

2027 Annual Enrollment edition inside

Live Better Bulletin

Choose the Walmart benefits that are right for you, Oct. 10–Nov. 6

Find your path to better

Explore the ways your Walmart benefits can help you live better.

Explore more

For all U.S. frontline and office-based Walmart associates and their families. Para leer este comunicado en español, visite **One.Walmart.com/BoletinVivirMejor**

Your path to better

It’s Annual Enrollment, your opportunity to choose or change your benefits for 2027.

Explore your choices now, then enroll by Nov. 6. Most changes you make during Annual Enrollment will take effect Jan. 1, 2027.[1]

This quarter, we’ll focus on:

- A change to prescription drug coverage that could mean you pay less for your medication[2] in 2027
- What to consider as you enroll for your 2027 benefits
- How you can protect your and your family’s finances

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.

1 401(k), ASPP, and OnePay @Work changes will go into effect within one to two pay periods of making your elections. Life insurance changes will go into effect within one to two pay periods of making your elections, as long as Proof of Good Health is submitted accurately and approved.

2 Based on prescriptions filled by participants in the Premier PPO, Saver HSA, Contribution HRA, and Personalized Wellbeing Copay plans Jan. 1, 2026, to Apr. 28, 2026.

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Associate spotlight:

Ways to maximize benefits for total well-being

Sheena Thompson, a Walmart Optician, shares how she used multiple benefits to support her total well-being, from battling breast cancer to preparing financially to build her family's home—and many life milestones in between.

Read her story

Share your benefits story

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

Share your story

Live Better LIVE event

Join us Oct. 28 to learn what's new for benefits and be inspired on your path to well-being.

Hear from senior leaders, frontline associates from this year's quarterly Live Better campaigns, and one of America's foremost journalists, Hoda Kotb, on the importance of well-being and all the resources available to support your mind, body, and wallet.



Find event details



Three minutes. Three ways to live better.

Tune in for fresh tips on getting the most from your benefits with the “Three in Three” audio series. Each three-minute episode focuses on one of our well-being pillars: mental, physical, or financial.

Find a new episode each Monday, Oct. 12–26, and use these tips to help you choose the right benefits for your needs before Annual Enrollment closes on Nov. 6.

Listen now



Your Annual Enrollment checklist

You have until Nov. 6 to choose or change your benefits for 2027.[3] Here's what you should do now:

- ✓ **Think about your needs.** Dive into how the medical plan options compare and explore the ways your Walmart benefits can protect you and your loved ones.
- ✓ **Know the details.** You'll need the name, date of birth, and Social Security number for anyone you plan to cover in 2027.

Find personalized details on your current coverage and your options for 2027.

Explore your choices

Prefer to watch a video?

Get ready to enroll and see what tools can support your decisions.

Watch the video

3 Some benefits, such as life insurance enrollment or 401(k) contributions, may be chosen or changed outside of Annual Enrollment.



Your prescriptions could cost less in 2027

Most Walmart medical plan options[4] are changing the way they cover prescription drugs. For most plan participants, this will mean no change in costs. Some could even spend less than they did in 2026 on the same covered medications.[5]

What's new for 2027

Most Walmart medical plan options will have a new formulary, or list of covered prescription drugs, that prioritizes effective medications at a lower cost to you.

How it will work

What you should do now

4 For participants in the Premier PPO, Saver HSA, and Contribution HRA plans. All plans are not available in all locations.

5 Based on prescriptions filled by participants in the Premier PPO, Saver HSA, Contribution HRA, and Personalized Wellbeing Copay plans who filled a prescription Jan. 1, 2026, to Apr. 28, 2026.

How it will work

The new formulary has two categories: Zero Dollar and Copay. More than 250 medications are under the formulary's Zero Dollar tier, including some insulin and inhalers. Review the table to see what you'll pay for a 30-day supply.[6]

	Zero Dollar	Copay
Generics	**$0**	Up to $4
Brand-name		Up to $50
Specialty		Up to $250

Prefer to watch a video?

Learn how the prescription drug benefit will work for most Walmart medical plans.

Watch the video

6 Saver HSA Plan participants must pay the entire cost of covered prescription medications until the network deductible is met. There are exceptions for preventive medications.

What you should do now

Most medications filled in 2026 will be on the 2027 list.[7]



Check whether your current medications will be on the 2027 formulary.

See what's covered

If your medication isn't covered on the formulary, talk with your provider about whether to switch to a covered drug. You may need to change your medication or seek a prior authorization to continue using your current drug.

See what your drug may cost in 2027

Compare plans

7 Based on prescriptions filled by participants in the Premier PPO, Saver HSA, Contribution HRA, and Personalized Wellbeing Copay plans who filled a prescription Jan. 1, 2026, to Apr. 28, 2026.

5 things to know when choosing your 2027 benefits



Your benefits are getting even better



Your medical coverage includes focused support



Estimate your 2027 medical and prescription costs



Decide who should get your money after you pass away



Your path to better

Your benefits are getting even better

Find even more support for your physical well-being:

- **Access to $0 prescriptions:** Most Walmart medical plan options will include a new formulary, or list of covered drugs, with more than 250 medications on its Zero Dollar tier. For most associates in most Walmart medical plans, this will mean no increase in prescription costs. Some could even save money.
- **Virtual physical therapy:** Our new provider, Hinge Health, has an easy-to-use platform and solutions to help manage pain and improve mobility.
- **More support for rare conditions:** Whether you're being evaluated for or have received a diagnosis of multiple sclerosis, Parkinson's disease, or ALS, you can connect with a specialist in person for evaluation and treatment review at no cost to you through Walmart's Centers of Excellence program.[8]

8 For participants in the Premier PPO, Saver HSA, Contribution HRA, and Personalized Wellbeing Copay plans who meet eligibility requirements. Saver HSA Plan participants must meet the plan's deductible.

Your medical coverage includes focused support

Most Walmart medical plan options[9] come with programs that can help you live better:

- **Find a quality network provider:** Use easy-to-understand ratings based on how a provider's patients did over time.
- **Centers of Excellence program:** Access support for complex conditions such as cancer, hip and joint replacements, some heart and spine surgeries, and more.
- **Family building:** Get up to $1,000 per pregnancy in doula support, no-cost breastfeeding supplies, and up to $20,000 in fertility care coverage.
- **Metabolic health:** Manage diabetes or pre-diabetes with customized recommendations on nutrition, activity, and sleep, or one-on-one coaching with a pharmacist.
- **Neurodiversity support:** Schedule a neuropsychological evaluation for yourself or a covered dependent, often within four weeks.
- **Virtual medical and mental health care:** Connect with Doctor On Demand by Included Health at no cost to you, anywhere you have an internet connection.[10]

9 For participants in the Premier PPO, Saver HSA, Contribution HRA, and Personalized Wellbeing Copay plans. All plans are not available in all locations.

10 For participants in the Premier PPO, Saver HSA, Contribution HRA, and Personalized Wellbeing Copay plans when connecting online with a Doctor On Demand by Included Health provider.



Estimate your 2027 medical and prescription costs

If you're considering a different medical plan for 2027, you have two powerful tools to help you explore what your coverage and care could cost:

- **Medical plan cost calculator:** Use this tool to compare costs for the medical plan options in your area. Simply enter your personal details to see the differences among medical plans available to you. Find it at **One.Walmart.com/ComparePlans**
- **Prescription drug list:** Enter your current prescriptions to see what you can expect to pay[11] in 2027. Find it at **One.Walmart.com/ComparePlans**

11 For participants in the Premier PPO, Saver HSA, Contribution HRA, and Personalized Wellbeing Copay plans. All plans are not available in all locations.



Decide who should get your money after you pass away

Some benefits, such as 401(k) and life insurance, will pay a benefit after your passing to the people you've chosen, known as your beneficiaries.

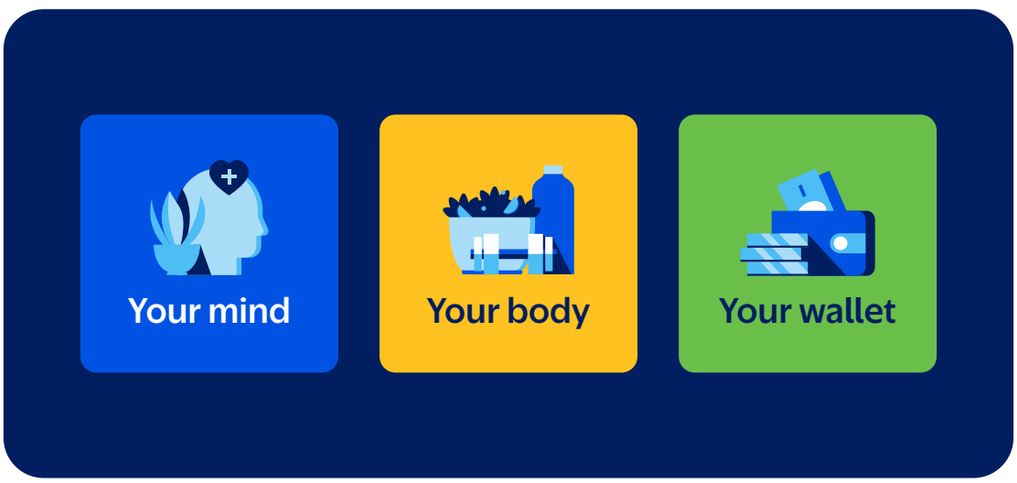
Keeping their information updated helps make sure your benefits are paid according to your wishes. If you don't name a beneficiary, your benefit will be paid according to plan terms, which may not be as you'd prefer.

Review and update your beneficiary information at **One.Walmart.com/Beneficiary**

Your path to better

You've got so many ways to build your path to a healthier mind, body, and wallet. Explore all your Walmart benefits that support your total well-being in the complete benefits bundle.

Explore now



People Services

Trained representatives can answer your benefits questions via chat at **One.Walmart.com/BenefitsChat** or when you call **1-800-421-1362**.

Get the full picture, including eligibility details, at **One.Walmart.com/Wellbeing**



It’s time to invest in your financial future

As you’re completing your online enrollment, you can review your contributions in programs that support your financial goals. Are you making the most of them?

Be sure to review your elections for:

Work toward your financial goals all year

Enroll now to protect yourself and your loved ones

Work toward your financial goals all year



401(k)

You can contribute each pay period to save for your future. Once you're match-eligible, Walmart will match each dollar you contribute, up to 6% of your eligible pay.



ASPP

You can share in Walmart's success by participating in the Associate Stock Purchase Plan (ASPP). Walmart provides a 15% match on the first $1,800 you contribute to the ASPP per plan year.

You can enroll in or change your elections for these programs outside of Annual Enrollment.



One site, two ways to build wealth

It's easier than ever to manage your 401(k) and ASPP now that both programs are managed by Merrill. You've got one place to track your retirement savings and to trade or sell ASPP shares, with no online trading fees.[12]

Build your financial future

12 Your transaction may be subject to regulatory, exchange, and other fees, which are standard industry charges not imposed by Walmart.

Enroll now to protect yourself and your loved ones



Financial support through long-term disability

Eligible associates can enroll in long-term disability (LTD)[13] coverage, which provides financial support when you're not able to work for months or even years due to an illness or injury.



Prepare for the unexpected with life insurance

All associates may enroll in coverage[14] at group rates that may be lower than you find elsewhere. Eligible associates automatically receive some company-paid life insurance, with the option to enroll in more.

Explore your options

13 Proof of Good Health (POGH) may be required. Coverage starts the later of Jan. 1 or the first day of the pay period in which it is approved.

14 Proof of Good Health (POGH) may be required, and your coverage cannot begin until it is approved. POGH is not required if you enroll in the guaranteed issue amount at your first enrollment opportunity.

Resources to remember

One.Walmart.com/Wellbeing

Explore the ways your Walmart benefits can help you live better.

Explore now

Your total pay and benefits

Visit **MyWalmart**, **Me@Campus** or **Me@Sams** to see what Walmart offers you: your base pay, bonus, stock awards (if applicable), retirement savings, Associate Stock Purchase Plan (ASPP), and more.

One.Walmart.com/WellbeingContentHub

Explore educational videos. Find quick, simple explanations of virtual health care, family-building benefits, and more.

Check it out

People Services

Trained representatives can answer your benefits questions via chat or when you call **1-800-421-1362**.

Chat People Services

The Associates' Health and Welfare Plan complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

Interpreter Services are available at no cost. 1-800-421-1362
Los servicios de interpretación están disponibles de manera gratuita. 1-800-421-1362

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 **2026 Associate Benefits Book**. For information about other benefits, see **One.Walmart.com/Me**.

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**.

Associates who work in Illinois and are eligible for a Walmart medical plan: Visit the Illinois Essential Health Benefit Comparison form at **One.Walmart.com/Notices** for a list of Walmart's medical plan benefits compared to those required of individual insurance policies regulated by Illinois.

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