

1. WHAT'S THE ESG STRATEGY OF WALMART DE MÉXICO Y CENTROAMÉRICA?

For Walmart de México y Centroamérica, Shared Value implies the creation of economic, environmental, and social value for all our stakeholders. This increases the company's competitiveness, while simultaneously improving the social and economic conditions of those with whom we interact.

2. WHICH ARE THE ESG PRIORITIES OF WALMART DE MÉXICO Y CENTROAMÉRICA?

The ESG priorities are:

- Environment
- Social (associates, suppliers, community)
- Corporate governance

3. DOES WALMART DE MÉXICO Y CENTROAMÉRICA HAVE A MATERIALITY STUDY?

In 2018 we updated our Materiality study so as to align our Corporate Responsibility strategy. Said study brought to light 13 strategic material subjects, nine important ones, and eight important issues.

4. DOES WALMART DE MÉXICO Y CENTROAMÉRICA POST AN ANNUAL CORPORATE RESPONSIBILITY REPORT?

Yes, Walmart de México y Centroamérica has a comprehensive report, in accordance with the reporting criteria set forth in the GRI Standards, for more details please click [here](#)

5. DOES THE COMPANY MAKE AN EXTERNAL ASSURANCE IN THE FINANCIAL AND CORPORATE RESPONSIBILITY REPORT?

Yes, in 2019 Walmart de México y Centroamérica's Annual Report was reviewed EY Ernst & Young Global Limited.

6. WHICH IS THE COMMITTEE IN CHARGE OF CORPORATE RESPONSIBILITY?

Our responsibility as a company is relative to our size. That is why we align the business strategy with our corporate responsibility principles. To achieve this, we have a Corporate Responsibility Committee, led by our CEO and composed of senior executives from each of the areas of the company.

The Committee's main functions are to define the company's ESG strategy in the long term, adjust operational processes and make decisions as well as develop action plans for each material issue. This Committee meets four times per year.

7. WHAT IS WALMART DE MÉXICO Y CENTROAMÉRICA'S RESPONSIBLE SOURCING POLICY?

Walmart de México y Centroamérica is committed to working with suppliers and stakeholders to make the global supply chain more responsible every day. The Responsible Sourcing Program establishes the expectations that have to be met by suppliers; the facilities they use; risks are assessed; supply chain conditions are monitored through audits and investigations; and training and tools are provided to associates and suppliers across this industry.

8. WHAT ARE THE MINIMUM SOCIAL, ENVIRONMENTAL AND SAFETY STANDARDS THAT HAVE TO BE MET BY A SUPPLIER?

Visit [here](#) for more details regarding supplier standards.

9. ¿WALMART DE MÉXICO Y CENTROAMÉRICA CONDUCTS AUDITS TO ITS SUPPLIERS TO VERIFY THEY ARE COMPLYING WITH SUCH STANDARDS?

We take a risk-based approach to auditing suppliers' disclosed facilities, which allocates more resources to facilities located in countries with greater potential risks. If we find that a supplier is producing merchandise in or subcontracting to an unauthorized facility, the supplier may become ineligible to do business with Walmart.

Audits focus on a variety of issues, including worker compensation, voluntary labor practices, working age laws and standards, working hours, and facility health and safety standards, and environmental laws. We continuously look for ways to improve; our Audit

Program Management team collaborates with our approved audit programs to make enhancements and share best practices across the programs for the benefit of the broader industry and global supply chain.

At Walmart, we strive to continually improve our risk-based audit program so we can better allocate our resources to higher-risk facilities and help increase overall compliance. However, we recognize that, despite our efforts, no audit program can guarantee that every facility used by every supplier is in full compliance with our Standards for Suppliers.

10.DOE THE COMPANY HAVE A CONDUCT CODE?

Yes, the Statement of Ethics regulates the integrity of a Walmart associate. The Statement of Ethics is a day-to-day tool to make honest, fair and objective decisions to operate, in compliance with the existing laws and policies. For further information click [here](#).

11.DOES THE COMPANY HAVE SPECIFIC CONFIDENTIAL MECHANISMS TO REPORT VIOLATIONS TO SUCH CONDUCT CODE?

Yes, Walmart de México y Centroamérica has a Global Ethics Line, available 24 hours a day, seven days a week for all associates around the world, and is equipped to serve in most local languages This line is staffed by people from a non-affiliated organization to Walmart, and where possible (and pursuant to local regulations), people calling to this line remain anonymous. In every case, associates privacy will be respected, to the extent possible, pursuant to law.

12. DOES WALMART DE MÉXICO Y CENTROAMÉRICA HAVE AN ANTICORRUPTION PROGRAM?

Yes, we have been remodeling the Ethics and Compliance program over the past five years. We established an integrated global structure to improve transparency and accountability. We developed processes, with the help of innovative technological systems, to ensure that acting in the right way is part of the company's culture. And we are taking similar steps to promote integrity with our business partners, particularly those who interact with governments on our behalf.

It is a good time to look back, review what we have learned and make plans for the future.

Our Ethics and Compliance Program is dynamic and effective, and is designed to prevent, detect, and respond to any failure to comply with applicable laws, policies, and internal procedures. This program provides the guidelines that all associates must follow in order to act correctly and in accordance with the company's fundamental values and principles, to contribute to being the most trusted omnichannel retailer for our customers and suppliers.

Since 2014, we appointed a Vice President of Ethics and Compliance in Mexico and Central America, in charge of a dedicated team, divided into: 14 different areas, ranging from anti-corruption to food safety. In order to provide the necessary knowledge and expertise, we appointed Subject Matter Experts for each of the 14 risk areas by retail market, and designated 14 Global Subject Matter Leaders, who work together to identify and coordinate common standards and procedures, share best practices, and provide training, monitoring, and support on their subjects. These individuals report directly to the Vice President of Ethics and Compliance in each of the business units.

Anticorruption

We are committed to maintaining the highest standards of integrity and compliance, in accordance with the applicable laws of the markets in which we operate with our Global Policy and Global Anti-Corruption Procedures.

We always achieve our objectives with transparency, taking into account that we do not tolerate bribes, acts of corruption or dishonest practices of any kind. It is very important for us that in case our associates have any suspicions, information of violation of the [Global Anticorruption Policy](#) as well as the Company's AC Procedures, or have any information of improper requests (even if they are rejected), is reported immediately to the following Global Ethics contact points.

13.DOES WALMART DE MÉXICO Y CENTROAMÉRICA HAVE COMMUNITY SUPPORT INITIATIVES?

Yes, Our social strategy is linked to our main business and its potential to generate value. The resources channeled include monetary, in kind, talent of our associates, sales floor, as well as logistics and purchasing capacity, that allows us to generate alliances with our suppliers to increase the capacity and impact of our social programs.

Our community support program is focused on four key areas:

- Food security
- Volunteering to promote citizenship
- Natural disasters relief
- Development of small producers

14. IS THE COMPANY COMMITTED TO MITIGATE CLIMATE CHANGE?

Yes, Walmart de México y Centroamérica is committed to mitigate climate change and to managing its carbon footprint. It has identified risks and opportunities stemming from climate change, so the Company has committed to conducting concrete efforts such as energy-efficient programs across its direct operations, the use of renewable energies, programs to reduce suppliers' environmental footprint, and a broad product offer with low environmental impact, among other initiatives.

15. WHO CAN I RESORT TO IF I HAVE QUESTIONS RELATED TO WALMART DE MÉXICO Y CENTROAMÉRICA?

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