OUR VALUES IN ACTION

2025 Sustainability Report

petco®
where the pets GO™

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About This Report

Our sixth annual Sustainability Report (this Report) represents our ongoing sustainability and corporate responsibility efforts, and we are pleased to share our progress. In 2025, we made the strategic decision to reintroduce our tagline, "Where the Pets Go," to underscore our mission and roots as a retailer. In addition, we refreshed our company values to emphasize how we turn our purpose into action, which propels us toward new levels of success as an iconic brand. Throughout this report, we invite you to discover how our partners demonstrate our values in action every day.

This Report was developed to inform our stakeholders of the impacts that our organization may have on economic, social and environmental topics. In it we provide an overview of Petco's mission and values, stakeholder engagement and our approach to addressing our priority sustainability-related impacts. All references to the year refer to our fiscal year ending January 31, 2026, unless otherwise noted. The scope of applicable portions of this Report has been determined based on our assessment of material sustainability topics, which are addressed on our website. Unless stated otherwise, the scope of our data encompasses Petco's activities for the reporting period, and the reporting boundary encapsulates our approximate 1,400 Pet Care Centers (PCCs) across the United States and Mexico. This Report speaks as of June 4th, 2026 for Petco's sustainability data, and figures published in previous reports may have been updated. All references to currency are in U.S. dollars, and numbers and percentages used in this report may contain best estimates or approximations based on accessible data.

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 report 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 not 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 or maintained. 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 January 31, 2026; 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

Dear Stakeholders,

Petco celebrated its 60th anniversary in 2025, a milestone that invited us to reflect on our legacy, core values and the countless joys of pet parenthood. For six decades, we've been a trusted destination for all things pets. In honor of this heritage, we reintroduced our iconic tagline, "Where the Pets Go," a phrase that represents our DNA as a retailer—because pets are at the center of everything we do.

In 2025, we took action on sustainability initiatives that strengthened our business, acknowledged the expectations of our priority stakeholders and prepared us for regulatory obligations. We are proud to share that Newsweek recognized Petco as one of "America's Most Responsible Companies," where we scored 85/100 for our environmental impact efforts, and we were also included in Forbes' Best Brands for Social Impact List for the third year in a row. Additionally, Petco hosted the first-of-its-kind collar, leash and harness recycling event and expanded our recycling partnerships so that even more materials in our operations can avoid landfills.

Our sustainability strategy is guided by three pillars: Pets, People and Planet. We believe that pet health is closely tied to environmental stewardship, so we invest in analyzing our waste, emissions and water impacts. When we do our part for the planet, we help preserve the outdoor spaces that help pets live their best lives. Our partners make everything we do possible, and fostering a workplace where our partners feel valued and can grow in their careers remains a priority. We continually seek ways to invest in our local communities and

support pet parents by expanding access to care and products that support their pets' wellbeing. Through our partnership with Petco Love, nearly 4 million free vaccines have been distributed to date and, in 2025 alone, we distributed over $20 million in grants to organizations supporting pet welfare.

As we look ahead, we remain dedicated to delivering the high-quality products, services and care our customers expect, while continuing to be thoughtful about our impact on the world around us. Our mission is to support pets and the people who love them for generations to come, while serving as a trusted partner in strengthening the pet-parent bond.

Giovanni Insana
Chief Legal Officer and Secretary

Introduction

Our Company

Petco is a leading pet specialty retailer focused on serving our customers as a fully integrated, omnichannel provider of pet products, services and solutions. We are headquartered in San Diego, where our National Support Center is located, and we operate approximately 1,400 Pet Care Centers across the United States and Mexico.

Our mission is to improve the lives of pets, pet parents and the more than 29,000 partners who work for 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—across premium and value brands—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 2025 financial performance can be found on our investor relations website.

Introducing Our New Values

In 2025, we introduced new company values reflecting our 60-year history, who we are today and where we're going. These principles are meant to guide every action we take and lead us through the next 60 years and beyond.

Our values are how we help pets live their real lives, drive our decision-making and hold each other accountable. But they're more than guiding principles—they're commitments we make to one another. We're stronger when we commit to being there for pets, pet parents and each other.

PET FIRST

Protect & Empower

All pets should **Live their Best Life.** We put the needs of pets and pet parents at the center of everything we do.

Behaviors:

I put every pet's wellbeing and safety first.
I demonstrate commitment to pets and the services they need.
I serve with honesty and integrity.

FOSTER THE FUN

Connect & Bond

Our **Passion** for pets brings us together! We celebrate the journey of pet parenthood through distinct experiences, products, and services.

Behaviors:

I bring fun to work through my actions with people and pets.
I wholeheartedly recommend products and services that meet every pet's needs.
I listen to my customers and treat them how they want to be treated.

LET'S GO!

Own & Commit

We are stronger as **One Petco team.** We bring our unique superpowers and champion authenticity in everyone to drive success.

Behaviors:

I act with urgency, accountability, and decisiveness.
I collaborate with others and recognize a job well done.
I lead by example and own my career journey.

PETCO 2025 SUSTAINABILITY HIGHLIGHTS

PLANET
Preserving the Health of Our Planet

- Diverted over 25,000 used collars, leashes and harnesses from landfill via nationwide recycling events
- Reduced fuel consumption by almost 92,000 gallons, saving nearly $350,000 and supporting our efforts to decrease CO2 output
- Diverted about 400 tons of plastic from landfills via recycling partnerships

PEOPLE
Helping People Thrive

- 44% of General Manager and District General Manager positions filled by internal promotions
- Over 310,000 hours of training provided for Pet Care Center partners
- Implemented Employee Safety & Health (ESH) strategies that resulted in approximately $1.7M in worker's compensation cost avoidance

PETS
Setting the Standard in Responsible Pet Care

- Donated over $20 million in grants
- Supported more than 1,800 shelters and animal welfare organizations
- Facilitated over 154,000 adoptions through PCCs and community adoption events through our partnership with Petco Love

petco love
A NONPROFIT CHANGING LIVES

Published June 4, 2026

Sustainability at Petco

At the core of our sustainability strategy is our mission to improve the lives of pets, pet parents and our own partners. 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.

We prioritize sustainability disclosures of interest to our priority stakeholders and where we feel the assessments are most relevant to our business. In 2025, we completed the Corporate Sustainability Assessment (CSA) and conducted a gap assessment on our ISS Environmental and Social Quality Scores. We maintained strong ISS scores in these areas, generally on-par or leading against our industry peers.

In 2025, we positioned sustainability as a cross-functional consultant and collaborator at Petco to bring a Corporate Responsibility lens to various business initiatives. As a result, Petco's Sustainability team expanded its collaboration with Petco's Merchandising department, Facilities and Construction teams and PCC operations. These programs and success metrics are communicated to our Nominating and Corporate Governance Committee quarterly and these updates are then relayed to the Board.

Stakeholder Engagement

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

Through our collaboration with industry trade groups such as the Pet Sustainability Coalition ` (PSC) 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 better understanding of sustainability 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 our industry. In 2025, Petco's Senior Sustainability Manager joined the Pet Sustainability Coalition's Pet Specialty Store-Drop-Off (SDO) Action Collaborative. This cross-functional group of sustainability leaders meets regularly to discuss solutions to one of the most complex challenges in the pet retail space: flexible plastic pet food packaging. Learn more about our advocacy efforts in the Government Affairs section.

Corporate Governance

We maintain rigorous ethical business conduct and governance standards, act with integrity toward all our stakeholders, strive to 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 partner data, and promoting information 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.

10 members currently sit on our Board of Directors, four of whom are independent. The Chairman of the Board provides 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

Petco's Chief Legal Officer oversees our sustainability strategy and leads our sustainability-related risk-management initiatives, including environmental regulatory compliance. Other leaders, including Vice President of Construction and Maintenance, preside over a Sustainability Executive Steering Committee. These individuals oversee important aspects of our business and help embed sustainability initiatives throughout our operations where feasible.

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 its Nominating and Corporate Governance Committee.

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 what is 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.

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 partners 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 partners must acknowledge and agree to the Code and related Petco policies and procedures (such as our Insider Trading Policy and Anti-Corruption Policy) within our Workday software as a condition of employment. To help ensure partners understand their responsibilities, we conduct training on ethical conduct and their obligations under the Code and related policies, including anti-corruption. In addition, partners 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.

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 partners, 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 partners 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, our next step is to 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.

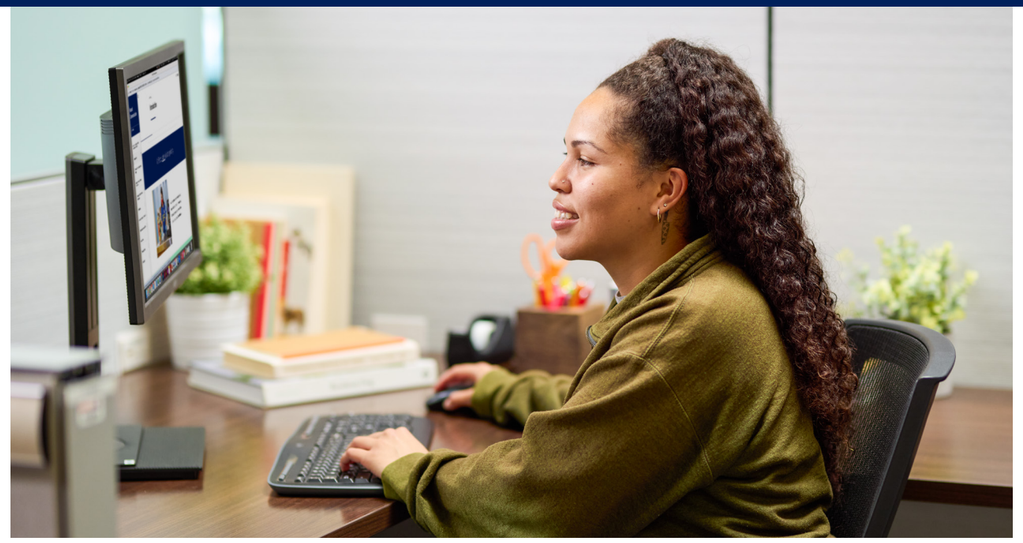
Government Affairs

We advocate for animal wellbeing, responsible pet ownership and environmental stewardship by promoting transparent, constructive dialogue with policymakers and regulators and through membership of, and participation in, the Pet Advocacy Network. One of our Directors of Merchandising sits on the board of the Pet Advocacy Network. In addition, as members of RILA, the trade association for retail leaders, 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 do not make political contributions. 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 management 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. 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 then implemented, as appropriate. As part of this process, we determine the top risks for the Company by utilizing a heat map that identifies 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 key 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

Extreme weather conditions, such as wildfires, flooding and hurricanes, can have significant financial and operational implications for companies like ours, and we attempted to take a science-based, pragmatic approach to climate resilience. The material climate-related risks and opportunities we've identified have been integrated into our existing Enterprise Risk Management (ERM) process. We believe that assessing and managing these risks and opportunities can help support the continuity of our business, help protect our assets and support our communities, customers and partners.

Our Climate Risk Disclosure identifies the most relevant of climate-related risks and opportunities that could impact our business operations and financial performance over the short-, medium- and long-term. We aim to refresh our climate risk assessment every two years, or as required by applicable regulations.

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.
- 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 partners 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 consumers regardless of their geographic location.

To support our partners in knowing what they must do to help protect our customers' privacy, we provide annual online privacy training 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. To support compliance with U.S. privacy laws, we require vendors to agree to a Data Privacy Addendum in order to receive or process our customer or partner personal information.

n fiscal 2025, we adopted an AI Mission
Statement to demonstrate the importance of this initiative and to reflect our values and strategy around these revolutionary technologies. We also unveiled new
Guidelines on how and when AI should be used at Petco, and the process we require partners to follow when they want to adopt a new AI technology.

We also established an AI Governance Committee comprised of stakeholders across our business, including IT, InfoSec, Legal, Human Resources and Customer Service. This committee reviews new AI tools and use cases, focusing on driving cost efficiency, strategic value, and fair, ethical uses in compliance with applicable laws. In addition, members of our board of directors regularly meet with our executives to discuss our AI strategy, emerging technologies and potential use cases 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 required to be monitored 24/7 and is based on the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF). Cybersecurity and the ISP are managed by our Chief Information Security Officer and overseen by designated members of Petco's management team through our Information Security Steering Committee, which coordinates security and customer information protection activities throughout our Company.

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

To support compliance with our Information Security Policy, partners 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 to be 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 Incident Response Plan, please refer to our Form 10-K.

PET FIRST

Protect & Empower

All pets should Live their Best Life. We put the needs of pets and pet parents at the center of everything we do.

Our passion for pets fuels our ambition to lead in the pet industry and create a unique destination for pet lovers and pets alike. Through PCC events like free “pup cups” on National Ice Cream Day and feeding freshwater “sharks” in celebration of Shark Week to dog-friendly movie nights at Petco Park, we celebrated the pet-human bond in creative new ways in 2025. We believe pet wellbeing should be approached holistically. Therefore, we focus on providing quality pet products, offering consumables for diverse nutritional needs, and expanding access to high-quality veterinary and preventive care.

Pet Welfare & Humane Treatment

The humane and responsible treatment of animals is central to who we are. We invest significant time, expertise and resources so that pets in our PCCs can receive industry-leading, world-class care. We are equally committed to educating pet parents, helping them support every aspect of their pet's health and wellbeing so they can enjoy the quality of life they deserve.

Animal welfare is a priority whenever pets are in our care. For example, during photo or video shoots for marketing purposes, an animal care representative must attend in person or virtually to help ensure animals are handled in accordance with our standards and guidelines. We also strive to model responsible pet care in our marketing.

Our veterinary services are a key asset and differentiator for Petco. In August 2025, Dr. Angela Silva and Dr. Shelly Ferris were named Petco's Chief Veterinary Officers. Our Chief Veterinarians are responsible for continuing to build and sustain a hospital and clinic culture of high-quality veterinary care, team development, top-talent recruitment and execution of our strategic veterinary initiatives.

Animal Welfare at Every Step

Protecting pets starts before they enter our PCCs, with vendor protocols designed to safeguard their health and wellbeing. By offering resources and guidance to pet parents, we continue to support pets throughout every stage of life. 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 animal is our primary focus, from transportation and through their time in our care. We strive to provide animals with a comfortable habitat and try to limit transportation time to reduce stress for the animals.

3. **At Pet Care Centers**: Our partners must 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 meet our highest health and cleanliness standards. PCC partners must be trained in the special protocols we have in place for these rooms.

5. **Veterinary Care**: At about 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 are required to 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 reinforcement and provide support for pet parents with these methods.

Pet Health, Nutrition & Wellbeing

Proper nutrition plays a critical role in supporting pets' overall health and wellbeing. We offer complete and balanced nutrition options for a wide range of companion animals with an assortment developed to meet applicable federal and industry food safety standards. Our nutrition offerings include high-quality, science-based solutions designed to help address common health considerations such as digestion, weight management and food sensitivities. Licensed veterinarians and trained partners are available to provide informed guidance and support pet parents in selecting the most appropriate nutrition for their pets.

Making Pet Parenthood More Affordable & Accessible

We are passionate about the benefits of pet parenthood and believe 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

As of January 31, 2026, we had nearly 300 full-service veterinary hospitals in our network and operated approximately 1,600 Vetco clinics on a weekly basis.

Our Our Petco Perks 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.

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 more than $20 million in 2025, 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 our Petco partners and donations during checkout online and at the credit card terminals in our PCCs, we helped raise more than $24.5 million for Petco Love in 2025.

Think Adoption First

Petco follows and promotes a Think Adoption First philosophy, which strongly encourages prospective pet parents to adopt an animal rather than purchasing one. 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. In 2025, our combined efforts led to more than 154,000 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 4 million vaccines have been distributed. 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.

2025 Petco Love Highlights

$20 million
Over $20 million in grants donated

1,800
More than 1,800 shelters and other animal welfare organizations helped

100,000
Over 100,000 lost pets reunited with their pet parents

154,000
More than 154,000 adoptions facilitated in conjunction with Petco's activities in Pet Care Centers, in addition to almost 8,000 through community adoption events

810,000
More than 810,000 free vaccines distributed

To date Petco Love has:

$430 million
Invested over $430 million in lifesaving animal welfare work

200,000
Reunited more than 200,000 pets with their pet parents through Petco Love Lost

4,000
Helped more than 4,000 animal welfare partners

7 million
Helped save over 7 million animals through adoptions in Petco Pet Care Centers

4 million
Distributed more than 4 million free vaccines

petco love

FOSTER THE FUN

Connect & Bond

Our passion for pets brings us together! We celebrate the journey of pet parenthood through distinct experiences, products and services.

Reflecting our value of fostering connection, we refer to our employees as “partners” because we believe that partnership is integral to our purpose. Collaboration helps us deliver exceptional service to pet parents and foster a culture where our partners can bring their whole self to work. We believe that partners can perform at their best and have opportunities to grow when they experience a safe, healthy and fulfilling work environment.

Talent Attraction & Development

Leadership & Professional Development

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.

Training & Development KPIs

96%
of the total workforce across all locations received career- or skills-related training

310,000
Over 310,000 hours of training for Pet Care Center partners

Over 44%
of General Manager and District General Manager positions filled by internal promotions

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 all 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 focused on strengthening participants' 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 and wellness help expand partner expertise and strengthen pet health knowledge across our PCCs.
- **Udemy Learning:** Over 270,000 digital courses are provided to Support Center and remote partners to grow their skills.
- **Pet Care Center Immersive Experience:** A pilot experience for Support Center partners 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

Clear and open communication plays an important role in helping partners understand expectations and navigate opportunities for growth at Petco. To support this, leaders are provided with guidance on conducting meaningful performance and career development discussions with their teams.

We invest significant resources to attract, develop and retain top talent. In fiscal 2025, we unveiled our new set of corporate values—Pet First, Foster the Fun and Let's Go!—that are designed to embody our shared passion for pets and our culture of ownership and commitment. Building on these values, we recently launched a comprehensive "Leading the Petco Way" toolkit for all leaders across the organization that defines uniform expectations for how we lead at Petco and ensures we consistently live our values as "One Petco." We encourage open dialogue and constructive feedback, and as part of that we conduct an annual Voice of the Partner survey followed by a midyear "pulse" survey to get a deeper understanding of what's working at Petco and what can be improved. These surveys provide invaluable insights that are communicated to the entire organization and actioned on by our entire leadership team, starting with our CEO.

Advancing 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 qualifying partners who wish to advance their career through an accredited veterinary technician associate degree program. All 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 within their peers. Overall, Packs aims to foster a nurturing environment that promotes professional growth and high-quality patient care.

Partner Benefits

We offer a comprehensive benefits package designed to support our partners' health, financial security and overall wellbeing, along with competitive pay.

Salaried partners have the flexibility to take unlimited personal time away from work with supervisor approval. Hourly and field partners receive competitive paid time off programs, including floating holidays around Martin Luther King Jr. Day and the Thanksgiving and Christmas holidays to provide additional flexibility.

Our Leave and Accommodations team also works closely with partners who need workplace accommodations, reviewing each request individually and providing support as appropriate.

In addition to pay, Petco partners have access to a wide range of benefits, including:

- Medical, dental and vision coverage
- A Partner Assistance Program with wellness resources and confidential counseling
- Flexible spending accounts and disability coverage
- 401(k) with company match and an employee stock purchase plan
- Insurance and cell phone discounts
- Nationwide "My Pet Protection" pet insurance
- Six weeks of parental leave for the birth or adoption of a child for eligible partners
- Pet bereavement leave
- Fertility coverage, adoption assistance and travel support for certain medical needs
- A pet-friendly workplace that supports the benefits of pet–human companionship

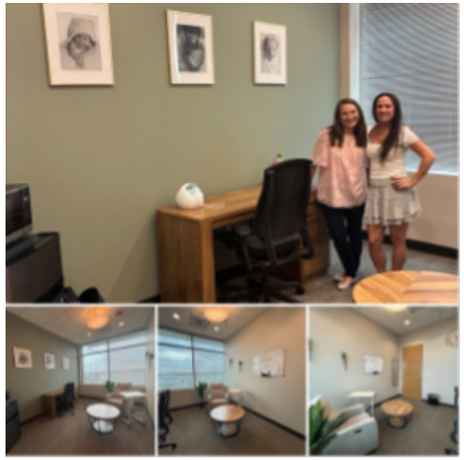
Inclusion in Action at Petco

At Petco, we strive to create an environment that values all backgrounds and identities. We believe that an inclusive workplace unlocks a diversity of perspectives that enable critical innovation, creative problem-solving and high engagement that are keys to our mission of improving the lives of pets, pet parents and our partners.

Led by our seven Partner Resource Groups, Petco celebrates the diversity of our partners and communities to build a workplace where all are welcome. From Cafecito to trivia, events throughout the year bring partners together to honor each other's identities and backgrounds. Across the enterprise, our partners continue to demonstrate that diverse and inclusive mindsets help make Petco a welcoming place for colleagues and pet families. Check out the many ways Petco partners are putting Inclusion in Action at Petco.

Designing Inclusive Spaces

Creating a welcoming workplace means thinking inclusively about how we design our facilities to meet the needs of everyone. As a mother of two, Cori S. of our Ops Planning team understands the challenges of nursing mothers and drew on her own experience to create a comfortable and respectful space for working moms.



"In my own pumping journey, I am thankful for a workplace that provides a peaceful room during the workday to pump milk for my baby. I especially want to give a shout out to Cori for the room she designed and put together at our San Antonio office."

— Breanna Y, Store Operations Specialist with Cori S, Sr. Manager, Ops Planning

Inspiring Career Pathways

For many young people, veterinary medicine is not a career that they were exposed to often, if at all. Our scholarship program is creating pipelines and opening opportunities for talented individuals to consider a profession that they had not envisioned for themselves.

"I am incredibly proud to see these two inspiring women seizing this scholarship opportunity. By pursuing their dreams as Vet Techs, they are bringing much-needed Latina representation to our field and proving that the doors of veterinary medicine are open to everyone. Watching their growth is a privilege, and I'm honored to be their manager as they help build a more inclusive and diverse future for our profession."

— Elisa Machuca, Hospital Operations Manager

Curating Authentic Products

Our Product Design team is made up of individuals with diverse experiences and a genuine curiosity for others. Whether it is planning a holiday collection or trying to draw inspiration for a seasonal campaign they stay focused on the customers while fostering the fun in our products.

"Great design relates to the customer, but authentic design resonates with the customer. My design work feels most fulfilling when the product looks great, solves a real need and genuinely reflects the communities we serve. When we design with that intention, our products spark joyful moments while creating a deeper connection for those who see their culture and traditions represented."

— Carlo Ybanez, Product Designer pictured above with his teammate and fellow Product Designer, Austin C.

Leading With Kindness & Empathy

Leaders at Petco recognize that talented individuals thrive in environments that accommodate and support them. Lindsey S. doesn't let her diagnosis define her but speaks proudly of working at Petco because her team has created a system that supports one another.

"My supervisors, Jeremy and Grace, have been extremely understanding of my medical condition—epilepsy—and accommodate me when I need to take off work at a moment's notice or leave my Dog Training Program sessions early. I am so grateful to my leaders and teammates and want to shout them out for all of their kindness. Thank you to my teammates and Petco for being understanding, kind and accommodating."

— Lindsey S., Dog Trainer Instructor

United by Pride & Allyship

To show partners that Petco is a company where everyone belongs, we held a Day of Pride and encouraged partners to wear and show off their pride. Across stores, hospitals and support centers, Pride gear, colorful emblems and supportive posts sent a loud message that all are welcome.

"I am a 46¾-year-old loud and proud woman, I am a mother of 4 dogs, I am a huge WNBA fan, I am just Jen, I am Petco"

— General Manager Jen F. is one of our LGBTQIA+ Partner Resource Group Leaders who consistently shows her pride and positivity to build a sense belonging for everyone.

Serving All Pet Families

Love for pets is universal, and our ability to serve customers of all demographics is critical to our purpose and business. Our hospitals are proud of our diverse veterinarian medicine teams that include many multilingual professionals to support customers in their native language.

"Whether it's Spanish or Chinese, being able to communicate clearly and effectively with clients means pets get better care and clients understand how to provide the best outcome for their pets."

— Sharon K., Hospital Operations Manager, pictured above with her Vetco Total Care Team at Tanasbourne, OR

Human Rights & Fair Labor Practices

We are committed to protecting the human rights of all 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 such as the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and it's 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 Timekeeping Compliance Group is a cross-functional HR and Legal team that regularly meets to assess whether our partners are receiving all meal and rest breaks and that their time punches are accurate.

Our Human Rights Policy, Code of Business Conduct and Ethics and our Harassment, Discrimination and Workplace Conduct Policy together set out our expectations for our partners and are available to them through our Petco partners' intranet. Our Vendor Guide further outlines our expectations for vendors, as described in the Planet section. Our policies have zero tolerance towards violations of our policies, and we 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 Ethical Business Practices section.

Partner Health, Safety & Wellbeing

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

Injury & Illness Prevention

To help reduce or avoid 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.

Partner 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 must be 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

Let's Go! Own & Commit in Action

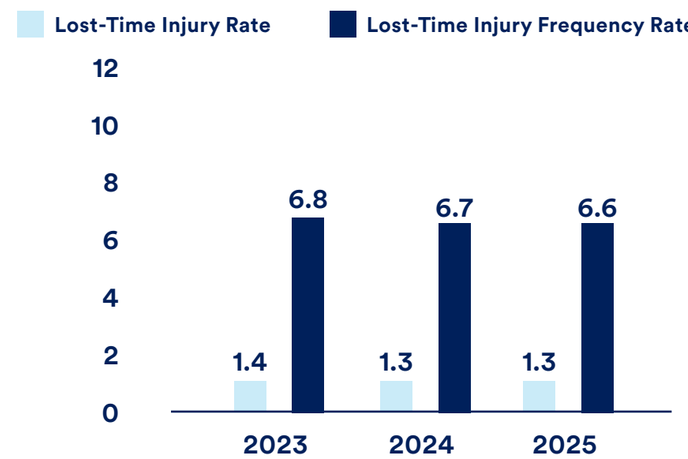
Harsh Patel, Senior Environmental, Safety & Health & Regulatory Compliance Engineer

This past year, a great deal of teamwork at our Distribution Centers resulted in approximately $1.7M in Worker's Compensation cost avoidance. The decrease in cost was driven by a strong push in driving safety culture, strengthening our programs, increasing accountability and having safety be part of all the morning meetings. Additional EHS initiatives, including the development of in-house incident tracking software, resulted in cost savings of over $200,000.

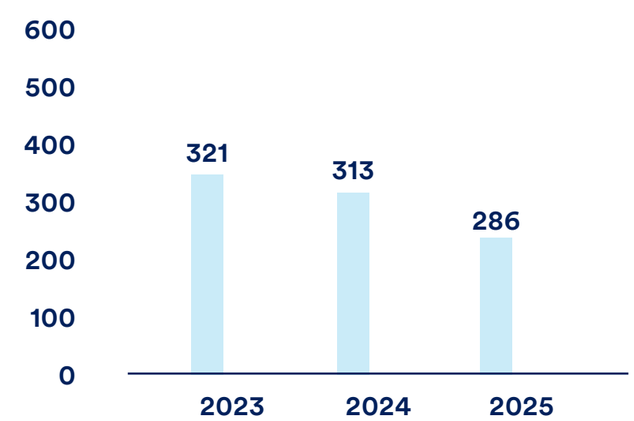
	2023	2024	2025
Number of employee fatalities as a result of work-related ill health	0	0	0
Number of employee cases of recordable work-related ill health	14	3	3

This report is the most up-to-date source of our work-related ill health data. Figures published in previous Sustainability Reports have been updated due to changes in our data collection process.

Employee Safety - Lost-Time Rates



Indemnity Claims



LET'S GO!

Own & Commit

We are stronger as One Petco team. We bring our unique superpowers and champion authenticity in everyone to drive success.

Doing our part to support the health of the planet and where our pets play requires expertise from across our business. Our sustainability achievements reflect the combined effort of many teams—Facilities, Environmental Health & Safety, Transportation, Merchandising and more—collaborating as One Petco team. We strive to reduce our impact on the planet where feasible by taking action to decrease emissions and water use, reducing waste and the use of virgin materials in products, and looking for innovative ways to bring sustainability solutions to our customers.

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. To meet mandated standards and improve our sustainability reporting, we look for ways in which we can reduce our Scope 1 and 2 emissions where feasible. Emissions reduction is a complex and multifaceted issue and, therefore, we engage with key stakeholders and subject matter experts (SMEs) throughout our organization to determine capacity for implementing changes.

In 2025, we resumed our Scope 3 footprint calculations to prepare for upcoming regulations and to further strengthen the rigor and transparency of our environmental data. In addition, we conducted a thorough site-level review of utilities-consumption data to better understand our monthly usage variance, seasonal fluctuations, and potential metering and billing errors. A cross-functional facilities team, with the support of a data management provider, developed a data monitoring system and quarterly review process. We anticipate that these changes will further improve the accuracy of environmental footprinting data and support our assurance preparedness.

Our FY25 environmental footprint figures will be published later this year as a data supplement.

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:

- **Energy-Efficient Temperature Management:** Petco developed and implemented cooling and heating programs that can monitor local PCC climates and adjust temperatures overnight, accounting for various location climates, to help keep them at an adequate temperature while limiting 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's energy consumption. The program operates during the day for 15-minute intervals and raises the cooling system temperature by 3 degrees, which is designed to reduce demand from the electric grid while maintaining the targeted temperature avoid higher energy usage.

As part of our ongoing efforts to reduce our energy footprint and lower long-term utility costs, we have programs in place to upgrade our PCCs to LED lighting and renovate less-efficient HVAC systems. In FY25, we completed system upgrades at approximately 50 PCC locations for each initiative.

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 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, reduced container space used for the same amount of inventory and more.

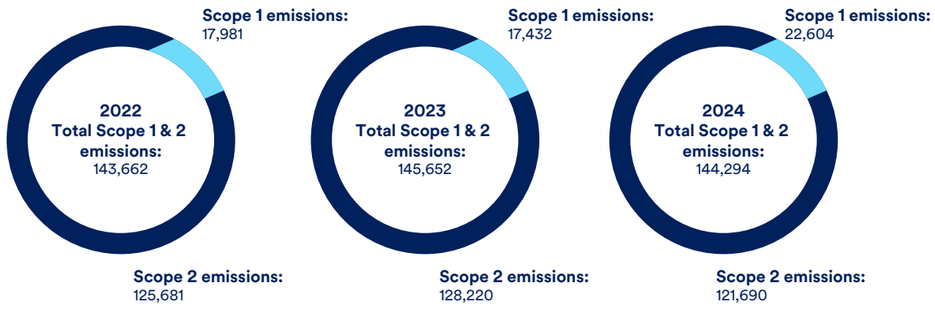
Our partnerships with local suppliers that produce high-quality materials allow us to support local economies while reducing carbon emissions throughout the supply chain.

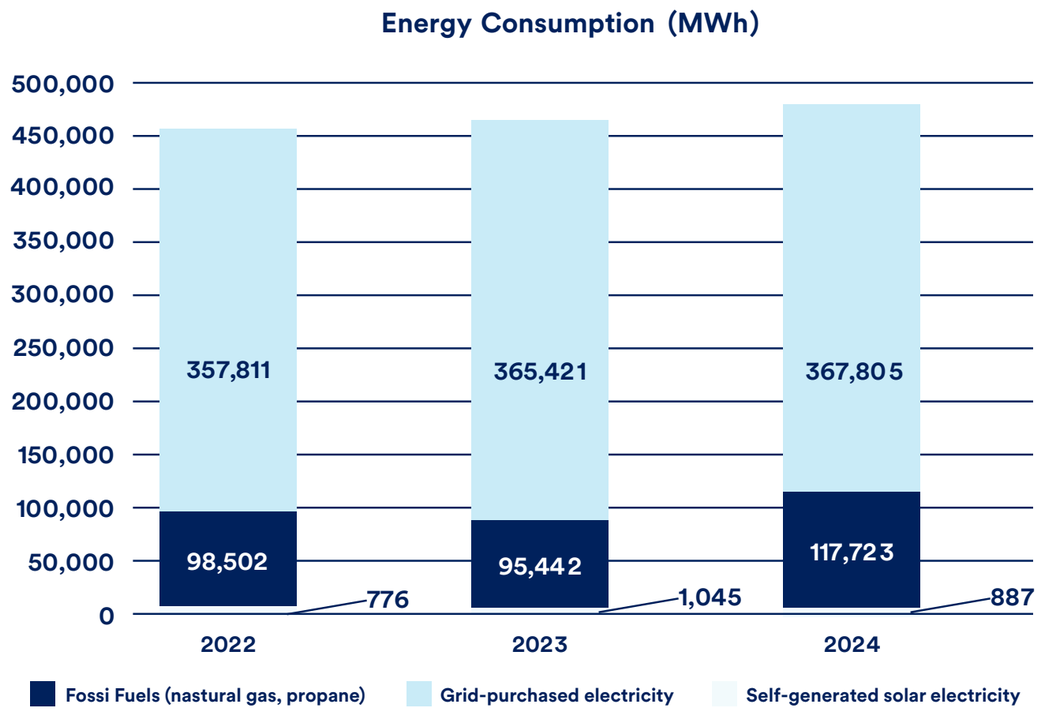
Localizing Inventory to Better Serve Our Customers

Our micro and metro fulfillment centers keep products closer to where our customers live. Combined transportation of grooming service products and for-sale products reduces the number and distance of journeys made. In 2025, we added Palm Coast, Florida, and Flagstaff, Arizona, locations, and aim to continue expansion of this program in 2026. To better serve customers in rural areas, Petco has stores in remote locations, which results in more journeys. We continue to seek ways to maximize other forms of transport and fuel savings to offset journeys associated with these locations.

The 2024 updates to our inventory management system Relex are now standard operating procedure, and we continue to benefit from optimizing transportation cube utilization. Since implementing these changes, we've reduced approximately 1,200 annualized shipments moving between our import logistics center in Mira Loma, California, and our U.S. distribution network. The expansion of our shared freight services eliminates roughly 700 underutilized Petco-only shipments each year.

Carbon Footprint Scope 1 & 2 emissions (tCo2e)





Fuel-efficiency

One of the ways we've made progress on reducing fuel consumption is by increasing our fuel-efficiency requirements for carriers from 6.8 to 7 miles per gallon. We've been able to reduce fuel consumption by almost 92,000 gallons, which saves us over $350,000 while lessening our negative environmental impact. As part of our ongoing commitment to sustainability progression, in July of 2024 Petco converted to a zero-base fuel rating calculation for all inbound shipments. In partnership with industry leader Breakthrough 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, it provides us with greater 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.

Where feasible, Petco assesses opportunities to reduce energy consumption from nonrenewable sources. In Alaksa, Petco completed over 300 shipments on a carrier powered by liquified natural gas (LNG). Why LNG? An alternative energy source, LNG admits less CO2 and air pollutants compared to coal and oil and is often more cost effective.

Water-Related Risks & 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 for our 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. For our aquatic systems, when they are due for an 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 reduce 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 Management & 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 plastic, including shrink-wrap from our palettes, 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 2025, we identified additional material for Trex to collect from our PCCs, supporting our ongoing efforts to identify waste reduction opportunities where feasible. In 2025, our initiatives with third-party recyclers diverted nearly 400 tons of plastic from landfills.

Bringing Recycling Opportunities to Our Customers

In celebration of Global Recycling Day, Petco hosted its first-ever national trade-in and recycling event in partnership with TerraCycle. During this two-week event, customers could bring in an old dog collar, leash or harness for recycling and receive 40% off a new item. Petco became the first major pet retailer to team up with TerraCycle for a pet gear trade-in and recycling event of this scale. Collaboration with TerraCycle supported the proper recycling of old pet gear into products such as plastic lumber, plastic pallets, leather accessories and filling for pet bedding, insulation and sports equipment. This event was such a success that it was repeated for a week in November. Combined, these events recycled over 25,000 collars, leashes and harnesses and attracted over 2,000 new customers.

Sustainable & Comfortable 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 are designed to provide good airflow and access to food and water. Since 2024, we've more than tripled the participation rate of PCCs using our mobile warehouse program for small animal deliveries, which uses similarly easily disinfected reusable habitats. Around 780 PCCs now participate in this program, which helped us decrease single-use packaging in our operations.

In addition, we implemented a Styrofoam box return system for our live animal suppliers in an effort 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 participate in our return program can 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 is currently be used for aquatic life shipments in 600 of our PCCs.

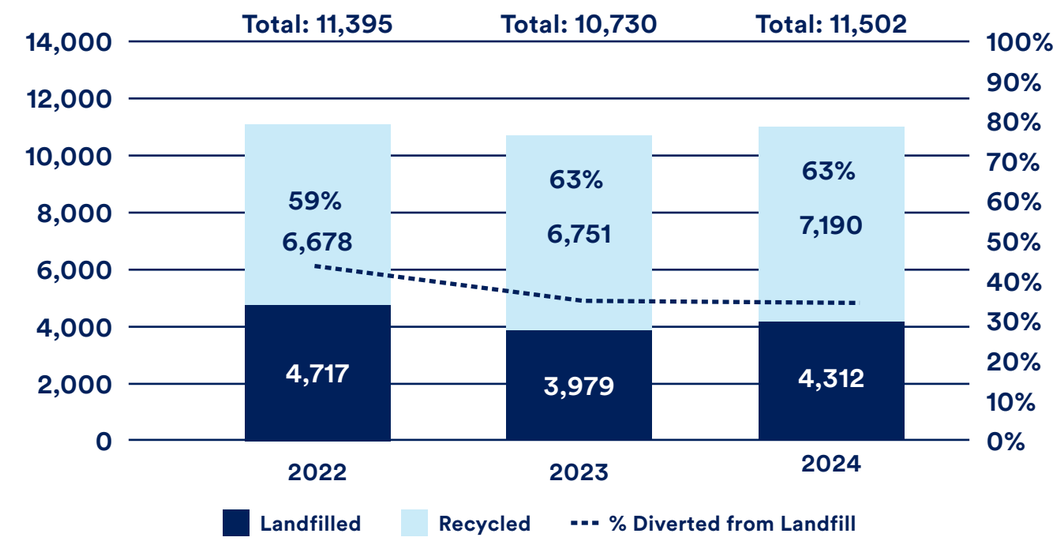
For live fish, we are converting to biodegradable plastic bags for transportation, which are designed to provide an equal level of safety and comfort and break down more swiftly compared to traditional plastic bags. We've put this into effect in nearly 700 PCCs. We are working to limit transportation time, which helps with disease management and tracking, and can reduce emissions from lower travel time, in addition to reducing stress for the animals.

Hazardous Waste

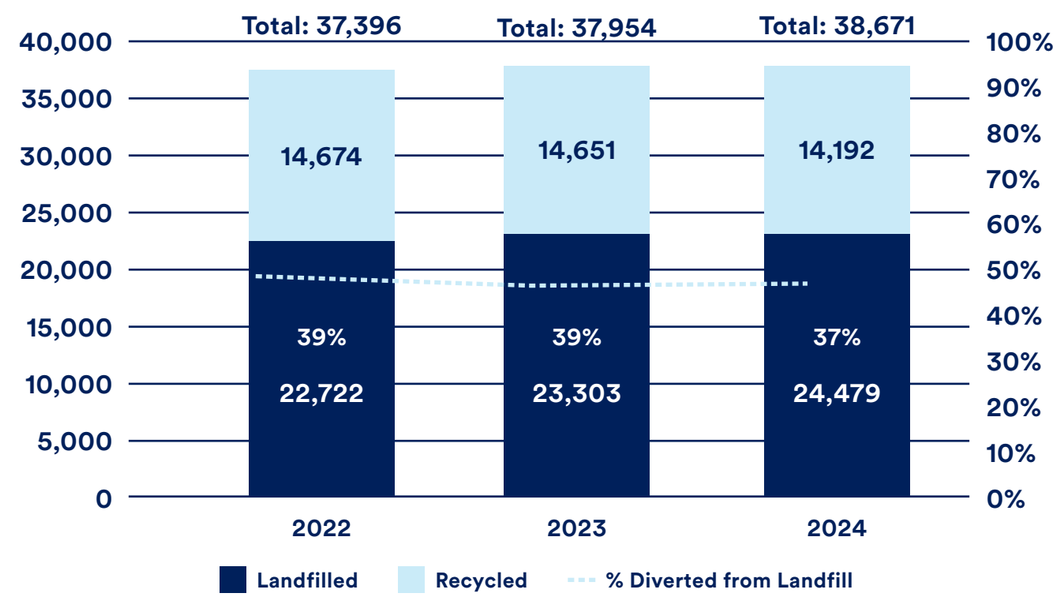
We have a company-wide hazardous waste management program that includes strict responsibilities so that unavoidable hazardous waste, such as cleaning and pharmaceutical products from our veterinary clinics, are managed appropriately and properly disposed of.

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 partner where to place the waste. We make monthly updates as we add and remove SKUs from our assortment.

Operational Waste at Distribution Centers



Operational Waste at Pet Care Centers



Circular Economy & Sustainable Content

Our goal is to support a circular economy by reducing the use of virgin materials and increasing the use of recycled alternatives. For example, our So Phresh brand incorporates recycled, biobased and durable materials, along with refillable packaging; approximately 50% of our So Phresh litter boxes contain recycled plastic. Many of our So Phresh products meet these standards. Our partnerships with local suppliers that produce high-quality materials allow us to support local economies while reducing carbon emissions throughout the supply chain by reducing shipping time and distance.

Where feasible, we aim to use materials that are recyclable, incorporate recycled content or carry certifications from recognized organizations such as the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC). For our owned brands, we work with vendors that can provide us with more of such materials, like those with Global Recycled Standard (GRS) and Oeko-Tex® certifications.

Reduce, Reuse, Recycle

As a retailer, packaging waste is a key focus for us, and we continually seek ways to reduce unnecessary packaging without compromising product safety or quality. Guided by the principles of the 3 R's—reduce, reuse, recycle—our Owned Brands Packaging team works to optimize packaging size, incorporate recycled and recyclable materials, and reduce the use of protective polybags.

We encourage customers to make more sustainable shipping choices where possible. Options such as Same-Day Delivery and Buy Online, Pick Up in Store allow orders to be fulfilled from local PCCs, reducing the need for protective packaging compared with traditional online deliveries.

Product Quality & Safety

The safety of our products and services for those who use them is critical. Our Quality Assurance program is designed to ensure the safety, quality and reliable performance of our owned brand products and encompasses each stage of the product lifecycle. 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, we use a certified third-party inspection before shipping for new or high-risk owned brand products.

Our testing protocols are designed by quality assurance professionals with strong knowledge of animal safety and behavior. In developing these protocols, we considered stringent global safety standards, as well as relevant state, federal and country specific regulations, and tailored 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.

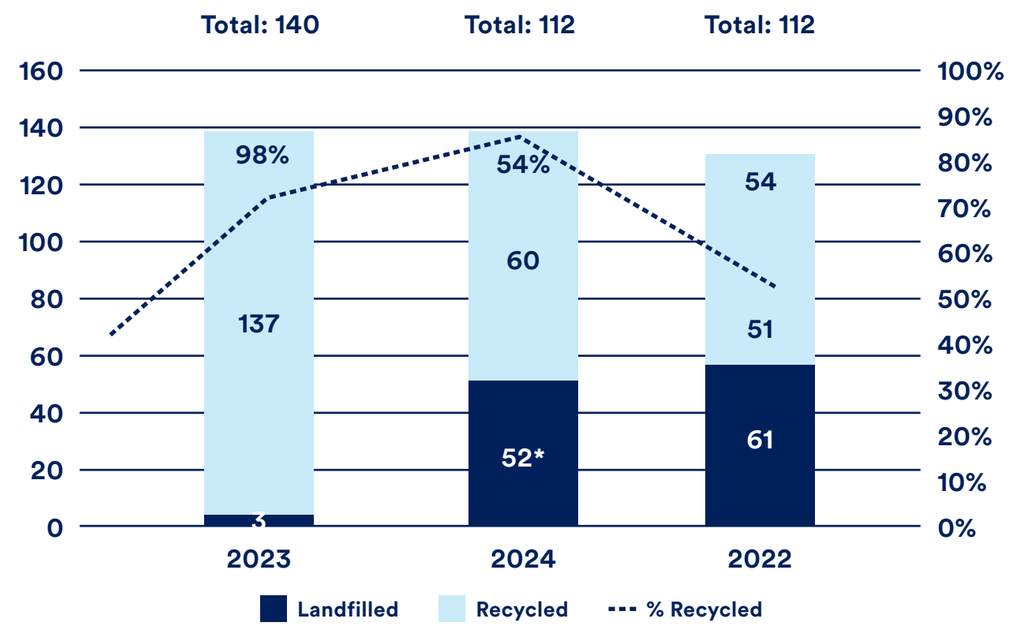
We regularly review PCC and customer feedback to determine where improvement is needed. This allows us to learn and improve upon our product designs and testing protocols. Reporting tools are in place for our Distribution Centers and PCCs for product quality and safety concerns to be reported to the 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 Code of Business Conduct and Ethics and the 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). Compliance is a condition of partnership, and we are dedicated to strict enforcement. Vendors are also required to allow their partners 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 regular 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.

Hazardous Waste & Recycled Materials Chart (in tons)



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.

Appendix

Our Performance

Pets

Petco Love		Unit	2023	2024	2025
Internal Metric	Pet lives helped to save	Number	442,924	451,508	354,356
	Free vaccines distributed to under-resourced communities (Goal of 2 million vaccines achieved)	Number	908,625	1,000,575	810,350
	Petco Love Lost: Pets reunited with pet parents to date	Number	16,982	66,403	103,047
	Money raised for Petco Love	$M	$32.5	$29.71	$24.53
	Adoptions through Petco Pet Care Center	Number	132,658	143,751	146,457
	Grants	$M	$33.5	$29.88	$20.71

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

People

SASB CG-MR 330a. GRI 405-1			2025	
	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		**32**	**68**

SASB CG-MR 330a.1 GRI 405-1			2025	
	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		**40**	**60**

Employee Safety*		Unit	2023	2024	2025
GRI 403-9	Indemnity claims	Number	321	313	286
	Total claims		4,416	4,154	4,247
	Fatalities from work-related injuries		0	0	0
	Lost-time injury rate		1.4	1.3	1.3
	Lost-time injury frequency rate		6.8	6.7	6.6

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

Work-Related Ill Health		Unit	2023	2024	2025
GRI 403-10	Fatalities as a result of work-related ill health	Number	0	0	0
	Cases of recordable work-related ill health		14	3	3

This report is the most up-to-date source of our work-related ill health data. Figures published in previous Sustainability Reports have been updated due to changes in our data collection process.

Training and Development		Unit	2023	2024	2025
Internal Metric	% of the total workforce across all locations who received career- or skills-related training	Percentage	91	98	96
Internal Metric	General Manager and District General Manager positions filled by internal promotions	Percentage	37	41	44
GRI 404-1	Hours of training for Pet Care Center employees	Hours	642,000	600,000	310,551
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

Scope 1 and 2 Emissions		Unit	2022	2023	2024
GRI 305-1	Scope 1 GHG emissions	tCO2e	17,981	17,432	22,604
GRI 305-2	Scope 2 GHG emissions		125,681	128,220	121,690
	Total Scope 1 & 2 emissions		**143,662**	**145,652**	**144,294**
GRI 305-4	Scope 1 & 2 intensity	tCO2e/SF	0.00578	0.005835	0.005857
GRI 305-4	Scope 3 GHG emissions	tCO2e	N/A	N/A	N/A

Energy Consumption		Unit	2022	2023	2024
GRI 302-1	**Non-renewable**				
	Fossil fuels (natural gas, propane)	MWh	98,502	95,422	117,723
	Grid-purchased electricity	MWh	357,811	365,421	367,805
	Self-generated	MWh	776	1,045	887
	Total Energy Consumption	**MWh**	**457,089**	**461,888**	**486,415**
GRI 302-3	Energy Intensity (Electricity)	kWh/SF	14.4	14.7	15
	Energy Intensity (Electricity)	kWh/ $M Sales	59,408	58,585	60283

FY25 figures will be published later this year in a separate Enivronmental 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		**11,395**	**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	30,663
GRI 306-3	Recycled		14,674	14,651	20,423
	Total Waste Generated		**37,396**	**37,954**	**51,086**
GRI 306-4	Diverted from Landfill	Percentage	39	39	40

This report is the most up-to-date source of our operational waste data. Figures published in our FY24 Sustainability report were updated in our FY24 Environmental Data Supplement, and those changes are reflected here.

Hazardous Waste and Recycled Materials		Unit	2023	2024	2025
GRI 306-5	Landfilled	Tons	3	52*	51
GRI 306-3	Recycled		137	60	61
	Total Waste Generated		**140**	**112**	**112**
GRI 306-4	Diverted from Landfill	Percentage	98	54	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. This report is the most up-to-date source of our hazardous waste data. Figures published in our FY24 Sustainability report were updated in our FY24 Environmental Data Supplement, and those changes are reflected here.

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

Water-Related Risks & Impacts		Unit	2022	2023	2024
GRI 303-5	Total Water Consumption	M3	2,766,008	2,262,540	2,459,953
	Intensity of Water Consumption	M3/SF	0.1114	0.0906	0.0999

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.

FY25 figures will be published later this year in a separate Enivronmental Data Supplement.

Our FY25 carbon footprint will be published later this year in a separate Environmental Data Supplement.

This report is the most up-to-date source of Petco's Sustainability data as figures published in previous reports may have been updated.

Sustainability Materiality at Petco[1]

Our Sustainability Materiality assessment and its outcome and methodology can be found on our website.

[1]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	Digital: • Website • Online satisfaction surveys • Social media monitoring and engagement • Loyalty programs In-person: • In-store interactions • Focus groups • Guest services • In-store marketing • Physical mailers
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 has reported the information cited in this GRI content index for the period of our Fiscal Year (February 2, 2025 and ending January 31) 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 2024510-K, pg. 42	Petco, 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 Queretaro, Mexico.
	2-2	Entities included in the organization's sustainability reporting	About This Report 2025 10-K, pg. 46	--
	2-3	Reporting period, frequency and contact point	GRI Content Index	This annual report was published on June 4, 2025 and covers our 2025 Fiscal Year (February 2, 2025 - January 31, 2026), 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. 6	--
	2-7	Employees	People Our Performance – People	Total - 29,000
	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	2025 Proxy Statement	--
	2-11	Chair of the highest governance body	2025 Proxy Statement	--
	2-12	Role of the highest governance body in overseeing the management of impacts	Executive Summary Sustainability at Petco - Materiality Sustainability Governance	--
	2-13	Delegation of responsibility for managing impacts	Sustainability Governance	--
	2-14	Role of the highest governance body in sustainability reporting	Sustainability at Petco - Materiality	--
	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	2025 10-K 2025 Proxy Statement	--
	2-20	Process to determine remuneration	2025 10-K 2025 Proxy Statement	--

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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	2025 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 2025 10-K	--
	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 2025 10-K, pg. 5	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	Sustainability Governance - Government Affairs	--
	Stakeholder Engagement			
	2-29	Approach to stakeholder engagement	Sustainability at Petco - Stakeholder Engagement	--
	2-30	Collective bargaining agreements	GRI Content Index	There are no collective bargaining agreements in place.
GRI 3: Material Topics 2021				
	3-1	Process to determine material topics	Sustainability Materiality at Petco	--
	3-2	List of material topics	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 2025, we discovered two configuration issues that inadvertently exposed miscellaneous internal records to the open internet. We provided legally required data security breach notice letters to impacted parties and relevant state regulators.
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	Pets - Making Pet Parenthood More Affordable and Accessible	--

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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 - Talent Attraction & Development Our Performance - People	--
	404-2	Programs for upgrading employee skills and transition assistance programs	People - Talent Attraction & Development	--
	404-3	Percentage of employees receiving regular performance and career development reviews	People - Talent Attraction & Development Our Performance - People	--
GRI 3: Material Topic 2021	**Inclusion & Belonging**			
	3-3	Management of material topics	People - Inclusion in Action at Petco	--
GRI 405: Diversity & Equal Opportunity 2016	405-1	Demographics of governance bodies and employees	Our Performance - People	--
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 - Circular Economy & Sustainable Content Planet - Reduce, Reuse, Recycle	--
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	Our Performance - Planet*	--
	302-3	Energy intensity	Our Performance - Planet*	--
	302-4	Reduction of energy consumption	Planet - Energy Consumption & Management	--
GRI 3: Material Topic 2021	**Water and Effluents (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	**Water and Effluents (Water-related Risks)**			
	3-3	Management of material topics	Planet - Emissions	--
GRI 305: Emissions 2016	305-1	Energy indirect (Scope 1) GHG emissions	Our Performance - Planet*	--
	305-2	Energy indirect (Scope 2) GHG emissions	Our Performance - Planet*	--
	305-3	Other indirect (Scope 3) GHG emissions	Planet - Emissions*	
	305-4	GHG emissions intensity	Our Performance - Planet*	--
GRI 3: Material Topic 2021	**Waste (Circular Economy & Waste)**			
	3-3	Management of material topics	Planet - Waste Planet - Circular Economy & Sustainable Content	--
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Planet - Waste Management & Recycling Planet - Circular Economy & Sustainable Content Planet - Reduce, Reuse, Recycle	--
	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 - Waste Management & Recycling Planet - Circular Economy & Sustainable Content"	--

**Our FY25 environmental footprint will be published later this year in a separate Environmental Data Supplement.*

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1.5 SASB Index

Topic	SASB code	Metrics
Energy Management in Retail & Distribution	CG-MR-130a.1	**FY25 Energy Data will be published after this report in a separate Environmental Data Supplement.**
Data Security	CG-MR-230a.1	**Description of approach to identifying and addressing data security risks:** *Data Privacy* *Cybersecurity*
	CG-MR-230a.2	**(1) 2** **(2) 100%** **(3) 2,181 notifications issued in December 2025 related to PetPass**
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 Diversity & Inclusion	CG-MR-330a.1	**Our Performance - People**
Product Sourcing, Packaging & Marketing	CG-MR-410a.2	**Discussion of processes to assess and manage risks or hazards associated with chemicals in products:** **Planet - Product Quality & Safety**
	CG-MR-410a.3	**Discussion of strategies to reduce the environmental impact of packaging:** Planet - Waste Management & Recycling Planet - Circular Economy & Sustainable Content Planet - Reduce, Reuse, Recycle
Activity Metrics	CG-MR-000.A	**Number of:** **(1) Retail locations: Approximately 1,400** **(2) Distribution centers: 9**
	CG-MR-000.B	**Total area of:** **(1) Retail space: 18,769,683 sq feet** **(2) Distribution centers: 4,288,290 sq feet**

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petco
where the pets GO™

PET FIRST

Protect & Empower

FOSTER THE FUN

Connect & Bond

LET'S GO!

Own & Commit