

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

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).

Complete all entries in accordance with the instructions to the Form 5500.

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan... [X] a single-employer plan [] a DFE... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan... D Check box if filing under: [X] Form 5558 [] automatic extension... E If this is a retroactively adopted plan...

Part II Basic Plan Information—enter all requested information

1a Name of plan: COSTCO 401K RETIREMENT PLAN
1b Three-digit plan number (PN): 002
1c Effective date of plan: 01/01/1995
2a Plan sponsor's name: COSTCO WHOLESALE CORPORATION
2b Employer Identification Number (EIN): 91-1223280
2c Plan Sponsor's telephone number: 425-313-8100
2d Business code: 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.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 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:		4b EIN	
a Sponsor's name			
c Plan Name		4d PN	
5 Total number of participants at the beginning of the plan year		5	255370
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year		6a(1)	202468
a(2) Total number of active participants at the end of the plan year		6a(2)	212976
b Retired or separated participants receiving benefits.....		6b	12096
c Other retired or separated participants entitled to future benefits		6c	37493
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	262565
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	1334
f Total. Add lines 6d and 6e		6f	263899
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)		6g(1)	233274
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g(2)	255058
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h	8229
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7	

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:

9a Plan funding arrangement (check all that apply)		9b Plan benefit arrangement (check all that apply)	
(1) <input type="checkbox"/> Insurance		(1) <input type="checkbox"/> Insurance	
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts		(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	
(3) <input checked="" type="checkbox"/> Trust		(3) <input checked="" type="checkbox"/> Trust	
(4) <input type="checkbox"/> General assets of the sponsor		(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		b General Schedules	
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)		(1) <input checked="" type="checkbox"/> H (Financial Information)	
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary		(2) <input type="checkbox"/> I (Financial Information – Small Plan)	
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		(3) <input type="checkbox"/> A (Insurance Information) – Number Attached _____	
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____		(4) <input checked="" type="checkbox"/> C (Service Provider Information)	
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)		(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)	
		(6) <input type="checkbox"/> 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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan COSTCO 401K RETIREMENT PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 COSTCO WHOLESALE CORPORATION	D Employer Identification Number (EIN) 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 BOSTON, MA 02205
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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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

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

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

T ROWE PRICE RPS INC

1307 POINT STREET
BALTIMORE, MD 21231

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

AMERICAN FUNDS

PO BOX 6007
INDIANAPOLIS, IN 46206

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

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

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

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

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

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

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

1307 POINT STREET
BALTIMORE, MD 21231

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) 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) Did the service provider give you a formula instead of an amount or estimated amount?
15 21 25 28 37 38 49 50 52 59 62 64 65	NONE	5737790	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) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) 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) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	123900	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) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) 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) 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 (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 (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 (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)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 <hr/> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning <u>01/01/2024</u> and ending <u>12/31/2024</u>	
A Name of plan <u>COSTCO 401K RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶ <u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>COSTCO WHOLESALE CORPORATION</u>	D Employer Identification Number (EIN) <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)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>T. ROWE PRICE RETIREMENT 2005 TRUST</u>		
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>		
c EIN-PN <u>61-6434302-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>21922461</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>T. ROWE PRICE RETIREMENT 2010 TRUST</u>		
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>		
c EIN-PN <u>32-6199795-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>36337273</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>T. ROWE PRICE RETIREMENT 2015 TRUST</u>		
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>		
c EIN-PN <u>35-6941654-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>115620281</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>T. ROWE PRICE RETIREMENT 2020 TRUST</u>		
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>		
c EIN-PN <u>36-7594871-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>373888712</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>T. ROWE PRICE RETIREMENT 2025 TRUST</u>		
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>		
c EIN-PN <u>37-6495447-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>816719118</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>T. ROWE PRICE RETIREMENT 2030 TRUST</u>		
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>		
c EIN-PN <u>38-7010946-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1234005446</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>T. ROWE PRICE RETIREMENT 2035 TRUST</u>		
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>		
c EIN-PN <u>36-7595013-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1240681183</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2040 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 35-6941729-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1432959042
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2045 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 32-6199848-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1629654469
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2050 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 30-6303214-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1137884675
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2055 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 35-6941728-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1366219996
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2060 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 47-1088316-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 719125655
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2065 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 85-1763138-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 186805911
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT BALANCED T		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 38-7011316-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 34624762
a Name of MTIA, CCT, PSA, or 103-12 IE: CAPITAL GROUP NEW PERSPECTIVE TR		
b Name of sponsor of entity listed in (a): CAPITAL BANK AND TRUST COMPANY		
c EIN-PN 95-6597294-303	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 532537508
a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIF II GROWTH (SERIES 5) PF		
b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY, NA		
c EIN-PN 04-6913417-203	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1149791356
a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIRE 2020 TRUST INCOME K		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 36-7594871-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 9419706

a Name of MTIA, CCT, PSA, or 103-12 IE: TRP RETIRE 2025 TRUST INCOME K

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

c EIN-PN 37-6495447-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 946849
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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

c EIN-PN 30-0524876-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 982598465
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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

c EIN-PN 35-2354460-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 457559865
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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

c EIN-PN 52-1309931-003	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 202955130
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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

c EIN-PN 30-6539250-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 42696958
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information 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). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan COSTCO 401K RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 COSTCO WHOLESALE CORPORATION	D Employer Identification Number (EIN) 91-1223280

Part I	Asset and Liability Statement
---------------	--------------------------------------

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.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	1988073	5849201
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	563469257	597842644
(2) Participant contributions	1b(2)	43138836	0
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	2491563393	2629977791
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	559993559	587173781
(9) Value of interest in common/collective trusts	1c(9)	11860647121	13836797801
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	1886586544	2353270273
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	15977459030	21006481217
(2)	Employer real property.....		
e	Buildings and other property used in plan operation.....		
f	Total assets (add all amounts in lines 1a through 1e).....	33384845813	41017392708
Liabilities			
g	Benefit claims payable.....		
h	Operating payables.....		
i	Acquisition indebtedness.....		
j	Other liabilities.....		
k	Total liabilities (add all amounts in lines 1g through 1j).....	0	0
Net Assets			
l	Net assets (subtract line 1k from line 1f).....	33384845813	41017392708

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.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers.....	680725254	
	(B) Participants.....	1096633808	
	(C) Others (including rollovers).....	47917464	
(2)	Noncash contributions.....		
(3)	Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....		1825276526
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....		
	(B) U.S. Government securities.....		
	(C) Corporate debt instruments.....		
	(D) Loans (other than to participants).....		
	(E) Participant loans.....	45384490	
	(F) Other.....		
	(G) Total interest. Add lines 2b(1)(A) through (F).....		45384490
(2)	Dividends: (A) Preferred stock.....		
	(B) Common stock.....	470172988	
	(C) Registered investment company shares (e.g. mutual funds).....	78543035	
	(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....		548716023
(3)	Rents.....		
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds.....	2351075613	
	(B) Aggregate carrying amount (see instructions).....	1962111775	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....		
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate.....		
	(B) Other.....	5993535693	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		1591662832
(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)		255313338
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		10648852740

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2998617477	
(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)		2998617477
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		11718158
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	5845090	
(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)	125120	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		5970210
j Total expenses. Add all expense amounts in column (b) and enter total	2j		3016305845

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		7632546895
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
a 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.)		X	
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.)		X	
c 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.)		X	
d 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.)		X	
e Was this plan covered by a fidelity bond?	X		75000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g 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?		X	
h 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?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j 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.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n 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.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) 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 _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information 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). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

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):
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)?..... Yes No N/A
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 _____
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?..... Yes No 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?..... Yes No 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..... Increase Decrease Both 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? Yes No

11 a Does the ESOP hold any preferred stock?..... Yes 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.)..... Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... Yes No

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): _____

14 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:

a 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).....	14a	
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).....	14b	
c 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).....	14c	

15 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:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
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.....	16b	

17 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

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 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

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

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:
 Yes.
 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.
 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.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

21a 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? Yes No

21b 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).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 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 ___/___/____ (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, 2024 and 2023

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, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, 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, 2024 and 2023, and the changes in its net assets available for benefits for the year ended December 31, 2024, 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.

(Continued)

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, 2024 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.

(Continued)

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

Oakbrook Terrace, Illinois
June 27, 2025

COSTCO 401(k) RETIREMENT PLAN
 Statements of Net Assets Available for Benefits
 December 31, 2024 and 2023
 (in thousands)

	2024	2023
Assets:		
Investments at fair value	\$ 38,028,873	\$ 30,435,735
Investments at contract value:		
Fully benefit-responsive investment contracts	1,797,653	1,780,521
Total investments	39,826,526	32,216,256
Receivables:		
Notes receivable from participants	587,174	559,994
Employee contributions	—	43,139
Employer contributions	597,843	563,469
Total receivables	1,185,017	1,166,602
Non-interest bearing cash	5,849	1,988
Net assets available for benefits	\$ 41,017,392	\$ 33,384,846

See accompanying notes to financial statements.

COSTCO 401(k) RETIREMENT PLAN
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024
(in thousands)

	2024
Net investment income:	
Net appreciation of investments	\$ 8,169,131
Interest	60,344
Dividends	548,716
Total net investment income	8,778,191
Interest on notes receivable from participants	45,384
Contributions to the Plan:	
Employee	1,144,552
Employer	680,725
Total contributions	1,825,277
Distributions to participants and other	(3,016,306)
Increase in net assets	7,632,546
Net assets available for benefits, beginning of year	33,384,846
Net assets available for benefits, end of year	\$ 41,017,392

See accompanying notes to financial statements.

COSTCO 401(k) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2024 and 2023

(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 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 is the first day of each month. 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 \$6.3 million for the year ended December 31, 2024, and was deposited into the Plan and allocated to participant accounts in March 2025.

(2) Other eligible employment

The Company matches the lesser of 50% of each employee's deferral 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 the first day of each month. 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, 2024 and 2023

contribution was \$605.5 million for the year ended December 31, 2024, and was deposited into the Plan and allocated to participant accounts in March 2025.

(c) Participants' Accounts

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

Effective for participants employed on or after August 1, 2024, vesting in any form of employer contributions are 100% vested and nonforfeitable. Prior to this date, the Plan had a 5-year graded vesting schedule.

(e) Forfeitures

Forfeited amounts are used to reduce employer contributions, funded subsequent to each year. Forfeitures during 2024 and forfeiture balances as of December 31, 2024, and 2023, were immaterial. 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 invest funds in their account in the Plan's available investment 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.

(h) Notes Receivable from Participants

A participant may borrow between \$1,000 and the lesser of \$50,000 or 45% of their vested account balance, reduced by the highest outstanding loan 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 salary deferral 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 re-payment 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

COSTCO 401(k) RETIREMENT PLAN

Notes to Financial Statements (Continued)

December 31, 2024 and 2023

charged by commercial lenders. At December 31, 2024, interest rates on loans outstanding ranged from 4.25% to 10.50%, with various maturities through December 2039. Participant accounts with loans are charged an application fee at initiation and an annual maintenance fee.

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

Northern Trust Company is the nondiscretionary trustee of the Plan and T. Rowe Price Retirement Services Inc. is the recordkeeper for the Plan. The Costco Benefits Committee is the Plan Administrator.

(j) *Administrative, Recordkeeping and Investment Fees and Expenses*

Certain administrative expenses, and recordkeeping and investment fees including investment management and transaction fees, are paid by the Plan. Certain of those expenses are charged to participant accounts.

(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 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

COSTCO 401(k) RETIREMENT PLAN

Notes to Financial Statements (Continued)

December 31, 2024 and 2023

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 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

COSTCO 401(k) RETIREMENT PLAN

Notes to Financial Statements (Continued)

December 31, 2024 and 2023

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, money market securities, and a collective trust as of December 31, 2024, and 2023.

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, 2024, and 2023.

December 31, 2024:	Level 1 (in 000's)
Investments, at fair value:	
Costco Wholesale Corporation common stock	\$ 21,006,481
Common commingled trust funds	12,039,144
Separately managed accounts	2,629,978
Registered investment company funds	2,353,270
Total investments in fair value hierarchy	\$ 38,028,873

December 31, 2023:	Level 1 (in 000's)
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	\$ 30,435,735

(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 remain 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.

COSTCO 401(k) RETIREMENT PLAN

Notes to Financial Statements (Continued)

December 31, 2024 and 2023

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, 2024, 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 in funds, trusts, and accounts managed by Northern Trust Company, the trustee for the Plan, and by T. Rowe Price Trust Company or T. Rowe Price Associates, Inc., which are affiliates of the recordkeeper for the Plan, T. Rowe Price Retirement Services, Inc. These entities are considered "parties-in-interest" as such term is defined in the ERISA.

As the Plan sponsor, the Company is a party-in-interest with respect to the Plan. At December 31, 2024 and 2023, the Plan held 22,926,000 and 24,205,000 shares of Costco common stock. During 2024, 1,192,000 shares were purchased and 2,471,000 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, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
Registered investment company and common commingled trust funds:			
Capital Group	New Perspective Trust U3	**	\$ 532,538
PIMCO	Income Institutional	**	547,097
* T. Rowe Price	Retirement Balanced Trust K	**	34,625
* T. Rowe Price	TRP Ret 2005 Active Trust K	**	21,922
* T. Rowe Price	TRP Ret 2010 Active Trust K	**	36,337
* T. Rowe Price	TRP Ret 2015 Active Trust K	**	115,620
* T. Rowe Price	TRP Ret 2020 Active Trust K	**	373,889
* T. Rowe Price	TRP Ret 2025 Active Trust K	**	816,719
* T. Rowe Price	TRP Ret 2030 Active Trust K	**	1,234,005
* T. Rowe Price	TRP Ret 2035 Active Trust K	**	1,240,681
* T. Rowe Price	TRP Ret 2040 Active Trust K	**	1,432,959
* T. Rowe Price	TRP Ret 2045 Active Trust K	**	1,629,654
* T. Rowe Price	TRP Ret 2050 Active Trust K	**	1,137,885
* T. Rowe Price	TRP Ret 2055 Active Trust K	**	1,366,220
* T. Rowe Price	TRP Ret 2060 Active Trust K	**	719,126
* T. Rowe Price	TRP Ret 2065 Active Trust K	**	186,806
* T. Rowe Price	TRP Ret 2020 Active Trust-Income K	**	9,420
* T. Rowe Price	TRP Ret 2025 Active Trust-Income K	**	947
Vanguard	Extended Market Index Institutional	**	110,597
Vanguard	Total International Stock Index Institutional	**	94,431
Vanguard	Total Bond Market Index Fund Institutional	**	141,279
Vanguard	Institutional Index, Plus	**	1,459,866
Wellington	CIF II Growth S5	**	1,149,791
Total registered investment company and common commingled trust funds			<u>14,392,414</u>
Separately managed accounts:			
Mid-Cap Growth Portfolio:			
Acadia Healthcare Company Inc.	Common Stock	**	5,472
Agilent Technologies Inc.	Common Stock	**	24,767
Align Technology Inc.	Common Stock	**	9,323
Alnylam Pharmaceuticals Inc.	Common Stock	**	18,295
Amphenol Corp., Class A	Common Stock	**	8,901
Assurant Inc.	Common Stock	**	19,534
Avantor Inc.	Common Stock	**	19,557
Avery Dennison Corp.	Common Stock	**	17,777
Axis Capital Holdings Ltd.	Common Stock	**	6,119
Ball Corp.	Common Stock	**	18,540
Bath & Body Works Inc.	Common Stock	**	7,739
Biogen Inc.	Common Stock	**	9,121
Boston Beer Company Inc., Class A	Common Stock	**	2,342
Bright Horizons Family Solutions	Common Stock	**	9,239
Broadridge Financial Solutions Inc.	Common Stock	**	12,638
Bruker Corp.	Common Stock	**	12,192
Burlington Stores Inc.	Common Stock	**	14,934
BWX Technologies Inc.	Common Stock	**	8,885
Casey's General Stores Inc.	Common Stock	**	14,323

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
Cboe Global Markets Inc.	Common Stock	**	12,239
CCC Intelligent Solutions Holdings Inc.	Common Stock	**	13,753
Cheniere Energy Inc.	Common Stock	**	23,108
Cognex Corp.	Common Stock	**	3,699
Constellation Brands, Inc., Class A	Common Stock	**	6,580
Corpay Inc.	Common Stock	**	14,019
Costar Group Inc.	Common Stock	**	10,173
Cytokinetics Inc.	Common Stock	**	4,394
Dollar General Corp.	Common Stock	**	2,393
Dollar Tree Inc.	Common Stock	**	16,813
Domino's Pizza Inc.	Common Stock	**	23,954
DraftKings Inc., Class A	Common Stock	**	15,536
Duolingo Inc.	Common Stock	**	2,615
Encompass Health Corp.	Common Stock	**	3,430
Enovis Corp.	Common Stock	**	6,096
EQT Corp.	Common Stock	**	15,731
Equifax Inc.	Common Stock	**	14,618
Esab Corp.	Common Stock	**	16,312
Exact Sciences Corp.	Common Stock	**	4,286
Expand Energy Corp.	Common Stock	**	7,732
Fair Isaac Corp.	Common Stock	**	14,274
Ferguson Enterprises Inc. Par	Common Stock	**	8,093
Five Below Inc.	Common Stock	**	8,426
Fortinet Inc.	Common Stock	**	14,460
Fortive Corp.	Common Stock	**	17,619
Gartner Inc.	Common Stock	**	1,447
Hilton Worldwide Holdings Inc.	Common Stock	**	21,068
Hologic Inc.	Common Stock	**	28,377
Howmet Aerospace Inc.	Common Stock	**	2,897
J.B. Hunt Transport Services Inc.	Common Stock	**	13,340
IDEX Corp.	Common Stock	**	8,045
Ingersoll Rand Inc.	Common Stock	**	19,142
Insmed Inc.	Common Stock	**	810
Intercontinental Exchange Inc.	Common Stock	**	12,316
Ionis Pharmaceuticals Inc.	Common Stock	**	8,569
ITT Inc.	Common Stock	**	2,988
Keysight Technologies Inc.	Common Stock	**	11,869
KKR & Co Inc., Class A	Common Stock	**	1,355
Lattice Semiconductor Corp.	Common Stock	**	20,613
Liberty Media Corp., Series C Liberty Formula One	Common Stock	**	17,049
Liberty Media Corp., Series C	Common Stock	**	1,898
Littelfuse Inc.	Common Stock	**	2,135
Lululemon Athletica Inc.	Common Stock	**	2,628
Maplebear Inc.	Common Stock	**	4,372
Markel Group Inc.	Common Stock	**	6,016
Marketaxess Holdings Inc.	Common Stock	**	11,007

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
Martin Marietta Materials	Common Stock	**	13,788
Marvell Technology Inc.	Common Stock	**	44,592
Match Group Inc.	Common Stock	**	6,813
McCormick & Company Inc.	Common Stock	**	5,453
Mettler-Toldeo International Inc.	Common Stock	**	10,114
Microchip Technology Inc.	Common Stock	**	21,250
Molina Healthcare Inc.	Common Stock	**	7,333
Monday.com Ltd.	Common Stock	**	2,462
MongoDB Inc.	Common Stock	**	2,550
Monolithic Power Systems Inc.	Common Stock	**	2,480
New York Times Co., Class A	Common Stock	**	8,106
Old Dominion Freight Line Inc.	Common Stock	**	5,726
Onestream Inc., Class A	Common Stock	**	1,569
Paylocity Holding Corp.	Common Stock	**	16,355
Penumbra Inc.	Common Stock	**	2,412
Planet Fitness Inc., Class A	Common Stock	**	12,454
PTC Inc.	Common Stock	**	24,927
Pure Storage Inc., Class A	Common Stock	**	9,188
Quanta Services Inc.	Common Stock	**	5,854
Quidelortho Corp.	Common Stock	**	6,750
Range Resources Corp.	Common Stock	**	5,844
Raymond James Financial Inc.	Common Stock	**	14,400
Reddit Inc., Class A	Common Stock	**	10,317
Reynolds Consumer Products Inc.	Common Stock	**	5,004
Roku Inc., Class A	Common Stock	**	3,457
Roper Technologies Inc.	Common Stock	**	4,141
Ross Stores Inc.	Common Stock	**	19,387
RPM International Inc.	Common Stock	**	5,649
Sarepta Therapeutics Inc.	Common Stock	**	4,982
Sealed Air Corp.	Common Stock	**	7,826
ServiceTitan Inc., Class A	Common Stock	**	689
StandardAero, Inc.	Common Stock	**	3,448
Teleflex Inc.	Common Stock	**	24,963
Texas Roadhouse Inc.	Common Stock	**	1,473
Textron Inc.	Common Stock	**	19,394
Cooper Companies Inc.	Common Stock	**	14,317
Trade Desk Inc/The, Class A	Common Stock	**	36,117
Toast Inc., Class A	Common Stock	**	10,914
TopBuild Corp.	Common Stock	**	3,534
TPG Inc., Class A	Common Stock	**	2,203
Tractor Supply Co.	Common Stock	**	3,400
Tradeweb Markets Inc., Class A	Common Stock	**	7,692
Transunion	Common Stock	**	7,016
Treehouse Foods Inc.	Common Stock	**	3,147
Tyler Technologies Inc.	Common Stock	**	19,523
UL Solutions Inc., Class A	Common Stock	**	3,470
Ulta Beauty Inc.	Common Stock	**	5,531

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
United Rentals Inc.	Common Stock	**	7,436
Vaxcyte Inc.	Common Stock	**	3,037
Veeva Systems Inc., Class A	Common Stock	**	24,389
Veralto Corp.	Common Stock	**	7,523
Verisk Analytics Inc.	Common Stock	**	8,941
Viking Holdings Ltd.	Common Stock	**	8,177
Waste Connections Inc.	Common Stock	**	5,587
West Pharmaceutical Services	Common Stock	**	4,522
XPO Inc.	Common Stock	**	5,106
Yum! Brands Inc.	Common Stock	**	18,179
Zoom Communications Inc.	Common Stock	**	11,654
Argenx SE	Foreign Stock	**	6,324
Ascendis Pharma	Foreign Stock	**	6,471
Alcon AG	Foreign Stock	**	12,097
Atlassian Corp., Class A	Foreign Stock	**	10,106
Birkenstock Holding PLC	Foreign Stock	**	5,190
Crispr Therapeutics AG	Foreign Stock	**	2,709
NXP Semiconductors N.V.	Foreign Stock	**	6,572
On Holding AG, Class A	Foreign Stock	**	4,167
Spotify Technology SA	Foreign Stock	**	11,717
TechnipFMC PLC	Foreign Stock	**	16,912
Weatherford International PLC	Foreign Stock	**	4,622
Caris Life Sciences, Series D Convertible	Preferred Stock	**	623
Databricks, Series H Convertible	Preferred Stock	**	911
Databricks, Series I Convertible	Preferred Stock	**	388
Nuro Inc., Series D	Preferred Stock	**	242
Redwood Materials Inc., Series C	Preferred Stock	**	951
Sila Nanotechnologies Inc., Series F	Preferred Stock	**	666
Databricks, Series J	Convertible Equity	**	736
*Northern Institutional Treasury Portfolio	Money Market Securities	**	27,577
*T. Rowe Price Treasury Reserve Fund	Money Market Securities	**	2,839
Large Cap Value Portfolio:			
Advanced Micro Devices Inc.	Common Stock	**	3,433
Allstate Corp.	Common Stock	**	4,402
Ameren Corporation	Common Stock	**	5,272
American Express Company	Common Stock	**	7,300
Ametek Inc.	Common Stock	**	7,097
Amphenol Corp., Class A	Common Stock	**	1,912
Analog Devices Inc.	Common Stock	**	2,973
Annaly Capital Management, Inc.	Common Stock	**	2,613
Atmos Energy Corp.	Common Stock	**	3,256
Autozone Inc.	Common Stock	**	5,198
Bank of America Corp.	Common Stock	**	10,575
Becton, Dickinson and Co.	Common Stock	**	3,633
Berkshire Hathaway Inc., Class B	Common Stock	**	16,349
Boeing Co.	Common Stock	**	4,075
Booking Holdings Inc.	Common Stock	**	4,423

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
Cencora Inc.	Common Stock	**	6,794
Chevron Corp.	Common Stock	**	5,292
Chubb Ltd.	Common Stock	**	2,384
Cigna Group	Common Stock	**	2,384
Citigroup Inc.	Common Stock	**	2,610
CME Group Inc.	Common Stock	**	3,830
Coca-Cola Co/The	Common Stock	**	5,448
Colgate-Palmolive Company	Common Stock	**	5,286
Comcast Corp	Common Stock	**	4,088
Conocophillips	Common Stock	**	6,959
Corebridge Financial Inc.	Common Stock	**	3,523
Corpay Inc.	Common Stock	**	2,976
CSX Corp.	Common Stock	**	1,669
Cummins Inc.	Common Stock	**	3,589
Danaher Corp.	Common Stock	**	2,394
Deere & Company	Common Stock	**	6,978
Diamondback Energy Inc.	Common Stock	**	3,536
Dollar Tree Inc.	Common Stock	**	1,555
Elevance Health Inc.	Common Stock	**	8,163
EQT Corp.	Common Stock	**	4,040
Equity Lifestyle Properties, Inc.	Common Stock	**	1,100
Equinix Inc.	Common Stock	**	2,251
Exelon Corp.	Common Stock	**	5,182
Expand Energy Corp.	Common Stock	**	1,673
Exxon Mobil Corp.	Common Stock	**	7,057
Ferguson Enterprises Inc. Par	Common Stock	**	2,845
Fiserv Inc.	Common Stock	**	10,055
Franco-Nevada Corp.	Common Stock	**	2,785
Freeport-McMoRan Inc.	Common Stock	**	1,538
GE Healthcare Technologies Inc.	Common Stock	**	1,556
General Dynamics Corp.	Common Stock	**	3,104
General Electric Co	Common Stock	**	3,268
Goldman Sachs Group Inc.	Common Stock	**	2,820
HCA Healthcare Inc.	Common Stock	**	1,167
Home Depot Inc.	Common Stock	**	3,672
Huntington Bancshares Inc	Common Stock	**	1,376
International Paper Co	Common Stock	**	6,034
Johnson & Johnson	Common Stock	**	5,091
JPMorgan Chase & Co.	Common Stock	**	16,428
Kenvue Inc.	Common Stock	**	12,857
Keurig Dr Pepper Inc.	Common Stock	**	5,636
KeyCorp	Common Stock	**	2,556
Keysight Technologies Inc.	Common Stock	**	8,548
KLA Corp.	Common Stock	**	1,379
L3Harris Technologies Inc.	Common Stock	**	3,616
Martin Marietta Materials	Common Stock	**	2,184
McDonald's Corp.	Common Stock	**	5,974

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
Metlife Inc.	Common Stock	**	1,915
Micron Technologies Inc.	Common Stock	**	2,339
Molina Healthcare Inc.	Common Stock	**	1,448
Mondelez International Inc., Class A	Common Stock	**	2,472
Mosaic Co.	Common Stock	**	1,870
NextEra Energy Inc.	Common Stock	**	1,799
Norfolk Southern Corp.	Common Stock	**	5,536
Northrop Grumman Corp.	Common Stock	**	2,596
Old Dominion Freight Line Inc.	Common Stock	**	3,438
Owens Corning	Common Stock	**	1,491
Parker-Hannifin Corp.	Common Stock	**	3,353
Phillips 66	Common Stock	**	2,697
PPG Industries, Inc.	Common Stock	**	2,153
Proctor & Gamble Co/The	Common Stock	**	6,190
Progressive Corp.	Common Stock	**	1,618
Public Storage	Common Stock	**	4,475
Range Resources Corp.	Common Stock	**	6,021
Regeneron Pharmaceuticals Inc.	Common Stock	**	3,189
Republic Services Inc.	Common Stock	**	3,882
Revvity Inc.	Common Stock	**	5,113
Rockwell Automation Inc.	Common Stock	**	4,915
Ross Stores Inc.	Common Stock	**	3,401
Sherwin-Williams Co.	Common Stock	**	5,613
Southern Copper Corp.	Common Stock	**	1,078
TE Connectivity Ltd.	Common Stock	**	4,343
Tenet Healthcare Corp.	Common Stock	**	4,041
Texas Instruments Corp.	Common Stock	**	6,565
The Charles Schwab Corp.	Common Stock	**	8,660
Thermo Fisher Scientific Inc.	Common Stock	**	5,409
T-Mobile US Inc.	Common Stock	**	4,865
Tractor Supply Co.	Common Stock	**	2,286
Travelers Cos Inc/The	Common Stock	**	4,163
Union Pacific Corp.	Common Stock	**	4,855
UnitedHealth Group Inc.	Common Stock	**	9,647
Visa Inc., Class A	Common Stock	**	3,722
Wabtec Corp.	Common Stock	**	7,440
Walmart Inc.	Common Stock	**	6,295
Wheaton Precious Metals Corp.	Common Stock	**	1,282
Williams Companies Inc.	Common Stock	**	1,182
Xcel Energy	Common Stock	**	7,053
AstraZeneca PLC	Foreign Stock	**	6,754
Compagnie Financiere Richemont	Foreign Stock	**	3,184
Linde PLC	Foreign Stock	**	4,667
Schlumberger Limited	Foreign Stock	**	5,009
TechnipFMC PLC	Foreign Stock	**	1,212
*Northern Institutional Treasury Portfolio	Money Market Securities	**	2,823
*T. Rowe Price Government Money Fund	Money Market Securities	**	3,883

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
Small-Cap Core Portfolio:			
AAON Inc.	Common Stock	**	1,981
Acelyrin Inc.	Common Stock	**	754
Admiral Acquisition Limited	Common Stock	**	1,302
Agco Corp.	Common Stock	**	233
Akero Therapeutics Inc.	Common Stock	**	406
Alignment Healthcare Inc.	Common Stock	**	1,919
Amplitude Inc., Class A	Common Stock	**	2,778
Antero Resources Corp.	Common Stock	**	2,128
API Group Corp.	Common Stock	**	2,902
AppFolio Inc., Class A	Common Stock	**	49
Arcellx Inc.	Common Stock	**	1,123
Arcosa Inc.	Common Stock	**	3,271
Arrowhead Pharmaceuticals Inc.	Common Stock	**	1,076
Arvinas Inc.	Common Stock	**	758
Assurant Inc.	Common Stock	**	4,341
AST SpaceMobile Inc., Class A	Common Stock	**	582
Atkore Inc.	Common Stock	**	632
Atlanta Braves Holdings Inc., Series C	Common Stock	**	1,917
Atmus Filtration Technologies Inc.	Common Stock	**	1,846
Aurora Innovation Inc., Class A	Common Stock	**	2,481
AZZ Inc.	Common Stock	**	4,457
Banc of California Inc.	Common Stock	**	2,306
Beacon Roofing Supply Inc.	Common Stock	**	2,903
Bellring Brands Inc.	Common Stock	**	1,810
Black Diamond Therapeutics Inc.	Common Stock	**	323
Blue Foundry Bancorp.	Common Stock	**	424
Blueprint Medicines Corp.	Common Stock	**	1,626
Boston Beer Company Inc., Class A	Common Stock	**	1,840
Braze Inc., Class A	Common Stock	**	2,344
Bright Horizons Family Solutions	Common Stock	**	4,061
BrightSpring Health Services Inc.	Common Stock	**	804
BrightView Holdings Inc.	Common Stock	**	1,853
Bruker Corp.	Common Stock	**	3,057
Burlington Stores Inc.	Common Stock	**	1,893
Cactus Inc., Class A	Common Stock	**	1,626
Cadence Bank	Common Stock	**	3,007
Caesars Entertainment Inc.	Common Stock	**	1,534
California Water Services Group	Common Stock	**	1,955
Capitol Federal Financial Inc.	Common Stock	**	1,112
Capstone Copper Corp.	Common Stock	**	1,000
Casella Waste Systems Inc., Class A	Common Stock	**	1,942
Cava Group Inc.	Common Stock	**	142
Cboe Global Markets Inc.	Common Stock	**	7,102
CCC Intelligent Solutions Holdings Inc.	Common Stock	**	3,583
Celldex Therapeutics Inc.	Common Stock	**	810
Celsius Holdings Inc.	Common Stock	**	168

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
Centessa Pharmaceuticals PLC - ADR	Common Stock	**	908
Champion Homes Inc.	Common Stock	**	2,346
Checkr Inc.	Common Stock	**	155
Chesapeake Utilities Corp.	Common Stock	**	4,598
Columbia Banking Systems Inc.	Common Stock	**	3,192
Concentra Group Holdings Parent Inc.	Common Stock	**	1,878
Crane Co.	Common Stock	**	2,539
CRB Group Inc.,	Common Stock	**	83
Crinetics Pharmaceuticals Inc.	Common Stock	**	1,361
Crossfirst Bankshares Inc.	Common Stock	**	733
CSW Industrials Inc.	Common Stock	**	1,359
CTS Corp.	Common Stock	**	2,077
Cubalmart	Common Stock	**	3,673
Curblin Properties Corp.	Common Stock	**	1,998
Custom Truck One Source Inc., Class A	Common Stock	**	628
Cytokinetics Inc.	Common Stock	**	4,476
Digitalbridge Group Inc.	Common Stock	**	1,932
Dime Community Bancshares Inc.	Common Stock	**	1,821
Diploma PLC	Common Stock	**	846
Dogwood State Bank, Voting	Common Stock	**	346
Doximity, Inc., Class A	Common Stock	**	2,005
DT Midstream Inc.	Common Stock	**	2,380
Duolingo Inc.	Common Stock	**	931
Dutch Bros Inc., Class A	Common Stock	**	2,391
Eagle Materials Inc.	Common Stock	**	49
East West Bancorp Inc.	Common Stock	**	4,871
Eastern Bankshares Inc.	Common Stock	**	1,860
Eastgroup Properties Inc.	Common Stock	**	3,035
Elanco Animal Health Inc.	Common Stock	**	2,071
Element Solutions Inc.	Common Stock	**	2,723
Encore Capital Group Inc.	Common Stock	**	2,090
Enerpac Tool Group Corp.	Common Stock	**	1,816
Enpro Inc.	Common Stock	**	3,395
Entegris Inc.	Common Stock	**	86
Equity Bancshares Inc., Class A	Common Stock	**	1,933
Erasca Inc.	Common Stock	**	546
Esab Corp.	Common Stock	**	5,677
Esco Technologies Inc.	Common Stock	**	1,807
Expand Energy Corp.	Common Stock	**	4,487
Expro Group Holdings NV	Common Stock	**	1,513
Fabrinet	Common Stock	**	66
FB Financial Corp.	Common Stock	**	2,633
Federal Signal Corp.	Common Stock	**	2,853
First American Financial Corp.	Common Stock	**	560
First Bancshares Inc.	Common Stock	**	1,893
Five Star Bancorp	Common Stock	**	1,691
Floor & Décor Holdings Inc., Class A	Common Stock	**	202

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
FTAI Aviation Ltd.	Common Stock	**	3,159
FTI Consulting Inc.	Common Stock	**	1,865
Global-E Online Ltd.	Common Stock	**	809
Globant SA	Common Stock	**	1,986
GMS Inc.	Common Stock	**	2,348
Goosehead Insurance Inc., Class A	Common Stock	**	2,489
Graco Inc.	Common Stock	**	2,214
Grand Canyon Education Inc.	Common Stock	**	571
Grasshopper Bancorp Inc.	Common Stock	**	97
H.B. Fuller Company	Common Stock	**	2,041
Haemonetics Corporation	Common Stock	**	3,858
Hamilton Lane Inc., Class A	Common Stock	**	1,946
Hanover Insurance Group Inc/The	Common Stock	**	2,005
HarborOne Bancorp Inc.	Common Stock	**	835
Haul Hub, Series C Convertible	Common Stock	**	23
Hawaiian Electric Industries Inc.	Common Stock	**	1,732
Healthequity Inc.	Common Stock	**	2,273
Home Bancshares Inc.	Common Stock	**	1,762
Howard Hughes Holdings Inc.	Common Stock	**	1,901
Idacorp Inc.	Common Stock	**	2,860
Immunome Inc.	Common Stock	**	1,341
Immunovant Inc.	Common Stock	**	3,381
Independence Realty Trust Inc.	Common Stock	**	4,139
Insight Enterprises Inc.	Common Stock	**	2,848
Insmid Inc.	Common Stock	**	2,622
Installed Building Products Inc.	Common Stock	**	1,518
Intapp Inc.	Common Stock	**	4,223
International Game Technolgy PLC	Common Stock	**	579
Interparfums Inc.	Common Stock	**	2,290
Ionis Pharmaceuticals Inc.	Common Stock	**	1,869
iovance Biotherapeutics Inc.	Common Stock	**	837
JFrog Ltd.	Common Stock	**	1,397
Kearny Financial Corp/Md	Common Stock	**	528
Kestra Medical Technologies Ltd., Class A	Common Stock	**	413
Kimbell Royalty Partners, LP	Common Stock	**	1,028
Knife River Corp.	Common Stock	**	395
LandBridge Company LLC	Common Stock	**	2,016
Landstar System Inc.	Common Stock	**	40
Lantheus Holdings Inc.	Common Stock	**	2,056
Lattice Semiconductor Corp.	Common Stock	**	6,441
Leonardo DRS Inc.	Common Stock	**	2,427
Liberty Media Corp., Series C	Common Stock	**	9,289
Live Oak Bancshares Inc.	Common Stock	**	2,599
Loar Holdings Inc.	Common Stock	**	587
Louisiana-Pacific Corp.	Common Stock	**	1,898
MACOM Technology Solutions Holdings Inc.	Common Stock	**	1,798
Madison Square Garden Sports Corp.	Common Stock	**	1,955

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
Magnolia Oil & Gas Corp., Class A	Common Stock	**	1,956
Marqeta Inc.	Common Stock	**	1,203
Masimo Corp.	Common Stock	**	8,215
Matador Resources Co.	Common Stock	**	213
McGrath RentCorp	Common Stock	**	1,971
Merus NV	Common Stock	**	641
Middlesex Water Co.	Common Stock	**	1,203
Mirion Technologies Inc., Class A	Common Stock	**	6,399
Modine Manufacturing Company	Common Stock	**	2,591
Molina Healthcare Inc.	Common Stock	**	974
MSA Safety Inc.	Common Stock	**	1,567
MYR Group Inc.	Common Stock	**	874
nCino, Inc.	Common Stock	**	1,345
Neogen Corp.	Common Stock	**	1,861
Neogenomics Inc.	Common Stock	**	3,152
Neumora Therapeutics Inc.	Common Stock	**	657
Novocure Ltd.	Common Stock	**	1,292
Nurix Therapeutics Inc.	Common Stock	**	657
OGE Energy Corp.	Common Stock	**	2,917
Olaplex Holdings Inc.	Common Stock	**	911
Ollie's Bargain Outlet Holdings Inc.	Common Stock	**	227
Onestream Inc., Class A	Common Stock	**	619
Onto Innovation Inc.	Common Stock	**	200
Origin Bancorp Inc.	Common Stock	**	1,460
Oscar Health Inc., Class A	Common Stock	**	3,033
Osisko Gold Royalties Ltd.	Common Stock	**	1,155
Pacific Premier Bancorp Inc.	Common Stock	**	1,629
Papa John's International Inc.	Common Stock	**	1,742
PAR Technology Corp/Del	Common Stock	**	5,982
Parsons Corp.	Common Stock	**	2,785
Pax Labs Inc., Class A	Common Stock	**	68
Paycor HCM Inc.	Common Stock	**	2,324
Paylocity Holding Corp.	Common Stock	**	1,922
Peloton Interactive Inc.	Common Stock	**	766
Pennymac Financial Services	Common Stock	**	5,512
Penumbra Inc.	Common Stock	**	1,809
Pinnacle Financial Partners	Common Stock	**	4,148
Planet Fitness Inc., Class A	Common Stock	**	5,819
Post Holdings Inc.	Common Stock	**	1,884
Power Integrations Inc.	Common Stock	**	1,821
Prime Medicine Inc.	Common Stock	**	121
Primo Brands Corp.	Common Stock	**	1,017
Privia Health Group Inc.	Common Stock	**	1,699
Procept Biorobotics Corp.	Common Stock	**	1,842
Progyny Inc.	Common Stock	**	1,622
Prosperity Bancshares Inc.	Common Stock	**	2,623
Quidelortho Corp.	Common Stock	**	3,065

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
QXO Inc.	Common Stock	**	5,112
Radnet Inc.	Common Stock	**	1,866
Range Resources Corp.	Common Stock	**	5,180
Rapt Therapeutics Inc.	Common Stock	**	448
RBC Bearings Inc.	Common Stock	**	5,397
Red Rock Resorts Inc., Class A	Common Stock	**	1,670
Reddit Inc., Class A	Common Stock	**	4,067
Repligen Corp.	Common Stock	**	876
RH	Common Stock	**	1,905
RLI Corp.	Common Stock	**	2,231
Root Inc., Class A	Common Stock	**	231
Royal Gold Inc.	Common Stock	**	1,996
Rush Enterprises Inc., Class A	Common Stock	**	1,727
Ryman Hospitality Properties Inc.	Common Stock	**	1,303
Saia Inc.	Common Stock	**	2,501
Savers Value Village Inc.	Common Stock	**	1,000
Selective Insurance Group Inc.	Common Stock	**	1,811
ServiceTitan Inc., Class A	Common Stock	**	1,562
Shake Shack Inc.	Common Stock	**	2,881
Simply Good Foods Co/The	Common Stock	**	2,746
Simpson Manufacturing Co. Inc.	Common Stock	**	826
Siteone Landscape Supply Inc.	Common Stock	**	5,618
Skechers U.S.A. Inc., Class A	Common Stock	**	1,693
SLM Corp.	Common Stock	**	2,213
Solaris Energy Infrastructure Inc.	Common Stock	**	1,437
Sotera Health Co.	Common Stock	**	2,220
SouthState Corp.	Common Stock	**	4,011
SPX Technologies Inc.	Common Stock	**	4,277
Stepstone Group Inc., Class A	Common Stock	**	1,800
Stevanato Group SpA	Common Stock	**	2,223
Stifel Financial Corp.	Common Stock	**	2,039
Strategic Education Inc.	Common Stock	**	1,861
Talen Energy Corp.	Common Stock	**	157
Teledyne Technologies Inc.	Common Stock	**	2,953
Terreno Realty Corp.	Common Stock	**	3,274
Tetra Tech Inc.	Common Stock	**	757
Texas Capital Bancshares Inc.	Common Stock	**	2,953
The Baldwin Insurance Group Inc., Class A	Common Stock	**	1,383
Themis Sol (Clio), Series E Convertible	Common Stock	**	177
Themis Solutions Inc.	Common Stock	**	221
Thermon Group Holdings Inc.	Common Stock	**	1,707
Third Harmonic Bio Inc.	Common Stock	**	361
Toast Inc., Class A	Common Stock	**	1,265
Toro Co.	Common Stock	**	63
Transcat Inc.	Common Stock	**	1,563
TTM Technologies Inc.	Common Stock	**	540
TWFG Inc., Class A	Common Stock	**	1,168

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
TXNM Energy Inc.	Common Stock	**	4,014
UFP Industries Inc.	Common Stock	**	1,475
UTZ Brands Inc., Class A	Common Stock	**	1,680
Varonis Systems Inc.	Common Stock	**	1,204
Vaxcyte Inc.	Common Stock	**	2,058
Vera Therapeutics Inc., Class A	Common Stock	**	1,382
Vertex Inc., Class A	Common Stock	**	1,868
Vimeo Inc.	Common Stock	**	1,238
Viper Energy Inc.	Common Stock	**	2,927
VSE Corp.	Common Stock	**	3,922
Warrior Met Coal Inc.	Common Stock	**	1,372
Western Alliance Bancorporation	Common Stock	**	3,168
White Mountains Insurance Group Ltd.	Common Stock	**	2,402
Willscot Holdings Corp.	Common Stock	**	977
Workiva Inc., Class A	Common Stock	**	5,041
Wyndham Hotels & Resorts Inc.	Common Stock	**	2,193
Xenon Pharmaceuticals Inc.	Common Stock	**	709
Ascendis Pharma	Foreign Stock	**	1,042
Colliers International Group Inc.	Foreign Stock	**	1,332
Constellium SE	Foreign Stock	**	3,043
Crispr Therapeutics AG	Foreign Stock	**	406
Descartes Systems Group/The	Foreign Stock	**	5,153
Firstservice Corp.	Foreign Stock	**	3,906
Flagship Communities REIT UT	Foreign Stock	**	966
Immatics NV	Foreign Stock	**	970
Immunocore Holdings PLC - ADR	Foreign Stock	**	3,441
Novanta Inc.	Foreign Stock	**	3,101
Popular Inc.	Foreign Stock	**	1,467
Rentokil Initial PLC	Foreign Stock	**	58
Smith (DS)	Foreign Stock	**	4,240
Spirax Group PLC.	Foreign Stock	**	224
TechnipFMC PLC	Foreign Stock	**	5,432
TMX Group Ltd.	Foreign Stock	**	6,325
Unite Group PLC	Foreign Stock	**	961
Watches of Switzerland Group PLC	Foreign Stock	**	704
Weatherford International PLC	Foreign Stock	**	2,424
Weir Group ADR	Foreign Stock	**	58
West Fraser Timber Co. Ltd.	Foreign Stock	**	1,625
1661 Inc. D/B/A/ Goat, Series F Convertible	Preferred Stock	**	86
ABL Space Systems, Series B	Preferred Stock	**	6
Caris Life Sciences, Series C Convertible	Preferred Stock	**	381
Caris Life Sciences, Series D Convertible	Preferred Stock	**	255
Cellink Inc., Series D	Preferred Stock	**	28
Checker Inc., Series C Convertible	Preferred Stock	**	212
Checker Inc., Series D Convertible	Preferred Stock	**	331
Cleerly, Series C Convertible	Preferred Stock	**	253
CRB Group, Series D Convertible	Preferred Stock	**	291

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(in thousands)

(a) (b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
Epirus Inc., Series C-2 Convertible	Preferred Stock	**	302
Farmers Business Network Inc.	Preferred Stock	**	105
Flexe, Series C Convertible	Preferred Stock	**	154
Flexe, Series D Convertible	Preferred Stock	**	61
Haul Hub, Series B Convertible	Preferred Stock	**	64
Honor Technology Inc., Series D	Preferred Stock	**	321
Inscripta Inc., Series E	Preferred Stock	**	63
Kardium Inc., Series D-6 Convertible	Preferred Stock	**	217
KoBold Metals Co., Series B-1	Preferred Stock	**	968
National Resilience, Series B Convertible	Preferred Stock	**	1,109
National Resilience, Series C Convertible	Preferred Stock	**	640
Nuro Inc., Series C	Preferred Stock	**	305
Nuro Inc., Series D	Preferred Stock	**	97
Redwood Materials Inc., Series C	Preferred Stock	**	464
SecurityScorecard Inc., Series E Convertible	Preferred Stock	**	285
Sila Nanotechnologies Inc., Series F	Preferred Stock	**	221
Socure Inc.	Preferred Stock	**	27
Socure Inc., Series A Convertible	Preferred Stock	**	33
Socure Inc., Series A-1 Convertible	Preferred Stock	**	27
Socure Inc., Series E Convertible	Preferred Stock	**	63
Themis Sol (Clio), Series AA Convertible	Preferred Stock	**	50
Themis Sol (Clio), Series AB Convertible	Preferred Stock	**	5
Themis Sol (Clio), Series B Convertible	Preferred Stock	**	6
Kobold Metals Co., Series C-1 Convertible	Convertible Equity	**	549
Lightmatter, Inc., Series D Convertible	Convertible Equity	**	553
Metsera, Inc., Series B Convertible	Convertible Equity	**	422
Kardium Inc., Convertible Bonds	Convertible Bonds	**	281
*Northern Institutional Treasury Portfolio	Money Market Securities	**	3,677
*T. Rowe Price Treasury Reserve Fund	Money Market Securities	**	1,874
Grasshopper Bancorp Inc., Warrants	Warrants	**	3
International Equity Portfolio:			
Capital Group International All Country Equity Trust	Common Trust	**	183,869
*Northern Institutional Treasury Portfolio Premier Shares	Money Market Securities	**	7
Total separately managed accounts			<u>2,629,978</u>
Fully Benefit-Responsive Contracts:			
Capital Preservation Portfolio:			
* T. Rowe Price Cash Reserve Trust	Common Trust	**	44,730
* Northern Institutional Treasury Portfolio Premier Shares	Common Trust	**	31,559
* T. Rowe Price Short Term Common Trust:			
American General Life Insurance Company	Collective Trust Fund	**	47,392
Citibank N.A.	Collective Trust Fund	**	53,752
Massachusetts Mutual Life Insurance Company	Collective Trust Fund	**	64,206
Met Tower Life Insurance	Collective Trust Fund	**	32,657
Monumental Life(Transamerica)	Collective Trust Fund	**	48,606

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2024

(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	**	64,228
Pacific Life Insurance Company	Collective Trust Fund	**	29,351
Prudential Insurance Company of America	Collective Trust Fund	**	63,427
Royal Bank of Canada	Collective Trust Fund	**	45,386
State Street Bank & Trust Company	Collective Trust Fund	**	30,354
* T. Rowe Price Intermediate Term Common Trust:			
American General Life Insurance Company	Collective Trust Fund	**	69,356
Citibank N.A.	Collective Trust Fund	**	78,664
Massachusetts Mutual Life Insurance Company	Collective Trust Fund	**	103,384
Met Tower Life Insurance	Collective Trust Fund	**	151,418
Monumental Life(Transamerica)	Collective Trust Fund	**	71,133
New York Life	Collective Trust Fund	**	103,419
Pacific Life Insurance Company	Collective Trust Fund	**	136,091
Prudential Insurance Company of America	Collective Trust Fund	**	102,129
Royal Bank of Canada	Collective Trust Fund	**	73,080
State Street Bank & Trust Company	Collective Trust Fund	**	140,742
* T. Rowe Price Managed Bond Trust:			
American General Life Insurance Company	Collective Trust Fund	**	16,450
Citibank N.A.	Collective Trust Fund	**	18,658
Massachusetts Mutual Life Insurance Company	Collective Trust Fund	**	23,614
Met Tower Life Insurance	Collective Trust Fund	**	25,936
Monumental Life(Transamerica)	Collective Trust Fund	**	16,871
New York Life	Collective Trust Fund	**	23,622
Pacific Life Insurance Company	Collective Trust Fund	**	23,311
Prudential Insurance Company of America	Collective Trust Fund	**	23,327
Royal Bank of Canada	Collective Trust Fund	**	16,692
State Street Bank & Trust Company	Collective Trust Fund	**	24,108
Total fully benefit-responsive contracts			<u>1,797,653</u>
* Costco Wholesale Corporation	Common stock	**	<u>21,006,481</u>
Total investments			<u>39,826,526</u>
* Participant loans	Interest rates of 4.25% to 10.50% maturing through 2039		587,174
Total			<u>\$40,413,700</u>

* Indicates a party-in-interest

** Information is not required as investments are participant directed

See accompanying Independent Auditor's Report.

Plan Name	COSTCO 401K RETIREMENT PLAN
Plan Sponsor EIN	91-1223280
ERISA Plan #	002
Plan Year Ending	December 31, 2024

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).

Form/Schedule	Line #	Description	Attachment
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	

Plan Name	COSTCO 401K RETIREMENT PLAN
Plan Sponsor EIN	91-1223280
ERISA Plan #	002
Plan Year Ending	December 31, 2024

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).

Form/Schedule	Line #	Description	Attachment
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	