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2024 MID-YEAR
BELONGING REPORT



Fostering a Culture of Belonging

Walmart wants to foster a culture where everyone feels seen, supported, and connected to build engagement among our associates, better serve our customers, and grow our business. We bring this sense of belonging to life through our associates, within our business and in the communities we serve. Our associates represent the customers and communities where we operate in the U.S.—where about ninety percent of Americans live within 10 miles of a Walmart—and globally in the 18 other countries we serve.

Our 2024 Mid-Year Belonging Report looks at workforce trends since the end of Fiscal Year 2024. In the past six months, we have seen:

- International representation for women in the workforce continues to steadily increase for women in management and officer roles. Women in management represent 47.67% of the total international workforce, an increase of 2.37%.
- People of Color represent 51.54% of the total U.S. workforce, an increase of 2.74%, reflecting broader trends in the national workforce.
- We continue to see individuals choose Walmart to start their career, with associates ages 20 to 24 representing 17.59% of our U.S. workforce, an increase of 3.85%.



Donna Morris,
Chief People Officer,
Walmart Inc.



Belonging by the Numbers

At the end of fiscal year 2024, we employed approximately 2.1 million associates around the world with approximately 1.6 million associates in the U.S. and approximately 0.5 million associates internationally.*

Mid-year percentages are as of June 30, 2024 for International[†] markets and composites except for Canada, which is as of July 31, 2024, and for the United States, which is as of U.S. pay period ending on July 26, 2024. 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 for more information.

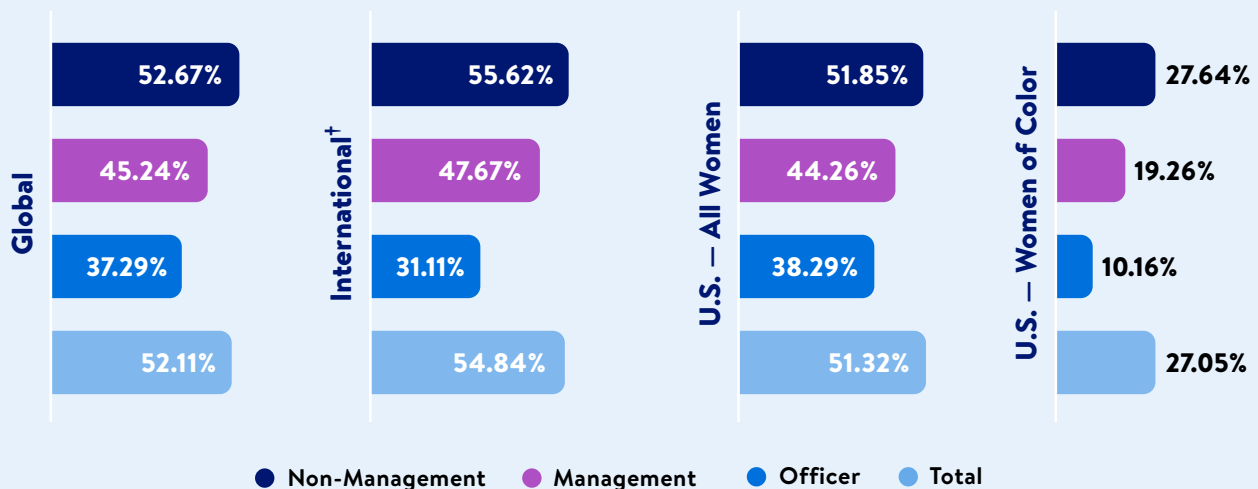
Global Workforce Representation, by market[†]

Africa [°]	1.46%
Canada	5.15%
Central America ^{°°}	1.74%
Chile	1.92%
China	2.78%
Mexico	9.30%
United States	77.65%

Global Workforce Representation – Women, by market[†]

Africa [°]	49.24%
Canada	52.98%
Central America ^{°°}	48.55%
Chile	54.33%
China	61.42%
Mexico	56.07%
United States	51.32%

Women In The Workforce



*Previously calculated for FYE24. All other associate data in this Report utilizes FYE25 information as indicated.

U.S. Workforce New Hires by Gender and Ethnicity

Women	47.03%
Women of Color	28.27%
People of Color	59.12%
African American/Black	27.66%
Asian	3.37%
LatinX	21.46%
Native American/Alaskan Native	1.47%
Native Hawaiian/Pacific Islander	0.50%
2+ Races	4.65%

U.S. Workforce Representation by Age

16-19†	11.08%
20-24	17.59%
25-29	10.64%
30-34	9.68%
35-39	8.60%
40-44	8.02%
45-49	7.12%
50-54	7.06%
55-59	7.02%
60-64	6.49%
65+	6.71%

Average Age of the U.S. Workforce

Hourly

38.37 years old

Management

41.18 years old

OVERALL

38.57 years old

U.S. Workforce Representation by Ethnicity

	Hourly	Management	Officer	TOTAL
People of Color	52.16%	43.25%	29.04%	51.54%
African American/Black	21.07%	11.82%	8.53%	20.43%
Asian	4.44%	14.71%	9.62%	5.15%
LatinX	21.91%	11.94%	5.63%	21.22%
Native American/Alaskan Native	1.16%	0.83%	0.36%	1.14%
Native Hawaiian/Pacific Islander	0.42%	0.32%	0.00%	0.42%
2+ Races	3.16%	3.64%	4.90%	3.19%
Caucasian	47.23%	56.75%	70.96%	47.90%

U.S. Promotions by Gender & Ethnicity

	Hourly-to-Hourly	Hourly-to-Management	Management-to-Management	TOTAL Management Promotions
All Women	52.50%	42.40%	43.62%	43.33%
Women of Color	27.19%	21.66%	17.39%	18.39%
People of Color	50.83%	47.36%	39.77%	41.55%
African American/Black	18.36%	16.63%	10.22%	11.73%
Asian	3.42%	3.91%	13.74%	11.43%
LatinX	23.54%	21.92%	11.30%	13.80%
Native American/Alaskan Native	1.31%	0.46%	0.88%	0.78%
Native Hawaiian/Pacific Islander	0.40%	0.20%	0.28%	0.26%
2+ Races	3.81%	4.24%	4.65%	3.56%

Awards & Recognitions



Additional Awards & Recognitions:

American Opportunity Index: Top Employer for High School Graduates

U.S. Veterans Magazine 2024 Top Veteran-Friendly Supplier Diversity Programs

2024 PEOPLE® Companies that Care

Corporate Equality Index Equidad MX: Mejores Lugares Para Trabajar LGBTQ+

Éntrale Top Employers for People with Disabilities in Mexico

Learn more about equity and inclusion at Walmart and beyond: https://corporate.walmart.com/content/corporate/en_us/purpose/belonging-diversity-equity-inclusion.html

Editor's Note: This report is a retrospective of Walmart Belonging programming which took place across Walmart Inc. for the fiscal mid-year ending July 26, 2024 (FY25), unless otherwise noted.

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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 corporate associates based in other countries

[°]Africa (Botswana, Eswatini, Lesotho, Malawi, Mozambique, Namibia, Nigeria, South Africa, 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

Total Associate Count: Associate data include the number of Walmart associates supporting the listed retail markets. Additional Walmart associates outside the U.S. are encompassed in the Total Associate Counts for Global and International

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.