



PET VALU HOLDINGS LTD.

**MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION
AND RESULTS OF OPERATIONS**

(Fiscal Year Ended January 3, 2026)

The following Management's Discussion and Analysis ("MD&A") for Pet Valu Holdings Ltd. ("we", "our", "Pet Valu" or the "Company") was prepared as at March 2, 2026 and provides information concerning the Company's financial condition and results of operations for the 14-week period and year ended January 3, 2026 and 13-week period and year ended December 28, 2024, respectively. This MD&A should be read in conjunction with the Company's audited consolidated financial statements for the years ended January 3, 2026 and December 28, 2024 ("Financial Statements") which have been prepared in accordance with IFRS[®] Accounting Standards, and our other recent filings on SEDAR+ at www.sedarplus.ca, including the Company's Annual Information Form dated March 2, 2026 ("AIF").

The Company operates on a 52- or 53-week fiscal year, concluding on the Saturday nearest to December 31. The Company's fiscal quarters conclude on the Saturday nearest to the end of each quarter. Each quarterly period has 13 weeks, except for a 53-week year when the fourth quarter will have 14 weeks. All references in this MD&A to "Q4 2025" are to the 14-week period ended January 3, 2026, to "Q4 2024" are to the 13-week period ended December 28, 2024, to "Fiscal 2025" are to the 53-week period ended January 3, 2026, and to "Fiscal 2024" are to the 52-week period ended December 28, 2024. Figures presented in this MD&A are in thousands of Canadian dollars unless otherwise indicated.

The Financial Statements and this MD&A were approved and authorized for issue by the Company's Board of Directors on March 2, 2026.

Non-IFRS and Other Financial Measures

This MD&A makes reference to certain non-IFRS measures and non-IFRS ratios. These measures and ratios are not recognized measures under IFRS and do not have a standardized meaning prescribed by IFRS. They are therefore unlikely to be comparable to similar measures presented by other companies. Rather, these measures are provided as additional information to complement IFRS measures by providing further understanding of the Company's results of operations from management's perspective. Accordingly, these measures should not be considered in isolation nor as a substitute for the Company's analysis of its financial information reported under IFRS. The Company uses non-IFRS measures, including "EBITDA", "Adjusted EBITDA", "Adjusted Net Income", "Free Cash Flow", and "Net Capital Expenditures", and non-IFRS ratios, including "Adjusted EBITDA margin", "Adjusted EBITDA as a percentage of revenue", "Adjusted Net Income as a percentage of revenue", and "Adjusted Net Income per Diluted Share". This MD&A also makes reference to certain supplementary financial measures that are commonly used in the retail industry, including "system-wide sales", "same-store sales growth (decline)", "same-store transaction growth (decline)", and "same-store average spend per transaction growth (decline)". These non-IFRS measures, non-IFRS ratios and supplementary financial measures are used to provide investors with supplemental measures of the Company's operating performance and thus highlight trends in its core business that may not otherwise be apparent when relying solely on IFRS measures. The Company also believes that securities analysts, investors and other interested parties frequently use such non-IFRS measures, non-IFRS ratios and supplementary financial measures in the evaluation of issuers. Management of the Company uses non-IFRS measures, non-IFRS ratios and

supplementary financial measures in order to facilitate operating performance comparisons from period to period, to prepare annual operating budgets and to determine components of management compensation. Refer to “Selected Consolidated Financial Information and Industry Metrics” and “Selected Quarterly Results and Performance Measures” for a reconciliation of net income, an IFRS measure, to EBITDA, Adjusted EBITDA and Adjusted Net Income. Refer to “Liquidity and Capital Resources - Free Cash Flow” for a reconciliation of Free Cash Flow.

Forward-Looking Information

This MD&A contains forward-looking information. Forward-looking information is provided as at the date of this MD&A and is based on management’s opinions, estimates and assumptions in light of its experience and perception of historical trends, current trends, current conditions and expected future developments, as well as other factors that management believes appropriate and reasonable in the circumstances. Such forward-looking information is intended to provide information about management’s current expectations and plans, and may not be appropriate for other purposes. Pet Valu does not undertake to update any such forward-looking information whether as a result of new information, future events or otherwise, except as required under applicable Canadian securities laws.

Forward-looking information may relate to the Company’s future financial outlook and anticipated events or results and may include information regarding our financial position, business strategy, growth strategies, store openings and enhancements, addressable markets, budgets, operations, financial results, taxes, dividend policy, plans and objectives. Particularly, information regarding our expectations of future results, performance, achievements, prospects or opportunities or the markets in which we operate is forward-looking information. In addition, any statements that refer to expectations, intentions, projections or other characterizations of future events or circumstances contain forward-looking information. Statements containing forward-looking information are not facts but instead represent management’s expectations, estimates and projections regarding future events or circumstances.

Many factors could cause the Company’s actual results, level of activity, performance or achievements or future events or developments to differ materially from those expressed or implied by the forward-looking information, including, without limitation, the factors discussed in the “Risk Factors” section of this MD&A and in our AIF. These factors are not intended to represent a complete list of the factors that could affect the Company; however, these factors should be considered carefully.

The purpose of the forward-looking information is to provide the reader with a description of management’s current expectations regarding the Company’s financial performance and may not be appropriate for other purposes. Readers should not place undue reliance on forward-looking information contained herein. To the extent any forward-looking information in this MD&A constitutes future-oriented financial information, within the meaning of applicable securities laws, such information is being provided to demonstrate the potential of the Company and readers are cautioned that this information may not be appropriate for any other purpose. Future-oriented financial information, as with forward-looking information generally, is based on current assumptions and subject to risks, uncertainties and other factors. The forward-looking statements contained in this MD&A are expressly qualified by this cautionary statement.

Financial Highlights

The following tables set forth the selected financial information and industry metrics for the periods indicated (in thousands, except system-wide stores or as otherwise noted). We refer the reader to the section entitled “How We Assess the Performance of Our Business” of this MD&A for the definition of the items in the following tables and, when applicable, to the section entitled “Selected Consolidated Financial Information and Industry Metrics” for reconciliations of non-IFRS measures with the most directly comparable IFRS measures.

Q4 2025 Compared to Q4 2024

	Quarters Ended			% Change
	January 3, 2026 14 weeks	December 28, 2024 13 weeks		
Revenue ⁽¹⁾	\$ 326,360	\$ 295,149		10.6 %
Gross profit margin	33.0 %	34.0 %		n/a
Operating income	\$ 48,108	\$ 47,872		0.5 %
Net income	\$ 29,366	\$ 28,905		1.6 %
System-wide sales ⁽¹⁾⁽²⁾	\$ 423,659	\$ 388,094		9.2 %
System-wide stores	863	824		4.7 %
Same-store sales growth (decline) ⁽²⁾	0.3 %	(0.2)%		n/a
Same-store transaction decline ⁽²⁾	(0.2)%	(2.1)%		n/a
Same-store average spend per transaction growth ⁽²⁾	0.5 %	2.0 %		n/a
EBITDA ⁽³⁾	\$ 68,434	\$ 63,391		8.0 %
Adjusted EBITDA ⁽³⁾	\$ 74,605	\$ 68,173		9.4 %
Adjusted Net Income ⁽³⁾	\$ 33,962	\$ 32,183		5.5 %
Adjusted Net Income per Diluted Share ⁽⁴⁾	\$ 0.49	\$ 0.45		8.9 %
Free Cash Flow ⁽³⁾	\$ 36,981	\$ 41,040		(9.9)%

⁽ⁱ⁾ The notes have been presented beneath the table for "Fiscal 2025 Compared to Fiscal 2024".

Fiscal 2025 Compared to Fiscal 2024

	Years Ended			% Change
	January 3, 2026 53 weeks	December 28, 2024 52 weeks		
Revenue ⁽¹⁾	\$ 1,175,556	\$ 1,097,193		7.1 %
Gross profit margin	33.1 %	33.2 %		n/a
Operating income	\$ 164,156	\$ 155,323		5.7 %
Net income	\$ 97,800	\$ 87,420		11.9 %
System-wide sales ⁽¹⁾⁽²⁾	\$ 1,533,531	\$ 1,452,862		5.6 %
System-wide stores	863	824		4.7 %
Same-store sales growth (decline) ⁽²⁾	1.6 %	(0.5)%		n/a
Same-store transaction decline ⁽²⁾	(0.1)%	(2.7)%		n/a
Same-store average spend per transaction growth ⁽²⁾	1.7 %	2.3 %		n/a
EBITDA ⁽³⁾	\$ 237,921	\$ 219,400		8.4 %
Adjusted EBITDA ⁽³⁾	\$ 257,116	\$ 247,083		4.1 %
Adjusted Net Income ⁽³⁾	\$ 113,172	\$ 113,327		(0.1)%
Adjusted Net Income per Diluted Share ⁽⁴⁾	\$ 1.61	\$ 1.57		2.5 %
Free Cash Flow ⁽³⁾	\$ 104,109	\$ 102,649		1.4 %

Notes

⁽¹⁾ Excluding the 53rd week impact on Q4 2025 and Fiscal 2025, revenue was \$305.5 million and \$1,154.7 million, respectively, and system-wide sales were \$397.4 million and \$1,507.3 million, respectively.

⁽²⁾ System-wide sales, same-store sales growth (decline), same-store transaction decline, and same-store average spend per transaction growth are supplementary financial measures. For further information on supplementary financial measures, see "Non-IFRS and Other Financial Measures".

⁽³⁾ EBITDA, Adjusted EBITDA, Adjusted Net Income, and Free Cash Flow are non-IFRS measures. Non-IFRS measures are not determined in accordance with IFRS, do not have standardized meanings and may not be comparable to similar financial measures presented by other companies. See "Selected Consolidated Financial Information and Industry Metrics" for a reconciliation of net income, an IFRS measure, to EBITDA, Adjusted EBITDA and Adjusted Net Income. See "– Liquidity and Capital Resources – Free Cash Flow" for a reconciliation of Free Cash Flow.

⁽⁴⁾ Adjusted Net Income per Diluted Share is a non-IFRS ratio. Non-IFRS ratios are not determined in accordance with IFRS, do not have standardized meanings and may not be comparable to similar financial measures presented by other companies. For further information on non-IFRS ratios, see “Non-IFRS Measures and Other Financial Measures” and “How We Assess the Performance of our Business”.

Overview

Our mission is to be Canada’s preferred pet retailer delivering the products, care, expertise, and memorable moments that devoted pet lovers want — locally in our stores and everywhere online.

Since opening our first store in 1976, Pet Valu has grown to become Canada’s leading retailer of pet food and pet-related supplies. At the end of Fiscal 2025, we operated 863 corporate-owned and franchised locations across the country, supported by a full suite of e-commerce capabilities. Throughout our history, we have earned the trust and loyalty of devoted pet owners with our compassionate and knowledgeable service, our premium product offering, which includes our award-winning proprietary brands, our in-store services and our expanding omni-channel capabilities. This winning strategy is underpinned by our highly flexible operating model, which allows us to deliver superior unit economics and growth.

Together with our franchisees, we operate the largest specialty pet store network in Canada, with more than three times the number of stores of our closest specialty pet competitor, putting our stores within five kilometres of approximately 76% of Canadians. Together with our e-commerce platform, our market presence generates significant brand awareness, provides our channels with access to millions of Canadian pet owners and enables us to earn the leading dollar share in the Canadian pet retail industry. We combine our scale with a highly localized retail strategy allowing us to offer our customers premium products at competitive prices while delivering personalized service. In addition to our nationally recognized and trusted Pet Valu banner, we also operate three banners in British Columbia (Bosley’s by Pet Valu, Tisol, and Total Pet), the Paulmac’s Pets banner in Ontario, and the Chico banner in Quebec. These longstanding banners are deeply embedded in their respective communities and benefit from the scale of our national operating network.

Recent Developments

Share Repurchase

On May 12, 2025, the Company purchased for cancellation an aggregate of 2,079,000 common shares at a price of \$28.85 per common share from PV Holdings S.à.r.l., Roark Capital Partners II AIV AG, L.P., RCPS Equity Cayman LP, and Roark Capital Partners Parallel II AIV AG, L.P. (collectively, the “principal shareholders”), each an entity controlled directly or indirectly by Roark Capital Management, LLC, for total cash consideration of \$60.0 million (the “Share Repurchase”).

2025 Secondary Offerings

On May 16, 2025, a secondary offering of the Company’s common shares was completed by its principal shareholders on a bought deal basis, and on May 21, 2025, the exercise in full of the over-allotment option granted to the underwriters in connection with the secondary offering was completed (collectively, the “May 2025 Secondary Offering”). The May 2025 Secondary Offering of 5,980,000 common shares at an offering price of \$28.85 per common share raised gross proceeds of \$172.5 million for the principal shareholders. The Company did not issue additional common shares or receive any of the proceeds from the May 2025 Secondary Offering. Underwriting fees were paid by the principal shareholders, and other expenses related to the May 2025 Secondary Offering of approximately \$0.3 million were paid by the Company and included in selling, general and administrative expenses in Fiscal 2025.

On June 9, 2025, a secondary offering (the “June 2025 Secondary Offering”) of the Company’s common shares was completed by its principal shareholders on a bought deal basis. The June 2025 Secondary Offering of 19,969,450 common shares at an offering price of \$28.85 per common share raised gross proceeds of \$576.1 million for the principal shareholders. The Company did not issue additional common shares or receive any of the proceeds from the June 2025 Secondary Offering. Underwriting fees and other expenses were paid by the principal shareholders. Following the completion of the June 2025 Secondary Offering, the principal shareholders no longer own any common shares of the Company.

Opening of the Calgary Distribution Centre

In July 2025, the Company officially commenced operation of its new Calgary distribution centre, a 295,000 square foot, LEED-Gold certified distribution centre in Calgary, Alberta, representing the completion of the Company's nationwide supply chain transformation.

Chief Executive Officer Succession Plan

On August 5, 2025, the Company announced that its Board of Directors had unanimously approved the recommendation of Chief Executive Officer Richard Maltsbarger to implement a senior leadership succession plan. Greg Ramier, the Company's then President and Chief Operating Officer, succeeded Mr. Maltsbarger as Chief Executive Officer and was appointed to the Company's Board of Directors effective September 21, 2025. Mr. Maltsbarger continued in his role as Chief Executive Officer until September 21, 2025, after which he moved into the role of Senior Advisor to the Chief Executive Officer to assist with the leadership transition until his retirement on April 4, 2026. Mr. Maltsbarger will also continue to serve as a member of Pet Valu's Board of Directors until his retirement date.

2025 Normal Course Issuer Bid

On November 28, 2025, the Company announced that the TSX had accepted its notice of intention to renew its normal course issuer bid ("2025 NCIB"). The 2025 NCIB permits the purchase of up to 3,449,181 common shares, representing approximately 5% of the common shares of the Company outstanding as at November 19, 2025. The 2025 NCIB commenced December 2, 2025 and will continue until the earliest of December 1, 2026, the date the authorized common number of shares are acquired, or earlier termination by the Company.

In connection with the 2025 NCIB, the Company implemented an automatic share purchase plan with a designated broker effective December 2, 2025 ("2025 ASPP"). The 2025 ASPP allows for repurchases during periods in which the Company would otherwise be restricted from buying common shares under insider-trading or blackout rules. Prior to entering blackout periods, the Company may, but is not required to, instruct its broker to make purchases at the broker's discretion, subject to parameters set by the Company and in accordance with the NCIB, TSX rules, securities laws, and the terms of the ASPP.

The following table provides a reconciliation of net income to EBITDA and Adjusted EBITDA for the periods indicated (in thousands unless otherwise noted):

	Quarters Ended		Years Ended	
	January 3, 2026 14 weeks \$	December 28, 2024 13 weeks \$	January 3, 2026 53 weeks \$	December 28, 2024 52 weeks \$
Reconciliation of net income to Adjusted EBITDA				
Net income	29,366	28,905	97,800	87,420
Depreciation and amortization	20,394	16,784	73,687	65,913
Interest expenses, net	8,017	6,552	30,480	32,103
Income tax expense	10,657	11,150	35,954	33,964
EBITDA	68,434	63,391	237,921	219,400
<i>Adjustments to EBITDA</i>				
Transformation costs ⁽¹⁾	6,673	2,376	12,527	16,682
Other professional fees ⁽²⁾	—	221	459	1,218
Share-based compensation ⁽³⁾	(842)	176	6,015	7,203
Asset impairments ⁽⁴⁾	272	744	272	744
Loss (gain) on foreign exchange	68	1,265	(78)	1,836
Adjusted EBITDA	74,605	68,173	257,116	247,083
Adjusted EBITDA as a percentage of revenue ⁽⁵⁾	22.9 %	23.1 %	21.9 %	22.5 %

The following table provides a reconciliation of net income to Adjusted Net Income for the periods indicated (in thousands unless otherwise noted):

	Quarters Ended		Years Ended	
	January 3, 2026 14 weeks \$	December 28, 2024 13 weeks \$	January 3, 2026 53 weeks \$	December 28, 2024 52 weeks \$
Reconciliation of net income to Adjusted Net Income				
Net income	29,366	28,905	97,800	87,420
<i>Adjustments to net income</i>				
Transformation costs ⁽¹⁾	6,680	2,496	13,754	23,124
Other professional fees ⁽²⁾	—	221	459	1,218
Share-based compensation ⁽³⁾	(842)	176	6,015	7,203
Asset impairments ⁽⁴⁾	272	744	272	744
Gain on modification of debt ⁽⁶⁾	—	(1,019)	—	(1,019)
Loss (gain) on foreign exchange	68	1,265	(78)	1,836
Tax effect of adjustments to net income	(1,582)	(605)	(5,050)	(7,199)
Adjusted Net Income	33,962	32,183	113,172	113,327
Adjusted Net Income as a percentage of revenue ⁽⁷⁾	10.4%	10.9%	9.6%	10.3%
Adjusted Net Income per Diluted Share	0.49	0.45	1.61	1.57

Notes

⁽¹⁾ Represents (i) discrete, project-based implementation costs associated with new information technology systems and discrete Software-as-a-Service (“SaaS”) arrangements for transformational initiatives supporting e-commerce and omni-channel capabilities and other key processes; (ii) costs associated with supply chain and merchandise transformation initiatives, such as duplicative warehousing and distribution costs, implementation costs associated with new information technology systems, other transition costs incurred during the transition to a new distribution centre; and for Adjusted Net Income, duplicative depreciation expense on property and equipment and right-of-use assets, and interest expense on lease liabilities; and (iii) severance

expenses associated with restructuring activities in certain business support functions and expenses related to a reorganization of the senior leadership team.

For Adjusted EBITDA, the transformation costs included in cost of sales in Q4 2025 and Fiscal 2025 were \$0.4 million and \$2.2 million, respectively (Q4 2024 and Fiscal 2024 – \$nil and \$4.4 million, respectively) and in selling, general, and administrative expenses, \$6.2 million and \$10.4 million, respectively (Q4 2024 and Fiscal 2024 – \$2.4 million and \$12.3 million, respectively).

For Adjusted Net Income, the transformation costs included in cost of sales in Q4 2025 and Fiscal 2025 were \$0.4 million and \$3.0 million, respectively (Q4 2024 and Fiscal 2024 – \$0.2 million and \$8.5 million, respectively) and in selling, general, and administrative expenses, \$6.2 million and \$10.4 million, respectively (Q4 2024 and Fiscal 2024 – \$2.3 million and \$12.3 million, respectively). For Adjusted Net Income, the interest expense on the lease liability in Q4 2025 and Fiscal 2025 was \$nil and \$0.3 million, respectively (Q4 2024 and Fiscal 2024 – \$nil and \$2.3 million, respectively).

- (2) Represents professional fees primarily incurred with respect to (i) the May 2025 Secondary Offering and a secondary offering of the Company's common shares completed by the principal shareholders on May 15, 2024 (the "2024 Secondary Offering"); and (ii) the Canada Revenue Agency's ("CRA") examination of the Company's Canadian tax filings discussed in the "Income Taxes" section. These fees are included in selling, general and administrative expenses.
- (3) Represents share-based compensation in respect of our amended and restated share option plan, long-term incentive plan, and deferred share unit plan which is included in selling, general and administrative expenses.
- (4) Represents a non-cash impairment charge primarily related to the right-of-use asset and certain other assets for a corporate store which was included in selling, general and administrative expenses.
- (5) Adjusted EBITDA as a percentage of revenue is a non-IFRS ratio. Non-IFRS ratios are not determined in accordance with IFRS, do not have standardized meanings and may not be comparable to similar financial measures presented by other companies. For further information on non-IFRS ratios, see "Non-IFRS Measures and Other Financial Measures" and "How We Assess the Performance of Our Business".
- (6) Represents a gain on debt modification recognized in interest expenses, net in connection with the third amendment of the credit agreement completed on October 31, 2024.
- (7) Adjusted Net Income as a percentage of revenue is a non-IFRS ratio. Non-IFRS ratios are not determined in accordance with IFRS, do not have standardized meanings and may not be comparable to similar financial measures presented by other companies. For further information on non-IFRS ratios, see "Non-IFRS Measures and Other Financial Measures" and "How We Assess the Performance of Our Business".

Supplemental Information on Leased Premises

The following table provides additional information on expenses for leased premises associated with the application of IFRS 16, *Leases*:

	Quarters Ended		Years Ended	
	January 3, 2026 14 weeks \$	December 28, 2024 13 weeks \$	January 3, 2026 53 weeks \$	December 28, 2024 52 weeks \$
Depreciation expense on right-of-use assets ⁽¹⁾	10,442	8,596	38,356	35,011
Interest expense on lease liabilities ⁽¹⁾	6,835	5,856	25,304	23,163
Interest income on lease receivables ⁽¹⁾	(2,716)	(2,563)	(10,394)	(9,969)
Net depreciation and interest expense associated to leased premises	14,561	11,889	53,266	48,205

Note

- (1) Represents income and expenses for leased premises related to the application of IFRS 16, *Leases*. Specifically, this includes depreciation on right-of-use assets for leased premises, interest expense on lease liabilities for leased premises and interest income on lease receivables. For additional information, refer to the Financial Statements.

Summary of Factors Affecting Performance

We believe that our performance and future success depends on a number of factors that present significant opportunities for us. These factors are also subject to, and may pose, a number of inherent risks and challenges. Refer to "Risk Factors" in our AIF for additional information.

Store Expansion and Enhancement

Between 2023 and 2025, we grew our store network at a compound annual growth rate of 5.1%, having opened 39 net new stores in 2023, 41 net new stores in 2024, and 40 net new stores in 2025. In Fiscal

2026, the Company plans to open approximately 40 new stores, including both corporate-owned and franchised stores. In addition to opening new stores, the Company has increased sales and operating results by enhancing elements of its existing stores by enlarging square footage, adding in-store services, and relocating or renovating stores. From 2023 to 2025, we and our franchisees expanded, renovated, or relocated an average of 76 stores per year. The Company and its franchisees plan to expand, renovate or relocate approximately 50 stores in Fiscal 2026, including renovations to culinary departments across approximately 40 stores.

The following table summarizes the change in the Company's store count for the periods indicated:

	Quarters Ended		Years Ended	
	January 3, 2026 14 weeks #	December 28, 2024 13 weeks #	January 3, 2026 53 weeks #	December 28, 2024 52 weeks #
Corporate-owned stores				
Beginning of period	241	214	220	222
New stores opened	11	12	32	22
Re-franchised ⁽¹⁾	(8)	(7)	(13)	(26)
Franchise acquisition ⁽¹⁾	6	1	12	2
Stores closed	—	—	(1)	—
Corporate-owned stores end of period	250	220	250	220
Franchised stores				
Beginning of period	608	591	604	561
New stores opened	3	7	8	19
Re-franchised ⁽¹⁾	8	7	13	26
Franchise acquisition ⁽¹⁾	(6)	(1)	(12)	(2)
Franchised stores end of period	613	604	613	604
System-wide stores	863	824	863	824
Stores renovated, expanded or relocated⁽²⁾	59	14	150	39

Notes

⁽¹⁾ Re-franchised means a previously corporate-owned store is now owned and operated by a franchisee. Franchise acquisition means a store previously owned and operated by a franchisee is now a corporate-owned store.

⁽²⁾ During Q4 2025, Q4 2024, Fiscal 2025, and Fiscal 2024, the Company renovated, expanded, or relocated a total of 48, six, 126, and 17 corporate-owned stores, respectively. During Q4 2025, Q4 2024, Fiscal 2025, and Fiscal 2024, there were 11, eight, 24, and 22 franchised stores renovated, expanded, or relocated, respectively.

How We Assess the Performance of Our Business

Revenue. The Company's revenue is comprised of retail sales and franchise and other revenues.

The following is a brief description of the components of our revenue:

- The Company's retail sales include corporate-owned retail store and e-commerce merchandise sales, as well as in-store grooming and dog wash services. Retail sales are net of sales tax collected from the customer on behalf of government authorities.
- Franchise and other revenues include both one-time and ongoing amounts, consisting of initial and renewal franchise fees, royalties, percentage rent and common area maintenance and realty tax revenues from properties subleased to franchisees, wholesale merchandise sales, promotion fees, and fees for other services. Franchise royalties, promotion fees and percentage rent are based on a percentage of the franchisees' retail sales. Percentage rent represents the Company's variable participation in sales performance when such figure is in excess of a contractual minimum base rent. The portion in excess of base rent is included in royalties and sublease revenues.

Cost of sales. Cost of sales reflects inventory and product-related costs, warehousing and distribution costs, depreciation expense for store right-of-use assets and distribution centre assets, and occupancy costs related to store operations, such as variable lease payments, common area maintenance, utilities and general store maintenance.

Gross profit. Gross profit reflects our revenue less cost of sales.

Gross profit margin. Gross profit margin is defined as gross profit as a percentage of revenue, and is impacted by components of cost of sales, product mix and markdowns.

Selling, general and administrative expenses. Selling, general and administrative (“SG&A”) expenses are predominantly comprised of wages, benefits, share-based compensation, franchise development expenses, travel, marketing, professional fees and other expenses related to the corporate infrastructure required to support our corporate-owned and franchised stores. SG&A expenses also include depreciation and amortization expenses for all property and equipment at corporate-owned stores and the corporate office, intangible assets, and corporate office right-of-use assets.

Operating income. Operating income is defined as gross profit less selling, general and administrative expenses.

EBITDA. EBITDA is defined as net income before interest expense, net, income tax expense (recovery) and depreciation and amortization.

Adjusted EBITDA. Adjusted EBITDA is defined as net income before interest expense, net, income tax expense (recovery) and depreciation and amortization adjusted for the impact of certain expenses, costs or benefits incurred which in management’s view are not indicative of the underlying business performance, including transformation costs, other professional fees, share-based compensation expense, asset impairments, and gain or loss on foreign exchange. Refer to the sections entitled “Selected Consolidated Financial Information and Industry Metrics” and “Selected Quarterly Results and Performance Measures” for additional information on these items. We believe Adjusted EBITDA is a useful measure of operating performance as it provides a more relevant picture of operating results by facilitating a comparison of our performance on a consistent basis from period-to-period and provides a more complete understanding of factors and trends affecting our business.

Adjusted EBITDA as a percentage of revenue or Adjusted EBITDA margin. Adjusted EBITDA as a percentage of revenue or Adjusted EBITDA margin is defined as Adjusted EBITDA divided by revenue. We believe Adjusted EBITDA as a percentage of revenue or Adjusted EBITDA margin is a useful measure to assess performance as it facilitates a comparison of our operating performance on a consistent basis from period-to-period and to provide for a more complete understanding of factors and trends affecting our business.

Adjusted Net Income. Adjusted Net Income is defined as net income, adjusted for the impact of certain expenses, costs or benefits incurred which in management’s view are not indicative of the underlying business performance, including transformation costs, other professional fees, share-based compensation expense, asset impairments, gain on modification of debt, and gain or loss on foreign exchange. Refer to the sections entitled “Selected Consolidated Financial Information and Industry Metrics” and “Selected Quarterly Results and Performance Measures” for additional information on these items. We believe Adjusted Net Income is a useful measure of performance, as it provides a more relevant picture of results and facilitates a comparison of our performance on a consistent basis from period-to-period and provides a more complete understanding of factors and trends affecting our business.

Adjusted Net Income as a percentage of revenue. Adjusted Net Income as a percentage of revenue is defined as Adjusted Net Income divided by revenue. We believe Adjusted Net Income as a percentage of revenue is a useful measure to assess performance as it facilitates a comparison of our operating performance on a consistent basis from period-to-period and provides a more complete understanding of factors and trends affecting our business.

Adjusted Net Income per Diluted Share. Adjusted Net Income per Diluted Share is defined as Adjusted Net Income divided by the total weighted average number of outstanding diluted common shares at the end of the most recently completed quarter for the relevant period. We believe Adjusted Net Income per Diluted Share is a useful measure to assess the performance of the Company.

Free Cash Flow. Free Cash Flow is defined as net cash generated from operating activities, and investing activities, plus tenant allowances, less repayments of principal on lease liabilities, interest on lease liabilities and notes receivables. It is a key metric as an indicator of how much cash is available for debt repayment, shareholder distributions, re-investment in the Company and other financing activities. Our ability to generate Free Cash Flow is an indicator of the financial strength of our business, as we require capital expenditures to build and maintain stores and purchase new equipment to improve our business and infrastructure.

Net Capital Expenditures. Net Capital Expenditures represents purchases of property and equipment, purchases of intangible assets, and proceeds on disposal of property and equipment as disclosed under investing activities in the Company's consolidated statements of cash flows, as well as tenant allowances as disclosed under financing activities in the Company's consolidated statements of cash flows. Net Capital Expenditures is used by management as an indicator of investment in long-term growth and operational capacity.

System-wide stores. System-wide stores reflects the number of total stores, including corporate-owned and franchised stores, open across the system at the end of a particular reporting period. The number of corporate-owned and franchised stores along with the number of operating weeks is used by management to evaluate new store growth, system-wide sales, franchise revenues and store performance.

System-wide sales. System-wide sales reflects the aggregation of retail sales at corporate-owned stores, e-commerce sales, plus the franchise retail sales occurring at franchised stores to their customers. This measure allows management to assess changes in the Company's overall system performance, the health of its brand and the strength of its market position relative to its competitors. System-wide sales are driven by the number of system-wide stores open in any period and their respective growth. For clarity, franchise retail sales are not included in the total revenue figure. The Company's revenue reflects retail sales and franchise and other revenue as defined under the definition of revenue above.

Same-store sales growth (decline). Same-store sales growth (decline) is defined as the percentage change in retail sales generated by system-wide stores, that have been opened for at least 52 weeks and e-commerce sales relative to the same period in the prior fiscal year. Stores that are renovated, expanded, or relocated are included in the metric on the first day of operation if the original store was open for at least 52 weeks. Stores that are acquired through business acquisitions are excluded from this metric for at least 52 weeks from the date of the acquisition. The primary drivers of same-store sales growth (decline) are changes in the transaction count and the average spend per transaction. Same-store sales growth (decline) is used by management to better understand our business as it explains what portion of the sales change is attributable to established stores and what portion can be attributed to the opening of new stores.

Same-store transaction growth (decline). Same-store transaction growth (decline) is defined as the percentage change in the number of store transactions generated by system-wide stores, that have been opened for at least 52 weeks and e-commerce sales relative to the same period in the prior fiscal year. Stores that are renovated, expanded, or relocated are included in the metric on the first day of operation if the original store was open for at least 52 weeks. Stores that are acquired through business acquisitions are excluded from this metric for at least 52 weeks from the date of the acquisition.

Same-store average spend per transaction growth (decline). Same-store average spend per transaction growth (decline) is defined as retail sales generated by system-wide stores, that have been opened for at least 52 weeks and e-commerce sales relative to the same period in the prior fiscal year divided by the number of same-store transactions generated by system-wide stores, unless otherwise noted, that have been opened for at least 52 weeks and e-commerce sales relative to the same period in the prior fiscal

year. Stores that are acquired through business acquisitions are excluded from this metric for at least 52 weeks from the date of the acquisition.

Changes during Fiscal 2025

During Q1 2025, a change was made to the composition of non-IFRS measures Adjusted EBITDA and Adjusted Net Income. Specifically, the “information technology transformation costs” and “business transformation costs” captions were combined, for presentation purposes into “transformation costs”. This change was made to simplify presentation given that significant projects have (and are expected to continue to have) a combination of information technology costs and business costs. Comparative information was restated to be presented on this basis and the change had no overall impact on these non-IFRS measures.

During Q3 2025, we revised our definition of Free Cash Flow to include tenant allowances as a stand-alone adjustment separate from net cash generated from investing activities. This change aligned with the reclassification of tenant allowances from investing activities to financing activities in the Company’s consolidated statements of cash flows. Comparative amounts have also been reclassified to ensure consistency with current period presentation, however the change had no overall impact on Free Cash Flow.

During Q3 2025, we revised our definition of Net Capital Expenditures to specify that tenant allowances are presented separately within net cash generated from financing activities, rather than being included in net cash generated from investing activities. This change aligned with the reclassification of tenant allowances from investing activities to financing activities in the Company’s consolidated statements of cash flows. There was no change to the comparative information and the change had no overall impact on Net Capital Expenditures.

During Q4 2025, we revised our definition of Adjusted EBITDA and Adjusted Net Income to remove investment in associate, as this adjustment is no longer relevant to the current or comparative periods.

As a result of the 53rd week in Fiscal 2025, sales during Q4 2025 were compared to sales during Q4 2024 plus sales from the first week of Fiscal 2025, and sales during Fiscal 2025 were compared to sales during Fiscal 2024 plus sales from the first week of Fiscal 2025, for the purposes of same-store sales growth (decline), same-store transaction growth (decline), and same-store average spend per transaction growth (decline).

Results of Operations

Analysis of Results for Q4 2025 compared to Q4 2024

Revenue. Revenue was \$326.4 million in Q4 2025 compared to \$295.1 million in Q4 2024, an increase of \$31.2 million, or 10.6%. Excluding the impact of the additional week in Q4 2025 of \$20.9 million, revenue was \$305.5 million in Q4 2025 compared to \$295.1 million in Q4 2024, an increase of \$10.3 million or 3.5%. The increase was primarily due to higher retail sales and increased franchise and other revenues, as discussed below.

Retail sales. Retail sales were \$121.3 million in Q4 2025 compared to \$104.9 million in Q4 2024, an increase of \$16.3 million, or 15.6%. Excluding the impact of the additional week in Q4 2025 of \$7.4 million, retail sales were \$113.9 million in Q4 2025 compared to \$104.9 million in Q4 2024, an increase of \$8.9 million, or 8.5%. The increase was primarily due to higher retail sales from stores opened and acquired in the last 12 months, and same-store sales growth, partially offset by re-franchised stores.

Franchise and other revenues. Franchise and other revenues were \$205.1 million in Q4 2025 compared to \$190.2 million in Q4 2024, an increase of \$14.9 million, or 7.8%. Excluding the impact of the additional week in Q4 2025 of \$13.5 million, franchise and other revenues were \$191.6 million in Q4 2025 compared to \$190.2 million in Q4 2024, an increase of \$1.4 million, or 0.7%. The increase was primarily due to higher wholesale merchandise sales and higher sub-lease revenues and royalties due to an increase in new and re-franchised stores, as well as growth in wholesale penetration and same-store sales growth.

Same-store sales growth (decline). Same-store sales growth was 0.3% in Q4 2025, primarily due to a 0.5% increase in same-store average spend per transaction growth partially offset by a 0.2% same-store transaction decline. This is compared to a 0.2% same-store sales decline in Q4 2024, which was primarily driven by a 2.1% same-store transaction decline partially offset by a 2.0% increase in same-store average spend per transaction growth.

Gross profit. Gross profit was \$107.6 million in Q4 2025 compared to \$100.2 million in Q4 2024, an increase of \$7.4 million, or 7.3%. Gross profit margin was 33.0% in Q4 2025 compared to 34.0% in Q4 2024, a decrease of 1.0%. Excluding costs related to the supply chain transformation, gross profit margin was 33.1% in Q4 2025 compared to 34.0% in Q4 2024, a decrease of 0.9%. The decrease was primarily due to (i) investments in pricing and promotions; partially offset by (ii) distribution efficiencies from the new distribution centres.

SG&A expenses. SG&A expenses were \$59.5 million in Q4 2025 compared to \$52.3 million in Q4 2024, an increase of \$7.1 million, or 13.6%. The increase was primarily due to (i) higher compensation costs, including restructuring activities in certain business support functions and the impact of the additional week in Q4 2025; (ii) higher depreciation and amortization and other store expenses driven by corporate store network growth, and the impact of the additional week in Q4 2025; and (iii) higher technology expenditures related to cloud services; partially offset by (iv) lower professional fees. SG&A expenses, as a percentage of revenue, for Q4 2025 and Q4 2024, were 18.2% and 17.7%, respectively.

Operating income. Operating income was \$48.1 million in Q4 2025 compared to \$47.9 million in Q4 2024, an increase of \$0.2 million, or 0.5%. The increase is due to the factors impacting gross profit and SG&A expenses that are described above.

Interest expense, net. Interest expense, net was \$8.0 million in Q4 2025 compared to \$6.6 million Q4 2024, an increase of \$1.5 million, or 22.4%. The increase was primarily due to (i) higher interest expense on lease liabilities resulting from store network expansion and renewal of existing leases; (ii) the comparative period gain recognized on the modification of long-term debt; and (iii) the impact of the additional week in Q4 2025; partially offset by (iv) lower interest expense on the term facility primarily due to a decline in interest rates compared to Q4 2024.

Income tax expense. Income tax expense was \$10.7 million in Q4 2025 compared to \$11.2 million in Q4 2024, a decrease of \$0.5 million, or 4.4%. The decrease was primarily due to (i) a decrease in the effective tax rate from 27.8% in Q4 2024 to 26.6% in Q4 2025; (ii) favourable tax adjustments to prior periods that were recognized in Q4 2025; and (iii) slightly lower taxable earnings in Q4 2025. The Q4 2025 effective tax rate was higher than the blended statutory tax rate of 26.5%, primarily due to non-deductible expenses, partially offset by favourable tax adjustments recorded in Q4 2025. The Q4 2024 effective tax rate was higher than the statutory tax rate primarily because of non-deductible expenses.

Net income. Net income was \$29.4 million in Q4 2025 compared to \$28.9 million in Q4 2024, an increase of \$0.5 million, or 1.6%. The increase was primarily due to higher operating income and lower foreign exchange loss, partially offset by an increase in interest expense, net as described above.

Diluted net income per common share. Diluted net income per common share was \$0.42 in Q4 2025 compared to \$0.40 in Q4 2024, an increase of \$0.02 per common share, or 5.0%. The increase was primarily due to higher net income, as explained by the factors described above, and a lower diluted weighted average number of common shares outstanding as a result of the Share Repurchase and common share repurchases under the 2024 NCIB.

Adjusted EBITDA. Adjusted EBITDA was \$74.6 million in Q4 2025 compared to \$68.2 million in Q4 2024, an increase of \$6.4 million, or 9.4%. The increase was primarily due to higher gross profit, excluding costs related to the supply chain transformation; partially offset by higher SG&A expenses, excluding share-based compensation and costs not indicative of business performance, driven by higher technology expenditures, higher compensation costs, and higher other store expenses. Adjusted EBITDA as a percentage of revenue was 22.9% and 23.1% in Q4 2025 and Q4 2024, respectively.

Adjusted Net Income. Adjusted Net Income was \$34.0 million in Q4 2025, compared to \$32.2 million in Q4 2024, an increase of \$1.8 million, or 5.5%. The increase was primarily due to higher gross profit, excluding costs related to the supply chain transformation, partially offset by higher SG&A expenses, excluding share-based compensation and costs not indicative of business performance, driven by higher technology expenditures, higher compensation costs, and higher depreciation and amortization and other store expenses. Results were also affected by higher income taxes (adjusted for items not indicative of business performance) and higher interest expense, net as described above. Adjusted Net Income as a percentage of revenue was 10.4% in Q4 2025 and 10.9% in Q4 2024, respectively.

Adjusted Net Income per Diluted Share. Adjusted Net Income per Diluted Share was \$0.49 in Q4 2025, compared to \$0.45 in Q4 2024, an increase of \$0.04 per common share or 8.9%. The increase was primarily due to higher Adjusted Net Income and a lower diluted weighted average number of common shares outstanding as a result of the Share Repurchase and common share repurchases under the 2024 NCIB.

Analysis of Results for Fiscal 2025 compared to Fiscal 2024

Revenue. Revenue was \$1,175.6 million in Fiscal 2025 compared to \$1,097.2 million in Fiscal 2024, an increase of \$78.4 million, or 7.1%. Excluding the impact of the additional week in Fiscal 2025 of \$20.9 million, revenue was \$1,154.7 million in Fiscal 2025 compared to \$1,097.2 million in Fiscal 2024, an increase of \$57.5 million, or 5.2%. The increase was primarily due to higher retail sales and franchise and other revenues, as discussed below.

Retail sales. Retail sales were \$427.3 million in Fiscal 2025 compared to \$405.4 million in Fiscal 2024, an increase of \$22.0 million, or 5.4%. Excluding the impact of the additional week in Fiscal 2025 of \$7.4 million, retail sales were \$419.9 million in Fiscal 2025 compared to \$405.4 million in Fiscal 2024, an increase of \$14.6 million, or 3.6%. The increase was primarily due to higher retail sales from stores opened and acquired in the last 12 months, and same-store sales growth, partially offset by re-franchised stores.

Franchise and other revenues. Franchise and other revenues were \$748.2 million in Fiscal 2025 compared to \$691.8 million in Fiscal 2024, an increase of \$56.4 million, or 8.1%. Excluding the impact of the additional week in Fiscal 2025 of \$13.5 million, franchise and other revenues were \$734.7 million in Fiscal 2025 compared to \$691.8 million in Fiscal 2024, an increase of \$42.9 million, or 6.2%. The increase was primarily due to higher wholesale merchandise sales, and higher sub-lease revenues and royalties due to the growth in wholesale penetration and same-store sales growth, as well as an increase in the number of new and re-franchised stores.

Same-store sales growth (decline). Same-store sales growth was 1.6% in Fiscal 2025 primarily due to a 1.7% increase in same-store average spend per transaction growth partially offset by a 0.1% same-store transaction decline. This is compared to same-store sales decline of 0.5% in Fiscal 2024, which was primarily driven by a 2.7% same-store transaction decline partially offset by a 2.3% increase in same-store average spend per transaction growth.

Gross profit. Gross profit was \$388.8 million in Fiscal 2025 compared to \$364.6 million in Fiscal 2024, an increase of \$24.2 million, or 6.6%. Gross profit margin was 33.1% in Fiscal 2025 compared to 33.2% in Fiscal 2024, a decrease of 0.1%. Excluding the costs related to the supply chain transformation, gross profit margin was 33.3% in Fiscal 2025 compared to 34.0% in Fiscal 2024, a decrease of 0.7%. The decrease was primarily due to (i) higher wholesale merchandise sales; and (ii) higher occupancy costs.

SG&A expenses. SG&A expenses were \$224.7 million in Fiscal 2025 compared to \$209.3 million in Fiscal 2024, an increase of \$15.4 million, or 7.3%. The increase was primarily due to (i) higher compensation costs, including restructuring activities in certain business support functions, higher variable compensation costs, and the impact of the additional week in Fiscal 2025; (ii) higher depreciation and amortization and other store expenses driven by corporate store network growth and the impact of the additional week in Fiscal 2025; and (iii) higher marketing and advertising expenses; partially offset by (iv)

lower technology expenditures related to our investment in our e-commerce platform. SG&A expenses, as a percentage of revenue was, 19.1% for both Fiscal 2025 and Fiscal 2024.

Operating income. Operating income was \$164.2 million in Fiscal 2025 compared to \$155.3 million in Fiscal 2024, an increase of \$8.8 million, or 5.7%. The increase is due to the factors impacting gross profit and SG&A expenses that are described above.

Interest expense, net. Interest expense, net was \$30.5 million in Fiscal 2025 compared to \$32.1 million in Fiscal 2024, a decrease of \$1.6 million, or 5.1%. The decrease was primarily due to (i) lower interest expense on the term facility primarily due to a decline in interest rates compared to Fiscal 2024; partially offset by (ii) higher interest expense on lease liabilities resulting from store network expansion and renewal of existing leases, and the additional week in Fiscal 2025; (iii) lower interest income due to lower interest earned on cash balances; and (iv) the comparative period gain recognized on the modification of long-term debt.

Income tax expense. Income tax expense was \$36.0 million in Fiscal 2025 compared to \$34.0 million in Fiscal 2024, an increase of \$2.0 million, or 5.9%. The increase was primarily due to higher taxable earnings in Fiscal 2025. The effective income tax rate was 26.9% in Fiscal 2025 compared to 28.0% in Fiscal 2024. The Fiscal 2025 and Fiscal 2024 effective tax rates were higher than the blended statutory tax rate of 26.5% primarily because of non-deductible expenses.

Net income. Net income was \$97.8 million in Fiscal 2025 compared to \$87.4 million in Fiscal 2024, an increase of \$10.4 million, or 11.9%. The increase was primarily due to higher operating income, lower interest expense, net and gain on foreign exchange, partially offset by higher income tax expense, as described above.

Diluted net income per common share. Diluted net income per common share was \$1.39 in Fiscal 2025 compared to \$1.21 in Fiscal 2024, an increase of \$0.18 per common share, or 14.9%. The increase is primarily due to the increase in net income, as explained by the factors described above, and a lower diluted weighted average number of common shares outstanding as a result of the Share Repurchase and common share repurchases under the 2024 NCIB.

Adjusted EBITDA. Adjusted EBITDA was \$257.1 million in Fiscal 2025, compared to \$247.1 million in Fiscal 2024, an increase of \$10.0 million, or 4.1%. The increase was primarily due to higher gross profit, excluding costs related to the supply chain transformation, partially offset by higher SG&A expenses, excluding share-based compensation and costs not indicative of business performance, driven by higher compensation costs, higher technology expenditures, and higher other store expenses. Adjusted EBITDA as a percentage of revenue was 21.9% and 22.5% in Fiscal 2025 and Fiscal 2024, respectively.

Adjusted Net Income. Adjusted Net Income was \$113.2 million in Fiscal 2025 compared to \$113.3 million in Fiscal 2024, a decrease of \$0.2 million, or 0.1%. The decrease was primarily due to higher SG&A expenses, excluding share-based compensation and costs not indicative of business performance, driven by higher compensation costs, higher technology expenditures, higher depreciation and amortization and other store expenses. This was partially offset by higher gross profit, excluding costs related to the supply chain transformation, and lower interest expense, net as described above. Adjusted Net Income as a percentage of revenue was 9.6% in Fiscal 2025 and 10.3% in Fiscal 2024, respectively.

Adjusted Net Income per Diluted Share. Adjusted Net Income per Diluted Share was \$1.61 in Fiscal 2025, compared to \$1.57 in Fiscal 2024, an increase of \$0.04 per common share, or 2.5%. The increase was primarily driven by lower diluted weighted average number of common shares outstanding as a result of the Share Repurchase and common share repurchases under the 2024 NCIB, partially offset by the impact of lower Adjusted Net Income.

Total Assets

Fiscal 2025 compared to Fiscal 2024

Total assets were \$1,037.7 million at Fiscal 2025 compared to \$970.9 million at Fiscal 2024, an increase of \$66.7 million, or 6.9%. The increase was primarily due to (i) an increase in right-of-use assets of \$30.1

million primarily due to the new Calgary distribution centre, lease renewals, and store count growth; (ii) an increase in property and equipment of \$22.8 million primarily due to the new Calgary distribution centre and store leasehold improvements; (iii) an increase in inventory of \$6.5 million to support the growth of the store network and wholesale penetration; (iv) an increase in prepaid expenses and other assets of \$4.4 million due to the timing of lease payments; and (v) an increase in lease receivables of \$3.3 million resulting from the renewal of existing leases and store count growth.

Total Non-Current Liabilities

Fiscal 2025 compared to Fiscal 2024

Total non-current liabilities were \$740.5 million at Fiscal 2025 compared to \$690.8 million at Fiscal 2024, an increase of \$49.8 million, or 7.2%. The increase was primarily due to (i) an increase in long-term lease liabilities of \$42.6 million resulting from the new Calgary distribution centre, lease renewals, and store count growth; and (ii) an increase in long-term debt of \$11.0 million resulting from activity related to the Company's revolving facility, including \$32.0 million that was initially drawn in connection with the Share Repurchase, net of \$22.0 million which was subsequently repaid.

Selected Quarterly Results and Performance Measures

The following table summarizes selected results of the Company's operations for the last eight most recently completed quarters (information is in thousands of Canadian dollars unless otherwise noted). The unaudited quarterly results, excluding other performance measures, have been prepared in accordance with IFRS Accounting Standards. Due to seasonality, the results of operations for any quarter are not necessarily indicative of the results of operations for the fiscal year. In general, the fourth quarter has the strongest volume due to the holiday season. Additionally, quarterly performance can be impacted by the timing of holidays and significant weather changes.

	Fiscal 2025				Fiscal 2024			
	Q4 14 weeks	Q3 13 weeks	Q2 13 weeks	Q1 13 weeks	Q4 13 weeks	Q3 13 weeks	Q2 13 weeks	Q1 13 weeks
IFRS Measures								
Revenue	\$326,360	\$289,462	\$280,647	\$279,087	\$295,149	\$276,030	\$265,228	\$260,786
Gross profit	\$107,581	\$ 95,562	\$ 93,642	\$ 92,055	\$100,216	\$ 89,379	\$ 87,693	\$ 87,351
Gross profit margin	33.0%	33.0%	33.4%	33.0%	34.0%	32.4%	33.1%	33.5%
Operating Income	\$ 48,108	\$ 41,928	\$ 36,748	\$ 37,372	\$ 47,872	\$ 40,356	\$ 33,796	\$ 33,299
Net income	\$ 29,366	\$ 24,862	\$ 21,810	\$ 21,762	\$ 28,905	\$ 23,158	\$ 17,839	\$ 17,518
Weighted average number of common shares (<i>in thousands</i>)	68,818	68,476	69,242	70,592	71,334	71,679	71,495	71,464
Weighted average number of diluted common shares (<i>in thousands</i>)	69,312	69,235	69,856	71,056	71,858	72,423	72,461	72,514
Basic net income per common share	\$ 0.43	\$ 0.36	\$ 0.31	\$ 0.31	\$ 0.41	\$ 0.32	\$ 0.25	\$ 0.25
Diluted net income per common share	\$ 0.42	\$ 0.36	\$ 0.31	\$ 0.31	\$ 0.40	\$ 0.32	\$ 0.25	\$ 0.24
Non-IFRS Measures and Supplementary Financial Measures								
System-wide sales	\$423,659	\$373,859	\$369,894	\$366,119	\$388,094	\$358,195	\$353,692	\$352,881
System-wide stores	863	849	833	830	824	805	799	794
Same-store sales growth (decline)	0.3%	2.3%	2.6%	1.4%	(0.2%)	(2.5%)	—%	0.8%
EBITDA	\$ 68,434	\$ 60,059	\$ 55,040	\$ 54,388	\$ 63,391	\$ 56,987	\$ 50,001	\$ 49,021
Adjusted EBITDA	\$ 74,605	\$ 63,598	\$ 60,175	\$ 58,738	\$ 68,173	\$ 64,599	\$ 57,731	\$ 56,580
Adjusted Net Income	\$ 33,962	\$ 27,648	\$ 26,208	\$ 25,354	\$ 32,183	\$ 29,929	\$ 25,881	\$ 25,334
Adjusted Net Income per Diluted Share	\$ 0.49	\$ 0.40	\$ 0.38	\$ 0.36	\$ 0.45	\$ 0.41	\$ 0.36	\$ 0.35

The following table provides a reconciliation of net income to EBITDA and Adjusted EBITDA for the periods indicated (in thousands unless otherwise noted):

	Fiscal 2025				Fiscal 2024			
	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1
	14 weeks	13 weeks	13 weeks	13 weeks	13 weeks	13 weeks	13 weeks	13 weeks
	\$	\$	\$	\$	\$	\$	\$	\$
Reconciliation of net income to Adjusted EBITDA								
Net income	29,366	24,862	21,810	21,762	28,905	23,158	17,839	17,518
Depreciation and amortization	20,394	18,380	17,658	17,255	16,784	16,531	16,479	16,119
Interest expenses, net	8,017	7,884	7,447	7,132	6,552	8,326	8,670	8,555
Income tax expense	10,657	8,933	8,125	8,239	11,150	8,972	7,013	6,829
EBITDA	68,434	60,059	55,040	54,388	63,391	56,987	50,001	49,021
<i>Adjustments to EBITDA</i>								
Transformation costs ⁽¹⁾	6,673	3,153	1,266	1,435	2,376	5,324	5,345	3,637
Other professional fees ⁽²⁾	—	36	405	18	221	239	302	456
Share-based compensation ⁽³⁾	(842)	101	4,098	2,658	176	2,149	1,809	3,069
Asset impairments ⁽⁴⁾	272	—	—	—	744	—	—	—
Loss (gain) on foreign exchange	68	249	(634)	239	1,265	(100)	274	397
Adjusted EBITDA	74,605	63,598	60,175	58,738	68,173	64,599	57,731	56,580

The following table provides a reconciliation of net income to Adjusted Net Income for the periods indicated (in thousands unless otherwise noted):

	Fiscal 2025				Fiscal 2024			
	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1
	14 weeks	13 weeks	13 weeks	13 weeks	13 weeks	13 weeks	13 weeks	13 weeks
	\$	\$	\$	\$	\$	\$	\$	\$
Reconciliation of net income to Adjusted Net Income								
Net income	29,366	24,862	21,810	21,762	28,905	23,158	17,839	17,518
<i>Adjustments to net income</i>								
Transformation costs ⁽¹⁾	6,680	3,511	1,920	1,643	2,496	6,358	7,982	6,288
Other professional fees ⁽²⁾	—	36	405	18	221	239	302	456
Share-based compensation ⁽³⁾	(842)	101	4,098	2,658	176	2,149	1,809	3,069
Asset impairments ⁽⁴⁾	272	—	—	—	744	—	—	—
Gain on modification of debt ⁽⁵⁾	—	—	—	—	(1,019)	—	—	—
Loss (gain) on foreign exchange	68	249	(634)	239	1,265	(100)	274	397
Tax effect of adjustments to net income	(1,582)	(1,111)	(1,391)	(966)	(605)	(1,875)	(2,325)	(2,394)
Adjusted Net Income	33,962	27,648	26,208	25,354	32,183	29,929	25,881	25,334

Notes:

⁽¹⁾ Represents discrete, project-based implementation costs associated with new information technology systems and discrete SaaS arrangements for transformational initiatives supporting e-commerce and omni-channel capabilities and other key

processes. Also, represents expenses associated with supply chain and merchandise transformation initiatives, such as duplicative warehousing and distribution costs, implementation costs associated with new information technology systems, and other transition costs incurred during the transition to a new distribution centre. For Adjusted Net Income, this also includes duplicative depreciation expense on property and equipment and right-of-use assets, and interest expense on lease liabilities. Additionally, transformation costs include severance related expenses associated with restructuring activities in certain business support functions and reorganization in the senior leadership team.

- (2) Represents professional fees primarily incurred with respect to (i) the May 2025 Secondary Offering and 2024 Secondary Offering; and (ii) the CRA's examination of the Company's Canadian tax filings discussed in the "Income Taxes" section. These fees are included in selling, general and administrative expenses.
- (3) Represents share-based compensation in respect of our amended and restated share option plan, long-term incentive plan, and deferred share unit plan which is included in selling, general and administrative expenses.
- (4) Represents a non-cash impairment charge primarily related to the right-of-use asset and certain other assets for a corporate store which was included in selling, general and administrative expenses.
- (5) Represents a gain on debt modification recognized in interest expenses, net in connection with the third amendment of the credit agreement completed on October 31, 2024.

Liquidity and Capital Resources

Overview

Our primary sources of liquidity and capital resources are cash generated from operating activities and borrowings under the Credit Facilities (as hereinafter defined). Our principal uses of funds are operating expenses, working capital, capital expenditures, and debt service requirements.

At the end of Fiscal 2025, the Company's available liquidity was approximately \$186.2 million compared to \$210.1 million at the end of Fiscal 2024, and was comprised of the following:

- Cash of \$35.7 million compared to \$35.1 million at the end of Fiscal 2024; and
- Available borrowings of \$150.5 million under the Revolving Facility (as hereinafter defined) compared to \$175.0 million at the end of Fiscal 2024.

We believe that our cash, together with expected cash flows from operations and available liquidity under the Credit Facilities, will be sufficient to fund our ongoing operations for at least the next 12 months, including operating expenses, capital expenditures, debt service obligations and returns to shareholders. In addition, we believe that our capital structure provides significant financial flexibility to support our future growth strategies and return capital to shareholders, including through repurchases of common shares and where appropriate, increases to our targeted dividend policy. However, our funding capacity will depend on our future operating performance and other factors, including general economic and financial conditions, some of which are beyond our control. See "Risk Factors" and "Summary of Factors Affecting Performance" in this MD&A.

Credit Facilities

Credit Agreement

The Company entered into a credit agreement on June 30, 2021 with a syndicate of lenders consisting of (i) a \$355.0 million term facility and (ii) a \$130.0 million revolving credit facility, of which up to \$20 million was available for the issuance of letters of credit in Canadian or U.S. dollars.

On May 24, 2023, the Company amended the credit agreement to update the reference rates for short-term floating rate borrowings, replacing the LIBOR rate and the bankers' acceptance rate with the secured overnight financing rate ("SOFR") and the Canadian reference rate, respectively.

On April 26, 2024, the Company completed a second amendment to the credit agreement modifying the Canadian reference rate to the Canadian Overnight Repo Rate Average ("CORRA").

On October 31, 2024, the Company entered into a third amended and restated credit agreement (the "Credit Agreement"), which provides for (i) a \$282.6 million term facility ("Term Facility") and (ii) a \$175.0 million revolving credit facility ("Revolving Facility"), of which up to \$20.0 million may be used for the issuance of letters of credit in Canadian or U.S. dollars (the "Revolving Facility" and together with the Term Facility, the "Credit Facilities").

The Credit Agreement extended the maturity date of the Credit Facilities to October 31, 2029 and requires mandatory quarterly principal repayments on the Term Facility only if the net total leverage ratio reaches a certain threshold. The Term Facility also contains mandatory prepayment provisions related to non-ordinary course asset sales, excess cash flow and issuances of debt obligations by the Company and its subsidiaries, subject to customary thresholds and exceptions. Voluntary prepayments of the Term Facility are permitted at any time, subject to minimum repayment amounts and customary notice periods, without premium or penalty other than applicable “breakage” costs. Any such prepayments will reduce the scheduled principal repayments, if applicable. The credit agreement also provides that amounts under the Revolving Facility may be borrowed, repaid and re-borrowed.

Management determined that the Credit Agreement constituted a modification of long-term debt. Accordingly, for Fiscal 2024, the Company recognized a gain on debt modification of \$1.0 million in interest expenses, net, in the consolidated statements of income and comprehensive income. The Company also incurred deferred financing costs of \$2.0 million, which are being amortized over the term of the amended agreement.

During Fiscal 2025, the Company drew down \$32.0 million under the Revolving Facility in connection with the Share Repurchase, of which \$22.0 million was repaid by the end of the fiscal year.

As at Fiscal 2025, the Company has outstanding standby letters of credit under the Revolving Facility of \$14.5 million (Fiscal 2024 — \$nil). The standby letters of credit were advanced in relation to income tax matters with the CRA. For Fiscal 2025, the Company incurred fees on the outstanding standby letters of credit of \$0.2 million (Fiscal 2024 — \$nil).

Borrowings under the Credit Facilities bear interest, according to the type of borrowing advanced, at short-term floating rates based on a reference rate (CORRA, the U.S. base rate, the Canadian prime rate, or SOFR as applicable), plus a margin per annum determined by the Company’s net total leverage ratio. As at the end of Fiscal 2025, the interest rate in effect on the Credit Facilities is 4.05% (Fiscal 2024 — 5.40%).

As at the end of Fiscal 2025, the aggregate amount outstanding under the Term Facility and Revolving Facility was \$282.6 million and \$10.0 million, respectively. The obligations under the Credit Facilities are unconditionally guaranteed by the Company and its material subsidiaries and are secured by a charge over substantially all of the property and assets of the Company and the guarantors.

The Credit Agreement contains affirmative and negative covenants customary for credit facilities of this nature, subject to certain exceptions. The Credit Agreement also contains certain financial covenants to be complied with over the term of the Credit Facilities, specifically, (i) a net total leverage ratio and a net first lien leverage coverage ratio that must be no greater than 5 times and 4.25 times, respectively, of consolidated earnings before interest, taxes, depreciation and amortization (“EBITDA”) as defined in the credit agreement; and (ii) an interest coverage ratio of not less than 3 times consolidated EBITDA. The covenants are tested for compliance at the end of each quarter. As at Fiscal 2025 and Fiscal 2024, the Company was in full compliance with all of its covenants, and there was no indication that it will have difficulty complying with these covenants in the future.

Deferred financing costs

The Company has incurred deferred financing costs of \$7.6 million in connection with the Company’s Credit Facilities. These costs are being amortized to interest expenses, net in the consolidated statements of income and comprehensive income using the effective interest method. As at Fiscal 2025, the unamortized deferred financing costs were \$2.9 million (Fiscal 2024 — \$3.6 million).

Cash Flows

The following table presents cash flows for the periods indicated:

	Quarters Ended		Years Ended	
	January 3, 2026 14 weeks \$	December 28, 2024 13 weeks \$	January 3, 2026 53 weeks \$	December 28, 2024 52 weeks \$
Net cash provided by operating activities	67,354	67,737	202,166	200,076
Net cash used in financing activities	(48,557)	(62,288)	(198,220)	(181,553)
Net cash provided by (used in) investing activities	2,208	(5,125)	(3,228)	(10,794)
Effect of exchange rate changes on cash	(42)	(613)	(138)	(1,032)
Net increase (decrease) in cash	20,963	(289)	580	6,697

Analysis of Cash Flow for Q4 2025 and Fiscal 2025

Net cash provided by operating activities

For Q4 2025, net cash provided by operating activities was \$67.4 million compared to \$67.7 million in Q4 2024, a decrease of \$0.4 million. The decrease was primarily due to lower net income of \$1.5 million (adjusted for items not involving cash) and higher income tax payments of \$5.0 million, partially offset by a net increase in operating working capital of \$6.2 million. The net increase in operating working capital was primarily due to (i) higher trade and other payables due to the timing of payments for trade and non-trade related payables; partially offset by (ii) higher prepaid expenses due to the timing of lease payments.

For Fiscal 2025, net cash provided by operating activities was \$202.2 million compared to \$200.1 million in Fiscal 2024, an increase of \$2.1 million. The increase was primarily due to higher net income of \$13.6 million (adjusted for items not involving cash), partially offset by higher income tax payments of \$8.1 million and a net decrease in operating working capital of \$3.5 million. The net increase in operating working capital was primarily due to (i) higher prepaid expenses due to the timing of lease payments; and (ii) higher net change in inventory due to the timing of purchases and greater distribution capacity utilization to support store and wholesale penetration growth; partially offset by (iii) lower trade and other receivables related to franchisee billings due to the timing of payments; and (iv) higher trade and other payables due to the timing of payments for trade payables.

Net cash used in financing activities

For Q4 2025, net cash used in financing activities was \$48.6 million compared to \$62.3 million in Q4 2024, a decrease of \$13.7 million. The decrease was primarily due to (i) fewer shares repurchased for cancellation during Q4 2025 compared to Q4 2024; and (ii) higher proceeds from the exercise of share options; partially offset by (iii) higher principal and interest payments on lease liabilities due to the additional week in Q4 2025; (iv) repayment of amounts drawn on the revolving credit facility; and (v) higher interest payments on long-term debt due to the timing of payments.

For Fiscal 2025, net cash used in financing activities was \$198.2 million compared to \$181.6 million in Fiscal 2024, an increase of \$16.7 million. The increase was primarily due to (i) an increase in the number of shares repurchased for cancellation; and (ii) higher principal and interest payments on lease liabilities due to store network expansion and the additional week in Fiscal 2025; partially offset by (iii) higher proceeds from the exercise of share options; (iv) no quarterly principal repayment on the term facility in the current year as a result of the amended credit agreement; (v) net drawings on the revolving facility; (vi) lower interest payments on the term facility primarily due to lower interest rates compared to Fiscal 2024; and (vii) higher tenant allowances received, including for the new Calgary distribution centre.

Net cash provided by (used in) investing activities

For Q4 2025, net cash provided by investing activities was \$2.2 million compared to net cash used in investing activities of \$5.1 million in Q4 2024, an increase of \$7.3 million. The increase was primarily due to (i) higher proceeds on disposal of property and equipment from the sale of corporate-owned stores to franchisees; (ii) lower expenditures on property and equipment; and (iii) higher principal payments collected on lease receivables; partially offset by (iv) an increase in the number of franchisee-owned stores repurchased.

For Fiscal 2025, net cash used in investing activities was \$3.2 million compared to \$10.8 million in Fiscal 2024, a decrease of \$7.6 million. This decrease was primarily due to (i) lower expenditures on property and equipment; and (ii) higher principal payments collected on lease receivables; partially offset by (iii) an increase in the number of franchisee-owned stores repurchased.

Free Cash Flows

The following table presents free cash flows for the periods indicated (in thousands unless otherwise noted):

	Quarters Ended		Years Ended	
	January 3, 2026 14 weeks \$	December 28, 2024 13 weeks \$	January 3, 2026 53 weeks \$	December 28, 2024 52 weeks \$
Cash provided by operating activities	67,354	67,737	202,166	200,076
Cash provided by (used) in investing activities	2,208	(5,125)	(3,228)	(10,794)
Tenant allowances	769	1,226	9,640	2,272
Repayment of principal on lease liabilities	(26,459)	(16,790)	(79,488)	(64,898)
Interest paid on lease liabilities	(6,782)	(5,915)	(24,519)	(23,409)
Notes receivable	(109)	(93)	(462)	(598)
Free Cash Flow	36,981	41,040	104,109	102,649

Analysis of Free Cash Flow for Q4 2025 and Fiscal 2025

Free cash flows were \$37.0 million in Q4 2025 compared to \$41.0 million in Q4 2024, a decrease of \$4.1 million. The decrease was primarily due to an increase in payments of principal and interest on lease liabilities due to the additional week in Q4 2025, partially offset by higher proceeds on disposal of property and equipment from the sale of corporate-owned stores to franchisees.

Free cash flows were \$104.1 million in Fiscal 2025 compared to \$102.6 million in Fiscal 2024, an increase of \$1.5 million. The increase was primarily due to (i) higher tenant allowances received, including for the new Calgary distribution centre; (ii) lower expenditures on property and equipment and higher principal payments collected on lease receivables; and (iii) an increase in cash from operating activities; partially offset by (iv) an increase in principal and interest payments on lease liabilities due to store network expansion and the additional week in Fiscal 2025.

Net Capital Expenditures

The following table provides a reconciliation of Net Capital Expenditures for the periods indicated (in thousands unless otherwise noted):

	Quarters Ended		Years Ended	
	January 3, 2026 14 weeks \$	December 28, 2024 13 weeks \$	January 3, 2026 53 weeks \$	December 28, 2024 52 weeks \$
Purchases of property and equipment	(14,740)	(17,473)	(54,530)	(60,612)
Purchases of intangible assets	(957)	(603)	(2,188)	(2,121)
Proceeds on disposal of property and equipment	6,733	2,074	8,480	8,178
Tenant allowances	769	1,226	9,640	2,272
Net Capital Expenditures ⁽¹⁾	(8,195)	(14,776)	(38,598)	(52,283)

Notes

⁽¹⁾ Net Capital Expenditures is a non-IFRS measure. Non-IFRS measures are not determined in accordance with IFRS, do not have standardized meanings and may not be comparable to similar financial measures presented by other companies. See "How We Assess the Performance of Our Business" for the definition of Net Capital Expenditures.

Analysis of Net Capital Expenditures for Q4 2025 and Fiscal 2025

Net Capital Expenditures were \$8.2 million in Q4 2025 compared to \$14.8 million in Q4 2024, a decrease of \$6.6 million. The decrease was primarily due to higher proceeds on disposal of property and equipment from the sale of corporate-owned stores to franchisees, and lower expenditures on property and equipment due to a decline in construction costs related to the new distribution centres.

Net Capital Expenditures were \$38.6 million in Fiscal 2025 compared to \$52.3 million in Fiscal 2024, a decrease of \$13.7 million. The decrease was primarily due to higher tenant allowances received, including for the new Calgary distribution centre, higher proceeds on disposal of property and equipment from the sale of corporate-owned stores to franchisees, and lower expenditures on property and equipment due to a decline in construction costs related to the new distribution centres.

Contractual Obligations, Guarantees, and Contingencies

The following table summarizes our significant undiscounted payment maturities of our contractual obligations and commitments as at the end of Fiscal 2025:

	Fiscal 2026 \$	Fiscal 2027 \$	Fiscal 2028 \$	Fiscal 2029 \$	Fiscal 2030 \$	Fiscal Thereafter \$	Total \$
Trade and other payables	113,140	—	—	—	—	—	113,140
Long-term debt	—	—	—	—	282,625	—	282,625
Lease liabilities	100,958	93,626	78,486	79,576	72,609	189,120	614,375
Lease commitments with future commencement dates ⁽¹⁾	1,137	2,158	2,218	2,253	2,285	13,266	23,317
Purchase obligations ⁽²⁾	9,583	8,279	5,720	2,978	952	—	27,512
Total contractual obligations	224,818	104,063	86,424	84,807	358,471	202,386	1,060,969

Notes

⁽¹⁾ Represents lease commitments for future corporate-owned or franchised stores based on an initial lease term of approximately 10 years.

⁽²⁾ Represents certain significant commitments associated to service agreements where the contract prescribes significant terms including fixed or minimum pricing or payments, and provisions for payment upon termination of services without cause. These obligations are estimates of financial commitments under these arrangements and the actual payment may vary. These

purchase obligations also do not include purchase orders issued or agreements made in the normal course of business which are solely for goods meant for resale nor do they include any contracts that may be terminated under short notice or with a relatively insignificant cost or liability to the Company.

Bank comfort letters

The Company has provided comfort letters to certain financial institutions upon their request when they provide financing to new franchisees. Under these letters, the Company agrees that, for a period of three years from the date of issuance, if the bank is forced to realize on its security, including inventory held by the franchisee, the Company will repurchase inventory previously sold to the franchisee at a discount of 15%, provided the inventory can be transferred to the Company free and clear of all liens, charges, and encumbrances and third-party rights.

In practice, the Company typically exercises its rights under the franchise agreement before the franchisee reaches default under their finance arrangement; therefore, the likelihood of being required to repurchase inventory under these comfort letters is considered remote. As a result, no provision has been recorded in the accompanying financial statements.

Litigation

The Company may, from time to time, be named as a defendant in legal proceedings that arise from its normal course of business. Although the amount of any liability that could arise with respect to any pending claims cannot be estimated, the Company believes that any such liability is not reasonably likely to have a material adverse effect on its consolidated financial position, operating results, or liquidity.

Income Taxes

The Company is subject to routine audits of its tax filing positions by the CRA. In September 2023, the CRA reassessed the Company approximately \$6.0 million of additional income tax plus interest for the 2018 taxation year, citing the non-deductibility of certain interest expenses (“2018 reassessment”). In April 2024, the CRA issued proposal letters indicating its intent to deny similar interest expense deductions for the Company’s 2019 and 2020 taxation years, consistent with the 2018 reassessment, and accordingly, in June 2024, the CRA reassessed the Company approximately \$6.4 million of additional income tax plus interest for the 2019 taxation year (“2019 reassessment”).

In January 2025, the CRA issued a further proposal to deny the deduction of certain intercompany dividends for the Company’s 2016, 2017, and 2018 taxation years. This proposal also confirmed that the CRA would not proceed with the April 2024 proposal regarding interest deductions for the Company’s 2020 taxation year. In March 2025, the CRA reassessed the Company approximately \$18.4 million of additional income tax plus interest based on the January 2025 proposal (“2016–2018 reassessments”).

The Company had previously filed objections with the CRA in relation to the 2018 reassessment and the 2019 reassessment. In August 2025, the CRA notified the Company that it would allow the objections in full, and subsequently, it reversed both the 2018 reassessment and the 2019 reassessment.

The Company has filed objections to, and intends to vigorously contest, the 2016–2018 reassessments. The Company and its tax advisors believe that the Company’s tax filing positions are appropriate. Accordingly, no amount or provision has been recorded in the financial statements in respect of the 2016–2018 reassessments.

The Company has outstanding standby letters of credit related to the notice of objections for the 2016–2018 reassessments. The letter of credit related to the 2019 reassessment was released by the CRA in November 2025.

Share Information

The Company’s authorized share capital consists of an unlimited number of common shares and an unlimited number of preferred shares, issuable in series. The holders of common shares are entitled to receive dividends as declared from time to time by the Board of Directors. Shareholders are entitled to one vote per common share at shareholder meetings of the Company.

Preferred shares of each series, if and when issued, will, with respect to the payment of dividends, be entitled to preference over common shares. Except as provided in any special rights or restrictions attaching to any series of preferred shares issued from time to time, the holders of preferred shares will not be entitled to vote at any shareholder meetings of the Company.

During Fiscal 2025, under the 2024 NCIB and the Share Repurchase, the Company repurchased an aggregate of 3,139,498 common shares for cancellation for cash consideration of \$88.0 million. Subsequent to Q4 2025, under the 2025 NCIB, the Company repurchased and cancelled 173,323 common shares for cash consideration of \$5.0 million.

As at March 2, 2026, there are 68,753,056 common shares and 1,724,103 share options, each exercisable for one common share, issued and outstanding.

For further details concerning the rights, privileges and restrictions attached to the common shares, please refer to the section entitled “Description of Share Capital” in the AIF.

Dividends

Subject to financial results, capital requirements, available cash flow, the need for funds to finance ongoing operations and other factors that the Board of Directors may consider relevant, it is the intention of the Board of Directors to declare a quarterly cash dividend. It is expected that future cash dividend payments will be made to common shareholders of record as at a date to be determined by the Board of Directors. The actual payment, amount and timing of any dividends are not guaranteed and are subject to the discretion of our Board of Directors. See “Risk Factors” in this MD&A.

During Fiscal 2025, the Company paid \$33.2 million in dividends to holders of common shares or \$0.48 per common share (Fiscal 2024 — \$31.5 million or \$0.44 per common share; and Fiscal 2023 — \$28.5 million or \$0.40 per common share).

Critical Accounting Estimates and Judgments

The critical accounting estimates and judgments as disclosed in the Financial Statements and have been applied consistently in the preparation of this MD&A.

Risk Factors

For a detailed description of risk factors relating to the Company, please refer to the “Risk Factors” section of the Company’s AIF, which is available on SEDAR+ at www.sedarplus.ca.

The Company’s activities expose it to a variety of financial risks, which includes credit risk, market risk, including foreign exchange rate risk and interest rate risk, and liquidity risk. The Company’s overall risk management program focuses on the unpredictability of financial markets and seeks to minimize potential adverse effects on the Company’s financial performance.

Credit Risk

Credit risk is the risk of financial loss to the Company if a customer or counterparty to a financial instrument fails to meet its contractual obligations. This risk arises primarily from the Company's cash, trade and other receivables, and lease receivables. Credit risk related to cash is minimized by holding deposits with multiple high-quality financial institutions. Credit risk associated with supplier receivables is managed through the Company's ability to offset amounts receivable from suppliers against amounts payable to them. Credit risk related to franchisee receivables and lease receivables is mitigated through short-term settlement terms and a thorough franchisee screening process, including an assessment of each franchisee's access to adequate financing prior to acceptance.

Liquidity Risk

Liquidity risk is the risk that the Company will be unable to meet its financial obligations as they come due. The Company manages this risk through active working capital and cash flow management, and by maintaining access to various sources of financing, including bank debt and finance leases. All trade and other payables are due within 12 months of the fiscal year-end.

Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk consists of two types of risk, which are foreign currency risk and interest rate risk.

Foreign Currency Risk

The Company is exposed to foreign currency risk related to purchases of merchandise in U.S. dollars. Inventory purchases sourced outside Canada and primarily denominated in U.S. dollars represented approximately 20% on a trailing 12-month basis as at the end of Fiscal 2025.

The Company is also exposed to foreign currency risk on financial assets and liabilities denominated in foreign currencies. These assets and liabilities are short-term in nature and management does not consider the related exposure to be a significant risk. A five-percentage point change in the Canadian dollar relative to the U.S. dollar, assuming all other variables remain constant, would have changed income before income taxes for Fiscal 2025 by \$0.3 million due to the revaluation on these financial assets and liabilities (Fiscal 2024 — \$0.7 million).

Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in market interest rates. The Term Facility bears interest at variable interest rates, and fluctuations in short-term floating rates can affect the Company's interest payments and related cash flows.

For Fiscal 2025, a one percentage point change in the applicable interest rate under the credit agreement based on the debt outstanding as at Fiscal 2025, would have changed income before income taxes by \$2.9 million (Fiscal 2024 — \$2.8 million).

Recent Accounting Pronouncements

New standards and amendments not yet adopted

- IFRS 18, *Presentation and Disclosure of Financial Statements* ("IFRS 18") — IFRS 18 replaces IAS 1, *Presentation of Financial Statements*. IFRS 18 introduces new categories and subtotals in the statement of income and comprehensive income, new requirements for the disclosure of management-defined performance measures, and new requirements for the location, aggregation and disaggregation of financial information. In addition, narrow-scope amendments have been made to IAS 7, *Statement of Cash Flows* ("IAS 7"), which include changing the starting point for determining cash flows from operations under the indirect method and the removal of the optionality around the

classification of cash flows from dividends and interest. The amendments are effective for reporting periods beginning on or after January 1, 2027.

- Amendments to IFRS 9, *Financial Instruments* (“IFRS 9”), and IFRS 7, *Financial Instruments: Disclosures* (“IFRS 7”). The amendments clarify how to assess the contractual cash flow characteristics of financial assets with environmental, social and corporate governance linked features or other similar contingent features, and clarify the date on which a financial asset or financial liability is derecognized. Furthermore, for financial liabilities settled, in full or in part, in cash using an electronic payment system, an entity is permitted to make an accounting policy election to derecognize the liability before the settlement date if certain conditions are met. The amendments are effective for annual reporting periods beginning on or after January 1, 2026.
- In July 2024, the International Accounting Standards Board (“IASB”) issued nine narrow-scope amendments as part of its regular maintenance of the standards. These amendments include clarifications, simplifications, corrections, and changes aimed at improving the consistency of IFRS 1, *First-time Adoption of International Financial Reporting Standards*; IFRS 7; IFRS 9; IFRS 10, *Consolidated Financial Statements*; and IAS 7. The amendments are effective for annual reporting periods beginning on or after January 1, 2026.

The Company expects that the introduction of IFRS 18 will have a material impact on the Company’s financial statements given the new presentation requirements and the requirement to disclose management-defined performance measures. For all other amendments, the Company does not expect that the amendments will have a material impact. All new standards and amendments to existing standards will be adopted by the Company as of their effective date.

Disclosure Controls and Procedures and Internal Controls Over Financial Reporting

Disclosure controls and procedures are designed to provide reasonable assurance that information required to be disclosed by the Company in its annual filings, interim filings or other reports filed or submitted by it under securities legislation is recorded, processed, summarized and reported within the time periods specified in the securities legislation and include controls and procedures designed to ensure that information required to be disclosed by the Company is accumulated and communicated to the Company’s management, including its certifying officers, namely the Chief Executive Officer (“CEO”) and Chief Financial Officer (“CFO”), as appropriate to allow timely decisions regarding public disclosure. An evaluation of the design of the Company’s disclosure controls and procedures, as defined under National Instrument 52-109 — *Certification of Disclosure in Issuers’ Annual and Interim Filings* (“NI 52-109”), was carried out under the supervision of the CEO and CFO and with the participation of the Company’s management. Based on that evaluation, the CEO and CFO have concluded that the design of these controls were effective as at January 3, 2026.

The Company also maintains a system of internal controls over financial reporting designed under the supervision of the Company’s CEO and CFO to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with IFRS. As required by NI 52-109, the CEO and the CFO have caused the effectiveness of the internal controls over financial reporting to be evaluated using the framework (2013) established by the Committee of Sponsoring Organizations of the Treadway Commission (“COSO”). Based on that evaluation, the CEO and the CFO have concluded that the design and operation of the Company’s internal controls over financial reporting, as defined by NI 52-109, were effective as at January 3, 2026.

Subsequent Events

On March 2, 2026, the Board of Directors of the Company declared a dividend of \$0.13 per common share payable on April 15, 2026 to holders of common shares of record as at the close of business on March 31, 2026.

Outlook

Fiscal 2026 will be a 52-week fiscal year, compared to a 53-week fiscal year in Fiscal 2025. In Fiscal 2026, on a 52-week comparable basis, the Company expects:

- revenue growth between 2% and 4%, supported by approximately 40 new store openings, flat to 2% same-store sales growth and higher wholesale merchandise sales penetration;
- flat to slight expansion of Adjusted EBITDA margin, supported by operating expense leverage while maintaining competitiveness;
- Adjusted Net Income per Diluted Share growth in the mid to high single-digits; and
- business reinvestment of approximately \$35 million, consisting of approximately \$20 million in Net Capital Expenditures and approximately \$15 million in transformation costs.

The Company estimates the 53rd week contributed approximately 2% of reported revenue, Adjusted EBITDA and Adjusted Net Income in Fiscal 2025. This estimate was derived using (i) actual revenue recorded and employee benefits expense incurred in the 53rd week, and (ii) gross profit margin and prorated expenses, other than employee benefits, from the final fiscal period of 2025.

The Company continues to monitor the evolving governmental foreign trade environment and believes it has the appropriate mechanisms in place to adapt, as necessary. The Outlook for 2026 is based on several assumptions, including, but not limited to, governmental foreign trade policies currently in place as of this release.

Additional Information

Additional information relating to the Company, including the Company's AIF, is available on SEDAR+ at www.sedarplus.ca. The Company's common shares are listed for trading on the Toronto Stock Exchange under the symbol "PET".