



Congratulations on your new stock award!

Your compensation at Walmart has three core components: base pay, bonus, and stock. Stock awards are how we recognize your performance and contributions to Walmart's success. A stock award "grant" is the term we use for how we give you your award.

Five things to know about stock awards:



Your stock award isn't really yours until you accept it through Fidelity.

If you don't accept it on time, the vesting will be delayed – which could mean less money in your pocket. **If you haven't already, accept your stock award now** by signing in to Fidelity NetBenefits and following the prompts in the banner at the top of your homepage.



A "stock award grant" is a promise of stock, assuming you remain employed and meet other conditions for vesting. Once your stock vests, you own it.

Depending on your role, your stock may vest monthly or quarterly over three years.



Your vested shares are deposited into your Fidelity brokerage account. You can choose to keep them, sell them, or transfer them. And if you need support with these steps, a Fidelity representative is ready to help at **1-800-544-9354**.



The value of your stock award can grow when Walmart's stock price grows.

And you have the power to positively affect that growth by contributing to Walmart's overall success.



In case anything happens to you, make sure the stock you own goes to the people you care about by identifying a beneficiary.

You can pick more than one, and it only takes a minute or two. Simply scan the QR code, log into your Fidelity NetBenefits account, and follow the prompts.

Visit **One.Walmart.com/Stock** to find details. You'll find information on calculating your stock award, how vesting works, signing up for Fidelity-led workshops, and more.

Please disregard this information if you are no longer employed with Walmart.