

# Diversity, Equity & Inclusion

From Our 2023 Corporate Responsibility Report

## Oversight

ESG oversight in Board committee charters

SVP and Chief Diversity, Equity & Inclusion Officer leads the strategic development of DE&I across the enterprise

Supported by Diversity, Equity & Inclusion Business Council (DEIBC)

## Our Vision

Be the beacon of diversity, equity & inclusion (DE&I) for our colleagues, customers and communities.

## Our Mission

To embed diversity, equity & inclusion into how we think, act and operate.



## Our DE&I Journey

For more than two decades, Macy's, Inc. has embedded DE&I into how we think, act and operate enterprise-wide. Our strong foundation, established over time and reinforced continually through our actions, underpins our industry-leading position today.

See our DE&I Milestones on [page 28 of the Corporate Responsibility Report](#)

# Customers

Our commitment to customers is to provide a shopping experience where they are valued and treated with dignity, respect and kindness

**Customer Bill of Rights** is the foundation of our commitment, introduced in 2019 across Macy's and Bloomingdale's

In 2023, we introduced a [Customer Bill of Rights](#) at Bluemercury

**100%**

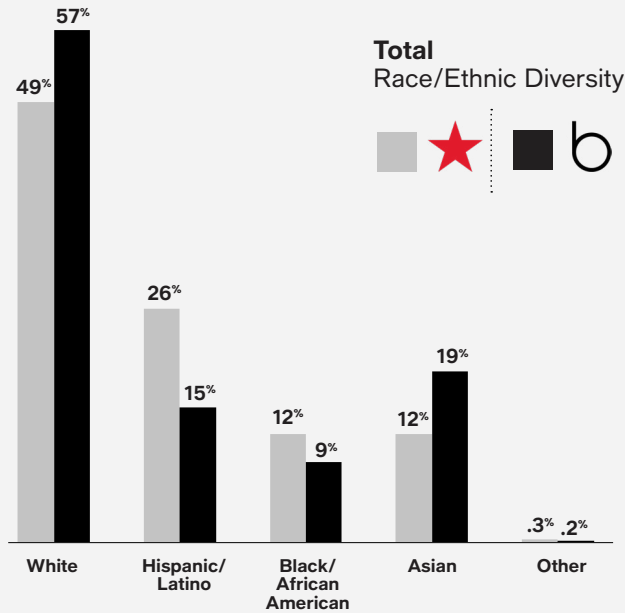
of all Macy's, Bloomingdale's and Bluemercury store managers received store leader training on the Customer Bill of Rights

**Customers by Demographic:**

**50%** racial/ethnic diversity at Macy's

**43%** racial/ethnic diversity at Bloomingdale's

## Customers by Demographic



For more information, see [page 29 of the Corporate Responsibility Report](#)



# Colleagues

We are committed to reflecting the full spectrum of diversity at all levels of our organization



Embedded **five DE&I skills** into all colleague programming, education and leadership development opportunities



Refreshed and expanded **Colleague Resource Groups** to all Macy's and Bloomingdale's stores across the country



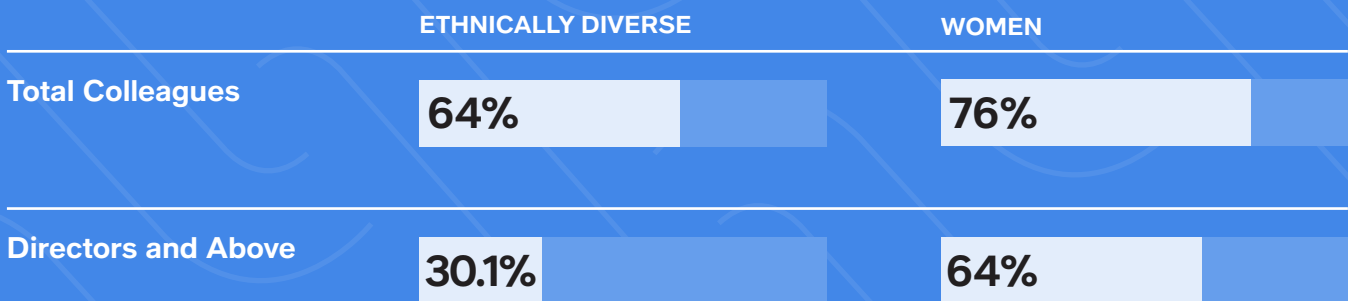
Held the **3<sup>rd</sup> Annual Week of Understanding**, which was expanded to include sessions addressing disability inclusion and religious diversity



Discussed current societal topics with guest speakers during **"Can We Talk?"**, our signature DE&I discussion forum

For more information, see [page 30 of the Corporate Responsibility Report](#)

## Colleague Diversity



Data reflects colleague diversity across Macy's and Bloomingdale's only. For more information, see [page 31 of the Corporate Responsibility Report](#) and our EEO-1 Report on our [website](#).

# Suppliers

Our work in business diversity plays a significant role in ensuring that we have diverse perspectives and experiences to better understand the needs of our customers, support local economies and engage in new markets.

## Evolved

to holistic **business diversity** approach to foster increased economic growth with underrepresented segments of the business and customer community

**\$805 million**

in products and services from diverse suppliers, 4.2% of our company spend

## Amplified

support through three key pillars of access: Education, Capital, Customers

Scored **100** on the Human Rights Campaign's Corporate Equality Index  
For the ninth consecutive year

Read more on [page 41 of the Corporate Responsibility Report](#) about our partnerships with Divine Nine, Human Rights Campaign and National Urban League



See [Macy's, Inc.'s Business Diversity: Impact 2023 Summary Highlights](#) for more details

# Community

Our nonprofit partners work within our focus areas of social justice, workforce development, economic development and education

## Expanded

our partner portfolio of social justice nonprofit organizations

**\$1 million**

funded for organizations advancing justice and equity in underserved communities

**\$1.75 million**

donated in 2022 and 2023 to Divine Nine Sorority educational and research foundations in celebration of the special collection of apparel

# Marketing

Marketing continues to consistently and genuinely reflect the full spectrum of our customers within imagery, messages and experiences

Focused on **diverse representation** in casting and increased media reaching ethnically diverse audiences

Established **diverse representation** in marketing for **Bluemercury**, for the first time in company history

Showcased **diverse talent, creators and designers** at Macy's iconic events to further create a brighter future with bold representation for all

Deepened our relationship with **Seven Elements Group**, a Black- and women-owned marketing and creative agency

Read more on [page 42 of the Corporate Responsibility Report](#)



**macys inc**

To learn more about Macy's, Inc. diversity, equity & inclusion and corporate responsibility programs, visit our [2023 Corporate Responsibility Report](#).

This summary covers Macy's, Inc.'s performance in fiscal year 2023 ended February 3, 2024, and included 53 weeks.

