



Equal Pay Policy

At Walmart de México y Centroamérica, we foster a culture of belonging among 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:

- Guarantee no wage differences due to gender, age, religion, personal identity, or political ideology.
- Ensure that any differences that exist in wages are due to individual performance and associates' achievements, which are evaluated annually.
- Comply with and exceeding the minimum wage set forth by the authorities.
- Permanently promote equal pay between men and women.
- Supervise that there are efficient internal policies and procedures on equal pay.
- Promote strategies, programs and initiatives that help to identify, develop, and retain diverse talent.
- Ensure our associates have access to social security.
- Reinforce transparency and communication when establishing and reviewing remuneration.

