



Well-being at Walmart is your way to better



Find balance with benefits and programs for your mind, body, and wallet.

Mental (Mind)



Get 20 visits with a mental health professional

You and your eligible family members can see licensed therapists in person or virtually, and mental health coaches virtually through Lyra. And for in-the-moment support, connect with a licensed clinician 24/7.



Schedule a neuropsychological evaluation

You can be seen by a Lyra provider, often within four weeks, rather than waiting many months.



Get support for neurodiversity

Quickly connect one-on-one with board-certified behavioral analysts through Lyra for help with needs such as ADHD and autism.



Financial (Wallet)



See the full picture

Your total pay can be made up of three parts: base pay, bonus, and stock. You can see your total pay in Me@Campus, Me@Sams, or MyWalmart.



Manage your money better

The ONE@Work app lets you save automatically, monitor your credit score and find ways to improve it, and get paid early.¹



Own your future

You can contribute to Walmart's 401(k) plan at any time. Once you're match-eligible, Walmart will match each dollar you contribute, up to 6% of your eligible pay. Plus, you can share in the company's success by participating in the Associate Stock Purchase Plan (ASPP) with a 15% match on the first \$1,800 you contribute per plan year.



¹ OnePay is a financial technology company, not a bank. Banking services provided by Coastal Community Bank or Lead Bank, Member FDIC. Instapay is unavailable to associates in New York and Puerto Rico, truck drivers, and executives.

² For participants in the Premier PPO, Saver HSA, and Contribution HRA plans when connecting online with a Doctor On Demand by Included Health provider. Participants in the Personalized Wellbeing Copay plan pay \$0 for covered virtual care, but virtual urgent care is \$0 only when connecting online with a Doctor On Demand by Included Health provider.

³ At-home labs are \$0 when ordered through Quest Diagnostics during a virtual session with a Doctor On Demand by Included Health provider.

Physical (Body)



Get covered

Choose coverage that works for you with medical, dental, vision insurance, and more. See your options in your personalized Benefits Guide.



Skip the waiting room

Receive care virtually for primary, urgent,² or mental health care through Doctor On Demand by Included Health, and some at-home labs³—anytime, anywhere. You can also connect virtually for digestive health care and physical therapy.



Find support for your metabolic health

Access programs through Twin Health that help you manage pre-diabetes and diabetes, save money on prescriptions, lose weight, and live a healthier lifestyle.



Explore Well-being at Walmart

Scan the code or visit One.Walmart.com/Wellbeing

Have questions?



Chat with People Services at One.Walmart.com/BenefitsChat or call 1-800-421-1362.

Get personalized help navigating your benefits with Help Now. Visit One.Walmart.com/HelpNow

Benefits key



Available on Day One as a Walmart associate



Eligibility rules apply



Part of most Walmart medical plans



No cost for service

Explore even more ways to live better

Mind

Connect with a psychologist or psychiatrist virtually

Your Walmart medical plan covers virtual mental health services through Doctor On Demand by Included Health, too.



Take the time you need

Focus on the things that matter most with paid time off.



Find peer support

Access a group chat facilitated by a trained moderator through Supportiv and connect anonymously with people who are dealing with similar struggles as you.



Wallet

Get exclusive savings

Take advantage of the Associate Discount Card, no-cost Walmart+ membership, and/or a Sam's Club membership.



Further your education

From earning a short-form certificate, high school diploma, or college degree, Walmart pays for tuition and books with Live Better U.



Take time away

Focus on what matters most with qualifying paid or unpaid leaves of absence.



Protect your income

Get cash support when you can't work due to injury, illness, or surgery. Full-time hourly and salaried associates, and OTR drivers, have access to short- and long-term disability coverage.



Body

Save on prescriptions

Pay a \$4 copay for most generic prescriptions.⁴



Find a doctor in your network

Easily identify providers in your area. Get the right care with the right provider, so you can live better.



Get a Personal Healthcare Assistant

They can help you find a doctor, facilitate a second opinion, or figure out a medical bill.



Access to specialists at some of the best facilities

Walmart's Centers of Excellence program⁵ offers support for complex health needs such as cancer, hip and knee replacements, organ and tissue transplants, and more. You can also get access to fertility care and weight loss surgery, subject to deductible and coinsurance.



Build your family

Get help paying for surrogacy and adoption with Kindbody.



Create healthy habits with support

Use Fresh Tri—an app designed to help you eat better, manage stress, move more, and think positively.



Get fit wherever you work, live, or travel

Access discounts on classes and gym memberships through Fitness Pass.



Get personalized help navigating your benefits with Help Now. Visit One.Walmart.com/HelpNow

Benefits key



Available on Day One as a Walmart associate



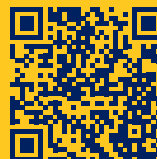
Eligibility rules apply



Part of most Walmart medical plans



No cost for service



Explore Well-being at Walmart

Scan the code or visit One.Walmart.com/Wellbeing

⁴ For Premier PPO, Saver HSA, and Contribution HRA plans. Personalized Wellbeing Copay Plan participants pay \$0 for generic prescriptions on the plan's preferred drug list; \$25 to \$250 for those on the non-preferred list; and full retail cost for those not on the plan's list of covered drugs.

⁵ For participants in the Premier PPO, Saver HSA, Contribution HRA, and Personalized Wellbeing Copay plans who meet clinical eligibility requirements. Deductible applies for Saver HSA Plan participants.

Benefits and programs described are applicable for 2026.

This communication provides information about certain Walmart benefits. Receipt of this communication does not automatically entitle you to the benefits described and these materials do not create an express or implied contract of employment or other contractual commitment. Every effort has been made to ensure the accuracy of this communication. However, if there are discrepancies between this communication and the official plan or program documents, the official plan or program document will control. For information about most health and welfare benefits, the 401(k) plan and the Associate Stock Purchase Plan, see the Associate Benefits Book. For information about other benefits, see One.Walmart.com/Me. Walmart retains the discretion to interpret the terms of language used in any of its communications, according to the provisions contained in the plan or program documents. Walmart also reserves the right to amend or terminate any benefit plan or policy in its sole discretion at any time for any reason.