

# Inclusion



***Our Code of Ethics guides 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 valued for 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. 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 Inclusion. 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 Fiscal Year (FY) 2023 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.
- **Workforce Dashboard.** In FY22, Costco began developing a tool to help our operators become better acquainted with the workforce in their locations. This dashboard tool was launched in July 2023 in all locations in the U.S. and in FY24, was expanded to Costco Logistics and Canada locations. This resource can help us continue to grow our legacy by investing in our talented workforce.
- **Supervisor in Training.** Costco continued its commitment to employee development through the Supervisor in Training Program (SIT). In FY24, in the U.S. we had over 7,000 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, 58.3% were male, 41.7% were female and 57.3% identified as People of Color. We also held the SIT training program in Canada, with over 750 employees completing the course: 46.4% were male, 52.4% were female and 1.2% were undisclosed.

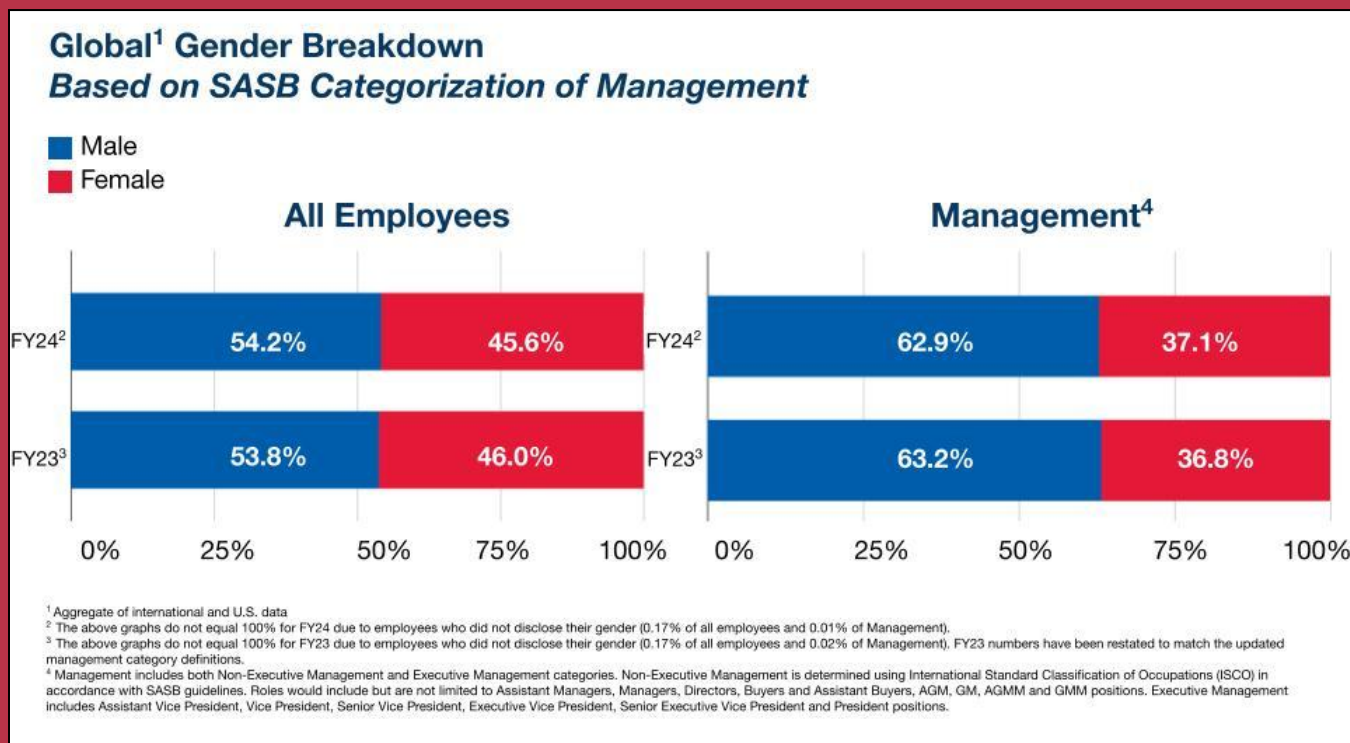
## Diversity at Costco

- Inclusive Conversations.** In FY20, Costco launched 10 modules of conversations to encourage leaders and employees to engage in inclusive conversations. In FY24, the Inclusion Committee added new content to these conversations, including content on how to connect across differences, manage assumptions and make people feel heard.

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

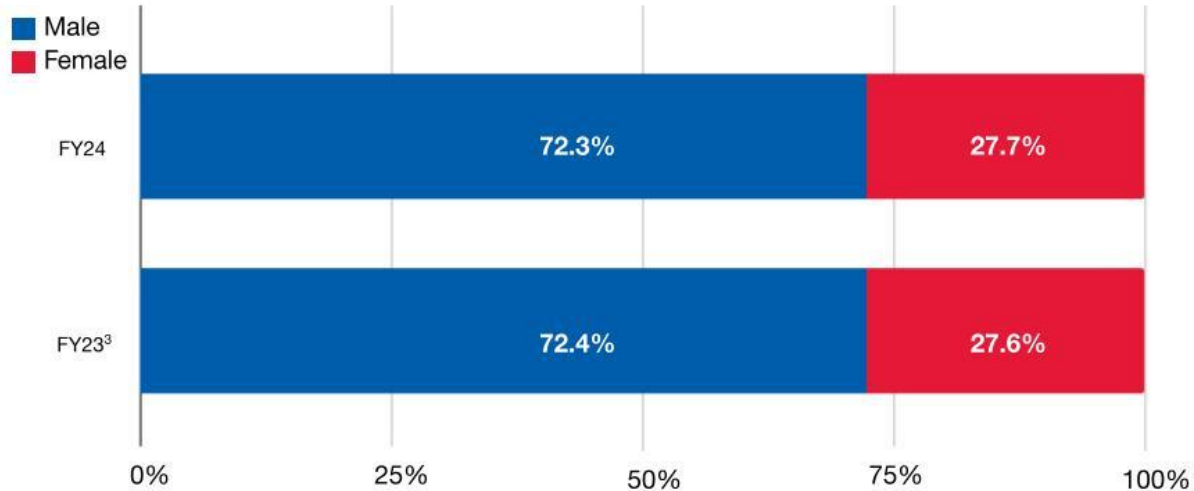
## Global Gender Breakdown - FY24 vs. FY23

Take a look below, on page 4 and page 5 at our global gender and U.S. race / ethnicity demographic reports for FY24.



# U.S. Executive Gender Breakdown - FY24 vs. FY23

**U.S.<sup>1</sup> Executive Management<sup>2</sup> Gender Breakdown  
Aligned with SASB Categorization of Management**



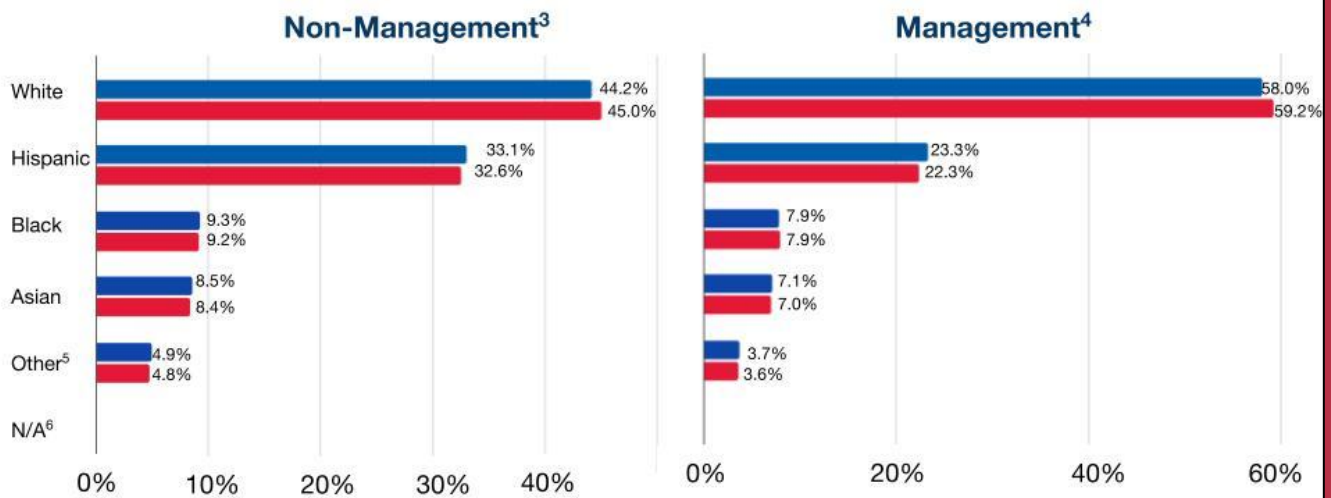
<sup>1</sup> All U.S. states in which Costco operates and Puerto Rico.

<sup>2</sup> Executive Management includes Assistant Vice President, Vice President, Senior Vice President, Executive Vice President, Senior Executive Vice President and President positions.

<sup>3</sup> FY23 numbers have been restated to match the updated management category definitions.

# U.S. Race / Ethnicity - FY24 vs. FY23

**U.S.<sup>1</sup> Race / Ethnicity Demographics**



<sup>1</sup> All U.S. states in which Costco operates and Puerto Rico.

<sup>2</sup> FY23 numbers have been restated to match the updated management category definitions.

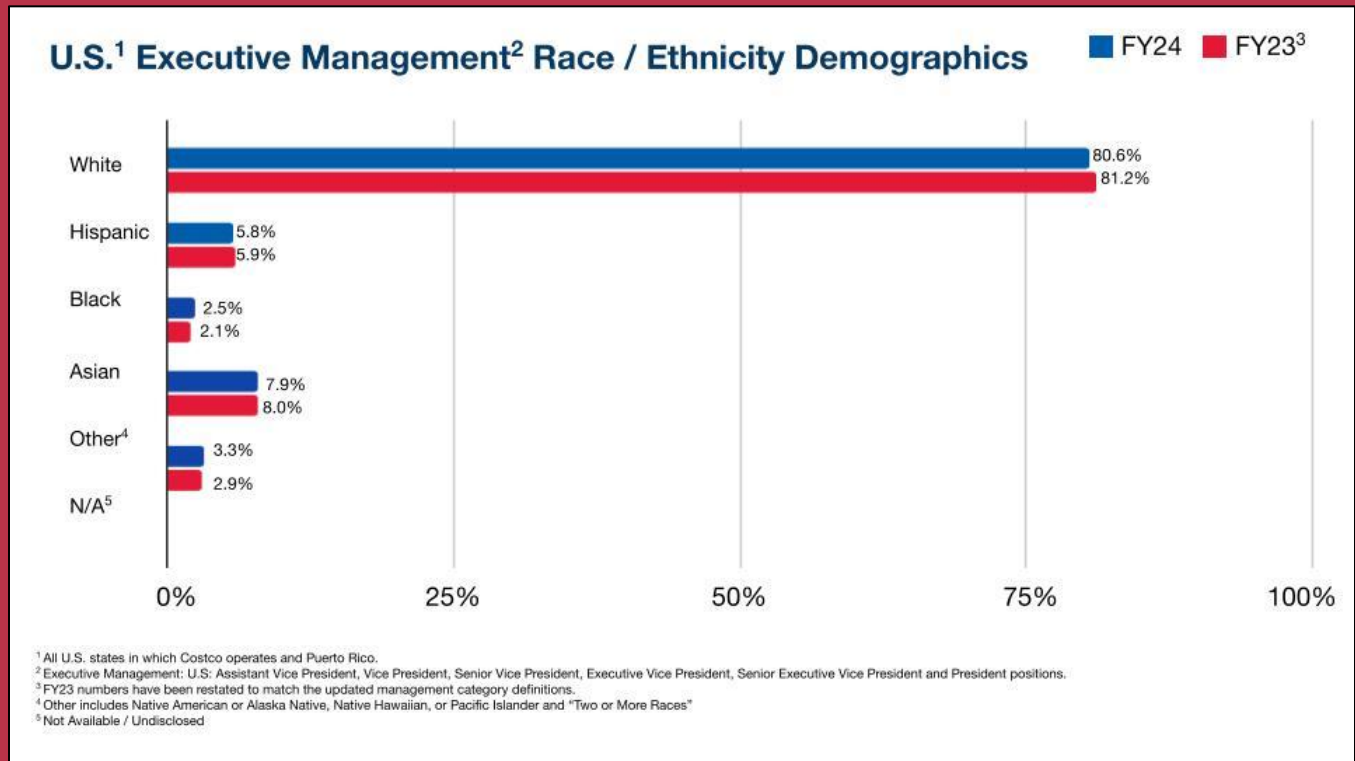
<sup>3</sup> Roles would include but are not limited to all hourly employees, supervisors (including salaried supervisors) and other central functions.

<sup>4</sup> Management includes both Non-Executive Management and Executive Management categories. Non-Executive Management is determined using International Standard Classification of Occupations (ISCO) in accordance with SASB guidelines. Roles would include but are not limited to Assistant Managers, Managers, Directors, Buyers and Assistant Buyers, AGM, GM, AGMM and GMM positions. Executive Management includes Assistant Vice President, Vice President, Senior Vice President, Executive Vice President, Senior Executive Vice President and President positions.

<sup>5</sup> Other includes Native American or Alaska Native, Native Hawaiian, or Pacific Islander and "Two or More Races"

<sup>6</sup> Not Available / Undisclosed

# U.S. Executive Race / Ethnicity - FY24 vs. FY23



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 four women and one person of color. For the company’s U.S. officers (Assistant Vice President and above), 27.7% identify as women and 19.4% 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 the [People & Communities section](#). See more about how we work with diverse suppliers on the “Supplier Inclusion” page in the [People & Communities section](#).