

Dear Associates,

At the end of the 3rd week of lockdown, we are all adjusting to #WFH! It was good to see so many of you participate in the #AskUsAnything session with the IDC leadership team. Needless to say, your feedback is invaluable and sessions such as these help us get better at what we do. Amidst all the ambiguities currently in India, this session provided a platform for us to chat on how Walmart is reacting to the COVID-19 situation and ensuring that we continue to deliver our best.

At Walmart, globally, we have been hearing stories about how our team is working together during this challenging time, leading with humanity, compassion and understanding, especially our frontline associates in our stores and clubs. Our focus, as a company, is on the following priorities:

- Support our associates during this challenging time
- Continue to serve our customers
- Help other people (our suppliers, our partners and our communities)
- Manage the business well in the short-term
- Make progress on our strategy and come out of this situation even stronger

At IDC, we will continue to adapt and make changes, as necessary, to protect our associates. The leadership team will evaluate the lockdown situation and will come to a consensus on our next steps closer to April 15, 2020. This will be guided by any mandates or recommendations from the national and local authorities.

I'm truly humbled by your ask of supporting our community. We worked on this and I'm happy to share that we stand true to our commitment to the larger community. As part of our CSR initiative we will be contributing **₹1.25 Crores to the PM CARES Fund** to help our fellow citizens during this unprecedented time of need. As individuals, **you may also contribute by optionally choosing to donate a portion of your April salary** towards this relief effort. More details will be shared next week by our CSR team.

I look forward to hosting more sessions with you all as a fast-track way of getting insights on some of the ongoing issues that you may be facing. We are currently in the process of resolving the issues that have been raised to date and are looking into some of the perspectives which our associates shared.

I also want to give a huge shout-out to the cross-functional teams (ADE, Comms, eCrew, Global Security, HR and others) that have risen to the occasion and have provided us with all the support needed so that we continue to be productive even as we #WFH.

Stay connected! Stay Safe!

Hari Vasudev

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