

# 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:

- **Chief Diversity Officer.** In fiscal year (FY) 2022, Costco appointed its first full-time Diversity & Equity Officer (CDO), who reports directly to the CEO. The CDO, along with Costco's Inclusion Committee, with oversight from the company's executive Diversity Advisory Committee, has developed a Diversity, Equity & Inclusion strategy that outlines Costco's commitment to its members, employees and suppliers. The strategy is built on four pillars: Inclusion, Employee Development, Communities and Supplier Diversity. The role of the 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.
- **Conversation Starters.** In FY20, Costco worked through a series of company-wide discussions led by management on a variety of topics around inclusion. Topics included (but were not limited to): unconscious bias, microaggressions, inclusive leadership, mentorship and sponsorship, and allyship. We challenged our employees to create open and inclusive environments in which we could all jointly engage in these difficult conversations.
- **Costco Connects.** In FY22, Costco piloted a program called "Costco Connects" with a select number of 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. The success of the pilot led to a full rollout company-wide that started in FY23.
- **Additional Floating Holiday.** In FY22 Costco added a fourth floating holiday for employees, giving them another option to celebrate holidays that are important to them (for example, Juneteenth, Indigenous Peoples' Day and Veterans Day).

## Diversity at Costco

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

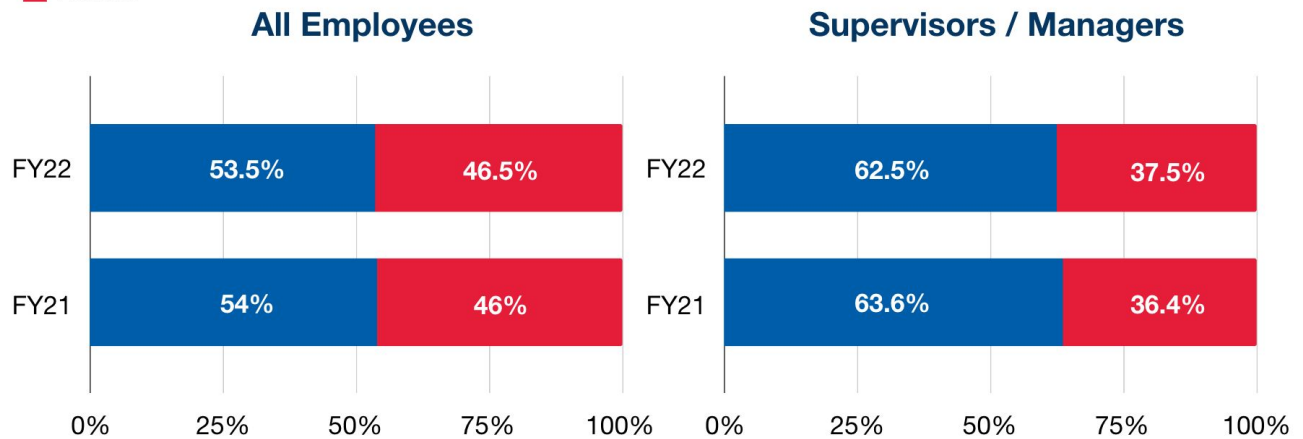
Among Costco's global workforce, 53.5% identify as male and 46.5% as female. In Supervisor/Manager positions in our global operations, 62.5% identify as male and 37.5% as female. (For purposes of this year's reporting, "Supervisors/Managers" does not include employees working in our corporate and regional offices and pharmacies.)

## Global Gender Breakdown - FY22 vs. FY21

Here's a look at our global gender report for FY22. For our global numbers, we use our own internal definition for "Supervisors / Managers".

### Global Gender Breakdown Based on Costco Definition of Management

- Male
- Female

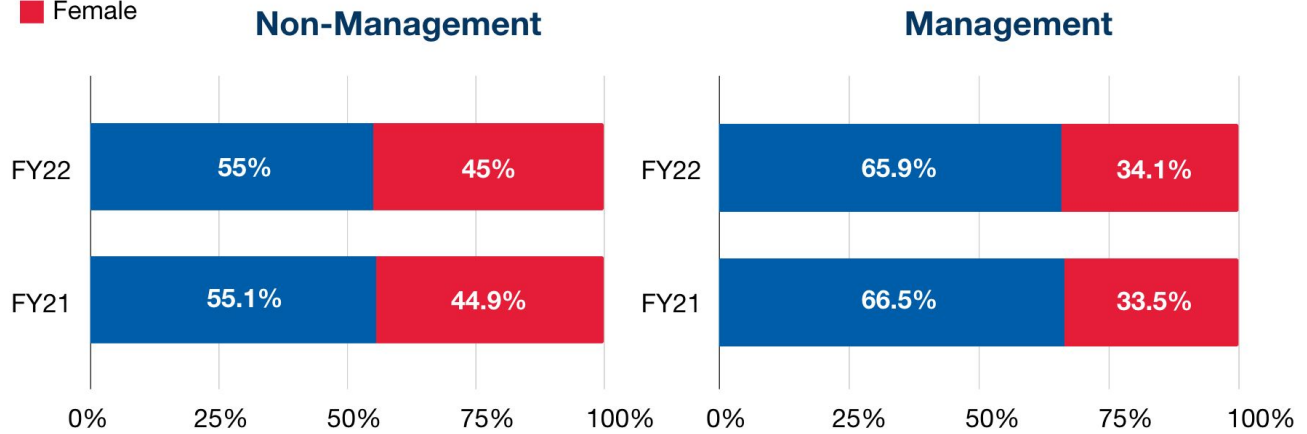


# US Gender Breakdown - FY22 vs. FY21

## US Gender Breakdown

Aligned with EEO Categorization of Management

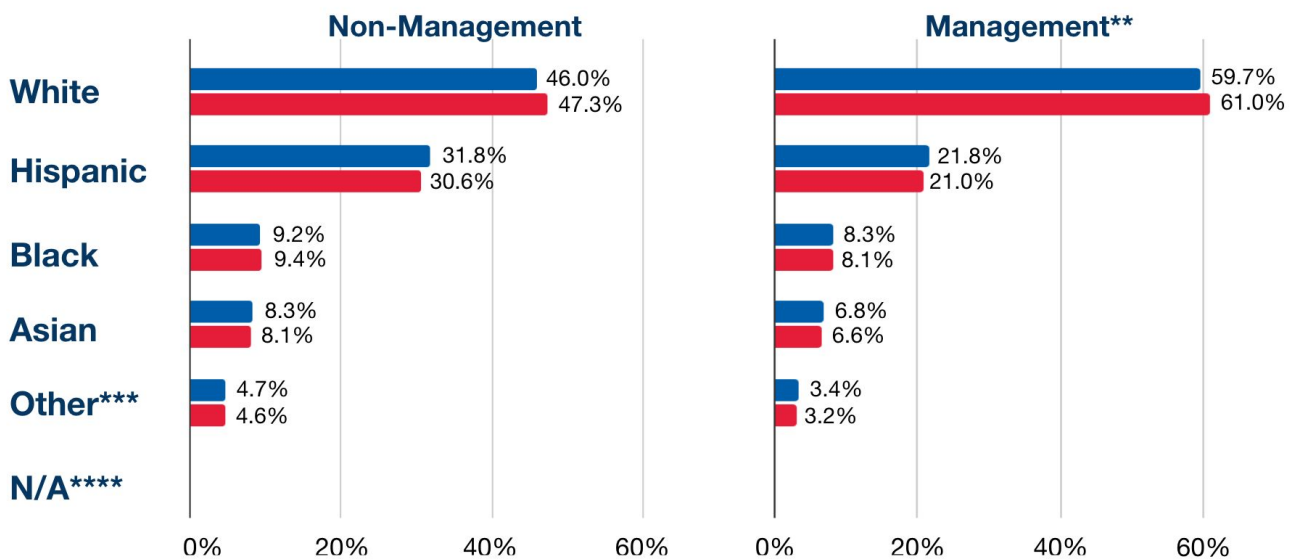
■ Male  
■ Female



\*Our definition of "Management" is aligned with EEO Categorization of Management

# US Race & Ethnicity Report - FY22 vs. FY21

## Race / Ethnicity Demographics - U.S. Only\*



\* 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 11-member Board of Directors has three women and one person of color. For the company’s U.S. officers (Assistant Vice President and above), 26.5% identify as women and 18.6% 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](#).