

**Best Buy 401(k) Retirement Savings Plan  
Disclosure of Plan-Related Information**

This summary is intended for the sole purpose of complying with the disclosure requirements of Department of Labor regulations under §2550.404a-5. Please refer to your plan's disclosure materials prior to making investment decisions.

**1. Explanation of circumstances under which participants & beneficiaries may give investment instructions.**

The Plan permits participants to direct the investment of all of their accounts.

After you have enrolled in the Plan or have a beneficiary account established, you may direct your investments by accessing the Plan's website at <https://bbysavingsplan.voya.com>. You will need your login and password to access your account. You may also direct your investments by calling the Best Buy Retirement Savings Plan Support Center at 855-229-7526.

**2. An explanation of any specified limitations on such instructions under the terms of the plan, including any restrictions on transfer to or from a designated investment alternative.**

Investment managers may limit or prohibit market timing or excessive trading to protect long-term interests of shareholders. Generally, any two "round trips" in a single investment fund, of any dollar amount, within any 90-day period will be considered excessive exchange activity. A round trip is defined as the occurrence of both an "exchange-in" and an "exchange-out" transaction initiated by you that occurs within a period of 90 days. The dollar amounts of the exchange-in and exchange out- transactions do not need to match and the transactions can occur in any order. In addition, short-term trading fees and redemption fees may apply to certain exchanges. Other trading restrictions may be applied against an investment for a limited or longer period.

**3. Identification of any designated investment managers.**

The Plan has made available to you the Professional Account Manager program through Voya Retirement Advisors, LLC. The Professional Account Manager program is an optional service that provides personal guidance, investment strategy, and on-going account management for a monthly fee that will be deducted directly from your account. There is no charge or obligation for an initial consultation, and the service can be cancelled at any time.

**4. An explanation of any fees for general plan administrative services (e.g., legal, accounting, recordkeeping) which may be charged or deducted from individual accounts. Must also include the basis on which such charges will be allocated (pro-rata or per capita).**

Certain fees may be deducted from your Plan account balance. Such fees may be used to pay for services required to administer the plan (e.g. recordkeeping, accounting and legal services) and will be allocated to Plan participants on a per capita basis. You may review these fee deductions on your account statement or by logging into the Plan's website.

These expenses may be paid, in whole or in part, from revenue sharing payments that the plan receives from the plan investment options. If revenue sharing payments are received, then only those expenses not offset by any revenue sharing payments will be deducted from your account.

The annual recordkeeping fee of \$43.20 (\$3.60 charged monthly). Only charged to participants with a balance.

**5. An explanation of any fees and expenses that may be charged against the individual account of a participant/beneficiary on an individual rather than on a plan-wide basis.**

Separate fees may be deducted from your account if you elect certain transactions, or elect certain service programs. You will receive a confirmation statement for these transaction fees. You may also access your account information by logging onto the Plan's website or by reviewing your most recent account statement.

<b>Optional Services and Fees:</b> <b>These fees are deducted from participant accounts when used.</b>	<b>Fees</b>
Overnight Fee	\$50.00
QDRO Fee: Per manual order submitted, including each revision	\$450.00
QDRO Fee: Per online filing or online revision submitted	\$350.00

<b>Professional Account Manager Program</b>		
<b>Balance</b>	<b>Annually</b>	<b>Monthly Fee (in basis points)</b>
First \$100,000	0.50%	4.167
Next \$150,000	0.45%	3.75
Over \$250,000	0.30%	2.50

You can generally change your investments on each business day. Transfers between investment options received before 4:00 p.m. Eastern Time on a normal business day will, in most cases, be processed that day and reflected in your account the next normal business day. Transfers received after 4:00 p.m. Eastern Time will, in most cases, be processed the next normal business day and reflected in your account on the second normal business day.

**INVESTMENT-RELATED INFORMATION**  
Best Buy 401(k) Retirement Savings Plan

This document includes important information to help you compare the investment options under your retirement plan. If you want additional information about your investment options, you can go to the specific Internet Web site address shown below. You can also contact the Best Buy 401(k) Retirement Savings Plan Support Center at 855-229-7526, Voya Financial Attn: Best Buy 401(k) Retirement Savings Plan, P.O. Box 389, Hartford, CT 06141. A free paper copy of the information is available on the Plan's website and can be obtained by contacting the Plan's Support Center at 855-229-7526.

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**Document Summary**

This document has 2 parts. Part I consists of performance information for plan investment options. This part shows you how well the investments have performed in the past. Part II shows you the fees and expenses you will pay if you invest in an option.

**Part I. Performance Information**

**Table 1** focuses on the performance of investment options that do not have a fixed or stated rate of return. Table 1 shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the Web site[s].

Table 1 – Variable Return Investments								
Name / Type of Option	Average Annual Total Return as of 12/31/2022				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
ASSET ALLOCATION								
Target Retirement Income SL SF Class V <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-10.98%	3.11%	3.72%		-10.96%	3.03%	3.68%	
					State Street Income Custom Index			
Target Retirement 2020 SL SF Class V <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-12.18%	3.65%	5.58%		-12.17%	3.62%	5.56%	
					State Street 2020 Custom Index			
Target Retirement 2025 SL SF Class V <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-14.84%	4.17%	6.49%		-14.85%	4.15%	6.47%	
					State Street 2025 Custom Index			
Target Retirement 2030 SL SF Class V <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-16.99%	4.37%	6.97%		-17.00%	4.31%	6.93%	
					State Street 2030 Custom Index			
Target Retirement 2035 SL SF Class V <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-17.86%	4.52%	7.32%		-17.86%	4.47%	7.28%	
					State Street 2035 Custom Index			
Target Retirement 2040 SL SF Class V <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-18.36%	4.70%	7.65%		-18.37%	4.65%	7.61%	
					State Street 2040 Custom Index			
Target Retirement 2045 SL SF Class V <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-18.75%	4.85%	7.84%		-18.77%	4.80%	7.79%	
					State Street 2045 Custom Index			

Table 1 – Variable Return Investments								
Name / Type of Option	Average Annual Total Return as of 12/31/2022				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
Target Retirement 2050 SL SF Class V <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-19.06%	4.95%	7.89%		-19.11%	4.90%	7.84%	
					State Street 2050 Custom Index			
Target Retirement 2055 SL SF Class V <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-19.07%	4.94%	7.88%		-19.11%	4.90%	7.84%	
					State Street 2055 Custom Index			
Target Retirement 2060 SL SF Class V <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-19.07%	4.94%		6.30%	-19.11%	4.90%		6.24%
					State Street 2060 Custom Index			
Target Retirement 2065 SL SF Class V <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-19.07%			3.65%	-19.11%			3.59%
					State Street 2065 Custom Index			
BONDS								
Prudential Core Plus Bond Fund <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-14.41%	0.67%		1.99%	-13.01%	0.02%		0.90%
					Bloomberg U.S. Aggregate Bond Index			
US Bond Index <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-13.13%	0.02%	1.05%		-13.01%	0.02%	1.06%	
					Bloomberg U.S. Aggregate Bond Index			
GLOBAL / INTERNATIONAL								
Global All Cap <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-16.29%	1.09%	4.14%		-16.58%	0.85%	3.98%	
					MSCI ACWI ex USA IMI Index			
MFS Int Equity <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-14.32%	4.76%		5.24%	-14.45%	1.54%		2.96%
					MSCI EAFE (Europe, Australasia, Far East) Index (net div)			
LARGE CAP VALUE/BLEND								
S&P 500 Index <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-18.11%	9.41%	12.55%		-18.11%	9.43%	12.56%	
					S&P 500 Index			
OTHER								
Best Buy Company Stock <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-17.04%	8.10%	25.57%		-18.37%	5.89%	10.03%	
					Russell 2500 TR USD			
SMALL/MID/SPECIALTY								
Active US Small/Mid Cap Equity <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>				-13.38%				-14.76%
					Russell 2000 Growth TR USD			
Russell Small / Mid Cap <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	-25.39%	5.36%	9.96%		-25.49%	5.33%	9.89%	
					Russell Small Cap Completeness Index			

Table 1 – Variable Return Investments								
Name / Type of Option	Average Annual Total Return as of 12/31/2022				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
<b>STABILITY OF PRINCIPAL</b>								
Gaillard Stable Value Fund <a href="https://bbysavingsplan.voya.com">https://bbysavingsplan.voya.com</a>	2.22%	2.25%		1.85%	1.46%	1.26%		0.76%
					ICE BofA 3 Mo. T-Bill			

Certain benchmark performance data that appears in Table I may be provided by MSCI or Bank of America. Please read these important disclaimers concerning that information:

Source: MSCI. Neither MSCI nor any other party involved in or related to compiling, computing or creating the MSCI data makes any express or implied warranties or representations with respect to such data (or the results to be obtained by the use thereof), and all such parties hereby expressly disclaim all warranties of originality, accuracy, completeness, merchantability or fitness for a particular purpose with respect to any of such data. Without limiting any of the foregoing, in no event shall MSCI, any of its affiliates or any third party involved in or related to compiling, computing or creating the data have any liability for any direct, indirect, special, punitive, consequential or any other damages (including lost profits) even if notified of the possibility of such damages. No further distribution or dissemination of the MSCI data is permitted without MSCI's express written consent.

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## Part II. Fee and Expense Information

**Table 2** shows fee and expense information for the investment options listed in Table 1. Table 2 shows the Total Gross and Net Annual Operating Expenses of the options in Table 1. Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Table 2 also shows Shareholder-type Fees. These fees are in addition to Annual Operating Expenses. To find additional information about your investments, please see applicable fund information in the appropriate documents made available to you (e.g. prospectus, Fund Fact Sheet, fund information section on the Plan's website, etc.).

Name / Type of Option	Total Gross Annual Operating Expenses		Total Net Annual Operating Expenses		Shareholder Type Fees/ Fund Restrictions
	As a %	Per \$1,000	As a %	Per \$1,000	
ASSET ALLOCATION					
Target Retirement Income SL SF Class V	0.072%	\$0.72	0.065%	\$0.65	
Target Retirement 2020 SL SF Class V	0.070%	\$0.70	0.065%	\$0.65	
Target Retirement 2025 SL SF Class V	0.068%	\$0.68	0.065%	\$0.65	
Target Retirement 2030 SL SF Class V	0.067%	\$0.67	0.065%	\$0.65	
Target Retirement 2035 SL SF Class V	0.067%	\$0.67	0.065%	\$0.65	
Target Retirement 2040 SL SF Class V	0.068%	\$0.68	0.065%	\$0.65	
Target Retirement 2045 SL SF Class V	0.068%	\$0.68	0.065%	\$0.65	
Target Retirement 2050 SL SF Class V	0.069%	\$0.69	0.065%	\$0.65	
Target Retirement 2055 SL SF Class V	0.070%	\$0.70	0.065%	\$0.65	
Target Retirement 2060 SL SF Class V	0.075%	\$0.75	0.065%	\$0.65	
Target Retirement 2065 SL SF Class V	0.148%	\$1.48	0.065%	\$0.65	

Name / Type of Option	Total Gross Annual Operating Expenses		Total Net Annual Operating Expenses		Shareholder Type Fees/ Fund Restrictions
	As a %	Per \$1,000	As a %	Per \$1,000	
BONDS					
Prudential Core Plus Bond Fund	0.120%	\$1.20	0.120%	\$1.20	
US Bond Index	0.022%	\$0.22	0.020%	\$0.20	
GLOBAL/INTERNATIONAL					
Global All Cap	0.056%	\$0.56	0.045%	\$0.45	
MFS Int Equity	0.540%	\$5.40	0.540%	\$5.40	
LARGE CAP VALUE/BLEND					
S&P 500 Index	0.010%	\$0.10	0.010%	\$0.10	
OTHER					
Best Buy Company Stock (1)	0.00%	\$0.00	0.00%	\$0.00	
SMALL/MID/SPECIALTY					
Active US Small/Mid Cap Equity	0.480%	\$4.80	0.480%	\$4.80	
Russell Small / Mid Cap	0.022%	\$0.22	0.020%	\$0.20	
STABILITY OF PRINCIPAL					
Gaillard Stable Value Fund	0.292%	\$2.92	0.292%	\$2.92	

(1) To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return, while minimizing your overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform very well often cause another asset category, or another particular security to perform poorly. If you invest more than 20% of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help you manage investment risk.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for help with understanding your retirement plan fees and expenses at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

**Please visit <https://bbysavingsplan.voya.com> for a glossary of investment terms relevant to the investment options under this plan. This glossary is intended to help you better understand your Options.**

Best Buy Company Stock - The maximum asset amount that can be allocated to this fund is 20%. The maximum investment election for this fund is 20%.