



**CHEWY, INC.**

**AUDIT COMMITTEE CHARTER**

**1. PURPOSE**

The purpose of the Audit Committee (the “Audit Committee”) of the board of directors (the “Board”) of Chewy, Inc. (the “Company”) is to assist the Board with oversight of:

- (i) the integrity of the Company’s financial statements,
- (ii) compliance with legal and regulatory requirements,
- (iii) the Company’s independent auditor’s qualifications and independence, and
- (iv) the performance of the Company’s independent auditor and internal audit function.

The Audit Committee’s principal responsibility is one of oversight. Management of the Company is responsible for determining that the Company’s financial statements are complete, accurate, and in accordance with generally accepted accounting principles (“GAAP”) and establishing satisfactory internal control over financial reporting. The independent auditor is responsible for auditing the Company’s financial statements and the effectiveness of the Company’s internal control over financial reporting. The Company’s internal and outside counsel are responsible for assuring compliance with laws and regulations and the Company’s corporate governance policies.

**2. MEMBERSHIP**

**Size:** The Audit Committee shall consist of three or more members of the Board.

**Independence:** Unless otherwise permitted by applicable phase-in rules and exemptions, each member of the Audit Committee shall be independent in accordance with the requirements of Rule 10A-3 of the Securities Exchange Act of 1934 and the rules of the New York Stock Exchange (the “NYSE”).

**Financial Expertise:** Each member of the Audit Committee must be financially literate, as determined by the Board in its business judgment. At least one member of the Audit Committee must have accounting or related financial management expertise, as

determined by the Board in its business judgment. At least one member of the Audit Committee must be an audit committee financial expert. A person who satisfies this definition of audit committee financial expert will also be presumed to have accounting or related financial management expertise.

**Overboarding:** Except as otherwise determined by the Board, no member of the Audit Committee may serve simultaneously on the audit committee of more than two other public companies.

**Appointment/Term/Removal:** The members of the Audit Committee shall be appointed by the Board based on recommendations from the Nominating and Corporate Governance Committee. The members of the Audit Committee shall serve for such term or terms as the Board may determine or until earlier resignation or death. The Board may remove any member from the Audit Committee at any time with or without cause. Resignation or removal of an Audit Committee member from the Board for any reasons shall automatically constitute resignation or removal, as applicable, from the Audit Committee.

### **3. STRUCTURE AND OPERATIONS**

**Leadership:** The Board shall designate a member of the Audit Committee as the chairperson based on recommendations of the Nominating and Corporate Governance Committee.

**Meetings:** The Audit Committee shall meet at least four times a year at such times and places as it deems necessary to fulfill its responsibilities. The agenda for Audit Committee meetings will be prepared by the Audit Committee chairman in consultation with the other Audit Committee members, other members of the Board, the chief financial officer, the head of internal audit, and the independent auditor as well as, to the extent deemed appropriate by the chairperson, from members of senior management and outside advisors. The Audit Committee shall keep minutes of its meetings and distribute such minutes to the Board and Secretary of the Company and report regularly to the Board regarding its discussions and actions and shall make recommendations to the Board as appropriate. The Audit Committee is governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board.

**Outside Advisors:** The Audit Committee shall have the authority, in its sole discretion, to retain and terminate an independent auditor, outside legal counsel and such other advisors as it deems necessary to fulfill its duties and responsibilities under this Charter. However, the Audit Committee shall not be required to implement or act consistently

with the advice or recommendations of the independent auditor, outside legal counsel or other advisor, and the authority granted in this Charter shall not affect the ability or obligation of the Audit Committee to exercise its own judgment in fulfillment of its duties under this Charter. The Audit Committee shall set the compensation and retention terms and oversee the work of the independent auditor, outside legal counsel or any other advisors. Any communications between the Audit Committee and its outside legal counsel will be privileged communications.

**Funding:** The Audit Committee shall receive appropriate funding from the Company, as determined by the Audit Committee in its capacity as a committee of the Board, for the payment of compensation to any independent auditor, outside legal counsel and any other advisors, and the ordinary administrative expenses of the Audit Committee that are necessary or appropriate in carrying out its duties.

**Delegation of Authority:** The Audit Committee shall have the authority to delegate any of its responsibilities, along with the authority to take action in relation to such responsibilities, to one or more subcommittees as the Audit Committee may deem appropriate in its sole discretion, provided that decisions of such subcommittees to grant pre-approvals shall be presented to the full Audit Committee at its next scheduled meeting.

**Books and Reports:** The Audit Committee will have access to the Company's books, records, facilities, and personnel.

#### **4. DUTIES AND RESPONSIBILITIES**

The Audit Committee shall have the following authority and responsibilities:

- (i) **Auditor Appointment:** To (1) appoint, retain or replace an independent registered public accounting firm to act as the Company's independent auditor for the purpose of auditing the Company's annual financial statements, books, records, accounts, and internal controls over financial reporting or performing other audit, review or attest services for the Company; (2) set the compensation of the Company's independent auditor; (3) approve all audit engagement fees and terms; (4) oversee the work done by the Company's independent auditor; and (5) terminate the Company's independent auditor, if necessary. The independent auditor shall report directly to the Audit Committee.
- (ii) **Pre-Approval:** To pre-approve all audit and permitted non-audit and tax services that may be provided by the Company's independent auditor or other registered public accounting firms and establish policies and procedures for

the Audit Committee's pre-approval of permitted services in compliance with applicable SEC rules and review such pre-approval policies at least quarterly.

- (iii) **Audit**: To review and discuss with the Company's independent auditor (1) the auditor's responsibilities under generally accepted auditing standards and the responsibilities of management in the audit process; (2) the overall audit strategy, planning, and staffing; (3) the scope and timing of the annual audit; (4) any significant risks identified during the independent auditor's risk assessment procedures; and (5) when completed, the results, including significant findings, of the annual audit.
- (iv) **Audit Problems**: To regularly review and discuss with the Company's independent auditor and management (1) any audit problems or difficulties, including difficulties encountered by the Company's independent auditor or internal audit department during their audit work (such as restrictions on the scope of their activities or their access of information); (2) any significant disagreements with management; and (3) management's response to these problems, difficulties, or disagreements; and (4) to resolve any disagreements between the Company's independent auditor or internal audit department and management.
- (v) **Internal Audit**: To review and discuss with the Company's independent auditor, and approve the functions of the Company's internal audit department, including its purpose, authority, organization, responsibilities, budget, and staffing; and to review the scope and performance of the department's internal audit plan, including the results of any internal audits, any reports to management and management's response to those reports or internal audit department; and to review and approve the hiring, dismissal, evaluation, and compensation of the head of internal audit. The Committee shall discuss, with management and the internal auditors, management's process for assessing the effectiveness of internal control over financial reporting under Section 404 of the Sarbanes-Oxley Act, including any material weaknesses or significant deficiencies identified. The Committee shall review management's report on its assessment of the effectiveness of internal control over financial reporting as of the end of each fiscal year and the independent auditor's report on the effectiveness of internal control over financial reporting. The Committee shall discuss with management its process for performing its required quarterly certifications under Section 302 of the Sarbanes-Oxley Act, including the evaluation of the effectiveness of disclosure controls by the Chief Executive Officer and Chief Financial Officer. The Committee shall discuss with management, the internal auditors, and the

independent auditor (1) any changes in internal control over financial reporting that have materially affected or are reasonably likely to materially affect the Company's internal control over financial reporting that are required to be disclosed and (2) any other changes in internal control over financial reporting that were considered for disclosure in the Company's periodic filings with the Securities and Exchange Commission ("SEC").

- (vi) **Internal Controls:** To review with management, internal audit, and the Company's independent auditor the adequacy and effectiveness of the Company's internal control over financial reporting and disclosure controls and procedures, including any significant deficiencies, material weaknesses or other major issues in the design or operation of, and any material changes in, the Company's controls and any special audit steps adopted in light of any material control deficiencies, and any fraud involving management or other employees with a significant role in such internal controls, and review and discuss with management and the Company's independent auditor disclosure relating to the Company's controls, management's and the independent auditor's report on the effectiveness of the Company's internal control over financial reporting and the required management certifications to be included in or attached as exhibits to the Company's annual report on Form 10-K or quarterly report on Form 10-Q, as applicable.
- (vii) **Risk Oversight:** To review and discuss with management the risks faced by the Company and the policies, guidelines, and process by which management assesses and manages the Company's risks and the steps management has taken to monitor and control such exposures, including the Company's antifraud programs and controls.
- (viii) **Annual Financials:** To review and discuss with the Company's independent auditor and management the Company's annual audited financial statements (including the related notes), the form of audit opinion to be issued by the independent auditor on the financial statements and the disclosure under "Management's Discussion and Analysis of Financial Condition and Results of Operations" to be included in the Company's annual report on Form 10-K before the Form 10-K is filed. The Audit Committee shall recommend to the Board whether the audited financial statements should be included in the Company's annual report on Form 10-K.
- (ix) **Quarterly Financials:** To review and discuss with the Company's independent auditor and management the Company's quarterly financial

statements (including the related notes) and the disclosure under “Management’s Discussion and Analysis of Financial Condition and Results of Operations” to be included in the Company’s quarterly report on Form 10-Q before the Form 10-Q is filed.

- (x) **Earnings Releases:** To review and discuss with management and the Company’s independent auditor, to the extent appropriate, the Company’s earnings press releases, including the type of information to be included and its presentation and the use of any pro forma, adjusted or other non-GAAP financial information; and any financial information and earnings guidance provided to analysts and ratings agencies, including the type of information to be disclosed and type of presentation to be made. Such discussions may be general (consisting of discussing the types of information to be disclosed and the types of presentations to be made), provided that each earnings release or each instance in which the Company provides earnings guidance need not be discussed in advance. The chairperson of the Committee may represent the entire Committee for purposes of this discussion.
- (xi) **Financial Statements Issues:** To review with management and the Company’s independent auditor: (1) any major issues regarding accounting principles and financial statement presentations, including any significant changes in the Company’s selection or application of accounting principles; (2) analyses prepared by management setting forth significant financial reporting issues and judgments made in connection with the preparation of the Company’s financial statements, including analyses of the effects of alternative GAAP methods on the Company’s financial statements; (3) the effect of regulatory and accounting initiatives, as well as off-balance sheet structures, on the Company’s financial statements; (4) consideration of the judgment of both management and the independent auditor about the quality, not just the acceptability, of accounting principles; and (5) the completeness and clarity of the disclosures in the financial statements.
- (xii) **Auditor National Office:** To discuss with the independent auditor material issues on which the national office of the independent auditor was consulted by the Company’s audit team.
- (xiii) **Auditor Communications:** To review and discuss with the Company’s independent auditor (1) all critical accounting policies and practices to be used; (2) all alternative treatments of financial information within GAAP that have been discussed with management, the ramifications of the use of such alternative treatments and the treatment preferred by the independent auditor;

and (3) other material written communications between the independent auditor and management, such as any management letter or schedule of unadjusted differences.

- (xiv) **Quality Control/Independence Report**: Prior to the engagement of any prospective auditor, and at least annually thereafter, to obtain and review a report by the Company's independent auditor that describes (1) the independent auditor's internal quality control procedures; (2) any material issues raised by the most recent internal quality control review, peer review or Public Company Accounting Oversight Board review or inspection of the firm or by any other inquiry or investigation by governmental or professional authorities in the past five years regarding one or more audits carried out by the independent auditor and any steps taken to deal with any such issues; and (3) to assess the independent auditor's independence, all relationships between the independent auditor and the Company or any of its subsidiaries.
- (xv) **Audit Committee Report**: To produce the audit committee report required to be included in the Company's proxy statement, and review the disclosure in the Company's proxy statement regarding the Audit Committee.
- (xvi) **Auditor Evaluation**: At least annually, to evaluate the qualifications, performance, and independence of the Company's independent auditor, including an evaluation of the lead audit partner, and taking into account the opinions of management and the internal auditor.
- (xvii) **Auditor Rotation**: To assure the regular rotation of the lead audit partner at the Company's independent auditor as required by law; and to consider regular rotation of the accounting firm serving as the Company's independent auditor. The Audit Committee shall present its conclusions with respect to the independent auditor to the Board.
- (xviii) **Separate Sessions**: Periodically, to meet in separate sessions with the auditors, internal audit, and management to discuss any matters the Committee, the auditors, and internal audit believe should be discussed privately with the Committee.
- (xix) **Report to Board**: To report to the Board with respect to material issues that arise regarding the quality of integrity of the Company's financial statements, the Company's compliance with legal or regulatory requirements, the performance or independence of the auditors, the performance of the company's internal audit function or such other matters as the Committee

deems appropriate from time to time or whenever it shall be called upon to do so.

- (xx) **Hiring Former Auditors**: To set Company hiring policies for employees or former employees of the Company's independent auditor.
- (xxi) **Code of Ethics**: To monitor compliance with the Company's Code of Conduct and Ethics (the "Code").
- (xxii) **Related Party Transactions**: To review, approve and oversee any transaction between the Company and any related person (as defined in Item 404 of Regulation S-K) on an ongoing basis, in accordance with Company policies and procedures; to keep the Company's independent auditor informed of the Audit Committee's understanding of the Company's relationships and transactions with related parties that are significant to the Company and whether any of the Audit Committee has concerns regarding relationships or transactions with related persons and, if so, the substance of those concerns; and to review and discuss with the Company's independent auditor the independent auditor's evaluation of the Company's identification of, accounting for, and disclosure of its relationships and transactions with related parties, including any significant matters arising from the audit regarding the Company's relationships and transactions with related parties.
- (xxiii) **Legal Compliance**: To review, with the Chief Legal Officer and outside legal counsel, legal, and regulatory matters, relating to the Company and its subsidiaries that could have a significant impact on the Company's financial statements; and to review the Company's compliance with applicable laws and regulations, review and oversee the Company's policies, procedures and programs designed to promote and monitor legal and regulatory compliance and sustainability.
- (xxiv) **Whistleblowers**: To establish and oversee procedures for the receipt, retention, and treatment of complaints received by the Company regarding accounting, internal accounting controls or auditing matters and the confidential, anonymous submission by Company employees of concerns regarding questionable accounting or auditing matters.
- (xxv) **Tax Planning**: Review with management the Company's policies and processes for tax planning and compliance.

- (xxvi) **Audit Committee Performance Evaluation**: To conduct an annual evaluation of the performance of its duties under this Charter and to present the results of the evaluation to the Board.
  
- (xxvii) **Audit Committee Charter Review**: To review this Charter at least annually and recommend any proposed changes to the Board for approval.