



New! Quarterly “Live Better” benefits awareness campaign

FY26 Q1 Talking points for leaders

Starting Feb. 1, we’re launching an initiative to help associates own their well-being through better understanding and use of Walmart’s benefits. Each quarter, we’ll focus on benefits and programs that help associates live better in mind, body, and wallet. Use these talking points when discussing the campaign with your associates.

Talking points for associate conversations

Why is Walmart doing this?

- Working at Walmart comes with a wide range of benefits—some available on Day One, and others available once you’ve met eligibility requirements.
- Your benefits package is an important part of the total value of working at Walmart. We want to be sure that you can make the most of what we offer, so you can save money and live better. That’s why the mailer coming to your home each quarter is called the **Live Better Bulletin**.
- This quarterly approach is designed to streamline the way you learn about your benefits, so throughout the year you’ll have a regular source of information that you can refer to when you have questions.

What do I need to do?

- Read each quarter’s **Live Better Bulletin** for a sense of what’s available to you and how some of our most popular benefits work.
- If you want more details on a benefit or program, you’ll find links to dedicated pages in the quarterly materials. Or you can go to One.Walmart.com/Wellbeing to find more information on the programs being highlighted each quarter.
- **Note:** You may not be eligible for or enrolled in all of the benefits mentioned in the Live Better Bulletin. To see your personalized Benefits Guide, to One.Walmart.com/BenefitsGuide.

Find more information

OneWalmart is your one-stop shop for further details:

- **Associates:** Each quarter, the Well-being page will be refreshed with that quarter’s topics at One.Walmart.com/Wellbeing.
- **Leaders:** You’ll also be able to access a leader playbook at One.Walmart.com/LiveBetterPlaybook for copies of the current and past quarters’ communications.

For leaders only

Each quarter, the campaign will include:

- **Leaders:** Updated leader talking points and previews of upcoming communication available ahead of the campaign. You’ll find these resources in a dedicated leader playbook at One.Walmart.com/LiveBetterPlaybook.
- **Facility managers:** Your facility will receive posters and table tents to display at your location, along with instructions for accessing optional digital signage. These will be available in English and Spanish.
- **All associates:** A mailer, titled **Live Better Bulletin**, sent to their home address to promote benefits topics and programs, plus a variety of digital communication. Associates who’ve opted into paperless communication and provided us with an email address will receive an electronic version of the quarterly mailer.

What to do:

Watch for communication materials at the beginning of each quarter and familiarize yourself with the highlighted topics and programs. Remind your associates to be watching for communication, too. If you receive questions, direct associates to One.Walmart.com/Wellbeing.

Topics for FY26 Q1 (Feb.–April 2025):

- **Taking ownership of your well-being**—for your mind, body, and wallet
- **Being in control of your financial health** using ONE@Work and the Associate Stock Purchase Program (ASPP)
- **Medical plan basics** to help associates make the most of their coverage, using the popular Premier Plan as an example
- **Help Now, a program** to help associates navigate everyday life challenges
- **Mental health support** for every step of the well-being journey

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

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