

## Global Opportunities for Women's Development

According to the United Nations Population Fund, of the world's one billion poorest people, three fifths are women and girls. Of the 960 million adults in the world who cannot read, two thirds are women. At Wal-Mart, we understand how critical education, training and entrepreneurship are to breaking the vicious cycle of poverty and believe we can help -- that we can make a difference.

### Wal-Mart International Women-Focused Programs

In May 2009, the Wal-Mart Foundation announced a \$1 million grant to CARE, a leading humanitarian organization fighting global poverty. The grant will fund projects that focus on empowering impoverished young women from around the world through education, job-training and entrepreneurial support programs. Over the next year, Wal-Mart and CARE will focus on young women in Peru, Bangladesh and India. On International Women's Day, the Wal-Mart Foundation made a \$25,000 donation to CARE's "Power Within Program," an initiative that focuses on girls' education and leadership, helping more than 10 million girls complete primary school and develop leadership skills in 20 countries.

**Mexico:** Wal-Mart Mexico's "Giving is also an Art" program supports the local Mazahua and Tarahumara communities by selling handiwork made by women from these communities in our Superama and Sam's Club locations. One hundred percent of the proceeds are returned to the communities where the merchandise is made.

**China:** Wal-Mart supports the Asia Foundation in its efforts to improve the lives of migrant workers in China. Through this work, 70 women in the coming years will receive scholarships for education and training in fields such as logistics, accounting, office management and English as a second language.

**El Salvador:** Wal-Mart Centroamérica in El Salvador's "Female Entrepreneurs" program supports income generation projects for women in the area surrounding Caluco, one of the poorest towns in El Salvador. Merchandise produced by the women is sold in Wal-Mart's stores in El Salvador.

**Brazil:** Wal-Mart Brazil Institute's "Income Generation Project" sponsors projects for women who are head of household or who have been domestically abused, helping to teach them a profession while also supporting the local handicraft culture.

**Lesotho:** Lesotho's textile and apparel industry is supported by approximately 46,000 workers – most of whom are women, and nearly one-third of whom are HIV-positive. Wal-Mart made a three-year grant to support Apparel Lesotho Alliance to Fight AIDS (ALAFAs), which funds an HIV/AIDS workplace program, education and prevention, voluntary testing and counseling and disease management services in factories. Today, more than 38,000 textile industry employees (66 percent of the total textile workforce in Lesotho) have access to ALAFAs' prevention services, and more than 27,000 workers have taken advantage of the care and treatment component of the program.

**Guatemala:** Wal-Mart's Inclusive Market Alliance for Rural Entrepreneurs (IMARE) is a three-year partnership with Mercy Corps, USAID and Fundación AGIL to support farmers in rural Guatemala. By offering funds, technical support and market information, IMARE helps the farmers grow high quality, competitively-priced produce that can be sold at our stores or other retailers in the formal marketplace. More than 50 women are currently taking part in IMARE, and the program is actively promoting more participation by women. Through this program, we are helping these entrepreneurial farmers generate income for their families and improve overall quality of life in the region.

**Central and South America:** Mobility International USA (MIUSA) operates programs called I-Lead (International Leadership, Employment and Disability) that aim to increase employment opportunities for people with disabilities. Through these programs, participants are immersed in the training series called "Employment Strategies: Building Disability Leadership Skills," and learn about legal rights, workplace advancement and social networking.

**United Kingdom:** ASDA's "Tickled Pink" program is a cause-related marketing campaign for breast cancer care. By selling profit-free products in store fundraising campaigns, ASDA has raised \$37 million since the program began in 1997.

## 2008 - 2009 Wal-Mart Female Diversity Awards and Recognition

- Woman of Excellence by El Vocero Newspaper – Rosana Diaz-Vocero, vice president, Wal-Mart Puerto Rico
- Asian Women in Business Leadership Award Winner – Wan Ling Martello, senior vice president and CFO, Wal-Mart International
- Fortune's 50 Most Powerful Women in Business – Susan Chambers, executive vice president, People Division, Wal-Mart Stores, Inc.
- Global Executive Women's Magazine 2009 International Women of Influence Award – Chelle Moore, vice president, International Human Resources Strategy and Administration, Wal-Mart Stores, Inc.
- Top 15 Women in Business by Pink Magazine – Seong Ohm, senior vice president, General Merchandise for Seiyu
- Women Worth Watching in 2009, Profiles in Diversity Journal – Pam Kohn, senior vice president, General Merchandising for Walmart Stores US
- National Association for Female Executives (NAFE) named Wal-Mart as one of its "2008 Top 30 Companies for Executive Women"
- Working Mother Media named Wal-Mart as one of its "2008 Top 50 Companies for Multicultural Women"
- In 2008, Women of Color Magazine named Wal-Mart among its "Top 40 Great Organizations for Women of Color to Work."
- Wal-Mart México certified as "Gender Equality" by the National Institute for Women (INMUJERES) for the third consecutive year.