



Frequently asked questions about your plan.

Here are answers to questions you may have about the key features, benefits, and rules of your plan.

When am I eligible to enroll?

You are eligible to enroll in the plan if you are at least 18 years old and have completed at least 2 months of service.

How do I enroll in the Plan?

You can enroll in SaveSmart online at any time, or by calling the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738).

What is the Roth contribution option?

A Roth contribution to your retirement savings plan allows you to make after-tax contributions and take any associated earnings completely tax free at retirement - as long as the distribution is a qualified one. A qualified distribution, in this case, is one that is taken at least five tax years after your first Roth 401(k) contribution and after you have attained age 59½, or become disabled or die. Through automatic payroll deduction, you can contribute between 1% and 50% of your eligible pay as designated Roth contributions, up to the annual IRS dollar limits.

Find more information online within the "Learn" section of NetBenefits®.

What is a Roth In-Plan Conversion?

Roth In-Plan Conversion options are available in The SaveSmart 401(k) Plan. This option provides you with the opportunity to convert all, or a portion of your non-Roth assets to Roth assets. The amount eligible for such direct rollovers shall include all of a participant's vested assets, including without limitation, pretax savings, after-tax savings, company contributions, and retirement contributions, as well as related earnings thereon. Special tax rules apply to Roth In-Plan Conversion options and are an important consideration in determining whether to do such a conversion. Generally, the taxable amount of a conversion is determined as if the converted assets were distributed to you from the Plan, although the assets will only be transferred to the Roth portion of your account and no amount will actually be paid from the Plan.

The taxable amount (determined as if actually distributed to you) is taxable to you in the year of the conversion and should be reported on your income tax return for that year. For more information related to the tax consequence of a conversion, you should consult your tax or financial advisor before undertaking such a conversion. You may contact the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738) to process a Roth In-Plan Conversion.

How much can I contribute?

Through automatic payroll deduction, you may contribute between 1% and 50% of your eligible contributions. Sign up online by accessing the "Contribution Amount" section on

NetBenefits®, or by calling the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738).

What is the IRS contribution limit?

The IRS contribution limit for 2024 is \$23,000.

The IRS also places an annual compensation limit on deferrals on the first \$345,000 earned in any plan year.

When is my enrollment effective?

Your enrollment becomes effective on your Plan Entry Date. The Plan Entry Date is the first day of the month following the month you met the above eligibility requirements, and you have elected a participation percentage. Your contribution amount will be deducted from your pay as soon as administratively possible after your Plan Entry Date and receipt of your percentage election. If you do not choose an investment election, your contributions will default to the T. Rowe Price Retirement Trust (Class F) that has a target retirement date closest to the year you might retire based on your current age, assuming retirement at age 65, and at the direction of the Plan Sponsor, until you provide further investment instruction. Target Date Funds are an asset mix of stocks, bonds and other investments

that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.

Does the Company contribute to my account?

The Plan helps your retirement savings grow by matching your contributions. The Company will match 50% of each pretax dollar you contribute on the first 6% of pay that you defer to your Plan.

How do I designate my beneficiary?

To designate a beneficiary for the PetSmart, Inc. SaveSmart 401(k) Plan, go online and click on Beneficiaries in the My Profile section. It's important to select your beneficiary(s) designation, and update the form if you have a life-changing event, such as a marriage, divorce, birth of a child or death in the family. To obtain a paper Beneficiary Designation Form, please contact Fidelity Investments at 1-888-401KPET (1-888-401-5738) to obtain a Beneficiary Designation Form.

What are my investment options?

To help you meet your investment goals, the Plan offers you a range of options. You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. The many investment options available through the Plan include conservative, moderately conservative, and aggressive funds. A complete description of the Plan's investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online.

What are the managed account options in my plan?

Fidelity® Personalized Planning & Advice (“The Service”)

Fidelity® Personalized Planning & Advice is a retirement goal based managed account service with a team of portfolio managers who manage the investments in your workplace savings plan account. Based on your unique needs and goals, our team of professionals will create a plan that considers your total financial situation, put the plan into action, and work for you putting in the time, resources, and knowledge needed to keep you on track for retirement.

This includes:

- Regularly monitoring and rebalancing of your account through market up and downs
- Strategy refinement that supports you as your financial situation evolves
- Quarterly check-ins, which include your progress toward key milestones
- Personal planning dashboard that includes progress to retirement and other profile details

To see if Personalized Planning & Advice is right for you, talk to one of our financial representatives at 866-811-6041.

What if I don't make an investment election?

We encourage you to take an active role in The SaveSmart 401(k) Plan and choose investment options that best suit your goals, time horizon, and risk tolerance. If you do not select specific investment options in the Plan, your contributions will be invested in the T. Rowe Price Retirement Trust (Class F) with the target retirement date closest to the year you might retire, based on your current age and assuming a retirement age of 65, at the direction of PetSmart, Inc. If no date of birth or an invalid date of birth is on file at Fidelity, your contributions may be invested in the T. Rowe Price Retirement 2005 Trust Class F. More information about the T. Rowe Price Retirement Trust (Class F) options can be found online.

Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.

When am I vested?

Vesting is a term used to describe the portion of your account balance that you are entitled to under the SaveSmart Plan rules. You are always 100% vested in your contributions to SaveSmart, as well as any earnings on them. The Company's matching contributions and any earnings vest according to the schedule below. You vest 20% for each plan year that you complete 1,000 hours.

Years of service Vested percentage

1	20%
2	40%
3	60%
4	80%
5	100%

Can I take a loan from my account?

Although your plan account is intended for the future, you may borrow from your account for any reason.

Learn more about and/or request a loan online, or by calling the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738).

Can I make withdrawals?

Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, become permanently disabled, have severe financial hardship, as defined by your plan.

When you leave the Company, you can withdraw contributions and any associated earnings or, if your vested account balance is greater than \$7,000, you can leave contributions and any associated earnings in the Plan. After you leave the Company, if your vested account balance is equal to or less than \$1,000, it will automatically be distributed to you. However, if your vested

account balance is greater than \$1,000 but not more than \$7,000, you will be notified that your entire vested account balance will be transferred to an Individual Retirement Account (Rollover IRA), unless you request either a cash distribution or a rollover distribution of your choice.

Can I move money from another retirement plan into my account in PetSmart?

You are permitted to roll over eligible pretax and Roth after-tax contributions from another 401(k) plan, Roth 401(k) plan, 401(a) plan, 403(b) plan, Roth 403(b) plan or a governmental 457(b) retirement plan account or eligible pretax contributions from conduit individual retirement accounts (IRAs). A conduit IRA is one that contains only money rolled over from an employer-sponsored retirement plan that has not been mixed with regular IRA contributions.

Additional information can be obtained online, or by calling the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738).

Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.

Keep in mind that investing involves risk. The value of your investment will fluctuate over time and you may gain or lose money.

This document only provides a summary of the main features of the SaveSmart 401(k) Plan, and the Plan Document will govern in the event of discrepancies.

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