



# GRI CONTENT INDEX

GRI 102-50, 102-54, 102-55

## GRI STANDARDS

The report herein was structured in keeping with the principal guidelines 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; “This report has been prepared in accordance with the GRI Standards: Comprehensive option”.

## 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 the operation of our units, distribution centers, and offices.

## PERIOD

The information contained in this report covers the period from January 1 to December 31, 2020.

# GRI CONTENT INDEX

GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
GRI 101. FOUNDATION 2016						
GRI 102: GENERAL DISCLOSURES 2016						
1. Organizational Profile						
102-1	Name of the organization	Walmart de México y Centroamérica.				
102-2	Activities, brands, products, and services	<a href="https://www.walmex.mx/en/our-company/">https://www.walmex.mx/en/our-company/</a>				
102-3	Location of headquarters	Mexico City, Mexico.				
102-4	Location of operations	<a href="https://www.walmex.mx/en/our-company/">https://www.walmex.mx/en/our-company/</a>			FB-FR-000.A CG-MR-000.A FB-FR-000.B CG-MR-000.B	
102-5	Ownership and legal form	Pag. 288				
102-6	Markets served	<a href="https://www.walmex.mx/en/our-company/">https://www.walmex.mx/en/our-company/</a>				
102-7	Scale of the organization	<a href="https://www.walmex.mx/en/our-company/">https://www.walmex.mx/en/our-company/</a>				*
102-8	Information on employees and other workers	Pag. 77-82			CG-EC-330a.4.	*
102-9	Supply chain	Pag. 187, 198-202			FB-FR-000.C FB-FR-000.D	*
102-10	Significant changes to the organization and its supply chain	No significant changes.				
102-11	Precautionary Principle or approach	Pag. 145-148, 170, 172, 191, 192, 251-255,				
102-12	External initiatives	Pag. 33, 34, 209				
102-13	Membership of Associations	<a href="https://www.walmartmexico.com/responsabilidad-corporativa/gobierno-corporativo">https://www.walmartmexico.com/responsabilidad-corporativa/gobierno-corporativo</a>				
2. Strategy						
102-14	Statement from senior decision-maker	Pag. 5-12		7 & 8		
102-15	Key impacts, risks, and opportunities	Pag. 145-148, 170-173, 193-198, 251-255				*
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Pag. 126-130			CG-EC-130a.3	

GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
3. Ethics and Integrity						
102-16	Values, principles, standards, and norms of behavior	<a href="https://files.walmex.mx/assets/files/Resp.%20Corporativa/Descargables/ENG/Walmex_2021_Code_of_Conduct.pdf">https://files.walmex.mx/assets/files/Resp.%20Corporativa/Descargables/ENG/Walmex_2021_Code_of_Conduct.pdf</a> Pag. 24-27				
102-17	Mechanisms for advice and concerns about ethics	Pag. 217-247				
4. Governance						
102-18	Governance structure	One member of the board was removed in October 2020 Pag. 257-259				
102-19	Delegating authority	Pag. 30-32				
102-20	Executive-level responsibility for economic, environmental, and social topics	Pag. 30-32, 259				
102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="https://files.walmex.mx/assets/files/Responsabilidad-Social/2018/Walmex_Materiality_2018.pdf">https://files.walmex.mx/assets/files/Responsabilidad-Social/2018/Walmex_Materiality_2018.pdf</a>				
102-22	Composition of the highest governance body and its committees	Pag. 31, 258-259, 265, 266				
102-23	Chair of the highest governance body	Pag. 258, 265				
102-24	Nominating and selecting the highest governance body	Pag. 258				
102-25	Conflicts of interest	Not applicable.				
102-26	Role of highest governance body in setting purpose, values, and strategy	Pag. 259				
102-27	Collective knowledge of highest governance body	Pag. 259				
102-28	Evaluating the highest governance body's performance	<a href="https://files.walmex.mx/assets/files/Informacion%20financiera/Bylaws-2016.pdf">https://files.walmex.mx/assets/files/Informacion%20financiera/Bylaws-2016.pdf</a>				
102-29	Identifying and managing economic, environmental, and social impacts	Pag. 32				
102-30	Effectiveness of risk management processes	Pag. 32, 251-255				
102-31	Review of economic, environmental, and social topics	Pag. 28-32				
102-32	Highest governance body's role in sustainability reporting	The Corporate Responsibility Committee actively participates in defining the content of the Annual Report.		8, 5, 3, 12 & 13		
102-33	Communicating critical concerns	<a href="https://www.walmex.mx/en/corporate-governance/board-of-directors-en/">https://www.walmex.mx/en/corporate-governance/board-of-directors-en/</a>				
102-34	Nature and total number of critical concerns	<a href="https://www.walmex.mx/en/corporate-governance/board-of-directors-en/">https://www.walmex.mx/en/corporate-governance/board-of-directors-en/</a>				



GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
102-35	Remuneration policies	Pag. 93				
102-36	Process for determining remuneration	Pag. 93, 265				
102-37	Stakeholders' involvement in remuneration	<a href="https://www.walmex.mx/gobierno-corporativo/consejo-de-administracion/">https://www.walmex.mx/gobierno-corporativo/consejo-de-administracion/</a>				
102-38	Annual total compensation ratio					
102-39	Percentage increase in annual total compensation ratio	Pag. 309				
5. Stakeholder engagement						
102-40	List of stakeholder groups	Pag. 24		17		
102-41	Collective bargaining agreements	Pag. 94			FB-FR-310a.2	
102-42	Identifying and selecting stakeholders	Pag. 24				
102-43	Approach to stakeholder engagement	In Mexico we received 953,626 customer complaints. Customer satisfaction: The program Customer Pledges does not apply in Mexico. In Central America, the scale of measurement is 1 – 5. Pag. 24, 176-179				*
102-44	Key topics and concerns raised	<a href="https://files.walmex.mx/assets/files/ResponsabilidadSocial/2018/Walmex_Materialidad_2018.pdf">https://files.walmex.mx/assets/files/ResponsabilidadSocial/2018/Walmex_Materialidad_2018.pdf</a>				
6. Reporting practice						
102-45	Entities included in the consolidated financial statements	Pag. 123-124				
102-46	Defining report content and topic Boundaries	Pag. 313-314				
102-47	List of material topics	<a href="https://files.walmex.mx/assets/files/ResponsabilidadSocial/2018/Walmex_Materialidad_2018.pdf">https://files.walmex.mx/assets/files/ResponsabilidadSocial/2018/Walmex_Materialidad_2018.pdf</a>				
102-48	Restatements of information	Pag. 123-124, 137				
102-49	Changes in reporting	There were no changes.				
102-50	Reporting period	Pag. 314				
102-51	Date of most recent report	The last report was published in 2020 with information from 2019.				
102-52	Reporting cycle	The information in this Annual Report encompasses Jan. 1 to December 31, 2020, and corresponds to the operations for Walmart de México y Centroamérica.		12		
102-53	Contact point for questions regarding the report	Pag. 367				
102-54	Claims of reporting in accordance with the GRI Standards	Pag. 314				
102-55	GRI content index	Pag. 314				
102-56	External assurance	Pag. 337				



GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
7. E-Commerce						
	Data processing capacity, percentage outsourced	Pag. 62-63, 273			CG-EC-000.B	
	Number of shipments	Pag. 62-63, 273			CG-EC-000.C	
	Entity-defined measure of user activity	Pag. 62-63, 273			CG-EC-000.A	
FINANCIAL VALUE						
GRI 201: Economic Performance 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 110-116				
103-2	The management approach and its components	Pag. 110-116				
103-3	Evaluation of the management approach	Pag. 110-116				
201-1	Direct economic value generated and distributed	In Mexico, 73% of channeled resources were from the company and 27% from members, customers and suppliers.				*
201-2	Financial implications and other risks and opportunities due to climate change	Pag. 145-148				
201-3	Defined benefit plan obligations and other retirement plans	Pag. 96-98				
201-4	Financial assistance received from government	Not available.				
GRI 202: Market Presence 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	<a href="https://www.walmex.mx/en/our-company/#about-us">https://www.walmex.mx/en/our-company/#about-us</a>				
103-2	The management approach and its components	<a href="https://www.walmex.mx/en/our-company/#about-us">https://www.walmex.mx/en/our-company/#about-us</a>				
103-3	Evaluation of the management approach	<a href="https://www.walmex.mx/en/our-company/#about-us">https://www.walmex.mx/en/our-company/#about-us</a>				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Our general pay band for the minimum level is 12% higher than the average minimum wage in Mexico. Pag. 93, 108			FB-FR-310a.1 CG-MR-310a.1	
202-2	Proportion of senior management hired from the local community	Not available.				



GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
GRI 203: Indirect Economic Impacts 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	<a href="https://www.walmex.mx/quienes-somos/">https://www.walmex.mx/quienes-somos/</a>				
103-2	The management approach and its components	<a href="https://www.walmex.mx/quienes-somos/">https://www.walmex.mx/quienes-somos/</a>				
103-3	Evaluation of the management approach	<a href="https://www.walmex.mx/quienes-somos/">https://www.walmex.mx/quienes-somos/</a>				
203-1	Infrastructure investments and services supported	Pag. 124				
203-2	Significant indirect economic impacts	<a href="https://www.walmex.mx/quienes-somos/">https://www.walmex.mx/quienes-somos/</a>				*
GRI 204: Procurement Practices 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 187-208				
103-2	The management approach and its components	Pag. 187-208				
103-3	Evaluation of the management approach	Pag. 187-208				
204-1	Proportion of spending on local suppliers	<p>Produce: It is calculated the same way as EC9b a) Indicate the percentage of purchases to national/regional suppliers</p> <p>The percentage of purchases from local suppliers where company activities in Mexico take place totaled 90%, 72% in the case of Central America.</p> <p>The percentage of sales representing Our Brands was 11% in Mexico and 13.4% in Central America.</p> <p>In Mexico, local supplier means the product or service distribution in the state or region of origin of the suppliers. In Central America, a local supplier distributes their products or service in the country of origin of said supplier.</p> <p>Pag. 187, 199-208</p>		8		*



GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
GRI 205: Anti-corruption 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 230-231	Principle 10			
103-2	The management approach and its components	Pag. 230-231				
103-3	Evaluation of the management approach	Pag. 230-231				
205-1	Operations assessed for risks related to corruption	Pag. 230-231				
205-2	Communication and training about anti-corruption policies and procedures	Members of the governance entity who received training in Mexico regarding anticorruption totaled 100%, and 97% in Central America. One member of the board was removed in October 2020. Pag. 230-231		16		*
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption.				
GRI 206: Anti-competitive Behavior 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 312				
103-2	The management approach and its components	Pag. 312				
103-3	Evaluation of the management approach	Pag. 312				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In Mexico and Central America there were no warnings for anti-competitive practices. Pag. 312				*
ENVIRONMENTAL VALUE						
GRI 301: Materials 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 149-151, 154-162		2, 6, 12 & ,13		
103-2	The management approach and its components	Pag. 149-151, 154-162				
103-3	Evaluation of the management approach	Pag. 149-151, 154-162				



GRI Disclosures	Description	Page, URL and/or direct answer			UN Global Compact Principle	SDGs	SASB Codes	External verification
301-1	Materials used by weight or volume	Central America		NOTE				
		Non-renewable materials						
		Total material consumption (ton)	8,294.5	Resources for internal consumption are included: - fuels (diesel, natural gas, gasoline, LPG, bunker, and turbosine) - resources (chemicals, plastic, bond paper, sanitary paper, towel paper)				
		Chemicals (liters)	756,526.0					
		Diesel (ton)	981.0	Estimated based on the total expenditure and average fuel price.				
		LPG (ton)	1,771.0	Estimated based on the total expenditure and average fuel price.				
		Total gasoline consumption (liters)	285,330.0	Estimated based on the total expenditure and average fuel price.				
		Total bunker consumption (liters)	1,036,602.8	Estimated based on the total expenditure and average fuel price.				
		Total turbosine consumption (liters)	3,300.5					
		Mexico		NOTE				
		Non-renewable materials						
		Total material consumption (ton)	2,883,357.9	Total used materials for packaging, according to what was reported y suppliers in the 2020 Sustainability Survey.				
		Diesel (ton)	4,050.0	Estimated based on the total expenditure and average fuel price.				
		LPG (liters)	21,338.0	Estimated based on the total expenditure and average fuel price.				
		Chemicals (liters)	38.5	Only ammonia is reported, mainly used in refrigeration systems for DCs and Meat plants. Quantities correspond to the capacity of the ammonia tanks for each DC.				
		Total plastic consumption (bags, plastic film, tarp, boxes, trays, etc.) (ton)	20,667.1	They correspond to the platic material sent to recycling facilities, including stretch film, plastic film, high density plastics and PET.				
		Gasoline (liters)	1,325,223.8	1. It considers fuel consumption from vehicles used for activities related to executive and operational areas, excluding trucks, trailers and tractors. 2. It considers the average performance of vehicles, and estimates the average of 30,000 km and 60,000 km for annual trips of automobiles and motorcycles accordingly, to account for gasoline consumption 3. Gasoline consumption for use of gas vouchers was accounted from December 2019 to November 2020, due to reporting is done the month after it closes (Sí Vale).				





GRI Disclosures	Description	Page, URL and/or direct answer			UN Global Compact Principle	SDGs	SASB Codes	External verification
301-1	Materials used by weight or volume	Mexico		NOTE				
		Renewable materials						
		Total paper consumption (bond, TAB, cards, kraft, bakery bags, tortilla paper) (ton)	1,409.3	It only includes paper waste sent to recycling facilities.				
		Total consumption of sanitary paper and paper towels (ton)	56.6	This quantity includes sanitary paper and towel paper only for offices.				
		Total consumption of cardboard (ton)	272,783.6	It only includes cardboard waste sent to recycling facilities.				
		Total wood consumption (ton)	-	In 2020 we did not consume any type of wood, as the logistics equipment materials are mainly plastics.				
301-2	Recycled input materials used	In Central America: 30% of recycled material is included in the production of plastic bags through extrusion for store use Bond paper used is produced with 50% recycled fiber. Sanitary paper and paper towel used are produced 100% with biodegradable materials from cellulose. Pag. 155-156						*
301-3	Reclaimed products and their packaging materials	Pag. 154-162						
GRI 302: Energy 2016								
GRI 103: Management Approach 2016								
103-1	Explanation of the material topic and its boundary	Pag. 139-140				7 & 9		
103-2	The management approach and its components	Pag. 139-140						
103-3	Evaluation of the management approach	Pag. 139-140						
302-1	Energy consumption within the organization	For Central America, it include the consumption of supplies and electricity. Pag. 133, 134, 139-140, 152, 153					CG-MR-130a.1 CG-EC-130a.1 FB-FR-130a.1	*
302-2	Energy consumption outside of the organization	Pag. 133, 134, 139-140, 152-153						
302-3	Energy intensity	In Central America, outside energy intensity only includes merchandise transportation. For Mexico, fuels consider LPG, natural gas and diesel in stationary combustion and gasolina for mobile combustion. Pag. 140						*
302-4	Reduction of energy consumption	Pag. 139-140						*
302-5	Reductions in energy requirements of products and services	Not applicable because the Company does not manufacture any products.						*



GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
GRI 303: Water and Effluents 2018						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 168-173	Principle 8 & 9			
103-2	The management approach and its components	Pag. 168-173				
103-3	Evaluation of the management approach	Pag. 168-173				
303-1	Interactions with water as a shared resource	In Mexico, total volume reported is estimated through real consumption, available in about 16% of stores.  For Central America, 69% of data of water consumption is estimated. We do not have specific data for consumption in some stores. Pag. 168-173				*
303-2	Management of water discharge-related impacts	6,582,818 m³ of water extracted from areas with water stress in Mexico.				
303-3	Water withdrawal	In Mexico, total volume reported is an estimate based on real consumption available of approximately 16% of the cost centers. In Mexico, the volume of reused water is estimated from information given by wastewater treatment plants suppliers.  In Central America, 69% of data on water use are estimations. Consumption for some cost centers is not available. Pag. 168-173			CG-EC-130a.2	*
303-4	Water discharge	Pag. 168-169				*
303-5	Water consumption	In Mexico, the volume of reused water is estimated from information given by wastewater treatment plants suppliers. Pag. 168-169			CG-EC-130a.2	*
GRI 304: Biodiversity 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 163-165, 239	Principle 8 & 9			
103-2	The management approach and its components	Pag. 163-165, 239				
103-3	Evaluation of the management approach	Pag. 163-165, 239				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Pag. 239				*
304-2	Significant impacts of activities, products, and services on biodiversity	Pag. 239				*



GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
304-3	Habitats protected or restored	Not available.				
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not available.				
GRI 305: Emissions 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 131-138, 141		7, 9 & 13		
103-2	The management approach and its components	Pag. 131-138, 141				
103-3	Evaluation of the management approach	Pag. 131-138, 141				*
305-1	Direct (Scope 1) GHG emissions	Fuels in Mexico: Consumption of LPG, natural gas and diesel are considered as stationary sources, and gasoline as a mobile source. Mobile sources Mexico: 1.- Fuel consumption of vehicles used for the development of activities of the areas or executives is considered and trucks, trailers and tractors are excluded. 2.- Vehicle performance is considered, as well as the assumption of average annual trips of 30,000 km and 60,000 km made by cars and motorcycles, respectively, to estimate gasoline consumption by use of utility vehicles. 3.- In Mexico, the total taken into account is from December 2019 to November 2020, since the accounting period is reported the month after the closing month (Sí Vale). Pag. 133, 134, 135, 137			FB-FR-110b.1 FB-FR-110b.3	*
305-2	Energy indirect (Scope 2) GHG emissions	Pag. 133, 134, 135				*
305-3	Other indirect (Scope 3) GHG emissions	1.Transportation In Mexico: Home deliveries and merchandise transportation are considered. Home deliveries: Emissions are estimated based on the number of trips and estimated average kilometers per trip. Merchandise transportation: Emissions are estimated based on the number of kilometers traveled and vehicle's performance (km/L). In Central America: merchandise transportation is considered. 2. Business travels In Mexico: The use of executive vehicles and air travel are considered. Executive vehicles: fuel consumption performance of vehicles (km/L) is considered, and we asume average annual trips of 30,000 km made by cars to estimate gasoline consumption. In Central America: Air travel is considered. Personnel transportation takes into consideration business trips. Pag. 133, 134, 135, 141			FB-FR-110a.1 CG-EC-410a.1	*
305-4	GHG emissions intensity	Pag. 133, 134				*
305-5	Reduction of GHG emissions	Reduction in emissions intensity. Pag. 131, 132			CG-EC-410a.2	*



GRI Disclosures	Description	Page, URL and/or direct answer				UN Global Compact Principle	SDGs	SASB Codes	External verification	
305-6	Emissions of ozone-depleting substances (ODS)		Mexico	Central America	Total			FB-FR-110b.2	*	
		Refrigerant R-22 (kg)	6,293 tCO <sub>2</sub> e	1,558 tCO <sub>2</sub> e	7,851					
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Not available								
GRI 306: Effluents and Waste 2016										
GRI 103: Management Approach 2016										
103-1	Explanation of the material topic and its boundary	Pag. 149-153				Principle 8 & 9	2, 6, 14 & 15			
103-2	The management approach and its components	3,587 units with recycling programs. Pag. 149-153							*	
103-3	Evaluation of the management approach	Pag. 149-153							*	
306-1	Water discharge by quality and destination	Pag. 168-169							*	
306-2	Waste by type and disposal method	Final disposal of total waste, are considered for the case of Mexico. Total hazardous waste does not include 646.83 tons awaiting final disposal. Zero Waste: To calculate total space avoided in landfill, we use an estimated value based on a volumetric weight factor of 91.13 kg/m3. The factor is calculated based on an exercise of characterizing wastes and quartering in 91 sites in five regions, completed in October 2020. In Central America, 49.62% of total weight of non-hazardous waste (equivalent to 44,709 Tons) is estimated based on a factor stemming from operational shrink. Zero Waste: To calculate total space avoided in landfill, we use an estimated value considering only total weights of recovered plastic materials (of all types) and materials made with pulp (paper and board) based on the following estimations: a. For each ton of pulp-based material (paper and board), 6.8 m3 of volume is required b. For each ton of plastic materials, 2.5 m3 of volume is required Zero Waste Central America; percentage estimated based on a factor of operational loss: the weight of waste diverted from landfill (45,430 ton) is estimated as being 50.4% of the total generated waste. Pag. 150							FB-FR-150a.1	*
306-3	Significant spills	Pag. 239							*	
306-4	Transport of hazardous waste	Pag. 150								
306-5	Water bodies affected by water discharges and/or runoff	There were no significant impacts to bodies of water due to disposal, as all wastewater is discharged according to applicable regulation.								



GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
GRI 307: Environmental compliance 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 239		13		
103-2	The management approach and its components	Pag. 239				
103-3	Evaluation of the management approach	Pag. 239				
307-1	Non-compliance with environmental laws and regulations	Significant fines are considered those upwards of 10,000 dollars each. Pag. 239				*
GRI 308: Supplier Environmental Assessment 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 188-197				
103-2	The management approach and its components	Pag. 188-197				
103-3	Evaluation of the management approach	Pag. 188-197				
308-1	New suppliers that were screened using environmental criteria	Pag. 188-197				
308-2	Negative environmental impacts in the supply chain and actions taken	Pag. 188-197				*
Animal Welfare						
	Percentage of revenue from eggs that originated from a cage-free environment and pork produced without the use of gestation crates	Pag. 166			FB-FR-430a.2	
SOCIAL VALUE						
GRI 401: Employment 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 76-108				



GRI Disclosures	Description	Page, URL and/or direct answer				UN Global Compact Principle	SDGs	SASB Codes	External verification
103-2	The management approach and its components	Pag. 76-108							
			Mexico	Central America	Total		8		
		Total lawsuits filed	6,602	44	6,646				
		Supplier lawsuits	663	2	665				
		Associate lawsuits	5,939	41	5,980				
		Total lawsuits concluded filed this year and filed in previous years	6,170	19	19				
		From suppliers	562	3	565				
		From associates	5,608	21	21				
		*It only accounts for labor demands, and there is also a demand deriving from a government authority.							
103-3	Evaluation of the management approach	Pag. 76-108							
401-1	New employee hires and employee turnover		Mexico	Central America	Total			CG-MR-310a.2 CG-EC-330a.2	*
		Means seniority associates (years)	5.84	4.91	5.38				
		Mean seniority female associates (years)	6	4.98	5.49				
		Mean seniority male associates (years)	5.66	4.86	5.26				
		Pag. 76-108							
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pag. 98, 100							
401-3	Parental leave	Pag. 98, 100							
GRI 402: Labor/Management Relations 2016									
GRI 103: Management Approach 2016									
103-1	Explanation of the material topic and its boundary	Pag. 245					8		
103-2	The management approach and its components	Pag. 245							
103-3	Evaluation of the management approach	Pag. 245							
402-1	Minimum notice periods regarding operational changes	Compliance with labor law. Pag. 245							



GRI Disclosures	Description	Page, URL and/or direct answer			UN Global Compact Principle	SDGs	SASB Codes	External verification
Employee Engagement								
	Employee engagement as a percentage	Pag. 91-92					CG-EC-330a.1	
GRI 403: Occupational Health and Safety 2018								
GRI 103: Management Approach 2016								
103-1	Explanation of the material topic and its boundary	Pag. 96-100, 222-227						
103-2	The management approach and its components	Pag. 96-100, 222-227						
103-3	Evaluation of the management approach	Pag. 96-100, 222-227						
403-1	Occupational health and safety management system		Mexico	Central America				*
		Percentage of associates in Health and Safety Committees	4%	6%				
		Percentage of associates in Health and Safety Commission	4%	6%				
		Pag. 222-227						
403-2	Hazard identification, risk assessment, and incident investigation	In Mexico and Central America, moderate labor incidents were excluded; In Mexico, days are meant as calendar days. In Central America, they are considered calendar days. In Central America, moderate labor incidents and first aid were excluded from accidents metrics; accidents that generate sick leave days are considered.. The “days” are considered working days. Pag. 222-227						*
403-3	Occupational health services	Pag. 96-100, 222-227						
403-4	Worker participation, consultation, and communication on occupational health and safety	Pag. 222-227						
403-5	Worker training on occupational health and safety	Pag. 222-227						
403-6	Promotion of worker health	Pag. 96-100				3		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pag. 222-227						
403-8	Workers covered by an occupational health and safety management system	Pag. 222-227						



GRI Disclosures	Description	Page, URL and/or direct answer				UN Global Compact Principle	SDGs	SASB Codes	External verification
403-9	Work-related injuries	In Mexico, the three positions with the highest accident rates are Cashier, Multifunctional Assistant, and Grocery Merchandiser.  The analysis is broken down by type of accident, the part of the body affected, and department. For Central America, based on the mapping of different occupational risks in the Company, indication is given that the probability of contracting any specific disease as a unique result of work done is low; the corresponding analysis is included. Pag. 222-227							
403-10	Work-related ill health	Confidential information. Pag. 222-227							
GRI 404: Training and Education 2016									
GRI 103: Management Approach 2016									
103-1	Explanation of the material topic and its boundary	Pag. 83-89					4		
103-2	The management approach and its components	Pag. 83-89							
103-3	Evaluation of the management approach	Pag. 83-89							
404-1	Average hours of training per year per employee	Executive levels include Vice President, Director, Asst. Director and Manager. Training hours per associate include: training hours for active and inactive associates/active and inactive associates trained. Pag. 84							*
404-2	Programs for upgrading employee skills and transition assistance programs	Pag. 83-89							
404-3	Percentage of employees receiving regular performance and career development reviews	100% of all associates receive periodic performance evaluations. Pag. 90							
GRI 405: Diversity and Equal Opportunity 2016									
GRI 103: Management Approach 2016									
103-1	Explanation of the material topic and its boundary	Pag. 101-108					5 & 10		
103-2	The management approach and its components	Pag. 101-108							
103-3	Evaluation of the management approach	Pag. 101-108							
		Associates with disability, by sex	Mexico	Central America	Total				
		Percentage women	41%	38%	40%				
		Percentage men	59%	62%	60%				





GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification	
405-1	Diversity of governance bodies and employees	Pag. 31, 78-82, 258, 265, 266			CG-EC-330a.3 CG-MR-330a.1	*	
405-2	Ratio of basic salary and remuneration of women to men	This indicator was verified, However, upon preparing this Report, a decision was made not to publish it. Pag. 93					
GRI 406: Non-discrimination 2016							
GRI 103: Management Approach 2016							
103-1	Explanation of the material topic and its boundary	Pag. 101-108	Principle 3 & 6	5 & 10			
103-2	The management approach and its components	Pag. 101-108					
103-3	Evaluation of the management approach	Pag. 101-108					
406-1	Incidents of discrimination and corrective actions taken	Corrective measures undertaken in attention to the Ethics Hotline: Training, feedback, first level Coaching for Improvement -verbal, second level Coaching for Improvement,-written, third level -Day of Decision, employment agreement termination, others (transfers). Pag. 101-108, 228				*	
GRI 407: Freedom of Association and Collective Bargaining 2016							
GRI 103: Management Approach 2016							
103-1	Explanation of the material topic and its boundary	Pag. 94, 187-197		5, 8 & 10			
103-2	The management approach and its components	Pag. 94, 187-197					
103-3	Evaluation of the management approach	Pag. 94, 187-197					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Pag. 94, 187-197				*	
GRI 408: Child Labor 2016							
GRI 103: Management Approach 2016							
103-1	Explanation of the material topic and its boundary	Pag. 94, 187-197	Principle 5	5 & 10			
103-2	The management approach and its components	Pag. 94, 187-197					
103-3	Evaluation of the management approach	Pag. 94, 187-197					
408-1	Operations and suppliers at significant risk for incidents of child labor	Pag. 94, 187-197					*

GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
GRI 409: Forced or Compulsory Labor 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 94, 187-197	Principle 4	5 & 10		
103-2	The management approach and its components	Pag. 94, 187-197				
103-3	Evaluation of the management approach	Pag. 94, 187-197				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Pag. 94, 187-197				*
GRI 410: Security Practices 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 228				
103-2	The management approach and its components	Pag. 228				
103-3	Evaluation of the management approach	Pag. 228				
410-1	Security personnel trained in human rights policies or procedures	Pag. 228				
GRI 411: Rights of indigenous peoples 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary					
103-2	The management approach and its components					
103-3	Evaluation of the management approach					
411-1	Incidents of violations involving rights of indigenous peoples					



GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
GRI 412: Human Rights Assessment 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 95, 187-197, 256	Principle 1 & 2			
103-2	The management approach and its components	Pag. 95, 187-197, 256				
103-3	Evaluation of the management approach	Pag. 95, 187-197, 256				
412-1	Operations that have been subject to human rights reviews or impact assessments	Pag. 95, 187-197, 256		1,2,5,8		*
412-2	Employee training on human rights policies or procedures	Pag. 95, 187-197, 256				*
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Pag. 95, 187-197, 256				
GRI 413: Local Communities 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 209-216		1, 2, 8 & 17		
103-2	The management approach and its components	Pag. 209-216				
103-3	Evaluation of the management approach	Pag. 209-216				
413-1	Operations with local community engagement, impact assessments, and development programs	822,308 beneficiaries of food security programs in Mexico. 100% of our operations have community development programs. 21,165 hours of volunteerism in Mexico. Volunteering: In Mexico, the reported quantity (35) includes the total volunteering events which happened during 2020, regardless of the indicator’s description limiting its scope to those related to improving public spaces of communities. For each volunteering event, an average length of 3 hours is estimated. Pag. 206, 228				*
413-2	Operations with significant actual and potential negative impacts on local communities	In Mexico, there were 82 social impact claims handled by the Community Support area.				
GRI 414: Supplier Social Assessment 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 187-197				
103-2	The management approach and its components	Pag. 187-197				
103-3	Evaluation of the management approach	Pag. 187-197				



GRI Disclosures	Description	Page, URL and/or direct answer		UN Global Compact Principle	SDGs	SASB Codes	External verification
414-1	New suppliers that were screened using social criteria	Pag. 187-197					*
414-2	Negative social impacts in the supply chain and actions taken	Pag. 187-197					*
GRI 415: Public Policy 2016							
GRI 103: Management Approach 2016							
103-1	Explanation of the material topic and its boundary	Not applicable.					
103-2	The management approach and its components	Not applicable.					
103-3	Evaluation of the management approach	Not applicable.					
415-1	Political contributions	Political contributions are totally prohibited by Walmart’s Anti-corruption Policy.					
GRI 416: Customer Health and Safety 2016							
GRI 103: Management Approach 2016							
103-1	Explanation of the material topic and its boundary	Pag. 180-183, 232-237, 240, 243-244					
103-2	The management approach and its components	Pag. 180-183, 232-237, 240, 243-244					
103-3	Evaluation of the management approach	Pag. 180-183, 232-237, 240, 243-244					
416-1	Assessment of the health and safety impacts of product and service categories	MEDIMART AUDITS	Mexico				*
		Ongoing audits	-				
		Audits not approved, pending reauditing	2				
		Pending audits	2				
		External suppliers	1				
		Suppliers who import their products (they are not audited, we have CBPF)	1				
		For Central America these are not audits, but GFSI or Global Markets certifications. They are taking into consideration both facilities and suppliers.					
		In Mexico, we experienced a deduction due to the pandemic. Pag. 180-183, 232-237, 240, 243-244					



GRI Disclosures	Description	Page, URL and/or direct answer				UN Global Compact Principle	SDGs	SASB Codes	External verification
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Health and safety incidents	Mexico	Central America	Total				*
		Total cases of non-compliance relative to the impact on health and safety in product and services categories	1,024	0	1,024				
		Resulting in fines or sanctions	295	0	295				
		Resulting in reprimand	7	0	7				
		Visits from health authorities and PROFECO	2,136	138	2,274				
		Visits from health authorities and PROFECO	39	0	39				
		CONSUMER PROTECTION	Mexico	Central America	Total				
		Complaints filed with PROFECO	3,091	265	3,356				
		PRODUCTS RECALLS	Mexico	Central America	Total				
		Recalls	5,253	54	5,307				
		Voluntary recalls by supplier	10	7	17				
		Corporate recalls	71	38	109				
		Recalls mandated by the authority	5	9	14				
		Measures adopted in light of removals	There are policies, procedures, manuals, and SOPs which enable mitigating the risks of having products “not suitable for sale” on the sales floor.	The requesting parting fills out a form for product removal, using SIGO tool.					
		Pag. 180-183, 232-237, 240, 243-244							
	High-risk food safety violation rate	Pag.232-237						FB-FR-250a.1	
	Number of recalls, number of units recalled, percentage of units recalled that are private-label products	Pag.232-237						FB-FR-250a.2	
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Pag. 184						FB-FR-260a.2	



GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
GRI 417: Marketing and Labeling 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 182-183				
103-2	The management approach and its components	Pag. 182-183				
103-3	Evaluation of the management approach	Pag. 182-183				
417-1	Requirements for product and service information and labeling	Pag. 182-183				
417-2	Incidents of non-compliance concerning product and service information and labeling	Pag. 182-183			FB-FR-270a.1	
417-3	Incidents of non-compliance concerning marketing communications	In Mexico there were no incidents regarding labeling. In Central America, there were no fines, sanctions, reprimands, nor legal processes from the authorities stemming from non-compliance or labeling issues in 2020. In Mexico, there were three fines in excess of one million pesos; and in Central America, there were no significant fines due to non-compliance with regulations concerning the supply and use of products and services. Pag. 182-183				
	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	Pag. 182-183			FB-FR-270a.2	
	Revenue from products labeled as containing genetically modified organisms (GMOs) and non-GMO	Pag. 182-183			FB-FR-270a.3	
	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Pag. 182-183			FB-FR-260a.1	
Data Security						
	Description of approach to identifying and addressing data security risks	Pag. 248-250			FB-FR-230a.2 CG-MR-230a.1 CG-EC-230a.1	
GRI 418: Customer Privacy 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	Pag. 238				
103-2	The management approach and its components	Pag. 238				
103-3	Evaluation of the management approach	Pag. 238				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Pag. 238			FB-FR-230a.1 CG-MR-230a.2 CG-EC-230a.2	*



GRI Disclosures	Description	Page, URL and/or direct answer	UN Global Compact Principle	SDGs	SASB Codes	External verification
	Number of users whose information is used for secondary purposes	Pag. 238			CG-EC-220a.1	
	Description of policies and practices relating to behavioral advertising and user privacy	Pag. 238			CG-EC-220a.2	
GRI 419: Socioeconomic Compliance 2016						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary					
103-2	The management approach and its components					
103-3	Evaluation of the management approach					
419-1	Non-compliance with laws and regulations in the social and economic area	Pag. 218-221			FB-FR-310a.4 CG-MR-310a.3 CG-MR-330a.2 FB-FR-310a.3	*
Management of Environmental & Social Impacts in the Supply Chain						
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	Pag. 170-173			FB-FR-430a.3	
	Discussion of strategies to reduce the environmental impact of packaging	Pag. 154-162			FB-FR-430a.4 CG-MR-410a.3	
	Revenue from products third-party certified to environmental and/ or social sustainability standards	Pag. 163-167			CG-MR-410a.1 FB-FR-430a.1	
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Pag. 146-148			CG-MR-410a.2	