

[Your Name]
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[Date: September 2, 2025]

Costco Wholesale Corporation

Attn: Mr. Ron Vachris, CEO
999 Lake Drive
Issaquah, WA 98027

Dear Mr. Vachris and the Costco Board of Directors,

I am writing to express my sincere appreciation and admiration for Costco's steadfast leadership and unwavering commitment to diversity, equity, and inclusion (DEI) amid mounting political and legal pressure.

In January 2025, President Trump issued an executive order targeting DEI programs across both public and private sectors. In response, a coalition of 19 Republican state attorneys general called on Costco to end its DEI policies, calling them "unlawful discrimination" and demanding reversal of long-standing inclusion initiatives. Yet Costco stood firm.

At the company's January shareholder meeting—held on January 23, 2025—more than 98% of shareholders voted against a proposal to evaluate risks associated with DEI programs. Costco's board had unanimously recommended rejecting the motion, affirming that its commitment to inclusion "is appropriate and necessary." Board Chair Tony James emphasized that inclusion "does not and has never included quotas or systematic preferences, nor does it mean compromising merit."

Moreover, as Reuters reported in April, dialogues between Costco and Iowa Attorney General Brenna Bird—who co-led the coalition of attorneys general—were described as "productive," with the company reaffirming its dedication to nondiscriminatory practices.

Costco's refusal to capitulate, especially when so many corporations yielded to political pressure by dismantling their DEI efforts, is both commendable and courageous. Companies like Apple, Microsoft, Delta, JPMorgan Chase, and Patagonia have also maintained their DEI commitments, but Costco's example stands out for its clarity and resilience.

Thank you, Costco, for demonstrating that corporate integrity and core values matter—even under intense scrutiny. Your leadership reinforces the message that businesses can—and should—foster inclusive cultures rooted in fairness, respect, and excellence.

With appreciation and hope for a more equitable future,

[Your Signature (if sending a hard copy)]
[Your Printed Name]