



# BENJAMIN THIELE-LONG

## Chief ESG & Communications Officer

As Chief ESG & Communications Officer, Benjamin oversees Petco's corporate communications function, and leads environmental, social and governance (ESG) strategy for the health and wellness company — including diversity, equity and inclusion (DEI).

With two decades of experience providing senior strategic counsel in public relations, reputation management and societal impact strategies to some of the world's largest retailers, financial service institutions, energy and technology companies, and non-profit organizations, Benjamin brings to Petco an impressive history leading large global teams.

A former barrister, Benjamin started his career in law, prosecuting and defending serious and financial crime, including regulatory enforcement by the Department of Justice, The Securities and Exchange Commission, as well as the United Kingdom's Financial Conduct Authority and Medicines and Healthcare products Regulatory Agency.

During this time, he also advised on large scale international mergers and acquisitions, matters of constitutional and ecclesiastical law,

and was appointed to defend cases before the British Court Martial and the House of Lords.

As a passionate advocate for driving a workplace culture where all team members are empowered to bring their most authentic selves to work, Benjamin oversees Petco's DEI partnerships strategy, and is an active member and executive sponsor of the company's LGBTQIA+ at Petco employee resource group.

To support emerging leaders, he volunteers as a mentor, including with the Public Relations Student Society of America (PRSSA). He has taught advocacy and public speaking at the University of Dayton; Ohio, and partnered with San Diego State University to offer issues and crisis management seminars. In his spare time, he is a composer and choral director, volunteering at and running several music groups and societies.

Benjamin holds a law degree from The University of Law; London, and a bachelor's degree in psychology from Royal Holloway; University of London. He and his beloved golden retrievers, Emerson and Rigby, are based at Petco's National Support Center in San Diego.

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