

GRI CONTENT INDEX

GRI STANDARDS

The report herein was structured in keeping with the main GRI Standards published by the Global Reporting Initiative (GRI). At Walmart de México y Centroamérica we strive to provide continuity to the clear and transparent publishing of our performance; therefore, this report has been prepared in accordance with the GRI Standards: Comprehensive option.

For the Materiality Disclosures Service, GRI Services reviewed that the GRI Content Index is clearly presented and the references for disclosures GRI 3-2 align with appropriate sections in the body of the report. The service was conducted in the English version of the report.

Scope

This report outlines the performance of all the business formats belonging to Walmart de México y Centroamérica, in the six countries where we operate; its coverage includes omnichannel operations, distribution centers and offices.

Period

The information contained in this report, covers the period from January 1st to December 31st, 2022.



GRI Content Index



MEX: Mexico CAM: Cenrtal America MEXCAM: Mexico and Central America

ESTÁNDAR GRI	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE
GRI 1: FOUNDATION 2021											
GRI 2: GENERAL DISCLOSURES 2021											
1. The organization and its reporting practices											
2-1	Organizational details		"Walmart de México y Centroamérica Wal-Mart de México SAB de CV https://www.walmex.mx/nosotros/ BLVD. MANUEL ÁVILA CAMACHO # 647, COLONIA PERIODISTA ALCALDÍA MIGUEL HIDALGO, C.P. 11220 CIUDAD DE MÉXICO TEL. (52) 55 5283-0100					16			
2-2	Entities included in the organization's sustainability reporting	200	"Walmart de México y Centroamérica Wal-Mart de México SAB de CV"								
2-3	Reporting period, frequency and contact point		"January 1 to December 31, 2022, Annual Integrated Report. Points of Contact: https://www.walmex.mx/globales/contacto.html INVESTOR RELATIONS inversionistas@walmart.com CORPORATE RESPONSIBILITY AND INSTITUTIONAL RELATIONS CLAUDIA DE LA VEGA MARTÍNEZ claudia.delavega@walmart.com CORPORATE COMMUNICATIONS comunicacion@walmart.com "								
2-4	Restatements of information	200									
2-5	External assurance	257-288								*	
	Number of retail locations and distribution centers	51, 186							FB-FR-000.A CG-MR-000.A		
	Total area of retail space and distribution centers	49							FB-FR-000.B CG-MR-000.B	*	


GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE
2. Activities and workers											
2-6	Activities, value chain and other business relationships		https://www.walmex.mx/nosotros/								
2-7	Employees	41, 72, 74, 75, 186						8, 10	CG-EC-330a.4	*	
2-8	Workers who are not employees	74, 75									
3. Governance											
2-9	Governance structure and composition	166-167						5, 16			
2-10	Nomination and selection of the highest governance body	166-167						5, 16			
2-11	Chair of the highest governance body	166-167						16			
2-12	Role of the highest governance body in overseeing the management of impacts	166-167						16			
2-13	Delegation of responsibility for managing impacts	66									
2-14	Role of the highest governance body in sustainability reporting	166-167									
2-15	Conflicts of interest	151						16			
2-16	Communication of critical concerns	150									
2-17	Collective knowledge of the highest governance body	166-167			100% of the board of directors have been informed of the organization's anti-corruption policies and procedures as of October 31, 2022. This indicator only considers information of the communication of Anticorruption policies and procedures to the active Board of Directors until October 31st, 2022.						

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER					SDGS	SASB CODES	EXTERNAL ASSURANCE																										
2-18	Evaluation of the performance of the highest governance body	166-167																																		
2-19	Remuneration policies	167						16																												
2-20	Process to determine remuneration	167						16																												
2-21	Annual total compensation ratio	167																																		
4. Strategy, policies and practices																																				
2-22	Statement on sustainable development strategy	12-13, 56-66							CG-MR-410a.3 CG-EC-130a.3 CG-EC-410a.2 FB-FR-430a.4																											
2-23	Policy commitments	12-13, 56-66																																		
2-24	Embedding policy commitments	12-13, 56-67																																		
2-25	Processes to remediate negative impacts	172-173																																		
2-26	Mechanisms for seeking advice and raising concerns	172-174						16																												
2-27	Compliance with laws and regulations	143-165	<table><tr><th>Type of Claim</th><th>MEX</th><th>CAM</th><th>MEXCAM</th></tr><tr><td>From Associates Received</td><td>10,024</td><td>85</td><td>10,109</td></tr><tr><td>From Associates Completed</td><td>8,188</td><td>15</td><td>8,203</td></tr><tr><td>From Providers Received</td><td>730</td><td>3</td><td>733</td></tr><tr><td>From Providers Concluded</td><td>329</td><td>-</td><td>329</td></tr><tr><td>From Authority Received</td><td>-</td><td>7</td><td>7</td></tr><tr><td>From Authority Completed</td><td>-</td><td>5</td><td>5</td></tr></table>	Type of Claim	MEX	CAM	MEXCAM	From Associates Received	10,024	85	10,109	From Associates Completed	8,188	15	8,203	From Providers Received	730	3	733	From Providers Concluded	329	-	329	From Authority Received	-	7	7	From Authority Completed	-	5	5		Mexico: In 2022 there were no significant environmental fines. For the purposes of the report, a fine is considered to be significant if it exceeds \$1,000,000.00 USD (One million U.S. dollars). Central America: In 2022 there was a fine of \$27,233 USD for environmental non-compliance. For the purposes of the report, a fine is considered to be significant if it exceeds \$10,000 USD (Ten thousands U.S. dollars).		FB-FR-310a.4 CG-MR-310a.3 CG-MR-330a.2	*
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From Authority Received	-	7	7																																	
From Authority Completed	-	5	5																																	
2-28	Membership associations		https://www.walmartmexico.com/responsabilidad-corporativa/gobierno-corporativo																																	

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE
5. Stakeholder engagement											
2-29	Approach to stakeholder engagement							16			
2-30	Collective bargaining agreements		In Mexico, 61.60% of employees have a collective bargaining agreement. In Central America there are no collective bargaining agreements.					8	FB-FR-310a.2		
7. e-Commerce											
	Entity-defined measure of user activity	22							CG-EC-000.A		
	Data processing capacity, percentage outsourced	22							CG-EC-000.B		
	Number of shipments	22							CG-EC-000.C		
GRI 3: MATERIAL TOPICS 2021											
3-1	Process to determine material topics	66	https://files.walmex.mx/upload/files/2021/es/anual/ASG/Walmex_Materialidad_2021.pdf								
3-2	List of material topics	66	https://files.walmex.mx/upload/files/2021/es/anual/ASG/Walmex_Materialidad_2021.pdf								
3-3	Management of material topics	66	https://files.walmex.mx/upload/files/2021/es/anual/ASG/Walmex_Materialidad_2021.pdf								
CHAPTERS: FINANCIAL VALUE AND ETHICS & INTEGRITY											
GRI 201: Economic Performance 2016											
201-1	Direct economic value generated and distributed	135-138		In 2022, more than 2,038 million purchase tickets were generated.	Exchange Rate Used: \$20.1132 MXN/USD			8, 9		*	
201-2	Financial implications and other risks and opportunities due to climate change	113						13			
201-3	Defined benefit plan obligations and other retirement plans	84-87									
201-4	Financial assistance received from government		Not Available								

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE
GRI 202: Market Presence 2016											
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	90	Our general minimum wage band is above the average minimum wage in Mexico and Central America					1, 5, 8	FB-FR-310a.1 CG-MR-310a.1	*	
202-2	Proportion of senior management hired from the local community		Not Available					8			
GRI 203: Indirect Economic Impacts 2016											
203-1	Infrastructure investments and services supported	105, 183	Percentage of Sustainable Investment by Category								
			a) Renewable Energy	80.45%							
			b) Energy Efficiency	4.33%							
			c) Emissions Reduction	0.13%							
			d) Sustainable Transportation	0.20%							
			e) Zero Waste and Circular Economy	0.20%							
			f) Water Management	14.53%							
			g) Conservation and Restoration of Ecosystems and Biodiversity	0.15%							
	100.00%										
203-2	Significant indirect economic impacts		https://www.walmex.mx/quienes-somos/			Note: Only new positions for Staff and Commercial associates are considered.			1,3, 8		*
GRI 204: Procurement Practices 2016											
204-1	Proportion of spending on local suppliers	96-104	Market	% of budget for purchases from local suppliers		The average supplier payment period is 32 days in Mexico and 33 days in Central America.	"In all the poultry, meat and seafood data for Central America, to homologate values, the conversion from local currency to dollars is carried out with an exchange rate defined by each country. The term local refers to the terms ""region/ state/country"" of the indicator."				*
			Mexico	92.03%*							
			CAM	88.20%*							

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE		
GRI 205: Anti-corruption 2016													
205-1	Operations assessed for risks related to corruption	152								16			
205-2	Communication and training about anti-corruption policies and procedures	152		MEX	CAM	MEXCAM		The company's anti-corruption policies and procedures were communicated to 100% of the members of the Board of Directors Active until October 31, 2022. This indicator only considers information of the communication of Anticorruption policies and procedures to the active Board of Directors until October 31st, 2022.			16		*
			Total number of associates informed about anti-corruption policies and procedures	197,137	37,006	234,143							
205-3	Confirmed incidents of corruption and actions taken	151-152						There were no confirmed cases of corruption with associates or suppliers during 2022.					*
GRI 206: Anti-competitive Behavior 2016													
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	160									16		
GRI 207: Tax 2019													
207-1	Approach to tax	200-226									1, 10, 17		
207-2	Tax governance, control, and risk management	167									1, 10, 17		
207-3	Stakeholder engagement and management of concerns related to tax	200-226									1, 10, 17		
207-4	Country-by-country reporting	200-226									1, 10, 17		

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CHAPTER: SUSTAINABILITY																																																																																																										
GRI 301: Materials 2016																																																																																																										
301-1	Materials used by weight or volume	119	<table><tr><th>Total Materials Consumed</th><th>MEX</th><th>CAM</th><th>MEXCAM</th></tr><tr><td>Renewable with recycling</td><td>196,863.17</td><td>2,226.84</td><td>199,090.01</td></tr><tr><td>Renewable without recycling</td><td>5,661.35</td><td>6,350.06</td><td>12,011.41</td></tr><tr><td>Non-renewable with recycling</td><td>8,429.99</td><td>-</td><td>8,429.99</td></tr><tr><td>Non-renewable without recycling</td><td>61,370.85</td><td>7,187.84</td><td>68,558.69</td></tr><tr><td>Total</td><td>272,325.36</td><td>15,764.74</td><td>288,090.10</td></tr><tr><td></td><td></td><td></td><td></td></tr><tr><td>Refrigerants</td><td>189.21</td><td>25.43</td><td>214.64</td></tr><tr><td>Cleaning Chemicals</td><td>1,827.68</td><td>151.64</td><td>1,979.32</td></tr><tr><td></td><td></td><td></td><td></td></tr><tr><td>Consumables Plastics</td><td></td><td></td><td></td></tr><tr><td>Virgin consumption (t)</td><td>19,641.06</td><td>1,742.10</td><td>21,383.16</td></tr><tr><td>Recycled consumption (t)</td><td>8,334.37</td><td>-</td><td>8,334.37</td></tr><tr><td>Total</td><td>27,975.43</td><td>1,742.10</td><td>29,717.53</td></tr><tr><td></td><td></td><td></td><td></td></tr><tr><td>Marketing Plastics</td><td></td><td></td><td></td></tr><tr><td>Virgin consumption (t)</td><td>75.00</td><td>25.54</td><td>100.54</td></tr><tr><td>Recycled consumption (t)</td><td>75.00</td><td>-</td><td>75.00</td></tr><tr><td>Total</td><td>150.00</td><td>25.54</td><td>175.54</td></tr><tr><td></td><td></td><td></td><td></td></tr><tr><td>Toners</td><td></td><td></td><td></td></tr><tr><td>Virgin consumption (t)</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Recycled consumption (t)</td><td>20.62</td><td>-</td><td>20.62</td></tr><tr><td>Total</td><td>20.62</td><td>-</td><td>20.62</td></tr></table>				Total Materials Consumed	MEX	CAM	MEXCAM	Renewable with recycling	196,863.17	2,226.84	199,090.01	Renewable without recycling	5,661.35	6,350.06	12,011.41	Non-renewable with recycling	8,429.99	-	8,429.99	Non-renewable without recycling	61,370.85	7,187.84	68,558.69	Total	272,325.36	15,764.74	288,090.10					Refrigerants	189.21	25.43	214.64	Cleaning Chemicals	1,827.68	151.64	1,979.32					Consumables Plastics				Virgin consumption (t)	19,641.06	1,742.10	21,383.16	Recycled consumption (t)	8,334.37	-	8,334.37	Total	27,975.43	1,742.10	29,717.53					Marketing Plastics				Virgin consumption (t)	75.00	25.54	100.54	Recycled consumption (t)	75.00	-	75.00	Total	150.00	25.54	175.54					Toners				Virgin consumption (t)	-	-	-	Recycled consumption (t)	20.62	-	20.62	Total	20.62	-	20.62	<p>“Fuel estimates for gasoline, diesel, LP gas, natural gas and bunker are based on the generated expenditure and the average prices published by suppliers by state or region. Other expenses such as cost of service, capacity, distribution and commercialization of the fuels considered for the calculation of these indicators may be included.</p> <p>In Mexico, gasoline liters are calculated based on the average km traveled per area/department and the efficiency of the engine of the Aveo LS Sedan 4-Door 1.5L 4 CIL 107HP MAN, the Italika Urban Work 125z and the Honda GL 150 cargo type.</p> <p>Refrigerant consumption is obtained from the invoice date, not from the refill/use date.</p> <p>The value reported in the indicator considers the volumes of ink and toner as well as the packaging corresponding to their cartridges.”</p> <p>The total volume of cardboard consumption is not presented in the results of this indicator.</p>	8, 12		*
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			Continue ...	<table><tr><th>Total Materials Consumed</th><th>MEX</th><th>CAM</th><th>MEXCAM</th></tr><tr><td>Consumables Paper</td><td></td><td></td><td></td></tr><tr><td>Virgin consumption (t)</td><td>4,865.25</td><td>5,617.02</td><td>10,482.27</td></tr><tr><td>Recycled consumption (t)</td><td>196,787.78</td><td>2,226.84</td><td>199,014.62</td></tr><tr><td>Total</td><td>201,653.03</td><td>7,843.86</td><td>209,496.89</td></tr><tr><td></td><td></td><td></td><td></td></tr><tr><td>Marketing Paper</td><td></td><td></td><td></td></tr><tr><td>Virgin consumption (t)</td><td>676.25</td><td>28.98</td><td>705.23</td></tr><tr><td>Recycled consumption (t)</td><td>0.39</td><td>-</td><td>0.39</td></tr><tr><td>Total</td><td>676.64</td><td>28.98</td><td>705.62</td></tr><tr><td></td><td></td><td></td><td></td></tr><tr><td>Cartonl Marketing</td><td></td><td></td><td></td></tr><tr><td>Virgin consumption (t)</td><td>-</td><td>704.06</td><td>704.06</td></tr><tr><td>Recycled consumption (t)</td><td>75.00</td><td>-</td><td>75.00</td></tr><tr><td>Total</td><td>75.00</td><td>704.06</td><td>779.06</td></tr><tr><td></td><td></td><td></td><td></td></tr><tr><td>Timber</td><td></td><td></td><td></td></tr><tr><td>Virgin consumption (t)</td><td>119.85</td><td>-</td><td>119.85</td></tr><tr><td>Recycled consumption (t)</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Total</td><td>119.85</td><td>-</td><td>119.85</td></tr></table>			Total Materials Consumed	MEX	CAM	MEXCAM	Consumables Paper				Virgin consumption (t)	4,865.25	5,617.02	10,482.27	Recycled consumption (t)	196,787.78	2,226.84	199,014.62	Total	201,653.03	7,843.86	209,496.89					Marketing Paper				Virgin consumption (t)	676.25	28.98	705.23	Recycled consumption (t)	0.39	-	0.39	Total	676.64	28.98	705.62					Cartonl Marketing				Virgin consumption (t)	-	704.06	704.06	Recycled consumption (t)	75.00	-	75.00	Total	75.00	704.06	779.06					Timber				Virgin consumption (t)	119.85	-	119.85	Recycled consumption (t)	-	-	-	Total	119.85	-	119.85	<div>The consumption of Virgin Marketing Paper is calculated with a mix of estimations and data with supported source evidence.</div> <div>The virgin wood used corresponds to wooden crossarms for trees.</div>			8, 12		*
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301-2	Recycled input materials used	119					<div>Mexico: 81.68% of our Private Brands’ packaging is recyclable according to a survey conducted among 71.91% of our Private Brands’ suppliers.</div> <div>Central America: 72.72% of our Private Brands’ packaging is recyclable according to a survey conducted among 75.29% of our Private Brands’ suppliers.</div>			8, 12		*																																																																																
301-3	Reclaimed products and their packaging materials	119								8, 12																																																																																		

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE																																													
GRI 302: Energy 2016																																																								
302-1	Energy consumption within the organization	111	<table><tr><th>Internal Energy</th><th>MEX</th><th>CAM</th><th>MEXCAM</th></tr><tr><td>Non-renewable electricity (GJ)</td><td>3,122,548.71</td><td>1,211,675.46</td><td>4,334,224.46</td></tr><tr><td>Purchased renewable electricity (GJ)</td><td>5,114,536.84</td><td>-</td><td>5,114,536.84</td></tr><tr><td>Renewable electric energy generated (GJ)</td><td>62,624.20</td><td>31,130.35</td><td>93,754.54</td></tr><tr><td>Diesel (GJ)</td><td>145,722.47</td><td>66,787.69</td><td>212,510.16</td></tr><tr><td>LP Gas (GJ)</td><td>1,493,615.33</td><td>100,987.44</td><td>1,594,602.76</td></tr><tr><td>Natural Gas (GJ)</td><td>304,457.77</td><td></td><td>304,457.57</td></tr><tr><td>Gasoline (GJ)</td><td>10,308.91</td><td>16,104.65</td><td>26,413.56</td></tr><tr><td>Bunker (GJ)</td><td></td><td>53,918.02</td><td>53,918.02</td></tr><tr><td>Jet Fuel (GJ)</td><td></td><td>1,050.69</td><td>1,050.69</td></tr><tr><td>Total Internal Energy (Operations) (GJ)</td><td>10,253,814.02</td><td>1,481,654.30</td><td>11,735,468.31</td></tr></table>				Internal Energy	MEX	CAM	MEXCAM	Non-renewable electricity (GJ)	3,122,548.71	1,211,675.46	4,334,224.46	Purchased renewable electricity (GJ)	5,114,536.84	-	5,114,536.84	Renewable electric energy generated (GJ)	62,624.20	31,130.35	93,754.54	Diesel (GJ)	145,722.47	66,787.69	212,510.16	LP Gas (GJ)	1,493,615.33	100,987.44	1,594,602.76	Natural Gas (GJ)	304,457.77		304,457.57	Gasoline (GJ)	10,308.91	16,104.65	26,413.56	Bunker (GJ)		53,918.02	53,918.02	Jet Fuel (GJ)		1,050.69	1,050.69	Total Internal Energy (Operations) (GJ)	10,253,814.02	1,481,654.30	11,735,468.31	<p>The heating values used to obtain energy from diesel, lp gas and gasoline correspond to the list for the 2021 operating year, since the list for 2022 has not yet been published.</p> <p>Estimates for fuels such as gasoline, diesel, LP gas, natural gas and bunker are based on the generated expenditure and the average prices published by suppliers by state or region. Other expenses such as cost of service, capacity, distribution and commercialization of the fuels considered for the calculation of these indicators may be included.</p>			7, 8, 12, 13	FB-FR-110a.1 FB-FR-130a.1 CG-MR-130a.1 CG-EC-130a.1	*
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302-2	Energy consumption outside of the organization	111	<table><tr><th>External Energy</th><th>MEX</th><th>CAM</th><th>MEXCAM</th></tr><tr><td>3PL Trucks Diesel (GJ)</td><td>5,569,612.23</td><td>513,594.59</td><td>6,083,206.82</td></tr><tr><td>Last Mile Stores & Clubs (GJ)</td><td>138,383.89</td><td></td><td>138,383.89</td></tr><tr><td>Last Mile Fulfillment Centers (GJ)</td><td>61,012.56</td><td></td><td>61,012.56</td></tr><tr><td>Total External Energy (GJ)</td><td>5,769,008.68</td><td>513,594.59</td><td>6,282,603.27</td></tr></table>				External Energy	MEX	CAM	MEXCAM	3PL Trucks Diesel (GJ)	5,569,612.23	513,594.59	6,083,206.82	Last Mile Stores & Clubs (GJ)	138,383.89		138,383.89	Last Mile Fulfillment Centers (GJ)	61,012.56		61,012.56	Total External Energy (GJ)	5,769,008.68	513,594.59	6,282,603.27				7, 8, 12, 13																										
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GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE	
302-3	Energy intensity	111	Energy Intensity (GJ/m2)	MEX	CAM	MEXCAM				7, 8, 12, 13		*
			Internal Intensity 2022 (GJ/m2)	0.94	0.85	0.93						
			External Intensity 2022 (GJ/m2)	0.53	0.30	0.50						
			Total Intensity 2022 (GJ/m2)	1.47	1.15	1.43						
302-4	Reduction of energy consumption	111		MEX	CAM	MEXCAM				7, 8, 12, 13		*
			Reduction/Increase of energy consumption (GJ)	890,356.82	-231,472.80	658,884.02						
			% Reduction/Increase of energy consumption	5.88%	-10.40%	3.80%						
302-5	Reductions in energy requirements of products and services		Not applicable because the company does not manufacture products							7, 8, 12, 13		
GRI 303: Water and Effluents 2018												
303-1	Interactions with water as a shared resource	126-127					In Mexico there are 885 wastewater treatment plants serving 926 stores. There are combo business units that share WWTPs. In Central America, there are 492 wastewater treatment plants, two of these are in a combo.			6, 12, 14, 15	CG-EC-130a.2	*
303-2	Management of water discharge-related impacts	127								6, 14		

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER		SDGS	SASB CODES	EXTERNAL ASSURANCE
303-3	Water withdrawal	126-127		<p>In Mexico, the total volume of water extraction reported considers water supply from the municipal network, tanker trucks and wells.</p> <p>Note 1: The volume of water from the municipal network is an estimate based on actual available consumption of approximately 44.18% of the determinants. The estimate is based on the volume of water extraction considered for each business unit prototype by region and month of the year, which in turn is estimated based on actual historical data for the same prototype in the same region.</p> <p>Note 2: The volume of well water is estimated by considering the stores that have well water extraction concession titles. In other words, the volume of well water is calculated following the criteria described in Note 1.</p> <p>The total volume of water extracted in Mexico in 2021 from 8,410,115 to 8,520,039 m³ is modified due to the update of the volume of water obtained through tanker trucks that was shared after the publication of the 2021 report.</p> <p>In Central America, the volume of water extracted is an estimate based on actual available consumption of approximately 58.5% of the determinants. The estimate is based on the volume of water withdrawal considered for each business unit prototype by region and month of the year, which in turn is estimated based on actual historical data for the same prototype in the same region.</p>	6, 14	CG-EC-130a.2	*



GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER			SDGS	SASB CODES	EXTERNAL ASSURANCE
GRI 304: Biodiversity 2016								
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	155			Ranchería Marín DC - The project is located in a rustic property on the Coatzacoalcos-Villahermosa highway, in the Cárdenas-Villahermosa section at kilometer 141+320 to 141+515 on the right side of route 180, in the municipality of Cunduacán, Tabasco. It has a total area of 236,930.59 m² and 140,180 m² of operative area.	6, 14, 15		*
304-2	Significant impacts of activities, products, and services on biodiversity	155				6, 14, 15		*
304-3	Habitats protected or restored	155				6, 14, 15		
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	155			Walmart's activities are guided solely by the Mexican legal framework applicable to each of its activities.			*

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER					SDGS	SASB CODES	EXTERNAL ASSURANCE																																																																
GRI 305: Emissions 2016																																																																										
GRI 3: Material Topics 2021																																																																										
3-3	Management of material topics	66	https://files.walmex.mx/upload/files/2021/es/anual/ASG/Walmex_Materialidad_2021.pdf																																																																							
305-1	Direct (Scope 1) GHG emissions	110	<table><tr><th>Refrigerant Emissions (ton CO₂e)</th><th>MEX</th><th>CAM</th><th>MEXCAM</th></tr><tr><td>R-22</td><td>2,736.72</td><td>62.40</td><td>2,799.12</td></tr><tr><td>R-134</td><td>799.37</td><td>28.79</td><td>828.16</td></tr><tr><td>R-141 b</td><td>58.00</td><td>-</td><td>58.00</td></tr><tr><td>R-290</td><td>0.02</td><td>0.02</td><td>0.04</td></tr><tr><td>R-404 A</td><td>616,737.17</td><td>88,650.70</td><td>705,387.87</td></tr><tr><td>R-410</td><td>27,929.09</td><td>377.42</td><td>28,306.51</td></tr><tr><td>R-448</td><td>8,289.78</td><td>318.74</td><td>8,608.51</td></tr><tr><td>R-1233zd</td><td>0.82</td><td>-</td><td>0.82</td></tr><tr><td>SF80</td><td>0.05</td><td>-</td><td>0.05</td></tr><tr><td>R-507</td><td>569.86</td><td>43.38</td><td>613.24</td></tr><tr><td>Ammonia</td><td>-</td><td>-</td><td>-</td></tr><tr><td>R-438A</td><td>-</td><td>147.09</td><td>147.09</td></tr><tr><td>R-407A</td><td>-</td><td>4,683.03</td><td>4,683.03</td></tr><tr><td>R-428A</td><td>-</td><td>117.80</td><td>117.80</td></tr><tr><td>TOTAL</td><td>657,120.86</td><td>94,429.37</td><td>751,550.23</td></tr></table>				Refrigerant Emissions (ton CO ₂ e)	MEX	CAM	MEXCAM	R-22	2,736.72	62.40	2,799.12	R-134	799.37	28.79	828.16	R-141 b	58.00	-	58.00	R-290	0.02	0.02	0.04	R-404 A	616,737.17	88,650.70	705,387.87	R-410	27,929.09	377.42	28,306.51	R-448	8,289.78	318.74	8,608.51	R-1233zd	0.82	-	0.82	SF80	0.05	-	0.05	R-507	569.86	43.38	613.24	Ammonia	-	-	-	R-438A	-	147.09	147.09	R-407A	-	4,683.03	4,683.03	R-428A	-	117.80	117.80	TOTAL	657,120.86	94,429.37	751,550.23	<p>“Fuel estimates are based on the generated expenditure and the average prices published by suppliers by state or region. Other expenses such as cost of service, capacity, distribution and commercialization of the fuels considered for the calculation of these indicators may be included.</p> <p>In Mexico, the heating values used to obtain energy from diesel, lp gas and gasoline correspond to the list for the 2021 operating year, since the list for 2022 has not yet been published.</p> <p>In Central America, GHG emissions from diesel consumption in stationary sources are calculated using the CO₂ emission factor for stationary sources and the EPA’s CH₄ and N₂O emission factors for mobile sources.</p> <p>GHG emissions from turbo fuel consumption in mobile sources are calculated using the CO2 emission factor for mobile sources and the EPA’s CH₄ and N₂O emission factors for stationary sources.</p> <p>In Mexico, gasoline liters are calculated based on the average km traveled per area/department and the efficiency of the engine of the Aveo LS Sedan 4-Door 1.5L 4 CIL 107HP MAN, the Italika Urban Work 125z and the Honda GL 150 cargo type.</p> <p>Refrigerant consumption is obtained from the invoice date, not from the refill/use date.”</p>	3, 12, 13, 14, 15	FB-FR-110b.1	*
			Refrigerant Emissions (ton CO ₂ e)	MEX	CAM	MEXCAM																																																																				
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			TOTAL	657,120.86	94,429.37	751,550.23																																																																				
			<table><tr><th>Emissions generated by the consumption of fuels (ton CO₂e)</th><th>MEX</th><th>CAM</th><th>MEXCAM</th></tr><tr><td>LP GAS</td><td>94,328.53</td><td>5,958.00</td><td>100,286.53</td></tr><tr><td>Natural GAS</td><td>17,096.66</td><td>-</td><td>17,096.66</td></tr><tr><td>Gasoline</td><td>743.48</td><td>1,118.67</td><td>1,862.15</td></tr><tr><td>Diesel</td><td>10,833.45</td><td>4,742.15</td><td>15,575.60</td></tr><tr><td>Bunker</td><td></td><td>3,945.67</td><td>3,945.67</td></tr><tr><td>Jet Fuel</td><td></td><td>80.71</td><td>80.71</td></tr><tr><td>TOTAL</td><td>123,002.12</td><td>15,845.28</td><td>138,847.28</td></tr></table>				Emissions generated by the consumption of fuels (ton CO ₂ e)	MEX	CAM	MEXCAM	LP GAS	94,328.53	5,958.00	100,286.53	Natural GAS	17,096.66	-	17,096.66	Gasoline	743.48	1,118.67	1,862.15	Diesel	10,833.45	4,742.15	15,575.60	Bunker		3,945.67	3,945.67	Jet Fuel		80.71	80.71	TOTAL	123,002.12	15,845.28	138,847.28																																				
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GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE				
305-2	Emisiones indirectas de GEI asociadas a la energía (alcance 2)	111	Emisiones por Alcance (ton CO₂e)						3, 12, 13, 14, 15		*				
				MEX	CAM	MEXCAM									
			Emissions Scope 2	377,310.99	66,125.43	443,436.41									
305-3	Energy indirect (Scope 2) GHG emissions	112					Scope 3 emissions by DCs-Stores transportation were calculated based on the data of liters of fuels consumed. The data for 2021 was updated considering the same methodology for comparative purposes.			3, 12, 13, 14, 15	CG-EC-410a.1 CG-EC-410a.2 FB-FR-000.D FB-FR-000.C	*			
							For utility cars (assigned), km calculations are made with an assumption of distance between the store and the customer's home.								
							For the company's utility vehicles used for product distribution, the kilometers traveled in the categories "DCs-Stores, Last Miles-Stores and Last Miles-FC" are considered.								
							Only business trips made by associates by means of commercial and private air transportation are considered.								
305-4	Other indirect (Scope 3) GHG emissions	109	Emissions by Scope (ton CO₂e)							13, 14, 15	FB-FR-110b.3	*			
				MEX	CAM	MEXCAM									
			Emissions Scope 1	780,123.00	110,274.65	890,397.65									
			Emissions Scope 2	377,310.99	66,125.43	443,436.41									
			Emissions Scope 3	440,941.73	45,659.19	486,600.93									
			Total Emissions (Scope 1,2,3)	1,598,375.72	222,059.27	1,820,434.99									
			GHG EMISSIONS INTENSITY												
				MEX	CAM	MEXCAM									
			Scope 1 Intensity (ton/m2)	0.07	0.06	0.07									
			Scope 2 Intensity (ton/m2)	0.03	0.04	0.04									
			Scope 1 &2 Intensity 2022 (ton/m²)	0.11	0.10	0.11									
			Decrease/increase in INTENSITY of GHG emissions Scope 1 & 2 (ton/ m2) vs. previous year (%)												
				MEX	CAM	MEXCAM									
			Scope 1 Intensity Change (ton/m2) vs. LY	-14.26%	22.40%	-10.86%									
Scope 2 Intensity Change (ton/m2) vs. LY	-0.94%	0.80%	-0.70%												
Scope 1&2 Intensity Change (ton/m2) vs. LY	-10.33%	13.30%	-7.72%												

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE			
305-5	Reduction of GHG emissions	109	Decrease/increase in total GHG emissions by scope 1,2,3 of operations vs. previous year (%)			MEX	CAM	MEXCAM				13, 14, 15	FB-FR-110b.2	*
			Scope 1 Emissions Variation			-11.82%	23.01%	-8.61%						
			Scope 2 Emissions Variation			1.89%	1.30%	1.80%						
			Scope 3 Emissions Variation			5.34%	-21.45%	2.08%						
			Total Emissions Variation (Scopes 1,2,3) vs. LY			-4.49%	4.23%	-3.51%						
305-6	Emissions of ozone-depleting substances (ODS)					MEX	CAM	MEXCAM				3, 12	FB-FR-110b.2	
			Refrigerants with ZERO ozone depletion potential (ton)			187.62	25.39	213.01						
			% vs. Total Refrigerants			99.16%	99.86%	99.24%						
						MEX	CAM	MEXCAM						
			R-22 Emissions (ton)			1.51	0.03	1.54						
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Not aplicable								3, 12, 14, 15			
GRI 306: Waste 2020														
GRI 3: Material Topics 2021														
3-3	Management of material topics	66	https://files.walmex.mx/upload/files/2021/es/anual/ASG/Walmex_Materialidad_2021.pdf											
306-1	Waste generation and significant waste-related impacts	116-118									1, 3, 12	FB-FR-150a.1		
306-2	Management of significant waste-related impacts	116-118									3, 12			

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER					SDGS	SASB CODES	EXTERNAL ASSURANCE			
306-3	Waste generated	116-118	Total generated (t)			MEX	CAM	MEXCAM	Data for this indicator contains estimated values.	3, 12	FB-FR-150a.1	*	
			Hazardous			521.53	65.29	586.82					
			Non-Hazardous Organic			270,399.32	67,349.04	337,748.36					
			Non-Hazardous Inorganic			367,432.47	41,700.07	409,132.54					
			Sanitary			1,929.91	-	1,929.91					
			TOTAL Generated			640,283.23	109,114.40	749,397.63					
306-4	Waste diverted from disposal	116-118	Diverted from landfills (t)			MEX	CAM	MEXCAM			3, 6, 12	FB-FR-150a.1	*
			Hazardous			436.95	65.29	502.24					
			Non-Hazardous Organic			201,651.23	22,870.56	224,521.79					
			Non-Hazardous Inorganic			313,107.00	41,700.07	354,807.07					
			Sanitary			-	-	-					
			TOTAL Diverted			515,195.18	64,635.92	579,831.10					
306-5	Waste directed to disposal	116-118	Waste Incinerated or Sent to Landfill (t)			MEX	CAM	MEXCAM			6		*
			Hazardous			84.58	-	84.58					
			Non-Hazardous Organic			68,748.09	44,478.48	113,226.57					
			Non-Hazardous Inorganic			54,325.47	-	54,325.47					
			Sanitary			1,929.91	-	1,929.91					
			TOTAL Incinerated or Landfill			125,088.05	44,478.48	169,566.53					
	Discussion of strategies to reduce the environmental impact of packaging	115, 119, 128									CG-MR-410a.3 FB-FR-430a.4		
GRI 308: Supplier Environmental Assessment 2016													
GRI 3: Material Topics 2021													
3-3	Management of material topics	66	https://files.walmex.mx/upload/files/2021/es/anual/ASG/Walmex_Materialidad_2021.pdf										
308-1	New suppliers that were screened using environmental criteria	162-165											

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE
308-2	Negative environmental impacts in the supply chain and actions taken	162-165			Central America: In terms of Paper, Pulp and Wood responsible sourcing, only 30.23% of the total suppliers related to this indicator contribute to the reported data. In terms of Palm Oil responsible sourcing, only 38.98% of the total suppliers related to this indicator contribute to the reported data.					*	
Animal Welfare											
	Percentage of revenue from eggs that originated from a cage-free environment and pork produced without the use of gestation crates	128							FB-FR-430a.2		
CHAPTERS: ENABLERS, OPPORTUNITY, COMMUNITY AND ETHICS & INTEGRITY											
GRI 401: Employment 2016											
GRI 3: Material Topics 2021											
3-3	Management of material topics	66	https://files.walmex.mx/upload/files/2021/es/anual/ASG/Walmex_Materialidad_2021.pdf							*	
401-1	New employee hires and employee turnover	73-75		MEX	CAM	MEXCAM	For new associates, new associates and rehired associates are considered. For turnover indicators, only permanent contracts are considered. Some categories of departures are not included.	5, 8, 10	CG-MR-310a.2 CG-EC-330a.2	*	
			Voluntary	33.38%	22.99%	31.43%					
			Involuntary	5.48%	9.13%	6.11%					
			Total	38.87%	31.12%	37.54%					
			In-Store Voluntary	36.03%	23.50%	34.03%					
			In-Store Involuntary	5.26%	9.70%	7.02%					
			DC Voluntary	21.25%	20.10%	21.19%					
			DC Involuntary	8.47%	10.50%	10.04%					
			In-store and DC Voluntary	28.64%	35.60%	27.61%					
In-store and DC Involuntary	6.86%	16.50%	8.53%								

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER								SDGS	SASB CODES	EXTERNAL ASSURANCE			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	83-87											3, 5, 8			
401-3	Parental leave	87		MEXCAM									5, 8			
			Associates that:	Men		Women		Total	%							
			Are entitled to parental leave	105962	45.40%	127445	54.60%	233407								
			Used their right to take parental leave	71	2.39%	2902	97.61%	2973	1.27%	vs. are entitled to						
			Returned from parental leave	70	2.89%	2356	97.11%	2426	81.60%	vs. used their right						
			Were retained for 12 months after returning to work from parental leave	64	3.03%	2050	96.97%	2114	87.14%	vs. returned after leave						
GRI 402: Labor/Management Relations 2016																
GRI 3: Material Topics 2021																
3-3	Management of material topics	66	https://files.walmex.mx/upload/files/2021/es/anual/ASG/Walmex_Materialidad_2021.pdf													
402-1	Minimum notice periods regarding operational changes	159	We comply with applicable labor legislation										8			
	Number of work stoppages and total days idle													FB-FR-310a.3		

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE																																																				
	Employee engagement as a percentage	81	<table><tr><td colspan="2">Engagement Index %</td><td>MEX</td><td>CAM</td><td>MEXCAM</td></tr><tr><td colspan="2">Men</td><td>86%</td><td>91%</td><td>87%</td></tr><tr><td colspan="2">Women</td><td>85%</td><td>91%</td><td>86%</td></tr><tr><td colspan="2">Total</td><td>86%</td><td>91%</td><td>86%</td></tr></table> <div><table><tr><th colspan="2">MEXCAM</th></tr><tr><th>Generation</th><th>Engagement Index %</th></tr><tr><td>Traditionalists</td><td>87%</td></tr><tr><td>Baby Boomers</td><td>91%</td></tr><tr><td>Generation X</td><td>87%</td></tr><tr><td>Generation Y</td><td>86%</td></tr><tr><td>Generation Z</td><td>85%</td></tr><tr><td>Total</td><td>86%</td></tr></table><table><tr><th colspan="2">MEXCAM</th></tr><tr><th>Level</th><th>Engagement Index %</th></tr><tr><td>VP</td><td>95%</td></tr><tr><td>Director</td><td>91%</td></tr><tr><td>Asst. Director</td><td>91%</td></tr><tr><td>Manager</td><td>93%</td></tr><tr><td>Asst. Manager</td><td>92%</td></tr><tr><td>Dept. Managers</td><td>90%</td></tr><tr><td>Frontline</td><td>85%</td></tr><tr><td>Total</td><td>86%</td></tr></table></div>	Engagement Index %		MEX	CAM	MEXCAM	Men		86%	91%	87%	Women		85%	91%	86%	Total		86%	91%	86%	MEXCAM		Generation	Engagement Index %	Traditionalists	87%	Baby Boomers	91%	Generation X	87%	Generation Y	86%	Generation Z	85%	Total	86%	MEXCAM		Level	Engagement Index %	VP	95%	Director	91%	Asst. Director	91%	Manager	93%	Asst. Manager	92%	Dept. Managers	90%	Frontline	85%	Total	86%	All staff or permanent associates with two months seniority from all areas and levels are eligible for the surveys (company-wide survey). The methodology used to calculate the engagement index is an average of seven questions: 1) My work makes a difference to improve the quality of life of families in Mexico and Central America 2) I feel part of my team 3) My ideas and suggestions are taken into account 4) My immediate boss gives me effective and timely feedback on my performance 5) My immediate boss lives our values and behaviors 6) I believe the company makes the best decisions for its associates 7) I feel free to be myself at work every day		CG-EC-330a.1	*
Engagement Index %		MEX	CAM	MEXCAM																																																											
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GRI 403: Occupational Health and Safety 2018																																																															
403-1	Occupational health and safety management system	146-148						8																																																							
403-2	Hazard identification, risk assessment, and incident investigation	146-148						8																																																							
403-3	Occupational health services	83-87						8																																																							
403-4	Worker participation, consultation, and communication on occupational health and safety	146-148						8, 16																																																							

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER					SDGS	SASB CODES	EXTERNAL ASSURANCE
403-5	Worker training on occupational health and safety	146						8		*
				MEX	CAM	MEXCAM				
			Number of safety and health training courses	276,369	7	276,376				
			Number of associates trained in safety and health	155,601	8,505	164,106				
			Total hours of health and safety training	772,014.00	30,174.92	802,188.92				
			Average number of hours of safety and health training per employee (Total Hours/Total Employees)	4.96	3.55	4.25				
403-6	Promotion of worker health	83-87						3		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	146-148		MEX	CAM	Supplier/contractor accident rates are not available; however, serious accidents are investigated in order to take corrective and preventive measures. S&H-MEX is working on the Safety Approach to ensure that suppliers have sufficient skills to perform their activities safely, as well as on supplier development to strengthen the safety culture.		8		
			Accident reduction vs. last year	-7.80%	-23.00%					
			Associate accident reduction vs. last year	-4.50%	-27.40%					
			Customer accident reduction vs. last year	-15.00%	-20.97%					
			Contractor/ supplier accident reduction vs. last year		-14.00%					
403-8	Workers covered by an occupational health and safety management system	146-148						8		
403-9	Work-related injuries	146						3, 8, 16		*
403-10	Work-related ill health	146-148	Confidential information					3, 8, 16		
GRI 404: Training and Education 2016										
GRI 3: Material Topics 2021										
3-3	Management of material topics	66	https://files.walmex.mx/upload/files/2021/es/anual/ASG/Walmex_Materialidad_2021.pdf							

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE																																																																																																	
404-1	Average hours of training per year per employee	76			Average hours of training per associate MEX: 18.14 h CAM: 2.70 h MEXCAM: 16.18 h Average investment in training per associate (MXN) MEX: \$143.85 CAM: \$79.69 MEXCAM: \$135.68		This indicator considers active and non-active personnel throughout 2022.			4, 8, 10		*																																																																																																
404-2	Programs for upgrading employee skills and transition assistance programs	77-79					Exchange rate used: \$20.1132 MXN/USD for training investment calculations.																																																																																																					
404-3	Percentage of employees receiving regular performance and career development reviews	80, 81, 89	<table><tr><td></td><td colspan="2">MEX</td><td colspan="2">CAM</td><td colspan="2">MEXCAM</td></tr><tr><td>% Opened positions filled by internal candidates</td><td colspan="2">27.49%</td><td colspan="2">17.92%</td><td colspan="2">25.97%</td></tr></table> <table><tr><td></td><td colspan="5">MEXCAM</td></tr><tr><td>Level</td><td colspan="2">Men Promoted</td><td colspan="2">Women Promoted</td><td>Total</td></tr><tr><td>VP</td><td>-</td><td>0%</td><td>-</td><td>0%</td><td>-</td></tr><tr><td>Director</td><td>7</td><td>50%</td><td>7</td><td>50%</td><td>14</td></tr><tr><td>Asst. Director</td><td>42</td><td>68%</td><td>20</td><td>32%</td><td>62</td></tr><tr><td>Divisional Manager</td><td>-</td><td>0%</td><td>-</td><td>0%</td><td>-</td></tr><tr><td>Manager</td><td>327</td><td>53%</td><td>295</td><td>47%</td><td>622</td></tr><tr><td>Asst. Manager</td><td>1,093</td><td>49%</td><td>1,141</td><td>51%</td><td>2,234</td></tr><tr><td>Dept. Managers</td><td>2,569</td><td>43%</td><td>3,446</td><td>57%</td><td>6,015</td></tr><tr><td>Frontline</td><td>8,406</td><td>45%</td><td>10,420</td><td>55%</td><td>18,826</td></tr><tr><td>Total</td><td>12,444</td><td>45%</td><td>15,329</td><td>55%</td><td>27,773.00</td></tr></table> <table><tr><td></td><td colspan="2">MEX</td><td colspan="2">CAM</td><td colspan="2">MEXCAM</td></tr><tr><td>Total associates evaluated</td><td colspan="2">25,716</td><td colspan="2">2,097</td><td colspan="2">27,813</td></tr></table>							MEX		CAM		MEXCAM		% Opened positions filled by internal candidates	27.49%		17.92%		25.97%			MEXCAM					Level	Men Promoted		Women Promoted		Total	VP	-	0%	-	0%	-	Director	7	50%	7	50%	14	Asst. Director	42	68%	20	32%	62	Divisional Manager	-	0%	-	0%	-	Manager	327	53%	295	47%	622	Asst. Manager	1,093	49%	1,141	51%	2,234	Dept. Managers	2,569	43%	3,446	57%	6,015	Frontline	8,406	45%	10,420	55%	18,826	Total	12,444	45%	15,329	55%	27,773.00		MEX		CAM		MEXCAM		Total associates evaluated	25,716		2,097		27,813		“This indicator only considers associates with permanent contracts that have been with the company for at least one year. Total promotions are considered, including associates who may have more than one promotion during the year.”			5, 8, 10		*
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GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER							SDGS	SASB CODES	EXTERNAL ASSURANCE
GRI 405: Diversity and Equal Opportunity 2016												
405-1	Diversity of governance bodies and employees	72-75, 88-90, 166-167				95.36% of managers completed their Diversity and Inclusion training related to Gender Bias.				5, 8	CG-MR-330a.1 CG-EC-330a.3	*
			% de Representación Femenina en el top 10% salarial	MEX 47.63%	CAM 45.44%							
405-2	Ratio of basic salary and remuneration of women to men	90	Confidential information							5, 8, 10		*
GRI 406: Non-discrimination 2016												
406-1	Incidents of discrimination and corrective actions taken	95, 151								5, 8		
GRI 407: Freedom of Association and Collective Bargaining 2016												
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	82	In Mexico, 61.60% of employees have a collective bargaining agreement, that is to say, 100% of eligible associates according to the law.							8	FB-FR-310a.2	
GRI 408: Child Labor 2016												
408-1	Operations and suppliers at significant risk for incidents of child labor	159, 162-163								8, 16		
GRI 409: Forced or Compulsory Labor 2016												
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	159, 162-163, 82								8		

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE
GRI 410: Security Practices 2016											
410-1	Security personnel trained in human rights policies or procedures	169						16			
GRI 411: Rights of indigenous peoples 2016											
411-1	Incidents of violations involving rights of indigenous peoples	169	In 2022, no cases of violation of the rights of indigenous peoples were reported.					2			
GRI 413: Local Communities 2016											
GRI 3: Material Topics 2021											
3-3	Management of material topics	66	https://files.walmex.mx/upload/files/2021/es/anual/ASG/Walmex_Materialidad_2021.pdf								
413-1	Operations with local community engagement, impact assessments, and development programs	133, 135-140		The information under ‘kg’ may vary because of BAE (Bodega Aurrera Express) stores not having weighing scales; because of the pallets, RPCs (reusable plastic containers), and cardboard used by the corresponding institutions to weigh the donations; and because of the shrink originated during the logistics processes of the donations. To calculate the number of beneficiaries of the Natural Disaster program, 4.5 family members are accounted for per every box of groceries given away.						*	
413-2	Operations with significant actual and potential negative impacts on local communities		In Mexico, there were 100 social impact claims addressed by the Community Support area.					1,2			
GRI 414: Supplier Social Assessment 2016											
GRI 3: Material Topics 2021											
3-3	Management of material topics	66	https://files.walmex.mx/upload/files/2021/es/anual/ASG/Walmex_Materialidad_2021.pdf								
414-1	New suppliers that were screened using social criteria	162-165		In Mexico, 3.78% of new suppliers were selected using social criteria, while in Central America it was 3.68%.	For the 2022 report, the method of consolidating the information is modified, differentiating between active and inactive suppliers during the reporting year.			5, 8, 16			
414-2	Negative social impacts in the supply chain and actions taken	162-165						5, 8, 16			

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER					SDGS	SASB CODES	EXTERNAL ASSURANCE														
GRI 415: Public Policy 2016																								
415-1	Political contributions		Political contributions are totally prohibited by the company's Anti-Corruption policy.						16															
GRI 416: Customer Health and Safety 2016																								
GRI 3: Material Topics 2021																								
3-3	GRI 3: Material Topics 2021	66	https://files.walmex.mx/upload/files/2021/es/anual/ASG/Walmex_Materialidad_2021.pdf							FB-FR-260a.2														
416-1	Evaluación de los impactos de las categorías de productos y servicios en la salud y la seguridad	156, 158	<table><tr><th colspan="2">MEXCAM</th></tr><tr><th>Question</th><th>Answer</th></tr><tr><td>Number of Medimart suppliers</td><td>45</td></tr><tr><td>Number of Medimart plants</td><td>68</td></tr><tr><td>Number of completed audits</td><td>20</td></tr><tr><td>Number of ongoing audits</td><td>2</td></tr><tr><td>Number of unapproved audits pending re-audit</td><td>3</td></tr><tr><td>Number of audits pending</td><td>1</td></tr></table>	MEXCAM		Question	Answer	Number of Medimart suppliers	45	Number of Medimart plants	68	Number of completed audits	20	Number of ongoing audits	2	Number of unapproved audits pending re-audit	3	Number of audits pending	1	<p>“Total inspections to DCs (food safety system) in Mexico: 61,583</p> <p>Species identification in our meat raw material and cooking products: -Mexico: 12 -Central America: 1,649</p> <p>Number of food fraud analyses to verify ingredient integrity of Private Brands’ products such as honey, milk, olive oil, 100% natural juices and coffee: -Mexico: 24 - Central America: 9</p> <p>Validation of certificates for products marketed as organic: -Mexico: 169 - Central America: 1</p> <p>Testing with accredited external laboratories for validation of certificates for alcoholic beverages: -Mexico: 385 - Central America: 3”</p>	<p>The word plants translates as facilities, which is why both warehouses and plants are added to the establishments to be audited.</p>		CG-MR-410a.2	*
MEXCAM																								
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GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER				SDGS	SASB CODES	EXTERNAL ASSURANCE	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	156, 158					PROFECO visits in Mexico: 468 Random and operational visits were made, with the highest incidence being: Ticket review, lack of price tag, expired product, 2.3% charge for card payment and review of NOMs. Health authority visits Mexico: 2,713 The legal operations area has accounted for 2,713 total visits in the areas of health and pharmacy, the detail of these visits is available in the control of legal operations visits 2023. Health authority visits Central America: 417 The number of visits corresponds to the inspections that the authorities have carried out at Walmart’s facilities: 275 visits without observations, 49 advisory visits, 43 visits with observations, 45 visits with violations and 5 visits involving the application of a fine.	16		*
				MEX	CAM	MEXCAM				
			Non-compliance cases related to health and safety impacts of product and service categories	2,910	137	3,047				
			Total number of complaints filed with consumer protection institutions	MEX	CAM	Total				
			TOTAL	3,098	196	3,294				
	High-risk food safety violation rate	153						FB-FR-250a.1		
	Number of recalls, number of units recalled, percentage of units recalled that are private-label products						The number of product recalls and of SKUs recalled are reported.* In Central America, 10 out of the 17 existing Class I food recalls corresponded to private branded products.* Supplementary information: The various Compliance departments have set up policies, procedures, manuals, SOPs (Standard Operating Procedures), etc., which have led the company to mitigate the risk of having “Not Fit for Sale” products on the sales floor. A procedure to report and recall products is in place. A person fills out a form to request a product recall in SIGO. The Compliance-Food Safety team writes an e-mail with the information included in the form and makes sure of the accuracy of such information. The Compliance-Food Safety team sends the e-mail to SAC (Customer Service, as per the initials in Spanish). The SAC team forwards the e-mail to the stores where the recall applies.		FB-FR-250a.2	*

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER					SDGS	SASB CODES	EXTERNAL ASSURANCE
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	134							FB-FR-260a.2	
GRI 417: Marketing and Labeling 2016										
417-1	Requirements for product and service information and labeling	161						12		
417-2	Incidents of non-compliance concerning product and service information and labeling	161						16	FB-FR-270a.1	*
				MEX	CAM	MEXCAM				
	Total labeling incidents		22	26	48					
417-3	Incidents of non-compliance concerning marketing communications	161						16		*
	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	161				In Mexico, for the purposes of the report, a fine is considered to be significant if it exceeds 1 million pesos			FB-FR-270a.2	*
	Revenue from products labeled as containing genetically modified organisms (GMOs) and non-GMO								FB-FR-270a.3	
	Revenue from products labeled and/or marketed to promote health and nutrition attributes	161							FB-FR-260a.1	

GRI STANDARDS	DISCLOSURE	PAGE	URL AND/OR DIRECT ANSWER						SDGS	SASB CODES	EXTERNAL ASSURANCE
Data Security											
	Description of approach to identifying and addressing data security risks	170, 171								FB-FR-230a.2 CG-MR-230a.1 CG-EC-230a.1	
GRI 418: Customer Privacy 2016											
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	154	Information regarding claims is confidential.					16		FB-FR-230a.1 CG-MR-230a.2 CG-EC-230a.2	*
	Number of users whose information is used for secondary purposes	154	Information regarding customers is confidential.		All persons who enter the ecommerce platform accept both the primary and secondary uses. By accepting the privacy notice in order to place their purchase order, they agree to all the uses indicated in said notice.					CG-EC-220a.1	*
	Description of policies and practices relating to behavioral advertising and user privacy	154	Information regarding customers is confidential.							CG-EC-220a.2	
CHAPTERS: SUSTAINABILITY AND ETHICS & INTEGRITY											
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	113, 127, 162-165								FB-FR-430a.3	
	Revenue from products third-party certified to environmental and/ or social sustainability standards	124-125, 128								FB-FR-430a.1 CG-MR-410a.1	