

macys inc



2022 Human Capital Report

Colleagues matter in a big way at Macy's, Inc.

We strive to be the preferred employer in retail across all our brands—Macy's, Bloomingdale's and Bluemercury—through an unwavering passion and commitment to our colleagues.

Our colleagues bring their amazing selves to work each day, combining the best of our heritage with modern, digital experiences to shape the future of retail. The work of each colleague directly impacts our business and is key to bringing inspiration and joy to our customers.



This report highlights our:

- ★ unmatched position in retail as one of the nation's largest e-commerce platforms with a nationwide network of stores and distribution centers
- ★ commitment to prioritizing what matters most—having the flexibility to manage work and life while offering exciting and fulfilling career opportunities
- ★ social purpose—to create a brighter future with bold representation for all—which guides us towards realizing the full potential in every one of us

Contents

- 02. Our Social Purpose
- 03. Culture & Engagement
- 05. Diversity, Equity & Inclusion
- 07. Talent Acquisition, Learning & Development
- 09. Total Rewards
- 11. Future of Work
- 12. People Analytics
- 13. Appendix: Data Summary



Our Social Purpose

A brighter, bolder future for all.

***Mission Every One* is our commitment to using our businesses and brands to tackle the barriers to representation so that, together, we can realize the potential of every one of us.**

By 2025, we'll direct \$5 billion of our spend to our people, partners, products and programs with the aim of creating a more equitable and sustainable future.

Mission Every One is built on three key pillars of impact, which we support through initiatives you can read about in this report.



“*Mission Every One* has galvanized our brands and our people. [...] We remain committed to *Mission Every One's* ongoing evolution and goal of driving positive societal change.”

Jeff Gennette, Macy's, Inc. chairman and chief executive officer

For our people

We recognize and reward our diverse community of colleagues and partners to fuel our mutual growth, innovation and impact.

- We're increasing our investment in underrepresented designers, brands, business partners, products and service providers to design a more inclusive future of style, amplify diverse voices and expand opportunities for our colleagues, partners and communities.
- We're directing grant funding to advance human rights, racial justice, workforce development and economic opportunity.
- We're accelerating the diverse representation of our leadership at all levels director and above to more closely reflect our customers.
- We're investing \$35 million over four years to provide a fully-funded education program to our colleagues through Guild Education.
- We raised the Macy's, Inc. minimum pay rate for colleagues to \$15 per hour.

For our communities

We empower the curiosity and confidence of young people on their journey to become the leaders of tomorrow.

- By 2025, we will donate more than \$100 million to nonprofit organizations that support the mental health and education of underrepresented youth as well as environmental stewardship.

- By 2025, we're inspiring the next generation of designers and creators by providing \$2 million to support programs and scholarships to underrepresented youth in fashion, design and sustainability.
- We engage our customers, colleagues, nonprofit and community partners in mission-led campaigns year-round.

For our planet

We curate and create sustainable products and services so people and planet can thrive together.

- We're making it easier to find and shop sustainable styles and products that are independently certified as responsibly made.
- We're incorporating sustainably sourced raw materials and fibers in the design of Macy's private brands.
- We're caring for people and the planet by advancing workers' rights, women's equality and family well-being in our global private brands value chain. This includes worker well-being in social and environmental audits of 100% of our Strategic Tier 1 private brand supplier facilities.
- We're investing in sustainable innovations that help reduce, reuse and repurpose materials to eliminate waste.
- We're setting near-term, company-wide emission reductions in line with climate science guidelines with the Science Based Targets initiative (SBTi).

More information about these commitments are available on [@ macysinc.com](https://www.macysinc.com)



Culture & Engagement



“Giving back is not a have to, it's a want to; and I am proud to be part of an organization where ‘giving back’ is embedded in our DNA. Macy's culture around *Mission Every One* continues to lead during times where our communities and our colleagues need us most.”

Lawrence Pineda, Macy's store manager

Bring your amazing self to work.

Our strong, relationship-focused culture is a competitive advantage. We know each person here is unique. So we respect and invest in each individual to create growth, pride and satisfaction.

When we are able to bring our whole selves to work, it translates into a more abundant and wider array of ideas and energy for all to benefit from. Our success will be built on our amazing colleagues, working together.

Our values are what guide us:

- **Acceptance:** Encouraging, supporting and celebrating the diversity of our customers, colleagues and communities.
- **Respect:** Building strong and trusting relationships between our colleagues and the company as well as with our partners and stakeholders.
- **Integrity:** Acting with the highest ethical standards in a speak-up environment.
- **Giving Back:** Understanding the role we play in our communities and living up to our commitments.

Our behaviors are how we bring our culture to life:

- **Commit to Win:** We are passionate, competitive and proud to be part of a winning team that acts with speed and agility.
- **Own Your Role:** Every job matters and each of us play a unique part in our company's success, seizing every opportunity to make our teams successful.

- **Build Trust:** We do what we say we will do. We collaborate and place trust in our colleagues willingly by listening, learning and rooting for one another.
- **Get Better Every Day:** We continually improve ourselves and develop our teams, welcoming feedback and learning from it.

We are all leaders

Personal leadership is about bringing pride and passion to your work and pushing each other to deliver excellent results. We are all encouraged to be leaders and maximize our impact, no matter our specific role.

People leadership is the single most important factor behind performance and culture. Leading others is a privilege, not simply a career status to be reached. Our People Leader Commitments illustrate what leading others means at Macy's. We communicate these clearly and frequently, because we want every colleague to know what is expected of our people leaders.

Culture & Engagement

continued

People Leader Commitments

- **I promote diversity and inclusion:** We achieve our best results when we recognize each person's unique strengths, background and perspective.
- **I encourage growth:** I see the potential in others and seek to help them achieve their career goals. I strive to get better every day and inspire others to do the same.
- **I create connection:** I genuinely care about the colleagues on my team and take the time to get to know and understand them. I help to connect value to each role, context to each task and clarity to each communication.
- **I drive performance:** I demand the best from myself and my team. I inspire them to set goals, seize opportunity, seek feedback and own their results. I recognize progress and celebrate achievement.

A performance-driven culture

We share a motivation to perform and succeed, measuring our progress and holding ourselves accountable. In support of our strategy, our performance-driven culture aims to achieve superior financial and team results, including engagement and retention. For colleagues, this means:

- **Meaningful goals:** I see how my work aligns to our business strategies and results and know what I'm accountable for.
- **Collaboration:** We communicate openly, make decisions quickly and learn from one another.
- **Continuous feedback:** My people leader provides me with the personalized feedback and support I need to grow in my role and achieve my goals.
- **Recognition and rewards:** My unique contributions are appreciated, recognized and valued.



Building and celebrating community

Whether it's on the biggest stage like Macy's Thanksgiving Day Parade® or behind the scenes for a job well done, we show up for one another and celebrate big. With the collective support of our customers and colleagues, we strengthen communities by supporting local and national charities to help make a difference in the lives of our customers. In 2022, Macy's, Inc. raised and donated more than \$35 million and volunteered nearly 54,000 hours to support organizations and initiatives focused on supporting youth, diversity and inclusion, health and well-being as well as hunger relief.

- We invite our customers to join us in giving back at Bloomingdale's and Macy's through national giving campaigns, which raised more than \$19 million in 2022 through 17 campaigns.
- Through our colleague fundraising and volunteerism campaign, we donated more than \$2.5 million and volunteered about 7,500 hours in August.
- We awarded \$12 million in corporate grants to support more than 300 communities where we live and work.

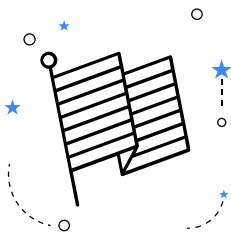


\$35 million

raised and donated by Macy's, Inc. customers and colleagues

54,000

hours volunteered by Macy's, Inc. colleagues



Diversity, Equity & Inclusion

The brightest future for Macy's, Inc. will be realized through a firm commitment and systemic approach to achieving full representation—which is why diversity, equity and inclusion (DE&I) is woven throughout our social purpose and business strategy.

Our Focus Areas

Our mission is to embed DE&I into how we think, act and operate by fostering an inclusive culture and an environment that inspires, reflects and provides equitable access for every one of us. The work we do to advance this mission is organized into five focus areas:

- **Colleagues:** Reflect the full spectrum of diversity at all levels of our organization
- **Customers:** Ensure every customer is welcomed, accepted and respected
- **Suppliers:** Drive growth with underrepresented suppliers
- **Community:** Drive impact through relationships that reflect our goals and values
- **Marketing:** Consistently and genuinely reflect the full spectrum of our customers

Learn more about how we are driving impact across all five focus areas in our inaugural DE&I Annual Report at macysinc.com/DEIreport



Embedding DE&I throughout our colleagues and culture

Employee Resource Groups (ERGs) are well established at Macy's, Inc., and each one has a mission linked to our overall DE&I vision and strategic priorities. With many of our colleagues working remotely, ERGs offer opportunities for colleagues to connect, collaborate and support one another. In 2022, we added 198 Store ERG chapters across the country. Our ERGs now operate in 535 locations across our corporate offices, stores and distribution centers.

"Can We Talk?" is one of our signature and most well-attended DE&I discussion forums led by Macy's, Inc. Chairman and CEO Jeff Gennette. The series began in 2016 in response to colleague feedback and continues as a way for colleagues to engage in meaningful dialogue around topics like psychological safety and well-being.

Week of Understanding was inspired by our work with CEO Action for Diversity & Inclusion and as part of our ongoing commitment to foster a culture of inclusion and awareness. This included daily programming and a focused initiative for people leaders to hold conversations with their teams. Our goal was to provide open dialogue to lead to greater awareness and allyship as well as inspire change.

DE&I Simulation-Based Skill Training was developed and launched enterprise-wide as a result of a *Bias in Retail and Colleague Study* conducted in 2021. Colleagues engaged in realistic, challenging scenarios relevant to their particular role and received immediate, personalized feedback.



Diversity, Equity & Inclusion *continued*

Leadership development programs

MOSAIC is a year-long professional development program for our top talent at the manager and director levels who self-identify as ethnically diverse. Launched in 2019, the program consists of an in-person conference, monthly virtual learning opportunities focused on different aspects of professional and personal development as well as an individual development plan. Each participant also has an executive sponsor and an external coach. From 2020 to 2022, approximately 68% of MOSAIC participants were promoted or moved into a laterally accretive role, with approximately 26% promoted to the senior director level.

McKinsey Leadership Program enables more than 300 of our high performing, high potential, ethnically-diverse Macy's, Inc. leaders to interact with Asian, Black and Hispanic/Latino executives outside the company across different industries throughout North America.

Diverse representation

We believe that when the demographics of leadership reflect those of our customer, we are better positioned to advance growth and innovation. We incorporate ethnically diverse candidates by making it a requirement for all director and above external searches. We also continue to focus on building a more diverse internal and external talent pipeline in support of our ambition to reach 30% ethnic diverse representation at the director and above level by 2025.

For more insight into Macy's, Inc. colleague representation, our EEO-1 disclosures are available on [macysinc.com](https://www.macysinc.com)

68%

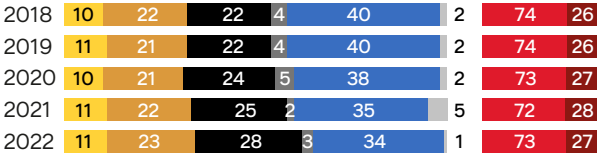
MOSAIC participants were promoted or moved into a laterally accretive role

64%

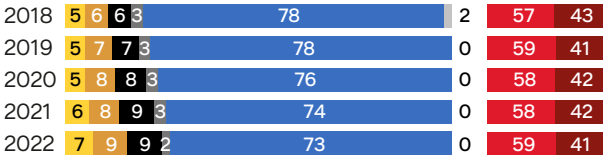
workforce comprised of ethnically-diverse colleagues in 2022



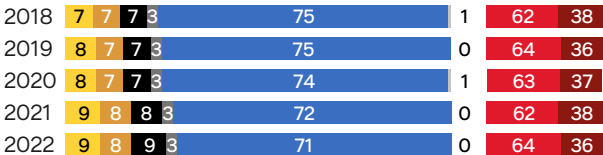
Total Colleague Diversity



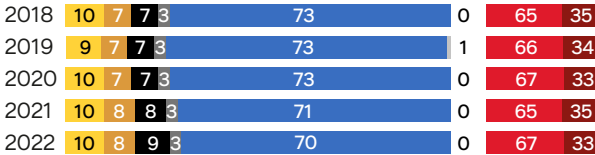
Senior Directors and Above Diversity



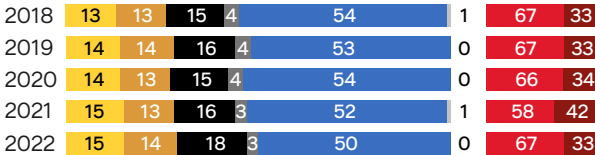
Directors and Above Diversity



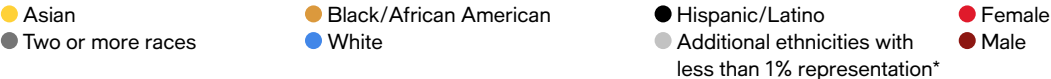
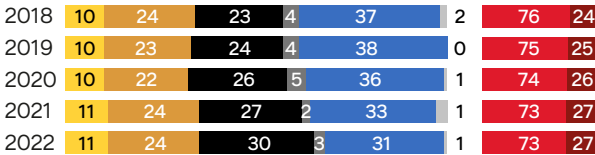
Directors Diversity



Managers Diversity



Hourly Colleague Diversity



*American Indian or Alaska, Native Hawaiian or other Pacific Islander.



Talent Acquisition, Learning & Development

We're committed to having the best talent in retail—multiplied by more than 90,000.

As a vital member of the community, we provide more than 90,000 jobs nationwide in a variety of functions and roles.

We care about our talent—investing in our colleagues' knowledge, skills and abilities; ensuring rewarding opportunities for career growth and advancement; and compensating colleagues fairly for a job well done.

Our brands are about making everyone feel their best. They're about empowering each person in an authentic way. And that core message offers a natural transition to recruitment. The richness of our history attracts people who want to be part of something great. We have many opportunities for candidates to learn, grow and become leaders as they explore our many business areas. Prospective candidates are supported by people leaders who are approachable and eager to support them, provided with resources designed to help take them where they want to go and enabled with countless opportunities for internal progression.



“Macy's is a very diverse company, and I believe my multicultural upbringing brings a lot to my work every day. I'm proud of who I am and being bilingual has been an amazing advantage in my life and career. I encourage everyone to never stop learning. I started my IT journey at the age of 35. With Macy's partnership with Guild Education, opportunities are endless.”

Joel, Macy's Technology colleague

Purpose-driven career journeys

We encourage colleagues to pursue experiences that serve their passion and purpose, broaden their skill sets and drive the business. All colleagues are encouraged to consider a career path that takes the shape of a lattice rather than the traditional ladder, with cross functional experiences that broaden our perspectives and push us to be more agile.

Investing in colleagues at every stage of their career journey

We launched a multi-year career development initiative based on feedback we received from our colleagues for more resources supporting career growth. This included a new Career Hub to assist colleagues at any part of their career journey, a two-week virtual Career Expo with 18 different virtual events to give colleagues a better sense of the many career opportunities that exist at Macy's, Inc. and a learning plan for people leaders focused on becoming great career coaches.

Talent Acquisition, Learning & Development

continued

Onboarding

Getting colleagues off to a strong start is important. All colleagues experience a minimum of 20 hours of onboarding time with an emphasis on culture, role-specific learning, strong connections and collaboration. It's all designed to set every colleague up for success from day one. Then, we help colleagues build support networks, equip them with new skills and provide consistent and meaningful feedback to show everyone that Macy's, Inc. is a place they can thrive.

Reskilling and upskilling

Learning goes hand in hand with career growth, personal satisfaction and outstanding results. We encourage the continuous upskilling of our colleagues so they can chart their own career paths. We make meaningful investments in the continuous development of our colleagues, ensuring they have the resources, access and encouragement needed to achieve their individual goals. Our digital-first learning approach helps colleagues learn at scale and speed while also reacting quickly to evolving customer needs by equipping thousands of colleagues with new and critical skills.

Ongoing people leader development

People leaders are the single most important factor behind our performance and culture. They enable learning through coaching and encouragement, which leads to higher performance, retention and job satisfaction. We help build their leadership capabilities through curated learning experiences and immersive education. We also support first-time people leaders and invest in the development of our top talent.

“Macy's has always gone above and beyond to create a very diverse and inclusive environment, which has allowed me as a Latino colleague to advance and grow professionally within the Tech organization. I started my career as an IT support technician in 2008. Since then, I've been able to grow my technical skills and, now, I am a systems engineer.”

Rich, Macy's Technology colleague



Our training and development programs

Executive Development Programs

Macy's and Bloomingdale's Executive Development Programs (EDP) offer hands-on learning experiences to help recent college graduates from top universities across the U.S. jump start a career in retail. We offer specializations in technology, digital, stores, merchandising, planning, human resources and credit and customer service. With a focus on leadership exposure and

on-the-job training, colleagues who participate in these programs quickly develop a strategic view of the business, gain real-world experience and influence the business from the start. Diversity continues to be important for this initiative with 45% ethnically diverse corporate, store and technology EDP participants.

Internship programs

It's difficult to know if a retail career is a good fit until you try it on for size. Macy's and Bloomingdale's internship programs cover a variety of majors and interests. Each is tailored to specific organizational positions and career paths, providing in-depth knowledge, hands-on experience and interaction with senior leadership. In 2022, 51% of participants were ethnically diverse.

Early Immersion program

Bloomingdale's Early Immersion is a two-day program focused on providing experiential learning and career exposure, including those who identify with underrepresented groups.

Shooting Stars

Bluemercury's Shooting Stars is a six-month mentorship program that aims to help full-time colleagues achieve their goals and full potential.



Total Rewards

We've built a rewards strategy that recognizes performance and development by rewarding colleagues as individuals and teams across all business functions.

Our healthcare and benefits programs help colleagues focus on their total well-being. Eligible colleagues have varied medical plan options with multiple insurance carrier choices. All plans include comprehensive coverage and eligible preventive care is 100% covered. Our "help me choose" tool and resources ensure colleagues feel supported in choosing the plans that best fit their needs. Colleagues can access their benefits and view their total rewards through a convenient portal.

100%

covered comprehensive coverage and eligible preventive care included in all medical plans



“I have my bachelor's that I paid for school myself out of high school. I never thought I could financially do it again with two kids, but now my company that I have been with for 22 years offers it free of charge. I could not pass up the chance to get certified in a field I am interested in.”

Angela, Macy's Store colleague and Human Resources Essentials certificate candidate

Benefits to support emotional well-being

We believe colleagues need access to the time and resources to properly care for the emotional health of themselves and their family. We help colleagues prioritize their emotional needs in a number of ways:

- Life Solutions Employee Assistance Program: Free confidential counseling, emotional support, financial advice and stress management to help balance work and life
- Paid time off for eligible colleagues
- Parental leave for a variety of circumstances
- Holiday pay: In 2022, we moved our paid holiday program to a combination of fixed and flexible holidays, offering colleagues more flexibility and choice.

Benefits to support financial well-being

Our colleagues' financial goals vary and change throughout their career with us, so we provide the tools, education and resources to help them manage their finances. Key financial benefits include:

- 401k and company matching contributions
- Colleague discounts
- Earned wage access before scheduled payday

- A fully-funded education program for a wide range of educational and upskilling opportunities through Guild Education, including more than 100 programs
- North Star Relief Fund to help colleagues in their time of need through rapid financial assistance
- Tuition reimbursement for pursuing an undergraduate or master's degree in job-related programs or majors that are useful in meeting career objective



Total Rewards *continued*

Our approach to compensation

As a company, we believe that pay equity is fundamental to our culture and DE&I strategy. Compensation is based on job position, responsibilities, experience and performance, with incentive opportunities that allow all our colleagues to share in our success. We made a commitment to share more pay information with our colleagues and educate them about our pay programs. In 2022, all colleagues nationwide received access to view their role's pay zone and salary range. Additionally, all Macy's and Bloomingdale's job listings nationwide include the role's salary range. To ensure colleagues understand their earnings potential, people leaders and salaried colleagues were given the opportunity to attend Compensation Education Webinars as part of our inaugural Career Expo to learn how pay is determined and deep dive into our incentive programs.



“We are on a journey to share compensation practices with our colleagues. And we’re bringing our colleagues along with us because colleagues deserve to know how we make pay decisions. Our Career Expo panels around compensation were well attended because compensation is important, personal and core to establishing trust with colleagues. We’re committed to helping colleagues understand three simple but seminal questions around pay: how their pay is determined, if they’re being paid fairly and how they can grow their pay. When we focus on these three topics, we’re able to answer the majority of their questions.”

Danielle Kirgan, Macy's, Inc. chief transformation and human resources officer

Pay equity: In 2022, Macy's, Inc. maintained greater than 99% pay equity across gender and race. This means we expect to pay our female colleagues at greater than 99% of what we pay male colleagues and minorities greater than 99% of what we pay non-minorities.

Base pay: We benchmark compensation through market surveys and pay ranges to ensure pay is competitive and fair. In 2022, we established a national rate minimum of \$15 per hour throughout the company—for both our current and new colleagues. Colleagues also have access to earned wages on a daily basis.

Incentives: Our goal is to build a high-performing culture that motivates our colleagues to achieve superior results. One way we do this is through an incentive approach that recognizes colleagues for their achievements. Our long-term incentives reward eligible colleagues with equity and cash grants. Our short-term incentives include various annual cash incentives based on company and individual performance, including Macy's Make Magic Awards, Bloomingdale's Golden B and Best of the Best Awards, Bluemercury's #OneTeam Awards and more.



Future of Work

The workplace is evolving and so are we.

Safety first

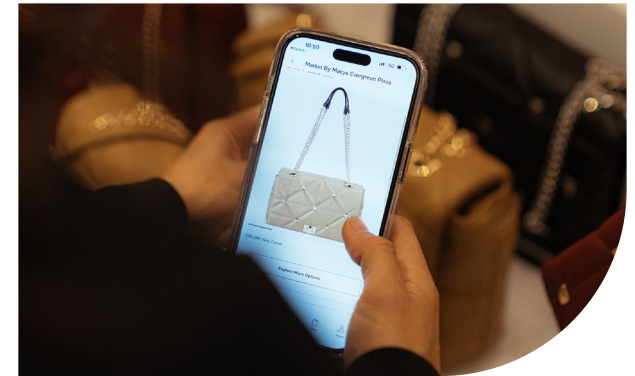
The health and safety of our colleagues and customers comes first. We continuously update and base our safety standards on our most vulnerable colleague population and use these as the standard for company-wide policies. This has resulted in safety and cleanliness consistently ranking in our top net promoter scores through customer satisfaction with our enhanced health and safety measures in store.

Along with the extra safety measures implemented following the pandemic, we have put additional measures in place to ensure our colleagues' safety across the business. These measures include specific priorities for store engineers and supply chain colleagues as well as location safety committees.

The building blocks of a hybrid workplace

We're building a workplace that ensures our colleagues can continue to learn and grow in a hybrid environment where they're able to divide their time between in-office and virtual work.

- **Culture:** With our hybrid work model, we've been able to extend our culture through virtual means, which has allowed us to connect and engage with more colleagues than before.
- **Trust:** Mutual trust among colleagues and people leaders has allowed us to adopt an increasingly virtual work model because our leaders trust their teams to always do their best work for our customers, regardless of where they may be.
- **Leadership:** A hybrid work environment poses exciting new opportunities as well as challenges. We want to ensure our colleagues feel empowered to take action and make decisions confidently, that's why we encourage them to be leaders at all levels.
- **Speed and agility:** Building teams with a myriad of experiences across the business ensures that colleagues have the cross-functional business savviness required to make quick, informed decisions while also allowing them to broaden their interests.



Evolving with our colleagues and customers

We've created an effective, results-oriented structure that equips our teams with the ability to pivot and respond with speed and agility. Our test, iterate and scale approach enables us to keep learning how to best serve our customers and colleagues. In 2022, our teams demonstrated this through our curated marketplace assortment launch, Market by Macy's expansion and our Macy's Backstage and Toys"R"Us store-within-store experiences.

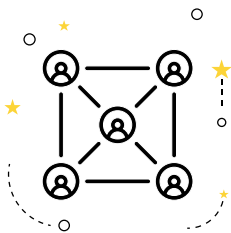
Investing in technology

We aim to set our colleagues up for success by providing the technology they need to stay connected and collaborate. We understood the shift to virtual work was uncharted territory for many and a learning experience for all. We continue to help colleagues navigate the shift to virtual work and find the work/life balance that best suits them.



“Working at Macy's has been a wonderful experience. I am able to have work-life balance and spend time with my daughter without guilt of having to choose.”

Courtney, Macy's Customer & Digital colleague



People Analytics

Enhancing the work experience

We are improving systems and tools so that we can use data-driven insights to enhance the work experience and inform our colleagues' decision-making. We consolidated our colleague data into a cloud-based human resources platform to enable real-time access to information and create a better colleague experience.

Measuring workforce strategies

We continue to measure the impact of our programs and benefits across different colleague segments and years, using predictive data models to make great strides in prioritizing investments in our colleagues. Our data gives people leaders resources and insight into talent needs, colleague experience and performance. This is especially relevant during the most important time of the year: the holiday season. It helps shape our workforce planning and recruiting strategies, as we track our colleague retention rates and respond quickly to the rapidly changing employment environment.



Using insights from our data

Having immediate insight into the challenges our workforce faces helps support key business decisions:

- Enabling career and leadership development through an online learning platform
- Gauging progress with our culture over time and identifying areas for enhancements
- Using technology to automate responses for common colleague questions
- Using recruiting data from previous years to forecast talent needs and improve onboarding
- Launching and building specialized teams to support opportunities for sales growth

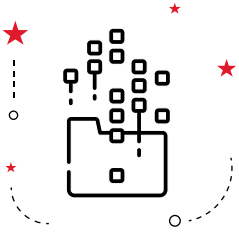


88%

colleague participation on our Culture Pulse Survey in January 2023

Measuring success

In addition to measuring our business performance, we also measure the health of our culture at key times throughout the colleague lifecycle to provide regular venues for colleagues to ask questions and share their opinions. This includes our enterprise-wide, biannual Culture Pulse Survey the measures colleague sentiment across topics like belonging, overall well-being, colleague experience and growth, people leader support and inclusion. We share results openly and transparently to create an opportunity for open and constructive discussions among teams. From our first Culture Pulse Survey in Fall 2018 with a 19% participation rate to our most recent survey with an 88% participation rate, we have steadily been building momentum and engagement across the enterprise.



Data Summary*

More than 90,000 colleagues

- Bluemercury grew its corporate workforce by nearly **30%**

Colleague Engagement

- **18** Employee Resource Groups (ERGs) operating in 535 locations
- **20** hours of onboarding time for colleagues to focus on culture, role-specific learning, strong connections and collaboration
- **88%** participation rate in our most recent Culture Pulse Survey

Social Impact

- Raised and donated more than **\$35 million**
- Volunteered nearly **54,000** hours
- Raised more than **\$19 million** through 17 national customer round up campaigns
- Awarded **\$12 million** in corporate grants to more than 300 communities across the U.S.

More than 100 fully-funded education programs available through Guild Education, ranging from foundational learning to college degrees.

Diverse Representation

- From 2020 to 2022, approximately **68%** of MOSAIC participants were promoted or moved into a new role, with approximately 26% promoted to the senior director level
- **45%** of corporate, store and technology Executive Development Program (EDP) participants are ethnically diverse
- **51%** of internship program participants are ethnically diverse

Compensation

- **\$15** per hour national rate minimum for current and new colleagues
- Maintained **99%** pay equity across gender and race in 2022
- **100%** colleague access to view their role's pay zone and salary range
- **100%** transparency on salary range in Macy's and Bloomingdale's job listings nationwide

*Data for Macy's, Inc. FY2022

Data Summary *continued*

A deeper look into our data

The data points included below are based on standards published by the Sustainability Accounting Standards Board (SASB) for the consumer goods sector in either the E-commerce industry (EC) or multiline and specialty retailers & distributors industry (MR).

Employee Engagement

Employee engagement as a percentage (SASB CG-EC-330a.1) based on our Culture Pulse Survey from January 2023:

Culture Pulse Survey Items	Total Macy's, Inc. Favorable Score
I can see a clear link between my work and Macy's/Bloomingdale's strategic objectives.	89%
My people leader meets with me regularly to discuss my growth and development.	83%
How would you rate your overall well-being?	93%
I feel like I belong at Macy's/Bloomingdale's.	90%
My people leader provides me with feedback that helps me improve and succeed in my role.	88%

Additional Culture Pulse Survey results shared throughout this report:

Culture Pulse Survey Items	Total Macy's, Inc. Favorable Score
I trust in my people leader.	90%
I can be myself at work.	85%
Macy's/Bloomingdale's is committed to colleagues' safety.	86%
My immediate supervisor invites me to share my perspective, even if it is different from their own.	81%
Macy's/Bloomingdale's provides me with opportunities to learn and develop.	87%
Overall, I feel that my career goals can be met at Macy's/Bloomingdale's.	82%

Representation

Percentage of gender and racial/ethnic group representation for management, technical staff and all other employees (SASB CG-EC-330a.3):

Employee Type	Female	Male	Not Available or Not Disclosed
Management	68%	32%	0%
Technical staff	31%	69%	0%
All other employees	73%	27%	0%

Employee Type	Asian	Black or African American	Hispanic or Latino	White	Other*
Management	9%	13%	17%	57%	4%
Technical staff	52%	9%	5%	32%	2%
All other employees	11%	24%	30%	32%	4%

*Other includes the following classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander as well as "two or more races."

Percentage of gender and racial/ethnic group representation for management and all other employees (SASB CG-MR-330a.1):

Employee Type	Female	Male	Not Available or Not Disclosed
Management	68%	32%	0%
All other employees	73%	27%	0%

Employee Type	Asian	Black or African American	Hispanic or Latino	White	Other*
Management	9%	13%	17%	57%	4%
All other employees	11%	24%	29%	32%	4%

*Other includes the following classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander as well as "two or more races."

For more insight into Macy's, Inc. colleague representation, our EEO-1 disclosures are available on [@ macysinc.com](https://www.macysinc.com)



For the full report please visit:
macysinc.com/HumanCapitalReport