Walmart de México y Centroamérica

informs the details of the proposal that its Board of Directors will submit for approval at the next Annual Shareholders' Meeting

Mexico City, March 25, 2026

Wal-Mart de México, S.A.B. de C.V. (BMV/BIVA: WALMEX) announces to its shareholders as well as to the public in general, of the proposal that its Board of Directors will submit at the Annual General Ordinary Shareholders' Meeting, that will be held on April 20, 2026, at 9:00 am México City time, at the Company's offices in Mexico City.

Application of Results

Approval of the results for fiscal year 2025, which include:

i) The payment of an ordinary cash dividend of MXN $1.16 per share, to be paid in two installments of $0.58 pesos per share during 2026: the first on November 18 and the second on December 9.

ii) The maximum amount to be allocated to the repurchase of the Company's own shares. It is proposed to approve an amount of $10 billion pesos as the maximum amount that the Company may use for the repurchase of its own shares, with the understanding that its execution will be subject to the corresponding internal approvals.

iii) The payment of an extraordinary cash dividend in an amount to be determined by the Board based on the remaining balance from the funds allocated for repurchase of the Company's own shares that have not been used by November 30, 2026.

The proposed dividends would come from retained earnings from previous years and from the Company's net tax profit account (CUFIN) available as of the payment date of the proposed dividends. Dividends that exceed the available CUFIN balance will be subject to the corresponding income tax payment in accordance with applicable tax provisions. Additionally, the proposed dividends will be subject to a 10% income tax withholding applicable to shareholders who are individuals residing in Mexico and individuals and entities residing abroad subject to, where applicable, the provisions of international treaties to prevent double taxation.

Board of Directors

It will be proposed that the Board of Directors be comprised of eleven proprietary members, and that there be no alternate members. The individuals who will be proposed to serve as members of the Board are the following:

<u>Directors</u>

Kyle Kinnard - President
Cristian Barrientos
Venessa Yates
Rachel Brand

Jorge Mora*
Gillian Larkins
Eric Pérez Grovas*
María Teresa Arnal*
Elizabeth Kwo*
Viridiana Ríos*

*Independent Directors

It will be proposed to ratify the resignations of: (i) Guilherme Loureiro, as proprietary member of the Board and Chairman of the Board, effective as of March 31, 2026; (ii) Karthik Raghupathy, as proprietary member of the Board, effective as of February 12, 2026; (iii) Ernesto Cervera Gómez, as proprietary member of the Board, effective as of October 31, 2025; and (iv) Ignacio Caride, as proprietary member of the Board, effective as of August 1, 2025.

It will be proposed to ratify the appointment of (i) Kyle Kinnard, as proprietary member of the Board and Chairman of the Board, and (ii) Cristian Barrientos, as proprietary member of the Board. Likewise, it will be proposed to ratify the remaining members of the Board of Directors and to appoint the eleventh member at a later date.

Audit and Corporate Governance Committees

A proposal will be made to maintain both statutory committees composed only by independent directors and to ratify Jorge Mora as the Chair of both committees and as Lead Independent Director.

Board Positions

A proposal to ratify Kyle Kinnard as Chairman and to appoint Michelle Benavides as Secretary of the Board of Directors, will be submitted to the Board in a separate meeting that will be held immediately after the Shareholders' Meeting.

Approval of compensations for services rendered by the members of the Board of Directors and members of the Committees

The payment of monthly compensation for services rendered by the members of the Board of Directors and of the Audit and Corporate Governance Committees and the Compensation and Succession Planning Committee shall be proposed for the period encompassing May 1st, 2026, to April 30th, 2027, as follows:

Position	Monthly Compensation (MXN)
Chairman of the Board	$200,000
Director	$160,000
Chair of the Audit and Corporate Governance Committees	$30,000
Member of the Audit and Corporate Governance Committees	$18,000
Chair of the Compensations and Succession Planning Committee	$30,000

Member of the Compensations and Succession Planning Committee	$18,000

The above-mentioned payments may be accruable, depending on the positions filled.

The Company will cover the expenses incurred by directors living abroad to attend meetings of the Board of Directors and Committees or when the Company requires any director, including those directors who live in Mexico, to a location different from their residence to attend matters of the Company.

Those officers or employees of the Company, Walmart Inc., or any of its affiliates, including the Secretary of the Board, filling any Board position during the period mentioned above, will not be entitled to receive such fees.

It will also be proposed to approve the performance by our directors and officers for the year 2025 and to release them from liabilities related to the performance of their appointment, where applicable.

Finally, the directors who are entitled to receive remuneration will have the option to receive all or a portion of their remuneration in instruments (restricted stock units) linked to Walmex shares. The terms and conditions applicable to this alternative will be determined by the Board of Directors.

Year 2025 Results

The reports from the Board of Directors, the CEO and the Audit and Corporate Governance Committees will be submitted for approval by the shareholders. These reports are part of the Walmart de Mexico y Centroamérica Annual Report, which is available at our corporate and Investor Relations websites.

The Company will also submit for approval the financial information for the year 2025, audited by Mancera, S.C. (part of Ernst & Young Global) and approved by the Board of Directors, with the prior recommendation of the Audit Committee, during a meeting held on February 18, 2026, the date on which this financial information was released through the Mexican Stock Exchange.

Report on the Employee Stock Option Plan

As of December 31, 2025, the employee stock option plan fund consists of 195,875,056 shares of the company, which have been placed in a trust created for such purpose. The shares subject to the plan are assigned, taking as a reference the weighted average price of the purchase and sale transactions in the secondary market of such shares.

Contacts

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