DIVERSITY and INCLUSION at Walmart

Our People Make the Difference and Our Differences Make Us Strong
DIVERSITY is about celebrating and valuing a variety of backgrounds, perspectives and ideas. By embracing differences, our associates grow, our customers benefit and our communities advance.

INCLUSION is about engaging and leveraging the unique strengths of every associate. Through inclusion, our associates are connected to each other and to quality career and growth opportunities. When our associates are connected and engaged, we become more innovative and empowered to serve our customers and communities.

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Message from Mike Duke
President and CEO, Walmart

Today, more than ever, Walmart has the opportunity to deliver on Sam Walton’s vision to help people around the world save money so they can live better. As we grow, we have to understand our customers and serve them store by store, community by community. All of this is part of building the Next Generation Walmart.

The world is changing in complex ways. There are major challenges ahead with hundreds of millions of people entering the middle class, the rising cost of energy, the demand for food doubling and technology driving major changes in our society.

To meet these challenges, I believe Walmart must become a truly global company that recruits the best talent and develops the best leaders. Our commitment to diversity and inclusion will grow more essential to our success. We are a stronger team when we include different perspectives and ideas at every level and across all areas of our company. We unlock the full potential of our global workforce by giving every associate the opportunity to learn, grow and advance.

It’s especially important to me that we continue to develop more women to lead our company. In 2009, I established the President’s Global Council of Women Leaders. This talented group is already identifying ways to make Walmart an even better place for women to work, and supporting their efforts is a responsibility we all share.

In the last few years we’ve made progress in our journey to become a leader in diversity and inclusion. We have goals in place and are moving in the right direction to meet them. While I’m proud of what we’ve accomplished, we will do more to make diversity and inclusion live sustainably in our culture.

My expectation—and my commitment as a Walmart associate—is that we always hold ourselves to higher standards and that we rise to meet them. No matter where we go and how the world changes, we will stay true to our strong culture of respect for individuals, service to our customers and striving for excellence. It’s how we will continue to make a difference for people everywhere.

“We are a stronger team when we include different perspectives and ideas at every level and across all areas of our company.”

– Mike Duke, President and CEO, Walmart
“When we are open to opinions and approaches that differ from our own, we open the door to growth and excellence—for ourselves, for our associates and for our company.”

– Sharon Orlopp, Global Chief Diversity Officer and Senior Vice President, Walmart

Message from Sharon Orlopp
Global Chief Diversity Officer and Senior Vice President, Walmart

When we talk about diversity and inclusion, we are really talking about a shared responsibility to respect and value the differences among each of us. With shared responsibility, each individual has a role. When we are open to opinions and approaches that differ from our own, we open the door to growth and excellence—for ourselves, for our associates and for our company.

Sam Walton said, “Individuals don’t win, teams do.” This collaborative spirit is at the core of our culture. Today’s global environment is teaching us to value differences of thought, experiences and backgrounds, and to work together in achieving goals that benefit the common good. Everywhere we do business, we are focused on developing a diverse workforce where all ideas, perspectives and cultures are included. Toward that end, we are integrating this important work into all levels of our business, and we have created a Global Office of Diversity to coordinate and leverage our efforts around the world.

In this report, we invite you to see where we are in our journey and what lies ahead for us as we continue our commitment to diversity and inclusion. As we move forward our direction is clear, our commitment is strong and the standard we have set for ourselves is high.
We Are Diverse

Our company began in 1962 as one man’s dream. Today, what began with one individual’s openness to new ideas has grown into a global team of individuals who have diverse points of view, backgrounds and experiences.

As a retailer we are globally diverse, with formats in 15 countries that include stores, clubs, distribution centers, trucking services, restaurants, optical labs and other business formats. This rich diversity sets us apart. Walk into any of our facilities around the world and you will find a diverse mix of products and services, and associates who are passionate about saving people money so they can live better.

With a diverse workforce around the world, we benefit from more than 2 MILLION different points of view.

- More than 8,900 locations
- 15 countries
- 60 banners
- 2.1 million associates worldwide

Minority associates: 35.33%*
Women associates: 57.76%*

*As of 08/13/2010, U.S. workforce
We are Diverse

“Walmart is very big into leadership and development, and those are things that resonated with me when I was looking for a job. I love Walmart, and I plan to stay with Walmart. And I’m shooting for the top.”

–Tracey Lloyd, Director of Innovations, Walmart U.S.

Leadership journey: Graduate, West Point, Bachelor of Science in Engineering; Captain, Communications Officer, U.S. Army; Developmental Store Manager, Walmart JMO program

Joined Walmart as: Store Manager, Store 1182, Palm Coast, Fla.

Today: Director of Innovations, Walmart U.S.

Career Opportunity

As a global leader in retail, our company has grown by leveraging our unique strengths and delivering value. Continued innovation and efficiency require a commitment to attracting, retaining and developing the diverse talent that will lead the Walmart of tomorrow.

We look for creative ways to recruit world-class talent from a multitude of sources. By collaborating with colleges and organizations such as the National Black MBA Association (NBMBAA), the National Society of Hispanic MBAs (NSHMBA) and many others, we strive to recruit the top talent and future business leaders we need to continue to be a successful company.

Building a career. Building a future.

As an Army communications officer serving in Iraq, Tracey Lloyd led her team in building a fiber-optic circle around Baghdad. Through our Junior Military Officer (JMO) program, Tracey spent six months training in merchandising, store financials and hands-on operations before taking her first position with Walmart as Store Manager for Store 1182 in Palm Coast, Florida.

Our Junior Military Officer program is just one way that we are expanding our talent pipeline to creatively seek and grow top talent. Proven leaders from different branches of the military now proudly wear the Walmart badge while taking leadership positions throughout our company.

Walmart has been named:

• First among retailers in Fortune Magazine’s 2010 Most Admired Companies list

• To the top ten 50 Out Front Best Places to Work three years in a row by Diversity MBA Magazine

• Outstanding Corporate Supporter of Historically Black Colleges and Universities by Opportunity Funding Corporation Venture Challenge
“Swim upstream. Go the other way. Ignore the conventional wisdom.”

– Sam M. Walton, Founder, Walmart

Our differences spark innovation.

With more than 2.1 million associates worldwide, including more than 1.4 million in the United States, our associates are our most valuable asset in driving innovation and delivering solutions. They understand and anticipate the changing needs of our customers. Breakthrough solutions such as affordable money services, one-stop shopping and global sustainability initiatives owe their existence to our open environment that welcomes our associates’ perspectives.

Innovative store solutions.

Supermercado de Walmart and Más Club

Diversity of thought doesn’t end with our associates. In fact, our associates understand that the best ideas often come from listening to our customers in the communities we serve. Guided by our ongoing commitment to meet the needs of the communities and customers we serve, we are testing new store and club formats to meet the expectations of our customers. For example, our Supermercado de Walmart stores and Más Club include a broader assortment of products and services designed to reflect the unique preferences and needs indicated to us by our Hispanic customers.

The Supermercado de Walmart store offers customers an authentic shopping experience, including a wider selection of fresh products, popular national brands from Latin America and the United States, as well as an expanded produce area, meat department featuring specialty meats, full-service bakery and tortilleria. The concept was developed by a multicultural team of Walmart associates with retail experience in Latin America and in the U.S.

Más Club offers unbeatable value on a wide selection of merchandise and authentic Hispanic foods, including an expanded assortment of products imported from Mexico and other Latin American countries. Más Club is the first membership warehouse club format in the U.S. to specifically offer consumers a wide assortment of Hispanic items.

Swimming Upstream

When Sam Walton first pitched his idea to start a chain of discount stores in small rural communities, he was told the idea would never work. Sam responded by gathering a dedicated team who, through teamwork, turned the idea into reality.

From our Every Day Low Price philosophy to offering $4 generic prescriptions, our ability to act on diverse ideas has shaped the growth of our company. When the goal is to exceed our customers’ expectations, every idea is welcome.

$3.4 billion

Americans saved more than $3.4 billion since we launched the $4 prescription program.
We Value

Our responsibility is to respect and value every person we come in contact with, whether that person is a customer, an associate, or a member of one of the communities that we serve around the world. It starts with connecting and developing our associates to create an even more inclusive and engaging environment that draws out different talents and our best business solutions.

“For us, treating our associates as important assets is not only right – it’s SECOND NATURE, something ingrained.”

— Sam M. Walton

Over the past five years, the number of minority officials and managers has increased from 13,109 to 16,237.

During the same period of time, the number of female officials and managers has increased from 23,873 to 25,246.

More than 70 percent of our store management teams started as hourly associates.
An Inclusive Culture
We listen to our associates.
We listen as the voices of our associates surface through various internal channels, such as our Walmart U.S. CEO’s Monthly Town Hall Meetings, annual Associate Opinion Survey, associate network portal, the Open Door Policy and more. As a result, we have learned how to customize our programs and initiatives to provide quality career opportunities, professional development, access to top leaders through mentoring circles and sponsorship, key strategic assignments and hands-on experience for career advancement.

One example of a program that grew from ideas presented by associates is our unique post-secondary education initiative, the Lifelong Learning program.

Commitment to Lifelong Learning.
Designed with associates in mind, the Lifelong Learning program makes college more affordable—and manageable—for associates at any level in their careers. Developed in partnership with nationally and regionally accredited American Public University, associates can enroll in any of more than 70 online undergraduate and graduate degree or certification programs. All U.S. associates, regardless of length of employment or whether they are employed full-time or part-time, are eligible for a grant that reduces their tuition costs by 15 percent. Additionally, many associates are eligible to earn college credit based on their Walmart or Sam’s Club experience and training. Currently, more than 1,000 associates are enrolled in college through the Lifelong Learning program.

“We are on a defined journey focused on career development, education and diversity. Our associates have always been important to us; now we are focused on accelerating their futures and enhancing the new talent that we are bringing to the company.”

– Gisel Ruiz, Executive Vice President, Walmart People
Leadership Development
Providing open and inclusive access to job opportunities.

For our associates, resources like Career Preference and My Career Path provide tools to help them identify potential career paths to reach their goals. These resources are available through the company intranet, the WIRE.

My Career Path is a comprehensive resource developed for associates to discover the many career opportunities available at Walmart. It contains tools like Associate Opportunity Maps, which provide visibility to potential career opportunities available throughout the company, enabling associates to have targeted developmental conversations with supervisors, mentors and others to help them reach their career goals.

We value “Always look to educate yourself. Don’t wait for someone else to tell you what needs to be done. The opportunities are there – take the initiative and take advantage of the information available through the WIRE and other sources.”

– Dacona Smith, Senior Director, Regional General Manager, Mountain Division, Walmart U.S.

Dacona’s first role: Bike Assembler, Store 1043, Pauls Valley, Okla.

Leadership journey: Cart Pusher, Truck Unloader, various store management positions, Store Manager

Today: Senior Director, Regional General Manager, Mountain Division, Walmart U.S.

Developing our women leaders.

In 2009, our President and CEO Mike Duke formed the President’s Global Council of Women Leaders. The council, comprised of 15 senior women leaders within our U.S. and international business units, provides advice and counsel on important matters pertaining to women in the workplace.

Women’s leadership initiatives also include:
• Women’s Officer Caucus – focused on mentoring the next generation of women leaders and retaining female officers.
• The Women’s Resource Council – our Associate Resource Group dedicated to the engagement and development of our female associate base.
• Women’s Leadership Councils – developed in 15 countries to advise senior company leadership and to act as a catalyst in the acceleration of the identification, development, movement and retention of women in each international market.

In the past four years, Walmart was named among the Top Companies for Executive Women by the National Association for Female Executives (NAFE), Best Companies for Multicultural Women by Working Mother Media, and as one of the Top 50 Companies for Latinas by Latina Style magazine.
Maximizing talent.
Our leaders are empowered to be catalysts for innovation and change—bringing solutions through their diverse backgrounds, experiences and perspectives. Career opportunities and global assignments represent our company’s commitment to growing our associates by giving them new roles to expand their knowledge and opportunities to contribute in ways that will help develop our next generation Walmart.

28 percent of our corporate officers are women.

**Rosalind Brewer**
**Professional background:** Product development scientist with expertise in research and development, marketing and strategic business unit re-engineering.
**Prior assignment:** As president of the Southeast Division for Walmart U.S., Rosalind made her mark as a high-impact strategist who focused on revenue growth and customer satisfaction.
**Current assignment:** In her role as Executive Vice President and President, Walmart East, Rosalind oversees operations for nearly 1,600 stores in 20 states. She is responsible for establishing the strategic direction of growth opportunities, including execution of store innovation, people development, acquisitions and real estate.

**Wan Ling Martello**
**Professional background:** Financial and general management roles with Fortune 500 and international marketing companies. Her fluency in five languages enhances her ability to operate on a global scale.
**Prior assignment:** Prior to joining our Global eCommerce team, Wan Ling served as Senior Vice President, CFO & Strategy for Walmart International, overseeing financials for our multi-billion-dollar international business unit. In that role, she helped shape the strategic direction for Walmart International in defining new markets, market entry strategy and business models for those markets.
**Current assignment:** As Executive Vice President – Global eCommerce, Emerging Markets and Business Development, Wan Ling leads all eCommerce Business Development efforts. Her team is accountable for defining online strategies and driving new businesses for all of our emerging markets across Asia and Latin America.

**Stephanie Wong**
**Professional background:** Marketing and Human Resource management, Business Development, Mergers & Acquisitions, Integration, Asset Protection and Shared Services, specializing in international corporate joint venture enterprises in China.
**Prior assignment:** Stephanie began her career with Walmart China in 1995 as a Human Resource manager. She continued to advance in leadership roles, including Human Resource Director, Human Resource Vice President, and in 2009 was promoted to her prior role as Senior Vice President and Chief Administrative Officer for Walmart China.
**Current assignment:** In her current expatriate leadership role with the Walmart Global Talent Management team, Stephanie is responsible for leading significant talent development initiatives that move Walmart forward in becoming a truly global company.
Leading by example

Whether it takes place through formal channels or everyday interaction, mentoring is a vital part of developing our leaders of tomorrow. Mentoring circles are one of the many ways we connect our current leaders with our future leaders, and we encourage mentoring across ethnicities, genders and across differing backgrounds and perspectives.

Currently, more than 40 members of our Women’s Officer Caucus (WOC) host mentoring circles reaching hundreds of associates. The mentoring circles provide a forum for our female leaders to share their experiences, address specific challenges and explore opportunities for participant growth through exposure and engagement. Many of the mentoring circle participants are members of the Women’s Resource Council (WRC). This collaborative effort is one of the many ways that we are bringing development and mentoring opportunities to associates in different areas of our company.

The WRC is one of seven Associate Resource Groups based at our Home Office. Through collaborative engagement, the Associate Resource Groups contribute to our business through:

- Awareness – increasing cultural awareness and competence within the company and our communities.
- Development – contributing relevant learning opportunities to create an even more open and inclusive environment.
- Support – serving as a resource to drive business strategies and objectives.

“Developing and advancing our women leaders is not just good for business, it’s part of who we are. Walmart and Sam’s Club serve 130 million customers every week in the United States – so diversity and inclusion are critical to understanding their needs.”

– Brian Cornell, President and CEO, Sam’s Club

“My mentees work in several areas of the company and are from different places, including Latin America, China, Africa and Mexico… They learn from each other, learn more about the business, and it opens up awareness to career-path options they may not have considered.”

– Kim Brown Strickland
Vice President, Walmart Finance and Strategy
Member, Women’s Officer Caucus (WOC)
Mentoring circle advisor, 25 mentees
Building leaders of tomorrow.
We are building our future leaders by providing quality opportunities and training that equip our associates to realize their full potential.

The Walmart Leadership Academy helped prepare Aaron Green for his transition from international marketing to a new role as market manager overseeing operations for stores in Georgia. As with all Leadership Academy participants, Aaron was selected through an interview and assessment process based on experience and evaluations. During his 10-week course of study, Aaron participated in action learning, business simulations and e-learning in a hands-on program that allowed focused learning and flexibility in a real-world retail environment setting.

Programs like the Leadership Academy, the Sam’s Club Manager in Training (MIT) program, and Logistics Senior Leadership Seminar prepare high-potential candidates for immediate impact in key leadership roles.

“Always believe in yourself, inspire yourself and be disciplined.”
– Mary Siddique, North District Manager, Walmart Canada

When Mary Siddique began her career as an hourly associate, she could not have guessed where her journey would take her or how many future company leaders she would influence. As a new immigrant to the U.S. from her native Bangladesh years ago, she barely spoke English, but the Walmart team who interviewed her sensed her warmth, strong work ethic and remarkable potential. In her 23-year career with Walmart, Mary has sharpened her leadership skills in two countries. In her current role as North District Manager for Walmart Canada, Mary continues to develop many associates, just as she has been mentored and inspired.

“It is all about the people… our associates are the key to serving our customers, and that service is what drives everything.”
– Aaron Green, Market Manager, Northern Georgia, Walmart U.S.
We value diversity and inclusion at Walmart. We value

Accountability

The Diversity Goals Program holds our leadership accountable for elevating the standards for diversity and inclusion throughout the company. The program can impact up to 15 percent of officer and senior field manager bonuses based on their diversity goal achievements, and those achievements also account for 10 percent of annual performance evaluations for all management associates who have diversity goals. More than 55,000 managers in our U.S. operations are accountable for meeting diversity goals.

We are always expanding our pipeline of diverse talent. Placement goals are part of our continued focus on internal development and strategic recruiting. One example is field management placement goals, which measure the applicant rate against the promotion rate for field management positions.

Leadership development is another important aspect of the Diversity Goals Program. Through our Develop 2 Lead program, our leaders of today are assisting with identifying and developing our leaders of tomorrow. The program requires leaders from assistant managers in stores and clubs to corporate directors and officers to actively develop two associates who are not direct reports. Sponsorships consist of several activities, such as budgeting and financial skills development, cross-functional job training and stretch assignments.

We continue to refine our approach to leadership training through our Leadership on the Move series. Field managers across the company lead discussions within their facilities on a variety of inclusion and leadership topics, delivering practical information and tools to help our associates continue to build a collaborative and inclusive work environment.

“Develop 2 Lead prepares and enables our leaders at Walmart to rise to a new leadership accountability. Great leadership is no longer defined by how unique, smart or special an individual leader is. Rather, it is about how well current leaders can build and develop future leaders for the company who are better than themselves.”

– Celia Swanson, Senior Vice President, Talent Development, Walmart U.S.
We live our company values. Reflecting Sam Walton’s vision, we have reached beyond the walls of our stores and clubs to positively impact the communities we serve through philanthropy and programs such as workforce development, education, sustainability and economic empowerment.

Our associates take pride in giving back to the communities where they live and work. Supporting worthwhile causes has become a part of our corporate culture, from Children’s Miracle Network to the Heart Walk, from Sharing and Caring to funding minority scholarships. We empower our associates with knowledge, courage and commitment to help make the world a better place as we embrace diversity of thought and deliver on our promise of saving people money so they can live better.

“That’s the best thing about our company. Our associates understand that we can impact the world, one associate at a time.”

– Matt Firkus, Store 3524, San Diego, Calif.
Empowered to Lead

Hoong Chow came to this country in 1982 to study business. After graduating, Chow became a Walmart management trainee in Baton Rouge, La. Today, he lives in Camden, Del., where he has been the store manager for the past six years.

Chow stays on the sales floor as much as possible. He walks the store taking care of the business as Sam Walton would have wanted—hands-on and involved—leading by example. While he manages a multi-million-dollar business, including several hundred associates, he also remembers that no job is too small for him; he’ll assist with pushing shopping carts, sweeping floors, and restocking shelves when necessary to care for our customers.

“I want to convey to my associates the pride I have in what I do,” says Chow. “You have to be a servant leader to earn the trust of those around you.”

Chow’s servant leadership extends to the community where he lives and works. He is on the board of the United Way of Delaware, vice president of the Greater Dover Boys & Girls Club, and serves as a volunteer for the local Special Olympics.

Touching lives.

HENRI NGOLO, Assistant Manager, Club 4846, Mentor, Ohio

In addition to mentoring club associates and assisting members at Club 4846 in Mentor, Ohio, you will also find Henri Ngolo touching lives, one child at a time, halfway around the world.

Among his many volunteer efforts, Henri is the founder of African Children Ministries & Family Services, a nonprofit organization that supports ELIKEA, an orphanage in Democratic Republic of the Congo (formerly Zaire). ELIKEA means “hope.” Guided by his leadership, ELIKEA impacts its community through water treatment projects, vocational education and improved technology that teaches children life skills and the importance of giving back to the community.

“I want to convey to my associates the pride I have in what I do. You have to be a servant leader to earn the trust of those around you.”

—Hoong Chow, Store Manager, Store 5039, Camden, Del.
Empowered to Serve
Strengthening communities.
As a forward-looking corporate citizen, Walmart forges strong relationships with minority, disability-serving and women’s organizations through the funding of initiatives that focus on economic empowerment, education, sustainability, small business prosperity, health care reform and fighting hunger.

The Walmart Foundation has awarded a five-year grant to the National Urban League (NUL) to create workforce development activities through the Workforce Investment Demonstration Project (WIDP). The technical assistance and training provided to 10 participating NUL affiliates has delivered employment and job readiness training services for residents of the communities they serve.

WORKFORCE INVESTMENT DEMONSTRATION PROJECT (WIDP)
July 2009 – June 2010 Accomplishments
- 1,892 job placements
- 789 specialized training workshops
- 3,662 job readiness workshops
- 887 employer participants
- 19,583 community residents who attended 38 job fairs

Our spend with diverse suppliers in 2010
- $10.5 billion, including:
  - $8.0 billion in direct spend
  - $2.5 billion in our second-tier spend
- A 14.55% increase in our total spend with diverse suppliers compared to the previous year.

Commitment to our veterans.
As part of our ongoing support of our nation’s military and veterans, Walmart and the Walmart Foundation have launched a five-year, $10 million commitment to the veteran community, placing a special emphasis on supporting job readiness and training of returning servicemen and servicewomen. This funding allows Walmart to further support nonprofits that assist our veterans in their pursuit of higher education and ensures a smoother transition to civilian life.

Empowered to Succeed
Creating prosperity through empowerment.
Our Supplier Diversity program is focused on strengthening our relationships with minority and women-owned businesses.

When CARCON Industries President and CEO Arcilia Acosta bid on a construction job with Walmart, she took the challenge to grow and develop along with her business. After our Supplier Diversity team guided Arcilia through the vendor application process, she was matched with White-Spunner Construction, a seasoned construction firm that helped mentor her company through its first Walmart project. Less than two years after becoming an approved Walmart vendor, Arcilia and CARCON successfully completed the first Sam’s Club that is designed and merchandised specifically for the Latino market - Más Club 4807 in Houston, Texas.

“We Walmart has been an important element in my success.”

– Arcilia Acosta, President and CEO, CARCON Industries, Dallas, Texas
Creating opportunities.
To help increase independent living, post-secondary training and employment opportunities for people with disabilities, the Walmart Foundation awarded a $3 million grant to The Arc of the United States (The Arc), an organization that promotes and protects the rights of people with intellectual and developmental disabilities. The grant was distributed to 45 local chapters across the country. The Arc estimates that the “School-to-Community Transition Project” will benefit more than 1,500 students across the nation.

Empowering a sense of community
As we continue to empower our associates to strive for excellence, we established a new platform that showcased our unique associates and their efforts within the company and their communities. Launched in November 2010, A Celebration of Community recognized individuals, businesses and organizations in Northwest Arkansas who embrace and support the inclusion of diverse people and activities for the betterment of the community.

The celebration honored community champions and partners, student organizations, faculty leaders and outstanding schools in the area. Award recipients received recognition from Arkansas Governor Mike Beebe, community leaders and a number of Walmart executives. The event concluded with the David E. Jackson Trailblazer Award, which recognizes an individual who has demonstrated courage, initiative, innovation, risk-taking and inclusive leadership.

“When I was born... my parents were told that I would never be able to live on my own or have a full-time job. I now have a full-time job, live on my own, and have my own transportation... I am very proud to be on this project and a member of the steering committee. I know that it will help my friends, like me, have opportunities like I have had, including a full-time job and a full-time life.”

– Mark J. Hublar, Walmart associate and School-to-Community Transition Project participant

RECOGNITION AND AWARDS
In 2010, Walmart:

- Ranked fifth among America’s Top Organizations for Multicultural Business Opportunities by DiversityBusiness.com
- Listed in the Top 20 Companies for Leadership by BusinessWeek
- Recognized as the 2010 Corporation of the Year by the United States Hispanic Chamber of Commerce
Continuous improvement

Because our company culture has always focused on respect for the individual, we have learned through our experience how to integrate diversity into our business strategy. Like many organizations, we have made significant progress toward diversity and inclusion. We aspire to engage our associates in achieving personal success as they contribute to our business success. We listen to our associates, our customers and our critics to continually improve as we champion respect, service and excellence in our business culture.

Along our journey to promote diversity and inclusion, we have been inspired and motivated by insight and guidance shared by our associates, customers, business partners and members of the communities we serve. As we continue to build on the progress we have made, we remain committed to:

• Building a global company, maximizing the diverse ideas, perspectives and talents of our associate base.
• Connecting and developing our associates to create a more open, engaging and respectful environment when solving business challenges.
• Serving our customers through innovation, and leading on social issues that matter to our customers.

By achieving these goals, we will launch the company forward and enhance our next generation Walmart, further allowing us to effectively deliver on our company mission of saving people money so they can live better.
For more information, please visit: Walmartstores.com/diversity