

PROMOTE DIVERSITY, EQUALITY AND INCLUSION

GRI 405-1, 406-1
SASB CG-EC-330A.3, CG-MR-330A.1



We work to consolidate our diversity, equality and inclusion strategy in all the countries where we operate, promoting inclusive actions for our associates, customers, suppliers and the communities where we operate.

Diversity, equality and inclusion strategy

Our commitment is to create a workplace where everyone feels included and with opportunities to be themselves, grow and belong.

our diversity, equality, and inclusion strategy has four pillars

1 **GENDER EQUALITY**

2 **SEXUAL AND GENDER DIVERSITY**

3 **TALENT WITH DISABILITIES**

4 **NON-DISCRIMINATION**



Diversity, Equality and Inclusion Advisory Council

The Diversity, Equality and Inclusion Advisory Council is comprised of business and operations leaders from Mexico and Central America, with the purpose of consolidating inclusive initiatives as part of our strategy.

In 2022, the sensitization efforts focused on principles of corporate inclusion, sexual and gender diversity and inclusive language.



Policies and codes that support our culture of diversity, equality and inclusion

To support our commitment to diversity, equality and inclusion, we have developed policies that strengthen our strategy and prohibit discrimination of any kind.

Code of Conduct

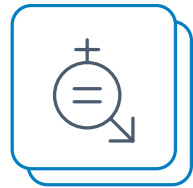
Remuneration Equality Policy



Global Harassment and Discrimination Prevention Policy

GRI 404-3

Likewise, we consider training relevant, which is why we integrated three modules to the diversity, equality and inclusion training program:



Gender Equality



LGBTQ+ community



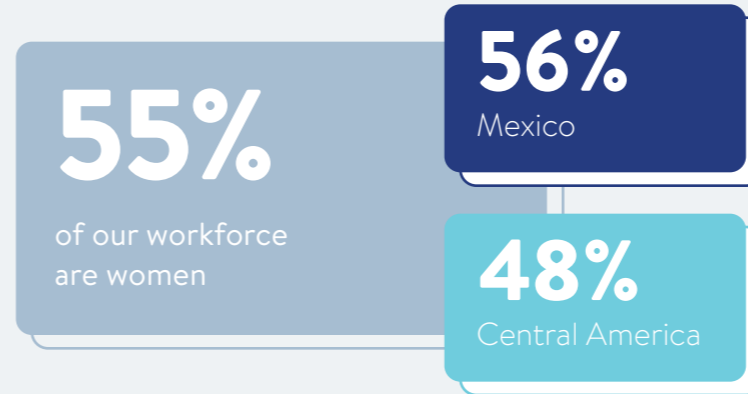
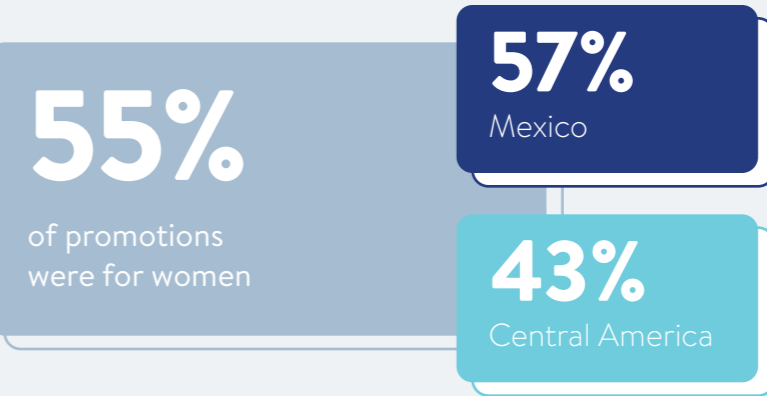
Talent with Disabilities

In 2022, more than 7,000 leaders in Mexico and Central America were certified in seven diversity, equality and inclusion modules:



1. Basics in diversity, equality and inclusion
2. Management of talent with disabilities
3. Reasonable accommodation for talent with disabilities
4. Sexual and gender diversity
5. Inclusive language
6. Inclusive recruitment
7. Subconscious biases

1 **Gender Equality**



In 2022, we met the goal of having 41% of executive positions held by women



Remuneration Equality Policy

GRI 2-20, 202-1, 405-2, 102-36
SASB FB-FR-310A.1, CG-MR-310A.1

At Walmart de México y Centroamérica we are committed to equality among all our associates, with no distinction or preference of any nature, except based on achievements and performance.

As part of the commitments we have established are:

- Guaranteeing no wage differences due to gender, age, religion, sexual preference, or political ideology



- Complying with and exceeding the minimum wage set forth by the authorities

- Permanently promoting remuneration equality between men and women

- Supervising that there are efficient internal policies and procedures on remuneration equality

- Promoting strategies, programs and initiatives that help to identify, develop, and retain diverse talent, serving as an incentive for active participation at all levels in the company



- Ensuring our associates have access to social security

- Ensuring that any differences that exist in wages are due to individual performance and the achievements of each associate, which are evaluated annually based on their seniority in the company, and adherence to success factors that are expressed under corresponding company policies

- Reinforcing transparency and communication when establishing and reviewing remuneration

[DOWNLOAD OUR REMUNERATION EQUALITY POLICY](#)

We also offer programs to promote the professional development of our female associates in Mexico and Central America, such as:

Women in Retail

A program designed for our female associates that aims to develop and retain the best talent. It is based on four axes of development: experience, exposure, education and mentoring.



Unstoppable Women

A program aimed at women with high potential at management level, with the objective of strengthening skills and competencies that allow them to develop in an accelerated pace within the company.

Executive women and circles of confidence

A program focused on developing topics such as personal leadership and self-management, talent management, strategic thinking, leading transformation, change management, persuasion, power and influence, among others.

Women's Month

In commemoration of this month, we carried out education and communication actions focused on equality.



Bloomberg

As a result of our work to create a diverse and inclusive workplace, **for the sixth consecutive year, Walmart de México y Centroamérica was included in Bloomberg's Gender Equality Index (GEI)**, which analyzes the performance of companies globally on gender equality progress.

In 2022, we ranked **4th in Empresas para Trabajar para Mujeres (Company to Work for Women) from Expansión and Top Companies in Mexico**, advancing six positions vs. 2021.



Orange Award

For the second consecutive year, the Secretary of Women of the State of Mexico **awarded us the Orange Award for Equality in Companies**, for the actions we have carried out with the objective of generating spaces for labor equality between women and men.

2



Sexual and Gender Diversity

At Walmart de México y Centroamérica we promote respect for differences and value diversity; therefore, we work every day to create a safe environment where you can truly be yourself.

#EsteEsElLugar
donde puedes ser
100% TÚ*

This year, we carried out actions in Mexico and Central America to celebrate LGBT+ Pride Month during of June:

9,606

participants in LGBT+ Pride Month

First unveiling of the LGBT+ flag at Walmart Toreo

Inclusive language campaign Mamá Lucha, everyone is welcome

Virtual LGBT+ pride march in Mexico, Chile and Central America

Four sessions with internal and external spokespersons **to sensitize our associates about the LGBT+ community**



LGBTQ+ Best Places to Work Award

In 2022 in Mexico, we received for the sixth consecutive year the Best Places to Work LGBTQ+ certification from the Human Rights Campaign Foundation, for our actions to generate safe and discrimination-free workplaces.



3

Talent With Disabilities

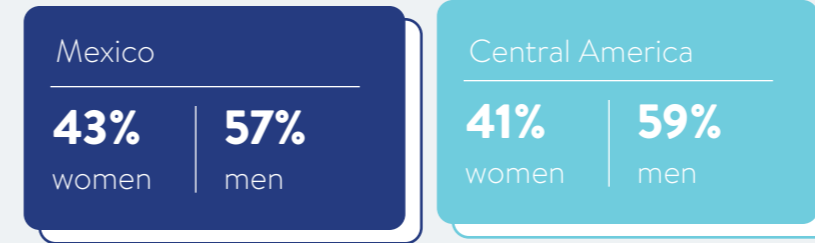
We increased 14% our talent with disabilities vs. 2021

In 2022 in Mexico we reached 3.1% of associates with disabilities and 4.74% in Central America

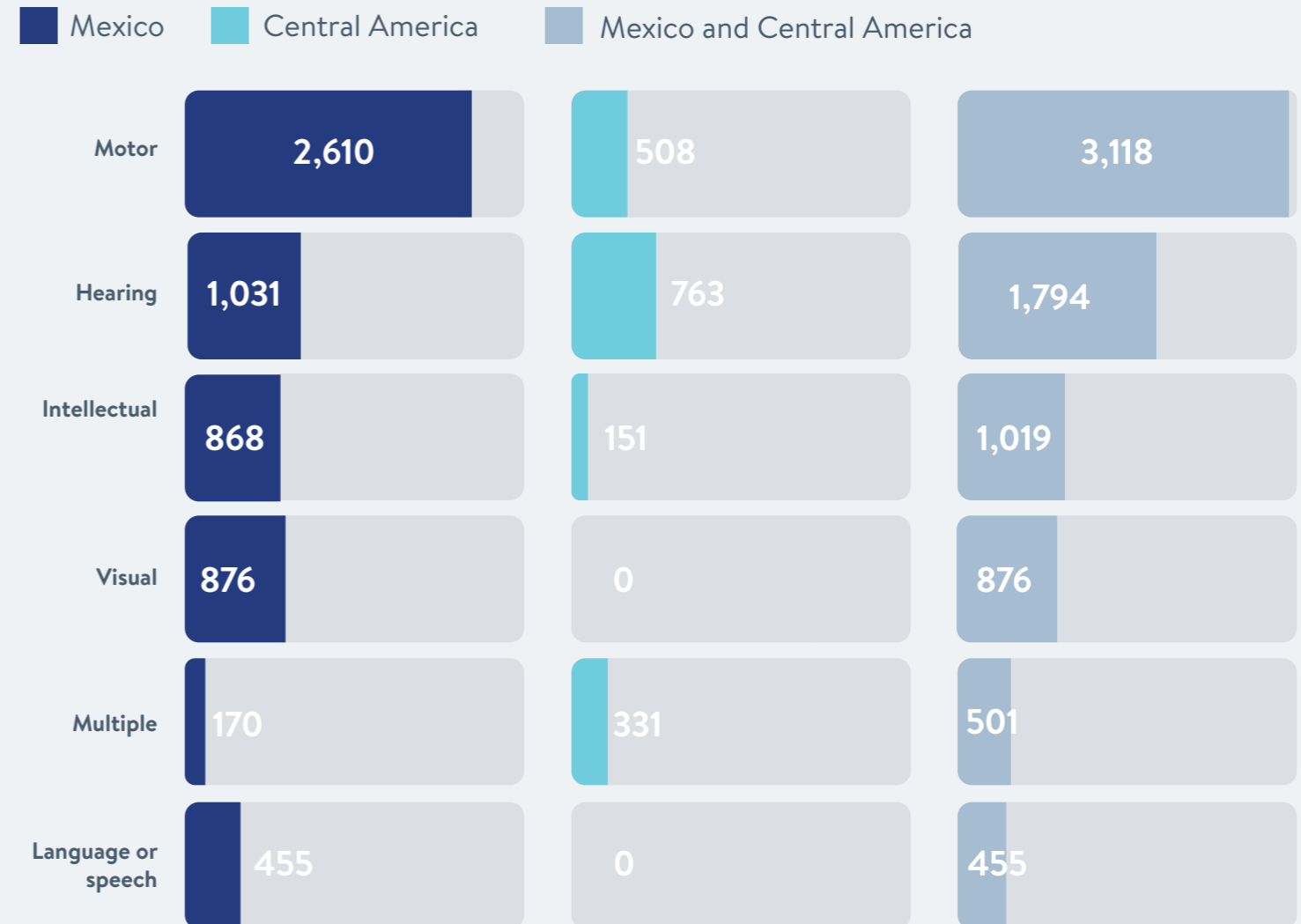
OUR GOAL
By 2023, our goal is to increase our talent with disabilities by 20% vs. 2022 in Mexico



BY GENDER



BY TYPE OF DISABILITY



Throughout 2022, we implemented initiatives focused on the inclusion of people with any type of disability to our workforce. In this way, we offer opportunities to join the company and develop professionally.

+300

associates were trained and graduated in **Costa Rican Sign Language and Mexican Sign Language**

We transferred the practice of **Vests for Talent with Hearing Disabilities** to Walmart Canada

We launched the **service guide for customers with disabilities**

We created **programs for the development of talent with disabilities**

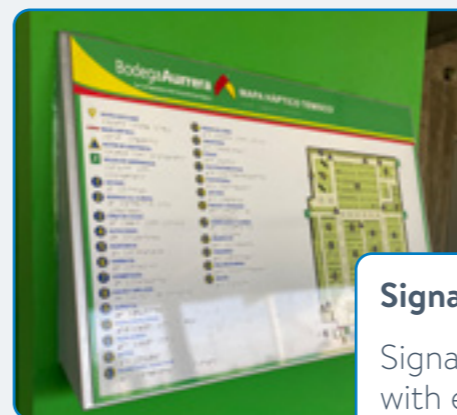
+184

courses with accessibility for talent with hearing, visual and intellectual disabilities

Implementation of **permanent transportation** to DCs and modernization of store infrastructure for **associates with disabilities**

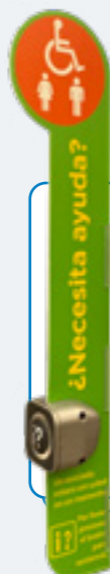
Accessibility and inclusion

Our stores, offices and DCs, have the necessary infrastructure so that our associates with disabilities can carry out their daily activities smoothly and safely. Among the elements we have are:



Signage in Braille system

Signage for identification of areas, with embossed text and Braille system. "Women's Toilet" and "Men's Toilet".



Assistance button

Wireless button with connection to associates' portable radios. It emits a preloaded sound on the associate's radio: "Assistance requested at _____ for person with disability."

Haptic maps

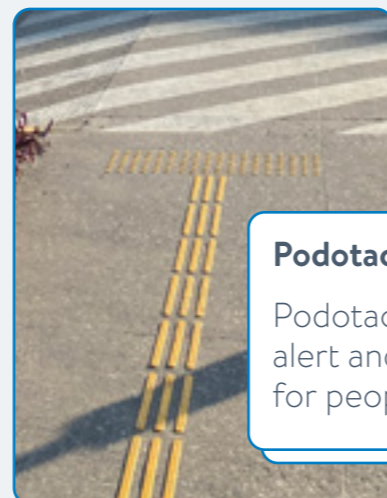
General map of the unit's sales floor and/or restroom configuration, with embossed graphic representations and text in Braille alphabet.

Electronic eCommerce/ eCommerce Kiosk

All units with electronic eCommerce have furniture with a section accessible for people with disabilities.

Adapted furniture

Checkout with accessible section for people with disabilities.



Podotactile floor

Podotactile guide indicating path, alert and/or change of direction for people with visual disabilities.

This year we were recognized with the *Distintivo Éntrale* awarded by the Alianza Éntrale and the Mexican Business Council, which certifies the best practices for the inclusion of people with disabilities in the workplace.



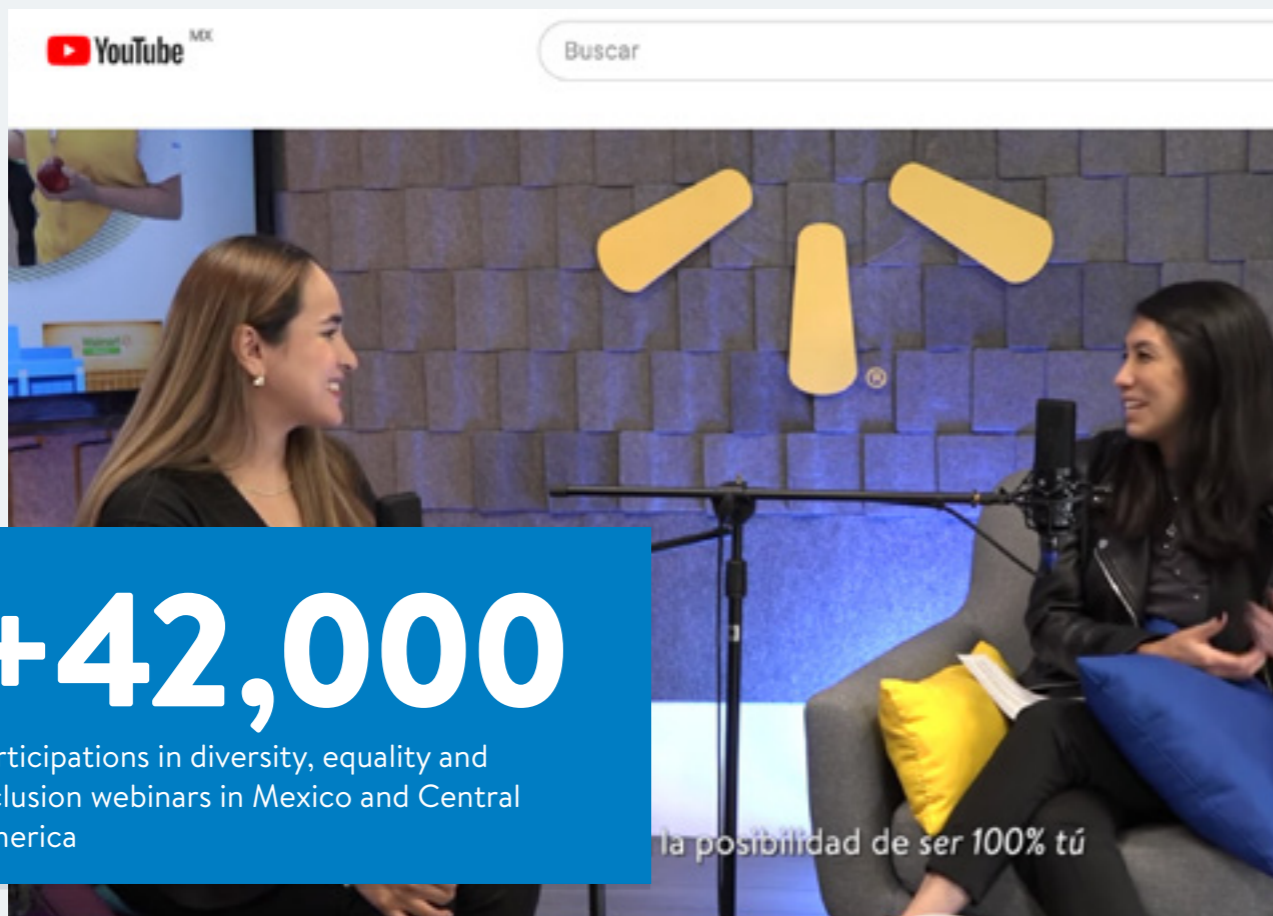
4



Non-discrimination

GRI 406-1

Diversity, equity and inclusion are a fundamental part of our culture; therefore, we work every day to create safe and discrimination-free spaces. For this reason, we have taken important actions to further strengthen our commitment:



+42,000

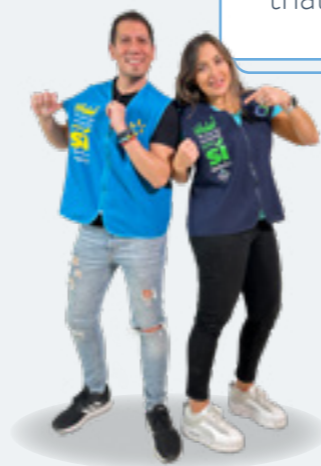
participations in diversity, equality and inclusion webinars in Mexico and Central America

Non-discrimination initiatives and campaigns

As of 2019, we continue to conduct sexual harassment prevention ethics training for leaders globally

With more than 250 participants in Mexico and Central America, we launched ARGs (Associates Resources Groups), a group of allies that promote inclusive actions.

In addition, we gave continuity to the internal **campaign on Non-Discrimination within our workspaces** that was launched in 2021.



In 2022, we became certified under the Mexican Standard on Labor Equality and Non-Discrimination

We also implemented inclusive marketing campaigns in Mexico and Central America and were recognized by the Propaganda Control Office of the Ministry of the Interior of Costa Rica with the *Reconocimiento a las buenas prácticas de la publicidad – Edición 2022* (Advertising Best Practices Award - 2022 Edition) for our campaign **La Verdadera Belleza Centroamericana** (True Central American Beauty).

