

Petco Animal Supplies Stores, Inc. 401k Plan

SAFE HARBOR NOTICE

Effective January 1, 2025, Petco Animal Supplies Stores, Inc. (“Petco”) has converted its 401(k) Plan to a “Safe Harbor plan,” which means that certain nondiscrimination testing is not required, and all participants are entitled to make the same level of contributions to the Plan. This Notice contains important information regarding the Plan, including how Petco will match your contributions. You should consider the information in this Notice as you decide how much (if any) of your pay you wish to contribute to the Plan for the Plan Year beginning January 1, 2025.

Plan Eligibility

If you are an eligible employee of Petco, you are eligible to begin making your own contributions to the Plan on the first day of the calendar month after the later of the date you complete 30 days of service with Petco or attain age 21. For more detailed information on plan eligibility, please refer to the Summary Plan Description for the Plan.

Enrollment

An Enrollment Guide will be mailed to your home three to four weeks after the date you become eligible to participate in the Plan, but you may elect to make Elective Deferrals (as described below) to the Plan at any time after you become eligible to participate using Fidelity’s online system at www.netbenefits.com or by calling the Fidelity Retirement Benefits Line at 800-835-5091. The first time you contact Fidelity, you will be asked to establish a Personal Identification Number (PIN).

Plan Contributions

Employee Elective Deferrals

You can make salary reduction contributions from 1% to 60% (in 1% increments) of your “eligible pay” each pay period (up to legal limits) (“Elective Deferrals”). “Eligible pay” generally means your taxable compensation for the Plan Year reportable by Petco on your IRS Form W-2 plus any salary reduction contributions you make to Petco’s cafeteria plan or 401(k) plan, but excluding bonuses, incentive pay (including tips), and certain other items described in the Summary Plan Description. Refer to Section III.A. of the Summary Plan Description for the Plan for a detailed explanation of the type and amount of pay you may contribute to the Plan. For 2025, you may make Elective Deferrals up to \$23,500. This amount may be increased from time to time by the IRS.

Your contributions to the Plan may be regular pre-tax contributions and/or Roth contributions, as you elect. Pre-tax contributions (and earnings thereon) are not subject to current federal income tax and, in most cases, state or local taxes, until distributed from the Plan. Roth contributions are made on an after-tax basis, but the contributions and, in most cases, the earnings thereon are not subject to federal income tax when distributed to you (as long as the distribution meets certain requirements).

Employee Catch-Up Contributions

If you will have attained the age of 50 before the end of the calendar year, you also may be eligible to make additional contributions to the Plan called “Catch-Up Contributions.” For 2025, you may make Catch-Up Contributions of up to \$7,500 (for a total of \$31,000), or if you will turn age 60, 61, 62 or 63 during 2025, you may contribute up to \$11,250 (for a total of \$34,750). Your Catch-Up Contributions may be pre-tax contributions or Roth contributions, as you elect. To make Catch-Up Contributions, you must make a separate election via Fidelity.

Changing or Stopping Your Contributions

You may increase, decrease, or stop the amount of your Elective Deferrals or Catch-Up Contributions at any time after you become eligible by using Fidelity’s online access to your 401(k) account via www.netbenefits.com or by calling

the Fidelity Retirement Benefits Line at 800-835-5091. Your changes will go into effect as soon as administratively practicable, generally within one to two pay periods.

Safe Harbor Matching Contributions

You will begin receiving Safe Harbor Matching Contributions on the first day of the calendar month following the later of your completion of one year of service with Petco and attainment of age 21, provided you are making your own contributions to the Plan. (Safe Harbor Matching Contributions will not be made with respect to contributions you make before you become eligible for Safe Harbor Matching Contributions. Note that if you have not completed the eligibility requirements above by December 31, 2024, you will not be eligible to receive Safe Harbor Matching Contributions until you satisfy those requirements, even if you received pre-2025 matching contributions.) For each payroll period that you make Elective Deferrals to the Plan, Petco will make a Safe Harbor Matching Contribution to your Plan account equal to 100% of the first 3% of your eligible pay you elect to defer as Elective Deferrals, plus 50% of the next 2% of your eligible pay you elect to defer as Elective Deferrals. Eligible pay for this purpose has the same definition as it does for purposes of determining your Elective Deferrals. This contribution generally will be deposited into the Plan each payroll period, along with your contributions.

The Plan may be amended during the Plan year to reduce or suspend Safe Harbor Matching Contributions. However, the reduction or suspension will not apply until at least 30 days after all eligible employees are provided notice of the reduction or suspension. If Petco suspends or reduces Safe Harbor Matching Contributions, you will receive a supplemental notice explaining the reduction or suspension of the Safe Harbor Matching Contribution at least 30 days before the change is effective. Petco will contribute any Safe Harbor Matching Contribution you have earned up to that point.

Vesting

“Vesting” relates to your right to receive contributions made to the Plan on your behalf. You will be 100% vested at all times in your Elective Deferrals and in the Safe Harbor Matching Contribution that Petco makes on your behalf.

Matching contributions for Plan Years before January 1, 2025, will continue to vest based on a 3-year graded schedule (i.e., 1 year – 33%, 2 years – 66% and 3 years – 100%). (If you became an associate of Petco or any subsidiary as the result of the acquisition of your prior employer, or if you terminated your employment before 2020, special vesting rules may apply to you.)

Withdrawals

In general, you will not be able to receive a distribution from the Plan until your termination of employment or death. However, there are some exceptions where you may receive a distribution from the Plan while actively employed by Petco:

- Age 59½ – Once you reach age 59½, you may withdraw all or any portion of your vested account balance.
- Hardship – If you experience a financial hardship as defined by the Plan, you can apply for a hardship withdrawal from your Elective Deferrals.
- Domestic Abuse – If you are a victim of domestic abuse, you may take withdrawals from your Elective Deferrals of up to \$10,300 (for 2025, as indexed in future years) or 50% of your vested account balance. Eligibility for this type of withdrawal is limited to the 12-month period beginning on the date of the abuse by a spouse or domestic partner.
- Emergency Expenses – You may withdraw up to \$1,000 from your Elective Deferrals for unforeseeable or immediate financial needs due to necessary personal or family emergency expenses. (When your vested balance is below \$2,000, the amount of the withdrawal is reduced; when your vested balance is below \$1,000, the withdrawal is unavailable.)
- Rollovers – You may withdraw any rollover contributions you made to the Plan at any time.
- Qualified Reservist Distribution -- If you are member of a reserve component of the military and you are called to active duty for more than 179 days or for an indefinite period, you may elect to withdraw your Elective Deferrals.

- Active Military Distribution – If you are performing qualified military service for a period of greater than 30 days, you may elect to withdraw your Elective Deferrals during your active-duty period. (Note that you will be suspended from making any additional Elective Deferrals to the Plan for 6 months following the distribution).
- Participant Loans – You may borrow up to the lesser of \$50,000 or one-half of your vested account balance, subject to certain restrictions.

To request a withdrawal or loan from your Plan account, please contact Fidelity at www.netbenefits.com or by calling the Fidelity Retirement Benefits Line at 800-835-5091.

Further Information About The Plan

This notice is only intended to provide certain generalized information regarding the Plan. The Plan has been established under a detailed plan document that controls the rights of participants. Participants may also access the Summary Plan Description on MyPetcoBenefits.com under Documents. Please refer to those documents for further details regarding the operation of the Plan. For more information about the Plan, please contact Petco's Benefits Service Center at www.netbenefits.com or 800-835-5091.