

Inclusion



Our Code of Ethics makes clear our commitment to take care of our employees. This section describes the steps we take to promote an inclusive workplace in all areas of our business.



Our Goals for an Inclusive Workplace

We strive to:

- Empower our workforce and strengthen our culture by creating an environment where all employees feel a sense of belonging — that they are accepted, included, respected and supported because of who they are.
- Demonstrate leadership commitment to equity through consistent communication, education and support of diversity and inclusion initiatives within the organization.

It has always been Costco policy that employees deserve an environment free from all forms of unlawful employment discrimination. All decisions regarding recruiting, hiring, promotion, assignment, training, termination, and other terms and conditions of employment will be made without unlawful discrimination on the basis of race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, pregnancy, disability, work-related injury, covered military or veteran status, political ideology or expression, genetic information, marital status, or other protected status.

Costco's philosophy of creating an inclusive and respectful workplace is part of our goal to ensure that everyone feels included and respected in all aspects of our business. We know that embracing differences is important to the growth of our company as it leads to opportunities, innovation and employee satisfaction. Recently, we have taken several steps to support these goals:

- **Inclusive Community.** Costco's commitment to its members, employees and suppliers is built on four pillars: Inclusion, Employee Development, Communities and Supplier Diversity. The role of the company's Chief Diversity Officer (CDO) is to support the advancement of inclusion at Costco, the growth of a diverse employee base, our relationships in the communities where we do business, and an increase in our base of diverse suppliers. In FY23 we continued our efforts in diversity by combining several departments — Diversity & Inclusion, Community Relations, Journeys for All and Supplier Diversity — under one team. This combined team is known as the Inclusive Community. Its focus is to support Costco's DEI strategy among employees, communities and suppliers.
- **Costco Connects.** In FY22, Costco piloted a program called "Costco Connects" with a select number of U.S. warehouses. This program was designed to enable creating a more open and inclusive environment at the warehouse — offering a space for employees to share their perspectives and discuss any topics, whether work-related or personal, and to connect more directly with company leaders. The success of the pilot led to a full rollout company-wide that started in FY23, and has been expanded to international locations. More than 144,000 employees participated in these open listening sessions.
- **Workforce Dashboard.** In FY22, Costco began developing a tool to help our operators be better acquainted with the workforce in their locations. This dashboard tool was launched in July 2023 in all locations in the U.S. This resource can help us continue to grow our legacy by investing in our talented workforce.

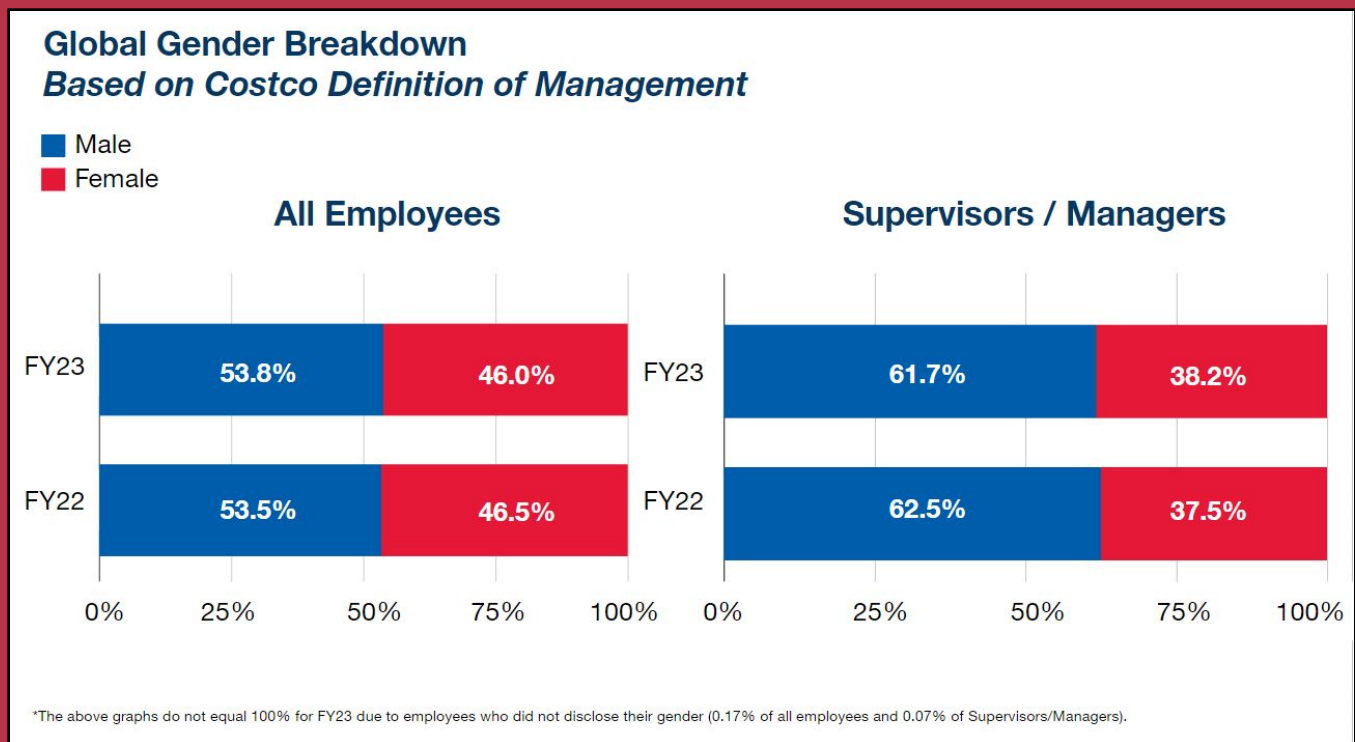
Diversity at Costco

- Supervisor in Training.** Costco continued its commitment to employee development through the Supervisor in Training Program (SIT). In FY23 we had over 7,800 employees complete the SIT course. This course invites employees from all backgrounds to get an idea of being a supervisor in a specific area within the business. Out of those who participated, 58.1% were male, 41.9% were female and 55.6% identified as People of Color.

Our workforce is representative of the communities where we do business. We closely monitor demographic data at all levels across the organization.

Global Gender Breakdown - FY23 vs. FY22

Here's a look at our global gender report for FY23. For our global numbers, we use our own internal definition for "Supervisors / Managers".

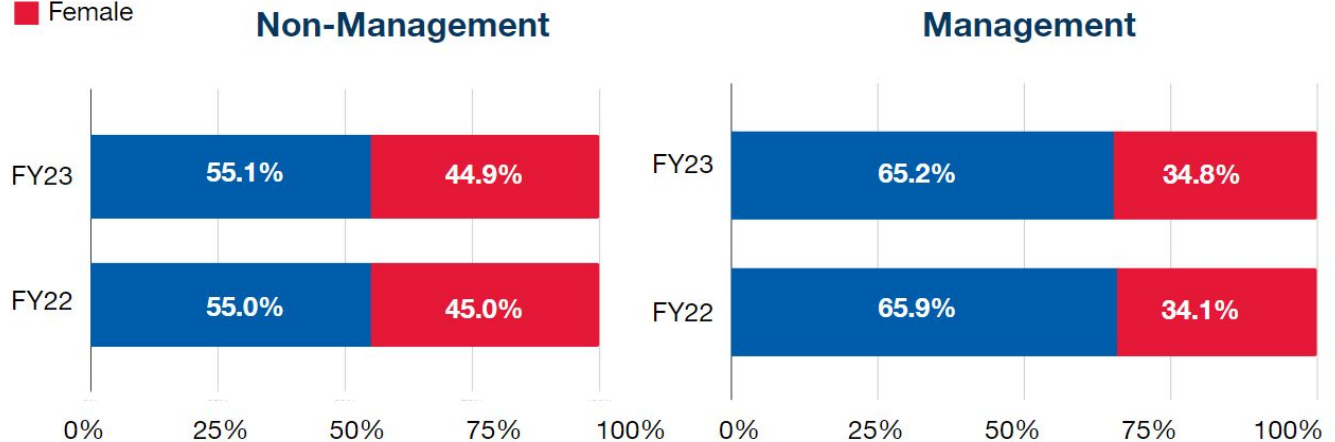


U.S. Gender Breakdown - FY23 vs. FY22

U.S. Gender Breakdown*

Aligned with EEO Categorization of Management

Male
Female

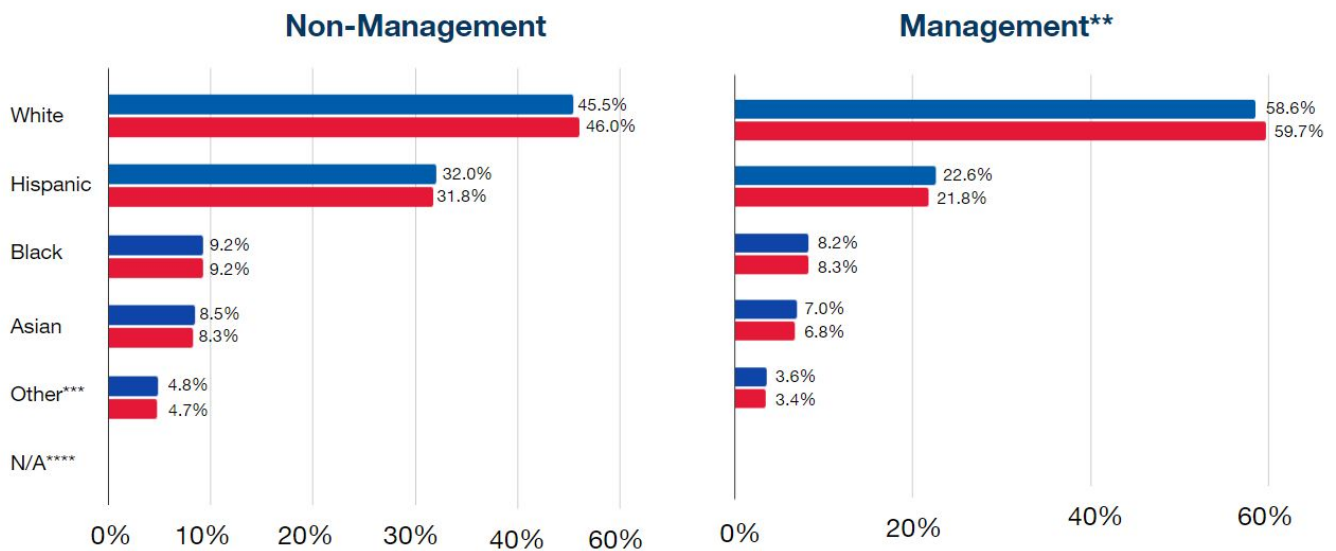


* Data includes U.S. only excluding Puerto Rico

U.S. Race & Ethnicity Report - FY23 vs. FY22

U.S. Race / Ethnicity Demographics*

FY23 FY22



*Data includes U.S. only excluding Puerto Rico

**Management is aligned with EEO Categorization of Management

***Other includes Native American or Alaska Native, Native Hawaiian, or Pacific Islander, and "Two or More Races"

**** Not Available / Undisclosed

More information about the demographics of Costco’s U.S. workforce can be found in this [Equal Employment Opportunity summary](#).

Our 12-member Board of Directors has four women and one person of color. For the company’s U.S. officers (Assistant Vice President and above), 27.9% identify as women and 19.3% identify as a race or ethnicity other than White.

More information about our diversity efforts within our communities can be found on the “Communities” page in our [People & Communities section](#), under “Community Investment.” See more about how we work with diverse suppliers on the “Supplier Diversity” page in our [People & Communities section](#).