

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
M141182

EMPLOYER NAME
COSTCO COMPANIES INC

ADDRESS
730 Lake Drive

CITY/TOWN
ISSAQUAH

STATE
WA

ZIP CODE
98027

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
911223280

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

455211 - Warehouse Clubs and Supercenters

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	3	1	27	1	2	0	0	0	6	0	1	0	1	0	42
First/Mid-Level Officials and Managers	2403	1472	6087	822	694	88	50	244	3114	527	455	69	23	142	16190
Professionals	282	253	2174	156	1183	28	13	112	1747	130	1310	20	19	107	7534
Technicians	881	2135	1879	205	449	30	15	106	4415	512	948	66	48	243	11932
Sales Workers	3301	5294	5768	1211	961	100	70	360	6972	1723	1391	165	101	453	27870
Administrative Support Workers	4091	4578	7045	1273	1112	154	100	574	7648	1555	1001	132	116	528	29907
Craft Workers	53	2	86	7	7	2	0	4	6	0	1	0	0	1	169
Operatives	11712	4047	13171	3316	2050	376	187	896	3833	570	628	99	55	284	41224
Laborers and Helpers	13991	12912	18281	4935	3089	538	284	1635	14283	2962	2566	420	207	1058	77161
Service Workers	4608	3625	5213	1130	951	135	68	505	3168	732	720	137	59	265	21316
CURRENT 2024 REPORTING YEAR TOTAL	41325	34319	59731	13056	10498	1451	787	4436	45192	8711	9021	1108	629	3081	233345
PRIOR 2023 REPORTING YEAR TOTAL	38681	32864	57963	12539	9856	1387	735	4062	44961	8458	8561	1048	655	2928	224698

SECTION I – WORKFORCE SNAPSHOT PERIOD
12/9/2024 - 12/22/2024

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

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CITY/TOWN
ISSAQUAH

STATE
WA

ZIP CODE
98027

CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

6/20/2025 1:52 PM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official
Sophia Terada

Title of Certifying Official
Director - Compensation & Compliance

Email Address of Certifying Official
sterada@costco.com

Telephone Number of Certifying Official
425-416-1793

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC
Sophia Terada

Title and Employer of Primary POC
Director - Compensation & Compliance
Costco Wholesale

Email Address of Primary POC
sterada@costco.com

Telephone Number of Primary POC
425-416-1793