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GRI-SASB

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## GRI-SASB

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Statement of Use: Walmart has prepared the report in accordance with the GRI Standards and SASB for the period from January 1 <sup>st</sup> to December 31 <sup>st</sup> , 2024.						
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 Blvd. Manuel Ávila Camacho # 647, Colonia Periodista, Alcaldía Miguel Hidalgo, C.P. 11220, Mexico City, Tel. (52) 55 5283-0100 <a href="https://www.walmex.mx/en/us/">https://www.walmex.mx/en/us/</a>	16		
2-2	Entities included in the organization's sustainability reporting		Walmart de México y Centroamérica Wal-Mart de Mexico SAB de CV			
2-3	Reporting period, frequency and point of contact		January 1 to December 31, 2024, Integrated Annual Report. Contact points: - <a href="https://www.walmex.mx/en/globals/contact.html">https://www.walmex.mx/en/globals/contact.html</a> - Investor Relations: inversionistas@walmart.com - Sustainable Development and Policy Lab: valery.emmanuel.reynaud@walmart.com - Corporate Communications: comunicacion@walmart.com			
2-4	Restatements of information					
2-5	External assurance	253-267				
	Number of retail locations and distribution centers	35, 183, 184			FB-FR-000.A CG-MR-000.A	
	Total area of retail space and distribution centers				FB-FR-000.B CG-MR-000.B	

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2. Activities and workers							
2-6	Activities, value chain and other business relationships	23, 35, 85	<a href="https://www.walmex.mx/en/us/">https://www.walmex.mx/en/us/</a>	To calculate the percentage of SME suppliers, we considered those identified as SMEs, who were not importers and whose sales were less than MXN 1,000, among other criteria.		*	
				Compared to the previous year, there was a change in our methodology for classifying a supplier as an SME. The new criteria include having fewer than 100 employees, not belonging to a large corporate group, and being a manufacturer with plant(s) in a negotiation country, among others.			
				These same criteria are used to determine the percentage of suppliers that meet the SME category.			
2-7	Employees	67, 146, 184	Total expatriated associates in Mexico 1 and 3 in Central America. Information regarding reports to the ethics line is confidential.	In 2024, we replaced the terms "Staff" and "Operations" with "In Offices" and "In fields," respectively.	8, 10	CG-EC-330a.4	*
2-8	Workers who are not employees	67					
3. Governance							
2-9	Governance structure and composition	60, 167, 169-170	<a href="https://www.walmex.mx/en/esg/corporate-governance.html">https://www.walmex.mx/en/esg/corporate-governance.html</a>		5, 16		
2-10	Nomination and selection of the highest governance body	167			5, 16		
2-11	Chair of the highest governance body	167			16		
2-12	Role of the highest governance body in overseeing impact management	167			16		
2-13	Delegation of responsibility for impact management	60, 170					
2-14	Role of the highest governance body in sustainability reporting	5, 167					
2-15	Conflicts of interest	144			16		
2-16	Communication of critical concerns	146					
2-17	Collective knowledge of the highest governance body	167					

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2-19	Remuneration policies	167, 169		16		
2-20	Process to determine remuneration	81, 167, 169		16		
2-21	Annual total compensation ratio	81, 167				
4. Strategy, policies and practices						
2-22	Statement on sustainable development strategy	12, 59	<a href="https://www.walmex.mx/en/esg/strategy.html">https://www.walmex.mx/en/esg/strategy.html</a>		CG-MR-410a.3 CG-EC-130a.3 CG-EC-410a.2 FB-FR-430a.4	
2-23	Policy commitments	12, 59, 144, 165				
2-24	Embedding policy commitments	12, 59				
2-25	Processes to remediate negative impacts	166				
2-26	Mechanisms for seeking advice and raising concerns	146, 166		16		
2-27	Compliance with laws and regulations	141, 150, 158			FB-FR-310a.4 CG-MR-310a.3 CG-MR-330a.2	*
2-28	Membership associations		<a href="https://www.walmex.mx/en/esg/corporate-governance.html">https://www.walmex.mx/en/esg/corporate-governance.html</a>			
5. Stakeholder engagement						
2-29	Approach to stakeholder engagement	42, 60	We conducted 429,791 customer satisfaction surveys in Mexico and 1,579,464 in Central America.  Total customer complaints handled by a telephone operator: 1,492,656 in Mexico and 29,77 in Central America.	The NPS or Net Promoter Score is an indicator that measures customer loyalty and satisfaction; during 2024 NPS were reported as a function of the difference in basis points with respect to 2023.  In Mexico, contact center service satisfaction surveys were considered, while in Central America, surveys focused on satisfaction related to customer recommendation.	16	*
2-30	Collective bargaining agreements		Confidential information.	8	FB-FR-310a.2	



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6. E-Commerce							
	User activity measurement, as defined by the entity	27			CG-EC-000.A		
	Data processing capacity, percentage outsourced	27			CG-EC-000.B		
	Number of shipments	27			CG-EC-000.C		
GRI 3: MATERIAL TOPICS 2021							
3-1	Process to determine material topics	60					
3-2	List of material topics	60					
3-3	Management of material topics	60					
CHAPTERS: FINANCIAL VALUE AND ETHICS & INTEGRITY							
GRI 201: Economic Performance 2016							
201-1	Direct economic value generated and distributed	97, 98, 101, 184	The exchange rate used was \$18.3 MXN/USD. 7,437 new positions generated in Mexico and 2,714 in Central America.		8, 9	*	
201-2	Financial implications and other risks and opportunities derived from climate change	112			13		
201-3	Defined benefit plan obligations and other retirement plans	75					
201-4	Financial assistance received from government		Walmart de México y Centroamérica does not receive financial assistance from any government.				
GRI 202: Market Presence 2016							
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	81			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		

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GRI 203: Indirect Economic Impacts 2016								
203-1	Infrastructure investments and services supported	109, 181	Sustainable Investment by Category (million pesos)	Mexico	Central America	74.50 million MXN saved through energy saving initiatives in Mexico and 60.03 million MXN in Central America.  Exchange rate used: \$18.3 MXN/USD.	5, 9, 11	*
			Energy efficiency	\$326.35	\$8.20			
			Renewable energy	\$2,708.97	\$27.56			
			Low-impact refrigerants	\$-	\$0.08			
			Water management	\$977.07	\$0.04			
			Circular economy	\$15.39	\$0.31			
			Sustainable transport	\$45.91	\$-			
			Nature conservation and restoration	\$-	\$-			
			Total	\$4,703.69	\$36.19			
203-2	Significant indirect economic impacts	66,				1,3, 8	*	
GRI 204: Procurement Practices 2016								
204-1	Proportion of spending on local suppliers	85, 87, 93, 134	The percentage of sales from Our Brands in self-service stores in Mexico represented 10.04% and 17.07% in Central America.  <b>Mexico</b> <i>Pequeño Productor</i> Program: 5,970 small farmers benefited (4,153 men and 1,817 women). Additionally 4,535 jobs were generated during the year. A total of 39,723 tons were marketed and 5,318 regenerative hectares were cultivated. As a result of this program, 46 products were agro-commercialized in stores.  <b>Central America</b> <i>Una Mano para Crecer</i> Program: The program achieved 100% of its goals. The objective is to support the acceleration of the 480 SME companies enrolled in the <i>Una Mano para crecer</i> program.		In order to obtain the number of suppliers that participated in the Adopt an SME program in 2024, different criteria were established than those used in 2023. Among these, it was determined that suppliers should not be importers or have more than 100 employees, among other requirements.  To determine the number of direct jobs currently employed in the <i>Una Mano para Crecer</i> program, surveys were sent to suppliers through a third party to collect the information. As a result, a 90% participation rate was obtained from the total number of surveys sent out.		8	*

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GRI 205: Anti-corruption 2016						
205-1	Operations assessed for risks related to corruption	147	Confidential information.	16		
205-2	Communication and training about anticorruption policies and procedures	140, 147	Confidential information.	16		
205-3	Confirmed incidents of corruption and actions taken	144, 146, 147	Confidential information.	16		
GRI 206: Anti-competitive Behavior 2016						
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	157		16		
GRI 207: Tax 2019						
207-1	Approach to tax			1, 10, 17		
207-2	Tax governance, control, and risk management	169		1, 10, 17		
207-3	Stakeholder engagement and management of concerns related to tax			1, 10, 17		
207-4	Country-by-country reporting			1, 10, 17		

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CHAPTER: SUSTAINABILITY								
GRI 301: Materials 2016								
301-1	Materials used by weight or volume	129, 135						
			Materials consumption (ton)	Mexico	Central America	Consolidated		
			Plastics Consumables	29,669.96	6,176.03	35,845.99	The total material consumption breaks down the total excluding Refrigerants and Fuels, as these were included within Scope 1.	
			Paper and Cardboard Marketing	20,481.10	599.01	21,080.11		
			Cleaning Chemicals	2,224.23	950.13	3,174.36		
			Marketing Plastics	446.87	-	446.87		
			Wood	58.27	-	58.27		
			Inks and Toners	12.71	-	12.71		
			Paper and Cardboard Consumables	4.39	-	4.39		
			Total	52,897.53	7,725.17	60,622.70		
			Materials used in packaging (ton)	Mexico	Central America	Consolidated		
			Renewable materials	31,719.61	8,986.51	40,706.12	63.3% of suppliers responded the survey from which data is obtained for information on the packaging of Our Brands' products that are recyclable, reusable and compostable, the percentage of PCR material they contain, as well as the renewable and non-renewable materials used in said packaging.	
			Non-renewable materials	56,706.84	15,218.22	71,925.06		
Total	88,426.45	24,204.73	112,631.18					
301-2	Recycled input materials used	129						
			Packaging of Our Brands products	Mexico	Central America			
			% recyclable	70.00%	53.00%	For 2024, the percentage of post-consumer recycled material in packaging will only be considered for plastic packaging.	8, 12	*
			% reusable	-	-			
			% compostable	1.76%	4.00%			
			% post-consumer recycled	6.37%	5.27%			



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301-3	Reclaimed products and their packaging materials	129, 131		8, 12						
GRI 302: Energy 2016										
302-1	Energy consumption within the organization	118	Renewable energy consumption (GJ)	Mexico	Central America	Consolidated	In 2024, we updated our methodology for reporting percentage of electricity needs supplied by renewable sources in Walmex to align with Walmart Inc.'s approach. This includes generation from active renewable and low-carbon projects. It considers the combined contribution of power generated from on-site and off-site projects as well as renewable energy generation feeding into the grids where our sites are located. The electricity procured from our renewable energy projects and the most recent grid fuel mix information obtained from the International Energy Agency for the regions where we operate. Previously, renewable energy generation feeding into the grids was not included in Walmex's percentage of electricity needs supplied by renewable sources. About the estimations of renewable energy: the most recent grid fuel mix information obtained from the International Energy Agency for the regions where we operate.  Purchased renewable energy is obtained through the percentage of renewable generation from the grid itself.	7, 8, 12, 13	FB-FR-110a.1 FB-FR-130a.1 CG-MR-130a.1 CG-EC-130a.1	*
			Purchased	975,736.72	1,058,121.21	2,033,857.92				
			Wind	3,160,744.91	-	3,160,744.91				
			Hydroelectric	537,713.89	-	537,713.89				
			Solar	138,496.89	71,993.33	210,490.22				
			Total	4,812,692.40	1,130,114.54	5,942,806.93				
302-2	Energy consumption outside of the organization	118				7, 8, 12, 13				
302-3	Energy intensity	118				7, 8, 12, 13		*		
302-4	Reduction of energy consumption	118	Reduction in energy consumption achieved through conservation and efficiency initiatives	Mexico	Central America		7, 8, 12, 13		*	
			Reduction or increase vs last year	419,819.43	83,153.77					
			% decrease or increase vs last year	4.00%	4.22%					
302-5	Reduction in energy requirements of products and services					7, 8, 12, 13				
GRI 303: Water and Effluents 2018										
303-1	Interaction with water as a shared resource	136, 150				6, 12, 14, 15	CG-EC-130a.2			
303-2	Management of water discharge-related impacts	136				6, 14		*		

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303-3	Water withdrawal	136	Water withdrawal per source (m³)	Mexico	Central America	Consolidated	Total water withdrawal from water-stressed areas in Mexico was 5,862,425.69 m³.  Water withdrawal data for Central America was obtained through an estimate, which represents 36% of total water withdrawal. On the other hand, the water withdrawal data for Mexico includes estimates; however, the specific percentage of these estimates is not available.  In Mexico, the timeframe considered to determine water stress extraction may correspond to a baseline or a future projection, specifying in the latter case whether it refers to 2030, 2050 or 2080. In addition, different water stress categories are considered: Low, Low to Medium, Medium to High, High and Extremely High.	6, 14	CG-EC-130a.2	*
			Municipal water	7,795,817.28	2,212,138.24	10,007,955.52				
			Water from renewable wells	247,141.08	761,545.08	1,008,686.16				
			Pipes	1,072,902.25	59,816.80	1,132,719.05				
			Other sources	-	19,242.20	19,242.20				
			Total	9,115,860.61	3,052,742.32	12,168,602.93				
			Percentage of reduction or increase in water withdrawal vs 2023							
			Mexico	Central America	Consolidated					
			16.00%	7.00%	13.70%					
			303-4	Water discharge	136, 150	Total water discharged by destination (m³)				
Soil	-	331,722.90				331,722.90				
Water body	48,614.00	790,529.98				839,143.98				
Municipal drainage	8,593,986.23	1,783,142.61				10,377,128.84				
Third (Váctor)	39,226.23	43,626.15				82,852.38				
Total	8,681,826.46	2,949,021.64				11,630,848.10				
Total water discharged according to type of treatment (m³)										
Primary	6,514,165.12	1,184,563.00				7,698,728.12				
Secondary	-	1,116,330.00				1,116,330.00				
Tertiary	2,167,661.34	648,129.00				2,815,790.34				

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303-5	Water consumption	136	Water consumption (m³)	Mexico	Central America	Consolidated	The methodology for calculating water consumption in Mexico and Central America has changed compared to 2023.	6, 14	*	
			Total consumption	434,034.14	103,721.00	537,755.14				
			Total consumption in water-stressed areas	294,335.75	-	-				
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	133, 138, 150	The business units of Walmart de México are built in urbanized areas, resulting in low or no impact on biodiversity. In addition, we operate in accordance with established environmental protection laws and ensure compliance with these provisions to mitigate any negative environmental impact. During the 2024 operation, no impacts on flora or fauna were generated. No changes in ecological processes were identified, as the business units are located in previously urbanized areas with low biodiversity value.				6, 14, 15			
304-2	Significant impacts of activities, products, and services on biodiversity.	133, 138, 150					6, 14, 15			
304-3	Habitats protected or restored	133, 138, 150					6, 14, 15			
304-4	UCN Red List species and national conservation list species with habitats in areas affected by operations	133, 138, 150	Mexico: 15,302 m² of areas have been affected.				6, 14, 15			
GRI 305: Emissions 2016										
GRI 3: Material Topics 2021										
3-3	Management of material topics	60								
305-1	Direct (Scope 1) GHG emissions	115, 117	tCO <sub>2</sub> e	Mexico	Central America	Consolidated		3, 12, 13, 14, 15	FB-FR-110b.1	*
			Scope 1	861,457.53	116,037.89	977,495.42				
			Refrigerant gas	708,118.03	102,359.59	810,477.62				
			Fuel consumption	153,339.50	13,678.30	167,017.80				

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305-2	Energy indirect (Scope 2) GHG emissions	115, 118	tCO <sub>2</sub> e	Mexico	Central America	Consolidated			*	
			Location-based	1,117,965.04	55,140.40	1,173,105.44				
			Market-based	661,821.42	55,140.40	716,961.82				
305-3	Other indirect (Scope 3) GHG emissions	120	tCO <sub>2</sub> e	Mexico	Central America	Consolidated	The emissions from private flights in Central America are reported under Scope 1.	3, 12, 13, 14, 15	CG-EC-410a.1 CG-EC-410a.2 FB-FR-000.D FB-FR-000.C	*
			Scope 3	678,331.56	61,590.64	739,922.20				
			Product distribution							
			tCO <sub>2</sub> e	Mexico	Central America	Consolidated				
			DCs to Stores/Clubs	453,696.08	30,444.49	484,140.57				
			Last Mile / Fullfillment Centers	21,731.79	-	21,731.79				
			Last Mile Stores	8,194.23	3,016.43	11,210.66				
			Total	483,622.10	33,460.92	517,083.02				
			Emissions generated by the relocation of our associates							
			tCO <sub>2</sub> e	Mexico	Central America	Consolidated				
			Transfer of associates	190,346.64	27,539.92	217,886.56				
			Fuel consumed for business travel							
			tCO <sub>2</sub> e	Mexico	Central America	Consolidated				
			Commercial Flights	3,702.31	589.80	4,292.11				
			Private Flights	660.51						
			Total	4,362.82	589.80	4,292.11				



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305-4	GHG emissions intensity	115	GHG emissions intensity			13, 14, 15	FB-FR-110b.3	*	
			tonCO <sub>2</sub> e/m <sup>2</sup>	Mexico	Central America				Consolidated
			Scope 1	0.07	0.07				0.07
			Scope 2	0.06	0.03				0.05
			Scope 1&2	0.13	0.10				0.13
305-5	Reduction of GHG emissions	115	Decrease/increase in INTENSITY of GHG emissions Scope 1 & 2 (ton/ m <sup>2</sup> ) vs 2023 (%)			13, 14, 15		*	
				Mexico	Central America				Consolidated
			Scope 1	-3.31%	35.80%				0.19%
			Scope 2	23.50%	-0.57%				21.33%
			Scope 1&2	6.76%	21.48%				8.17%
			Decrease/increase in total GHG emissions by Scope 1 and 2; from operations vs 2023 (%)						
				Mexico	Central America				Consolidated
			Scope 1	-0.20%	37.66%				3.17%
			Scope 2	27.48%	0.79%				24.94%
			Scope 1&2	10.20%	23.15%				11.38%
305-6	Emissions of ozone-depleting substances (ODS)		Consumption of refrigerants with zero ozone depletion potential			3, 12	FB-FR-110b.2	*	
				Mexico	Central America				
			Total consumption (tons)	194.91	30.06				
			% vs Total Refrigerant	99.51%	99.63%				
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Not applicable.			3, 12, 14, 15			

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GRI 306: Waste 2020									
GRI 3: Material Topics 2021									
3-3	Management of material topics	60							
306-1	Waste generation and significant waste-related impacts	124			1, 3, 12	FB-FR-150a.1			
306-2	Management of significant waste-related impacts	124	Significant spills		3, 12	*			
				Mexico					
			Number	3					
			Volume	14.6					
			In Central America, there were no significant spills. A significant spill is considered when it exceeds 1 m³.						
306-3	Waste generated	124, 150	Waste generated by type of waste and destination				3, 12	FB-FR-150a.1	*
			Tons	Mexico	Central America	Consolidated			
			Diverted from landfill	616,508.23	134,073.49	750,581.72			
			Inorganic	360,796.30	106,379.09	467,175.39			
			Organic	255,341.50	27,596.43	282,937.93			
			Hazardous	370.43	97.97	468.40			
			Sanitary landfill	124,092.92	59,725.26	183,818.18			
			Inorganic	61,482.50	621.22	62,103.72			
			Organic	59,614.30	59,104.04	118,718.34			
			Dangerous	1,305.92	-	1,305.92			
			Hazardous	1,690.20	-	1,690.20			
			Total	740,601.15	193,798.75	934,399.90			
			The increase in the amount of waste in 2024 is due to the integration of new waste reuse programs.						
			The criteria used for estimating significant spills are the same for Mexico and Central America.						
			2,828 units in Mexico participate in waste recovery programs (reverse logistics) and 957 in Central America.						

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306-4	Waste diverted from disposal	124, 125	<div>Space freed from landfill for the valorization of hazardous and non-hazardous waste (m³)</div>			<div>Released Space m³= (Diverted Tons) / (Density 0.140447 ton/m³).</div> <div>Total pallets restored in Mexico: 5,853,781.</div> <div>Total recovered waste from all post-consumption programs: 517,658.93 kg in Mexico and 155,303.80 kg in Central America.</div>				
			Mexico	Central America	Consolidated					
			4,389,597.00	954,619.00	5,344,216.00					
			<div>Food Waste Mexico Program (t)</div>	<div>Total</div>	<div>Intensity</div>					
			Total food waste not diverted from landfills	67,914.96	0.16					
			Total food waste diverted from landfills	61,337.70	0.14					
			<div>Imperfect but Good Program</div>	<div>Mexico</div>						
			Parts sold	4,260,309						
			Kilograms sold	2,581,311						
			Participating Stores	109						
306-5	Waste directed to disposal	124	<div>Waste Generation Intensity</div>							6
			Kg/m²	Mexico	% vs 2023	Central America	% vs 2023	Consolidated	% vs 2023	
			Deviations	53.51	7.09	75.61	68.64	56.46	14.59	
			Backfill	10.77	-5.70	33.68	27.22	13.83	2.72	
			Total	64.28	4.71	109.29	53.26	70.29	12.04	
Strategies for reducing the environmental impact of packaging		12, 129, 130, 135						CG-MR-410a.3 FB-FR-430a.4		

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GRI 308: Supplier Environmental Assessment 2016										
GRI 3: Material Topics 2021										
3-3	Management of material topics	60								
308-1	New suppliers that were screened using environmental criteria	159								
308-2	Negative environmental impacts in the supply chain and actions taken	125, 130, 133, 159			3,191 sustainable textile products in Mexico. During the 2023 review, the reporting unit was the number of products; however, for 2024, the data was presented in tons due to a change in methodology and an information request in our Sustainability Survey.  In 2024, the criteria for sustainable seafood were updated, raising the BAP certification requirement from 1 star to 2 stars.  All supply chain related surveys are voluntary.  Mexico: 31% of suppliers responded to the questionnaire from which data on palm oil in Our Brands productsi sobtained.  82% of suppliers responded to the questionnaire from which data on Pulp/Paper/Wood in Our Brands products is obtained.  40% of our seafood suppliers uploaded their information to the Metrics system, from which the reported data is obtained.  Central America: 88% of suppliers responded to the questionnaire from which the data on palm oil in Our Brands products is obtained.  87% of suppliers responded to the questionnaire from which data on Pulp/Paper/Wood in Our Brands products is obtained.		*			
			Paper, pulp and wood	Mexico				Central America		
			Sustainable (ton)	67,852.04				50,556.70		
			% Sustainable	93.24%				94.98%		
			Palm oil	Mexico				Central America		
			Sustainable (ton)	5,239.66				9,222.10		
			Sustainable	61.10%				84.94%		
			Sustainable fishery sourcing	Tons				% Mexico	Central America	% Central America
			Fresh and frozen	9,790.00				59.87%	5,277.41	77.68%
			Canned tuna	57,084.48				100.00%	-	-



GRI STANDARD	DISCLOSURE	LOCATION		SDGs	SASB	EXTERNAL ASSURANCE
		PAGE(S)	URL AND/OR DIRECT ANSWER			
Animal welfare						
	Percentage of revenue from eggs that originated from a cage-free environment and pork produced without the use of gestation crates	135			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	60				
401-1	New employee hires and employee turnover	67		5, 8, 10	CG-MR-310a.2 CG-EC-330a.2	*
401-2	Benefits for full-time employees not provided to part-time or temporary employees	75		3, 5, 8		
401-3	Parental leave	78		5, 8		
GRI 402: Labor/Management Relations 2016						
GRI 3: Material Topics 2021						
3-3	Management of material topics	60				
402-1	Minimum notice periods regarding operational changes	155	We comply with applicable labor legislation.	8		
	Number of work stoppages and total days idle	141			FB-FR-310a.3	

GRI STANDARD	DISCLOSURE	LOCATION				SDGs	SASB	EXTERNAL ASSURANCE
		PAGE(S)	URL AND/OR DIRECT ANSWER					
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GRI STANDARD	DISCLOSURE	LOCATION			SDGs	SASB	EXTERNAL ASSURANCE
		PAGE(S)	URL AND/OR DIRECT ANSWER				
403-6	Promotion of worker health	75, 142			3		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	142	<p><b>Mexico:</b> The accident rate of contractors/suppliers is not available; however, severe accidents are investigated to take corrective and preventive measures. The Health and Safety team is working on the Safety Approach to ensure that suppliers have the necessary competence to perform activities safely, as well as on supplier development to reinforce the safety culture.</p> <p><b>Central America:</b> The data collected to measure the total number of supplier and contractor accidents is mainly obtained through a survey conducted with Walmart suppliers. However, not all suppliers respond to this survey.</p> <p>Supplier and contractor accidents are verified and confidential information.</p>		8		
403-8	Workers covered by an occupational health and safety management system	142			8		
403-9	Work-related injuries	142			In Central America there was an increase in incidents vs last year. 4,658 associates were disabled in Mexico and 522 in Central America. In Mexico, there was a -7.70% reduction in accidents vs last year. In Central America, there was a 1.52% reduction in the associate accident rate vs 2023.	3, 8, 16	*
403-10	Work-related ill health	142	Confidential information.		3, 8, 16		

GRI STANDARD	DISCLOSURE	LOCATION				SDGs	SASB	EXTERNAL ASSURANCE
		PAGE(S)	URL AND/OR DIRECT ANSWER					
GRI 404: Training and Education 2016								
GRI 3: Material Topics 2021								
3-3	Management of material topics	60						
404-1	Average hours of training per year per employee	69						
404-2	Programs for upgrading employee skills and transition assistance programs	69						
404-3	Percentage of employees receiving regular performance and career development reviews	73						



GRI STANDARD	DISCLOSURE	LOCATION					SDGs	SASB	EXTERNAL ASSURANCE	
		PAGE(S)	URL AND/OR DIRECT ANSWER							
GRI 405: Diversity and Equal Opportunity 2016										
405-1	Diversity of governance bodies and employees	67, 79, 82, 167, 169, 170		Mexico	Central America	Consolidated	In Mexico we have 91 associates in IT and Engineering and 45 in Central America.	5, 8	CG-MR-330a.1 CG-EC-330a.3	*
			% of female representation in the top 10% of salaries	47.12%	46.40%	48.00%				
405-2	Ratio of basic salary and remuneration of women to men	81						5, 8, 10		*
GRI 406: Non-discrimination 2016										
406-1	Incidents of discrimination and corrective actions taken	79, 84, 144						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							8	FB-FR-310a.2	*
GRI 408: Child Labor 2016										
408-1	Operations and suppliers at significant risk for incidents of child labor	155, 159						8, 16		
GRI 409: Forced or Compulsory Labor 2016										
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	155						8		
GRI 410: Security Practices 2016										
410-1	Security personnel trained in human rights policies or procedures	165						16		
GRI 411: Rights of Indigenous Peoples 2016										
411-1	Incidents of violations involving rights of indigenous peoples	165						2		

GRI STANDARD	DISCLOSURE	LOCATION			SDGs	SASB	EXTERNAL ASSURANCE
		PAGE(S)	URL AND/OR DIRECT ANSWER				
GRI 413: Local Communities 2016							
GRI 3: Material Topics. 2021							
3-3	Management of material Topics	60					
413-1	Operations with local community engagement, impact assessments, and development programs	55, 87, 97, 98, 101			In Mexico, 11% of our associates participated in volunteering activities and 2.80% in Central America.  In Mexico, the Food Security program directly benefited 729,881 women and 316,652 minors. In Central America, 150,217 women were directly benefited.  Total volunteering participation in Central America only includes associates; in Central America, no external volunteers are included.  In Mexico, the criteria for volunteering are different.  Total in-kind donations channeled from Central America: 281.82 million pesos.		*
413-2	Operations with significant actual and potential negative impacts on local communities	101			1,2		
GRI 414: Supplier Social Assessment 2016							
GRI 3: Material Topics 2021							
3-3	Management of material topics	60					
414-1	New suppliers that were screened using social criteria	159			5, 8, 16		
414-2	Negative social impacts in the supply chain and actions taken	159			5, 8, 16		*
GRI 415: Public Policy 2016							
415-1	Political contributions	147	All political contributions are strictly prohibited by our company's Anti-Corruption Policy.		16		

GRI STANDARD	DISCLOSURE	LOCATION			SDGs	SASB	EXTERNAL ASSURANCE
		PAGE(S)	URL AND/OR DIRECT ANSWER				
GRI 416: Customer Health and Safety 2016							
GRI 3: Material Topics 2021							
3-3	Management of material topics	60				FB-FR-260a.2	
416-1	Assessment of the health and safety impacts of product and service categories	148, 151, 154				CG-MR-410a.2	*
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	158	Confidential information.		16		
	High-risk food safety violation rate	148				FB-FR-250a.1	
	Number of recalls, number of units recalled, percentage of units recalled that are private label products		Confidential information.			FB-FR-250a.2	
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers.	99, 148				FB-FR-260a.2	
GRI 417: Marketing and Labeling 2016							
417-1	Requirements for product and service information and labeling	99, 158			12		
417-2	Incidents of non-compliance concerning product and service information and labeling	158			16	FB-FR-270a.1	*
417-3	Incidents of non-compliance concerning marketing communications	158	Confidential information.		16		
	Total amount of monetary losses as a result of legal proceedings associates with marketing and/or labeling practices		In Mexico, for reporting purposes, a fine is considered to be significant if it exceeds \$1,000,000.00 MXN (one million Mexican pesos).			FB-FR-270a.2	
	Revenue from products labeled as containing genetically modified organisms (GMOs) and non-GMO					FB-FR-270a.3	

GRI STANDARD	DISCLOSURE	LOCATION		SDGs	SASB	EXTERNAL ASSURANCE
		PAGE(S)	URL AND/OR DIRECT ANSWER			
	Revenues from products labeled and/or marketed for health promotion and nutritional attributes				FB-FR-260a.1	
Information security						
	Description of the approach to identifying and addressing information security risks	161			FB-FR-230a.2 CG-MR-230a.1 CG-EC-230a.1	
GRI 418: Customer Privacy 2016.						
418-1	Substantiated complaints concerning reaches of customer privacy and losses of customer data	149	Confidential information.	16	FB-FR-230a.1 CG-MR-230a.2 CG-EC-230a.2	*
	Number of users whose information is used for secondary purposes		Confidential information.		CG-EC-220a.1	
	Description of policies and practices relating to behavioral advertising and user privacy				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	112, 133, 159			FB-FR-430a.3	
	Revenue from products third-party certified to environmental and/or social sustainability standards	112, 159			FB-FR-430a.1 CG-MR-410a.1	