To: Walmart associates

From: Donna Morris, Chief People Officer

Date: Oct. 13, 2026

RE: **New benefits for Annual Enrollment**

We are excited to share upcoming changes to our benefits during this Annual Enrollment season. **We're adding even more ways to help you and your family live better through comprehensive and affordable healthcare and benefits.** Annual Enrollment is happening now through Nov. 6, bringing benefits improvements that can make a real difference.

Here's what's new this year

1. **$0 for over 250 medications.** Most of our Walmart medical plans are changing the way they cover prescription drugs in 2027, prioritizing medications at a lower cost to you. More than 250 medications will now cost participants zero dollars, including some insulin and inhalers.
2. **More support for rare conditions, at no cost.** If you are being evaluated for or diagnosed with multiple sclerosis, Parkinson's disease or ALS, you can connect in-person for an evaluation and treatment review with a specialist at Mayo Clinic or Cleveland Clinic through our Centers of Excellence program, available under most 2027 medical plans.
3. **More time when family needs you most.** Starting this World Prematurity Day (Nov. 17), we're adding a new benefit that provides a maximum of 12 weeks of dedicated paid NICU leave. This new dedicated paid NICU leave (found on the People Policies OneWalmart page) can be combined with other paid time off and leave benefits, such as maternity leave and parental leave.

More about our benefits

While the above benefits are new enhancements this year, we will continue to offer many other great benefits to support you and your families, including:

1. **Centers of Excellence:** No-cost access under most medical plans to specialists at some of the best facilities for certain complex conditions – including virtually all cancers.
2. **Mental health support:** 20 no-cost therapy sessions per year.

3. **Virtual care:** Access to $0 urgent care, primary care, mental health, physical therapy and digestive health virtual services.
4. **Family building support:** Up to $20,000 for fertility services, adoption or surrogacy.

Learn more about Walmart benefits, which are designed to support your physical, mental and financial well-being.

Attend the Live Better LIVE event

Mark your calendar to learn more about changes for 2027 and other ways Walmart supports your well-being at Live Better LIVE on Oct. 28. You'll hear from frontline associates who have used our various benefits, senior leaders and one of America's foremost journalists, Hoda Kotb. You can help recognize Breast Cancer Awareness Month by wearing pink to the event.

To enroll for benefits check out One.Walmart.com/Wellbeing.

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