

Our ambition is to become a Regenerative Company, and this **means going beyond sustainability...**



it means helping the community **to live better** on a planet with more opportunities, within an ethical and integrity framework

GRI 2-22, 2-23, 2-24



GRI 2-29

## WE CREATE VALUE FOR OUR STAKEHOLDERS

### Customers

Convenient access to affordable, quality products and services

### Associates

Purpose-driven work; opportunity for good jobs and upward mobility

### Shareholders

Strong long-term returns through financial, environmental, social and governance (ESG) leadership

### Suppliers

Access to customers and support for supplier development and growth

### Communities

Resources for building stronger and more inclusive communities

### Planet

Leadership in zero emissions, zero waste and our regenerative approach to nature

### Business partners

Access and understanding of engaged customers for our sellers, advertisers and ecosystem members



In order to further advance in our ambition, in 2022 we implemented several initiatives that bring us closer to become a Regenerative Company

## REGENERATIVE STORE

A milestone this year was the inauguration of the first six regenerative stores, which consolidate more than 30 environmental and social initiatives, such as: rainwater collection and reuse systems, efficient energy consumption systems, recycling centers and infrastructure for people with disabilities, as well as different elements of the facility made from recycled plastic.



Watch video of our  
regenerative store  
Bodega Aurrera Temixco





## Initiatives of our regenerative stores



### 1. Change of refrigerant

Change of refrigerant from R-404 to R-448



### 2. Changeover to LED lighting

LED lighting provides lower energy consumption and has a long life cycle

### 3. Temporary hazardous waste warehouse

Sorting and management of hazardous waste for later disposal at a specific point in the store where it will not present any danger

### 4. Control and automation

Allows equipment to run in automatic mode and to control it if necessary

### 5. Capacitor bank

This equipment is set up in electrical installations and is used to correct the power factor

### 6. Capacitor motors

They work to achieve energy efficiency of some electrical equipment



### 7. Airtight box on sales floor

Sales floor insulation to completely enclose the box and prevents air leakage or entry

### 8. Water saving metering valves

Valves that regulate the amount of air flowing through the pipes for real control of water consumption

### 9. Dimming

Energy-saving brightness control of lighting

### 10. Recycled plastic furniture

Bollards, bicycle racks, covers for sewer, pluvial and electrical manholes, parking stops, guards for racks and protection angles in cold storage chambers in the back room, packing benches

### 11. Sales floor accessibility

Accessibility in the corridors and inclusive cashier's desk for people in wheelchairs. Podotactile floor and Braille reading system in restrooms

### 12. Thermal panels for cooling

We install thermal panels on cooling systems to achieve energy efficiency



### 13. Utilities Submetering (water, energy and waste or by-products)

Measurement of water and electricity consumption as well as the amount of waste generated by the unit in order to keep control



### 14. WWTP Rehabilitation

Wastewater treatment plants have specially designed systems to remove pollutants that are discharged into the water, either for subsequent incorporation into a natural body of water (sea, rivers or lakes) or for reuse in other activities, except for human consumption

### 15. Waste room

Sorting and management of waste generated by the operation

### 16. Plastic recycling for store furniture

Through the Circular Economy, we separate plastics from store waste and reclaim them for store furnishings



### 17. Endemic plants

We plant native plants in our planters to preserve the biodiversity of the local area



### 18. Recycling Center

Developing the country's recycling infrastructure with Recycling Centers, as well as making recycling an agile and simple experience

### 19. Refill Stations

We focus on developing different initiatives to reduce the consumption of single-use containers through refill or bulk sales, as well as on different programs to promote a culture of recycling



### 20. Labor Inclusion

Hiring talent with disabilities to promote inclusion within our operations

### 21. Donation and support for our associates

Donate fruit and bread to our in-store associates



### 22. Food bank donation program

The purpose of donating food is to combat malnutrition in those who cannot access food of a certain quality



### 23. Volunteering campaigns

Program that offers associates the opportunity to participate in community and environmental improvement projects, promoting commitment with the community and others

### 24. Reduction of packaging

Internal campaign to reduce packaging

### 25. initiative "Líder RAE"

Leader who promotes sustainable practices, operation review checklist

### 26. Volume Producing Item

Associates adopt a product that promotes sustainability, supports communities, diversity and inclusion, etc. and promote it



## Regenerative Stores

**Walmart Supercenter**, Petempich, Quintana Roo



**Bodega Aurrera**, Temixco, Morelos



**Sam's Club**, Camino Huinalá, Nuevo León



**Walmart Express**, Zibatá, Querétaro



**Bodega Aurrera Express**, Las Trojes, Puebla



**Mi Bodega**, Nativitas Centro, Tlaxcala





## Regenerative DC in Central America

The Coris Fruit and Vegetable DC, located in Cartago, Costa Rica, is the first of its kind in Walmart's Central American operation and is considered **the first regenerative DC in the region.**

It is ISO 50,001 certified, which guarantees that its Integrated and Efficient Energy Management System complies with international standards.



### This DC has the second largest 100% renewable solar energy generation system in the entire Central American operation

With an installed capacity of **990 kWp**

Generates more than 1MWh annually, which is enough energy to supply the annual needs of 325 Central American homes

In addition, it uses an evaporative cooling system to air-condition the spaces where vegetables and fruits are processed, **achieving temperatures of up to 8°C and an 85% humidity.**

It is also a pioneer in rainwater harvesting and water reuse. Its facilities are equipped with a water treatment and filtering plant for its cleaning processes, which allows it to reuse 1,800 m<sup>3</sup> of water per month.





## Regenerative Company Summits 2022

For the first time and with the purpose of communicating to our stakeholders about the actions that are leading us to become a Regenerative Company, during 2022, Walmart de México y Centroamérica held the first editions of the Sustainability Summit and the Summit Towards a Regenerative Company.

### Sustainability Summit

At the Sustainability Summit, we informed about the pillars of our ambition to become a Regenerative Company, with special emphasis on the sustainability pillar. **Likewise, we held an open dialogue with the leaders of allied companies such as CHEP, Grupo Bimbo, L'Oréal, Nestlé and PepsiCo,** to explore together the initiatives that go beyond sustainability for the regeneration of the planet, as well as to promote solutions in favor of the circular economy, the use of waste and the conservation of ecosystems through sustainable sourcing.



WATCH THE SUSTAINABILITY SUMMIT



### Summit Towards a Regenerative Company

At the Summit Towards a Regenerative Company, **we communicated the actions of our Opportunity and Community pillars, always focused on going beyond compliance and duty.** As a company that places nature and humanity at the center of our business practices, we work to restore, maintain, regenerate and preserve the health and well-being of our associates, suppliers and communities.



WATCH THE SUMMIT TOWARDS A REGENERATIVE COMPANY



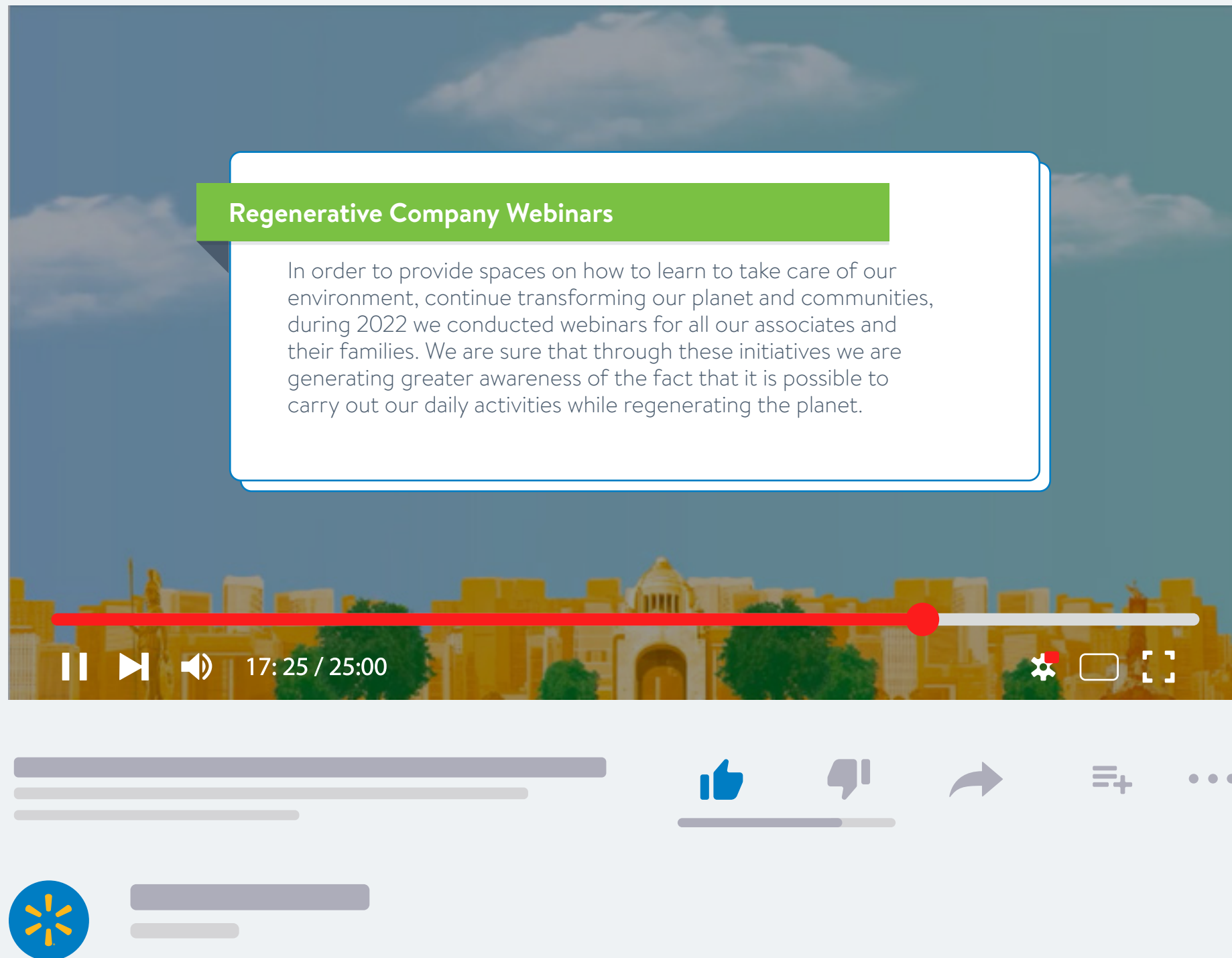
Both events were broadcast live and led by our President and Chief Executive Officer for Walmart de México y Centroamérica, Guilherme Loureiro.

All our associates, customers, members and of course our suppliers, strive and are committed to working to restore the well-being of people and the planet.

*It is us, individuals, who have the power to change the world, for ourselves, for all people, and for the environment that sustains us all*



## Tools for integrating the Regenerative Company culture



**1,434** participants

### Walmart Summer Camp

The objective of these webinars was to provide access and entertainment for the children, nieces and nephews of our staff and operations associates to dynamic talks and workshops on the planet, recycling, healthy eating, pet care, and recognizing and managing emotions.



**1,221** participants

### A Christmas for All

The objective of this webinar was to share with staff and operations associates fun and simple tips to generate new traditions that lead us to enjoy the different stages of the Christmas holidays (before, during and after) with a lower environmental impact and a great positive impact on society.





## Regenerative Company training

During 2022, the multi-year Regenerative Company course was created. The purpose is that our associates learn to identify the 4 pillars of the strategy and their importance, so that they can collaborate in each one of the pillars through environmental, social and governance education and practices.

This year, we launched the first two modules of the course, aimed at operations managers and staff managers, assistant managers, directors and vice presidents. **The first module explained, in general terms, the four pillars** that make up our ambition: Opportunity, Sustainability, Community and Ethics and Integrity. **The second module explained about the main priority of the Sustainability pillar, Climate Change.** Throughout 2023, we will continue with the training of the remaining pillars.

## Communication with our stakeholders

For Walmart de México y Centroamérica, maintaining a close and open dialogue with its stakeholders is crucial for the business operation and to fulfill its purpose of helping people save money and live better.

In order to achieve this, our Corporate Communications team operates different initiatives to inform about the opportunities it generates in the market, its public value offering, as well as to listen and anticipate the needs of its customers and associates.

### Corporate social media

The Walmart de México y Centroamérica corporate brand maintains a permanent dialogue with its stakeholders through its official profiles on Instagram, Facebook, LinkedIn, Twitter and YouTube. In Mexico, the **more than 700 posts** generated by the company on social media reached **more than 300 million people**.

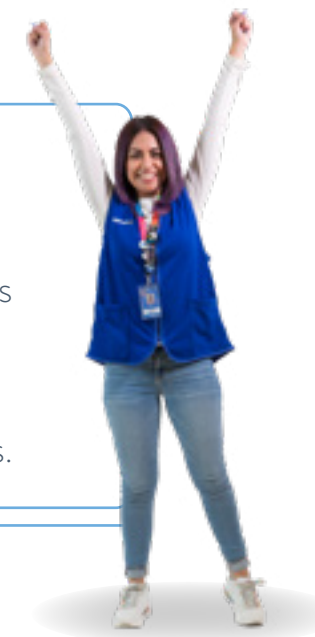


### Link with mass media

During 2022, **more than 190 media contents were broadcasted**, and **more than 140 press interviews and activations** were coordinated with the media, inviting them to learn about the company's strategies.

### Corporate events

Each year, Walmart de México y Centroamérica holds corporate events that are a point of connection with all associates to achieve business objectives. In 2022, more than 29,500 associates participated in these events.





## ESG MANAGEMENT

GRI 2-13, 3-1,3-2

Our management of environmental, social and governance (ESG) topics is increasingly strategic and integrated, with an execution based on efficiency, results and accountability.



### Regenerative Committee

The Regenerative Committee is in charge of defining the company's long-term ESG priorities, adjusting operational processes and making decisions, as well as developing action plans for each essential matter. It is headed by our CEO and integrated by top executives from each area of the company.



### Our Contribution to the SDGs 2020-2022

In 2020, we integrate an annual historic measurement of indicators for each of the 17 SDGs that allow us to identify our progress in achieving them.



### United Nations Global Compact

We have been a United Nations Global Compact signatory since 2019.



### Materiality Analysis

The 2021 materiality analysis reflects those issues that have acquired greater relevance for our stakeholders and for our company. We will conduct a new materiality analysis in 2023.

