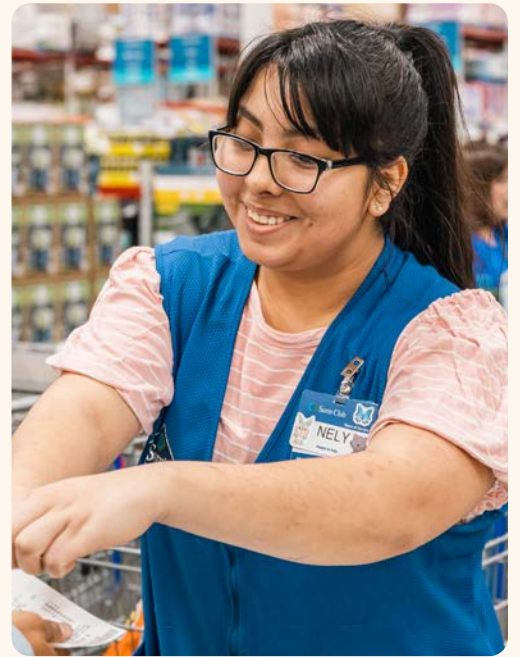


You Belong



Belonging, Diversity,
Equity & Inclusion

2023 MID-YEAR REPORT



As a people-led, tech-powered omnichannel retailer, Walmart's purpose is to help people save money and live better. Our purpose, values and behaviors shape our culture and set us apart. We want to create a workplace where everyone feels they belong and where everyone thrives.

A culture of belonging is rooted in respect for the individual, and is the effective outcome of diversity, equity and inclusion efforts. When associates feel like they belong, they can bring their authentic self to work; in turn, they are empowered to deliver great service to our customers and members.

We carefully monitor data to measure our progress, assess the value of our work and add

transparency. Since publishing our annual report in April of 2023, we have seen:

- Global representation for women in officer positions increase steadily, and officer representation in the U.S. for women and People of Color is at its highest level since 2021.
- U.S. hourly-to-management and management-to-management promotions increase overall for People of Color.
- Asian and Hispanic representation is up year to date across the board.

A culture of belonging taps into unique perspectives, skills and experiences that drive creativity

and innovation. Across our business, we're finding new ways to help all people feel like they belong. For example, our Accessibility Center of Excellence, inABLE Associate Resource Group, and business teams recently curated [adaptive products online](#) and launched sensory hours to make back-to-school shopping easier for our associates, customers and members. Initiatives like this are a perfect example of why I'm proud to belong at Walmart.

Denise Malloy,

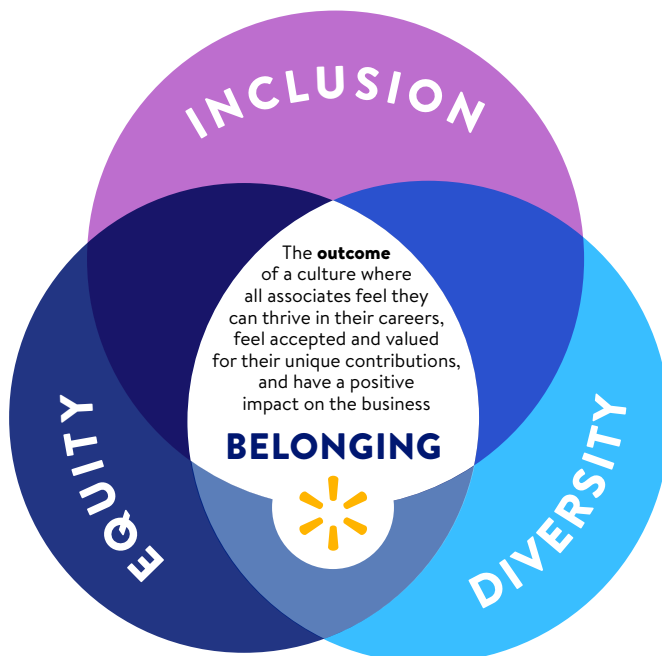
Senior Vice President,
Chief Belonging Officer



Behaviors rooted in respect for the individual that ensure associates are seen, heard, valued and supported

Associates have what they need to grow in their career, develop personally and professionally, and perform at their best

Unique identities, experiences, perspectives, and disabilities of our workforce are welcomed and celebrated



Take a look at how associates put belonging into action around the world.



Sensory hours were a welcome addition during back-to-school shopping.

Diversity & Inclusion by the Numbers

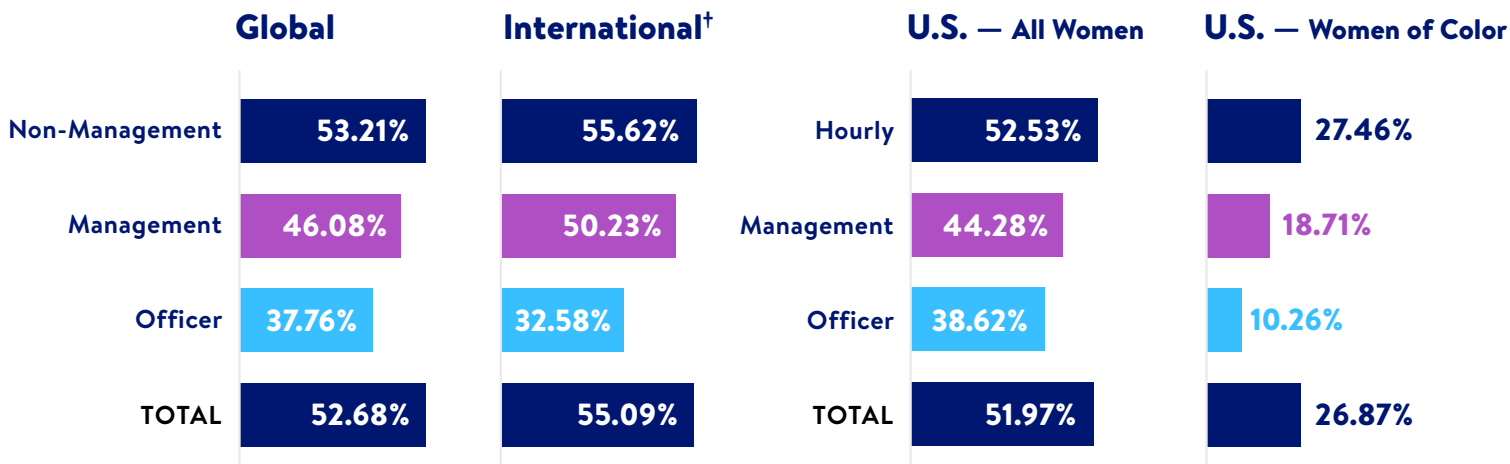
Percentages as of June 30, 2023 for International[†] markets and composites and as of U.S. pay period ending on July 28, 2023 for the United States. Global data is the combination of International and U.S. data from these respective reporting periods. Please see Data Disclosures & Definitions on the back cover.

Total Associate Count by Market	
Global	2,089,302
United States	1,613,392
International [†]	475,910

Total Associate Count by Market	
Africa*	30,340
Canada	116,463
Central America**	37,142
Chile	43,589
China	55,580
Mexico	192,796
United States	1,613,392

Total Workforce Representation by Market – Women	
Africa*	48.46%
Canada	53.82%
Central America**	48.64%
Chile	54.10%
China	63.43%
Mexico	55.97%
United States	51.97%

WOMEN IN THE WORKFORCE



U.S. Workforce New Hires by Gender and Ethnicity

Women	48.52%
Women of Color	29.41%
People of Color	59.13%
African American/Black	29.19%
Asian	3.29%
LatinX	20.10%
Native American/Alaskan Native	1.39%
Native Hawaiian/Pacific Islander	0.15%
2+ Races	5.01%

U.S. Workforce Representation by Age

16-19	12.18%
20-24	17.24%
25-29	10.45%
30-34	9.52%
35-39	8.32%
40-44	7.87%
45-49	6.94%
50-54	7.18%
55-59	7.22%
60-64	6.52%
65+	6.55%

U.S. Workforce Representation by Ethnicity

	Hourly	Management	Officer	TOTAL
People of Color	51.06%	41.93%	28.73%	50.45%
African American/Black	21.23%	11.94%	9.70%	20.60%
Asian	4.27%	13.78%	9.70%	4.92%
LatinX	20.83%	11.59%	5.78%	20.21%
Native American/Alaskan Native	1.15%	0.84%	0.37%	1.13%
Native Hawaiian/Pacific Islander	0.40%	0.33%	0.00%	0.40%
2+ Races	3.17%	3.45%	3.17%	3.19%
Caucasian	48.45%	58.07%	71.27%	49.10%

U.S. Promotions by Gender and Ethnicity

	Hourly-to-Hourly	Hourly-to-Management	Management-to-Management	TOTAL Management Promotions
All Women	53.67%	45.03%	42.74%	43.37%
Women of Color	27.43%	22.28%	18.91%	19.85%
People of Color	50.32%	46.98%	45.33%	45.80%
African American/Black	18.91%	17.71%	9.39%	11.72%
Asian	3.46%	3.19%	19.89%	15.22%
LatinX	22.30%	20.32%	10.73%	13.42%
Native American/Alaskan Native	1.27%	0.90%	0.72%	0.77%
Native Hawaiian/Pacific Islander	0.47%	0.43%	0.35%	0.37%
2+ Races	3.90%	4.43%	4.25%	4.30%

Average Age of the U.S. Workforce

	Hourly	Management	OVERALL
	38.22 years old	41.04 years old	38.41 years old

Awards & Recognitions



Learn more about equity and inclusion at Walmart and beyond: <https://corporate.walmart.com/esgreport/esg-issues/diversity-equality-inclusion>

Editor's Note: This report is a retrospective of Walmart Belonging programming which took place across Walmart Inc. for the Fiscal Year Mid-Year ending July 2023 (FY24), unless otherwise noted.

Data Definitions & Disclosures

Global: Aggregate of International and U.S. data

United States: All 50 states, including Puerto Rico

International†: Africa*, Canada, Central America**, Chile, China, and Mexico. Excludes associates in India and eCommerce associates in Israel.

*Africa (Botswana, Ghana, Kenya, Lesotho, Malawi, Mozambique, Namibia, Nigeria, South Africa, Swaziland, Tanzania, Uganda and Zambia)

**Central America (Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua)

Non-Management

- U.S.: All hourly associates, including temporary associates
- International: Determined using Hay Points scale with non-management level positions being those scored between 0 - 437. Roles would include but not limited to administrative and frontline field associates

Management

- U.S.: All salaried, exempt associates
- International: Determined using Hay Points scale with management level positions being those scored between 438 - 1,260. Roles would include but not limited to Senior Directors, Directors, Managers and field managers

Officer

- U.S.: President, Executive Vice President, Senior Vice President and Vice President positions
- International: Determined using Hay Points scale with officer level positions being those scored between 1,261 - 7,000

Women of Color: An aggregate composite of U.S. women including African American/Black, Asian, LatinX, Native American/Alaskan Native, Native Hawaiian/Pacific Islander, and women of two or more races

People of Color: An aggregate composite of U.S. associates including African American/Black, Asian, LatinX, Native American/Alaskan Native, Native Hawaiian/Pacific Islander, and individuals of two or more races

‡ Minimum age for employment at Walmart Inc. or one of its subsidiary companies, in the United States is at least 16 years old.

Walmart continually evolves our systems and updates on reporting accordingly. Methodology for calculating U.S. representation now includes our Puerto Rico and temporary associates.

