

Remuneration Equality Policy

At Walmart de México y Centroamérica we are committed to equality among all our associates, with no distinction or preference of any nature, except based on achievements and performance.

As part of the commitments we have established are:

- Guaranteeing no wage differences due to gender, age, religion, sexual preference, or political ideology
- Ensuring that any differences that exist in wages are due to individual performance and the achievements of each associate, which are evaluated annually, and adherence to success factors that are expressed under corresponding company policies
- Complying with and exceeding the minimum wage set forth by the authorities
- Permanently promoting remuneration equality between men and women
- Supervising that there are efficient internal policies and procedures on remuneration equality
- Promoting strategies, programs and initiatives that help to identify, develop, and retain diverse talent, serving as an incentive for active participation as all levels in the Company
- Ensuring our associates have access to social security
- Reinforcing transparency and communication when establishing and reviewing remuneration