited the 100,000th lost pet with their family through Petco Love Lost.
- Distributed over 1 million free vaccines.
- Donated nearly \$30 million in grants.



Sustainability at Petco

At the core of our sustainability strategy is our mission to improve the lives of pets, pet parents, and our own employees. We focus on sustainability programs that are designed to benefit the health and wellbeing of pets and people through responsible planet stewardship, align with the desires of customers, and support our bottom line.

As part of our ongoing efforts to provide transparent communication on our sustainability efforts, we disclosed to both the Corporate Sustainability Assessment (CSA) and CDP, formerly known as Carbon Disclosure Project, in 2024. We are proud to share that we received an increase in our CSA rating and included our first Climate Risk Assessment in our CDP submission.

Stakeholder Engagement

We routinely engage with a variety of stakeholders to consider their priorities and perspectives as part of our sustainability strategy. Such stakeholders include Petco employees, business leaders, investors, suppliers, customers, animal welfare experts, policymakers, industry trade groups, and nongovernmental organizations (NGOs) in various ways. See the appendix for more information on our stakeholder engagement strategy.

Through our participation in industry trade groups such as the [Pet Sustainability Coalition](#) and the [Human Animal Bond Research Institute \(HABRI\)](#), of which we are founding members, as well as the [Retail Industry Leaders Association \(RILA\)](#), we aim to build a collective understanding of risks, developments, and opportunities for our industry. We sit on several of these groups’ respective sustainability-related committees, which allows us to further learn from and influence our industry. Learn more about our advocacy efforts in the Government Affairs section.



Corporate Governance

We strive to maintain rigorous ethical business conduct and governance standards, act with integrity toward all our stakeholders, and foster a culture of honesty and accountability throughout our company. We have robust governance structures and processes in place, including managing enterprise risks, protecting customer and employee data, and promoting information security and cybersecurity. Our Management Team is incentivized to deliver the highest levels of execution and business results through compensation packages aligned with the achievement of operational and financial results and increases in stockholder value.

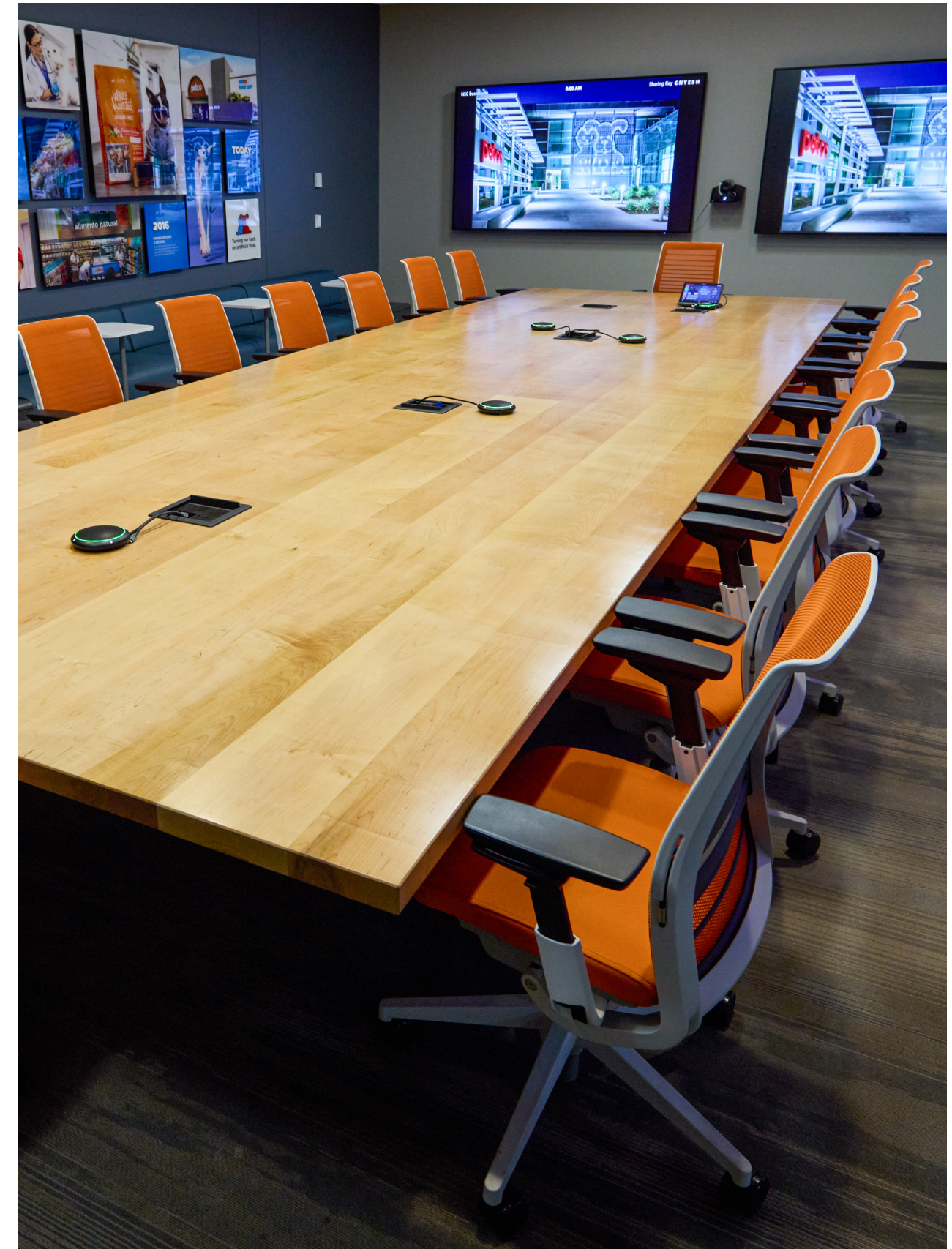
Eleven members currently sit on our Board of Directors, five of whom are independent. The Executive Chairman of the Board provides executive insight into all areas of the business to the rest of our directors. Guided by our Principles of Corporate Governance, the Board has three standing committees:

- Audit Committee
- Compensation Committee
- Nominating and Corporate Governance Committee

Sustainability Governance

In fiscal 2024, we restructured our sustainability team in connection with broader strategic reorganizational efforts. Our Chief Legal Officer now oversees our sustainability strategy and sustainability-related risk management initiatives, including environmental regulatory compliance.

The Nominating and Corporate Governance Committee is tasked with overseeing and reporting to the Board (including, where appropriate, making recommendations to the Board) regarding sustainability efforts, progress, and priorities. Ultimately, our Board of Directors oversees and is responsible for our sustainability initiatives and performance through the Nominating and Corporate Governance Committee.



Ethical Business Practices

Our [Code of Business Conduct and Ethics](#) (the Code) provides guidance for corporate behavior, helps individuals recognize and manage ethical issues, and outlines mechanisms to report unethical conduct. The Code is available to our employees in both English and Spanish. It is supplemented by a number of additional policies and procedures to guide our behavior, including our:

- [Employee Handbook](#)
- [Human Rights Policy](#)
- [Harassment, Discrimination and Workplace Conduct Policy](#)
- [Anti-Corruption Policy](#) (which prohibits bribery)

All Petco employees must acknowledge and agree to the Code and related Petco policies and procedures (such as our Insider Trading Policy and Anti-Corruption Policy) as a condition of employment. To help ensure employees understand their responsibilities, we conduct training on ethical conduct and their obligations under the Code and related policies, including anti-corruption. In addition, employees involved in Petco’s international operations, including all officers, are required to complete an online training module on the requirements of the Foreign Corrupt Practices Act at least annually.

All our suppliers and owned brand vendors are required to agree to our [Vendor Code of Conduct](#), which sets out our expectations of them for regulatory compliance, ethical conduct, animal welfare, human rights, discrimination, environmental protection, product and packaging quality, vendor behavior at our Petco PCCs, and more. They do this when they sign their agreement to our terms and conditions. More information can be found in our Responsible Sourcing & Supply Chain Practices section.

We expect all our employees, vendors, and suppliers to comply with both the letter and spirit of these Codes and policies, follow all applicable laws and regulations, and conduct their affairs with uncompromising honesty and integrity. Should they have any ethics or compliance concerns, both employees and suppliers can call or email our Compliance department or the confidential Petco Hotline, available 24 hours a day, seven days a week. We strive to resolve each concern in a thorough and timely manner and assign a case manager with relevant expertise to investigate each concern as soon as feasible after it is received. If we find that there has been a policy violation, we implement appropriate remedial measures—up to and including termination of employment, or the relationship with the vendor or supplier, as applicable. Adherence to our ethical business practices and policies is overseen by our Management Team, Audit Committee, and Board as part of their executive oversight.

Government Affairs

We advocate for animal wellbeing, responsible pet parenthood, and environmental stewardship through what we believe is transparent, constructive dialogue with policymakers and regulators, and through membership and participation in the [Pet Advocacy Network](#) where one of our Directors of Merchandising sits on the board. In addition, as members of the Retail Industry Leaders Association ([RILA](#)), we collaborate with peers to help advance operational excellence and innovation, economic growth and sustainability, and public policy advocacy.

Other than through our involvement in the Pet Advocacy Network, which represents a responsible pet care community in engaging with legislative, regulatory, and governing bodies, we did not make political contributions in 2024. Our Code of Business Conduct and Ethics prohibits us from giving Petco funds or services to any political party or any candidate for, or incumbent in, any public office.

Enterprise Risk Management

Management is responsible for the day-to-day oversight and implementation of our risk management framework, including strategic, operational, legal, compliance, cybersecurity, and financial risks, while our Board, as a whole and through its committees, is responsible for the overall oversight of our risk management framework. Consistent with this approach, key stakeholders throughout the Company work with management to identify, review, and update both the framework and certain specific short-, intermediate-, and long-term risks that we face, which are presented to our Audit Committee and Board at regular Audit Committee and Board meetings as part of management presentations that focus on particular business functions, operations, or strategies. Such presentations also identify steps taken by management to eliminate or mitigate such risks and report on how feedback from the Audit Committee and/or Board regarding our enterprise risk management efforts (including how we address existing risks and identify significant emerging risks) is implemented. As part of this process, we determine the top risks for the Company by assessing the probability and impact of inherent risks that we face. These top risks are presented to our Audit Committee and Board and updated regularly. While our board is ultimately responsible for the risk oversight of our Company, our Audit Committee has primary responsibility for oversight of the risks facing our Company, including major financial, information technology, cybersecurity, privacy, and control risks, and oversight of the measures initiated by management to monitor and control such risks.



Assessing Climate-Related Impacts on Petco

We recognize that extreme weather conditions, such as wildfires, flooding, and hurricanes, can have significant financial and operational implications for companies like ours, and we have taken a science-based, pragmatic approach to climate resilience. In 2024, we began identifying, assessing, and managing risks and opportunities that support the continuity of our business, help protect our assets, and support our communities, customers, and employees.

In 2024, we published our first [Climate Risk Disclosure](#) and identified the main list of climate-related risks and opportunities that could impact our business operations and financial performance over the short-, medium-, and long-term. These risks and opportunities integrate with our existing Enterprise Risk Management (ERM) process.

Looking ahead, we aim to:

- Conduct a more in-depth climate scenario analysis, including quantitative assessments of potential financial impacts should we experience disruptions in our supply chain and the ability to operate business as usual.
- Improve our data collection and reporting processes to provide more comprehensive and detailed climate-related information to stakeholders.
- Establish and announce specific, quantitative climate-related goals in the future. As we move forward, our efforts to enhance our strategic and operational resilience will continue, guided by insights and findings from our ongoing analyses.

We discuss in further detail how climate risks might impact our business, for example, through customer preferences, physical and transitional disruptions caused by extreme weather, and potential costs of complying with new legislations and regulations, in our Annual Report on [Form 10-K](#) filed with the Securities and Exchange Commission.

Data Privacy

Our customers and employees trust us to handle their personal information with the utmost care and respect, and to protect it from misuse or unauthorized disclosure. We take this responsibility very seriously and believe that complying with applicable data protection laws and regulations is fundamental to our success. Our approach is outlined in our [Privacy Policy](#) and is overseen by the Audit Committee of the Board. Our Chief Information Security Officer leads our cybersecurity operations.

We update our internal and external privacy policies and programs on a regular basis and when legally required, including revisions to Petco’s Sensitive Personal Information Policy, Vendor Privacy Standards, and revised Standard Operating Procedures for processing data subject requests, to comply with U.S. privacy laws.

We are dedicated to providing transparent information to our customers about what personal information we will collect, and how we will use and disclose that information. We aim to limit our collection and use of personal information to that which is consistent with our publicly available privacy policies, and that which is necessary to accomplish our business purposes. Our highest data subject rights—such as the rights of deletion, access, and correction, as well as the right to opt out of targeted advertising on petco.com—are available to all customers regardless of their geographic location.

To support our employees knowing what they must do to help protect our customers’ privacy, we provide annual online privacy training for all our employees, as well as additional privacy awareness and specialized training as needed. We regularly conduct Privacy Impact Assessments to assess the privacy risks of new projects and technologies. In compliance with U.S. privacy laws, we require vendors to agree to a Data Privacy Addendum in order to receive or process our customers’ and employees’ personal information.

We had no known material data breaches in 2024. In the past year, we established internal audit procedures enabling Petco to test the adequacy of its process for granting customers’ deletion requests. We also expanded and improved our customer-facing privacy settings to grant more individual choice and control over targeted advertising. With rising popularity of artificial intelligence (AI) in workplace settings, we established baseline AI compliance procedures, such as our requirements for vendors using AI, training on AI laws, proposal review, and advisory in instances where AI may be leveraged in our business.

Cybersecurity

Our extensive Information Security Program (ISP) encompasses administrative, technical, and physical safeguards for sensitive information, including an advanced e-waste and electronic equipment end-of-life program that protects our data from being accessed from old electronics. The ISP is monitored 24/7 and is based on the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF). Day-to-day cybersecurity and ISP activities are managed by our Chief Information Security Officer, and a cross-functional committee comprised of key stakeholders throughout the company meets regularly to review cybersecurity incidents, mitigation, threats, risks, and management. The company’s audit committee has formal oversight responsibility for cybersecurity, as delegated by our board of directors. Our Chief Technology Officer and/or Chief Information Security Officer provide semi-annual updates to the Audit Committee with respect to cybersecurity incidents, mitigation, threats, risks, and management, which are also communicated to the full board.

Each year, we review opportunities for control, process, and governance improvements, and map these initiatives to the corresponding NIST CSF functions.

To maintain compliance with our Information Security Policy, employees are required to complete Information Security Awareness Training as part of their orientation process and annually thereafter on topics including ransomware, data privacy, phishing, and password security. Anyone found in violation of our Information Security Policy may be subject to disciplinary action, including termination of employment.

For more information on our risk diligence processes and Security Incidence Response Plan, please refer to our [Form 10-K](#).



PETS

A ginger and white cat is sitting on a scratching post made of sisal rope. The cat is looking directly at the camera with its green eyes. The background is dark and out of focus, showing some greenery on the left.

Access to quality pet products is our passion, and we approach it holistically. We consider a pet's whole health, including nutrition, access to high-quality veterinary and preventive care, and support their welfare.

Pet Welfare & Humane Treatment

The humane and responsible treatment of animals is of paramount importance to us; therefore, we dedicate significant time, expertise, and resources to providing pets within our PCCs industry-leading, world-class care. Additionally, we take pride in educating pet parents on how they can embrace every dimension of health for their pet’s wellbeing, enabling them to provide the quality of life their pet deserves.

We take animal welfare into account in all situations when they are in our care. For example, during photo and video shoots for marketing purposes, an animal care representative is expected to attend in person or virtually to validate that the animals are handled according to our detailed standards and guidelines. We also aim to model responsible pet care in our marketing practices by, for example, requiring outdoor cats and all dogs to wear collars and ID tags.



Animal Welfare at Every Step

The humane and responsible treatment of animals is of paramount importance to us, and we do not tolerate pet abuse or neglect of any kind. Even before animals arrive in our care, we work to protect their wellbeing through our vendor protocols. Once pets leave our care, we support pet parents by providing them with resources to help meet the wellbeing needs of their pets. More information on these protocols can be found on our [website](#).



- 1 In Our Supply Chain:** Our companion animal and aquatic life vendors are required to uphold the same high standards of animal care and welfare as we do by participating in our Petco Vendor Certification and Standards of Excellence Program. This program includes a rigorous certification process and regular audits for our live animal vendors.
- 2 During Transportation:** The comfort and safety of the animals is our primary focus, from transportation and through their time in our care. We provide animals with comfortable habitats and try to limit transportation time to limit their stress.
- 3 At Pet Care Centers:** Our employees undergo extensive training to equip them with the knowledge and skills to tend to the animals in their care. While in our care, our procedures require that every animal receives an hourly health check to maintain their continued safety and wellbeing. If any issues are identified, they are expected to be addressed immediately.
- 4 Wellness Rooms:** Ill or injured animals, as well as overstock, adoption, and maternity animals, are cared for in our Wellness Rooms, which are required to be kept to our highest health and cleanliness standards. PCC employees are trained in the special protocols we have in place for these rooms.
- 5 Veterinary Care:** At approximately 300 of our pet care centers, we have on-site vet hospitals that are overseen by our Veterinary Advisory Council. The group meets periodically to discuss medical quality standards and pet welfare during veterinary services. PCCs that do not have a full-service hospital on-site typically have relationships with designated local veterinary partners to provide care as needed.
- 6 At Home:** We provide pet parents with information to help take care of and meet the wellbeing needs of their pets. We also advocate for humane pet parenting practices, such as positive reinforcements, and provide support for pet parents with these methods.



Pet Health, Nutrition & Wellbeing

Our Whole Health philosophy is designed to help pet parents support all aspects of their pet’s health and wellbeing through a framework of five interconnected areas of pet health. We believe this approach is part of what enables us to lead in the pet industry.

Pet Nutrition

Quality nutrition is essential for overall pet health; that’s why we provide complete and balanced nutrition options for a variety of companion animals. Our leading nutrition assortment is designed to meet all federal and industry regulatory requirements for food safety and includes a variety of high-quality and scientifically led nutrition options to address the most common pet health issues, including digestive problems, obesity, and allergies. Our licensed veterinarians and knowledgeable employees are available to provide personalized recommendations and help pet parents find the right food for their pets.



Making Pet Parenthood More Affordable & Accessible

We are passionate about the benefits of pet parenthood, and we believe that we play an important role in expanding access to quality pet products and services. We believe that anyone who desires to be a pet parent should have access to the products, knowledge, and services they need to provide their pets with healthy, happy lives at an affordable cost.

Expanding Access to Veterinary Services

We offer free Whole Health check-ins at our PCCs, and our Vetco Total Care offering and insurance plans are designed to make access to veterinary care easier. By offering full-service veterinary hospitals within Petco PCCs through Vetco Total Care, we help more pets access the care they need. By the end of fiscal 2024, we had approximately 300 full-service veterinary hospitals in our network and over 1,500 mobile clinics per week providing pet parents with increased access to veterinary care.

Our Vital Care Premier membership program helps pet parents take care of their pets' routine wellness needs in a convenient, affordable way. By enrolling in this annual plan, pet parents can enjoy exclusive benefits for their pets, including unlimited vet exams at all Vetco Total Care locations and discounts on nutrition, grooming, and other products and services. We even reward them for routine vet exams with a vet outside of Petco.

In addition, we've teamed up with Hill's Pet Nutrition, which supports shelters through its Food, Shelter & Love program, to offer exclusive Vital Care Premier benefits and discounts to shelters across the country with the goal of providing post-adoption support and helping adopted pets stay in their loving homes.

Expanding Access to Pet Products & Services

Through our Shop-in-Shop partnerships with Lowe's in the U.S. and Canadian Tire in Canada, we offer a curated assortment of Petco's high-quality pet nutrition and supplies and services at select stores. This supports our mission of increasing pet parents' access to essential products and services.

Our Neighborhood Farm and Pet Supply PCCs are designed to serve the needs of pets and farm animals in rural communities. These PCCs feature brand-new, stand-alone retail locations strategically and conveniently situated at the heart of rural communities; in partnership with Petco Love, they are also expected to offer adoption services and other programs to further support local pets.

Petco Love

Petco Love is an independent, national nonprofit dedicated to creating a lifesaving nation and improving the lives of pets and their people.

Petco Love accomplishes its mission by investing in animal welfare organizations, with grant funding totaling nearly \$30 million in 2024, that prioritizes three focus areas:

- Ending unnecessary euthanasia through fostering and adoption programs
- Increasing access to veterinary care, including through its free pet vaccine initiative
- Reuniting lost pets with the families that love them

Between employee contributions and customer donations during checkout online and at the credit card terminals in our PCCs, we raised more than \$29.7 million for Petco Love in 2024.

Adoption & Fostering

Petco follows and promotes a Think Adoption First philosophy, which strongly encourages prospective pet parents to adopt a homeless animal rather than purchasing one. If only 2% more of the 85 million pet-owning households in the U.S. fostered one pet per year, preventable euthanasia in shelter pets could be eliminated¹. In partnership with Petco Love, which aims to help every pet find the loving home they deserve, along with thousands of local animal welfare organizations, we run events at Petco PCCs to promote the adoption of dogs, cats, rabbits, and other companion animals. During 2024, our combined efforts led to more than 151,000 adoptions through Petco PCCs and community adoption events.

Reuniting Pet Parents with Lost Pets

Petco Love Lost is a national lost and found database for pets that uses innovative pet image-recognition technology to reunite lost pets with their families. We leverage shelter and community software applications, such as Amazon’s Ring and Neighbors, and using our image-recognition technology, we help lost and found pets posted on those platforms find their way home as well, significantly increasing the reach and impact of the program.

Vaccination

Petco Love’s Vaccinated and Loved initiative provides free pet vaccines to its partners. To date, more than 3.2 million vaccines have been distributed toward a current commitment of 4 million. Providing these much-needed vaccinations in under-resourced communities is something Petco Love believes gives all pets the best chance to live long and healthy lives.

2024 Petco Love Highlights

\$30 million

Nearly \$30 million in grants donated

2,000

More than 2,000 shelters and other animal welfare organizations helped

66,000

Over 66,000 lost pets reunited with their pet parents

151,000

More than 151,000 adoptions facilitated in conjunction with Petco’s activities in pet care centers, in addition to more than 10,000 through community adoption events

1 million

More than 1 million free vaccines distributed

To date Petco Love has:

\$410 million

Invested nearly \$410 million in lifesaving animal welfare work

100,000

Reunited more than 100,000 pets with their pet parents through Petco Love Lost

4,000

Helped more than 4,000 animal welfare partners

7 million

Helped save nearly 7 million animals through adoptions in Petco pet care centers

3.2 million

Distributed more than 3.2 million free vaccines



¹The American Pet Products Association (APPA) 2023-2024 National Pet Owners Survey estimates that 66% of U.S. households, or 86.9 million households, own a pet. There are less than 1.7m pets euthanized each year.

PEOPLE



We believe that partnership is essential to delivering our purpose, providing exceptional service to pet parents, and the success of our sustainability programs. We strive to foster a culture where every partner can bring their whole self to work, perform at their best, have opportunities to grow, and develop and build their careers in a safe, healthy, and fulfilling work environment.

Talent Attraction & Development

Training

Our procedures require that all new partners receive orientation training that provides them with a comprehensive understanding of our business, strategy, culture, and expectations, including the Code of Business Conduct and Ethics, our Employee Handbook, and other core policies and procedures. New PCC partners complete role-specific learning, which includes a combination of digital resources, leader-led learning, and on-the-floor activities that are designed to specifically prepare them for their responsibilities in the PCC.



Additionally, we provide several specialized training programs that allow our partners to deepen their knowledge and build leadership skills. These programs include:

- **Leadership Essentials:** The program provides foundational leadership skills to new and newly promoted managers over their first 90 days in the role.
- **Next Generation General Manager and Next Generation Field Leader:** A 6-month program for high-potential, high-performing General Managers and Field Leaders. The General Manager cohort focuses on strengthening participant leadership capabilities, including, coaching, emotional intelligence, business analysis, effective communication, and developing and engaging talent. The Field Leader program includes 1:1 coaching, group coaching, and leadership assessments to drive individualized, participant-led development.
- **The Health & Wellness Certification Program:** The program offers role-based learning pathways for PCC partners to enhance sales and customer engagement skills while preparing for advancement into key roles. Certifications in cat, dog, companion animal, and aquatic life health aim to build partners expertise and strengthen pet health knowledge across our PCCs.
- **LinkedIn Learning:** Over 16,000 digital courses are provided to Support Center and remote partners to grow their skills. In certain cases, courses have been infused into other specialized programs, such as Next Gen, to drive further development.

- **Pet Care Center Immersive Experience:** A pilot experience for Support Center staff to appreciate a day-in-the-life of our PCC partners by working as a member of a PCC team for 3-5 days.
- **BetterUp Coaching:** 1:1 confidential coaching, powered by BetterUp, for a select number of partners each year.

Career Development

We believe that transparent communication is paramount to helping our partners understand the requirements to thrive at Petco and providing equal opportunities for growth. As such, we provide leaders with guidance on conducting effective performance and career development conversations with their teams.

At the end of each fiscal year, partners are expected to receive a formal performance review to assess and provide feedback on their overall contribution against predefined objectives.

As part of our focus on development, we use a set of consistent criteria to identify leaders with high potential to become directors and vice presidents. Assessments are calibrated at both the team and enterprise levels with our senior executives to promote consideration of cross-functional feedback, consistency of assessments, and thoughtful alignment of development actions and investments to position these leaders for growth.

Developing Veterinary Skills

Veterinary technicians play an important role in our Vetco Total Care hospitals and are in high demand. Through a partnership with Penn Foster College, we provide tuition-free education to partners who wish to advance their careers through an accredited veterinary technician associate degree program. Partners with at least six months of service are eligible to apply for this on-demand program. Partners are supported throughout the process with mentors and monthly check-ins and have up to four years to complete the program. Once the program has been completed, graduates must then pass the Veterinary Technician National Exam (VTNE) to be credentialed.

Our Packs Vetco Total Care Veterinary mentorship program pairs new veterinary doctor graduates who come work with us with experienced mentors who have undergone extensive training. This program is designed to support new veterinarians during their early career years by providing valuable insights, practical skills, and support. Mentors benefit from enhancing their leadership and teaching abilities, staying updated with the latest veterinary practices, and building strong relationships with their peers. Overall, Packs aims to foster a nurturing environment that promotes professional growth and high-quality patient care.

Partner Benefits

Salaried partners may take unlimited personal time away from work with their supervisor’s approval, while hourly and field partners have competitive time-off programs, including floating holidays to allow for even more flexibility. To support partners with disabilities, our Leave and Accommodations department assesses each request for accommodation and provides support as needed.

In addition to financial compensation, Petco partners can enjoy:

- Medical, dental, and vision plans
- Robust Employee Assistance Program with wellness guides and counseling sessions
- Flexible spending accounts and disability assistance
- 401(k) with matching contributions
- Employee stock purchase program
- Insurance and cell phone plan discounts
- Six weeks of parental leave for the birth or adoption of a child for all partners with over one year of service
- Pet bereavement leave
- Fertility coverage and an adoption assistance program, as well as a travel for medical reasons benefit
- A pet-friendly workplace that promotes the benefits of pet-human companionship
- We offer a generous partner discount for all of our employees



Culture & Belonging

At Petco, we strive to create an environment that values all backgrounds and identities where we are all accepted as we are. We understand that an inclusive workplace brings a variety of perspectives, which enables innovation, creative problem-solving, and high engagement that are keys to our mission of improving the lives of pets, pet parents, and our employees.

Building Belonging Through Partner Resource Groups

We believe that building and supporting connections between our partners creates a more fulfilling and enjoyable workplace experience and enables us to tap into the expertise of our partners. Petco’s seven Partner Resource Groups are partner-led and organized, open to all, and lead the effort of building and supporting connections between our partners. The Partner Resource Groups foster community and a sense of belonging by facilitating engagement activities that aim to educate partners on issues involving a variety of topics, and help our business better connect with our customer base.



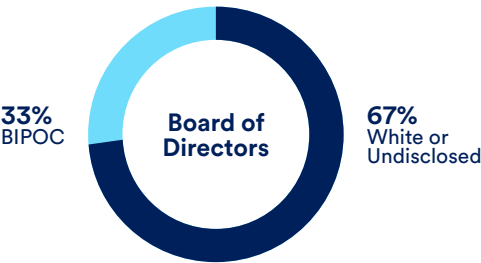
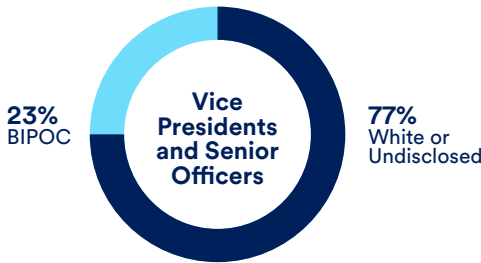
Employees celebrated African Americans in the Arts with a collective painting project guided by multidimensional artist and designer Anthony Christopher Brown Jr.

Human Capital Demographics

GENDER DEMOGRAPHICS (2024)



ETHNIC DEMOGRAPHICS (2024)



Gender and Ethnic Representation figures are based on self-reported data and some individuals may choose to not disclose gender and/or ethnicity.



In November, our CEO signed a military appreciation letter for employees who served and we created Petco Challenge Coins to adopt the military culture of recognition, appreciation, and camaraderie.

Leveraging Inclusion to Unlock Potential

Research has shown that inclusion and an overall focus on supporting our employees are critical for helping employees bring their best ideas and unlock their full potential. Embedded in our Petco values is the fundamental belief that we are all accepted as we are.

At Petco, our talent development philosophy helps enable a welcoming environment that encourages employees to ideate, innovate, and creatively solve problems, which we believe leads to better performance.

Meeting the Needs of a Broad Customer Base

To better serve our customers, we are intentional about bringing the skill sets and experiences that help us meet the needs of all pets and pet parents. From attracting bilingual talent to help us serve multicultural market segments to finding experiences that help us innovate in a competitive and changing industry, we continue to evaluate and enhance our recruiting and development strategies to find and build the best talent. We work across various talent attraction channels with the aim that our partners can effectively serve the customers that come through Petco’s doors.

Differentiating Through Products

We believe the passion for pets is universal, and we strive to create products that appeal to all pet parents. Through the creativity and multitude of backgrounds of our teams, we designed products such as our Pride line and holiday collection that celebrate the many identities and beliefs of pet families. The popularity of these collections signals their appeal to our customers and inspires us to continue creating and innovating them.

Expanding Veterinary Medicine

As the need for pet care grows, we collaborate with community and industry associations to help inspire the next generation of doctors and expand the field of veterinary medicine. In 2024, we sponsored more than 150 scholarships through our Latinx Veterinarian Medical Association and also collaborated with Pride Veterinarian Medical Community to welcome potential talent from the LGBTQ+ community.



The All Pets, All People, One World Pride Campaign and conversations around disability inclusion throughout the year acknowledge the many identities that work and shop at Petco.

Continuing Our Journey through Our Council

Petco’s belonging journey starts with our employees, focuses on our customers, is grounded in business principles, and continues through the guidance of our Council. The Council is an advisory group made up of leaders across the organization who help incorporate belonging principles to support our employees and Petco’s success. Field leaders within the Council bring a unique perspective and help ensure a cohesive employee-centric programming can effectively reach and benefit employees in our pet care centers, distribution centers, hospitals, and clinics. Functional leaders consider how a sense of belonging may be embedded into our operational processes to help ensure a welcoming workplace and retail experience. As our business continues to evolve, the Council is focused on initiatives such as building an engagement plan to support our field and remote employees, enhancing our talent acquisition processes, and reinforcing inclusive behaviors through leadership training and recognition programs. Our Council and Partner Resource Groups represent a cross section of our company and are an important element of informing and guiding business decisions designed to support Petco’s success.



Throughout the year, employees learned about important traditions and cultural customs, including Diwali, Lunar New Year, and Día de los Muertos.



Women’s Week was one of the ways PRGs created a supportive system for our employees and the community.

Human Rights & Fair Labor Practices

We are committed to protecting the human rights of those who contribute to our business—whether they are partners or within our supply chain—including their rights to be treated with dignity and respect, to a safe and healthy workplace, to have equal opportunities, and to be free from harassment and discrimination. Our approach is informed by international guidance from organizations such as the International Bill of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and it is our policy to comply with applicable standards and laws governing maximum hours, days of service, rest periods, overtime pay and restrictions, worker benefits, and leaves of absence.

Our [Human Rights Policy](#), [Code of Ethics](#), and our [Harassment, Discrimination and Workplace Conduct Policy](#) together set out our expectations for our employees and are available to them through our Petco employee intranet. Our Vendor Guide further outlines our expectations for vendors, as described in the Planet section. We have zero tolerance toward violations of our policies and operate a confidential ethics hotline that can be used to report any concerns regarding human rights and potential breaches of a policy, as described in the Corporate Governance section.

Employee Health, Safety & Wellbeing

We prioritize the health, safety, and wellbeing of all Petco partners, and we work on programs and communication efforts that are designed to support these areas and prevent injuries.

In 2024, our Distribution Center team developed an incident report management platform, eliminating reliance on a third-party platform and generating an annual savings of over \$46,000.

Injury & Illness Prevention

To help us minimize injuries and incidents, our Injury and Illness Prevention Program incorporates:

- Safety policies and procedures
- Clearly defined responsibilities
- Work practices, including but not limited to, safe lifting techniques, proper Personal Protective Equipment (PPE) selection and usage, safely working with and around animals, safe operation of powered industrial vehicles, and safe use of chemicals
- Regular assessments
- Training
- Corrective action requirements



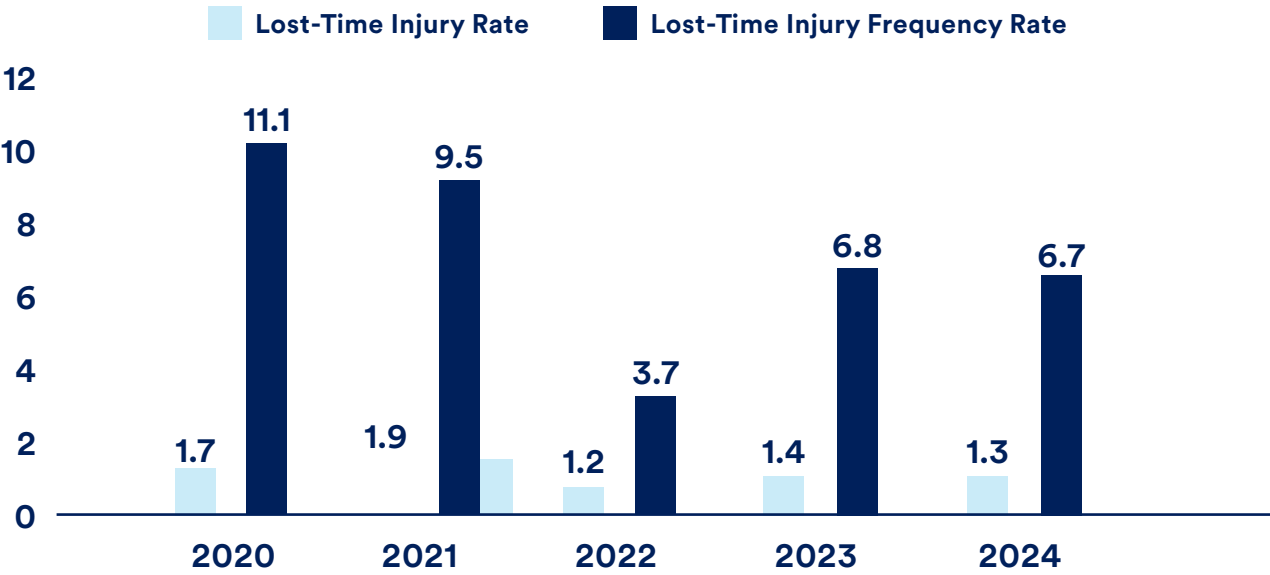
Detailed procedures help us prevent and respond to zoonotic diseases, in line with Center for Disease Control and Prevention (CDC) recommendations. A zoonotic group with representatives from various key departments is responsible for monitoring compliance with procedures and addressing any issues that arise. In addition, we conduct monthly Vet Services evaluations to help hospitals and Clinic HUBs promote compliance with applicable standards.

Employee engagement is essential to best-in-class safety practices, so we work to promote a culture of accountability and cooperation, where every Petco partner takes responsibility for complying with our Health and Safety policies and procedures. We conduct regular safety meetings at our PCCs and Distribution Centers and make safety training a central component of our approach. Every new Petco partner is provided with robust online training covering occupational health and safety, environmental compliance, and additional health and safety topics specific to their roles as part of their onboarding process. Partners receive ongoing training from line managers, and we run quarterly enterprise-wide training on topics such as:

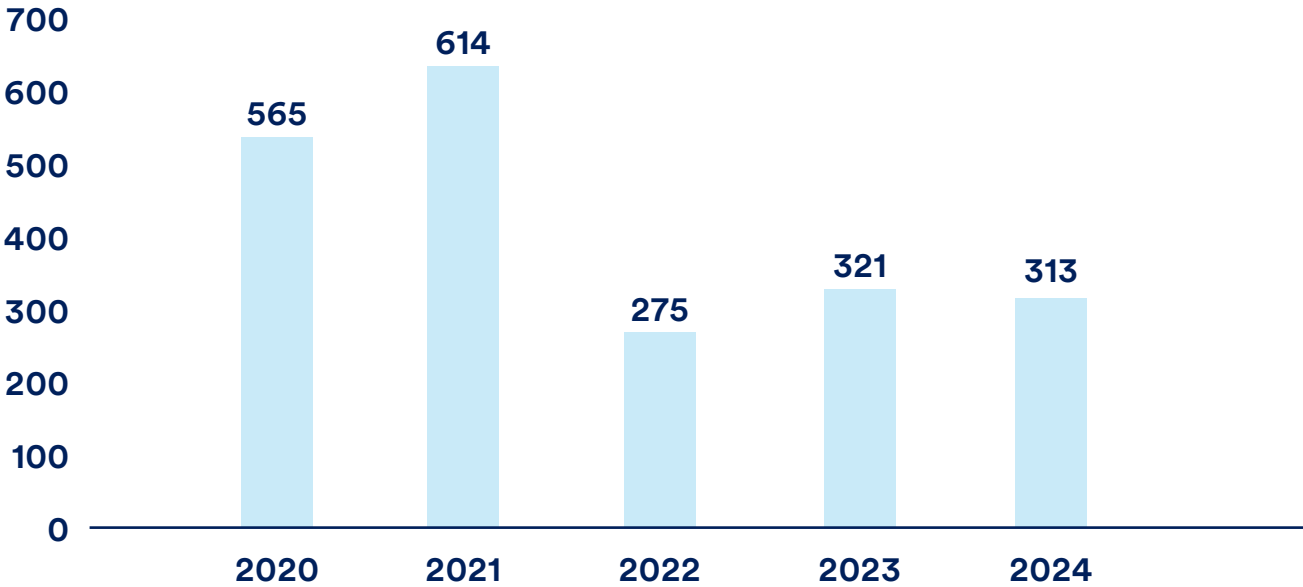
- Hazard communication
- Emergency action preparedness
- Safe lifting
- Injury and illness prevention
- Incident reporting and investigation
- Powered industrial truck training, where applicable
- Job-specific training sessions

	2022	2023	2024
Number of employee fatalities as a result of work-related ill health	0	0	0
Number of employee cases of recordable work-related ill health	0	1	0

Employee Safety - Lost-Time Rates



Indemnity Claims



PLANET

**RETURN TO DC FOR
REUSE AND RECYCLE**

A healthy planet supports the wellbeing of pets and people. We strive to reduce our impact on the planet where possible by taking action to decrease emissions and water use, minimizing waste and the use of virgin materials in products and packaging, and looking for innovative ways to develop truly sustainable products. Over the past several years, we have taken steps to reduce energy use at our facilities and emissions from distribution, and we continue to invest in areas in which we can reduce our environmental footprint.

Our Impact on the Planet

Emissions

As we prepare to meet the requirements of new and proposed climate disclosure legislation, we continue to work to improve the integrity of our data. In order to meet mandated standards and improve our sustainability, we look for ways in which we can minimize our Scope 1 and 2 emissions where feasible. We acknowledge that emissions reduction is a complex and multifaceted issue and, therefore, engage with key stakeholders and subject matter experts (SMEs) throughout our organization to determine capacity for implementing changes.

Our 2024 carbon footprint and energy and water consumption figures will be published later this year in a separate supporting document.

Energy Consumption & Management

Petco, along with our vendor partners, continues to develop, measure, implement, and manage program revisions to support energy reduction as we aim to reduce our carbon footprint. Partnering with our solution providers, we have implemented several programs that impact our PCCs' energy consumption:

- **Store Lighting Curtailment:** This program allows our PCCs to take advantage of natural light in the early morning hours by reducing our lighting by 50% for a duration of 1.5 hours on the main sales floor. With over 1,400 PCCs participating, we expect that we can reduce energy usage by more than 4 million kWh through our lighting curtailment program.
- **Energy-Efficient Temperature Management:** Petco developed and implemented cooling and heating programs that monitor local PCC climates and adjust temperatures overnight, accounting for various location climates, to help keep them at an adequate temperature while minimizing daytime recovery efforts to avoid higher energy usage.
- **Demand Management:** Petco's summer load-shedding program enables us to effectively manage the PCC cooling system energy consumption. The program operates during the day for 15-minute intervals and raises the cooling system temperature by 3 degrees, which results in reduced demand from the electric grid while maintaining the targeted temperature. In 2024, we maintained a 90% PCC participation rate during the summer months.

Transportation & Logistics

We aim to maximize our fuel efficiency and minimize the carbon emissions of our transportation and logistics activities. We do so by using industry-leading fuel and emissions rating platform Breakthrough Fuel. This platform leverages smart technology to monitor all inbound and outbound transportation to help provide solutions to reduce emissions for Petco's multimodal supply chain. With the support of this platform, Petco has developed more fuel-efficient carriers, opened strategically located distribution and fulfillment centers to reduce journey distance, and reduced container space used for the same amount of inventory and more.

We've opened micro and metro fulfillment center locations to keep products closer to where our customers live, and combined transportation of grooming service products and for-sale products in order to reduce the number and distance of journeys made.

In 2024, Petco further optimized its inventory management system, and updated loading procedures at distribution centers, which allowed for significant improvement in transportation cube utilization. These changes resulted in a reduction of approximately 1,200 annualized shipments moving between our import logistics center in Mira Loma, California, and our U.S. distribution network.

Through the expansion of our shared freight services, Petco eliminated approximately 700 underutilized Petco-only shipments. Additionally, we increased our backhaul utilization from 13% in 2023 to 14% in 2024. Both initiatives help reduce freight costs and transportation-associated emissions.

One of the ways we reduce fuel consumption is by increasing our fuel-efficiency requirements for carriers from 6.8 to 7 miles per gallon. As a result, in 2024 we were able to reduce fuel consumption by almost 92,000 gallons, avoid 912 metric tons of CO₂, and save nearly \$356,000. In July of 2024 Petco converted to a zero-base fuel-rating calculation for all inbound shipments. In partnership with industry leader Break Through Fuel, this removes any carrier cost associated with fuel from the cost of the shipment and creates a pure pass-through fuel cost from the carrier to Petco. While this doesn't directly eliminate emissions, this provides control of fuel consumption, and better visibility to spend, allowing Petco to further track and develop future fuel- and emission-reduction opportunities and cost savings.

Water-Related Risk & Impacts

Our primary source of water consumption is from our aquatic systems in PCCs and water use for animal care, particularly grooming. To help reduce water usage during the dog grooming process, bathing systems dispense shampoo within the water stream, reducing the time needed and, therefore, the amount of water used for each dog grooming. When our aquatic systems are due for upgrade, our procedures require replacing them with systems that include a water-change feature that allows us to filter and recycle water back into the tank rather than draining it.

Waste

We regularly evaluate methods to minimize waste and the use of virgin materials throughout our operations—from the way our products are designed, packaged, and disposed of, to our use of printed materials in PCCs.

Waste & Recycling

The majority of our waste is produced at our PCCs, followed by our distribution centers. Across both site types, we have recycling programs for both cardboard and LDPE plastics. At our Distribution Centers we have been achieving a recycling rate of around 60% since 2023.

We utilize our backhaul shipments to deliver the plastic, such as the shrink-wrap from our pallets, to our Distribution Centers, and combine them with the plastic collection process in place there. The waste is then collected from Distribution Centers by our recycling partner, Trex, who converts the plastic waste into composite decking material for commercial and residential use. In 2024, our recycling initiatives diverted nearly 400 tons of plastic from landfills.

Across our PCCs, we are transitioning all aquatic systems and bird and small animal habitats to LED bulbs once bulbs are due for replacement. The switch from fluorescent bulbs will help decrease energy usage in our stores.



Comfortable & Sustainable Transportation of Animals

Typically, small and companion animals are transported in single-use cardboard crates lined with wood shavings. Approximately 650 of our PCCs have converted to reusable plastic shipping boxes for companion animals. These easily disinfected boxes are designed with comfort and safety in mind and provide good airflow and access to food and water. Approximately 230 PCCs participate in our mobile warehouse program for small animal deliveries, which uses similarly easily disinfected reusable habitats. Combined, these two programs were in place in nearly 900 PCCs as of fiscal year end.

In addition, we have implemented a Styrofoam box return system for our live animal suppliers to reduce Styrofoam use. Styrofoam provides a safe and comfortable environment for animals during transportation as it is insulating and helps ensure animals do not overheat or get too cold during transit. Vendors that are participating in our return program leave the boxes at our PCCs when making their weekly deliveries and pick up empty boxes from the prior week’s shipment to be reused. This program was used for aquatic life shipments in nearly 600 of our PCCs as of fiscal year end.

For live fish, we are converting to biodegradable plastic bags for transportation, which are designed to provide an equal level of safety and comfort while being better for the planet. To date, this has been put into effect in nearly 700 of our PCCs. We are working to limit transportation time, which helps with disease management and tracking, as well as providing an environmental benefit from lower travel time, in addition to reducing stress for the animals.

Hazardous Waste

We have a company-wide hazardous waste management program that includes strict responsibilities so that unavoidable hazardous waste, such as cleaning and pharmaceutical products from our veterinary clinics, are managed appropriately and properly disposed of.

Our procedures require that all products to be disposed of are scanned by a handheld device. If the product is considered hazardous waste, it will be identified by the device, which also informs the employee where to place the waste. We make monthly updates as we add and remove SKUs from our assortment.

We partner with National Association of Information Destruction (NAID) AAA-certified vendors to promote the secure remarketing and disposal of our electronic waste (e-waste).



Sustainable Products

In April 2021, we announced an aspiration that 50% of the unique products available to purchase across our portfolio would meet our definition of sustainable by the end of 2025.

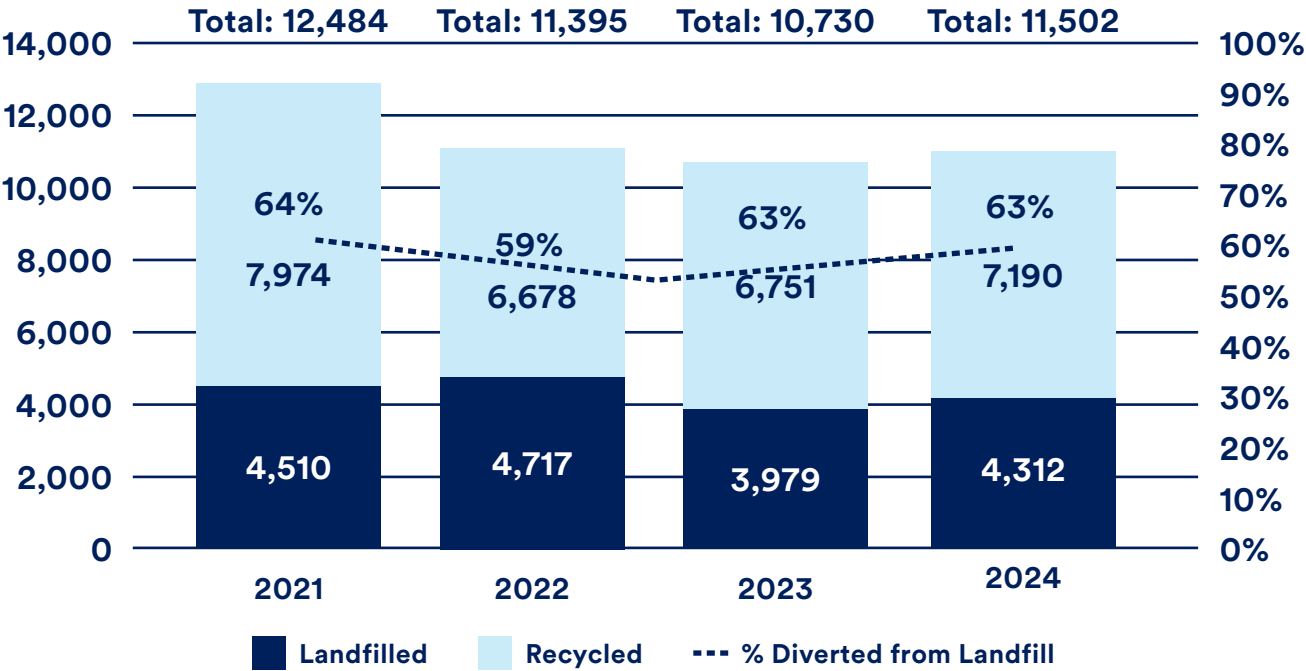
While we have invested significant resources in this commitment, we still have a gap to close for this ambitious target. We have not made the progress we anticipated when we originally announced it because of the complexity of this target, which has faced many challenges, including tariffs, rising costs of materials and other inflationary pressures, access to materials, costs incurred by manufacturers to obtain certifications, and product demand. As we do with all of our goals and aspirations, we are evaluating internal capacity to make meaningful strides toward our target and whether to adjust it.

How We Define a “Sustainable Product”

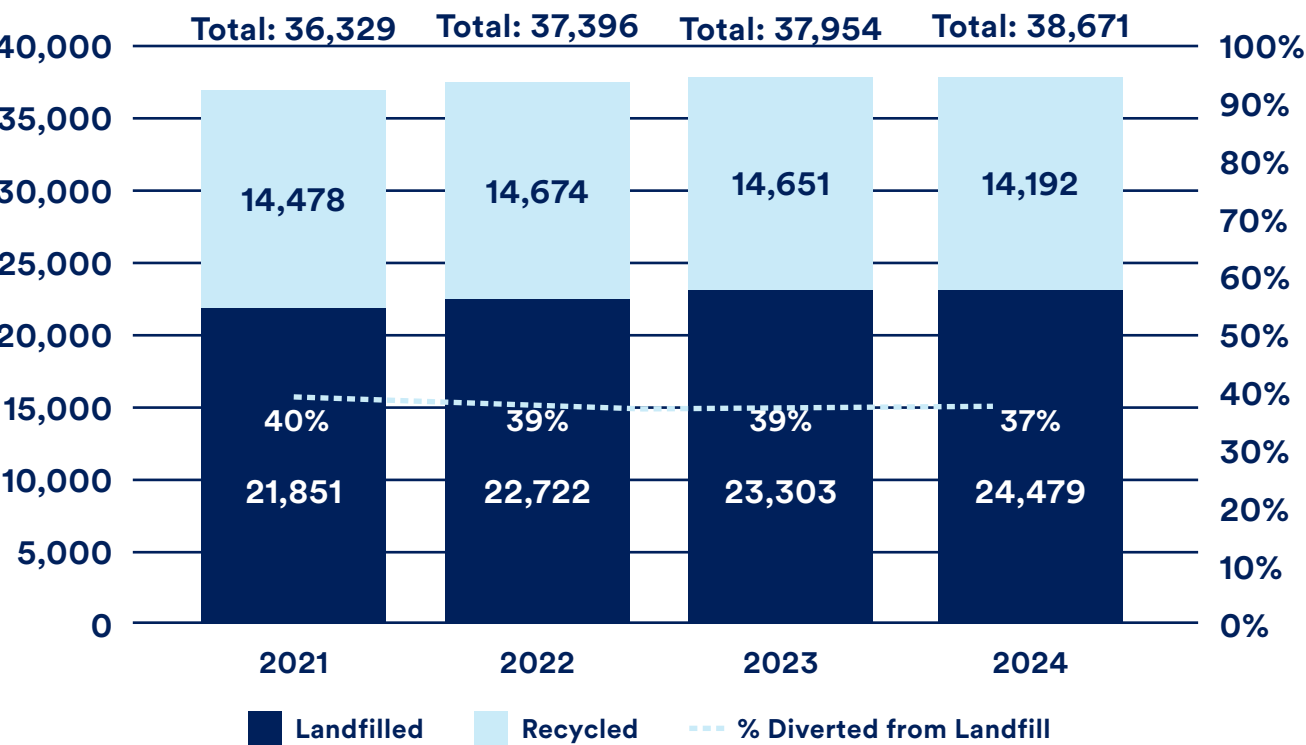
In collaboration with our vendors and third-party industry experts, such as the Pet Sustainability Coalition, we developed our own criteria for how we define “sustainable product” within our sustainable product commitment. These are:

- Sustainability attributes must be supported by measurable, verifiable environmental impact
- Content levels must include a threshold that is significant and meaningful
- Products must reference a reputable third-party standard where possible
- Avoid generalizations and attributes without clear definitions or beneficial impacts

Operational Waste at Distribution Centers



Operational Waste at Pet Care Centers





Vendor Collaboration

As part of our vendor intake process, we assess sustainable product attributes to help us more easily identify prospective vendors that meet our sustainability requirements. Should a product meet our definition of “sustainable,” these items are then featured in our Sustainable Product shop to help customers easily identify these offerings. Additionally, we meet on a regular basis with strategic vendors to share progress updates, learnings, and the new innovations both teams are exploring in the sustainability space.

For our owned brands, we work with vendors that can provide us with more sustainable materials, such as those with Global Recycled Standard (GRS) and Oeko-Tex® certifications.

Circular Economy & Sustainable Content

We believe in the importance of using materials that are recyclable, produced with recycled content, or are certified by organizations such as the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC). In 2024, we digitized many documents that support our Veterinary Services, which resulted in a savings of over 500,000 sheets of paper.

We aim to contribute to a circular economy and minimize the use of virgin materials in our products by looking for ways to use recycled materials instead. For example, our So Phresh brand uses recycled, biobased, and durable materials in addition to refillable packaging; about 50% of our So Phresh litter boxes contained recycled plastic in 2024. When available, we also choose locally sourced business partners that produce high-quality materials, so we can benefit the local economy and reduce our carbon emissions from grower to manufacturing plant. Many of our So Phresh products meet these criteria.

Responsible Packaging

As a retailer, packaging waste is a key area for us, and we continue to look for ways to reduce unnecessary packaging without compromising the safety and quality of our products. Following the principles of the 3 R’s (Reduce, Reuse, Recycle), our owned brands packaging team is working to minimize packaging size, use recycled and recyclable material, and reduce unnecessary use of protective polybags.

In addition, we have been working to incentivize customers to make more efficient shipping choices that help reduce packaging waste. For example, providing Same-Day Delivery and Buy Online, Pick Up in Store options helps reduce packaging waste at the point of sale as these orders can be fulfilled from local PCCs and, therefore, don’t require the same use of protective packaging that traditional online orders would.

We are also testing innovative materials, such as stretch fabric, recyclable honeycomb, Stygreen™, and other sustainable packaging options that aim to help us reduce waste and the use of virgin materials during product shipping.

Product Information & Labeling

To help make choosing sustainable products easier for pet parents, we provide a dedicated shopping destination online that highlights the sustainable attributes of our products and allows pet parents to filter by the issues that are most important to them. The [Products with Impact](#) section on our website showcases and makes it easier for pet parents to find both sustainable and clean-ingredient products.

Product Quality & Safety

The safety of our products and services for those who use them is critical. Our Six Steps to Total Quality Assurance process is designed to ensure the safety, quality, and reliable performance of our owned brand products and encompasses each stage of the product life cycle. Before any product goes to market, it must undergo rigorous testing at a certified third-party testing lab. Additionally, specific products undergo further real-life pet testing to determine function and durability. Further, most of our new owned brand products require a certified third-party inspection before shipping. A Petco or vendor inspection is permitted only on low-risk products.

Our testing protocols are designed by quality assurance professionals with strong knowledge of animal safety and behavior. In developing these protocols, we use stringent global safety standards as well as relevant state-, federal-, and country-specific regulations, and tailor them to each animal type’s behaviors and needs. Our international and domestic vendor partners are required to comply with all federal and state quality and safety regulations.

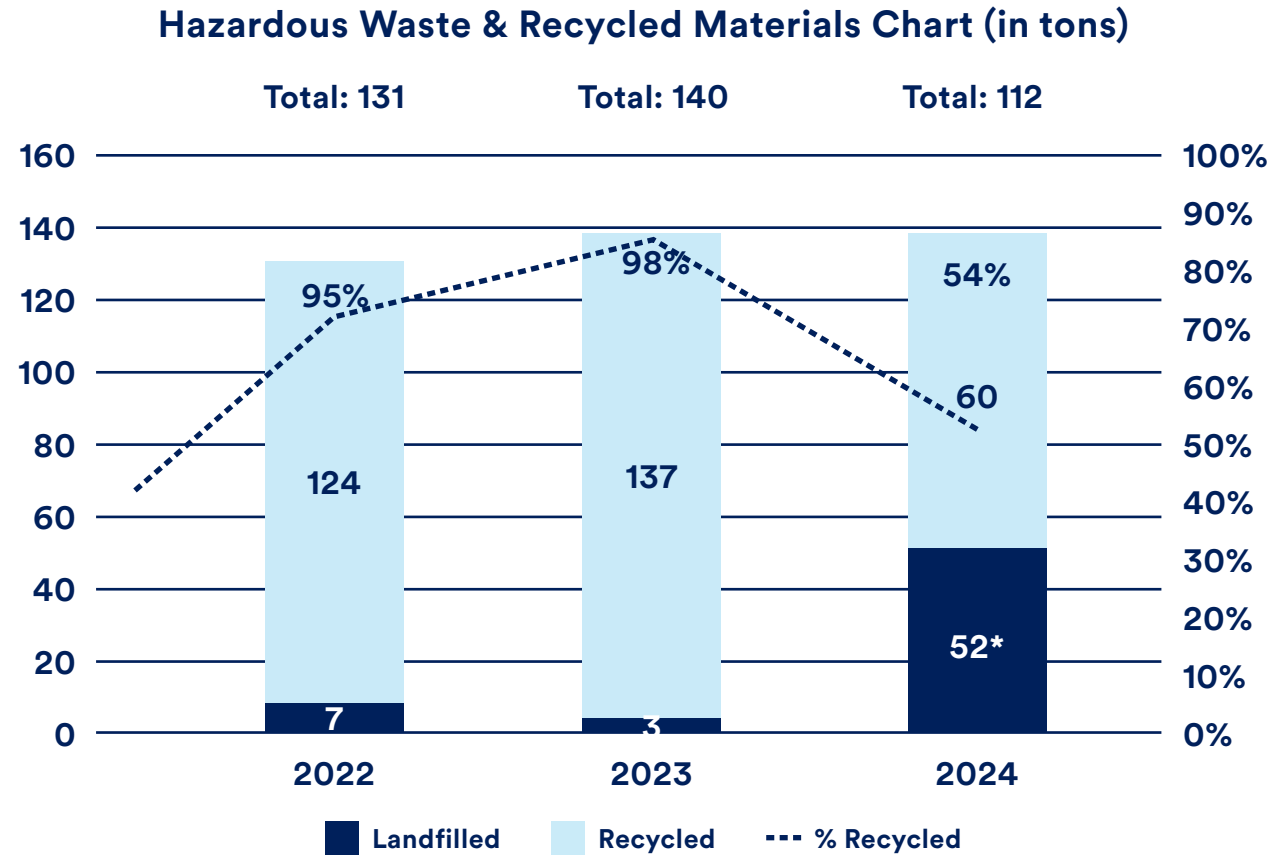
We regularly review PCC and customer feedback to determine where improvement is needed. In addition, we conduct random sampling from PCCs to test and validate continuing performance using certified, independent testing labs. This allows us to learn and improve upon our product designs and testing protocols. Reporting tools are in place for our Distribution Centers and PCCs for product quality and safety concerns to be reported to the appropriate Quality Assurance teams.

Responsible Sourcing & Supply Chain Practices

We believe that strong, mutually beneficial partnerships with trusted suppliers that create innovative products and solutions for our customers are important to our success as a company. All vendors are expected to read and comply with our Vendor Ethical Standards outlined in our Vendor Code of Conduct, as well as all applicable local, federal, and international laws. We expect that vendors comply with the Uyghur Forced Labor Prevention Act (UFLPA) included in the Vendor Ethical Standards section. Compliance is a condition of partnership, and we are dedicated to strict enforcement. Vendors are also required to allow their employees access to Petco’s confidential whistleblower hotline to report ethics concerns.

Prior to starting a relationship with Petco, our owned brand vendors must participate in robust vendor onboarding practices. Annually thereafter, we require third-party Quality Management System audits as well as Social Compliance audits, which encompass the health, wellness, and ethical treatment of their workforce, from every manufacturer of Petco owned brand products. Violations of either are addressed through a Corrective Action process and can result in penalties including business termination if not remedied.

In addition to our direct management of responsible sourcing standards and risk assessment, our efforts to increase our assortment of sustainable products support improvements in supply chain practices. Our sustainable product criteria are largely based on best-practice, third-party standards. Through vendor engagement and promotion of that commitment, we incentivize and support our vendors in managing their supply chains to high ethical standards and continually improving impact.



*In 2024, we had a decrease in the diversion rate to landfill due to the changes in the ability to utilize one of our waste-conversion streams. We are working closely with our vendor to re-evaluate our profiles and the disposal options for them. Figures for FY23 have been optimized based on enhanced reporting and data availability.

Responsible Manufacturing	Sustainably Sourced Materials	Sustainably Sourced Ingredients	Responsible Packaging	Animal Welfare
Brands and products that use responsible manufacturing practices during production	Products made with materials like organic cotton or recycled nylon	Food and treats made with ingredients that are more environmentally friendly or emit fewer greenhouse gases	Packaging that is more sustainable, including packaging designed to be refilled, recyclable packaging, and packaging made with recycled content	Brands helping to ensure animals are treated humanely and products meet Petco’s cruelty-free standard



Appendix

Our Performance

Pets

Petco Love		Unit	2022	2023	2024
Internal Metric	Pet lives helped to save	Number	381,345	442,924	451,508
	Free vaccines distributed to under-resourced communities (Goal of 2 million vaccines achieved)	Number	913,475	908,625	1,000,575
	Petco Love Lost: Pets reunited with pet parents to date	Number	17,328	16,982	66,403
	Money raised for Petco Love	\$M	\$34.6	\$32.5	\$29.71
	Adoptions through Petco pet care centers	Number	121,345	132,658	143,751
	Grants	\$M	\$30.6	\$33.5	\$29.88

Figures for FY22 have been optimized based on enhanced reporting and data availability.

People

SASB CG-MR 330a. GRI 405-1			2024	
	Gender Representation	Unit	Male	Female
	Board of Directors	Percentage	67	33
	Vice Presidents and Senior Officers		62	38
	Managers and Directors		45	55
	Non-management		32	68
	Total Workforce		33	67

SASB CG-MR 330a.1 GRI 405-1			2024	
	Ethnic Representation	Unit	People of Color	White or Undisclosed
	Board of Directors	Percentage	33	67
	Vice Presidents and Senior Officers		23	77
	Managers and Directors		27	72
	Non-management		40	60
	Total Workforce		39	61

Employee Safety*		Unit	2022	2023	2024
GRI 403-9	Indemnity claims	Number	275	321	313
	Total claims		3,883	4,416	4154
	Lost-time injury rate		1.2	1.4	1.3
	Lost-time injury frequency rate		3.7	6.8	6.7

*Beginning in FY24, Petco tracks workplace injury data during fiscal year instead of calendar year.

Work-Related Ill Health		Unit	2022	2023	2024
GRI 403-10	Fatalities as a result of work-related ill health	Number	0	0	0
	Cases of recordable work-related ill health		0	1	0

Training and Development		Unit	2022	2023	2024
Internal Metric	% of the total workforce across all locations who received career- or skills-related training	Percentage	94	91	98
Internal Metric	General Manager and District General Manager positions filled by internal promotions	Percentage	47	37	41
GRI 404-1	Hours of training for pet care center employees	Hours	500,000	642,000	600,000
GRI 404-3	Employees receiving regular performance and career development reviews	Percentage	100	100	100

Gender and Ethnic Representation figures are based on self-reported data, and some individuals may choose to not disclose gender and/or ethnicity. This report is the most up-to-date source of Petco’s Sustainability data as figures published in previous reports may have been updated.

Planet

Energy Consumption		Unit	2022	2023
GRI 302-1	Non-renewable			
	Fossil fuels (natural gas, propane)	MWh	98,502	95,422
	Grid-purchased electricity	MWh	357,811	365,421
	Self-generated	MWh	776	1,045
	Total Energy Consumption	MWh	457,089	461,888
GRI 302-3	Energy Intensity (Electricity)	kWh/SF	14.4	14.7
	Energy Intensity (Electricity)	kWh/ \$M Sales	59,408	58,585

FY24 figures will be published later this year in a separate Environmental Data Supplement.

Operational Waste at Distribution Centers		Unit	2022	2023	2024
GRI 306-5	Landfill	Tons	4,717	3,979	4,312
GRI 306-3	Recycled		6,678	6,751	7,190
	Total Waste Generated		11,394	10,730	11,502
GRI 306-4	Diverted from Landfill	Percentage	59	63	63

Operational Waste at Pet Care Centers		Unit	2022	2023	2024
GRI 306-5	Landfilled	Tons	22,722	23,303	24,479
GRI 306-3	Recycled		14,674	14,651	14,192
	Total Waste Generated		37,395	37,954	38,671
GRI 306-4	Diverted from Landfill	Percentage	39	39	37

Hazardous Waste and Recycled Materials		Unit	2022	2023	2024
GRI 306-5	Landfilled	Tons	7	3	52*
GRI 306-3	Recycled		124	137	60
	Total Waste Generated		131	140	112
GRI 306-4	Diverted from Landfill	Percentage	95	98	54
*In 2024, we had a decrease in the diversion rate to landfill due to the changes in the ability to utilize one of our waste conversion streams. We are working closely with our vendor to re-evaluate our profiles and the disposal options for them.					

Figures for FY23 have been optimized based on enhanced reporting and data availability.

Water-Related Risks & Impacts		Unit	2022	2023
GRI 303-5	Total Water Consumption	M3	2,766,008	2,262,540
	Intensity of Water Consumption	M3/SF	0.1114	0.0906
All our water consumption is freshwater supplied by municipal water utilities. This total includes estimated water consumption for around 22% of our pet care centers for which direct metered data is not available.				

FY24 figures will be published later this year in a separate Environmental Data Supplement.

Our FY24 carbon footprint will be published later this year in a separate Environmental Data Supplement.

Sustainability Materiality at Petco

We conducted a sustainability materiality identification process and analysis in 2020. This included interviews with key internal and external stakeholders, including suppliers, industry trade groups, nongovernmental organizations, and animal welfare experts, as well as a consumer survey that generated more than 900 responses. As part of our survey, we identified 24 potential focus areas that cover a variety of environmental, governance, and product- and service-related topics. Based on survey results identifying Petco’s key impact areas and potential sustainability drivers, we determined which ten focus areas were of highest importance to our business and stakeholders. We aim to provide updates on these focus areas within this report and include data in the GRI appendix where relevant and available. As our sustainability journey evolves, we will continue to evaluate emerging topics and plan to refresh our materiality assessment soon.

Inclusion of information in this Report or identifying it as material for purposes of such report or assessing our sustainability and corporate responsibility initiatives should not be construed as a characterization of the materiality or financial impact of that information with respect to Petco, its investors or other stakeholders, or as required to be disclosed in our filings, in each case for purposes of any SEC filings or any other laws or requirements that may apply to Petco. For cautionary information and forward-looking statements regarding our sustainability efforts and other information, see page 3 of this Report.

Channels of Stakeholder Engagement

Stakeholders	Relevant ESG Material Issues	How We Engage
Employees	Talent Attraction & Development; Human Rights & Fair Labor Practices; Employee Health, Safety & Wellbeing; Diversity, Equity & Inclusion	Employee engagement survey (“Voice of the Partner” survey); Voice of the Partner councils; Partner Resource Groups; leader-led roundtables; team meetings; company intranet; company social media pages
Customers	Product Information & Labeling; Accessibility, Affordability & Inclusivity of Pet Parenthood; Product Quality & Safety; High-Quality Delivery of Pet Care; Consumer Engagement & Promoting Sustainable Consumption; Sustainable Product Offering; Responsible Packaging; Circular Economy & Waste	<div>Digital:<ul style="list-style-type: none">• Website• Online satisfaction surveys• Social media monitoring and engagement• Loyalty programs</div> <div>In-person:<ul style="list-style-type: none">• In-store interactions• Focus groups• Guest services• In-store marketing• Physical mailers</div>
Suppliers	Responsible Sourcing & Supply Chain Practices; Animal Welfare in the Supply Chain; Circular Economy & Waste	Vendor Code of Conduct; engagement through our supply chain team; in-person or virtual meetings with Petco teams
Animal Welfare Organizations	Pet Welfare & Humane Treatment; Pet Health, Nutrition & Wellbeing; Animal Welfare in the Supply Chain	Petco Pet Wellness Council; Veterinary Advisory Council; Pet Sustainability Coalition; Human Animal Bond Research Institute; Petco Love
Shareholders	Government Affairs; Ethics, Business Conduct & Corporate Governance; Data Privacy & Cybersecurity	Annual report and quarterly financial statements; direct conversations with management and investors
Industry Groups	Pet Welfare & Humane Treatment; Pet Health, Nutrition & Wellbeing;	Pet Advocacy Network; Retail Industry Leaders Association; Pet Sustainability Coalition
Policymakers and Regulators	Government Affairs; Ethics, Business Conduct & Corporate Governance; Data Privacy & Cybersecurity; Climate Impact; Water-Related Risks; Energy Management; Transportation & Logistics Impacts	Pet Advocacy Network participation in conferences, trade associations, and policy-based organizations

1.1 GRI Index

STATEMENT OF USE: Petco Health and Wellness Company, Inc. has reported the information cited in this GRI content index for the period of our Fiscal Year (February 3, 2024 through February 1, 2025) with reference to the GRI Standards.

GRI 1 Used: Foundation 2021

Applicable GRI Sector Standard(s): N/A

GRI 2: General Disclosures 2021	Disclosure Number	Disclosure	Reporting location	Additional remarks
	The organization and its reporting practices			
	2-1	Organizational details	GRI Content Index 2024 10-K, pg. 42	Petco Health and Wellness Company, Inc., a publicly traded company. The Company's headquarters is located in San Diego, California, and comprises a total of approximately 257,000 square feet, and is under a long-term lease. The Company also leases facilities for corporate functions in San Antonio, Texas; and Querétaro, Mexico
	2-2	Entities included in the organization's sustainability reporting	About This Report 2024 10-K, pg. 47	--
	2-3	Reporting period, frequency and contact point	GRI Content Index	This annual report was published on June 17, 2025, and covers our 2024 Fiscal Year (January 29, 2024 - February 3, 2025), in alignment with our annual financial reporting period. For more information, contact sustainability@petco.com
	2-4	Restatements of information	GRI Content Index	Where information is restated, we have noted it as such within the report.
	2-5	External assurance	GRI Content Index	This Report has not been assured by a third party.
	2-6	Activities, value chain, and other business relationships	2024 10-K pg. 7	--
	2-7	Employees	People Our Performance – People	Total - 29,302
	Governance (Petco material topic: Ethics, Business Conduct & Corporate Governance)			
	2-9	Governance structure and composition	Sustainability Governance – Corporate Governance Petco website – Governance	--
	2-10	Nomination and selection of the highest governance body	2024 Proxy Statement	--
	2-11	Chair of the highest governance body	2024 10-K, pg. 42	--
	2-12	Role of the highest governance body in overseeing the management of impacts	Executive Summary Appendix - Sustainability Materiality at Petco Sustainability Governance	--
	2-13	Delegation of responsibility for managing impacts	Sustainability Governance	--
	2-14	Role of the highest governance body in sustainability reporting	Appendix - Sustainability Materiality at Petco	--
	2-15	Conflicts of interest	Code of Business Conduct and Ethics, pgs. 2-3 2024 10-K, pg. 35	--
	2-16	Communication of critical concerns	Code of Business Conduct and Ethics	--
	2-17	Collective knowledge of governance body	During our quarterly Nominating and Corporate Governance Committee meetings, Petco dedicates time to review updates to our sustainability program, discuss sustainability-related goals, and educate Committee members on the relationships between sustainability and business operations.	--
	2-18	Evaluation of the performance of the highest governance body	Committee- and board-level self-assessments are conducted annually to assess performance.	--
	2-19	Remuneration policies	2024 10-K, pg. 8	--
	2-20	Process to determine remuneration	2024 10-K, pg. 8	--

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GRI 2: General Disclosures 2021	Strategy, Policies & Practices (Petco material topic: Ethics, Business Conduct & Corporate Governance)			
	2-21	Annual total compensation ratio	2024 Proxy Statement	
	2-22	Statement on sustainable development strategy	Executive Letter	--
	2-23	Policy commitments	Sustainability Governance Petco website – Policies GRI Content Index	
	2-24	Embedding policy commitments	Code of Business Conduct and Ethics 2024 10-K, pg. 11	--
	2-25	Processes to remediate negative impacts	Code of Business Conduct and Ethics, pgs. 6-7	--
	2-26	Mechanisms for seeking advice and raising concerns	Sustainability Governance	We support a corporate culture based on ethical values and professional conduct, as outlined in our Code of Ethics and the Governance page on our company website.
	2-27	Compliance with laws and regulations	GRI Content Index 2024 10-K, pgs. 24-25	To our knowledge, no significant instance of noncompliance with laws and regulations occurred during the reporting period. No monetary fines for instances of noncompliance with laws and regulations nor from legal proceedings associated with labor law violations were paid during the reporting period.
	2-28	Membership associations	Corporate Governance - Government Affairs	--
	Stakeholder Engagement			
	2-29	Approach to stakeholder engagement	Appendix - Sustainability Materiality at Petco	--
GRI 3: Material Topics 2021	2-30	Collective bargaining agreements	GRI Content Index	There are no collective bargaining agreements in place.
	3-1	Process to determine material topics	Appendix - Sustainability Materiality at Petco	--
	3-2	List of material topics	Appendix - Sustainability Materiality at Petco	--

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Governance

GRI 3: Material Topic 2021	Customer Privacy (Data Privacy & Cybersecurity)			
	3-3	Management of material topics	Corporate Governance - Data Privacy Corporate Governance - Cybersecurity	--
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Corporate Governance - Data Privacy GRI Content Index	In 2024, there were no material or substantiated data breaches under U.S. laws. From time to time, like many retailers, we receive consumer complaints related to our privacy practices. We research and investigate these types of complaints with the aim of complying with U.S. data privacy laws. We address such complaints according to our legal obligations and our ethics/compliance policies.
GRI 418: Public Policy 2016	Public Policy (Government Affairs)			
	3-3	Management of material topics	Corporate Governance – Government Affairs	--
GRI 3: Material Topic 2021	Petco material topic: Responsible Sourcing & Supply Chain Practices			
	3-3	Management of material topics	Planet- Responsible Sourcing & Supply Chain Practices	--

Pets

GRI 3: Material Topic 2021	Disclosure Number	Disclosure	Reporting location	Additional remarks
	Petco material topic: Pet Health, Nutrition & Wellbeing			
	3-3	Management of material topics	Pets - Pet Health, Nutrition & Wellbeing	--
	Petco material topic: Community Engagement & Philanthropy			
	3-3	Topic management disclosures	Pets - Petco Love	--
	Petco material topic: High-Quality Delivery of Pet Care			
	3-3	Topic management disclosures	Pets - Pet Welfare & Humane Treatment Pets - Pet Health, Nutrition & Wellbeing	--
	Petco material topic: Animal Welfare in the Supply Chain			
	3-3	Topic management disclosures	Pets - Pet Welfare & Humane Treatment Pets - Pet Health, Nutrition & Wellbeing	--
	Petco material topic: Pet Welfare & Humane Treatment			
	3-3	Topic management disclosures	Pets - Pet Welfare & Humane Treatment	--
	Petco material topic: Accessibility, Affordability & Inclusivity of Pet Parenthood			
	3-3	Management of material topics	Pet - Making Pet Parenthood More Affordable and Accessible	--

People

GRI 3: Material Topic 2021	Disclosure Number	Disclosure	Reporting location	Additional remarks
	Occupational Health & Safety (Employee Health, Safety & Wellbeing)			
	3-3	Management of material topics	People - Employee Health, Safety & Wellbeing	--
GRI 403: Occupational Health & Safety 2018	403-1	Occupational health and safety management system	People - Employee Health, Safety & Wellbeing	--
	403-2	Hazard identification, risk assessment, and incident investigation	People - Employee Health, Safety & Wellbeing	--
	403-4	Worker participation, consultation, and communication on occupational health and safety	People - Employee Health, Safety & Wellbeing	--
	403-5	Worker training on occupational health and safety	People - Employee Health, Safety & Wellbeing	--
	403-6	Promotion of worker health	People - Employee Health, Safety & Wellbeing	--
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People - Employee Health, Safety & Wellbeing	--
	403-9	Work-related injuries	People - Employee Health, Safety & Wellbeing Our Performance – People	--
	403-10	Work-related ill health	People - Employee Health, Safety & Wellbeing Our Performance – People	--
GRI 3: Material Topic 2021	Training & Education (Talent Attraction & Development)			
	3-3	Management of material topics	People - Talent Attraction & Development	--
GRI 404: Training & Education 2016	404-1	Average hours of training per year per employee	People - Training	--
	404-2	Programs for upgrading employee skills and transition assistance programs	People - Training People - Career Development	--
	404-3	Percentage of employees receiving regular performance and career development reviews	People - Career Development	--
GRI 3: Material Topic 2021	Culture & Belonging			
	3-3	Management of material topics	People - Culture & Belonging	--
GRI 405: Diversity & Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	People - Culture & Belonging SASB Index	--
GRI 3: Material Topic 2021	Human Rights & Fair Labor Practices			
	3-3	Management of material topics	People - Human Rights & Fair Labor Practices	--
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights Policy	--
GRI 416: Customer Health & Safety 2016	Customer Health & Safety (Product Quality & Safety)			
	3-3	Management of material topics	Planet - Product Quality & Safety	--
GRI 417: Marketing & Labeling 2016	Marketing & Labeling (Product Information & Labeling)			
	3-3	Management of material topics	Planet - Product Information & Labeling	--

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Planet

GRI 3: Material Topic 2021	Disclosure Number	Disclosure	Reporting location	Additional remarks
	Materials (Sustainable Product Offering, Responsible Packaging)			
	3-3	Management of material topics	Planet - Waste Planet – Responsible Packaging	--
GRI 3: Material Topic 2021	Energy (Energy Management)			
	3-3	Management of material topics	Planet - Energy Consumption & Management	--
GRI 302: Energy 2016	302-1	Energy consumption within the organization	FY24 Environmental Data Supplement	--
	302-3	Energy intensity	FY24 Environmental Data Supplement	--
	302-4	Reduction of energy consumption	Planet - Energy Consumption & Management	--
GRI 3: Material Topic 2021	Water & Effluents (Petco material topic: Water Related Risks)			
	3-3	Management of material topics	Planet - Water-Related Risks & Impacts	--
GRI 303: Water & Effluents 2018	303-1	Interactions with water as a shared resource	Planet - Water-Related Risks & Impacts	--
	303-5	Water consumption	FY24 Environmental Data Supplement	--
GRI 3: Material Topic 2021	Emissions (Climate Impact, Transportation & Logistics Impacts)			
	3-3	Management of material topics	Planet - Our Impact on the Planet	--
GRI 3065: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	FY24 Environmental Data Supplement	--
	305-2	Energy indirect (Scope 2) GHG emissions	FY24 Environmental Data Supplement	--
	305-4	GHG emissions intensity	FY24 Environmental Data Supplement	--
GRI 3: Material Topic 2021	Waste (Circular Economy & Waste)			
	3-3	Management of material topics	Planet - Circular Economy & Sustainable Content	--
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Planet - Circular Economy & Sustainable Content	--
	306-3	Waste generated	Our Performance - Planet	--
	306-4	Waste diverted from disposal	Our Performance - Planet	--
	306-5	Waste directed to disposal	Our Performance - Planet	--
GRI 3: Material Topic 2021	Petco material topic: Consumer Engagement & Promoting Sustainable Consumption			
	3-3	Topic management disclosures	Planet - Circular Economy & Sustainable Content	--

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1.5 SASB Index

Topic	SASB code	Metrics		
Energy Management in Retail & Distribution	CG-MR-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable See FY24 Environmental Data Supplement.		
Data Security	CG-MR-230a.1	Approach to identifying and addressing data security risks: <i>Petco’s approach to identifying and addressing data security risks is discussed in the Data Privacy & Cybersecurity of this Report and more details can be found at: https://corporate.petco.com/privacy</i>		
Labor Practices	CG-MR-310a.1	(1) Average hourly wage: \$18.68 (2) Percentage of in-store and distribution center employees earning minimum wage: 6.5%		
Workforce	CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) Management and (2) All other Employees: Charts Given to Update the tables below:		
		Gender	Female	Male
		Management	55.00%	45.00%
		All other Employees	68.00%	32.00%
		Racial/Ethnic Group	Management	All Other Employees
		Asian	4.00%	3.00%
		Black or African American	4.00%	7.00%
		Hispanic or Latino	15.00%	23.00%
		White or Undisclosed	72.00%	60.00%
		Other*	5.00%	7.00%
		*Other includes Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races" classifications		
		Product Sourcing, Packaging & Marketing	CG-MR-410a.2	Processes to assess and manage risks and/or hazards associated with chemicals in products: <i>Our Six Steps to Total Quality assurance process is designed to ensure the safety, quality, and reliable performance of our owned brand products and encompasses each stage of the product life cycle. Our test protocols are designed by quality assurance professionals with strong knowledge of animal safety and behavior. In developing these protocols, we use stringent global safety standards and tailor them to each animal type’s behaviors and needs. Our international and domestic vendor partners are required to comply with all federal and state quality and safety regulations. Before any product goes to market, it must undergo rigorous testing at a certified third-party testing lab.</i>
CG-MR-410a.3	Strategies to reduce the environmental impact of packaging: <i>As a retailer, packaging waste is a key area for us, and we continuously look for ways to reduce unnecessary packaging without compromising the safety and quality of our products.</i> <i>Over the past few years, we have been working to add more product categories to our polybag reduction initiative, which reduces the number of protective polybags used in the packaging of individual products when shipping to our pet care centers.</i>			
Activity Metrics	CG-MR-000.A	Number of: (1) Retail locations: 1,398 (2) Distribution centers: 11		
	CG-MR-000.B	Total area of: (1) Retail space: 19,020,879 square feet (2) Distribution centers: 4,292,755 square feet		

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