

Human Capital

From Our 2023 Corporate Responsibility Report

Oversight

ESG oversight in Board committee charters

Chief Human Resources and Corporate Affairs Officer oversees the human capital program

Through an unwavering passion and commitment to our colleagues, we strive to be the preferred employer in retail across all our nameplates — Macy’s, Bloomingdale’s and Bluemercury.



Inclusive and Collaborative Culture

OUR VALUES ARE WHAT GUIDE US

Acceptance

Respect

Integrity

Giving Back



OUR BEHAVIORS ARE HOW WE BRING OUR CULTURE TO LIFE

Commit to Win

Own Your Role

Build Trust

Get Better Every Day

OUR CULTURE EMPOWERS OUR COLLEAGUES

Meaningful Goals

Collaboration

Continuous Feedback

Recognition and Rewards



Building a Talented Candidate Pipeline

Partnerships with Organizations and 12 Core Universities

Creating meaningful connections with candidates

College Internship Programs at Macy's & Bloomingdale's

Included 42.5% ethnically diverse and 76% female participants in 2023

Bloomingdale's Early Immersion

A two-day program providing experiential learning and career exposure

Inclusive Workplace Initiatives

Removing language as a barrier by prioritizing bilingual workplace initiatives, such as offering seasonal colleague onboarding in Spanish



Read more about our partnership with Clark Atlanta University to provide students career workshops and networking opportunities on [page 16 of the Corporate Responsibility Report](#)

Recognizing and Rewarding Performance

We prioritize and support the well-being of our colleagues.

Key financial benefits include:

- ✓ 401(k) and company matching contributions
- ✓ Earned wage access before scheduled payday
- ✓ North Star Relief Fund to help colleagues in time of need
- ✓ Fully funded education program for educational and upskilling opportunities
- ✓ Tuition reimbursement



PAY EQUITY

Starting in 2021, Macy's, Inc. has maintained **greater than 99% pay equity across gender and race**



Learning and Development at Every Stage of the Career Journey

Career Expo

Three-month-long series of small-group interactive sessions, enabling colleagues to interact directly with experts and leaders to learn about career resources and build skills

Onboarding

All colleagues experience >20 hours of onboarding time, with an emphasis on culture, role-specific learning, strong people leader/colleague connections and collaboration

Leadership Development Programs

Targeted development opportunities, such as:

- Executive Development Programs (EDP)
- ELEVATE
- MOSAIC
- McKinsey Connected Leaders Academy
- Shooting Stars

Developmental Reviews

All professional colleagues receive formal annual performance reviews to foster their career development

Read more about our learning and development programs on [page 21 of the Corporate Responsibility Report](#)



Encouraging and Measuring Colleague Engagement

To help promote an open feedback culture, we gather colleague feedback at key times throughout the colleague life cycle.

- ✓ Colleagues are encouraged to report concerns through four channels: People Leader, Solutions InSTORE, AskHR, Compliance Connections
- ✓ **89% engagement** score for our 12th Culture Pulse Survey, completed in January 2024

See more results of our 12th Culture Pulse Survey on [page 24 of the Corporate Responsibility Report](#)



PRIORITIZING HEALTH AND SAFETY

The health and safety of our colleagues and customers comes first. Our [Workplace Safety Policy](#) outlines our commitment to creating an environment free of hazards for both colleagues and guests.



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To learn more about Macy's, Inc. human capital management 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.

**MISSION
EVERY
ONE**