

GRI: 2-2, 2-3

Table of contents GRI-SASB

Table of Contents

GRI-SASB

GRI Standard	Disclosure	Page(s)	URL and/or direct answer	SDG	SASB	External assurance
Statement of Use: Walmart has prepared the report in accordance with the GRI Standards and SASB for the period from January 1 st to December 31 st , 2025.						
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 https://www.walmex.mx/en/us/	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, 2025, Integrated Annual Report. Contact points: - https://www.walmex.mx/globales/contacto.html - 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					
	Number of retail locations and distribution centers	30, 61, 62	https://www.walmex.mx/nosotros/		FB-FR-000.A CG-MR-000.A	
	Total area of retail space and distribution centers				FB-FR-000.B CG-MR-000.B	
2. Activities and workers						
2-6	Activities, value chain and other business relationships	37, 40, 68, 81	Total suppliers		https://www.walmex.mx/nosotros/	*
			Mexico	Central america		
			New suppliers	3,113 977		
			Suppliers (RFCs)	25,191 14,103		



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

Indexes, awards and rankings

About this report

➤ [Table of contents GRI-SASB](#)

Report of the Audit and

Corporate Governance

Committees

Consolidated Financial

Statements

Report of Independent

Auditors

Consolidated Statements of

Comprehensive Income

Glossary

Limited Verification Report

Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer	SDG	SASB	External assurance
2-7	Employees	68-80	Information regarding reports to the ethics line is confidential	8, 10	CG-EC-330a.4	*
2-8	Workers who are not employees					
3. Governance						
2-9	Governance structure and composition	65, 66, 137	https://www.walmex.mx/asg/gobierno-corporativo.html	5, 16		
2-10	Nomination and selection of the highest governance body	135		5, 16		
2-11	Chair of the highest governance body	135		16		
2-12	Role of the highest governance body in overseeing impact management	135		16		
2-13	Delegation of responsibility for impact management	66, 138				
2-14	Role of the highest governance body in sustainability reporting	5, 135				
2-15	Conflicts of interest	119		16		
2-16	Communication of critical concerns	120				
2-17	Collective knowledge of the highest governance body	135				
2-18	Evaluation of the performance of the highest governance body	135				
2-19	Remuneration policies	135, 137		16		
2-20	Process to determine remuneration	80, 135, 137	We have an Equal Pay Policy available on our website: https://www.walmex.mx/asg/descargas.html	16		
2-21	Annual total compensation ratio	80, 135				
4. Strategy, policies and practices						
2-22	Statement on sustainable development strategy	64	https://www.walmex.mx/asg/estrategia.html		CG-MR-410a.3 CG-EC-130a.3 CG-EC-410a.2 FB-FR-430a.4	



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
-  [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer	SDG	SASB	External assurance
2-23	Policy commitments	64, 119, 133				
2-24	Embedding policy commitments	64				
2-25	Processes to remediate negative impacts	134				
2-26	Mechanisms for seeking advice and raising concerns	120, 134		16		
2-27	Compliance with laws and regulations	117, 123, 128			FB-FR-310a.4 CG-MR-310a.3 CG-MR-330a.2	
2-28	Membership associations		https://www.walmartmexico.com/responsabilidad-corporativa/gobierno-corporativo			



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
-  [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer		SDG	SASB	External assurance
5. Stakeholder engagement							
2-29	Approach to stakeholder engagement	126	MexicoCentral America Number of satisfaction surveys conducted (completed) Total number of effective surveys via the QR code that appears on the purchase receipt to measure the NPS 1,750,657775,039		16		*The NPS or Net Promoter Score is an indicator that measures customer loyalty and satisfaction. In 2025, the NPS was reported based on the difference in basis points compared to 2024. In Mexico, contact center service satisfaction surveys were considered, while in Central America, surveys focused on satisfaction related to customer recommendations.
			MexicoCentral America We increased our Omnichannel NPS by a total of 130 bps vs. 2024. › We increased our Omnichannel NPS by 120 bps at Sam's Club vs. 2024. › We increased our Omnichannel NPS by 720 bps at Walmart Express vs. 2024. - We increased our Omnichannel NPS by 400 bps at Walmart Supercenter compared to 2024. - We decreased our Omnichannel NPS by 190 bps at Bodega Aurrera compared to 2024. - We increased our Omnichannel NPS by 320 bps at Mi Bodega compared to 2024. We increased our Omnichannel NPS by a total of 99 bps vs. 2024. › We increased our Omnichannel NPS by 48 bps in Más X Menos/Paiz/La Despensa de Don Juan/La Unión vs. 2024. › We increased our Omnichannel NPS by 79 bps in Maxi Palí/Maxi Despensa vs. 2024. › We increased our Omnichannel NPS by 298 bp in Palí/Despensa Familiar compared to 2024. › We decreased our Omnichannel NPS by -51 bp in Walmart compared to 2024.				
2-30	Collective bargaining agreements	126	Percentage of active associates who are part of collective bargaining agreements MEX54%		8	FB-FR-310a.2	
6. E-Commerce							
	User activity measurement, as defined by the entity	37				CG-EC-000.A	
	Data processing capacity, percentage outsourced	37				CG-EC-000.B	
	Number of shipments	37				CG-EC-000.C	



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
- Table of contents GRI-SASB
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer	SDG	SASB	External assurance
GRI 3: MATERIAL TOPICS 2021						
3-1	Process to determine material topics					
3-2	List of material topics					
3-3	Management of material topics					
CHAPTERS: FINANCIAL VALUE AND ETHICS & INTEGRITY						
GRI 201: Economic Performance 2016						
201-1	Direct economic value generated and distributed	90		The exchange rate used was \$17.9 MXN/USD. 7,601 new positions generated in Mexico and 3,914 in Central America.	8, 9	*
201-2	Financial implications and other risks and opportunities derived from climate change				13	
201-3	Defined benefit plan obligations and other retirement plans	70				
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	80			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	



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
- [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer	SDG	SASB	External assurance
GRI 203: Indirect Economic Impacts 2016						
203-1	Infrastructure investments and services supported	59, 98	Sustainable Investment by Category (thousands of pesos)			
			Mexico	Central America		
			Energy efficiency	\$502,476	\$25,508.9	
			Renewable energy	\$2,639,784	\$25,167.4	
			Low-impact refrigerants	\$-	\$-	
			Water management	\$1,067,913	\$145,079.5	
			Circular economy	\$-	\$11,366.5	
			Sustainable transportation	\$502,476		
			Nature conservation and restoration	\$-	\$-	
			Total	\$4,252,877	\$207,122.3	
203-2	Significant indirect economic impacts	74			1,3, 8	
GRI 204: Procurement Practices 2016						
204-1	Proportion of spending on local suppliers	81, 82, 86			8	*
GRI 205: Anti-corruption 2016						
205-1	Operations assessed for risks related to corruption	120		Confidential information.	16	
205-2	Communication and training about anticorruption policies and procedures	120		Confidential information.	16	
205-3	Confirmed incidents of corruption and actions taken	119, 120		Confidential information.	16	
GRI 206: Anti-competitive Behavior 2016						
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	127		Confidential information.	16	
GRI 207: Tax 2019						
207-1	Approach to tax				1, 10, 17	
207-2	Tax governance, control, and risk management	137			1, 10, 17	



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
-  [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer				SDG	SASB	External assurance
207-3	Stakeholder engagement and management of concerns related to tax						1, 10, 17		
207-4	Country-by-country reporting						1, 10, 17		
CHAPTER: SUSTAINABILITY									
GRI 301: Materials 2016									
301-1	Materials used by weight or volume	110					Total material consumption breaks down the total excluding refrigerants and fuels, as these were included in Scope 1.	8, 12	*
			Consumption of materials (tons)	Mexico	Central America	Consolidated			
			Plastics Consumables	30,172.2	4,998.7	35,170.9			
			Plastics Marketing	403.1	53.0	456.0			
			Paper and Cardboard Marketing	3,472.0	60.4	3,542.4			
			Paper and Cardboard Consumables	22,124.8	732.0	22,856.8			
			Plásticos Material POP (Walmart Connect)	85,133.7	0.0	85,133.7			
			Total	141,305.8	5,844.0	147,149.8			
			Materials used in packaging (ton)	Mexico	Central America	Consolidated			
			Renewable materials	14,840.1	3,041.3	17,881.4			
			Non-renewable materials	65,473.4	12,832.4	78,305.8			
			Total	80,313.5	15,873.7	96,186.2			
301-2	Recycled input materials used	110	Supplies Recycled Inputs Used			8, 12	*		
			Packaging of Our Brands products		Mexico			Central America	
			Design for Recycling Packaging		84.1%			59.3%	
			Reusable Packaging		0.0%			0.0%	
			Compostable Packaging		1.2%			0.0%	
301-3	Reclaimed products and their packaging materials	110, 111					8, 12		



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
-  [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer	SDG	SASB	External assurance				
GRI 302: Energy 2016										
302-1	Energy consumption within the organization	104	Electricity consumption within the organization (renewable / non-renewable)			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	*	
			Renewable energy consumption (GJ)	Mexico	Central America					
			CFE / Grid – Renewable	51.5%	70.7%					
			CFE / Grid – Non-renewable	48.4%	22.1%					
			Wind	31.60%	0.0%					
			Hydroelectric	7.20%	0.0%					
			On-site Solar	1.60%	7.2%					
			Total	100.0%	100.0%					
			Electricity consumption within the organization (renewable / non-renewable) (GJ).							
			Renewable energy consumption(GJ)	Mexico GJ	Central America GJ					Consolidado GJ
			CFE / Grid – Renewable	1,041,167	995,299					2,036,466
			CFE / Grid – Non-renewable	4,521,899	311,573					4,833,472
			Wind	2,953,131						2,953,131
			Hydroelectric	674,118						674,118
			On-site Solar	146,088	100,642					246,730
			Total	9,336,403	1,407,514					10,743,917
			Total electricity consumption renewable / non-renewable (%)							
				Mexico	Central America					Consolidated
			Renewable	51.60%	77.90%					55.0%
			Non-renewable	48.4%	22.1%					45.0%

7, 8, 12, 13
FB-FR-110a.1
FB-FR-130a.1
CG-MR-130a.1
CG-EC-130a.1

*



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
- Table of contents GRI-SASB
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer			SDG	SASB	External assurance
302-2	Energy consumption outside of the organization	104				7, 8, 12, 13		
302-3	Energy intensity	104				7, 8, 12, 13		*
302-4	Reduction of energy consumption	104	Energy consumption reduction achieved through conservation and efficiency initiatives			7, 8, 12, 13		*
			Reduction or increase compared to last year	Mexico	Central America			
			% reduction or increase compared to last year	1.0%	3.3%			
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	115				6, 12, 14, 15	CG-EC-130a.2	
303-2	Management of water discharge-related impacts	115, 123	Number of existing water treatment facilities			6, 14		*
			Mexico	Central America	Consolidated			
			1,042	492	1,534			



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
- ↗ Table of contents GRI-SASB
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer				SDG	SASB	External assurance
303-3	Water withdrawal	115	Water extraction by source (m³)				6, 14	CG-EC-130a.2	*
				Mexico	Central America	Consolidated			
			Municipal water	7,879,824.0	2,059,084.0	9,938,908.0			
			Renewable well water	138,150.0	980,935.0	1,119,085.0			
			Water trucks	1,682,043.0	59,167.0	1,741,210.0			
			Other sources	0.0	18,852.0	18,852.0			
			Rainwater	0.0	0.0	0.0			
			Total	9,700,017.0	3,118,038.0	12,818,055.0			
			Percentage reduction or increase in water EXTRACTION vs. 2024						
			Mexico	Central America		Consolidated			
			6.4%	2.1%		5.3%			
			Indicate water withdrawals from areas experiencing water stress, including the location of each area and the volume (m³)						
			Name of the area/location		Mexico				
			Baja California		192,600.3				
			Baja California Sur		23,699.4				
			Chihuahua		181,409.7				
			Coahuila		159,370.1				
			Durango		103,551.6				
			Guanajuato		252,430.7				
			Nayarit		39,000.0				
			Sinaloa		193,725.4				
			Sonora		150,223.2				
			Tabasco		289,214.3				
			Total		1,585,224.7				
			Name of the area/location		Central America				
			High (40-80%)		38,365.0				
			Total		38,365.0				



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
-  [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer				SDG	SASB	External assurance
303-4	Water discharge	115, 123	Total water discharged by destination (m³)				6, 14		*
			Soil	0.0	317,078.7	317,078.7			
			Body of water	6,057.0	820,169.6	826,226.6			
			Municipal drainage	9,095,857.0	1,716,820.2	10,812,677.2			
			Third party (Vector)	58,760.0	45,559.5	104,319.5			
			Total	9,160,674.0	2,899,628.0	12,060,302.0			
			Total water discharged by type of treatment (m³)						
			Primary	7,083,745.0	1,188,607.4	8,272,352.4			
			Secondary	31,008.0	1,105,550.4	1,136,558.4			
			Tertiary	2,045,921.0	559,910.7	2,605,831.7			
			Total water discharge in water-stressed areas (m³)						
			Mexico	Central America	Consolidated				
			1,440,498	36,484	1,476,982				
			Total amount of treated wastewater (m³)						
			Mexico	Central America	Consolidated				
			2,076,929	1,665,461	3,742,390				
			Total reused water (m³)						
			Mexico	Central America	Consolidated				
			1,608,550	37,444	1,645,994				
303-5	Water consumption	115	Water consumption (m³)				6, 14	CG-EC-130a.2	*
			Total consumption	539,342.1	218,410.0	757,752.1			
			Total consumption in areas with water stress	144,727.0	1,880.6	146,607.6			



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
- [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer				SDG	SASB	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	113, 123	Walmart de México's business units are built in urbanized areas, resulting in little 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 2025 operation, there were no impacts on flora or fauna. No changes in ecological processes were identified, since, as mentioned above, 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.	113, 123					6, 14, 15		
304-3	Habitats protected or restored	113 - 123					6, 14, 15		
304-4	UCN Red List species and national conservation list species with habitats in areas affected by operations	113, 123					6, 14, 15		
GRI 305: Emissions 2016									
GRI 3: Material Topics 2021									
3-3	Management of material topics								
305-1	Direct (Scope 1) GHG emissions	102	tCO ₂ e	Mexico	Central America	Consolidated	3, 12, 13, 14, 15	FB-FR-110b.1	*
			Scope 1	907,331.7	107,407.4	1,014,739.1			
			Refrigerant gas	754,452.6	93,047.1	847,499.7			
			Fuel consumption	152,879.1	14,360.3	167,239.4			
305-2	Energy indirect (Scope 2) GHG emissions	104	tCO ₂ e	Mexico	Central America	Consolidated	3, 12, 13, 14, 15		*
			Location-based	1,133,481.3	72,964.0	1,206,445.3			
			Market-based	686,117.0	72,964.0	759,081.0			



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

Indexes, awards and rankings

About this report

➤ [Table of contents GRI-SASB](#)

Report of the Audit and

Corporate Governance

Committees

Consolidated Financial

Statements

Report of Independent

Auditors

Consolidated Statements of

Comprehensive Income

Glossary

Limited Verification Report

Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer				SDG	SASB	External assurance				
305-3	Other indirect (Scope 3) GHG emissions	105	tCO₂e	Mexico	Central America	Consolidated	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	684,296.4	95,206.4	779,502.8							
			Product distribution							*			
			tCO₂e	Mexico	Central America	Consolidated							
			DCs to Stores/ Clubs	460,145.5	66,698.8	526,844.3							
			Last Mile / Fulfillment Centers	10,540.5	0.0	10,540.5							
			Last Mile Stores	18,892.7	457.2	19,349.9							
			Total	489,578.7	67,156.0	556,734.7							
			Total kilometers traveled for product distribution										
			Route	Mexico	Central America								
			Distribution Centers (DCs) to Stores/Clubs	391,350,904.8	63,707,839.0								
			Last Mile / Fulfillment Centers	19,234,446.1	0.0								
			Last Mile Stores	50,799,328.8	1,506,193.0								
			Total	461,384,679.7	65,214,032.0								
			Emissions generated by the travel of our associates										
			tCO₂e	Mexico	Central America	Consolidated							
			Transfer of associates	190,043.1	27,384.7	217,427.8							
			Fuel consumed for business travel										
			tCO₂e	Mexico	Central America	Consolidated							
			Commercial Flights	4,161.0	665.7	4,826.8							
			Private Flights	513.6	0.0	513.6							
			Total	4,674.6	665.7	5,340.3							



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

Indexes, awards and rankings

About this report

[↗ Table of contents GRI-SASB](#)

Report of the Audit and

Corporate Governance

Committees

Consolidated Financial

Statements

Report of Independent

Auditors

Consolidated Statements of

Comprehensive Income

Glossary

Limited Verification Report

Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer				SDG	SASB	External assurance
305-4	GHG emissions intensity	102	GHG emissions intensity				13, 14, 15	FB-FR-110b.3	*
			tonCO ₂ e/m²	Mexico	Central America	Consolidated			
			Scope 1	0.08	0.06	0.07			
			Scope 2	0.06	0.04	0.06			
			Scope 1&2	0.13	0.10	0.13			
			Total Box vs.emisiones totales en nuestra operación						
				México	Centroamérica				
			Miles de m² de superficie total construída	11,809.6	1,809.7				
			Miles de toneladas CO ₂ e	2,277.7	275.6				
305-5	Reduction of GHG emissions	102	Decrease/increase in INTENSITY of GHG emissions Scope 1 & 2 (ton/m²) vs. 2024 (%)				13, 14, 15		*
				Mexico	Central America	Consolidated			
			Scope 1	-9.5%	-20.5%	-10.8%			
			Scope 2	3.7%	0.3%	3.3%			
			Scope 1&2	-4.3%	-13.2%	-5.3%			
			Decrease/increase in total GHG emissions for scope 1 and 2; from its operations vs. 2024 (%)						
				Mexico	Central America	Consolidated			
			Scope 1	-11.7%	-22.1%	-13.0%			
			Scope 2	1.1%	-1.7%	0.9%			
			Scope 1&2	-6.6%	-15.0%	-7.5%			
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)	183.1	23.4				
			% vs Total Refrigerant	99.9%	100.0%				



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
- [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer	SDG	SASB	External assurance
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Not applicable.	3, 12, 14, 15		
GRI 306: Waste 2020						
GRI 3: Material Topics 2021						
3-3	Management of material topics					
306-1	Waste generation and significant waste-related impacts	107		1, 3, 12	FB-FR-150a.1	
306-2	Management of significant waste-related impacts	107	Not available.	3, 12		*
306-3	Waste generated	107, 123	Waste generated by type of waste and destination			
			tCO ₂ e	Mexico	Central America	Consolidated
			Landfill Diversion	638,751.26	155,135.22	774,181.77
			Inorganic	365,203.75	90,780.26	455,984.01
			Organic	286,361.49	31,605.26	317,966.75
			Hazardous	120.57	110.44	231.01
			Landfill	136,759.45	56,387.73	193,147.18
			Inorganic	73,624.71	961.42	74,586.13
			Organic	60,081.99	55,426.31	115,508.30
			Hazardous	792.61	0.00	792.61
			Sanitary	2,260.14	0.00	2,260.14
			Total	788,445.26	178,883.69	967,328.95
				3, 12	FB-FR-150a.1	*



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

Indexes, awards and rankings

About this report

➤ [Table of contents GRI-SASB](#)

Report of the Audit and

Corporate Governance

Committees

Consolidated Financial

Statements

Report of Independent

Auditors

Consolidated Statements of

Comprehensive Income

Glossary

Limited Verification Report

Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer						SDG	SASB	External assurance	
306-4	Waste diverted from disposal	107	Landfill space freed up by the recovery of hazardous and non-hazardous waste (m³)						3, 6, 12	FB-FR-150a.1	*	
Food Waste Mexico Program (t)						Total	Intensity					
Total food waste not diverted from landfills						74,146.7	0.17					
Total food waste diverted from landfills						66,231.2	0.15					
Total restored pallets												
Mexico						6,597,550						
Progress toward the target: reduce food waste by 50%												
Mexico						Central America						
68.3%						32.1%						
306-5	Waste directed to disposal	107	Waste Generation Intensity							6		*
			Kg/m²	Mexico	% vs 2024	Central America	% vs 2024	Consolidated	% vs 2024			
			Diverted Kg/m²	55.19	3.1%	85.73	13.4%	59.24	20.2%			
			Landfill Kg/m²	11.39	5.7%	30.53	-9.4%	13.93	3.5%			
			Total Kg/m²	66.57	3.6%	116.25	6.4%	73.18	16.6%			
Strategies for reducing the environmental impact of packaging											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											
308-1	New suppliers that were screened using environmental criteria	129										



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
-  [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer					SDG	SASB	External assurance	
308-2	Negative environmental impacts in the supply chain and actions taken	113, 129	Paper, pulp and wood		Mexico	Central America				*	
			Sustainable (ton)		85,328.2	44,606.0					
			% Sustainable		98.7%	99.6%					
			Palm oil		Mexico	Central America					
			Sustainable (ton)		8,022.1	9,277.0					
			Sustainable		35.80%	61.1%					
			Sustainable fishing sourcing		Tons	% Mexico	Central America				% Central America
			Fresh and frozen		8,991.1	78.4%	4,150.0				75.2%
Animal welfare											
	Percentage of revenue from eggs that originated from a cage-free environment and pork produced without the use of gestation crates								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	68									
401-1	New employee hires and employee turnover							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	70						3, 5, 8			
401-3	Parental leave	70						5, 8			
GRI 402: Labor/Management Relations 2016											
GRI 3: Material Topics 2021											
3-3	Management of material topics										
402-1	Minimum notice periods regarding operational changes	126						We comply with applicable labor legislation.	8		



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
- Table of contents GRI-SASB
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer	SDG	SASB	External assurance
	Number of work stoppages and total days idle	117			FB-FR-310a.3	
	Employee engagement as a percentage	117			CG-EC-330a.1	*
GRI 403: Occupational Health and Safety 2018						
403-1	Occupational health and safety management system	118		8		
403-2	Hazard identification, risk assessment and incident investigation	118		8		
403-3	Occupational health services	70, 118		8		
403-4	Worker participation, consultation and communication on occupational health and safety	118		8, 16		
403-5	Worker training on occupational health and safety	118		8		
403-6	Promotion of worker health	70, 118		3		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	118		8		
403-8	Workers covered by an occupational health and safety management system	118		8		



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
-  [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer			SDG	SASB	External assurance		
403-9	Work-related injuries	118	Work-related injury			3, 8, 16		*		
				Mexico	Central America					
			Disabled Associates	5,102	483					
			Recorded accidents due to associates' work-related risk	5,165	487					
			Total third-party accidents	111	93					
			Associate accident rate	1.8	1.0%					
			Customer accident factor	0.2	0.4					
			% reduction in accidents vs. previous year	-4.6%	-0.8%					
			Exposure hours to risk	572,786,456	93,906,269					
			% reduction in customer accident rate vs. previous year	-24.3%	8.0%					
			% reduction in associate accident rate vs. previous year	-6.7%	-16.0%					
403-10	Work-related ill health	118	Confidential information.			3, 8, 16				
GRI 404: Training and Education 2016										
GRI 3: Material Topics 2021										
3-3	Management of material topics									
404-1	Average hours of training per year per employee	74		Mexico	Central America	Consolidated	4, 8, 10	*		
			Total training hours	7,582,029.0	229,055.0	7,811,084.0				
			Investment in training (million pesos)	\$37,006,345.0	\$4,734,514.2	\$41,740,859.2				
			Average training hours per associate							
				Mexico	Central America					
			Total	26.70	4.80					
404-2	Programs for upgrading employee skills and transition assistance programs	74				The exchange rate used for the training investment calculations was \$17.9 MXN/USD	8	*		



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

Indexes, awards and rankings

About this report

↗ [Table of contents GRI-SASB](#)

Report of the Audit and

Corporate Governance

Committees

Consolidated Financial

Statements

Report of Independent

Auditors

Consolidated Statements of

Comprehensive Income

Glossary

Limited Verification Report

Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer				SDG	SASB	External assurance
404-3	Percentage of employees receiving regular performance and career development reviews		Not available.				5, 8, 10		
GRI 405: Diversity and Equal Opportunity 2016									
405-1	Diversity of governance bodies and employees	78, 135, 137, 138					5, 8	CG-MR-330a.1 CG-EC-330a.3	*



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
- [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer	SDG	SASB	External assurance
GRI 410: Security Practices 2016						
410-1	Security personnel trained in human rights policies or procedures	133		16		
GRI 411: Rights of Indigenous Peoples 2016						
411-1	Incidents of violations involving rights of indigenous peoples	133		2		
GRI 413: Local Communities 2016						
GRI 3: Material Topics. 2021						
3-3	Management of material Topics					



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
- ↗ [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer	SDG	SASB	External assurance																		
413-1	Operations with local community engagement, impact assessments, and development programs	82, 89, 90	<table><thead><tr><th></th><th>Mexico</th><th>Central America</th></tr></thead><tbody><tr><td>Resources channeled (mdp)</td><td>\$4,036,037,622.00</td><td>\$251,030,308.12</td></tr><tr><td>% of resources channeled by the company</td><td>100%</td><td>100%</td></tr><tr><td>% of resources channeled by customers, members, and suppliers</td><td>0%</td><td>0%</td></tr><tr><td>Beneficiaries impacted</td><td>1,639,938.0</td><td>641,604.0</td></tr><tr><td>Partner organizations</td><td>106</td><td>29</td></tr></tbody></table>		Mexico	Central America	Resources channeled (mdp)	\$4,036,037,622.00	\$251,030,308.12	% of resources channeled by the company	100%	100%	% of resources channeled by customers, members, and suppliers	0%	0%	Beneficiaries impacted	1,639,938.0	641,604.0	Partner organizations	106	29			
				Mexico	Central America																			
			Resources channeled (mdp)	\$4,036,037,622.00	\$251,030,308.12																			
			% of resources channeled by the company	100%	100%																			
			% of resources channeled by customers, members, and suppliers	0%	0%																			
			Beneficiaries impacted	1,639,938.0	641,604.0																			
			Partner organizations	106	29																			
			<table><thead><tr><th>Volunteering</th><th>Mexico</th><th>Central America</th></tr></thead><tbody><tr><td>Total number of people who participated in volunteering activities</td><td>29,677.0</td><td>1,281.0</td></tr><tr><td>Total number of associates who participated in volunteering activities</td><td>27,213.0</td><td>1,281.0</td></tr><tr><td>Total number of external participants who participated in volunteering activities</td><td>2,464.0</td><td>0,0</td></tr><tr><td>Percentage of staff who participated in volunteering activities</td><td>8.8%</td><td>3.5%</td></tr><tr><td>Indicate the total number of volunteering activities carried out during the year</td><td>1,530.0</td><td>52.0</td></tr></tbody></table>	Volunteering	Mexico	Central America	Total number of people who participated in volunteering activities	29,677.0	1,281.0	Total number of associates who participated in volunteering activities	27,213.0	1,281.0	Total number of external participants who participated in volunteering activities	2,464.0	0,0	Percentage of staff who participated in volunteering activities	8.8%	3.5%	Indicate the total number of volunteering activities carried out during the year	1,530.0	52.0			
			Volunteering	Mexico	Central America																			
			Total number of people who participated in volunteering activities	29,677.0	1,281.0																			
			Total number of associates who participated in volunteering activities	27,213.0	1,281.0																			
			Total number of external participants who participated in volunteering activities	2,464.0	0,0																			
			Percentage of staff who participated in volunteering activities	8.8%	3.5%																			
			Indicate the total number of volunteering activities carried out during the year	1,530.0	52.0																			
			<table><thead><tr><th>Natural Disaster</th><th>Mexico</th><th>Central America</th></tr></thead><tbody><tr><td>Total investment in merchandise channeled for emergency situations</td><td>\$1,834,631.5</td><td>\$357,613.5</td></tr><tr><td>Total number of events attended to in emergency situations</td><td>6</td><td>2</td></tr><tr><td>Type of event</td><td>Fires, landslides, tropical storms, and hurricanes</td><td>Earthquakes and floods</td></tr><tr><td>Total number of beneficiaries supported in an emergency situation</td><td>54,305</td><td>3,200</td></tr></tbody></table>	Natural Disaster	Mexico	Central America	Total investment in merchandise channeled for emergency situations	\$1,834,631.5	\$357,613.5	Total number of events attended to in emergency situations	6	2	Type of event	Fires, landslides, tropical storms, and hurricanes	Earthquakes and floods	Total number of beneficiaries supported in an emergency situation	54,305	3,200						
			Natural Disaster	Mexico	Central America																			
			Total investment in merchandise channeled for emergency situations	\$1,834,631.5	\$357,613.5																			
			Total number of events attended to in emergency situations	6	2																			
			Type of event	Fires, landslides, tropical storms, and hurricanes	Earthquakes and floods																			
Total number of beneficiaries supported in an emergency situation	54,305	3,200																						



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

Indexes, awards and rankings

About this report

[↗ Table of contents GRI-SASB](#)

Report of the Audit and

Corporate Governance

Committees

Consolidated Financial

Statements

Report of Independent

Auditors

Consolidated Statements of

Comprehensive Income

Glossary

Limited Verification Report

Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer	SDG	SASB	External assurance
413-2	Operations with significant actual and potential negative impacts on local communities	90		1,2		
GRI 414: Supplier Social Assessment 2016						
GRI 3: Material Topics 2021						
3-3	Management of material topics					
414-1	New suppliers that were screened using social criteria	129		5, 8, 16		
414-2	Negative social impacts in the supply chain and actions taken	129		5, 8, 16		
GRI 415: Public Policy 2016						
415-1	Political contributions		All political contributions are strictly prohibited by our company's Anti-Corruption Policy.	16		
GRI 416: Customer Health and Safety 2016						
GRI 3: Material Topics 2021						
3-3	Management of material topics				FB-FR-260a.2	
416-1	Assessment of the health and safety impacts of product and service categories	121, 124, 125			CG-MR-410a.2	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	128		Confidential information.	16	
	High-risk food safety violation rate				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.	96, 121			FB-FR-260a.2	
GRI 417: Marketing and Labeling 2016						
417-1	Requirements for product and service information and labeling	96, 128		12		
417-2	Incidents of non-compliance concerning product and service information and labeling			16	FB-FR-270a.1	



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
-  [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads

GRI Standard	Disclosure	Page(s)	URL and/or direct answer	SDG	SASB	External assurance
417-3	Incidents of non-compliance concerning marketing communications	128	Confidential information.	16		
	Total amount of monetary losses as a result of legal proceedings associates with marketing and/or labeling practices				FB-FR-270a.2	
	Revenue from products labeled as containing genetically modified organisms (GMOs) and non-GMO				FB-FR-270a.3	
	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	122			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	122	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	122	Confidential information.		CG-EC-220a.1	
	Description of policies and practices relating to behavioral advertising and user privacy	122			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	129			FB-FR-430a.3	
	Revenue from products third-party certified to environmental and/or social sustainability standards				FB-FR-430a.1 CG-MR-410a.1	



Our Business

Business Priorities

Financial Value

Shared Value

Annexes

- Indexes, awards and rankings
- About this report
-  [Table of contents GRI-SASB](#)
- Report of the Audit and Corporate Governance Committees
- Consolidated Financial Statements
- Report of Independent Auditors
- Consolidated Statements of Comprehensive Income
- Glossary
- Limited Verification Report
- Investor Information

Downloads