

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan 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.	OMB Nos. 1210-0110 1210-0089 2025 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

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 (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) COSTCO WHOLESALE CORPORATION 999 LAKE DRIVE ISSAQUAH, WA 98027
2b	Employer Identification Number (EIN) 91-1223280
2c	Plan Sponsor's telephone number 425-313-8100
2d	Business code (see instructions) 452300

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	07/23/2026	THEA HANDELMAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ 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: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 263899
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 a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 212976 6a(2) 224320 6b 10729 6c 41729 6d 276778 6e 3020 6f 279798 6g(1) 255058 6g(2) 270870 6h 0
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 Characteristic 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 Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.	OMB No. 1210-0110
		2025
		This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
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)
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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

(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

(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

(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

(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

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(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	5376366	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(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	253163	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(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 ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	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 2025 This Form is Open to Public Inspection.
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan COSTCO 401K RETIREMENT PLAN		B Three-digit plan number (PN) ▶ 002
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 COSTCO WHOLESALE CORPORATION		D Employer Identification Number (EIN) 91-1223280
Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)	
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2005 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 61-6434302-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 23077382
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2010 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 32-6199795-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 36473943
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2015 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 35-6941654-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 119423427
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2020 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
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) 392107747
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2025 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
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) 861953368
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2030 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 38-7010946-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1397184098
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2035 TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 36-7595013-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1509446864
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule D (Form 5500) 2025 v. 250312		

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) 1760440908
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) 2017007934
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) 1433649072
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) 1744031911
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) 985054336
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) 333988943
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE RETIREMENT 2070 TRUST	
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY	
c EIN-PN 33-4225231-001	d Entity code C e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 6155612
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) 628516606
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) 1334524658
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) 9809111

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 2660276
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 1104898409
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 467545663
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 149771820
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 17013981
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 36644508
a Name of MTIA, CCT, PSA, or 103-12 IE:		SS GLBL ALLCAP EQ EX-US LEND X	
b Name of sponsor of entity listed in (a):		STATE STREET BANK AND TRUST COMPANY	
c EIN-PN	04-6145917-011	d Entity code	C 176496866
a Name of MTIA, CCT, PSA, or 103-12 IE:		SS S&P 500 INDEX LEND CL X	
b Name of sponsor of entity listed in (a):		STATE STREET BANK AND TRUST COMPANY	
c EIN-PN	04-6145917-001	d Entity code	C 1731384501
a Name of MTIA, CCT, PSA, or 103-12 IE:		SS U.S. BOND INDEX LEND CL X	
b Name of sponsor of entity listed in (a):		STATE STREET BANK AND TRUST COMPANY	
c EIN-PN	04-6608322-001	d Entity code	C 171650239
a Name of MTIA, CCT, PSA, or 103-12 IE:		STATE ST SMMID CAP IDX CL II	
b Name of sponsor of entity listed in (a):		STATE STREET BANK AND TRUST COMPANY	
c EIN-PN	04-6330053-001	d Entity code	C 140618951

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

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

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

SCHEDULE H (Form 5500) Department of the Treasury Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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
		2025
		This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	5849201	3585826
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	597842644	668899969
(2) Participant contributions.....	1b(2)		
(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)	2629977791	2655644104
(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)	587173781	614078224
(9) Value of interest in common/collective trusts	1c(9)	13836797801	18632736723
(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)	2353270273	610665032
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	21006481217	18338068752
(2) Employer real property.....	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e).....	1f	41017392708	41523678630
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness.....	1i		
1j Other liabilities.....	1j		
1k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f).....	1l	41017392708	41523678630

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.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	759012019	
(B) Participants	2a(1)(B)	1193874064	
(C) Others (including rollovers).....	2a(1)(C)	43270863	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		1996156946
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	48961229	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		48961229
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock	2b(2)(B)	111667713	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	53041786	
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C)	2b(2)(D)		164709499
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	2299549391	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	2204889299	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		94660092
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-1171753972	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		2434965422
(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)		351204773
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		3918903989

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	3394631541	
(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)		3394631541
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		12355913
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	5376366	
(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)	254247	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		5630613
j Total expenses. Add all expense amounts in column (b) and enter total	2j		3412618067

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		506285922
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.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		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?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.	OMB No. 1210-0110 2025 This Form is Open to Public Inspection.
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
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	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
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2025 v. 250312		

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: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ 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. ☐ 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, 2025 and 2024

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, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, 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, 2025 and 2024, and the changes in its net assets available for benefits for the year ended December 31, 2025, 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, 2025 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 26, 2026

COSTCO 401(k) RETIREMENT PLAN
Statements of Net Assets Available for Benefits
December 31, 2025 and 2024
(in thousands)

	<u>2025</u>	<u>2024</u>
Assets:		
Investments at fair value	\$ 38,456,679	\$ 38,028,873
Investments at contract value:		
Fully benefit-responsive investment contracts	1,780,435	1,797,653
Total investments	<u>40,237,114</u>	<u>39,826,526</u>
Receivables:		
Notes receivable from participants	614,078	587,174
Employer contributions	668,900	597,843
Total receivables	<u>1,282,978</u>	<u>1,185,017</u>
Non-interest bearing cash	3,586	5,849
Net assets available for benefits	<u>\$ 41,523,678</u>	<u>\$ 41,017,392</u>

See accompanying notes to financial statements.

COSTCO 401(k) RETIREMENT PLAN

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2025

(in thousands)

	<u>2025</u>
Net investment income:	
Net appreciation of investments	\$ 1,644,151
Interest	64,925
Dividends	164,710
Total net investment income	<u>1,873,786</u>
Interest on notes receivable from participants	<u>48,961</u>
Contributions to the Plan:	
Employee	1,237,145
Employer	759,012
Total contributions	<u>1,996,157</u>
Distributions to participants and other	<u>(3,412,618)</u>
Increase in net assets	506,286
Net assets available for benefits, beginning of year	41,017,392
Net assets available for benefits, end of year	<u><u>\$ 41,523,678</u></u>

See accompanying notes to financial statements.

COSTCO 401(k) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2025 and 2024

(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 elect to defer their compensation to the Plan 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

Employer contributions are allocated based on an employee's classification as either: covered by the collective bargaining agreements with the International Brotherhood of Teamsters; or other eligible employment.

(1) Covered by the Teamsters Agreements

Eligible employees who have completed one year of service (12 consecutive months) are eligible for an annual employer contribution beginning on the next Plan entry date. Plan entry dates for the employer contribution are 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 \$6.5 million for the year ended December 31, 2025, and was deposited into the Plan and allocated to participant accounts in March 2026.

(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 contribution was \$662.4 million for the year ended December 31, 2025, and was deposited into the Plan and allocated to participant accounts in March 2026.

COSTCO 401(k) RETIREMENT PLAN
Notes to Financial Statements (Continued)
December 31, 2025 and 2024

(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.

Effective for participants employed on or after August 1, 2024, employer contributions are 100% vested and nonforfeitable.

(e) Forfeitures

The Plan provides that forfeited amounts are used to reduce employer contributions. Forfeitures during 2025 and 2024 and forfeiture balances as of December 31, 2025 and 2024, were immaterial.

(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. The Plan has a 50% limit on investment in Costco stock.

If a participant makes no investment selection, their account is invested in the Retirement Trust corresponding to the participant's age.

During 2025, the Plan's four index investment options, previously held as mutual funds, were replaced with collective investment trusts. Specifically, the Vanguard Total Bond Market Index Fund was replaced with the State Street U.S. Bond Index Trust; the Vanguard Institutional Index Fund was replaced with the State Street S&P 500 Index Trust; the Vanguard Total International Stock Fund was replaced with the State Street Global All Cap Equity Ex-U.S. Index Trust; and the Vanguard Extended Market Index Fund was replaced with the State Street Russell Small/Mid Cap Index Trust.

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 of their account. Participants are also eligible to withdraw a portion of their 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 (a) \$50,000, 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, or (b) or 45% of their vested account balance (50% when measured at the time the loan is made), provided this amount is available in the participant's pre-tax salary deferral

COSTCO 401(k) RETIREMENT PLAN

Notes to Financial Statements (Continued)

December 31, 2025 and 2024

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 normal per-pay-period net pay. The interest rate is determined by the Plan Administrator from time-to-time and is comparable to rates charged by commercial lenders. At December 31, 2025, interest rates on loans outstanding ranged from 4.25% to 10.50%, with various maturities through December, 2040. 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, securities, assets held in separately managed accounts, and registered investment companies.

Investments, other than the separate account known as the Capital Preservation Portfolio, (the "CPP"), are reported at fair value. If available, quoted market prices are used to value investments. The CPP is invested in synthetic guaranteed investment contracts ("SICs") and other assets, 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 of the CPP is a weighted average of any short-term investment fund and the contracts held by the CPP, whereby each contract's crediting rate is based on a formula agreed upon with the issuer, but not less than zero. SIC interest rates are reviewed and reset on a periodic basis,

COSTCO 401(k) RETIREMENT PLAN

Notes to Financial Statements (Continued)

December 31, 2025 and 2024

generally every three months, in accordance with the terms of each SIC. Certain events may limit the ability of the Plan to transact at contract value with the issuer. Events may include, but are not limited to, Plan termination, bankruptcy of the Company, or defunction of the trustee. In addition, certain events allow the issuer to terminate the contract and settle at an amount different from contract value. Examples of such events include: (1) an uncured violation of the Plan's investment guidelines, (2) a breach of material obligation under the contract, (3) a material misrepresentation, or (4) a material amendment to the agreements without the consent of the issuer. The Plan Administrator believes at this time that any events which 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.

(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 primarily invested in SICs, each of which has a portfolio of underlying assets owned by the Plan. A SIC, also known as a wrap contract, is issued by an insurance company and a financial institution to the Plan's designated contract holder or trustee on behalf of the Plan. The Plan's SICs guarantee that withdrawals from the CPP initiated by participants will be made at contract value, regardless of the value of its underlying assets.

(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

COSTCO 401(k) RETIREMENT PLAN

Notes to Financial Statements (Continued)

December 31, 2025 and 2024

relevant observable inputs and minimize the use of unobservable inputs. Valuation techniques utilized during the reporting period were not changed from previous practice. The following is a description of the valuation methodologies used for assets measured at fair value.

Common stock, underlying securities in separately managed accounts, and registered investment company funds: These investments are deemed to be actively traded and are valued at the closing price reported in the active market in which the individual securities are traded. These assets are valued using Level 1 inputs. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. Separately managed accounts largely consist of common stock, money market securities, and a collective trust as of December 31, 2025 and 2024.

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, 2025 and 2024.

<u>December 31, 2025:</u>	<u>Level 1</u> <u>(in 000's)</u>
Investments, at fair value:	
Costco Wholesale Corporation common stock	\$ 18,338,069
Common commingled trust funds	16,852,301
Separately managed accounts	2,655,644
Registered investment company funds	610,665
Total investments in fair value hierarchy	<u>\$ 38,456,679</u>

<u>December 31, 2024:</u>	<u>Level 1</u> <u>(in 000's)</u>
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	<u>\$ 38,028,873</u>

(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 are 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, 2025 and 2024

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, 2025, 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) *Risks and Uncertainties*

Investment securities are exposed to various risks, such as interest rate, credit, and overall market volatility. The Plan's investment in Costco common stock represents approximately 44% and 51% of the total net assets available for benefits as of December 31, 2025 and 2024, respectively. Significant fluctuations in the market price of the Company's stock could have a material effect on the Plan. Changes in the values of investments could occur, and those changes could materially affect the amounts reported in the statements of net assets available for benefits and participant account balances.

(8) *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, 2025 and 2024, the Plan held 21,265,000 and 22,926,000 shares of Costco common stock. During 2025, 845,000 shares were purchased and 2,506,000 shares were sold. During the year ended December 31, 2025, the Plan received dividend income from its investment in Costco common stock totaling \$71.7 million.

COSTCO 401(k) RETIREMENT PLAN

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

EIN: 91-1223280 Plan #: 002

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Registered investment company funds:			
	PIMCO	Income Institutional	**	\$ 610,665
	Total registered investment company funds			<u>610,665</u>
	Common commingled trust funds:			
	Capital Group	New Perspective Trust U3	**	628,517
	State Street	Global All Cap Equity Ex-U.S. Index Securities Lending Series Fund Class X	**	176,497
	State Street	S&P 500 Index Securities Lending Series Fund Class X	**	1,731,384
	State Street	Small/Mid Cap Index Securities Lending Class II	**	140,619
	State Street	U.S. Bond Index Securities Lending Series Fund Class X	**	171,650
*	T. Rowe Price	Retirement Balanced Trust K	**	36,645
*	T. Rowe Price	TRP Ret 2005 Active Trust K	**	23,077
*	T. Rowe Price	TRP Ret 2010 Active Trust K	**	36,474
*	T. Rowe Price	TRP Ret 2015 Active Trust K	**	119,423
*	T. Rowe Price	TRP Ret 2020 Active Trust K	**	392,108
*	T. Rowe Price	TRP Ret 2025 Active Trust K	**	861,953
*	T. Rowe Price	TRP Ret 2030 Active Trust K	**	1,397,184
*	T. Rowe Price	TRP Ret 2035 Active Trust K	**	1,509,447
*	T. Rowe Price	TRP Ret 2040 Active Trust K	**	1,760,441
*	T. Rowe Price	TRP Ret 2045 Active Trust K	**	2,017,008
*	T. Rowe Price	TRP Ret 2050 Active Trust K	**	1,433,649
*	T. Rowe Price	TRP Ret 2055 Active Trust K	**	1,744,032
*	T. Rowe Price	TRP Ret 2060 Active Trust K	**	985,054
*	T. Rowe Price	TRP Ret 2065 Active Trust K	**	333,989
*	T. Rowe Price	TRP Ret 2070 Active Trust K	**	6,156
*	T. Rowe Price	TRP Ret 2020 Active Trust-Income K	**	9,809
*	T. Rowe Price	TRP Ret 2025 Active Trust-Income K	**	2,660
	Wellington	CIF II Growth S5	**	1,334,525
	Total common commingled trust funds			<u>16,852,301</u>
	Separately managed accounts:			
	Mid-Cap Growth Portfolio:			
	Agilent Technologies Inc.	Common Stock	**	28,153
	Align Technology Inc.	Common Stock	**	6,916
	Alnylam Pharmaceuticals Inc.	Common Stock	**	17,684
	Amphenol Corp., Class A	Common Stock	**	14,330
	Arcellx Inc.	Common Stock	**	4,202
	Assurant Inc.	Common Stock	**	22,177
	Atlassian Corp., Class A	Common Stock	**	8,162
	Aurora Innovation Inc., Class A	Common Stock	**	1,588
	Avantor Inc.	Common Stock	**	9,484
	Avery Dennison Corp.	Common Stock	**	12,919
	Ball Corp.	Common Stock	**	8,794
	Biogen Inc.	Common Stock	**	4,688
	Booz Allen Hamilton Holdings Corporation, Class A	Common Stock	**	11,816
	Broadridge Financial Solutions Inc.	Common Stock	**	4,070

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Bruker Corp.	Common Stock	**	3,632
	Burlington Stores Inc.	Common Stock	**	19,166
	BWX Technologies Inc.	Common Stock	**	8,656
	Caris Life Sciences Inc.	Common Stock	**	3,898
	Casey's General Stores Inc.	Common Stock	**	10,644
	Cboe Global Markets Inc.	Common Stock	**	11,343
	CCC Intelligent Solutions Holdings Inc.	Common Stock	**	12,430
	Cencora Inc.	Common Stock	**	19,441
	Cheniere Energy Inc.	Common Stock	**	13,691
	Corcept Therapeutics Incorporated	Common Stock	**	1,198
	Corning Incorporated	Common Stock	**	1,729
	Corpay Inc.	Common Stock	**	8,341
	Costar Group Inc.	Common Stock	**	5,903
	Cytokinetics Incorporated	Common Stock	**	6,770
	Dollar Tree Inc.	Common Stock	**	21,340
	Domino's Pizza Inc.	Common Stock	**	20,254
	DraftKings Inc., Class A	Common Stock	**	10,213
	DT Midstream Inc.	Common Stock	**	1,539
	Duolingo Inc.	Common Stock	**	3,274
	Elanco Animal Health Inc.	Common Stock	**	9,597
	Encompass Health Corp.	Common Stock	**	7,137
	EQT Corp.	Common Stock	**	12,796
	Equifax Inc.	Common Stock	**	6,342
	Everpure Inc.	Common Stock	**	8,450
	Expand Energy Corp.	Common Stock	**	7,696
	Fortive Corp.	Common Stock	**	3,798
	Hilton Worldwide Holdings Inc.	Common Stock	**	32,238
	Hologic Inc.	Common Stock	**	11,095
	HubSpot Inc.	Common Stock	**	4,083
	Ingersoll Rand Inc.	Common Stock	**	14,202
	Ionis Pharmaceuticals Inc.	Common Stock	**	16,786
	ITT Inc.	Common Stock	**	8,499
	Keysight Technologies Inc.	Common Stock	**	16,378
	Lattice Semiconductor Corp.	Common Stock	**	25,537
	Liberty Live Holdings Inc., Series C	Common Stock	**	9,399
	Liberty Media Corp., Series C Liberty Formula One	Common Stock	**	21,077
	Live Nation Entertainment Inc.	Common Stock	**	2,388
	MACOM Technology Solutions Holdings Inc.	Common Stock	**	15,053
	Manhattan Associates Inc.	Common Stock	**	10,927
	Maplebear Inc.	Common Stock	**	906
	Markel Group Inc.	Common Stock	**	8,363
	Martin Marietta Materials Inc.	Common Stock	**	14,664
	Masimo Corp.	Common Stock	**	2,556
	McCormick & Company Inc.	Common Stock	**	10,579
	McGraw Hill Inc.	Common Stock	**	2,577
	Mettler-Toldeo International Inc.	Common Stock	**	24,479
	Microchip Technology Inc.	Common Stock	**	15,726

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Molina Healthcare Inc.	Common Stock	**	7,063
	MongoDB Inc.	Common Stock	**	5,736
	Monolithic Power Systems Inc.	Common Stock	**	16,509
	MSCI Inc.	Common Stock	**	20,433
	Natera Inc.	Common Stock	**	2,887
	Netskope Inc., Class A	Common Stock	**	1,281
	New York Times Co., Class A	Common Stock	**	15,021
	Nuvalent Inc., Class A	Common Stock	**	1,214
	Old Dominion Freight Line Inc.	Common Stock	**	14,453
	Onestream Inc., Class A	Common Stock	**	2,511
	Paylocity Holding Corp.	Common Stock	**	14,078
	Planet Fitness Inc., Class A	Common Stock	**	18,655
	Pool Corporation	Common Stock	**	11,068
	PTC Inc.	Common Stock	**	27,171
	Quanta Services Inc.	Common Stock	**	7,452
	Quidelortho Corp.	Common Stock	**	4,284
	Ralliant Corporation	Common Stock	**	3,375
	Raymond James Financial Inc.	Common Stock	**	14,210
	Reddit Inc., Class A	Common Stock	**	11,051
	Revolution Medicines Inc.	Common Stock	**	3,552
	Ross Stores Inc.	Common Stock	**	12,669
	Ryan Specialty Holdings Inc., Class A	Common Stock	**	5,217
	Service Corporation International	Common Stock	**	9,171
	StandardAero Inc.	Common Stock	**	7,532
	Teleflex Inc.	Common Stock	**	13,471
	Texas Roadhouse Inc.	Common Stock	**	9,009
	Textron Inc.	Common Stock	**	16,166
	The Cooper Companies Inc.	Common Stock	**	18,642
	Toast Inc., Class A	Common Stock	**	6,925
	TopBuild Corp.	Common Stock	**	5,702
	TPG Inc., Class A	Common Stock	**	5,085
	Trade Desk Inc/The, Class A	Common Stock	**	3,574
	Tradeweb Markets Inc., Class A	Common Stock	**	7,960
	Transunion	Common Stock	**	14,525
	Tyler Technologies Inc.	Common Stock	**	21,964
	UL Solutions Inc., Class A	Common Stock	**	8,491
	Ulta Beauty Inc.	Common Stock	**	14,649
	Unity Software Inc.	Common Stock	**	5,052
	Vaxcyte Inc.	Common Stock	**	4,716
	Veeva Systems Inc., Class A	Common Stock	**	20,196
	Veralto Corp.	Common Stock	**	13,256
	West Pharmaceutical Services	Common Stock	**	7,703
	Wingstop Inc.	Common Stock	**	4,711
	Wyndham Hotels & Resorts Inc.	Common Stock	**	6,746
	XPO Inc.	Common Stock	**	10,209
	Yum! Brands Inc.	Common Stock	**	25,833
	Zoom Communications Inc.	Common Stock	**	10,295
	Zscaler Inc.	Common Stock	**	11,107

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Alcon AG	Foreign Stock	**	4,411
	Ascendis Pharma	Foreign Stock	**	8,913
	Bending Spoons S.p.A., Class C	Foreign Stock	**	1,437
	BioNTech SE	Foreign Stock	**	4,796
	Birkenstock Holding PLC	Foreign Stock	**	9,723
	Bullish	Foreign Stock	**	875
	Crispr Therapeutics AG	Foreign Stock	**	3,155
	ESAB Corp.	Foreign Stock	**	14,743
	Ferguson Enterprises Inc. Par	Foreign Stock	**	15,147
	Monday.com Ltd.	Foreign Stock	**	4,681
	NXP Semiconductors N.V.	Foreign Stock	**	9,137
	On Holding AG, Class A	Foreign Stock	**	1,790
	RB Global Inc.	Foreign Stock	**	6,219
	Sportradar Group AG	Foreign Stock	**	5,335
	TechnipFMC PLC	Foreign Stock	**	19,361
	Viking Holdings Ltd.	Foreign Stock	**	22,887
	Databricks, Series H Convertible	Preferred Stock	**	1,874
	Databricks, Series I Convertible	Preferred Stock	**	799
	Nuro Inc., Series D	Preferred Stock	**	520
	Redwood Materials Inc., Series C	Preferred Stock	**	756
	Sila Nanotechnologies Inc., Series F	Preferred Stock	**	622
	Databricks, Series J	Convertible Equity	**	1,514
*	Northern Institutional Treasury Portfolio	Money Market Securities	**	935
*	T. Rowe Price Government Reserve Fund	Money Market Securities	**	29,100
	Large Cap Value Portfolio:			
	Abbott Laboratories	Common Stock	**	4,559
	Allstate Corp.	Common Stock	**	7,326
	Alphabet Inc., Class A	Common Stock	**	12,384
	Alphabet Inc., Class C	Common Stock	**	10,036
	Amazon.com Inc.	Common Stock	**	6,672
	Ameren Corporation	Common Stock	**	5,149
	American Express Company	Common Stock	**	7,301
	Ametek Inc.	Common Stock	**	9,857
	Analog Devices Inc.	Common Stock	**	5,854
	Annaly Capital Management Inc.	Common Stock	**	3,001
	Apollo Global Management Inc.	Common Stock	**	874
	Arista Networks Inc.	Common Stock	**	5,963
	Atmos Energy Corp.	Common Stock	**	2,220
	Autozone Inc.	Common Stock	**	6,699
	Ball Corp.	Common Stock	**	3,563
	Bank of America Corp.	Common Stock	**	8,608
	Berkshire Hathaway Inc., Class B	Common Stock	**	16,061
	Booking Holdings Inc.	Common Stock	**	3,752
	Capital One Financial Corporation	Common Stock	**	1,962
	Caterpillar Inc.	Common Stock	**	5,822
	Cencora Inc.	Common Stock	**	7,729
	Chevron Corp.	Common Stock	**	7,067
	Cigna Group	Common Stock	**	1,852

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Cisco Systems Inc.	Common Stock	**	5,907
	Citigroup Inc.	Common Stock	**	5,145
	CME Group Inc.	Common Stock	**	2,460
	Colgate-Palmolive Company	Common Stock	**	3,878
	Conocophillips	Common Stock	**	9,215
	Corebridge Financial Inc.	Common Stock	**	129
	CSX Corp.	Common Stock	**	3,969
	Danaher Corp.	Common Stock	**	1,844
	Deere & Company	Common Stock	**	12,422
	Dollar Tree Inc.	Common Stock	**	5,382
	Elevance Health Inc.	Common Stock	**	5,303
	Equity LifeStyle Properties Inc.	Common Stock	**	2,507
	Equifax Inc.	Common Stock	**	2,210
	Essex Property Trust Inc.	Common Stock	**	2,959
	Exxon Mobil Corp.	Common Stock	**	3,752
	Fifth Third Bancorp	Common Stock	**	4,834
	General Electric Company	Common Stock	**	4,569
	Gilead Sciences Inc.	Common Stock	**	7,932
	Home Depot Inc.	Common Stock	**	6,097
	Intel Corporation	Common Stock	**	3,518
	Intercontinental Exchange Inc.	Common Stock	**	7,611
	InterDigital Inc.	Common Stock	**	1,494
	International Business Machines Corporation	Common Stock	**	3,161
	International Paper Company	Common Stock	**	7,690
	Johnson & Johnson	Common Stock	**	3,945
	JPMorgan Chase & Co.	Common Stock	**	18,969
	KeyCorp	Common Stock	**	1,095
	Keysight Technologies Inc.	Common Stock	**	13,567
	KLA Corp.	Common Stock	**	3,638
	Lam Research Corporation	Common Stock	**	3,902
	Lowe's Companies Inc.	Common Stock	**	3,033
	McDonald's Corp.	Common Stock	**	7,563
	Merck & Co. Inc.	Common Stock	**	811
	Meta Platforms Inc.	Common Stock	**	2,635
	Metlife Inc.	Common Stock	**	1,250
	Microsoft Corporation	Common Stock	**	2,430
	Mondelez International Inc.	Common Stock	**	6,896
	Morgan Stanley	Common Stock	**	4,252
	Norfolk Southern Corp.	Common Stock	**	4,212
	Northrop Grumman Corp.	Common Stock	**	2,090
	Old Dominion Freight Line Inc.	Common Stock	**	4,698
	Owens Corning	Common Stock	**	1,726
	PACCAR Inc.	Common Stock	**	111
	Parker-Hannifin Corp.	Common Stock	**	8,772
	Pinterest Inc., Class A	Common Stock	**	2,227
	PPG Industries Inc.	Common Stock	**	2,122
	Proctor & Gamble Co/The	Common Stock	**	8,025
	Progressive Corp.	Common Stock	**	634

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Public Storage	Common Stock	**	2,111
	Quest Diagnostics Incorporated	Common Stock	**	2,710
	Range Resources Corp.	Common Stock	**	5,581
	Republic Services Inc.	Common Stock	**	5,998
	Revvity Inc.	Common Stock	**	4,887
	Salesforce Inc.	Common Stock	**	2,383
	Tenet Healthcare Corp.	Common Stock	**	6,723
	Texas Instruments Corp.	Common Stock	**	8,627
	The Charles Schwab Corp.	Common Stock	**	8,783
	The Goldman Sachs Group Inc.	Common Stock	**	4,226
	The Southern Company	Common Stock	**	7,459
	The Travelers Companies Inc.	Common Stock	**	2,638
	The Walt Disney Company	Common Stock	**	3,898
	T-Mobile US Inc.	Common Stock	**	4,456
	Toll Brothers Inc.	Common Stock	**	2,078
	Tractor Supply Co.	Common Stock	**	174
	UnitedHealth Group Inc.	Common Stock	**	7,246
	Valero Energy Corporation	Common Stock	**	5,446
	VICI Properties Inc.	Common Stock	**	2,210
	Visa Inc., Class A	Common Stock	**	2,475
	W. W. Grainger Inc.	Common Stock	**	3,323
	Wabtec Corp.	Common Stock	**	9,017
	Walmart Inc.	Common Stock	**	1,720
	Welltower Inc.	Common Stock	**	5,258
	Xcel Energy	Common Stock	**	5,446
	Alcon AG	Foreign Stock	**	1,578
	AstraZeneca PLC	Foreign Stock	**	3,280
	Chubb Ltd.	Foreign Stock	**	2,437
	Franco-Nevada Corp.	Foreign Stock	**	908
	Linde PLC	Foreign Stock	**	6,529
	Pentair PLC	Foreign Stock	**	2,578
	SLB N.V.	Foreign Stock	**	4,928
	TE Connectivity Ltd.	Foreign Stock	**	3,560
	TechnipFMC PLC	Foreign Stock	**	3,868
*	Northern Institutional Treasury Portfolio	Money Market Securities	**	1,028
*	T. Rowe Price Government Money Fund	Money Market Securities	**	3,197
	Small-Cap Core Portfolio:			
	Advanced Drainage Systems Inc.	Common Stock	**	539
	Advanced Energy Industries Inc.	Common Stock	**	1,602
	Albany International Corp., Class A	Common Stock	**	318
	Alignment Healthcare Inc.	Common Stock	**	5,438
	Alliance Laundry Holdings Inc.	Common Stock	**	708
	API Group Corp.	Common Stock	**	6,897
	Apogee Therapeutics Inc.	Common Stock	**	1,421
	Applied Digital Corporation	Common Stock	**	1,752
	AptarGroup Inc.	Common Stock	**	982
	Arcellx Inc.	Common Stock	**	4,081
	Arcosa Inc.	Common Stock	**	3,311

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Atlanta Braves Holdings Inc., Series C	Common Stock	**	1,970
	Atlantic Union Bankshares Corporation	Common Stock	**	851
	Atmus Filtration Technologies Inc.	Common Stock	**	2,567
	Aurora Innovation Inc., Class A	Common Stock	**	1,195
	Axsome Therapeutics Inc.	Common Stock	**	87
	AZZ Inc.	Common Stock	**	4,015
	Banc of California Inc.	Common Stock	**	3,932
	Bel Fuse Inc., Class B	Common Stock	**	1,767
	BETA Technologies Inc., Class A	Common Stock	**	1,081
	Bicara Therapeutics Inc.	Common Stock	**	1,691
	BillionToOne Inc., Class A	Common Stock	**	252
	BioLife Solutions Inc.	Common Stock	**	3,672
	Bio-Rad Laboratories Inc., Class A	Common Stock	**	530
	Bio-Techne Corporation	Common Stock	**	1,798
	BJ's Wholesale Club Holdings Inc.	Common Stock	**	1,837
	Black Diamond Therapeutics Inc.	Common Stock	**	416
	Black Rock Coffee Bar Inc., Class A	Common Stock	**	522
	Blue Foundry Bancorp.	Common Stock	**	508
	Boot Barn Holdings Inc.	Common Stock	**	1,068
	Booz Allen Hamilton Holdings Corporation, Class A	Common Stock	**	954
	BRC Inc., Class A	Common Stock	**	270
	BrightSpring Health Services Inc.	Common Stock	**	4,515
	Burlington Stores Inc.	Common Stock	**	1,853
	Cactus Inc., Class A	Common Stock	**	613
	California Water Services Group	Common Stock	**	2,154
	CareTrust REIT Inc.	Common Stock	**	2,334
	Caris Life Sciences Inc.	Common Stock	**	2,899
	Casella Waste Systems Inc., Class A	Common Stock	**	3,401
	Cava Group Inc.	Common Stock	**	63
	Cboe Global Markets Inc.	Common Stock	**	2,897
	CCC Intelligent Solutions Holdings Inc.	Common Stock	**	1,785
	CECO Environmental Corp.	Common Stock	**	1,274
	CG Oncology Inc.	Common Stock	**	430
	Checkr Inc.	Common Stock	**	225
	Chesapeake Utilities Corp.	Common Stock	**	4,720
	Cipher Digital Inc.	Common Stock	**	788
	Columbia Banking Systems Inc.	Common Stock	**	4,167
	Corcept Therapeutics Incorporated	Common Stock	**	799
	Crane Co.	Common Stock	**	1,709
	CRB Group Inc.	Common Stock	**	362
	CSW Industrials Inc.	Common Stock	**	2,557
	Cubesmart	Common Stock	**	1,807
	Curblin Properties Corp.	Common Stock	**	5,142
	Cytokinetics Incorporated	Common Stock	**	6,907
	Denali Therapeutics Inc.	Common Stock	**	2,515
	Dime Community Bancshares Inc.	Common Stock	**	2,021
	Duolingo Inc.	Common Stock	**	51

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Dutch Bros Inc., Class A	Common Stock	**	1,844
	Dyne Therapeutics Inc.	Common Stock	**	7,411
	East West Bancorp Inc.	Common Stock	**	5,329
	Eastern Bankshares Inc.	Common Stock	**	3,985
	Eastgroup Properties Inc.	Common Stock	**	1,544
	Elanco Animal Health Inc.	Common Stock	**	7,044
	Element Solutions Inc.	Common Stock	**	4,834
	Enpro Inc.	Common Stock	**	2,722
	Entegris Inc.	Common Stock	**	3,972
	Equity Bancshares Inc., Class A	Common Stock	**	2,038
	Erasca Inc.	Common Stock	**	795
	Esco Technologies Inc.	Common Stock	**	1,056
	FB Financial Corp.	Common Stock	**	2,567
	Federal Signal Corp.	Common Stock	**	1,237
	Five Star Bancorp	Common Stock	**	2,163
	Flagship Communities REIT UT	Common Stock	**	1,783
	Flagstar Bank, National Association	Common Stock	**	1,983
	Floor & Décor Holdings Inc., Class A	Common Stock	**	1,958
	Flowserve Corporation	Common Stock	**	1,198
	FTAI Aviation Ltd.	Common Stock	**	2,113
	GCI Liberty Inc. Series C	Common Stock	**	291
	GeneDx Holdings Corp., Class A	Common Stock	**	1,457
	Goosehead Insurance Inc., Class A	Common Stock	**	3,190
	GPGI Inc.	Common Stock	**	31
	Graco Inc.	Common Stock	**	1,843
	GRAIL Inc.	Common Stock	**	49
	Grocery Outlet Holding Corp.	Common Stock	**	3,194
	HA Sustainable Infrastructure Capital Inc.	Common Stock	**	1,805
	Hagerty Inc., Class A	Common Stock	**	1,073
	Hamilton Lane Inc., Class A	Common Stock	**	2,976
	Haul Hub, Series C Convertible	Common Stock	**	8
	Healthequity Inc.	Common Stock	**	31
	Home Bancshares Inc.	Common Stock	**	1,835
	i3 Verticals Inc., Class A	Common Stock	**	1,516
	iCapital Inc.	Common Stock	**	795
	Idacorp Inc.	Common Stock	**	3,786
	Immunome Inc.	Common Stock	**	7,507
	Immunovant Inc.	Common Stock	**	3,141
	Impinj Inc.	Common Stock	**	883
	Independence Realty Trust Inc.	Common Stock	**	1,981
	Installed Building Products Inc.	Common Stock	**	1,855
	InterDigital Inc.	Common Stock	**	1,652
	International Paper Company	Common Stock	**	3,706
	Ionis Pharmaceuticals Inc.	Common Stock	**	774
	IonQ Inc.	Common Stock	**	34
	IRadimed Corp.	Common Stock	**	350
	JBT Marel Corporation	Common Stock	**	1,839
	JFrog Ltd.	Common Stock	**	2,425

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Kadant Inc.	Common Stock	**	664
	Karman Holdings Inc.	Common Stock	**	1,768
	Kearny Financial Corp/Md	Common Stock	**	613
	Knife River Corp.	Common Stock	**	1,652
	Kodiak Sciences Inc.	Common Stock	**	347
	Kontoor Brands Inc.	Common Stock	**	724
	Kratos Defense & Security Solutions Inc.	Common Stock	**	1,458
	Kymera Therapeutics Inc.	Common Stock	**	1,267
	Lattice Semiconductor Corp.	Common Stock	**	9,712
	Leonardo DRS Inc.	Common Stock	**	443
	Liberty Live Holdings Inc., Series C	Common Stock	**	12,316
	Life Time Group Holdings Inc.	Common Stock	**	1,948
	Littelfuse Inc.	Common Stock	**	1,905
	Live Oak Bancshares Inc.	Common Stock	**	2,260
	Loar Holdings Inc.	Common Stock	**	4,907
	Louisiana-Pacific Corp.	Common Stock	**	1,411
	Lumexa Imaging Holdings Inc.	Common Stock	**	1,127
	MACOM Technology Solutions Holdings Inc.	Common Stock	**	5,373
	Madison Square Garden Sports Corp.	Common Stock	**	2,666
	MapLight Therapeutics Inc.	Common Stock	**	584
	Maravai LifeSciences Holdings Inc., Class A	Common Stock	**	454
	Marqeta Inc.	Common Stock	**	2,651
	Masimo Corp.	Common Stock	**	5,926
	Mercury Systems Inc.	Common Stock	**	2,167
	Miami International Holdings Inc.	Common Stock	**	3,188
	Middlesex Water Co.	Common Stock	**	1,311
	Mirion Technologies Inc., Class A	Common Stock	**	7,308
	Molina Healthcare Inc.	Common Stock	**	1,722
	MSA Safety Inc.	Common Stock	**	1,876
	MYR Group Inc.	Common Stock	**	1,192
	National Energy Services Reunited Corp.	Common Stock	**	194
	nCino Inc.	Common Stock	**	844
	Neogen Corp.	Common Stock	**	1,195
	Neptune Insurance Holdings Inc., Class A	Common Stock	**	2,762
	Netskope Inc., Class A	Common Stock	**	214
	Nuvalent Inc., Class A	Common Stock	**	2,503
	OceanFirst Financial Corp.	Common Stock	**	1,201
	OGE Energy Corp.	Common Stock	**	3,464
	Olaplex Holdings Inc.	Common Stock	**	931
	Onestream Inc., Class A	Common Stock	**	1,168
	Onto Innovation Inc.	Common Stock	**	1,308
	OPENLANE Inc.	Common Stock	**	1,335
	Oscar Health Inc., Class A	Common Stock	**	1,825
	PAR Technology Corp/Del	Common Stock	**	5,094
	Parsons Corp.	Common Stock	**	2,861
	Patrick Industries Inc.	Common Stock	**	694
	Pax Labs Inc., Class A	Common Stock	**	51
	Pennymac Financial Services	Common Stock	**	7,343

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Penumbra Inc.	Common Stock	**	31
	Personalis Inc.	Common Stock	**	2,053
	Pinnacle Financial Partners	Common Stock	**	2,768
	PJT Partners Inc., Class A	Common Stock	**	757
	Planet Fitness Inc., Class A	Common Stock	**	6,599
	Praxis Precision Medicines Inc.	Common Stock	**	2,305
	PriceSmart Inc.	Common Stock	**	634
	Prime Medicine Inc.	Common Stock	**	391
	Procept Biorobotics Corp.	Common Stock	**	2,847
	Prosperity Bancshares Inc.	Common Stock	**	2,843
	Quidelortho Corp.	Common Stock	**	3,051
	QXO Inc.	Common Stock	**	3,804
	Radnet Inc.	Common Stock	**	1,686
	Ralliant Corporation	Common Stock	**	881
	Rambus Inc.	Common Stock	**	1,934
	Range Resources Corp.	Common Stock	**	60
	RBC Bearings Inc.	Common Stock	**	6,979
	Red Rock Resorts Inc., Class A	Common Stock	**	602
	Reddit Inc., Class A	Common Stock	**	70
	Renasant Corporation	Common Stock	**	1,453
	Repligen Corp.	Common Stock	**	3,065
	Revolution Medicines Inc.	Common Stock	**	578
	Riot Platforms Inc.	Common Stock	**	42
	RLI Corp.	Common Stock	**	1,389
	Rocket Companies Inc., Class A	Common Stock	**	3,182
	Root Inc., Class A	Common Stock	**	1,250
	Royal Gold Inc.	Common Stock	**	1,869
	Rush Enterprises Inc., Class A	Common Stock	**	906
	Saia Inc.	Common Stock	**	3,217
	Savers Value Village Inc.	Common Stock	**	1,921
	Semtech Corporation	Common Stock	**	3,133
	Simply Good Foods Co/The	Common Stock	**	373
	Simpson Manufacturing Co. Inc.	Common Stock	**	533
	Siteone Landscape Supply Inc.	Common Stock	**	3,919
	SiTime Corporation	Common Stock	**	1,485
	Sotera Health Co.	Common Stock	**	2,735
	SouthState Bank Corporation	Common Stock	**	4,275
	SPX Technologies Inc.	Common Stock	**	2,028
	Standex International Corporation	Common Stock	**	1,003
	Stepstone Group Inc., Class A	Common Stock	**	874
	Stifel Financial Corp.	Common Stock	**	58
	StoneX Group Inc.	Common Stock	**	2,582
	Surgery Partners Inc.	Common Stock	**	223
	Teledyne Technologies Inc.	Common Stock	**	1,872
	Terreno Realty Corp.	Common Stock	**	2,809
	Texas Capital Bancshares Inc.	Common Stock	**	3,874
	The Ensign Group Inc.	Common Stock	**	1,020
	The Macerich Company	Common Stock	**	950

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	The Middleby Corporation	Common Stock	**	2,364
	Turning Point Brands Inc.	Common Stock	**	471
	TWFG Inc., Class A	Common Stock	**	1,736
	TXNM Energy Inc.	Common Stock	**	58
	UL Solutions Inc., Class A	Common Stock	**	1,203
	United States Lime & Minerals, Inc.	Common Stock	**	1,178
	Uniti Group Inc.	Common Stock	**	2,516
	Uranium Energy Corp.	Common Stock	**	506
	Urban Outfitters Inc.	Common Stock	**	918
	USCB Financial Holdings Inc., Class A	Common Stock	**	741
	Vaxcyte Inc.	Common Stock	**	1,129
	Viper Energy Inc., Class A	Common Stock	**	1,884
	VSE Corp.	Common Stock	**	10,301
	Warrior Met Coal Inc.	Common Stock	**	1,920
	Wealthfront Corporation	Common Stock	**	446
	Weatherford International PLC	Common Stock	**	1,961
	Western Alliance Bancorporation	Common Stock	**	3,246
	White Mountains Insurance Group Ltd.	Common Stock	**	1,971
	Willscot Holdings Corp.	Common Stock	**	1,900
	Wingstop Inc.	Common Stock	**	2,043
	Workiva Inc., Class A	Common Stock	**	865
	Wyndham Hotels & Resorts Inc.	Common Stock	**	1,953
	Xometry Inc., Class A	Common Stock	**	484
	Birkenstock Holding PLC	Foreign Stock	**	3,133
	Bullish	Foreign Stock	**	171
	Capstone Copper Corp.	Foreign Stock	**	2,029
	Cellebrite DI Ltd.	Foreign Stock	**	4,103
	Cenovus Energy Inc.	Foreign Stock	**	3,490
	Colliers International Group Inc.	Foreign Stock	**	2,863
	Definity Financial Corporation	Foreign Stock	**	2,099
	Denison Mines Corp.	Foreign Stock	**	49
	Descartes Systems Group/The	Foreign Stock	**	55
	Diploma PLC	Foreign Stock	**	1,793
	Esab Corp.	Foreign Stock	**	7,900
	eToro Group Ltd., Class A	Foreign Stock	**	1,109
	Fabrinet	Foreign Stock	**	314
	Firstservice Corp.	Foreign Stock	**	1,839
	Golar LNG Limited	Foreign Stock	**	2,670
	Immatics NV	Foreign Stock	**	3,679
	Immunocore Holdings PLC - ADR	Foreign Stock	**	5,092
	OR Royalties Inc.	Foreign Stock	**	5,618
	SECURE Waste Infrastructure Corp.	Foreign Stock	**	1,909
	Spirax Group PLC	Foreign Stock	**	1,906
	Sportradar Group AG	Foreign Stock	**	2,069
	Stevanato Group SpA	Foreign Stock	**	1,602
	TechnipFMC PLC	Foreign Stock	**	4,065
	TMX Group Ltd.	Foreign Stock	**	2,952
	Tower Semiconductor Ltd.	Foreign Stock	**	563

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Weir Group ADR	Foreign Stock	**	1,155
	Xenon Pharmaceuticals Inc.	Foreign Stock	**	642
	Ypsomed Holding AG	Foreign Stock	**	1,178
	1661 Inc. D/B/A/ Goat, Series F Convertible	Preferred Stock	**	82
	ABL Space Systems, Series A-8	Preferred Stock	**	2
	Cellink Inc., Series D	Preferred Stock	**	9
	Checkr Inc., Series C Convertible	Preferred Stock	**	307
	Checkr Inc., Series D Convertible	Preferred Stock	**	480
	Cleerly, Series C Convertible	Preferred Stock	**	377
	CRB Group, Series D Convertible	Preferred Stock	**	484
	Epirus Inc., Series C-2 Convertible	Preferred Stock	**	396
	Flexe, Series C Convertible	Preferred Stock	**	59
	Flexe, Series D Convertible	Preferred Stock	**	30
	Haul Hub, Series B Convertible	Preferred Stock	**	21
	Honor Technology Inc., Series D	Preferred Stock	**	252
	Kardium Inc., Series D-6 Convertible	Preferred Stock	**	211
	KoBold Metals Co., Series B-1	Preferred Stock	**	1,284
	Manus Bio Inc., Series One-6	Preferred Stock	**	85
	National Resilience, Series B Convertible	Preferred Stock	**	384
	National Resilience, Series C Convertible	Preferred Stock	**	222
	Nuro Inc., Series C	Preferred Stock	**	647
	Nuro Inc., Series D	Preferred Stock	**	208
	Redwood Materials Inc., Series C	Preferred Stock	**	369
	SecurityScorecard Inc., Series E Convertible	Preferred Stock	**	186
	Sila Nanotechnologies Inc., Series F	Preferred Stock	**	206
	Cash & Cash Equivalents	Foreign Currency	**	30
	Bruker Corp., Convertible Series A	Convertible Equity	**	2,258
	Cellares Corp., Series D Convertible	Convertible Equity	**	617
	Epirus, Inc., Series D Convertible	Convertible Equity	**	99
	Kardigan Inc., Series B Convertible	Convertible Equity	**	557
	Kardium Inc., Series D-7 Convertible	Convertible Equity	**	415
	Kardium Inc., Series D-8 Convertible	Convertible Equity	**	295
	Kobold Metals Co., Series C-1 Convertible	Convertible Equity	**	729
	Lightmatter Inc., Series D Convertible	Convertible Equity	**	588
	Mirador Therapeutics Inc., Series B Convertible	Convertible Equity	**	555
	Novanta Inc. Tangible Equity Units	Convertible Equity	**	2,002
	Treeline Biosciences Inc., Series A-2 Convertible	Convertible Equity	**	475
*	Northern Institutional Treasury Portfolio	Money Market Securities	**	1,476
*	T. Rowe Price Government Reserve Fund	Money Market Securities	**	1,005
	Treeline Biosciences Inc., Warrants	Warrants	**	71
	International Equity Portfolio:			
	Capital Group International All Country Equity Trust	Common Trust	**	249,003
*	Northern Institutional Treasury Portfolio Premier Shares	Money Market Securities	**	115
	Total separately managed accounts			2,655,644
	Fully Benefit-Responsive Contracts:			
	Capital Preservation Portfolio:			

COSTCO 401(k) RETIREMENT PLAN

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

December 31, 2025

(in thousands)

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
*	Northern Institutional Treasury Portfolio	Common Trust	**	11,369
*	T. Rowe Price Cash Reserves Trust	Common Trust	**	17,013
*	T. Rowe Price Intermediate Term Common Trust	Common Trust	**	1,124,170
*	T. Rowe Price Managed Bond Trust	Common Trust	**	152,429
*	T. Rowe Price Short Term Common Trust	Common Trust	**	475,454
	Total fully benefit-responsive contracts			1,780,435
*	Costco Wholesale Corporation	Common Stock	**	18,338,069
	Total investments			40,237,114
*	Participant loans	Interest rates of 4.25% to 10.50% maturing through 2040	—	614,078
	Total			\$40,851,192

* 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, 2025

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, 2025

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	