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Pets at Home Group Plc: Appointment of CEO

Pets at Home Group Plc ('Company'), the UK's leading pet care business, is pleased to announce the appointment of James Bailey as Chief Executive Officer with effect from 30 March 2026.

James was most recently Managing Director of Waitrose, a position he held for over five years from April 2020. During his tenure, he led Waitrose to strong sales and profit growth, steering the business through the challenging Covid period and its immediate aftermath of high inflation. He also relaunched Waitrose.com after the company moved off the Ocado platform. Prior to his appointment at Waitrose, James held a number of senior roles over twenty years at J Sainsbury plc, including Grocery Buying Director.

On 18 September 2025, Ian Burke was appointed Executive Chair pending the arrival of a permanent Chief Executive Officer. Ian will revert to the role of Non-Executive Chair upon James' arrival and will then focus his efforts on supporting James through the transition period.

There are no other matters to be disclosed in respect of James Bailey pursuant to UK Listing Rule 6.4.8R.

Ian Burke, Chair of Pets at Home, commented:

"On behalf of the Board, I am delighted to announce the appointment of James Bailey as CEO of Pets at Home Group Plc.

Following an extensive search process, the Board believes James' experience aligns well with the Group's ambitions for the coming years. His strong retail leadership skills will support the ongoing focus on improving Pets at Home's retail business, with significant operational and commercial experience leading both stores and online operations. My Board colleagues and I very much look forward to working with him."

James Bailey commented:

"I'm delighted to be joining Pets at Home, it's a business I've admired for a long time and one I believe has a very bright future. I look forward to working with the Board and to meeting and working with all of the Pets colleagues and partners."

Remuneration

James Bailey's remuneration package will consist of a basic salary, benefits and variable incentive arrangements which are in line with the Company's Remuneration Policy.

The key elements of James Bailey's remuneration package are as follows:

- Base salary of £639,770
- Pension contribution of 6.5% of base salary in line with the Company's Remuneration Policy and the outgoing CEO's remuneration package.
- An annual bonus maximum award of 170% of base salary, in line with the Company's Remuneration Policy and the outgoing CEO's remuneration package.
- An annual award of share options equivalent to 250% of base salary, dependent on shareholder approval to a revised Remuneration Policy to be tabled for approval by shareholders at the Company's Annual General Meeting to be held on 9 July 2026.
- Benefits will also be in accordance with the Remuneration Policy set out in the 2023 Annual Report and Accounts and approved by shareholders at the 2023 AGM.

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Investor Relations Enquiries

Pets at Home Group Plc:

Andrew Porteous, Director of Investor Relations	+44 (0) 7740 361 849
Aaron Wood, Head of Investor Relations	+44 (0) 7702 083 154

Media Enquiries

Pets at Home Group Plc:

Natalie Cullington, Head of Communications	+44 (0) 7974 594 701
Citigate Dewe Rogerson:	
Jos Bieneman	+44 (0) 7834 336 650

About Pets at Home

Pets at Home Group Plc is the UK's leading pet care business, providing pets and their owners with the very best advice, products and care. Pet products are available online or from over 450 pet care centres, many of which also have vet practices and grooming salons. The Group also operates a leading small animal veterinary business, with over 440 veterinary general practices located both in our pet care centres and in standalone locations. For more information visit: <https://www.petsathomeplc.com/>

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