

|                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                               |
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| <div>Form 5500</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> <div>Department of Labor<br/>Employee Benefits Security<br/>Administration</div> <div>Pension Benefit Guaranty Corporation</div> | <div>Annual Return/Report of Employee Benefit Plan</div> <div>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div> | <div>OMB Nos. 1210-0110<br/>1210-0089</div> <div>2023</div> <div>This Form is Open to Public Inspection</div> |
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|                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Part I                                                                                     | Annual Report Identification Information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| A                                                                                          | This return/report is for: <div><div><input type="checkbox"/> a multiemployer plan</div><div><input type="checkbox"/> a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div><input checked="" type="checkbox"/> a single-employer plan</div><div><input type="checkbox"/> a DFE (specify) _____</div><div><input type="checkbox"/> the first return/report</div><div><input type="checkbox"/> the final return/report</div><div><input type="checkbox"/> an amended return/report</div><div><input type="checkbox"/> a short plan year return/report (less than 12 months)</div></div> |
| C                                                                                          | If the plan is a collectively-bargained plan, check here. .... ▶ <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| D                                                                                          | Check box if filing under: <div><div><input checked="" type="checkbox"/> Form 5558</div><div><input type="checkbox"/> automatic extension</div><div><input type="checkbox"/> the DFVC program</div><div><input type="checkbox"/> special extension (enter description)</div></div>                                                                                                                                                                                                                                                                                                                                                                                                       |
| E                                                                                          | If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. .... ▶ <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

|         |                                                                                                                                                                                                                                                                                                                                 |
|---------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Part II | Basic Plan Information—enter all requested information                                                                                                                                                                                                                                                                          |
| 1a      | Name of plan<br>COSTCO 401K RETIREMENT PLAN                                                                                                                                                                                                                                                                                     |
| 1b      | Three-digit plan number (PN) ▶ 002                                                                                                                                                                                                                                                                                              |
| 1c      | Effective date of plan<br>01/01/1995                                                                                                                                                                                                                                                                                            |
| 2a      | Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br>COSTCO WHOLESALE CORPORATION<br><br>999 LAKE DRIVE<br>ISSAQUAH, WA 98027 |
| 2b      | Employer Identification Number (EIN)<br>91-1223280                                                                                                                                                                                                                                                                              |
| 2c      | Plan Sponsor's telephone number<br>425-313-8100                                                                                                                                                                                                                                                                                 |
| 2d      | Business code (see instructions)<br>452300                                                                                                                                                                                                                                                                                      |

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

|           |                                                   |            |                                                              |
|-----------|---------------------------------------------------|------------|--------------------------------------------------------------|
| SIGN HERE | Filed with authorized/valid electronic signature. | 08/05/2024 | JOE MOORE                                                    |
|           | Signature of plan administrator                   | Date       | Enter name of individual signing as plan administrator       |
| SIGN HERE |                                                   |            |                                                              |
|           | Signature of employer/plan sponsor                | Date       | Enter name of individual signing as employer or plan sponsor |
| SIGN HERE |                                                   |            |                                                              |
|           | Signature of DFE                                  | Date       | Enter name of individual signing as DFE                      |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>3b</b> Administrator's EIN<br><br><b>3c</b> Administrator's telephone number<br><br><div style="background-color: #cccccc; height: 40px; width: 100%;"></div>                                                                                                                                                                                               |
| <b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>4b</b> EIN<br><br><b>4d</b> PN                                                                                                                                                                                                                                                                                                                              |
| <b>5</b> Total number of participants at the beginning of the plan year                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>5</b> 237896                                                                                                                                                                                                                                                                                                                                                |
| <b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).<br><b>a(1)</b> Total number of active participants at the beginning of the plan year .....<br><b>a(2)</b> Total number of active participants at the end of the plan year .....<br><b>b</b> Retired or separated participants receiving benefits .....<br><b>c</b> Other retired or separated participants entitled to future benefits .....<br><b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> . .....<br><b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....<br><b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> . .....<br><b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....<br><b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....<br><b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested..... | <div style="background-color: #cccccc; height: 20px; width: 100%;"></div> <div style="background-color: #cccccc; height: 20px; width: 100%;"></div> <b>6a(1)</b> 192744<br><b>6a(2)</b> 202468<br><b>6b</b> 8367<br><b>6c</b> 33808<br><b>6d</b> 244643<br><b>6e</b> 1125<br><b>6f</b> 245768<br><b>6g(1)</b> 230090<br><b>6g(2)</b> 233274<br><b>6h</b> 13957 |
| <b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>7</b>                                                                                                                                                                                                                                                                                                                                                       |

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2E 2F 2G 2J 2K 2O 2S 2T 3H

**b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

|                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>9a</b> Plan funding arrangement (check all that apply)<br>(1) <input type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor | <b>9b</b> Plan benefit arrangement (check all that apply)<br>(1) <input type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

**a Pension Schedules**

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached \_\_\_\_\_
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

**b General Schedules**

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached \_\_\_\_\_
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

**Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)**

**11a** If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

**11b** Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

**11c** Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code \_\_\_\_\_

|                                                                                                                                                                                                                                              |                                                                                                                                                                                                                             |                                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| <div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> <div>Department of Labor<br/>Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div> | <div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> | OMB No. 1210-0110                       |
|                                                                                                                                                                                                                                              |                                                                                                                                                                                                                             | 2023                                    |
|                                                                                                                                                                                                                                              |                                                                                                                                                                                                                             | This Form is Open to Public Inspection. |

|                                                                                            |                                                      |     |
|--------------------------------------------------------------------------------------------|------------------------------------------------------|-----|
| For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023 |                                                      |     |
| A Name of plan<br>COSTCO 401K RETIREMENT PLAN                                              | B Three-digit plan number (PN) ▶                     | 002 |
|                                                                                            |                                                      |     |
| C Plan sponsor's name as shown on line 2a of Form 5500<br>COSTCO WHOLESALE CORPORATION     | D Employer Identification Number (EIN)<br>91-1223280 |     |

|        |                                                 |
|--------|-------------------------------------------------|
| Part I | Service Provider Information (see instructions) |
|--------|-------------------------------------------------|

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☒ Yes ☐ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

|                                                                                                            |                                  |
|------------------------------------------------------------------------------------------------------------|----------------------------------|
| (b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |                                  |
| PIMCO FUNDS DIST INST                                                                                      | PO BOX 55060<br>BOSTON, MA 02205 |

|                                                                                                            |                                                       |
|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| (b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |                                                       |
| THE CAPITAL GROUP                                                                                          | 6720B ROCKLEDGE DR<br>SUITE 400<br>BETHESDA, MD 20817 |

|                                                                                                            |                                        |
|------------------------------------------------------------------------------------------------------------|----------------------------------------|
| (b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |                                        |
| VANGUARD MARKETING CORP                                                                                    | 100 VANGUARD BLVD<br>MALVERN, PA 19355 |

|                                                                                                            |                                         |
|------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| (b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |                                         |
| WELLINGTON TRUST COMPANY                                                                                   | 280 CONGRESS STREET<br>BOSTON, MA 02210 |

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

T ROWE PRICE RPS INC

100 EAST PRATT STREET  
BALTIMORE, MD 21202

| (b)<br>Service Code(s)                 | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|----------------------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 15 28 37 38<br>49 50 52 59<br>62 64 65 | NONE                                                                                              | 5183690                                                                | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                  | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                                            | 0                                                                                                                                                                               | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                          |

(a) Enter name and EIN or address (see instructions)

MONDRESS MONACO PARR LOCKWOOD PLLC

2101 FOURTH AVENUE  
SUITE 2170  
SEATTLE, WA 98121

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 16 50                  | NONE                                                                                              | 88841                                                                  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

(a) Enter name and EIN or address (see instructions)

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
|                        |                                                                                                   |                                                                        | Yes <input type="checkbox"/> No <input type="checkbox"/>                                             | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

**Part I Service Provider Information (continued)**

**3.** If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

| (a) Enter service provider name as it appears on line 2             | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
|                                                                     |                                                                                                                                                                    |                                           |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |                                           |
|                                                                     |                                                                                                                                                                    |                                           |
| (a) Enter service provider name as it appears on line 2             | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|                                                                     |                                                                                                                                                                    |                                           |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |                                           |
|                                                                     |                                                                                                                                                                    |                                           |
| (a) Enter service provider name as it appears on line 2             | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|                                                                     |                                                                                                                                                                    |                                           |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |                                           |
|                                                                     |                                                                                                                                                                    |                                           |

**Part II Service Providers Who Fail or Refuse to Provide Information**

**4** Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|--------------------------------------------------------------------------|-------------------------------|-------------------------------------------------------------------------------------|
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |

**Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)**  
(complete as many entries as needed)

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p style="text-align: center;"><b>SCHEDULE D</b><br/><b>(Form 5500)</b></p> <p style="text-align: center; font-size: small;">Department of the Treasury<br/>Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: small;">Department of Labor<br/>Employee Benefits Security Administration</p> | <p style="text-align: center;"><b>DFE/Participating Plan Information</b></p> <p style="text-align: center; font-size: small;">This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p style="text-align: center; font-weight: bold;">▶ File as an attachment to Form 5500.</p> | <p style="text-align: center; font-size: small;">OMB No. 1210-0110</p> <hr/> <p style="text-align: center; font-size: large; font-weight: bold;">2023</p> <hr/> <p style="text-align: center; font-size: small;">This Form is Open to Public Inspection.</p> |
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

|                                                                                                             |                                                                    |            |
|-------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|------------|
| <b>A</b> Name of plan<br><u>COSTCO 401K RETIREMENT PLAN</u>                                                 | <b>B</b> Three-digit plan number (PN) ▶                            | <u>002</u> |
|                                                                                                             |                                                                    |            |
| <b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500<br><u>COSTCO WHOLESALE CORPORATION</u> | <b>D</b> Employer Identification Number (EIN)<br><u>91-1223280</u> |            |

|                                                                      |                                                                                                   |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Part I                                                               | Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) |
| (Complete as many entries as needed to report all interests in DFEs) |                                                                                                   |

**a** Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2005 TRUST

**b** Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>61-6434302-001</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>21781697</u> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2010 TRUST

**b** Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>32-6199795-001</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>36125764</u> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2015 TRUST

**b** Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

|                                       |                               |                                                                                                                      |
|---------------------------------------|-------------------------------|----------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>35-6941654-001</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>116015579</u> |
|---------------------------------------|-------------------------------|----------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2020 TRUST

**b** Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

|                                       |                               |                                                                                                                      |
|---------------------------------------|-------------------------------|----------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>36-7594871-001</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>372140183</u> |
|---------------------------------------|-------------------------------|----------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2025 TRUST

**b** Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

|                                       |                               |                                                                                                                      |
|---------------------------------------|-------------------------------|----------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>37-6495447-001</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>786143787</u> |
|---------------------------------------|-------------------------------|----------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2030 TRUST

**b** Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

|                                       |                               |                                                                                                                       |
|---------------------------------------|-------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>38-7010946-001</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1096452051</u> |
|---------------------------------------|-------------------------------|-----------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2035 TRUST

**b** Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

|                                       |                               |                                                                                                                       |
|---------------------------------------|-------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>36-7595013-001</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1044923108</u> |
|---------------------------------------|-------------------------------|-----------------------------------------------------------------------------------------------------------------------|

|                                                                                    |                        |                                                                                                                |
|------------------------------------------------------------------------------------|------------------------|----------------------------------------------------------------------------------------------------------------|
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2040 TRUST |                        |                                                                                                                |
| <b>b</b> Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY      |                        |                                                                                                                |
| <b>c</b> EIN-PN 35-6941729-001                                                     | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1208119475 |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2045 TRUST |                        |                                                                                                                |
| <b>b</b> Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY      |                        |                                                                                                                |
| <b>c</b> EIN-PN 32-6199848-001                                                     | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1366606190 |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2050 TRUST |                        |                                                                                                                |
| <b>b</b> Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY      |                        |                                                                                                                |
| <b>c</b> EIN-PN 30-6303214-001                                                     | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 929046870  |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2055 TRUST |                        |                                                                                                                |
| <b>b</b> Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY      |                        |                                                                                                                |
| <b>c</b> EIN-PN 35-6941728-001                                                     | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1110512166 |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2060 TRUST |                        |                                                                                                                |
| <b>b</b> Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY      |                        |                                                                                                                |
| <b>c</b> EIN-PN 47-1088316-001                                                     | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 537564635  |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2065 TRUST |                        |                                                                                                                |
| <b>b</b> Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY      |                        |                                                                                                                |
| <b>c</b> EIN-PN 85-1763138-001                                                     | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 95198258   |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT BALANCED T |                        |                                                                                                                |
| <b>b</b> Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY      |                        |                                                                                                                |
| <b>c</b> EIN-PN 38-7011316-001                                                     | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 30408451   |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: CAPITAL GROUP NEW PERSPECTIVE TR    |                        |                                                                                                                |
| <b>b</b> Name of sponsor of entity listed in (a): CAPITAL BANK AND TRUST COMPANY   |                        |                                                                                                                |
| <b>c</b> EIN-PN 95-6597294-303                                                     | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 477064526  |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIF II GROWTH (SERIES 5) PF     |                        |                                                                                                                |
| <b>b</b> Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY, NA     |                        |                                                                                                                |
| <b>c</b> EIN-PN 04-6913417-203                                                     | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 845733612  |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIRE 2020 TRUST INCOME J      |                        |                                                                                                                |
| <b>b</b> Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY      |                        |                                                                                                                |
| <b>c</b> EIN-PN 36-7594871-001                                                     | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 6289526    |

**a** Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE CASH RESERVES TRUST

**b** Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

|                                |                        |                                                                                                              |
|--------------------------------|------------------------|--------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN 30-6539250-001 | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 20932864 |
|--------------------------------|------------------------|--------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: TRP INTERM TERM COMMON TRUST FUND

**b** Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

|                                |                        |                                                                                                               |
|--------------------------------|------------------------|---------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN 30-0524876-001 | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 797136080 |
|--------------------------------|------------------------|---------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: TRP SHORT TERM COMMON TRUST FUND

**b** Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

|                                |                        |                                                                                                               |
|--------------------------------|------------------------|---------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN 35-2354460-001 | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 657745887 |
|--------------------------------|------------------------|---------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: TRP MANAGED BOND COMMON TRUST FUND

**b** Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

|                                |                        |                                                                                                               |
|--------------------------------|------------------------|---------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN 52-1309931-003 | <b>d</b> Entity code C | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 179962258 |
|--------------------------------|------------------------|---------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)**

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN

|                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                              |                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| <b>SCHEDULE H</b><br><b>(Form 5500)</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security Administration<br><br>Pension Benefit Guaranty Corporation | <b>Financial Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).<br><br>▶ <b>File as an attachment to Form 5500.</b> | OMB No. 1210-0110                             |
|                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                              | <b>2023</b>                                   |
|                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                              | <b>This Form is Open to Public Inspection</b> |

|                                                                                                          |                                         |            |
|----------------------------------------------------------------------------------------------------------|-----------------------------------------|------------|
| For calendar plan year 2023 or fiscal plan year beginning <b>01/01/2023</b> and ending <b>12/31/2023</b> |                                         |            |
| <b>A</b> Name of plan<br><b>COSTCO 401K RETIREMENT PLAN</b>                                              | <b>B</b> Three-digit plan number (PN) ▶ | <b>002</b> |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><b>COSTCO WHOLESALE CORPORATION</b>     |                                         |            |
| <b>D</b> Employer Identification Number (EIN)<br><b>91-1223280</b>                                       |                                         |            |

|               |                                      |
|---------------|--------------------------------------|
| <b>Part I</b> | <b>Asset and Liability Statement</b> |
|---------------|--------------------------------------|

**1** Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

| Assets                                                                                             |                 | (a) Beginning of Year | (b) End of Year |
|----------------------------------------------------------------------------------------------------|-----------------|-----------------------|-----------------|
| <b>a</b> Total noninterest-bearing cash .....                                                      | <b>1a</b>       | 1066115               | 1988073         |
| <b>b</b> Receivables (less allowance for doubtful accounts):                                       |                 |                       |                 |
| <b>(1)</b> Employer contributions .....                                                            | <b>1b(1)</b>    | 499819799             | 563469257       |
| <b>(2)</b> Participant contributions .....                                                         | <b>1b(2)</b>    | 0                     | 43138836        |
| <b>(3)</b> Other .....                                                                             | <b>1b(3)</b>    |                       |                 |
| <b>c</b> General investments:                                                                      |                 |                       |                 |
| <b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....   | <b>1c(1)</b>    |                       |                 |
| <b>(2)</b> U.S. Government securities .....                                                        | <b>1c(2)</b>    |                       |                 |
| <b>(3)</b> Corporate debt instruments (other than employer securities):                            |                 |                       |                 |
| <b>(A)</b> Preferred .....                                                                         | <b>1c(3)(A)</b> |                       |                 |
| <b>(B)</b> All other .....                                                                         | <b>1c(3)(B)</b> |                       |                 |
| <b>(4)</b> Corporate stocks (other than employer securities):                                      |                 |                       |                 |
| <b>(A)</b> Preferred .....                                                                         | <b>1c(4)(A)</b> |                       |                 |
| <b>(B)</b> Common .....                                                                            | <b>1c(4)(B)</b> | 2171053521            | 2491563393      |
| <b>(5)</b> Partnership/joint venture interests .....                                               | <b>1c(5)</b>    |                       |                 |
| <b>(6)</b> Real estate (other than employer real property) .....                                   | <b>1c(6)</b>    |                       |                 |
| <b>(7)</b> Loans (other than to participants) .....                                                | <b>1c(7)</b>    |                       |                 |
| <b>(8)</b> Participant loans .....                                                                 | <b>1c(8)</b>    | 514604976             | 559993559       |
| <b>(9)</b> Value of interest in common/collective trusts .....                                     | <b>1c(9)</b>    | 9715021386            | 11860647121     |
| <b>(10)</b> Value of interest in pooled separate accounts .....                                    | <b>1c(10)</b>   |                       |                 |
| <b>(11)</b> Value of interest in master trust investment accounts .....                            | <b>1c(11)</b>   |                       |                 |
| <b>(12)</b> Value of interest in 103-12 investment entities .....                                  | <b>1c(12)</b>   |                       |                 |
| <b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....        | <b>1c(13)</b>   | 1524716450            | 1886586544      |
| <b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) ..... | <b>1c(14)</b>   |                       |                 |
| <b>(15)</b> Other .....                                                                            | <b>1c(15)</b>   |                       |                 |

|                                                                           |              |                       |                 |
|---------------------------------------------------------------------------|--------------|-----------------------|-----------------|
| <b>1d</b> Employer-related investments:                                   |              | (a) Beginning of Year | (b) End of Year |
| (1) Employer securities .....                                             | <b>1d(1)</b> | 11486680225           | 15977459030     |
| (2) Employer real property .....                                          | <b>1d(2)</b> |                       |                 |
| <b>e</b> Buildings and other property used in plan operation .....        | <b>1e</b>    |                       |                 |
| <b>f</b> Total assets (add all amounts in lines 1a through 1e) .....      | <b>1f</b>    | 25912962472           | 33384845813     |
| <b>Liabilities</b>                                                        |              |                       |                 |
| <b>g</b> Benefit claims payable .....                                     | <b>1g</b>    |                       |                 |
| <b>h</b> Operating payables .....                                         | <b>1h</b>    |                       |                 |
| <b>i</b> Acquisition indebtedness .....                                   | <b>1i</b>    |                       |                 |
| <b>j</b> Other liabilities .....                                          | <b>1j</b>    |                       |                 |
| <b>k</b> Total liabilities (add all amounts in lines 1g through 1j) ..... | <b>1k</b>    | 0                     | 0               |
| <b>Net Assets</b>                                                         |              |                       |                 |
| <b>l</b> Net assets (subtract line 1k from line 1f) .....                 | <b>1l</b>    | 25912962472           | 33384845813     |

**Part II Income and Expense Statement**

**2** Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

|                                                                                                            |                 |            |            |
|------------------------------------------------------------------------------------------------------------|-----------------|------------|------------|
| <b>Income</b>                                                                                              |                 | (a) Amount | (b) Total  |
| <b>a</b> Contributions:                                                                                    |                 |            |            |
| (1) Received or receivable in cash from: (A) Employers .....                                               | <b>2a(1)(A)</b> | 644916236  |            |
| (B) Participants .....                                                                                     | <b>2a(1)(B)</b> | 1010957643 |            |
| (C) Others (including rollovers) .....                                                                     | <b>2a(1)(C)</b> | 32996577   |            |
| (2) Noncash contributions .....                                                                            | <b>2a(2)</b>    |            |            |
| (3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> ..... | <b>2a(3)</b>    |            | 1688870456 |
| <b>b</b> Earnings on investments:                                                                          |                 |            |            |
| (1) Interest:                                                                                              |                 |            |            |
| (A) Interest-bearing cash (including money market accounts and certificates of deposit) .....              | <b>2b(1)(A)</b> |            |            |
| (B) U.S. Government securities .....                                                                       | <b>2b(1)(B)</b> |            |            |
| (C) Corporate debt instruments .....                                                                       | <b>2b(1)(C)</b> |            |            |
| (D) Loans (other than to participants) .....                                                               | <b>2b(1)(D)</b> |            |            |
| (E) Participant loans .....                                                                                | <b>2b(1)(E)</b> | 31412780   |            |
| (F) Other .....                                                                                            | <b>2b(1)(F)</b> |            |            |
| (G) Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....                                     | <b>2b(1)(G)</b> |            | 31412780   |
| (2) Dividends: (A) Preferred stock .....                                                                   | <b>2b(2)(A)</b> |            |            |
| (B) Common stock .....                                                                                     | <b>2b(2)(B)</b> | 63553818   |            |
| (C) Registered investment company shares (e.g. mutual funds) .....                                         | <b>2b(2)(C)</b> | 103248118  |            |
| (D) Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....                         | <b>2b(2)(D)</b> |            | 166801936  |
| (3) Rents .....                                                                                            | <b>2b(3)</b>    |            |            |
| (4) Net gain (loss) on sale of assets: (A) Aggregate proceeds .....                                        | <b>2b(4)(A)</b> | 1386585507 |            |
| (B) Aggregate carrying amount (see instructions) .....                                                     | <b>2b(4)(B)</b> | 1267002282 |            |
| (C) Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result .....                         | <b>2b(4)(C)</b> |            | 119583225  |
| (5) Unrealized appreciation (depreciation) of assets: (A) Real estate .....                                | <b>2b(5)(A)</b> |            |            |
| (B) Other .....                                                                                            | <b>2b(5)(B)</b> | 5208152325 |            |
| (C) Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....                | <b>2b(5)(C)</b> |            |            |

|                                                                                                 |        | (a) Amount | (b) Total  |
|-------------------------------------------------------------------------------------------------|--------|------------|------------|
| (6) Net investment gain (loss) from common/collective trusts.....                               | 2b(6)  |            | 1759565005 |
| (7) Net investment gain (loss) from pooled separate accounts.....                               | 2b(7)  |            |            |
| (8) Net investment gain (loss) from master trust investment accounts.....                       | 2b(8)  |            |            |
| (9) Net investment gain (loss) from 103-12 investment entities.....                             | 2b(9)  |            |            |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) ..... | 2b(10) |            | 289639686  |
| c Other income .....                                                                            | 2c     |            |            |
| d Total income. Add all <b>income</b> amounts in column (b) and enter total .....               | 2d     |            | 9264025413 |

**Expenses**

|                                                                                      |        |            |            |
|--------------------------------------------------------------------------------------|--------|------------|------------|
| e Benefit payment and payments to provide benefits:                                  |        |            |            |
| (1) Directly to participants or beneficiaries, including direct rollovers .....      | 2e(1)  | 1776974186 |            |
| (2) To insurance carriers for the provision of benefits.....                         | 2e(2)  |            |            |
| (3) Other .....                                                                      | 2e(3)  |            |            |
| (4) Total benefit payments. Add lines 2e(1) through (3) .....                        | 2e(4)  |            | 1776974186 |
| f Corrective distributions (see instructions) .....                                  | 2f     |            |            |
| g Certain deemed distributions of participant loans (see instructions) .....         | 2g     |            | 9895355    |
| h Interest expense .....                                                             | 2h     |            |            |
| i Administrative expenses:                                                           |        |            |            |
| (1) Salaries and allowances .....                                                    | 2i(1)  |            |            |
| (2) Contract administrator fees.....                                                 | 2i(2)  |            |            |
| (3) Recordkeeping fees.....                                                          | 2i(3)  | 5183690    |            |
| (4) IQPA audit fees.....                                                             | 2i(4)  |            |            |
| (5) Investment advisory and investment management fees .....                         | 2i(5)  |            |            |
| (6) Bank or trust company trustee/custodial fees .....                               | 2i(6)  |            |            |
| (7) Actuarial fees .....                                                             | 2i(7)  |            |            |
| (8) Legal fees .....                                                                 | 2i(8)  |            |            |
| (9) Valuation/appraisal fees .....                                                   | 2i(9)  |            |            |
| (10) Other trustee fees and expenses .....                                           | 2i(10) |            |            |
| (11) Other expenses .....                                                            | 2i(11) | 88841      |            |
| (12) Total administrative expenses. Add lines 2i(1) through (11) .....               | 2i(12) |            | 5272531    |
| j Total expenses. Add all <b>expense</b> amounts in column (b) and enter total ..... | 2j     |            | 1792142072 |

**Net Income and Reconciliation**

|                                                          |       |  |            |
|----------------------------------------------------------|-------|--|------------|
| k Net income (loss). Subtract line 2j from line 2d ..... | 2k    |  | 7471883341 |
| l Transfers of assets:                                   |       |  |            |
| (1) To this plan .....                                   | 2l(1) |  |            |
| (2) From this plan .....                                 | 2l(2) |  |            |

**Part III Accountant's Opinion**

**3** Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

**a** The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

**b** Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

**c** Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **CROWE LLP**

(2) EIN: **35-0921680**

**d** The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

**Part IV Compliance Questions**

**4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

|                                                                                                                                                                                                                                                                                                                  | Yes                                 | No                                  | Amount   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|----------|
| <b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.) .....                 |                                     | <input checked="" type="checkbox"/> |          |
| <b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.) ..... |                                     | <input checked="" type="checkbox"/> |          |
| <b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) .....                                                                                                                             |                                     | <input checked="" type="checkbox"/> |          |
| <b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.) .....                                                                                                                  |                                     | <input checked="" type="checkbox"/> |          |
| <b>e</b> Was this plan covered by a fidelity bond? .....                                                                                                                                                                                                                                                         | <input checked="" type="checkbox"/> |                                     | 75000000 |
| <b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....                                                                                                                                                                          |                                     | <input checked="" type="checkbox"/> |          |
| <b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? .....                                                                                                                                       |                                     | <input checked="" type="checkbox"/> |          |
| <b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? .....                                                                                                                             |                                     | <input checked="" type="checkbox"/> |          |
| <b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) .....                                                                                                                                                   | <input checked="" type="checkbox"/> |                                     |          |
| <b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) .....                                                                                     |                                     | <input checked="" type="checkbox"/> |          |
| <b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? .....                                                                                                                                              |                                     | <input checked="" type="checkbox"/> |          |
| <b>l</b> Has the plan failed to provide any benefit when due under the plan? .....                                                                                                                                                                                                                               |                                     | <input checked="" type="checkbox"/> |          |
| <b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....                                                                                                                                                                                     |                                     | <input checked="" type="checkbox"/> |          |
| <b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. ....                                                                                                                         |                                     |                                     |          |

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ..... ☐ Yes ☒ No  
If "Yes," enter the amount of any plan assets that reverted to the employer this year \_\_\_\_\_.

**5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

| <b>5b(1)</b> Name of plan(s) | <b>5b(2)</b> EIN(s) | <b>5b(3)</b> PN(s) |
|------------------------------|---------------------|--------------------|
|                              |                     |                    |
|                              |                     |                    |
|                              |                     |                    |
|                              |                     |                    |

**5c** Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year \_\_\_\_\_.

|                                                                                                                                                                                                                                                                                                                                                            |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-------------------------------------------------------------------------------------------------|-----|
| <div>SCHEDULE R<br/>(Form 5500)<br/><div>Department of the Treasury<br/>Internal Revenue Service</div><div>Department of Labor<br/>Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>                                                                                                                    |  | <div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div> |  | <div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div> |     |
| For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023                                                                                                                                                                                                                                                                 |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| A Name of plan<br>COSTCO 401K RETIREMENT PLAN                                                                                                                                                                                                                                                                                                              |  |                                                                                                                                                                                                                                                                                                  |  | B Three-digit plan number (PN) ▶                                                                | 002 |
| C Plan sponsor's name as shown on line 2a of Form 5500<br>COSTCO WHOLESALE CORPORATION                                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                                                                  |  | D Employer Identification Number (EIN)<br>91-1223280                                            |     |
| Part I Distributions                                                                                                                                                                                                                                                                                                                                       |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| All references to distributions relate only to payments of benefits during the plan year.                                                                                                                                                                                                                                                                  |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| 1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....                                                                                                                                                                                                                             |  |                                                                                                                                                                                                                                                                                                  |  | 1                                                                                               | 0   |
| 2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):<br>EIN(s): 58-1428634                                                                                                           |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.                                                                                                                                                                                                                                                                                           |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| 3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....                                                                                                                                                                                                                                  |  |                                                                                                                                                                                                                                                                                                  |  | 3                                                                                               |     |
| Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)                                                                                                                                                                             |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| 4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A<br>If the plan is a defined benefit plan, go to line 8.                                                                                                |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| 5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____<br>If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.       |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| 6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....                                                                                                                                                                                                                    |  |                                                                                                                                                                                                                                                                                                  |  | 6a                                                                                              |     |
| b Enter the amount contributed by the employer to the plan for this plan year.....                                                                                                                                                                                                                                                                         |  |                                                                                                                                                                                                                                                                                                  |  | 6b                                                                                              |     |
| c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) .....                                                                                                                                                                                                                  |  |                                                                                                                                                                                                                                                                                                  |  | 6c                                                                                              |     |
| If you completed line 6c, skip lines 8 and 9.                                                                                                                                                                                                                                                                                                              |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| 7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A                                                                                                                                                                          |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| 8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| Part III Amendments                                                                                                                                                                                                                                                                                                                                        |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| 9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. .... <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input type="checkbox"/> Both <input type="checkbox"/> No         |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.                                                                                                                                                                                                         |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| 10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                                                                                                                                        |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| 11 a Does the ESOP hold any preferred stock? ..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                                                                                  |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| 12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                                                                                                                                                                |  |                                                                                                                                                                                                                                                                                                  |  |                                                                                                 |     |
| For Paperwork Reduction Act Notice, see the Instructions for Form 5500.                                                                                                                                                                                                                                                                                    |  |                                                                                                                                                                                                                                                                                                  |  | Schedule R (Form 5500) 2023 v. 230707                                                           |     |

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

**13** Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                        |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|--|
| <b>14</b> Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:<br><b>a</b> The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment) .....<br><b>b</b> The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) .....<br><b>c</b> The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) ..... | <b>14a</b><br><br><br><br><br><br><br><b>14b</b><br><br><br><br><br><br><br><b>14c</b> |  |
| <b>15</b> Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:<br><b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....<br><b>b</b> The corresponding number for the second preceding plan year .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>15a</b><br><br><br><b>15b</b>                                                       |  |
| <b>16</b> Information with respect to any employers who withdrew from the plan during the preceding plan year:<br><b>a</b> Enter the number of employers who withdrew during the preceding plan year .....<br><b>b</b> If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>16a</b><br><br><br><b>16b</b>                                                       |  |
| <b>17</b> If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                        |  |

|                |                                                                                                   |
|----------------|---------------------------------------------------------------------------------------------------|
| <b>Part VI</b> | <b>Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans</b> |
|----------------|---------------------------------------------------------------------------------------------------|

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>18</b> If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
| <b>19</b> If the total number of participants is 1,000 or more, complete lines (a) and (b):<br><b>a</b> Enter the percentage of plan assets held as:<br>Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%<br>High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%<br><b>b</b> Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:<br><input type="checkbox"/> 0-5 years <input type="checkbox"/> 5-10 years <input type="checkbox"/> 10-15 years <input type="checkbox"/> 15 years or more                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  |
| <b>20 PBGC missed contribution reporting requirements.</b> If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.<br><b>a</b> Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? <input type="checkbox"/> Yes <input type="checkbox"/> No<br><b>b</b> If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:<br><input type="checkbox"/> Yes.<br><input type="checkbox"/> No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.<br><input type="checkbox"/> No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.<br><input type="checkbox"/> No. Other. Provide explanation: _____ |  |

|                 |                                 |
|-----------------|---------------------------------|
| <b>Part VII</b> | <b>IRS Compliance Questions</b> |
|-----------------|---------------------------------|

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>21a</b> Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><b>21b</b> If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).<br><input type="checkbox"/> Design-based safe harbor method<br><input type="checkbox"/> "Prior year" ADP test<br><input checked="" type="checkbox"/> "Current year" ADP test<br><input type="checkbox"/> N/A |  |
| <b>22</b> If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter <u>01 / 01 / 2023</u> (MM/DD/YYYY) and the Opinion Letter serial number _____.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |

**COSTCO 401(k) RETIREMENT PLAN**

Independent Auditor's Report

and Financial Statements with Supplementary Information

December 31, 2023 and 2022

**COSTCO 401(k) RETIREMENT PLAN**

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## INDEPENDENT AUDITOR'S REPORT

To the Plan Participants and Plan Administrator of the Costco 401(k) Retirement Plan  
Issaquah, Washington

***Opinion***

We have audited the financial statements of Costco 401(k) Retirement Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2023 and 2022, and the changes in its net assets available for benefits for the year ended December 31, 2023, in accordance with accounting principles generally accepted in the United States of America.

***Basis for Opinion***

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year from the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

## ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

## ***Supplemental Schedules Required by ERISA***

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2023 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

*Crowe LLP*

Crowe LLP

Oak Brook, Illinois  
June 20, 2024

**COSTCO 401(k) RETIREMENT PLAN**  
**Statements of Net Assets Available for Benefits**  
**December 31, 2023 and 2022**  
(in thousands)

|                                                     | <u>2023</u>                 | <u>2022</u>                 |
|-----------------------------------------------------|-----------------------------|-----------------------------|
| Assets:                                             |                             |                             |
| Investments at fair value .....                     | \$ 30,435,735               | \$ 23,048,193               |
| Investments at contract value:                      |                             |                             |
| Fully benefit-responsive investment contracts ..... | 1,780,521                   | 1,849,278                   |
| Total investments .....                             | <u>32,216,256</u>           | <u>24,897,471</u>           |
| Receivables:                                        |                             |                             |
| Notes receivable from participants .....            | 559,994                     | 514,605                     |
| Employee contributions .....                        | 43,139                      | —                           |
| Employer contributions .....                        | 563,469                     | 499,820                     |
| Total receivables .....                             | <u>1,166,602</u>            | <u>1,014,425</u>            |
| Non-interest bearing cash .....                     | 1,988                       | 1,066                       |
| Net assets available for benefits .....             | <u><u>\$ 33,384,846</u></u> | <u><u>\$ 25,912,962</u></u> |

See accompanying notes to financial statements.

**COSTCO 401(k) RETIREMENT PLAN**

## Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2023

(in thousands)

|                                                            | <b>2023</b>                 |
|------------------------------------------------------------|-----------------------------|
| Net investment income:                                     |                             |
| Net appreciation of investments .....                      | \$ 7,325,457                |
| Interest .....                                             | 51,483                      |
| Dividends .....                                            | 166,802                     |
| Total net investment income .....                          | <u>7,543,742</u>            |
| Interest on notes receivable from participants .....       | <u>31,413</u>               |
| Contributions to the Plan:                                 |                             |
| Employee .....                                             | 1,043,954                   |
| Employer .....                                             | 644,916                     |
| Total contributions .....                                  | <u>1,688,870</u>            |
| Distributions to participants and other .....              | <u>(1,792,141)</u>          |
| Increase in net assets .....                               | 7,471,884                   |
| Net assets available for benefits, beginning of year ..... | 25,912,962                  |
| Net assets available for benefits, end of year .....       | <u><u>\$ 33,384,846</u></u> |

See accompanying notes to financial statements.

## **COSTCO 401(k) RETIREMENT PLAN**

Notes to Financial Statements

December 31, 2023 and 2022

### **(1) Plan Description**

The following description of the Costco 401(k) Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan. To participate in the Plan, an individual must be at least 18 years of age and an employee of Costco Wholesale Corporation (the Company or Costco) or certain subsidiaries.

The Plan is a defined contribution plan for the benefit of eligible employees, established by the Company under Section 401(a) of the Internal Revenue Code (IRC). It includes a qualified cash or deferred arrangement as described in Section 401(k). The Plan is also subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

#### **(a) Employee Contributions**

The Plan allows certain employees to make compensation deferral contributions after completing 90 days of service within 12-consecutive months. Eligible employees may contribute from 1% to 50% of their compensation, subject to certain limitations set by the IRC and the Plan. Eligible employees may also contribute amounts representing certain distributions from other retirement plans (rollover contributions).

All newly-eligible participants entering the Plan are automatically enrolled at a salary contribution rate of 4%. On an active participant's employment anniversary date and each anniversary date thereafter the percentage deferred into the Plan automatically increases by one percentage point, to a maximum of 20%. Employees may opt out of automatic enrollment and increases. Contributions are subject to regulatory requirements.

#### **(b) Employer Contributions**

Company contributions are invested in accordance with selections made by participants. If no selection has been made, the contribution defaults to the Retirement Trust Fund corresponding to the participant's age. Employer contributions are allocated based on an employee's classification as either: covered by the collective bargaining agreements with the International Brotherhood of Teamsters; or other eligible employment.

##### **(1) Covered by the Teamsters Agreements**

Eligible employees who have completed one year of service (12 consecutive months) are eligible for an annual employer contribution beginning on the next Plan entry date. Plan entry dates for the employer contribution are January 1 and July 1. The annual employer contribution is allocated only to the accounts of eligible Plan participants who are employed on the last day of the applicable Plan year. The allocation rate varies, based on years of service, ranging from \$0.05 to \$0.47 per straight-time hour worked during the Plan year, up to a maximum of 2,080 hours. This annual contribution was \$6.4 million for the year ended December 31, 2023, and was deposited into the Plan and allocated to participant accounts in March 2024.

##### **(2) Other eligible employment**

The Company matches the lesser of 50% of each employee's contribution or \$500 per year. In addition, eligible employees who have completed one year of service (12 consecutive months) are eligible for an annual discretionary employer contribution beginning on the next Plan entry date. Plan entry dates for the discretionary contribution are January 1 and July 1. The discretionary contribution is allocated only to the accounts of eligible Plan participants who are employed on the last day of the applicable Plan year. The allocation rate varies, based on years of service, ranging from 4% to 9% of the participant's compensation. This discretionary

## **COSTCO 401(k) RETIREMENT PLAN**

### **Notes to Financial Statements (Continued)**

December 31, 2023 and 2022

contribution was \$556.8 million for the year ended December 31, 2023, and was deposited into the Plan and allocated to participant accounts in March 2024.

#### **(c) Participants' Accounts**

Each participant's account is credited or debited with the participant's contributions, the Company's contributions, earnings and losses, fees, expenses, and changes in underlying account assets. The benefit to which a participant is entitled is the vested account balance.

#### **(d) Vesting**

Participants are immediately vested in their deferral contributions and in certain other contributions as defined in the Plan document, adjusted for investment experience, fees and expenses. Vesting in any form of employer contribution is based on the following schedule:

| <u>Years of service</u> | <u>Percentage vested</u> |
|-------------------------|--------------------------|
| Under 2 years .....     | 0%                       |
| 2 years .....           | 20%                      |
| 3 years .....           | 40%                      |
| 4 years .....           | 60%                      |
| 5 years or more .....   | 100%                     |

#### **(e) Forfeitures**

If a participant terminates employment, the non-vested portion of the account balance is forfeited. The Plan document provides that forfeited amounts may at the Company's election be used to reduce future employer contributions or to pay administrative expenses. Forfeitures were immaterial during 2023. Unallocated forfeitures were immaterial as of December 31, 2023 and 2022, after consideration of forfeitures used to reduce the employer contributions funded subsequent to each year. Forfeitures are restored to a participant's account if within five years the participant is re-hired and repays the vested account balance distributed upon termination.

#### **(f) Investment Options**

Participants may direct funds in their account to the Plan's available options. Participants may transfer amounts between investment options daily, subject to certain trading restrictions. Before 2016, participants could invest 100% of their account in Costco stock; starting January 2016, the Plan has a 50% limit on investment in Costco stock, applied prospectively.

Amounts may be temporarily invested in a cash account prior to investment in the Plan's investment accounts. See Notes 2, 3 and 4 for additional information regarding the Plan's investments.

#### **(g) Distributions**

Upon termination of employment, total disability, reaching age 59-1/2 or death, a participant (or participant's beneficiary in the case of death) can request a full, partial or, in certain circumstances, installment or rollover distribution for the vested portion of the account. Participants are also eligible to withdraw a portion of the salary-deferral contribution account in the event of certain financial hardships.

Dividends on the Company's stock are reinvested in the participant's Company stock account unless a distribution is requested by the participant. These dividends are reported on a gross basis, with total dividends reported as "Dividends" and the amounts distributed reported as "Distributions to participants and other" in the statement of changes in net assets available for benefits.

**COSTCO 401(k) RETIREMENT PLAN**  
Notes to Financial Statements (Continued)  
December 31, 2023 and 2022

**(h) Notes Receivable from Participants**

A participant may borrow between \$1,000 up to the lesser of \$50,000 or 45% of their vested account balance, reduced by the highest outstanding balance in the previous 12 months minus the outstanding balance of all loans on the date on which the loan is made, provided this amount is available in the participant's pre-tax and rollover accounts. Loans are repaid through payroll deductions over a period ranging up to four years or, if for the purchase of a principal residence, up to 15 years. The bi-weekly repayment amount cannot exceed 25% of the participant's net pay. The interest rate is determined by the Plan Administrator from time-to-time and is comparable to rates charged by commercial lenders. At December 31, 2023, interest rates on loans outstanding ranged from 4.25% to 10.50%, with various maturities through December 2038. Participant accounts with loans are charged an application fee at initiation and an annual maintenance fee.

**(i) Trustee, Recordkeeper, and Plan Administrator**

Effective October 1, 2023, the Company elected to change the trustee of the Plan from T. Rowe Price Trust Company to Northern Trust Company. T. Rowe Price Retirement Services Inc. was retained as the recordkeeper for the Plan. The Costco Benefits Committee is the Plan Administrator.

**(j) Administrative and Investment Expenses**

Certain administrative expenses, including investment management and transaction fees, are paid by the Plan, subject to subparagraph (e) above. All other administrative expenses are paid by the Company.

**(2) Summary of Significant Accounting Policies**

**(a) Basis of Accounting**

The financial statements of the Plan are prepared under the accrual method of accounting. As required under U.S. generally accepted accounting principles (U.S. GAAP), fully benefit-responsive investment contracts (FBRIC) are reported at contract value (see Note 3), while all other investments in the Plan are reported at fair value (see Note 4). A FBRIC is a contract with a financial institution or an insurance company that provides for a stated return on principal invested over a specified period and permits withdrawals at contract value for benefit payments, loans, or transfers to other investment options offered to the participant by the Plan. Contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan.

**(b) Use of Estimates**

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of income and expenses during the reporting period. Actual results could differ from those estimates and assumptions.

**(c) Investment Valuation and Income Recognition**

The Plan invests in the Company's common stock, common commingled trust funds and other exchange-traded equity securities held in separately managed accounts, as well as registered investment companies and the FBRIC.

Investments, other than the FBRIC, are reported at fair value. If available, quoted market prices are used to value investments. The FBRIC consists of the Capital Preservation Portfolio (CPP), which is invested in synthetic guaranteed investment contracts and is recorded at contract value. Contract value

## **COSTCO 401(k) RETIREMENT PLAN**

### **Notes to Financial Statements (Continued)**

December 31, 2023 and 2022

represents contributions made under each contract, plus earnings, less participant withdrawals and administrative expenses.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on a formula agreed upon with the issuer, but not less than zero. Such interest rates are reviewed on a quarterly basis for resetting. Certain events may limit the ability of the Plan to transact at contract value with the issuer. Events may include, but are not limited to, Plan termination, bankruptcy of the Company, or defunction of the trustee. In addition, certain events allow the issuer to terminate the contract and settle at an amount different from contract value. Examples of such events include: (1) an uncured violation of the Plan's investment guidelines, (2) a breach of material obligation under the contract, (3) a material misrepresentation, or (4) a material amendment to the agreements without the consent of the issuer. The Plan Administrator believes at this time that any events that would limit the Plan's ability to transact at contract value with participants or that allow the issuer to terminate the contract with the Plan are not probable.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on an accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation or depreciation of investments includes the change in the fair value of assets from one period to the next, plus realized gains and losses.

Investment securities are exposed to various risks, such as interest rate, credit, and overall market volatility. Changes in the values of investment securities could occur, and those changes could materially affect the amounts reported in the statements of net assets available for benefits and participant account balances.

#### **(d) *Notes Receivable from Participants***

Participant loans are classified as notes receivable from participants, which are segregated from Plan investments and measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes receivable are reclassified as distributions based upon the terms of the Plan document.

#### **(e) *Distribution of Benefits***

Distributions of benefits are recorded when paid.

#### **(f) *Subsequent Events***

The Plan monitors significant events occurring after the statement of net assets available for benefits date and prior to the issuance of the financial statements to determine the impacts, if any, on the financial statements to be issued. The Plan has evaluated subsequent events through the date which the financial statements are issued.

### **(3) Fully Benefit-Responsive Investment Contract**

The CPP is invested in synthetic guaranteed investment contracts, which consist of a portfolio of underlying assets owned by the Plan and wrap contracts issued by an insurance company and a financial institution. The issuers of the wrap contracts provide for unscheduled withdrawals from the contracts at contract value, regardless of the value of the underlying assets, in order to fund routine withdrawals.

### **(4) Fair Value Measurement**

U.S. GAAP defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value is estimated by

## COSTCO 401(k) RETIREMENT PLAN

### Notes to Financial Statements (Continued)

December 31, 2023 and 2022

applying a fair value hierarchy, which requires maximizing the use of observable inputs. The three levels of inputs are:

Level 1: Quoted market prices in active markets for identical assets or liabilities.

Level 2: Observable market-based inputs or unobservable inputs that are corroborated by market data.

Level 3: Significant unobservable inputs that are not corroborated by market data.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. Valuation techniques utilized during the reporting period were not changed from previous practice. The following is a description of the valuation methodologies used for assets measured at fair value.

*Common stock, underlying securities in separately managed accounts, and registered investment company funds:* These investments are deemed to be actively traded and are valued at the closing price reported in the active market in which the individual securities are traded. These assets are valued using Level 1 inputs. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. Separately managed accounts largely consist of common stock and a collective trust as of December 31, 2023, and 2022.

*Common commingled trust funds:* The valuation techniques used to measure the fair value of common commingled trust funds are based on quoted market prices, such as quoted net asset values (NAV) published by the fund as supported in an active market. Plan participant transactions of investment or withdrawals may occur on a daily basis in these trusts. These assets are valued using Level 1 inputs.

The tables below present information regarding investments that are measured at fair value on a recurring basis and indicate the level within the hierarchy reflecting the valuation techniques utilized to determine fair value as of December 31, 2023, and 2022.

| <b><u>December 31, 2023:</u></b>                | <b><u>Level 1</u></b><br><b><u>(in 000's)</u></b> |
|-------------------------------------------------|---------------------------------------------------|
| Investments, at fair value:                     |                                                   |
| Costco Wholesale Corporation common stock ..... | \$ 15,977,459                                     |
| Common commingled trust funds .....             | 10,080,126                                        |
| Separately managed accounts .....               | 2,491,563                                         |
| Registered investment company funds .....       | 1,886,587                                         |
| Total investments in fair value hierarchy ..... | <u>\$ 30,435,735</u>                              |

| <b><u>December 31, 2022:</u></b>                | <b><u>Level 1</u></b><br><b><u>(in 000's)</u></b> |
|-------------------------------------------------|---------------------------------------------------|
| Investments, at fair value:                     |                                                   |
| Costco Wholesale Corporation common stock ..... | \$ 11,486,680                                     |
| Common commingled trust funds .....             | 7,865,744                                         |
| Separately managed accounts .....               | 2,171,053                                         |
| Registered investment company funds .....       | 1,524,716                                         |
| Total investments in fair value hierarchy ..... | <u>\$ 23,048,193</u>                              |

**COSTCO 401(k) RETIREMENT PLAN**  
Notes to Financial Statements (Continued)  
December 31, 2023 and 2022

**(5) Plan Termination**

Although it has no present intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan, subject to ERISA and the requirements of the collective bargaining agreements with the Teamsters. In the event of termination, participants will become 100% vested in their accounts.

**(6) Tax Status**

In a determination letter dated June 9, 2017, the Internal Revenue Service informed the Company that the Plan is designed in accordance with applicable sections of the IRC. The Plan has since been restated and amended. The Plan Administrator believes that the Plan is designed and is being operated in compliance with the IRC.

U.S. GAAP requires the Plan Administrator to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has concluded that as of December 31, 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; there are currently no audits in progress.

**(7) Party-in-Interest and Related Party Transactions**

Certain Plan investments are shares of registered investment companies, fully benefit-responsive investment contracts, and common commingled trust funds managed by Northern Trust Company and T. Rowe Price Trust Company. Northern Trust Company and T. Rowe Price Retirement Services Inc. are the trustee and recordkeeper as defined by the Plan, therefore these transactions qualify as exempt party-in-interest transactions.

As the Plan sponsor, the Company is a party-in-interest with respect to the Plan. At December 31, 2023 and 2022, the Plan held 24,205,000 and 25,162,000 shares of Costco common stock. During 2023, 643,000 shares were purchased and 1,600,000 shares were sold.

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)

EIN: 91-1223280 Plan #: 002

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower,<br>lessor, or similar party     | (c) Description of investment                 | (d)<br>Cost | (e) Current<br>value |
|-----------------------------------------------------------------------|-----------------------------------------------|-------------|----------------------|
| Registered investment company and common commingled trust funds:      |                                               |             |                      |
| Capital Group                                                         | New Perspective Trust U3                      | **          | \$ 477,065           |
| PIMCO                                                                 | Income Institutional                          | **          | 499,987              |
| * T. Rowe Price                                                       | Retirement Balanced Trust J                   | **          | 30,408               |
| * T. Rowe Price                                                       | TRP Ret 2005 Active Trust J                   | **          | 21,782               |
| * T. Rowe Price                                                       | TRP Ret 2010 Active Trust J                   | **          | 36,126               |
| * T. Rowe Price                                                       | TRP Ret 2015 Active Trust J                   | **          | 116,016              |
| * T. Rowe Price                                                       | TRP Ret 2020 Active Trust J                   | **          | 372,140              |
| * T. Rowe Price                                                       | TRP Ret 2025 Active Trust J                   | **          | 786,144              |
| * T. Rowe Price                                                       | TRP Ret 2030 Active Trust J                   | **          | 1,096,452            |
| * T. Rowe Price                                                       | TRP Ret 2035 Active Trust J                   | **          | 1,044,923            |
| * T. Rowe Price                                                       | TRP Ret 2040 Active Trust J                   | **          | 1,208,119            |
| * T. Rowe Price                                                       | TRP Ret 2045 Active Trust J                   | **          | 1,366,606            |
| * T. Rowe Price                                                       | TRP Ret 2050 Active Trust J                   | **          | 929,047              |
| * T. Rowe Price                                                       | TRP Ret 2055 Active Trust J                   | **          | 1,110,512            |
| * T. Rowe Price                                                       | TRP Ret 2060 Active Trust J                   | **          | 537,565              |
| * T. Rowe Price                                                       | TRP Ret 2065 Active Trust J                   | **          | 95,198               |
| * T. Rowe Price                                                       | TRP Ret 2020 Active Trust-Income J            | **          | 6,289                |
| Vanguard                                                              | Extended Market Index Institutional           | **          | 74,151               |
| Vanguard                                                              | Total International Stock Index Institutional | **          | 74,258               |
| Vanguard                                                              | Total Bond Market Index Fund Institutional    | **          | 122,703              |
| Vanguard                                                              | Institutional Index, Plus                     | **          | 1,115,488            |
| Wellington                                                            | CIF II Growth S5                              | **          | 845,734              |
| Total registered investment company and common commingled trust funds |                                               |             | 11,966,713           |
| Separately managed accounts:                                          |                                               |             |                      |
| Mid-Cap Growth Portfolio:                                             |                                               |             |                      |
| Acadia Healthcare Company Inc.                                        | Common Stock                                  | **          | 14,555               |
| Agilent Technologies Inc.                                             | Common Stock                                  | **          | 31,406               |
| Agilon Health Inc.                                                    | Common Stock                                  | **          | 2,646                |
| Alnylam Pharmaceuticals Inc.                                          | Common Stock                                  | **          | 14,560               |
| Amphenol Corp. - Class A                                              | Common Stock                                  | **          | 12,050               |
| Apellis Pharmaceuticals Inc.                                          | Common Stock                                  | **          | 3,583                |
| Assurant Inc.                                                         | Common Stock                                  | **          | 15,340               |
| Atlassian Corp. - Class A                                             | Common Stock                                  | **          | 6,791                |
| Avantor Inc.                                                          | Common Stock                                  | **          | 20,726               |
| Avery Dennison Corp.                                                  | Common Stock                                  | **          | 18,103               |
| Ball Corp.                                                            | Common Stock                                  | **          | 23,532               |
| Bath & Body Works Inc.                                                | Common Stock                                  | **          | 11,047               |
| Bill Holdings Inc.                                                    | Common Stock                                  | **          | 1,829                |
| Biogen Inc.                                                           | Common Stock                                  | **          | 10,591               |
| Boston Beer Company Inc. - Class A                                    | Common Stock                                  | **          | 3,878                |
| Bright Horizons Family Solutions Inc.                                 | Common Stock                                  | **          | 4,158                |
| Broadridge Financial Solutions Inc.                                   | Common Stock                                  | **          | 12,062               |
| Bruker Corp.                                                          | Common Stock                                  | **          | 18,115               |
| Burlington Stores Inc.                                                | Common Stock                                  | **          | 16,600               |
| BWX Technologies Inc.                                                 | Common Stock                                  | **          | 6,136                |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower,<br>lessor, or similar party | (c) Description of investment | (d)<br>Cost | (e) Current<br>value |
|-------------------------------------------------------------------|-------------------------------|-------------|----------------------|
| Caesars Entertainment Inc. ....                                   | Common Stock .....            | **          | 6,316                |
| Casey's General Stores Inc. ....                                  | Common Stock .....            | **          | 11,218               |
| Catalent Inc. ....                                                | Common Stock .....            | **          | 9,447                |
| Cboe Global Markets Inc. ....                                     | Common Stock .....            | **          | 2,371                |
| CCC Intelligent Solutions Holdings Inc. ....                      | Common Stock .....            | **          | 8,889                |
| Cheniere Energy Inc. ....                                         | Common Stock .....            | **          | 18,047               |
| Chesapeake Energy Corp. ....                                      | Common Stock .....            | **          | 3,464                |
| Chipotle Mexican Grill Inc. ....                                  | Common Stock .....            | **          | 5,479                |
| Clear Secure Inc. - Class A ....                                  | Common Stock .....            | **          | 1,504                |
| Cognex Corp. ....                                                 | Common Stock .....            | **          | 4,550                |
| Cooper Companies Inc. ....                                        | Common Stock .....            | **          | 14,356               |
| Corpay Inc. ....                                                  | Common Stock .....            | **          | 11,482               |
| Costar Group Inc. ....                                            | Common Stock .....            | **          | 12,728               |
| Coterra Energy Inc. ....                                          | Common Stock .....            | **          | 6,583                |
| CrowdStrike Holdings Inc. - Class A ....                          | Common Stock .....            | **          | 25,772               |
| Dentsply Sirona Inc. ....                                         | Common Stock .....            | **          | 5,923                |
| Dollar General Corp. ....                                         | Common Stock .....            | **          | 3,365                |
| Dollar Tree Inc. ....                                             | Common Stock .....            | **          | 15,429               |
| Domino's Pizza Inc. ....                                          | Common Stock .....            | **          | 22,020               |
| Enovis Corp. ....                                                 | Common Stock .....            | **          | 8,020                |
| EQT Corp. ....                                                    | Common Stock .....            | **          | 11,694               |
| Equifax Inc. ....                                                 | Common Stock .....            | **          | 20,440               |
| Esab Corp. ....                                                   | Common Stock .....            | **          | 12,338               |
| Exact Sciences Corp. ....                                         | Common Stock .....            | **          | 4,778                |
| Fair Isaac Corp. ....                                             | Common Stock .....            | **          | 15,687               |
| Five Below Inc. ....                                              | Common Stock .....            | **          | 11,853               |
| Fortinet Inc. ....                                                | Common Stock .....            | **          | 7,257                |
| Fortive Corp. ....                                                | Common Stock .....            | **          | 14,708               |
| Hilton Worldwide Holdings Inc. ....                               | Common Stock .....            | **          | 25,158               |
| Hologic Inc. ....                                                 | Common Stock .....            | **          | 34,373               |
| Howmet Aerospace Inc. ....                                        | Common Stock .....            | **          | 1,437                |
| IDEX Corp. ....                                                   | Common Stock .....            | **          | 8,128                |
| Ingersoll Rand Inc. ....                                          | Common Stock .....            | **          | 24,390               |
| Intercontinental Exchange Inc. ....                               | Common Stock .....            | **          | 15,654               |
| Ionis Pharmaceuticals Inc. ....                                   | Common Stock .....            | **          | 10,777               |
| J.B. Hunt Transport Services Inc. ....                            | Common Stock .....            | **          | 23,210               |
| Karuna Therapeutics Inc. ....                                     | Common Stock .....            | **          | 9,683                |
| Kenvue Inc. ....                                                  | Common Stock .....            | **          | 4,351                |
| Keysight Technologies Inc. ....                                   | Common Stock .....            | **          | 18,359               |
| KKR & Co Inc. ....                                                | Common Stock .....            | **          | 19,990               |
| KLA Corp. ....                                                    | Common Stock .....            | **          | 9,791                |
| Lattice Semiconductor Corp. ....                                  | Common Stock .....            | **          | 14,160               |
| Liberty Media Corp. - Series C ....                               | Common Stock .....            | **          | 8,941                |
| Littelfuse Inc. ....                                              | Common Stock .....            | **          | 2,431                |
| Lululemon Athletica Inc. ....                                     | Common Stock .....            | **          | 6,891                |
| Markel Group Inc. ....                                            | Common Stock .....            | **          | 4,819                |
| Marketaxess Holdings Inc. ....                                    | Common Stock .....            | **          | 7,747                |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower,<br>lessor, or similar party | (c) Description of investment | (d)<br>Cost | (e) Current<br>value |
|-------------------------------------------------------------------|-------------------------------|-------------|----------------------|
| Martin Marietta Materials                                         | Common Stock                  | **          | 17,834               |
| Marvell Technology Inc.                                           | Common Stock                  | **          | 35,301               |
| Match Group Inc.                                                  | Common Stock                  | **          | 4,910                |
| Mettler-Toldeo International Inc.                                 | Common Stock                  | **          | 4,965                |
| MGM Resorts International                                         | Common Stock                  | **          | 7,050                |
| Microchip Technology Inc.                                         | Common Stock                  | **          | 42,663               |
| Mobileye Global Inc. - Class A                                    | Common Stock                  | **          | 1,732                |
| Molina Healthcare Inc.                                            | Common Stock                  | **          | 11,939               |
| MongoDB Inc.                                                      | Common Stock                  | **          | 4,490                |
| New York Times Co. - Class A                                      | Common Stock                  | **          | 6,108                |
| O'Reilly Automotive Inc.                                          | Common Stock                  | **          | 1,897                |
| Paylocity Holding Corp.                                           | Common Stock                  | **          | 11,042               |
| Pioneer Natural Resources Co.                                     | Common Stock                  | **          | 2,029                |
| PTC Inc.                                                          | Common Stock                  | **          | 20,504               |
| Pure Storage Inc. - Class A                                       | Common Stock                  | **          | 1,606                |
| Quanta Services Inc.                                              | Common Stock                  | **          | 3,836                |
| Quidelortho Corp.                                                 | Common Stock                  | **          | 9,524                |
| Range Resources Corp.                                             | Common Stock                  | **          | 5,193                |
| Raymond James Financial Inc.                                      | Common Stock                  | **          | 8,829                |
| Reynolds Consumer Products Inc.                                   | Common Stock                  | **          | 4,681                |
| Roper Technologies Inc.                                           | Common Stock                  | **          | 10,449               |
| Ross Stores Inc.                                                  | Common Stock                  | **          | 15,459               |
| RPM International Inc.                                            | Common Stock                  | **          | 6,965                |
| Sarepta Therapeutics Inc.                                         | Common Stock                  | **          | 3,836                |
| Sealed Air Corp.                                                  | Common Stock                  | **          | 8,400                |
| Shoals Technologies Group - Class A                               | Common Stock                  | **          | 1,671                |
| Southwest Airlines Co.                                            | Common Stock                  | **          | 6,550                |
| Teleflex Inc.                                                     | Common Stock                  | **          | 29,111               |
| Textron Inc.                                                      | Common Stock                  | **          | 24,039               |
| Tractor Supply Co.                                                | Common Stock                  | **          | 3,084                |
| Trade Desk Inc/The - Class A                                      | Common Stock                  | **          | 23,699               |
| Tradeweb Markets Inc. - Class A                                   | Common Stock                  | **          | 14,861               |
| Transunion                                                        | Common Stock                  | **          | 9,864                |
| Treehouse Foods Inc.                                              | Common Stock                  | **          | 5,145                |
| Tyler Technologies Inc.                                           | Common Stock                  | **          | 10,143               |
| Ulta Beauty Inc.                                                  | Common Stock                  | **          | 7,826                |
| United Rentals Inc.                                               | Common Stock                  | **          | 13,681               |
| Veeva Systems Inc. - Class A                                      | Common Stock                  | **          | 18,564               |
| Veralto Corp.                                                     | Common Stock                  | **          | 7,317                |
| Verisk Analytics Inc.                                             | Common Stock                  | **          | 7,535                |
| West Pharmaceutical Services                                      | Common Stock                  | **          | 9,162                |
| Yum! Brands Inc.                                                  | Common Stock                  | **          | 14,932               |
| Alcon AG                                                          | Foreign Stock                 | **          | 10,949               |
| Argenx SE - ADR                                                   | Foreign Stock                 | **          | 7,302                |
| Ascendis Pharma A/S - ADR                                         | Foreign Stock                 | **          | 6,362                |
| Axis Capital Holdings Ltd.                                        | Foreign Stock                 | **          | 3,694                |
| Birkenstock Holding PLC                                           | Foreign Stock                 | **          | 3,084                |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower, lessor, or similar party | (c) Description of investment | (d) Cost | (e) Current value |
|----------------------------------------------------------------|-------------------------------|----------|-------------------|
| Crispr Therapeutics AG                                         | Foreign Stock                 | **       | 3,445             |
| NXP Semiconductors N.V.                                        | Foreign Stock                 | **       | 6,909             |
| Spotify Technology SA                                          | Foreign Stock                 | **       | 18,459            |
| TechnipFMC PLC                                                 | Foreign Stock                 | **       | 9,931             |
| Waste Connections Inc.                                         | Foreign Stock                 | **       | 4,605             |
| Weatherford International PLC                                  | Foreign Stock                 | **       | 1,543             |
| Caris Life, Series D Convertible                               | Preferred Stock               | **       | 462               |
| Databricks, Series H Convertible                               | Preferred Stock               | **       | 726               |
| Databricks, Series I Convertible                               | Preferred Stock               | **       | 309               |
| Maplebear Dba Instacart, Series E Convertible                  | Preferred Stock               | **       | 524               |
| Nuro, Series D Convertible                                     | Preferred Stock               | **       | 139               |
| Redwood Materials, Series C Convertible                        | Preferred Stock               | **       | 768               |
| Sila Nanotechnologies Inc., Series F Convertible               | Preferred Stock               | **       | 692               |
| Cash                                                           | Cash                          | **       | 9                 |
| *Northern Institutional Treasury Portfolio Premier Shares      | Money Market Securities       | **       | 1,317             |
| *T.Rowe Price Treasury Reserve Fund                            | Money Market Securities       | **       | 25,410            |
| Large Cap Value Portfolio:                                     |                               |          |                   |
| Adobe Inc.                                                     | Common Stock                  | **       | 342               |
| Agilent Technologies Inc.                                      | Common Stock                  | **       | 682               |
| Allstate Corp.                                                 | Common Stock                  | **       | 3,811             |
| Alphabet Inc. - Class C                                        | Common Stock                  | **       | 1,878             |
| Ameren Corporation                                             | Common Stock                  | **       | 3,155             |
| American Express Company                                       | Common Stock                  | **       | 5,007             |
| Ametek Inc.                                                    | Common Stock                  | **       | 3,842             |
| Amgen Inc.                                                     | Common Stock                  | **       | 4,331             |
| Amphenol Corp. - Class A                                       | Common Stock                  | **       | 1,947             |
| Analog Devices Inc.                                            | Common Stock                  | **       | 2,204             |
| Applied Materials Inc.                                         | Common Stock                  | **       | 3,931             |
| Autozone Inc.                                                  | Common Stock                  | **       | 3,306             |
| Bank of America Corp.                                          | Common Stock                  | **       | 8,994             |
| Becton, Dickinson and Co.                                      | Common Stock                  | **       | 837               |
| Berkshire Hathaway Inc. - Class B                              | Common Stock                  | **       | 14,466            |
| Booking Holdings Inc.                                          | Common Stock                  | **       | 4,252             |
| Carrier Global Corporation                                     | Common Stock                  | **       | 2,134             |
| Caterpillar Inc.                                               | Common Stock                  | **       | 325               |
| Cencora Inc.                                                   | Common Stock                  | **       | 8,071             |
| Charles Schwab Corporation                                     | Common Stock                  | **       | 4,251             |
| Chevron Corp.                                                  | Common Stock                  | **       | 5,312             |
| CME Group Inc.                                                 | Common Stock                  | **       | 3,647             |
| Coca-Cola Co/The                                               | Common Stock                  | **       | 2,644             |
| Colgate-Palmolive Company                                      | Common Stock                  | **       | 3,220             |
| Conocophillips                                                 | Common Stock                  | **       | 5,733             |
| Constellation Brands Inc. - Class A                            | Common Stock                  | **       | 4,752             |
| Corebridge Financial Inc.                                      | Common Stock                  | **       | 1,399             |
| Corpay Inc.                                                    | Common Stock                  | **       | 1,623             |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower,<br>lessor, or similar party | (c) Description of investment | (d)<br>Cost | (e) Current<br>value |
|-------------------------------------------------------------------|-------------------------------|-------------|----------------------|
| CSX Corp. ....                                                    | Common Stock .....            | **          | 6,603                |
| Cummins Inc. ....                                                 | Common Stock .....            | **          | 3,328                |
| Danaher Corp. ....                                                | Common Stock .....            | **          | 2,977                |
| Deere & Company .....                                             | Common Stock .....            | **          | 1,605                |
| Diamondback Energy Inc. ....                                      | Common Stock .....            | **          | 1,426                |
| Dover Corp. ....                                                  | Common Stock .....            | **          | 830                  |
| East West Bancorp Inc. ....                                       | Common Stock .....            | **          | 897                  |
| Elevance Health Inc. ....                                         | Common Stock .....            | **          | 11,947               |
| EQT Corp. ....                                                    | Common Stock .....            | **          | 4,846                |
| Equity Lifestyle Properties .....                                 | Common Stock .....            | **          | 2,369                |
| Extra Space Storage Inc. ....                                     | Common Stock .....            | **          | 1,284                |
| Exxon Mobil Corp. ....                                            | Common Stock .....            | **          | 4,389                |
| Firstenergy Corp. ....                                            | Common Stock .....            | **          | 832                  |
| Fiserv Inc. ....                                                  | Common Stock .....            | **          | 8,551                |
| Freeport-McMoRan Inc. ....                                        | Common Stock .....            | **          | 3,744                |
| GE Healthcare Technologies Inc. ....                              | Common Stock .....            | **          | 3,834                |
| General Dynamics Corp. ....                                       | Common Stock .....            | **          | 3,687                |
| General Electric Co. ....                                         | Common Stock .....            | **          | 6,311                |
| Goldman Sachs Group Inc. ....                                     | Common Stock .....            | **          | 4,004                |
| Halliburton Company .....                                         | Common Stock .....            | **          | 4,991                |
| Hartford Financial Service Group Inc. ....                        | Common Stock .....            | **          | 1,897                |
| HCA Healthcare Inc. ....                                          | Common Stock .....            | **          | 3,439                |
| Hilton Worldwide Holdings Inc. ....                               | Common Stock .....            | **          | 1,274                |
| Home Depot Inc. ....                                              | Common Stock .....            | **          | 2,223                |
| Humana Inc. ....                                                  | Common Stock .....            | **          | 1,759                |
| IDEX Corp. ....                                                   | Common Stock .....            | **          | 2,431                |
| Intel Corp. ....                                                  | Common Stock .....            | **          | 3,065                |
| Johnson & Johnson .....                                           | Common Stock .....            | **          | 5,283                |
| JPMorgan Chase & Co. ....                                         | Common Stock .....            | **          | 13,105               |
| Kenvue Inc. ....                                                  | Common Stock .....            | **          | 7,075                |
| Kinder Morgan Inc. ....                                           | Common Stock .....            | **          | 2,956                |
| Kraft Heinz Co/The .....                                          | Common Stock .....            | **          | 1,170                |
| L3Harris Technologies Inc. ....                                   | Common Stock .....            | **          | 3,717                |
| Lam Research Corp. ....                                           | Common Stock .....            | **          | 3,885                |
| Martin Marietta Materials Inc. ....                               | Common Stock .....            | **          | 1,234                |
| McDonald's Corp. ....                                             | Common Stock .....            | **          | 3,886                |
| Medtronic PLC .....                                               | Common Stock .....            | **          | 2,309                |
| Merck & Co. Inc. ....                                             | Common Stock .....            | **          | 4,951                |
| Metlife Inc. ....                                                 | Common Stock .....            | **          | 5,142                |
| Micron Technologies Inc. ....                                     | Common Stock .....            | **          | 3,544                |
| Microsoft Corp. ....                                              | Common Stock .....            | **          | 1,807                |
| Mondelez International Inc. - Class A .....                       | Common Stock .....            | **          | 7,032                |
| NextEra Energy Inc. ....                                          | Common Stock .....            | **          | 4,551                |
| Norfolk Southern Corp. ....                                       | Common Stock .....            | **          | 2,531                |
| Northrop Grumman Corp. ....                                       | Common Stock .....            | **          | 1,492                |
| Norwegian Cruise Line Holdings Ltd. ....                          | Common Stock .....            | **          | 1,004                |
| NOV Inc. ....                                                     | Common Stock .....            | **          | 460                  |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower, lessor, or similar party | (c) Description of investment | (d) Cost | (e) Current value |
|----------------------------------------------------------------|-------------------------------|----------|-------------------|
| NRG Energy Inc. ....                                           | Common Stock .....            | **       | 925               |
| PepsiCo Inc. ....                                              | Common Stock .....            | **       | 2,236             |
| Philip Morris International Inc. ....                          | Common Stock .....            | **       | 6,475             |
| Pioneer Natural Resources Company .....                        | Common Stock .....            | **       | 607               |
| PNC Financial Services Group Inc. ....                         | Common Stock .....            | **       | 3,299             |
| Proctor & Gamble Co/The .....                                  | Common Stock .....            | **       | 6,484             |
| Progressive Corp. ....                                         | Common Stock .....            | **       | 3,975             |
| Prolongis Inc. ....                                            | Common Stock .....            | **       | 2,461             |
| Public Storage .....                                           | Common Stock .....            | **       | 3,903             |
| Qualcomm Inc. ....                                             | Common Stock .....            | **       | 4,251             |
| Range Resources Corp. ....                                     | Common Stock .....            | **       | 3,880             |
| Regeneron Pharmaceuticals Inc. ....                            | Common Stock .....            | **       | 131               |
| Salesforce Inc. ....                                           | Common Stock .....            | **       | 1,973             |
| Schlumberger Ltd. ....                                         | Common Stock .....            | **       | 4,124             |
| Service Corporation International .....                        | Common Stock .....            | **       | 1,588             |
| Southern Co/The .....                                          | Common Stock .....            | **       | 2,207             |
| TE Connectivity Ltd. ....                                      | Common Stock .....            | **       | 2,787             |
| Tenet Healthcare Corp. ....                                    | Common Stock .....            | **       | 2,205             |
| Texas Instruments Corp. ....                                   | Common Stock .....            | **       | 6,331             |
| Thermo Fisher Scientific Inc. ....                             | Common Stock .....            | **       | 3,064             |
| T-Mobile US Inc. ....                                          | Common Stock .....            | **       | 4,392             |
| Tractor Supply Company .....                                   | Common Stock .....            | **       | 1,139             |
| Travelers Cos Inc/The .....                                    | Common Stock .....            | **       | 5,122             |
| Ulta Beauty Inc. ....                                          | Common Stock .....            | **       | 2,552             |
| Union Pacific Corp. ....                                       | Common Stock .....            | **       | 5,699             |
| UnitedHealth Group Inc. ....                                   | Common Stock .....            | **       | 1,625             |
| Veralto Corp. ....                                             | Common Stock .....            | **       | 1,348             |
| Visa Inc. - Class A .....                                      | Common Stock .....            | **       | 1,432             |
| Walmart Inc. ....                                              | Common Stock .....            | **       | 5,841             |
| Wells Fargo & Co. ....                                         | Common Stock .....            | **       | 6,438             |
| Wabtec Corp. ....                                              | Common Stock .....            | **       | 4,825             |
| Weyerhaeuser Co. ....                                          | Common Stock .....            | **       | 2,672             |
| Williams Companies Inc. ....                                   | Common Stock .....            | **       | 1,339             |
| Astrazeneca PLC - Sponsored ADR .....                          | Foreign Stock .....           | **       | 4,050             |
| Chubb Ltd. ....                                                | Foreign Stock .....           | **       | 2,704             |
| Franco-Nevada Corp. ....                                       | Foreign Stock .....           | **       | 1,352             |
| Linde PLC .....                                                | Foreign Stock .....           | **       | 4,312             |
| Nutrien Ltd. ....                                              | Foreign Stock .....           | **       | 1,272             |
| NXP Semiconductors NV .....                                    | Foreign Stock .....           | **       | 5,362             |
| Siemens AG .....                                               | Foreign Stock .....           | **       | 3,125             |
| Southern Copper Corp. ....                                     | Foreign Stock .....           | **       | 1,069             |
| Wheaton Precious Metals Corp. ....                             | Foreign Stock .....           | **       | 1,919             |
| Cash .....                                                     | Cash .....                    | **       | 12                |
| *Northern Institutional Treasury Portfolio .....               | Money Market Securities ..... | **       | 1,004             |
| *T. Rowe Price Government Reserve Fund .....                   | Money Market Securities ..... | **       | 7,096             |
| Small-Cap Core Portfolio:                                      |                               |          |                   |
| 10X Genomics Inc. - Class A .....                              | Common Stock .....            | **       | 1,651             |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower,<br>lessor, or similar party | (c) Description of investment | (d)<br>Cost | (e) Current<br>value |
|-------------------------------------------------------------------|-------------------------------|-------------|----------------------|
| AAON Inc. ....                                                    | Common Stock .....            | **          | 1,550                |
| Agilysys Inc. ....                                                | Common Stock .....            | **          | 1,810                |
| Agios Pharmaceuticals Inc. ....                                   | Common Stock .....            | **          | 533                  |
| Alignment Healthcare Inc. ....                                    | Common Stock .....            | **          | 1,395                |
| Allegiant Travel Co. ....                                         | Common Stock .....            | **          | 1,265                |
| Allegro Microsystems Inc. ....                                    | Common Stock .....            | **          | 1,295                |
| Altair Engineering Inc. - Class A .....                           | Common Stock .....            | **          | 2,010                |
| Amplitude Inc. - Class A .....                                    | Common Stock .....            | **          | 1,990                |
| Apellis Pharmaceuticals Inc. ....                                 | Common Stock .....            | **          | 3,605                |
| Arcellx Inc. ....                                                 | Common Stock .....            | **          | 1,159                |
| Arcosa Inc. ....                                                  | Common Stock .....            | **          | 1,462                |
| ASGN Inc. ....                                                    | Common Stock .....            | **          | 990                  |
| Assurant Inc. ....                                                | Common Stock .....            | **          | 3,728                |
| Avid Bioservices Inc. ....                                        | Common Stock .....            | **          | 725                  |
| Azenta Inc. ....                                                  | Common Stock .....            | **          | 536                  |
| AZZ Inc. ....                                                     | Common Stock .....            | **          | 3,506                |
| BankUnited Inc. ....                                              | Common Stock .....            | **          | 1,782                |
| Beacon Roofing Supply Inc. ....                                   | Common Stock .....            | **          | 3,040                |
| Bellring Brands Inc. ....                                         | Common Stock .....            | **          | 5,219                |
| BJ's Restaurants Inc. ....                                        | Common Stock .....            | **          | 2,185                |
| Blue Foundry Bancorp. ....                                        | Common Stock .....            | **          | 365                  |
| Blueprint Medicines Corp. ....                                    | Common Stock .....            | **          | 2,398                |
| Booz Allen Hamilton Holdings .....                                | Common Stock .....            | **          | 1,102                |
| Boston Beer Company Inc. - Class A .....                          | Common Stock .....            | **          | 3,336                |
| Braze Inc. - Class A .....                                        | Common Stock .....            | **          | 764                  |
| BridgeBio Pharma Inc. ....                                        | Common Stock .....            | **          | 1,029                |
| Bright Horizons Family Solutions .....                            | Common Stock .....            | **          | 3,280                |
| Bruker Corp. ....                                                 | Common Stock .....            | **          | 3,689                |
| Burlington Stores Inc. ....                                       | Common Stock .....            | **          | 5,319                |
| Cabaletta Bio Inc. ....                                           | Common Stock .....            | **          | 543                  |
| Cadence Bank .....                                                | Common Stock .....            | **          | 2,324                |
| Cadre Holdings Inc. ....                                          | Common Stock .....            | **          | 863                  |
| Caleres Inc. ....                                                 | Common Stock .....            | **          | 1,563                |
| California Water Services Group .....                             | Common Stock .....            | **          | 2,033                |
| Capitol Federal Financial Inc. ....                               | Common Stock .....            | **          | 1,072                |
| Casella Waste Systems Inc. - Class A .....                        | Common Stock .....            | **          | 2,580                |
| Catalent Inc. ....                                                | Common Stock .....            | **          | 1,793                |
| Cava Group Inc. ....                                              | Common Stock .....            | **          | 2,144                |
| Cboe Global Markets Inc. ....                                     | Common Stock .....            | **          | 3,987                |
| Certara Inc. ....                                                 | Common Stock .....            | **          | 1,096                |
| ChampionX Corp. ....                                              | Common Stock .....            | **          | 2,374                |
| Checkr Inc. ....                                                  | Common Stock .....            | **          | 137                  |
| Chesapeake Utilities Corp. ....                                   | Common Stock .....            | **          | 3,905                |
| Chuy's Holdings Inc. ....                                         | Common Stock .....            | **          | 1,523                |
| Clear Secure Inc. - Class A .....                                 | Common Stock .....            | **          | 1,672                |
| Coca-Cola Consolidated Inc. ....                                  | Common Stock .....            | **          | 11                   |
| Cognex Corp. ....                                                 | Common Stock .....            | **          | 526                  |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower,<br>lessor, or similar party | (c) Description of investment | (d)<br>Cost | (e) Current<br>value |
|-------------------------------------------------------------------|-------------------------------|-------------|----------------------|
| Columbia Banking Systems Inc.                                     | Common Stock                  | **          | 2,399                |
| Community Healthcare Trust Inc.                                   | Common Stock                  | **          | 46                   |
| Crane Co.                                                         | Common Stock                  | **          | 1,794                |
| CRB Group Inc.                                                    | Common Stock                  | **          | 96                   |
| Crinetics Pharmaceuticals Inc.                                    | Common Stock                  | **          | 1,545                |
| Crossfirst Bankshares Inc.                                        | Common Stock                  | **          | 982                  |
| CSW Industrials Inc.                                              | Common Stock                  | **          | 3,164                |
| CTS Corp.                                                         | Common Stock                  | **          | 1,908                |
| Cubalmart                                                         | Common Stock                  | **          | 3,441                |
| Cytokinetics Inc.                                                 | Common Stock                  | **          | 3,312                |
| Diamondback Energy Inc.                                           | Common Stock                  | **          | 4,805                |
| Digitalbridge Group Inc.                                          | Common Stock                  | **          | 1,478                |
| Dime Community Bancshares Inc.                                    | Common Stock                  | **          | 1,428                |
| Dogwood State Bank, Non-Voting                                    | Common Stock                  | **          | 233                  |
| Dogwood State Bank, Voting                                        | Common Stock                  | **          | 114                  |
| Doubleverify Holdings Inc.                                        | Common Stock                  | **          | 4,072                |
| DT Midstream Inc.                                                 | Common Stock                  | **          | 1,767                |
| Duolingo Inc.                                                     | Common Stock                  | **          | 2,467                |
| Dutch Bros Inc. - Class A                                         | Common Stock                  | **          | 2,023                |
| East West Bancorp Inc.                                            | Common Stock                  | **          | 3,642                |
| Eastern Bankshares Inc.                                           | Common Stock                  | **          | 1,293                |
| Eastgroup Properties Inc.                                         | Common Stock                  | **          | 5,652                |
| Elanco Animal Health Inc.                                         | Common Stock                  | **          | 1,705                |
| Element Solutions Inc.                                            | Common Stock                  | **          | 6,017                |
| Encore Capital Group Inc.                                         | Common Stock                  | **          | 1,417                |
| Enerpac Tool Group Corp.                                          | Common Stock                  | **          | 2,637                |
| Enpro Inc.                                                        | Common Stock                  | **          | 1,973                |
| Entegris Inc.                                                     | Common Stock                  | **          | 4,539                |
| Envestnet Inc.                                                    | Common Stock                  | **          | 1,618                |
| Equity Bancshares Inc. - Class A                                  | Common Stock                  | **          | 1,216                |
| Esab Corp.                                                        | Common Stock                  | **          | 1,934                |
| Esco Technologies Inc.                                            | Common Stock                  | **          | 2,271                |
| Expro Group Holdings NV                                           | Common Stock                  | **          | 1,195                |
| Eyepoint Pharmaceuticals Inc.                                     | Common Stock                  | **          | 468                  |
| FB Financial Corp.                                                | Common Stock                  | **          | 1,904                |
| Federal Signal Corp.                                              | Common Stock                  | **          | 4,641                |
| First American Financial Corp.                                    | Common Stock                  | **          | 2,704                |
| First Bancshares Inc/Ms                                           | Common Stock                  | **          | 1,481                |
| Five Below Inc.                                                   | Common Stock                  | **          | 1,777                |
| Five Star Bancorp                                                 | Common Stock                  | **          | 921                  |
| Five9 Inc.                                                        | Common Stock                  | **          | 2,608                |
| Floor & Décor Holdings Inc. - Class A                             | Common Stock                  | **          | 784                  |
| Graco Inc.                                                        | Common Stock                  | **          | 2,530                |
| Grasshopper Bancorp, Voting                                       | Common Stock                  | **          | 65                   |
| Guardant Health Inc.                                              | Common Stock                  | **          | 702                  |
| H.B. Fuller Company                                               | Common Stock                  | **          | 1,422                |
| Haemonetics Corporation                                           | Common Stock                  | **          | 2,042                |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower, lessor, or similar party | (c) Description of investment | (d) Cost | (e) Current value |
|----------------------------------------------------------------|-------------------------------|----------|-------------------|
| Hanover Insurance Group Inc/The                                | Common Stock                  | **       | 2,664             |
| HarborOne Bancorp Inc.                                         | Common Stock                  | **       | 372               |
| Haul Hub, Series C Convertible                                 | Common Stock                  | **       | 36                |
| Haynes International Inc.                                      | Common Stock                  | **       | 2,171             |
| Healthcare Realty Trust Inc.                                   | Common Stock                  | **       | 1,036             |
| Helios Technologies Inc.                                       | Common Stock                  | **       | 1,499             |
| Heritage Commerce Corp.                                        | Common Stock                  | **       | 702               |
| Hillevax Inc.                                                  | Common Stock                  | **       | 261               |
| Home Bancshares Inc.                                           | Common Stock                  | **       | 1,507             |
| Icosavax Inc.                                                  | Common Stock                  | **       | 687               |
| ICU Medical Inc.                                               | Common Stock                  | **       | 1,240             |
| Idacorp Inc.                                                   | Common Stock                  | **       | 2,955             |
| Independence Realty Trust Inc.                                 | Common Stock                  | **       | 1,891             |
| Ingersoll Rand Inc.                                            | Common Stock                  | **       | 6,663             |
| Insmmed Inc.                                                   | Common Stock                  | **       | 2,766             |
| Installed Building Products Inc.                               | Common Stock                  | **       | 1,519             |
| Intapp Inc.                                                    | Common Stock                  | **       | 1,533             |
| Ionis Pharmaceuticals Inc.                                     | Common Stock                  | **       | 2,143             |
| Jack in the Box Inc.                                           | Common Stock                  | **       | 1,118             |
| John Bean Technologies Corp.                                   | Common Stock                  | **       | 2,320             |
| Karuna Therapeutics Inc.                                       | Common Stock                  | **       | 4,302             |
| Kearny Financial Corp/Md                                       | Common Stock                  | **       | 672               |
| Kimbell Royalty Partners, LP                                   | Common Stock                  | **       | 898               |
| Kohls Corp.                                                    | Common Stock                  | **       | 1,049             |
| Kymera Therapeutics Inc.                                       | Common Stock                  | **       | 345               |
| Landstar System Inc.                                           | Common Stock                  | **       | 1,941             |
| Lattice Semiconductor Corp.                                    | Common Stock                  | **       | 3,870             |
| LegalZoom.com Inc.                                             | Common Stock                  | **       | 974               |
| Leonardo DRS Inc.                                              | Common Stock                  | **       | 1,601             |
| Liberty Energy Inc.                                            | Common Stock                  | **       | 2,573             |
| Liberty Media Corp., Series C                                  | Common Stock                  | **       | 2,122             |
| Littelfuse Inc.                                                | Common Stock                  | **       | 2,653             |
| Live Oak Bancshares Inc.                                       | Common Stock                  | **       | 2,756             |
| MACOM Technology Solutions Holdings Inc.                       | Common Stock                  | **       | 3,288             |
| MacroGenics Inc.                                               | Common Stock                  | **       | 733               |
| Magnolia Oil & Gas Corp. - Class A                             | Common Stock                  | **       | 2,451             |
| Manhattan Associates Inc.                                      | Common Stock                  | **       | 1,820             |
| Masimo Corp.                                                   | Common Stock                  | **       | 3,467             |
| Matador Resources Co.                                          | Common Stock                  | **       | 1,398             |
| MGE Energy Inc.                                                | Common Stock                  | **       | 1,258             |
| Mirion Technologies Inc. - Class A                             | Common Stock                  | **       | 3,103             |
| Model N Inc.                                                   | Common Stock                  | **       | 756               |
| Molina Healthcare Inc.                                         | Common Stock                  | **       | 4,634             |
| Monro Inc.                                                     | Common Stock                  | **       | 1,610             |
| Mueller Water Products Inc.                                    | Common Stock                  | **       | 2,182             |
| Napco Security Technologies                                    | Common Stock                  | **       | 1,435             |
| Neogen Corp.                                                   | Common Stock                  | **       | 2,399             |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower, lessor, or similar party | (c) Description of investment | (d) Cost | (e) Current value |
|----------------------------------------------------------------|-------------------------------|----------|-------------------|
| Neogenomics Inc. ....                                          | Common Stock .....            | **       | 2,605             |
| NOV Inc. ....                                                  | Common Stock .....            | **       | 1,548             |
| NV5 Global Inc. ....                                           | Common Stock .....            | **       | 633               |
| OGE Energy Corp. ....                                          | Common Stock .....            | **       | 1,756             |
| Ollie's Bargain Outlet Holdings Inc. ....                      | Common Stock .....            | **       | 2,905             |
| One Gas Inc. ....                                              | Common Stock .....            | **       | 948               |
| Onto Innovation Inc. ....                                      | Common Stock .....            | **       | 4,467             |
| Origin Bancorp Inc. ....                                       | Common Stock .....            | **       | 2,042             |
| Outset Medical Inc. ....                                       | Common Stock .....            | **       | 443               |
| P10 Inc. - Class A ....                                        | Common Stock .....            | **       | 1,447             |
| Pacific Biosciences of California Inc. ....                    | Common Stock .....            | **       | 1,770             |
| Pacific Premier Bancorp Inc. ....                              | Common Stock .....            | **       | 1,513             |
| Papa John's International Inc. ....                            | Common Stock .....            | **       | 4,547             |
| PAR Technology Corp/Del ....                                   | Common Stock .....            | **       | 4,535             |
| Parsons Corp. ....                                             | Common Stock .....            | **       | 3,757             |
| Pax Labs - Class A ....                                        | Common Stock .....            | **       | 67                |
| Paycor HCM Inc. ....                                           | Common Stock .....            | **       | 2,388             |
| Pennymac Financial Services ....                               | Common Stock .....            | **       | 5,245             |
| Penumbra Inc. ....                                             | Common Stock .....            | **       | 444               |
| Pinnacle Financial Partners ....                               | Common Stock .....            | **       | 3,046             |
| Post Holdings Inc. ....                                        | Common Stock .....            | **       | 2,457             |
| Power Integrations Inc. ....                                   | Common Stock .....            | **       | 1,152             |
| PRA Group Inc. ....                                            | Common Stock .....            | **       | 996               |
| Privia Health Group Inc. ....                                  | Common Stock .....            | **       | 2,787             |
| Procept Biorobotics Corp. ....                                 | Common Stock .....            | **       | 3,520             |
| Prosperity Bancshares Inc. ....                                | Common Stock .....            | **       | 437               |
| Quaker Chemical Corporation ....                               | Common Stock .....            | **       | 2,892             |
| Quidelortho Corp. ....                                         | Common Stock .....            | **       | 2,635             |
| Range Resources Corp. ....                                     | Common Stock .....            | **       | 3,891             |
| Rapt Therapeutics Inc. ....                                    | Common Stock .....            | **       | 672               |
| RBC Bearings Inc. ....                                         | Common Stock .....            | **       | 4,947             |
| Red Rock Resorts Inc. - Class A ....                           | Common Stock .....            | **       | 1,693             |
| Repligen Corp. ....                                            | Common Stock .....            | **       | 1,475             |
| Rexford Industrial Realty Inc. ....                            | Common Stock .....            | **       | 3,121             |
| RH ....                                                        | Common Stock .....            | **       | 1,008             |
| Rivian Automotive Inc. ....                                    | Common Stock .....            | **       | 1,811             |
| RLI Corp. ....                                                 | Common Stock .....            | **       | 545               |
| Royal Gold Inc. ....                                           | Common Stock .....            | **       | 1,305             |
| Rush Enterprises Inc. - Class A ....                           | Common Stock .....            | **       | 2,189             |
| Rxsight Inc. ....                                              | Common Stock .....            | **       | 756               |
| Saia Inc. ....                                                 | Common Stock .....            | **       | 4,921             |
| Savers Value Village Inc. ....                                 | Common Stock .....            | **       | 571               |
| Selective Insurance Group Inc. ....                            | Common Stock .....            | **       | 5,218             |
| Service Titan Inc. ....                                        | Common Stock .....            | **       | 80                |
| Simply Good Foods Co/The ....                                  | Common Stock .....            | **       | 1,239             |
| Siteone Landscape Supply Inc. ....                             | Common Stock .....            | **       | 3,981             |
| Skechers U.S.A. Inc. - Class A ....                            | Common Stock .....            | **       | 1,745             |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower, lessor, or similar party | (c) Description of investment | (d) Cost | (e) Current value |
|----------------------------------------------------------------|-------------------------------|----------|-------------------|
| Skyline Champion Corp. ....                                    | Common Stock .....            | **       | 2,801             |
| SM Energy Co. ....                                             | Common Stock .....            | **       | 1,018             |
| Sotera Health Co. ....                                         | Common Stock .....            | **       | 1,342             |
| SouthState Corp. ....                                          | Common Stock .....            | **       | 3,152             |
| Southwest Gas Holdings Inc. ....                               | Common Stock .....            | **       | 2,306             |
| Southwestern Energy Co. ....                                   | Common Stock .....            | **       | 3,142             |
| SPX Technologies Inc. ....                                     | Common Stock .....            | **       | 4,082             |
| Stepstone Group Inc. - Class A .....                           | Common Stock .....            | **       | 1,644             |
| Stericycle Inc. ....                                           | Common Stock .....            | **       | 1,982             |
| Strategic Education Inc. ....                                  | Common Stock .....            | **       | 2,790             |
| Structure Therapeutics Inc. - ADR .....                        | Common Stock .....            | **       | 999               |
| Syndax Pharmaceuticals Inc. ....                               | Common Stock .....            | **       | 593               |
| Teledyne Technologies Inc. ....                                | Common Stock .....            | **       | 4,410             |
| Terreno Realty Corp. ....                                      | Common Stock .....            | **       | 1,469             |
| Tetra Tech Inc. ....                                           | Common Stock .....            | **       | 1,784             |
| Texas Capital Bancshares Inc. ....                             | Common Stock .....            | **       | 1,598             |
| Themis Sol (Clio), Series E Convertible .....                  | Common Stock .....            | **       | 356               |
| Themis Solutions Inc. ....                                     | Common Stock .....            | **       | 125               |
| Thermon Group Holdings Inc. ....                               | Common Stock .....            | **       | 887               |
| Toast Inc. - Class A .....                                     | Common Stock .....            | **       | 1,429             |
| Toro Co. ....                                                  | Common Stock .....            | **       | 1,790             |
| Transcat Inc. ....                                             | Common Stock .....            | **       | 440               |
| Treehouse Foods Inc. ....                                      | Common Stock .....            | **       | 786               |
| U.S. Physical Therapy Inc. ....                                | Common Stock .....            | **       | 1,619             |
| UTZ Brands Inc. - Class A .....                                | Common Stock .....            | **       | 1,549             |
| Vaxcyte Inc. ....                                              | Common Stock .....            | **       | 1,721             |
| Veritex Holdings Inc. ....                                     | Common Stock .....            | **       | 1,297             |
| Verve Therapeutics Inc. ....                                   | Common Stock .....            | **       | 603               |
| Vimeo Inc. ....                                                | Common Stock .....            | **       | 1,075             |
| Vontier Corp. ....                                             | Common Stock .....            | **       | 2,162             |
| VSE Corp. ....                                                 | Common Stock .....            | **       | 1,751             |
| Warby Parker Inc. - Class A .....                              | Common Stock .....            | **       | 1,819             |
| Western Alliance Bancorporation .....                          | Common Stock .....            | **       | 2,158             |
| White Mountains Insurance Group Ltd. ....                      | Common Stock .....            | **       | 1,775             |
| Willscot Mobile Mini Holdings Corp. ....                       | Common Stock .....            | **       | 1,845             |
| Workiva Inc. - Class A .....                                   | Common Stock .....            | **       | 3,341             |
| Wyndham Hotels & Resorts Inc. ....                             | Common Stock .....            | **       | 2,020             |
| Zentalis Pharmaceuticals Inc. ....                             | Common Stock .....            | **       | 432               |
| Zurn Elkay Water Solutions Corp. ....                          | Common Stock .....            | **       | 2,101             |
| Argenx SE - ADR .....                                          | Foreign Stock .....           | **       | 2,616             |
| Ascendis Pharma A/S - ADR .....                                | Foreign Stock .....           | **       | 3,476             |
| ATS Corp. ....                                                 | Foreign Stock .....           | **       | 523               |
| Axis Capital Holdings Inc. ....                                | Foreign Stock .....           | **       | 3,590             |
| Bombardier Inc. ....                                           | Foreign Stock .....           | **       | 782               |
| Clarivate PLC .....                                            | Foreign Stock .....           | **       | 1,683             |
| Colliers International Group Inc. ....                         | Foreign Stock .....           | **       | 1,987             |
| Constellium SE .....                                           | Foreign Stock .....           | **       | 3,707             |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower, lessor, or similar party | (c) Description of investment | (d) Cost | (e) Current value |
|----------------------------------------------------------------|-------------------------------|----------|-------------------|
| Crispr Therapeutics AG                                         | Foreign Stock                 | **       | 971               |
| Descartes Systems Group/The                                    | Foreign Stock                 | **       | 3,943             |
| Ero Copper Corp.                                               | Foreign Stock                 | **       | 1,269             |
| Firstservice Corp.                                             | Foreign Stock                 | **       | 5,257             |
| Flagship Communities REIT UT                                   | Foreign Stock                 | **       | 541               |
| Immatics NV                                                    | Foreign Stock                 | **       | 431               |
| Immunocore Holdings PLC - ADR                                  | Foreign Stock                 | **       | 649               |
| MoonLake Immunotherapeutics                                    | Foreign Stock                 | **       | 1,307             |
| MorphoSys AG - ADR                                             | Foreign Stock                 | **       | 1,001             |
| Novanta Inc.                                                   | Foreign Stock                 | **       | 2,249             |
| Popular Inc.                                                   | Foreign Stock                 | **       | 1,591             |
| Rentokil Initial PLC                                           | Foreign Stock                 | **       | 2,093             |
| Spirax Sarco Engineering - ADR                                 | Foreign Stock                 | **       | 1,440             |
| TechnipFMC PLC                                                 | Foreign Stock                 | **       | 2,117             |
| TMX Group Ltd.                                                 | Foreign Stock                 | **       | 1,899             |
| Tricon Residential Inc.                                        | Foreign Stock                 | **       | 1,885             |
| Weatherford International PLC                                  | Foreign Stock                 | **       | 2,415             |
| West Fraser Timber Co. Ltd.                                    | Foreign Stock                 | **       | 1,127             |
| Xenon Pharmaceuticals Inc.                                     | Foreign Stock                 | **       | 666               |
| 1661 Inc. D/B/A/ Goat, Series F Convertible                    | Preferred Stock               | **       | 107               |
| ABL Space Systems, Series B                                    | Preferred Stock               | **       | 236               |
| Caris Life Sciences, Series C Convertible                      | Preferred Stock               | **       | 283               |
| Caris Life Sciences, Series D Convertible                      | Preferred Stock               | **       | 5,428             |
| Caris Life Sciences, Series D Convertible                      | Preferred Stock               | **       | 190               |
| Cellink Inc., Series D Convertible                             | Preferred Stock               | **       | 41                |
| Checker Inc., Series C Convertible                             | Preferred Stock               | **       | 187               |
| Checker Inc., Series D Convertible                             | Preferred Stock               | **       | 292               |
| Cleerly, Series C Convertible                                  | Preferred Stock               | **       | 193               |
| CRB Group, Series D Convertible                                | Preferred Stock               | **       | 337               |
| Dogwood State Bank                                             | Preferred Stock               | **       | 16                |
| Epirus Inc., Series C-2 Convertible                            | Preferred Stock               | **       | 534               |
| Farmers Business Network Inc.                                  | Preferred Stock               | **       | 157               |
| Flexe, Series C Convertible                                    | Preferred Stock               | **       | 155               |
| Flexe, Series D Convertible                                    | Preferred Stock               | **       | 61                |
| Haul Hub, Series B Convertible                                 | Preferred Stock               | **       | 102               |
| Honor Technology Inc. - Series D                               | Preferred Stock               | **       | 205               |
| Inscripta Inc. - Series E                                      | Preferred Stock               | **       | 99                |
| Kardium Inc., Series D-6 Convertible                           | Preferred Stock               | **       | 218               |
| KoBold Metals Co., Series B-1                                  | Preferred Stock               | **       | 489               |
| Leap Therapeutics Inc.                                         | Preferred Stock               | **       | 3                 |
| National Resilience, Series B Convertible                      | Preferred Stock               | **       | 1,454             |
| National Resilience, Series C Convertible                      | Preferred Stock               | **       | 839               |
| Nuro Inc., Series C                                            | Preferred Stock               | **       | 175               |
| Nuro Inc., Series D                                            | Preferred Stock               | **       | 56                |
| Redwood Materials Inc., Series C                               | Preferred Stock               | **       | 375               |
| SecurityScorecard Inc., Series E Convertible                   | Preferred Stock               | **       | 276               |
| Seismic Software Inc.                                          | Preferred Stock               | **       | 446               |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower, lessor, or similar party | (c) Description of investment | (d) Cost | (e) Current value |
|----------------------------------------------------------------|-------------------------------|----------|-------------------|
| ServiceTitan Inc., Series A-1 Convertible                      | Preferred Stock               | **       | 1                 |
| ServiceTitan Inc., Series D Convertible                        | Preferred Stock               | **       | 583               |
| ServiceTitan Inc., Series F Convertible                        | Preferred Stock               | **       | 35                |
| Sila Nanotechnologies Inc., Series F                           | Preferred Stock               | **       | 230               |
| Socure Inc.                                                    | Preferred Stock               | **       | 41                |
| Socure Inc., Series A Convertible                              | Preferred Stock               | **       | 50                |
| Socure Inc., Series A-1 Convertible                            | Preferred Stock               | **       | 41                |
| Socure Inc., Series B Convertible                              | Preferred Stock               | **       | 1                 |
| Socure Inc., Series E Convertible                              | Preferred Stock               | **       | 95                |
| Themis Sol (Clio), Series AA Convertible                       | Preferred Stock               | **       | 28                |
| Themis Sol (Clio), Series AB Convertible                       | Preferred Stock               | **       | 3                 |
| Themis Sol (Clio), Series B Convertible                        | Preferred Stock               | **       | 3                 |
| Cash                                                           | Cash                          | **       | 281               |
| *Northern Institutional Treasury Portfolio Premier Shares      | Money Market Securities       | **       | 722               |
| *T.Rowe Price Treasury Reserve Fund                            | Money Market Securities       | **       | 4,517             |
| Grasshopper Bancorp Inc.                                       | Warrants                      | **       | 1                 |
| Scholar Rock                                                   | Warrants                      | **       | 59                |
| International Equity Portfolio:                                |                               |          |                   |
| Capital Group International All Country Equity Trust           | Common Trust                  | **       | 188,650           |
| *Northern Institutional Treasury Portfolio Premier Shares      | Money Market Securities       | **       | 80                |
| Total separately managed accounts                              |                               |          | <u>2,491,563</u>  |
| Fully Benefit-Responsive Contracts:                            |                               |          |                   |
| Capital Preservation Portfolio:                                |                               |          |                   |
| * T. Rowe Price Cash Reserve Trust                             | Common Trust                  | **       | 21,002            |
| * Northern Institutional Treasury Portfolio Premier Shares     | Common Trust                  | **       | 31,468            |
| * T. Rowe Price Short Term Common Trust:                       |                               |          |                   |
| American General Life Insurance Company                        | Collective Trust Fund         | **       | 62,038            |
| Lincoln National Life Insurance                                | Collective Trust Fund         | **       | 70,526            |
| Massachusetts Mutual Life Insurance Company                    | Collective Trust Fund         | **       | 75,950            |
| Met Tower Life Insurance                                       | Collective Trust Fund         | **       | 69,220            |
| Monumental Life(Transamerica)                                  | Collective Trust Fund         | **       | 63,653            |
| New York Life                                                  | Collective Trust Fund         | **       | 75,947            |
| Pacific Life Insurance Company                                 | Collective Trust Fund         | **       | 75,191            |
| Prudential Insurance Company of America                        | Collective Trust Fund         | **       | 75,195            |
| Royal Bank of Canada                                           | Collective Trust Fund         | **       | 62,922            |
| State Street Bank & Trust Company                              | Collective Trust Fund         | **       | 64,403            |
| * T. Rowe Price Intermediate Term Common Trust:                |                               |          |                   |
| American General Life Insurance Company                        | Collective Trust Fund         | **       | 56,445            |
| Lincoln National Life Insurance                                | Collective Trust Fund         | **       | 64,169            |
| Massachusetts Mutual Life Insurance Company                    | Collective Trust Fund         | **       | 94,640            |
| Met Tower Life Insurance                                       | Collective Trust Fund         | **       | 119,313           |
| Monumental Life(Transamerica)                                  | Collective Trust Fund         | **       | 57,915            |

# COSTCO 401(k) RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Continued)

December 31, 2023

(in thousands)

| (a) (b) Identity of issuer, borrower, lessor, or similar party | (c) Description of investment                                 | (d) Cost | (e) Current value          |
|----------------------------------------------------------------|---------------------------------------------------------------|----------|----------------------------|
| New York Life .....                                            | Collective Trust Fund .....                                   | **       | 94,637                     |
| Pacific Life Insurance Company .....                           | Collective Trust Fund .....                                   | **       | 93,694                     |
| Prudential Insurance Company of America .....                  | Collective Trust Fund .....                                   | **       | 93,699                     |
| Royal Bank of Canada .....                                     | Collective Trust Fund .....                                   | **       | 57,250                     |
| State Street Bank & Trust Company .....                        | Collective Trust Fund .....                                   | **       | 111,011                    |
| * T. Rowe Price Managed Bond Trust:                            |                                                               |          |                            |
| American General Life Insurance Company .....                  | Collective Trust Fund .....                                   | **       | 14,674                     |
| Lincoln National Life Insurance .....                          | Collective Trust Fund .....                                   | **       | 16,682                     |
| Massachusetts Mutual Life Insurance Company .....              | Collective Trust Fund .....                                   | **       | 21,106                     |
| Met Tower Life Insurance .....                                 | Collective Trust Fund .....                                   | **       | 23,278                     |
| Monumental Life(Transamerica) .....                            | Collective Trust Fund .....                                   | **       | 15,056                     |
| New York Life .....                                            | Collective Trust Fund .....                                   | **       | 21,105                     |
| Pacific Life Insurance Company .....                           | Collective Trust Fund .....                                   | **       | 20,895                     |
| Prudential Insurance Company of America .....                  | Collective Trust Fund .....                                   | **       | 20,896                     |
| Royal Bank of Canada .....                                     | Collective Trust Fund .....                                   | **       | 14,883                     |
| State Street Bank & Trust Company .....                        | Collective Trust Fund .....                                   | **       | 21,658                     |
| Total fully benefit-responsive contracts .....                 |                                                               |          | <u>1,780,521</u>           |
| * Costco Wholesale Corporation .....                           | Common stock .....                                            | **       | <u>15,977,459</u>          |
| Total investments .....                                        |                                                               |          | <u>32,216,256</u>          |
|                                                                |                                                               |          |                            |
| * Participant loans .....                                      | Interest rates of 4.25% to 10.50% maturing through 2038 ..... |          | 559,994                    |
| Total .....                                                    |                                                               |          | <u><u>\$32,776,250</u></u> |

\* Indicates a party-in-interest

\*\* Information is not required as investments are participant directed

See accompanying Independent Auditor's Report.

|                         |                                    |
|-------------------------|------------------------------------|
| <b>Plan Name</b>        | <b>Costco 401k Retirement Plan</b> |
| <b>Plan Sponsor EIN</b> | <b>91-1223280</b>                  |
| <b>ERISA Plan #</b>     | <b>002</b>                         |
| <b>Plan Year Ending</b> | <b>December 31, 2023</b>           |

**The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).**

| <b>Form/Schedule</b> | <b>Line #</b> | <b>Description</b>                                          | <b>Attachment</b> |
|----------------------|---------------|-------------------------------------------------------------|-------------------|
| 5500 Sch. H          | Line 3        | Financial statements used in formulating the IQPA's opinion | X                 |
| 5500 Sch. H          | Line 4i       | Schedule of Assets (Held at End of Year)                    | X                 |
| 5500 Sch. H          | Line 4i       | Schedule of Assets (Acquired and Disposed of Within Year)   |                   |
| 5500 Sch. H          | Line 4j       | Schedule of Reportable Transactions                         |                   |
| 5500 Sch. H          | Line 4a       | Schedule of Delinquent Participant Contributions            |                   |

|                         |                                    |
|-------------------------|------------------------------------|
| <b>Plan Name</b>        | <b>Costco 401k Retirement Plan</b> |
| <b>Plan Sponsor EIN</b> | <b>91-1223280</b>                  |
| <b>ERISA Plan #</b>     | <b>002</b>                         |
| <b>Plan Year Ending</b> | <b>December 31, 2023</b>           |

**The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).**

| <b>Form/Schedule</b> | <b>Line #</b> | <b>Description</b>                                          | <b>Attachment</b> |
|----------------------|---------------|-------------------------------------------------------------|-------------------|
| 5500 Sch. H          | Line 3        | Financial statements used in formulating the IQPA's opinion | X                 |
| 5500 Sch. H          | Line 4i       | Schedule of Assets (Held at End of Year)                    | X                 |
| 5500 Sch. H          | Line 4i       | Schedule of Assets (Acquired and Disposed of Within Year)   |                   |
| 5500 Sch. H          | Line 4j       | Schedule of Reportable Transactions                         |                   |
| 5500 Sch. H          | Line 4a       | Schedule of Delinquent Participant Contributions            |                   |