



FY27 Q2 edition inside!

Live Better Bulletin

Walmart benefits to support you every step of the way.

For all **hourly** U.S. frontline and office-based Walmart associates and their families.

[Take me there](#)

For all **salaried** U.S. frontline and office-based Walmart associates and their families.

[Take me there](#)



Your path to better

Get the full picture of how your benefits support your mind, body, and wallet

This quarter we'll explore how:

- Focusing on your mental health can help you achieve total well-being for your mind, body, and wallet
- Our upcoming Associate Stock Purchase Plan (ASPP) move this summer will bring no trading fees to buy or sell your Walmart shares online, a streamlined experience, and more tools
- You can make the most of the exclusive savings available to associates

Sign up for paperless communications to receive benefit materials electronically and reminders via text.
Visit One.Walmart.com/Paperless

This is not a personalized communication. Some of the benefits information in this mailer may not apply to you.

Find details at One.Walmart.com/Wellbeing



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Benefits key



Available on Day One
as a Walmart associate



Eligibility rules apply



Part of most Walmart
medical plans



No cost for service



Associate spotlight:

Unlocking neurodiversity support

Liz Brown, senior manager at Sam's Club Home Office, shares how accelerated access to a neuropsychological evaluation has enhanced her mental well-being.

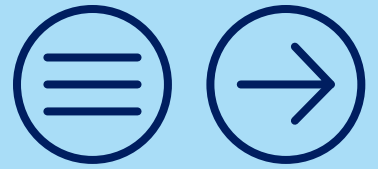
[Read her story](#)



Share your benefits story

Tell us how a Walmart benefit has helped you live better.

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Exciting changes to the ASPP coming soon

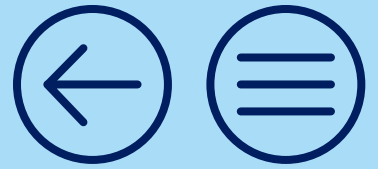
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You can own a piece of Walmart through our Associate Stock Purchase Plan (ASPP), which lets you buy Walmart stock through payroll deductions and has a company match.

The ASPP can help you build wealth by sharing in the company's success. Today, the ASPP is managed at Computershare. Starting Aug. 21, it will be managed at Merrill. Here's what this move will mean for you:

- **No trading fees:** No trading fees to buy or sell your Walmart shares online, but other fees may apply¹
- **Streamlined experience:** One place to manage both your ASPP and 401(k) accounts
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If you have an ASPP account, here's what you need to know as we prepare for the move:

Now

Make sure your contact information is up to date with Walmart to ensure you receive important move-related information.

Now–July 30

You'll continue to manage your ASPP through Computershare.

- If you want to transfer shares to a different broker, you have until **July 24**.
- If you want to **sell your shares** or make **payroll contribution changes**, you have until **July 30**.

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Save on vacation or staycation essentials with the Associate Discount Card, Walmart+ membership, and/or a Sam’s Club membership.²



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For savings outside of Walmart's VSP coverage, try the Associate Eyewear Program (AEP).³

Walmart and Sam's Club associates can save at in-store Walmart Vision Centers on glasses and sunglasses (including discounts on additional pairs) and a six-month or one-year supply of contact lenses.

NEW! Sam's Club associates can now save at Sam's Club Optical Centers on prescription glasses (including discounts on additional pairs).

Connect with a Walmart Vision Center or Sam's Club Optical Center associate for more information.



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Your paid time off helps you live better—whether you use it for a holiday, such as Diwali, Labor Day, or Yom Kippur, your birthday, or a planned break to rest and recharge. With paid time off, you’ll earn more paid time away the longer you’re with Walmart.

Talk to your manager when you want to take PTO or PPTO.⁴ Schedule your time and view your available hours in the Global Time & Attendance Portal (GTA).

Regular PTO	Protected PTO (PPTO) ⁴
Use for just about anything, as approved by your manager, for moments such as:	PPTO will authorize or approve your absence when you unexpectedly can’t work because of events like:
• Celebrating a holiday • Spending time with family • Taking a vacation	• Your illness or injury • Needing to care for a family member • Transportation issues

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Convenient care, wherever your path leads

Find the support you need anytime, anywhere as long as you have an internet connection or cellular data.

For your mind

Find or give support in anonymous group chats with peers who relate to your struggles, available 24/7 through Supportiv.



Connect with a mental health coach or therapist by phone or video chat, through Lyra or your medical plan.⁵



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Bypass crowded waiting rooms with virtual primary and urgent care.

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Build a healthier financial future when you learn tips for saving and investing through no-cost online Khan Academy courses. Then connect with a Merrill financial advisor to identify your goals and how to reach them.





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- Mind
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Explore all the benefits that support your total well-being on the complete benefits bundle

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4 ways to mental well-being



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and restoration >



Your path to connection
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Your path to building
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See exactly what you're enrolled in now and learn more about any benefits you can choose or change throughout the year.

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Mental wellness tools just for you

Use Lyra's Wellness Check-In to answer a few quick questions about how you're feeling. You'll receive an overview of your mental wellness and personalized, curated resources to help you thrive.

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Walmart, and where applicable, the plan's fiduciary, retains the discretion to interpret the terms and language used in this communication according to the provisions of 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.

Availability of Summary of Health Information: As an associate, the health benefits available to you represent a significant component of your compensation package. They also provide important protection for you and your family in the case of illness or injury. Your plan offers a series of health coverage options. Choosing a health coverage option is an important decision. To help you make an informed choice, your plan makes available a Summary of Benefits and Coverage (SBC), which summarizes important information about any health coverage option in a standard format, to help you compare options. The SBC is available on **One.Walmart.com/Health**. A paper copy is also available, free of charge, by calling **1-800-421-1362**.

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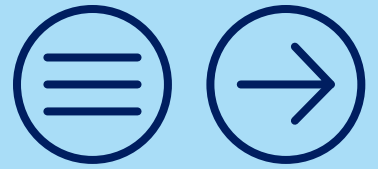
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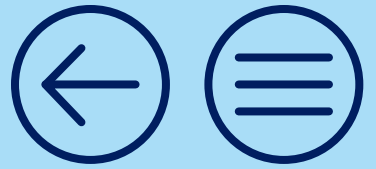
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Depending on your role, you could have Annual PTO or FlexTO.

Annual Paid Time Off (PTO)	Flex Time Off (FlexTO)
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Time off to manage your life or rest



See a licensed therapist or certified mental health coach



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Neurodiversity support



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Your mind

Ways to reduce stress and refocus



\$0

Support to overcome substance use



\$0

Virtual medical and mental health care⁵



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