Fidelity NetBenefits® User Guide

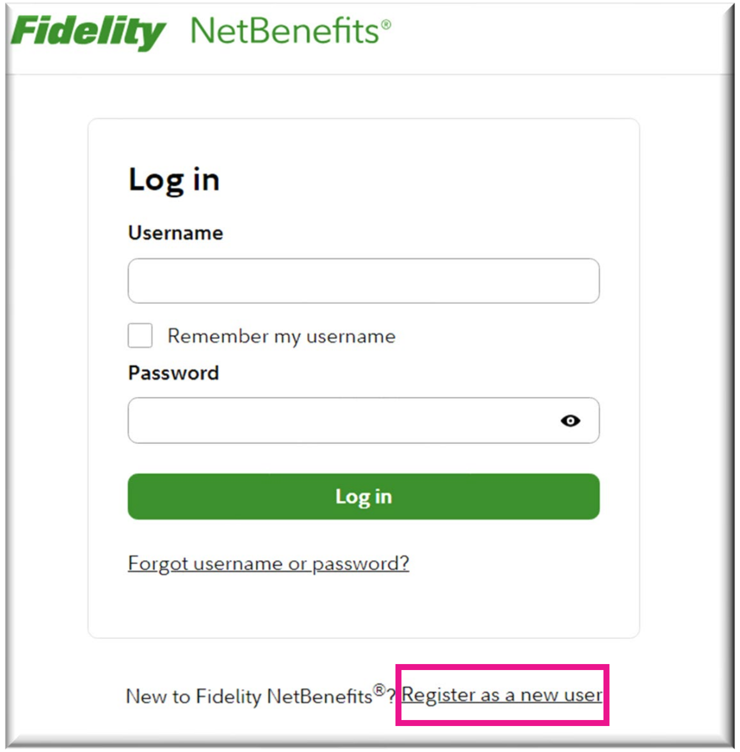
A guide to navigating NetBenefits for Walmart U.S. Associates

Before You Begin

Before you have full access to your award details on NetBenefits, there are a couple of steps you may need to take to set up your account:

STEP 1: Register as a new user (if applicable)

If you don't have existing login credentials for NetBenefits, click *Register as a new user* to set up your unique username and password. Make sure to follow the prompts and select that you work primarily inside the United States.

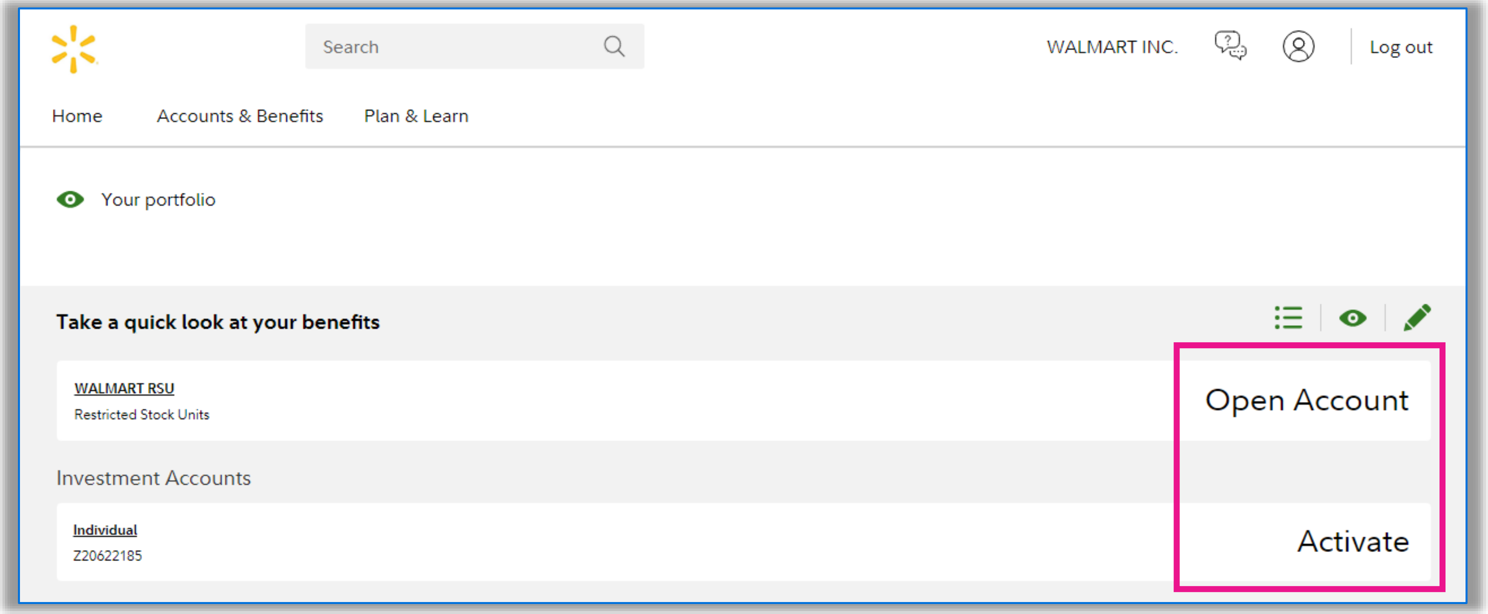


STEP 2: Make sure your account is opened/activated (if applicable)

When possible, Fidelity will use your existing account to manage your Walmart awards, but if a new account was established for you, you'll need to finish opening (or "activating") the account.

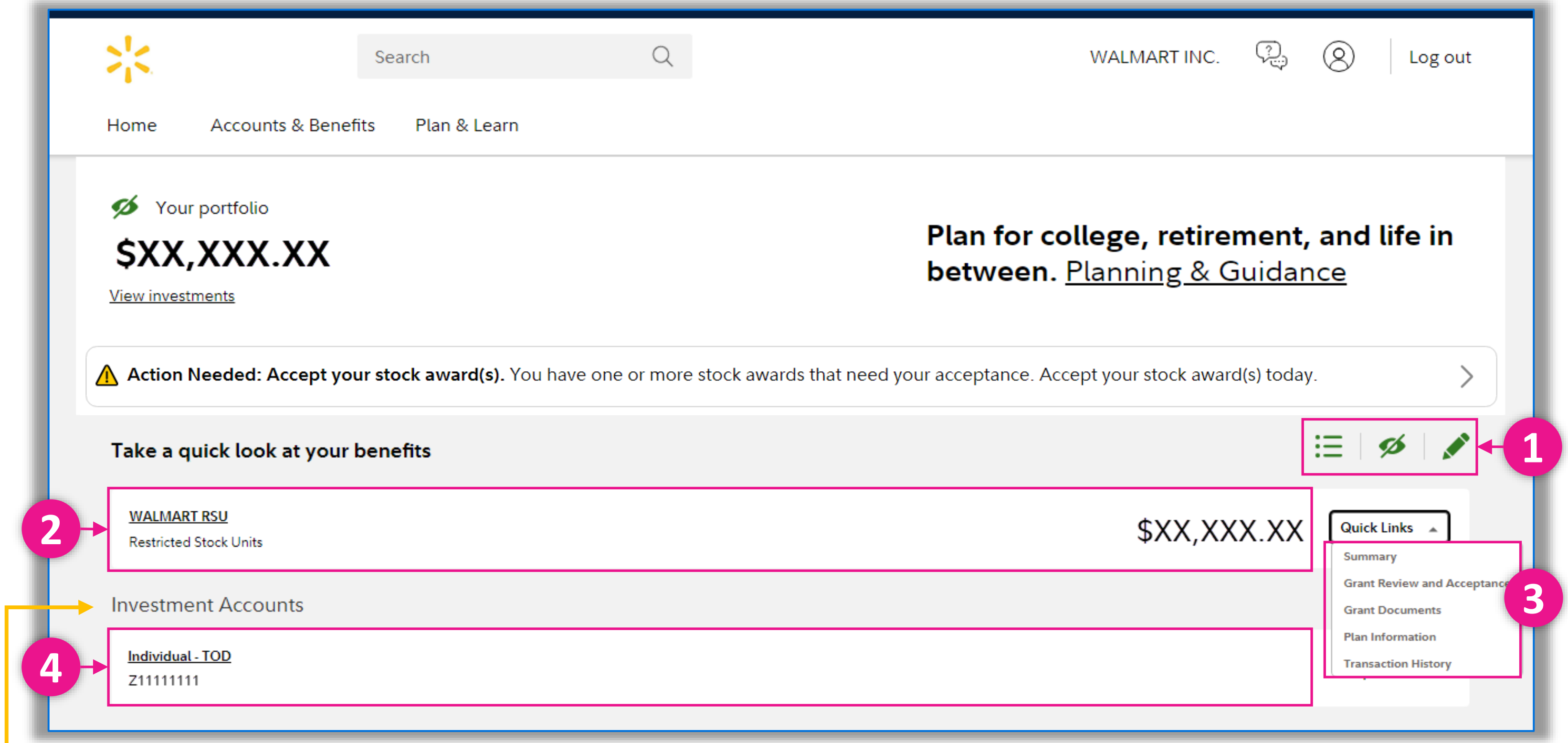
Your stock plan tile(s) and individual account will have *Open Account or Activate* if you need to take action.

Click *Open Account* or *Activate* to get started. Don't worry—you will not need to go through this step more than once.



NetBenefits Home Page

Your **Home Page** is the place to go to customize your viewing preferences, review your stock plan tile(s), and access Quick Links.



If you have other personal accounts such as stock plan accounts from other employers, individual retirement accounts (IRAs), or joint accounts, they will be listed in the *Investment Accounts* section.

1. **Display Preferences**
   Change the look of the **Home Page** based on your own preferences.
2. **Award Details**
   Click on the stock plan tile to view your award details on the stock plan summary page.
3. **Quick Links**

   Summary
   Visit the **Stock Plan Summary** and view your award details.

   Grant Review and Acceptance
   Accept your award(s), if required.

   Plan Information and Grant Documents
   Review previously accepted award agreements and other plan documents.

   Transaction History
   View a list of your transactions for the plan and find details about awards that were granted, accepted, or distributed.
4. **Brokerage Account**
   Also known as your Fidelity Account® or individual account, this is where your shares are deposited when your awards are distributed. Click this account to go to the *Positions* page in your brokerage account to view your shares.

Stock Plan Summary

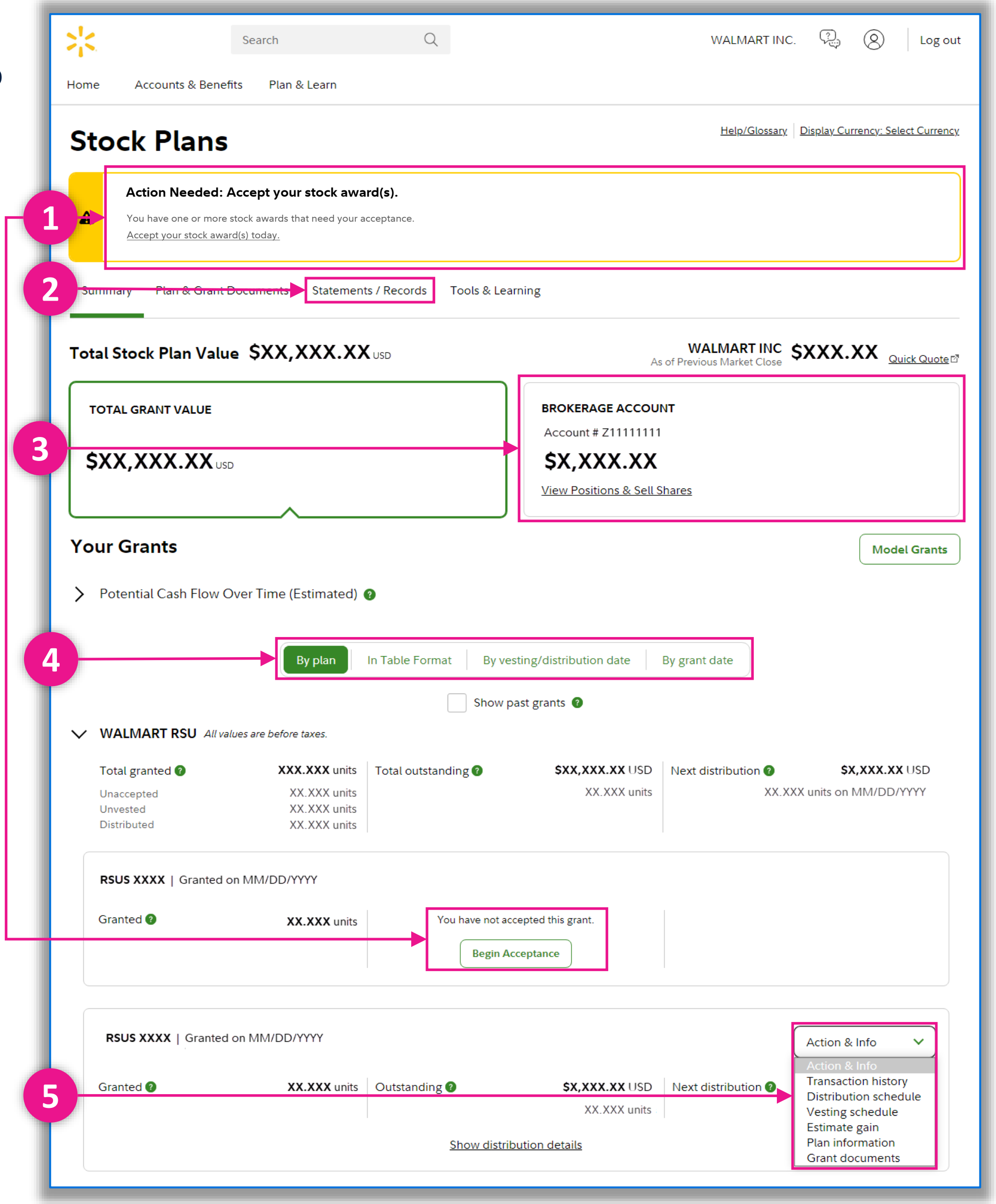
Your **Stock Plan Summary** page is the place to go for all your stock plan award details.

1. **Accepting Awards**
   If you have grants that need to be accepted, you will see a banner at the top of your summary page, and you will see a *Begin Acceptance* button next to your grants.

2. **Statements/Records**
   View your brokerage account statements and trade confirmations.

3. **Brokerage Account** (see next page)
   Also known as your Fidelity Account or individual account, this is where your shares are deposited when your awards are distributed. Click this account to go to the *Positions* page in your brokerage account to view your shares.

4. **Updating Grant Display**
   Choose how you would like to have your award details organized.



5. **Action and Info Menu**

   Transaction History
   View a list of your transactions for the plan and find details about awards that were granted, accepted, or distributed.

   Distribution Schedule
   View or print the upcoming distribution dates for your plan.

   Vesting Schedule
   View or print your vesting schedule for the award and find your estimated tax withholding.

   Estimate Gain
   Estimate your taxable income for a distribution.

   Plan Information and Grant Documents
   Review previously accepted award agreements and other plan documents.

For International Transfers and Expats: Tax information regarding your vested Stock Awards may periodically become available to you. If statements are available, you will see an alert on your stock plan summary page with a link to the document library.

Brokerage Account

Your **brokerage account** (also known as your Fidelity Account or individual account) is the place to go to access your shares and cash. After your shares are distributed, they will be deposited into this account. You can view your shares on the *Positions* tab.

1. **Updating Your Profile**
   Visit your *profile* to review and update your personal information, such as personal email, mailing address, phone number, and beneficiaries.

2. **Selling Shares**
   Click *Sell Shares* on the top left-hand side of your screen or use the green button on the *Positions* tab to get started.

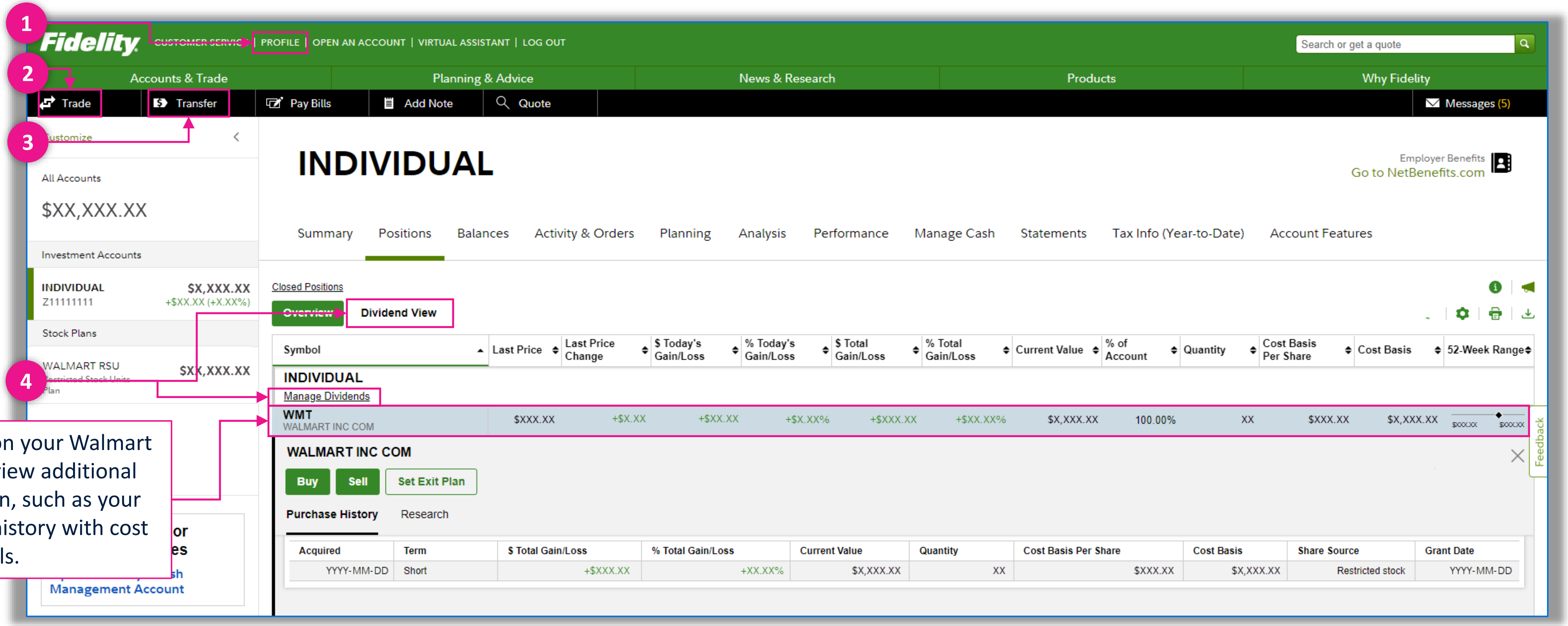
3. **Withdrawing Cash/Adding a Bank**
   Click *Transfer* to withdraw (or deposit) cash from your Fidelity Account or to set up new bank instructions.

4. **Managing Dividends**
   View detailed dividend information by clicking *Dividend View* or click *Manage Dividends* to set up a dividend reinvestment.

IMPORTANT!
Make sure to review or update the beneficiaries for your brokerage account regularly.

You can update your beneficiaries from your *Profile*, or go directly to:

Fidelity.com/beneficiary



TIP: Click on your Walmart shares to view additional information, such as your purchase history with cost basis details.

Resources

800-544-9354

Call a Fidelity Stock Plan Services Representative for any questions you have about your account.

Representatives are available from 4 p.m. Sunday to 11 p.m. Friday Central time.*

Fidelity Stock Plan Resource Center

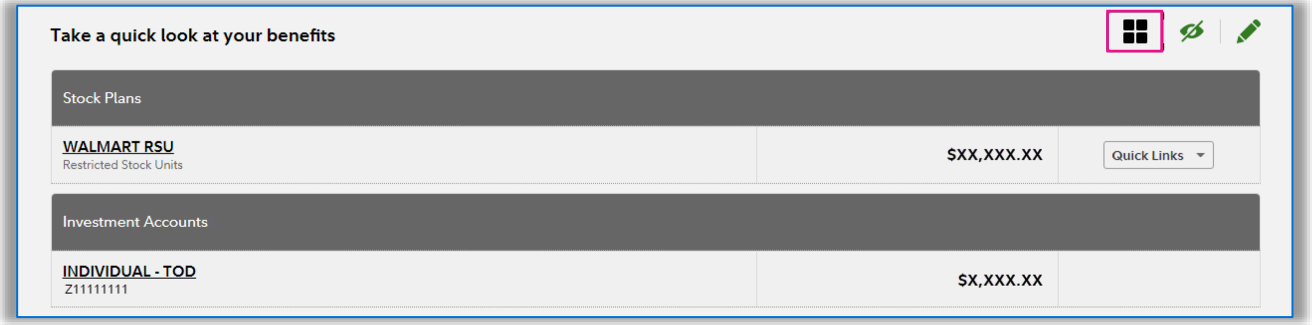
Visit the stock plan resource center to find everything you'll need to better understand how your stock plan and Fidelity Account work—including managing taxes, selling shares, accessing your account, and planning for your financial goals and priorities. It's your always-available, ready-to-help destination now and in the future.

*Excluding all New York Stock Exchange holidays, except Good Friday.

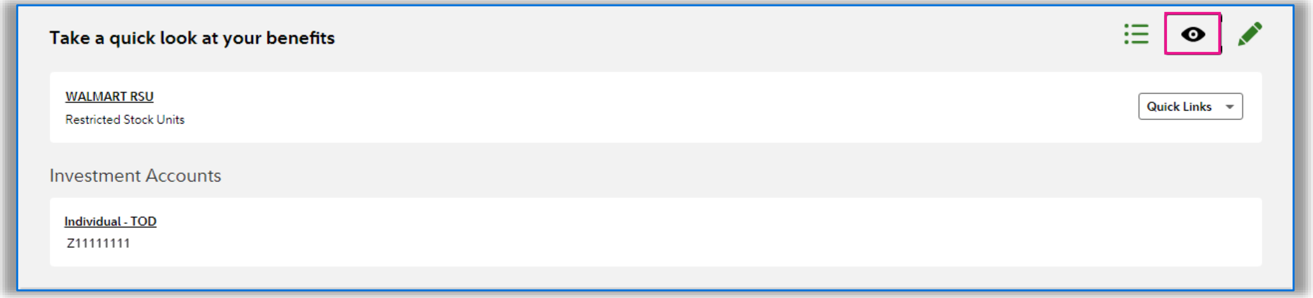
Appendix: Display Preferences

Return to:
Home Page
Summary Page
Brokerage Account
Resources

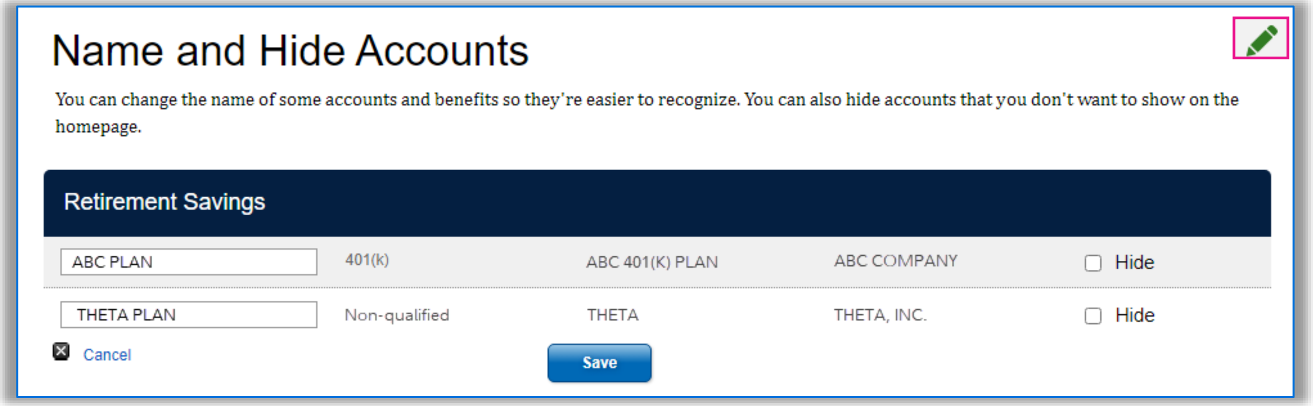
Use the icons on the Fidelity NetBenefits® **Home Page** to personalize how your plans are organized for easy access to your information.



Display your plans in *List* view as an alternative to the classic tile view.



Hide your balances for more privacy when logging in to your account.



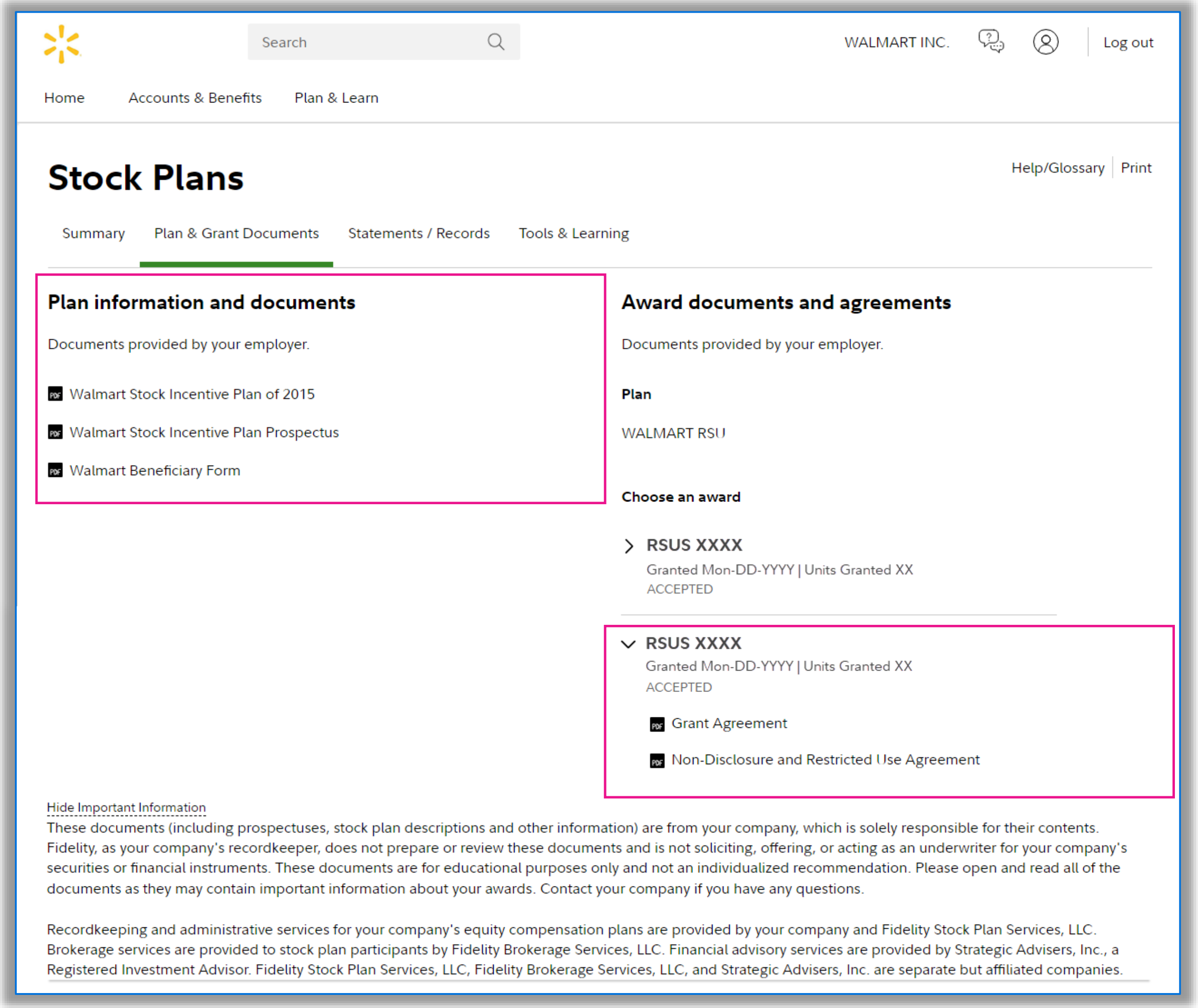
Name and Hide Accounts to assign a nickname or hide your eligible accounts.

Appendix: Plan & Grant Documents

Use the **Plan & Grant Documents** page to view a variety of helpful documents.

Under *Plan information and documents*, you will find important documentation associated with your plan.

Expand the awards under *Award documents and agreements* to view or download your previously accepted award agreements and other documents.



Appendix: Transaction History

The **Transaction History** page displays a list of transactions for the plan you selected.

To view detailed information from a distribution, click the Award distributed row.

Transaction history

WALMART RSU

Print Export

Transaction date: Past 30 days | Transaction type: All selected | Grant date: All | Reset | Apply

1 of 1 Results

Transaction date	Transaction type	Grant ID	Grant date	Quantity	Net proceeds
MON-DD-YYYY	Award distributed	RSUS XXXX	MON-DD-YYYY	XX.XXX units	XX.XXX units
MON-DD-YYYY	Award accepted	RSUS XXXX	MON-DD-YYYY	XX.XXX units	n/a
MON-DD-YYYY	Award granted	RSUS XXXX	MON-DD-YYYY	XX.XXX units	n/a

Back Print

Transaction details

Award distributed: XX.XXX units

Transaction date: MON-DD-YYYY

Grant date	MON-DD-YYYY
Awarded by	WALMART INC.
Grant type	RSU (Restricted stock unit)
Grant ID	RSUS XXXX
Distributed in	Shares
Tax withholding method	Net shares
Explanation of proceeds	
Fair market value at distribution of XX.XXX units at $XXX.XX	$XX,XXX.XX USD
Taxable income	**$XX,XXX.XX USD**
Taxes withheld	
FED (XX.XX%)	$X,XXX.XX USD
US SOCIAL SECURITY (X.XX%)	$XXX.XX USD
US MEDICARE (X.XX%)	$XXX.XX USD
STATE (XX.XX%)	$X,XXX.XX USD
Total taxes withheld	**$X,XXX.XX USD**
Shares net for taxes	XX.XXX
Net proceeds[3] (shares)	**XX.XXX**

Net proceeds[3]

XX.XXX shares

Shares distribute to your Stock Plan Account.

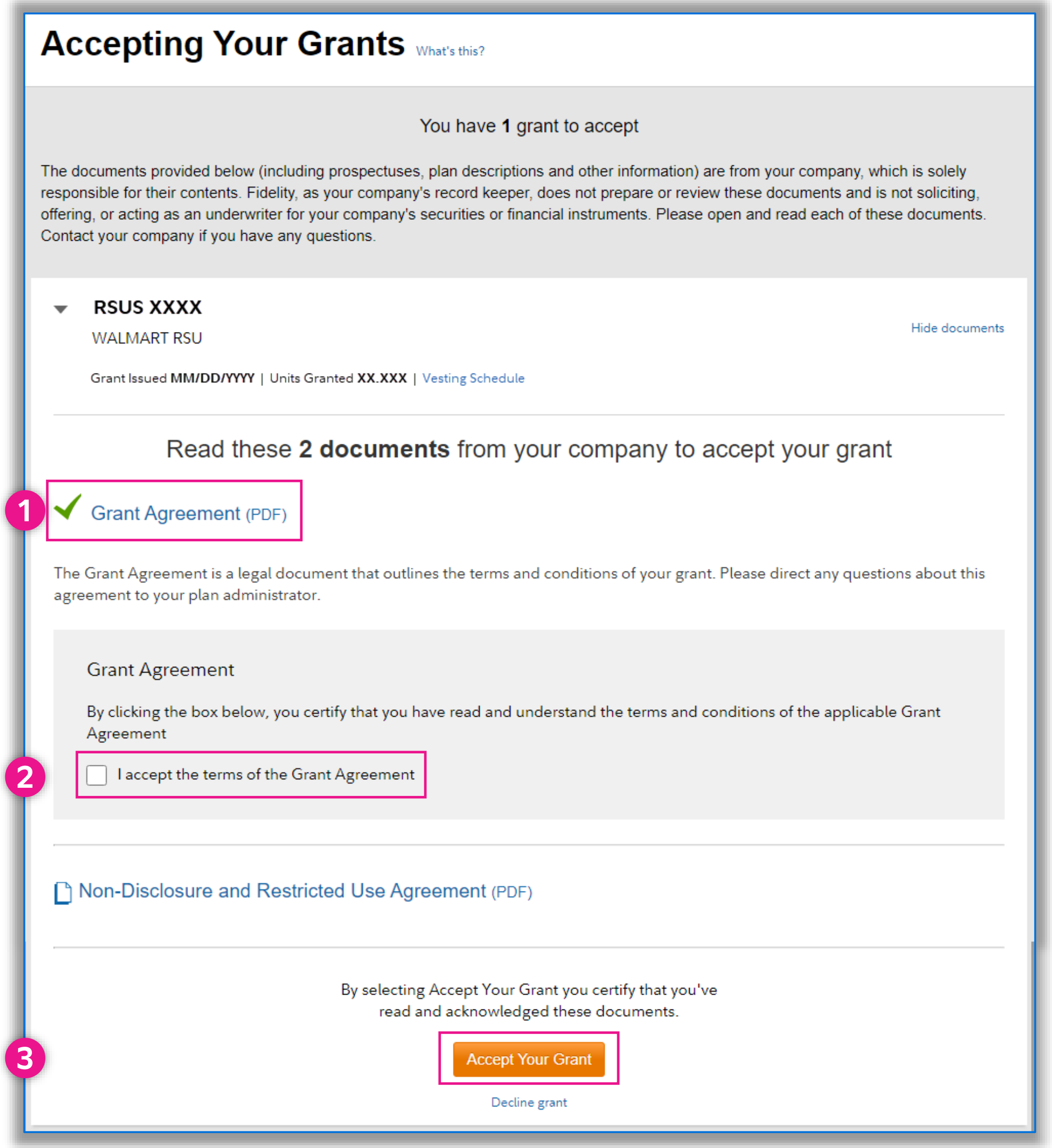
Grant details Grant documents

Return to Transaction History

Appendix: Accepting Your Grants

Use the **Accepting Your Grants** page to review and accept awards that you have received. The process can be completed in a few easy steps:

1. Open and review the documents provided by Walmart by clicking the document titles.
2. Accept the terms for each document.
3. Click the orange *Accept Your Grant* button.

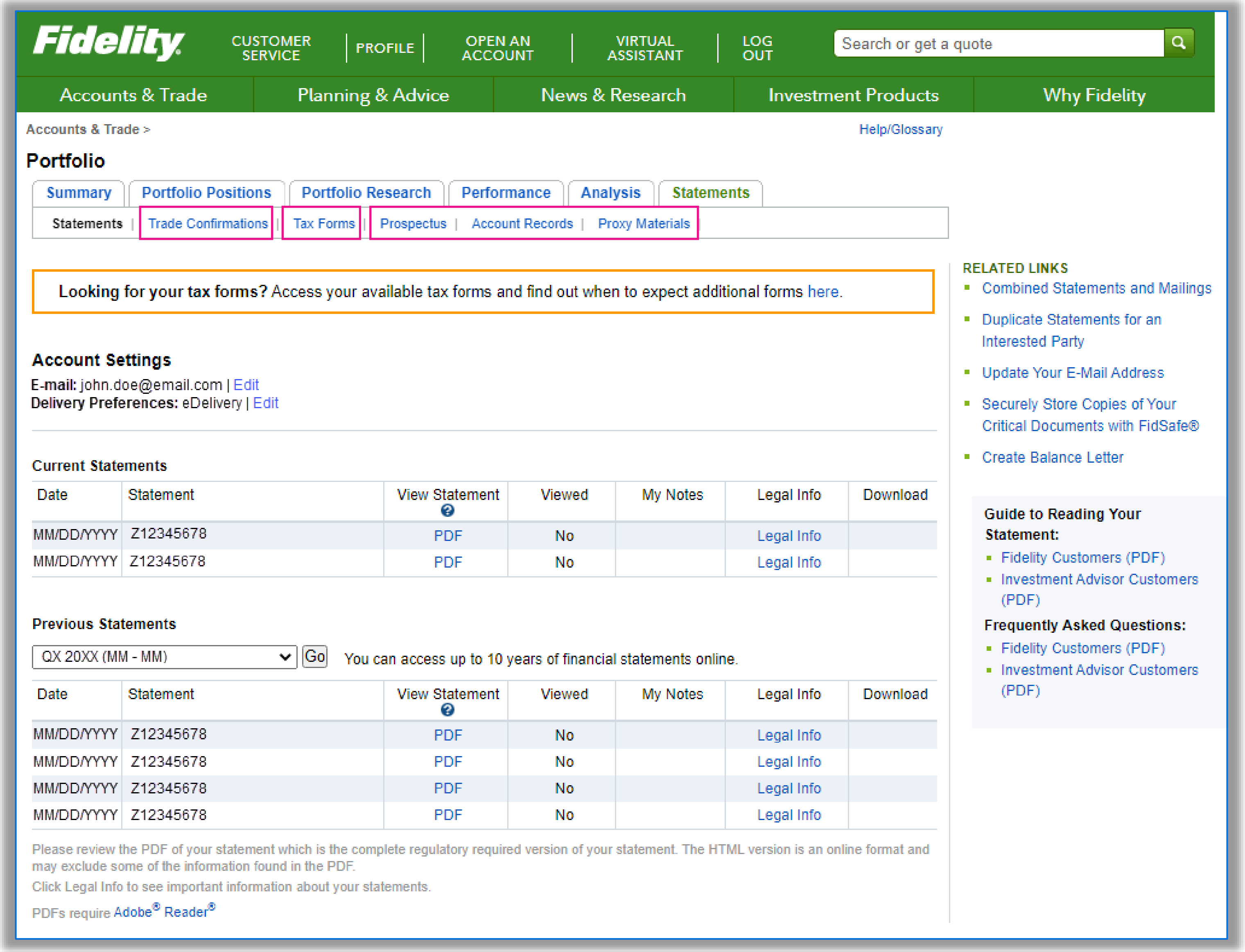


Appendix: Statements/Records

Use the **Statements/Records** page to view or download the monthly, quarterly, and yearly statements for your brokerage account as well as statements for any other personal brokerage accounts you may have with Fidelity.

You can also use this page to access a variety of other account records, including:

- Trade confirmations
- Tax forms
- Prospectuses
- Account records
- Proxy materials

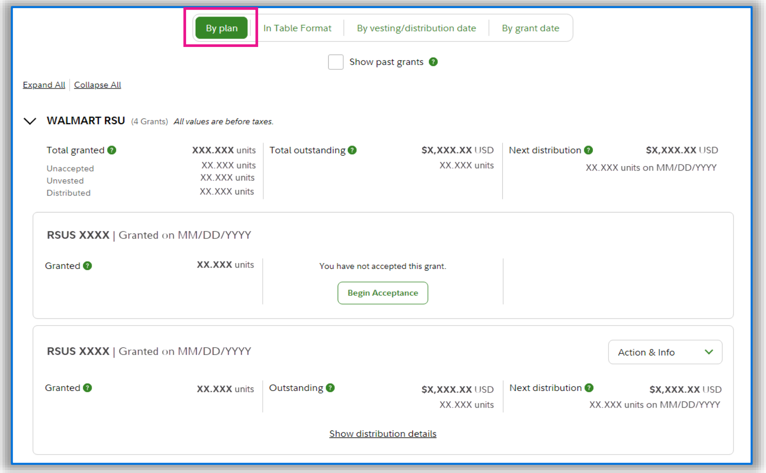


Appendix: Updating Your Grant Display

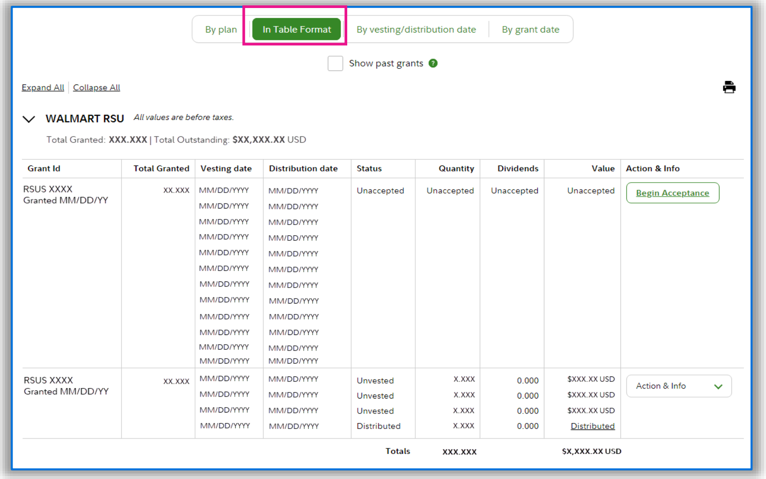
Use the buttons on your **Stock Plan Summary** page to personalize your grant display.

Organize your awards *by plan*, *in table format*, *by vesting/distribution date*, or *by grant date*.

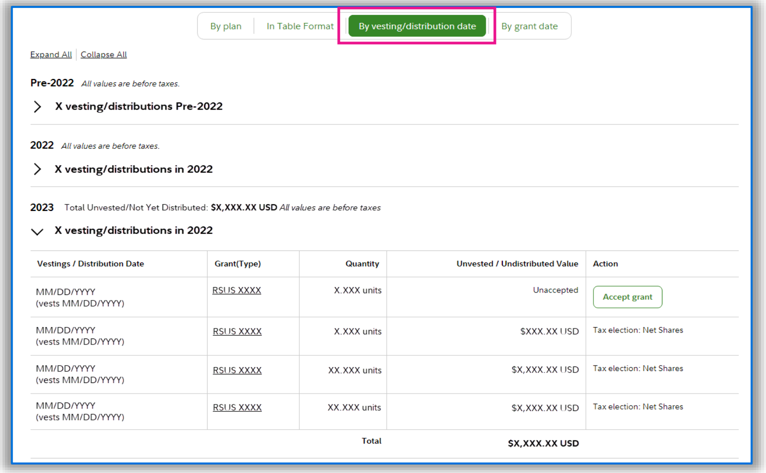
By plan



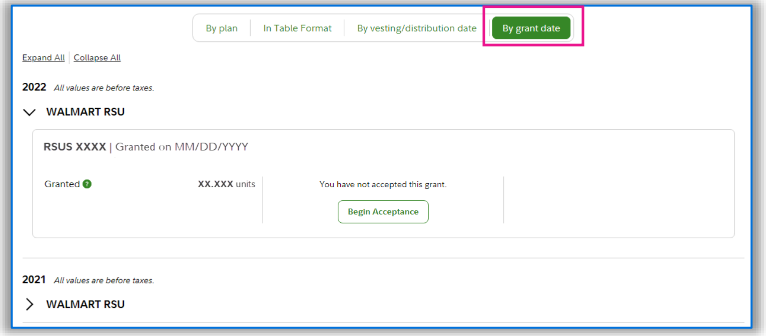
In table format



By vesting/distribution date



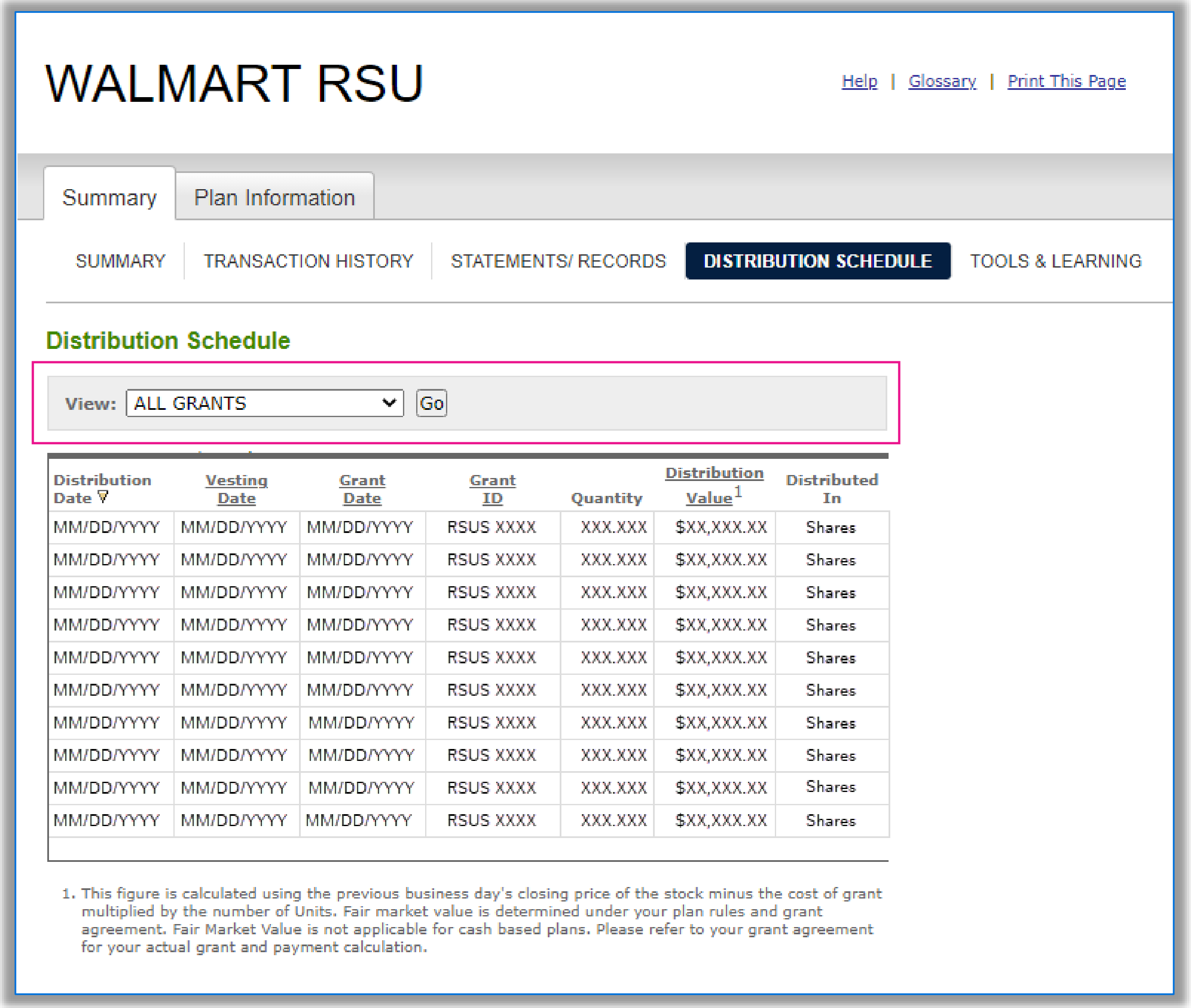
By grant date



Appendix: Distribution Schedule

The **Distribution Schedule** page lists the details for all upcoming distributions under the plan you selected.

By default, the list will include all grants, but you can use the *View* menu to filter by specific grants.



WALMART RSU

Help | Glossary | Print This Page

Summary | Plan Information

SUMMARY | TRANSACTION HISTORY | STATEMENTS/ RECORDS | DISTRIBUTION SCHEDULE | TOOLS & LEARNING

Distribution Schedule

View: ALL GRANTS Go

Distribution Date	Vesting Date	Grant Date	Grant ID	Quantity	Distribution Value[1]	Distributed In
MM/DD/YYYY	MM/DD/YYYY	MM/DD/YYYY	RSUS XXXX	XXX.XXX	$XX,XXX.XX	Shares
MM/DD/YYYY	MM/DD/YYYY	MM/DD/YYYY	RSUS XXXX	XXX.XXX	$XX,XXX.XX	Shares
MM/DD/YYYY	MM/DD/YYYY	MM/DD/YYYY	RSUS XXXX	XXX.XXX	$XX,XXX.XX	Shares
MM/DD/YYYY	MM/DD/YYYY	MM/DD/YYYY	RSUS XXXX	XXX.XXX	$XX,XXX.XX	Shares
MM/DD/YYYY	MM/DD/YYYY	MM/DD/YYYY	RSUS XXXX	XXX.XXX	$XX,XXX.XX	Shares
MM/DD/YYYY	MM/DD/YYYY	MM/DD/YYYY	RSUS XXXX	XXX.XXX	$XX,XXX.XX	Shares
MM/DD/YYYY	MM/DD/YYYY	MM/DD/YYYY	RSUS XXXX	XXX.XXX	$XX,XXX.XX	Shares
MM/DD/YYYY	MM/DD/YYYY	MM/DD/YYYY	RSUS XXXX	XXX.XXX	$XX,XXX.XX	Shares
MM/DD/YYYY	MM/DD/YYYY	MM/DD/YYYY	RSUS XXXX	XXX.XXX	$XX,XXX.XX	Shares
MM/DD/YYYY	MM/DD/YYYY	MM/DD/YYYY	RSUS XXXX	XXX.XXX	$XX,XXX.XX	Shares

1. This figure is calculated using the previous business day's closing price of the stock minus the cost of grant multiplied by the number of Units. Fair market value is determined under your plan rules and grant agreement. Fair Market Value is not applicable for cash based plans. Please refer to your grant agreement for your actual grant and payment calculation.

Appendix: Vesting Schedule

The **Vesting Schedule** page lists the details for your upcoming vestings and gives you access to more detailed tax withholding information. If you click *Estimated Tax Withholding* next to one of the vesting dates listed, you can see a detailed breakdown of the estimated tax withholding.

WALMART RSU

Help | Glossary | Print This Page

Summary | Plan Information

SUMMARY | TRANSACTION HISTORY | STATEMENTS/ RECORDS | DISTRIBUTION SCHEDULE | TOOLS & LEARNING

Vesting Schedule

Grant Date: MM/DD/YYYY - Grant ID RSUS XXXX

Distribution Schedule

Vesting Date	Quantity	Distributed In	Value[1]	
MM/DD/YYYY	XXX.XXX	Shares	$XX,XXX.XX	Estimated Tax Withholding
MM/DD/YYYY	XXX.XXX	Shares	$XX,XXX.XX	Estimated Tax Withholding
MM/DD/YYYY	XXX.XXX	Shares	$XX,XXX.XX	Estimated Tax Withholding
MM/DD/YYYY	XXX.XXX	Shares	$XX,XXX.XX	Estimated Tax Withholding
Total	**XXX.XXX**		**$XX,XXX.XX**	

Next Steps

- View Grant Details
- Estimate Gain for this grant

1. Restricted Stock Units net value is equal to the previous day closing price of the stock times the number of unvested units, but not including unaccepted units. Fair Market Value is determined under your Plan rules and granted units. The above calculation and Fair Market Value determination is not applicable to cash based plans. Please refer to your grant agreement for your actual units and payment calculation.

WALMART RSU

Help | Glossary | Print This Page

Summary | Plan Information

SUMMARY | TRANSACTION HISTORY | STATEMENTS/ RECORDS | DISTRIBUTION SCHEDULE | TOOLS & LEARNING

Estimated Tax Withholding

Vesting Date	MM/DD/YYYY
Grant Date	MM/DD/YYYY
Grant ID	RSUS XXXX
Units Vested	XXX.XXX
Estimated Fair Market Value Per Share[1]	$XXX.XX
Taxable Income	$XX,XXX.XX
FED Tax Amount at XX.XX% Tax Rate	$X,XXX.XX
SSC Tax Amount at X.XX% Tax Rate	$X,XXX.XX
MED Tax Amount at X.XX% Tax Rate	$XXX.XX
STATE Tax Amount at XX.XX% Tax Rate	$X,XXX.XX
Total Tax Withholding[2]	$X,XXX.XX

1. Estimated Fair Market Value Per Share is equal to the previous day closing price of the stock. The actual Fair Market Value is determined under your Plan rules and grant. Please refer to your grant agreement for your actual grant and payment calculation.
2. Rates used to estimate tax withholding are based on the rates provided by your employer and are subject to change.
3. Estimate Tax Withholding Results are based on the total units vested. The calculations: (1) assume the receipt of any portion of the grant has not been deferred, and (2) use the total vesting amount and all available tax rates to calculate results.

Appendix: Estimate Gain

WALMART RSU

Help | Glossary

Summary | Plan Information

SUMMARY | TRANSACTION HISTORY | STATEMENTS/ RECORDS | DISTRIBUTION SCHEDULE | TOOLS & LEARNING

Calculator

Grant Date	Grant ID	Grant Price	Quantity
MM/DD/YYYY	RSUS XXXX	$0.00	XXX.XXX

Enter Data to Estimate Gain

1 Provide the number of Shares/Units you would like to estimate

Shares/Units: XXX.XXX

2 Provide Grant Assumptions

Grant Price: $ 0.000

Fair Market Value at Vest or Distribution: $ XXX.XX Quick Quote

3 Provide Tax Assumptions

Withholding Tax Rate: XX.XX %

Tax Withholding Method: Net Shares

Estimate

Fair market value is determined under your plan rules and grant. Please refer to your grant agreement for your actual grant and payment calculation. Fair Market Value is not applicable for cash based plans.

Tax withholding is calculated based on the total fair market value of your shares/units as determined under your company's plan on the vest or distribution date (less the amount you paid for the shares/units, if any) multiplied by the tax withholding rate displayed/input in the tax withholding rate field.

Your company's plans may not provide for each of these withholding methods listed above.

Estimate Gain Results are based on the total vesting amount. The calculations: (1) assume the receipt of any portion of the grant has not been deferred, and (2) use the total vesting amount to calculate results.

This calculator is for estimation purposes only.

Please note that tax information is general in nature and should not be considered tax or legal advice. Fidelity does not provide legal or tax advice. Consult with an attorney or tax professional regarding any specific legal or tax situation.

Recordkeeping and administrative services for your company's equity compensation plans are provided by your company and its service providers.

Fidelity Brokerage Services LLC, Member NYSE, SIPC.

Use the **Estimate Gain** calculator to estimate your taxable income and the tax withholding due for your grant.

The calculator will automatically fill in the current *Fair Market Value at Vest or Distribution* field for your shares as well as the *Withholding Tax Rate* field that is on file for you.

You can adjust the fair market value to see what your estimated income would be based on that assumption.

Estimated Results

Using Net Shares for Taxes

Taxable Income	
Estimated Fair Market Value of Units	$XX,XXX.XX
Cost of Units	$0.00
Estimated Taxable Income	$XX,XXX.XX
Estimated Tax Withholding Due	
Total Taxes Due at XX.XX%	(XXX shares) $XX,XXX.XX
Estimated Distribution	
Estimated Net Share(s)	(XXX shares) $XX,XXX.XX

Appendix: Updating Your Profile

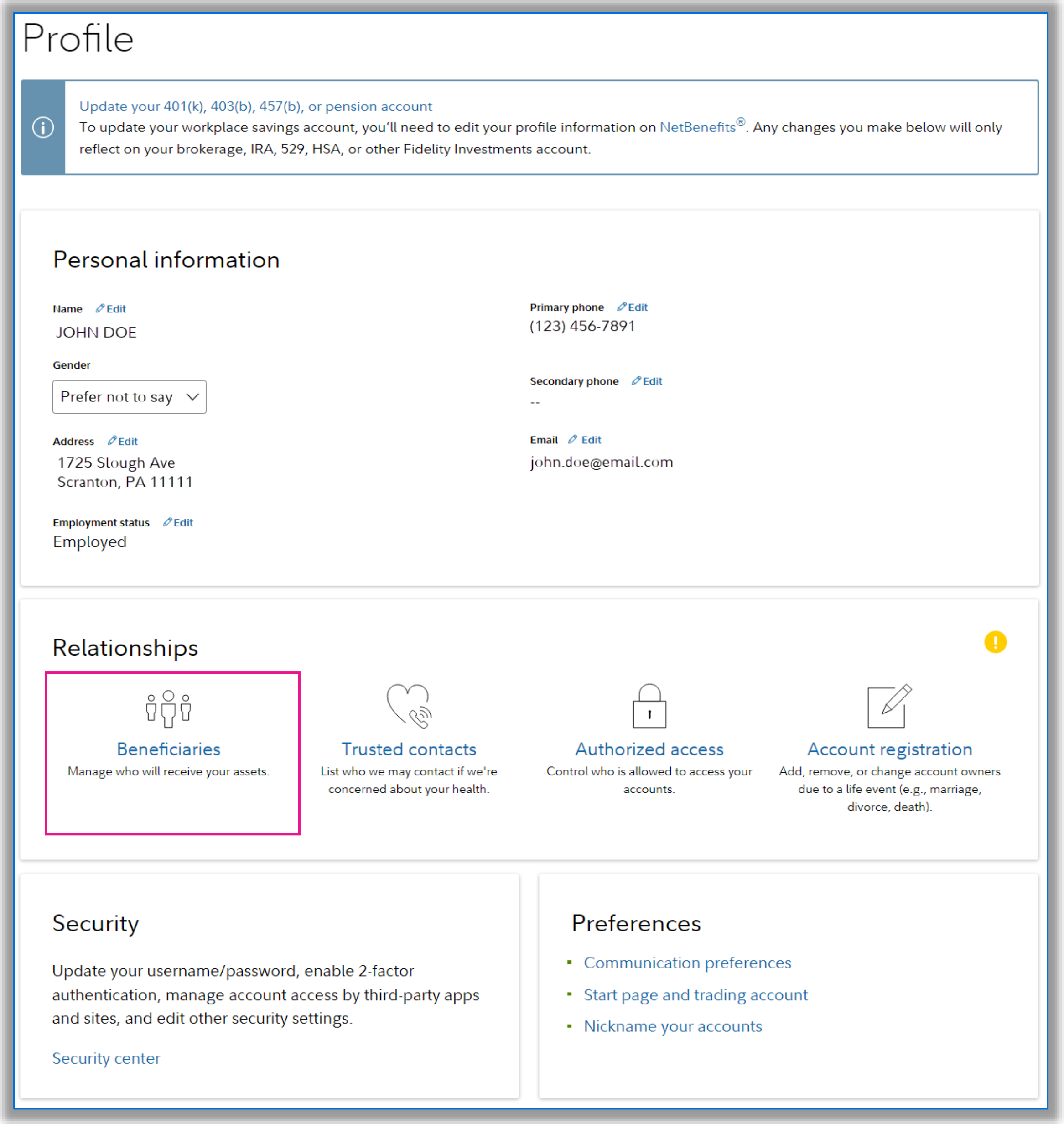
Visit your *Profile* to review or update your personal information, such as:

- Mailing address
- Phone number
- Email address
- Communication preferences (eDelivery)
- Security settings

IMPORTANT!
Make sure to review or update the beneficiaries for your brokerage account regularly.

You can update your beneficiaries from your Profile, or go directly to:

Fidelity.com/beneficiary



Appendix: Selling Shares

Return to:
Home Page
Brokerage Account Summary Page
Resources

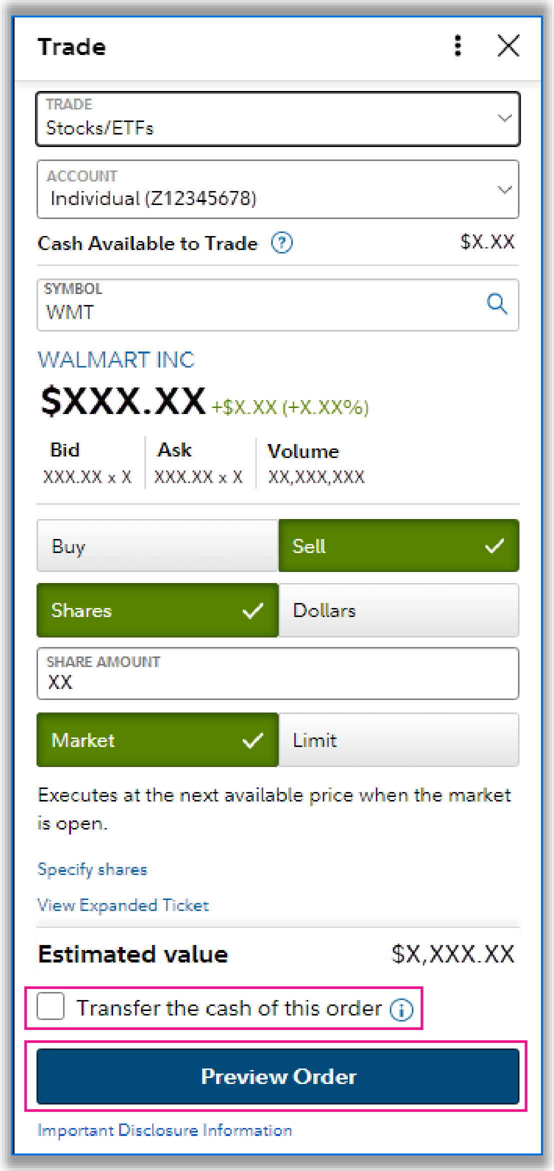
When you click *Trade* or *Sell* from your brokerage account, a trade ticket will appear.

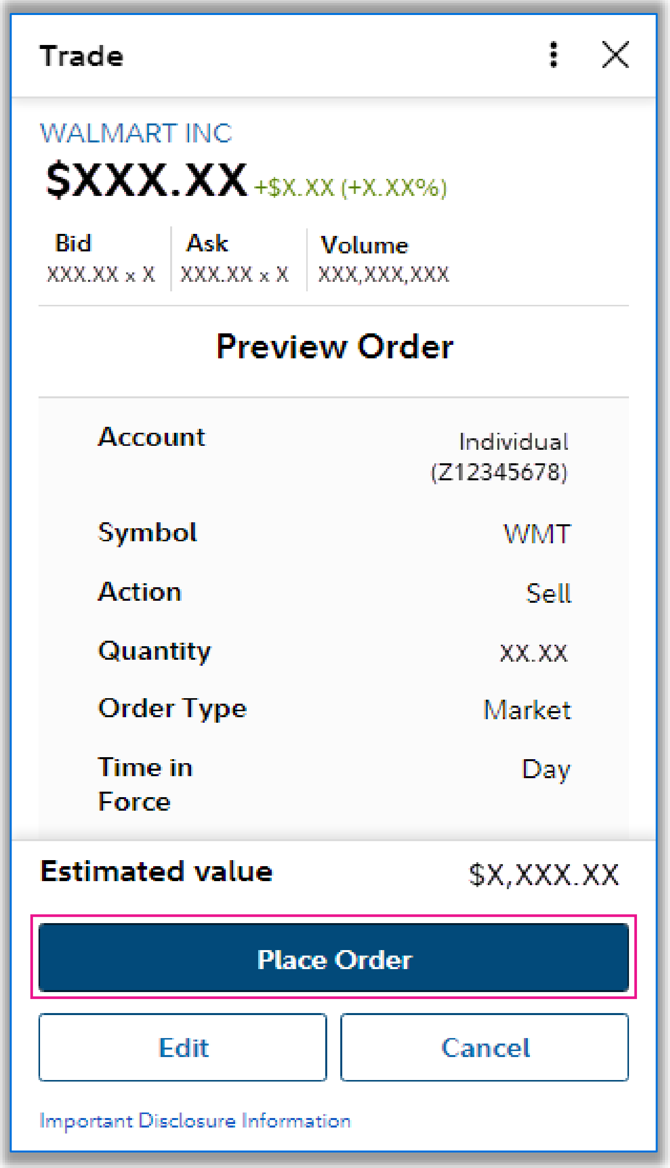
Fill in the required information and click *Preview Order*.

If your information looks correct on the preview, click *Place Order* to sell your shares.

Helpful hints:

- A *Market* order will execute your trade at the next available price (when the market is open).
- A *Limit* order will allow you to set a minimum price at which you are willing to sell your shares.
- If you select *Transfer the cash of this order*, you can select where to transfer the cash after the order has been placed. You can choose to transfer the cash to your bank, another Fidelity account, or request a check.

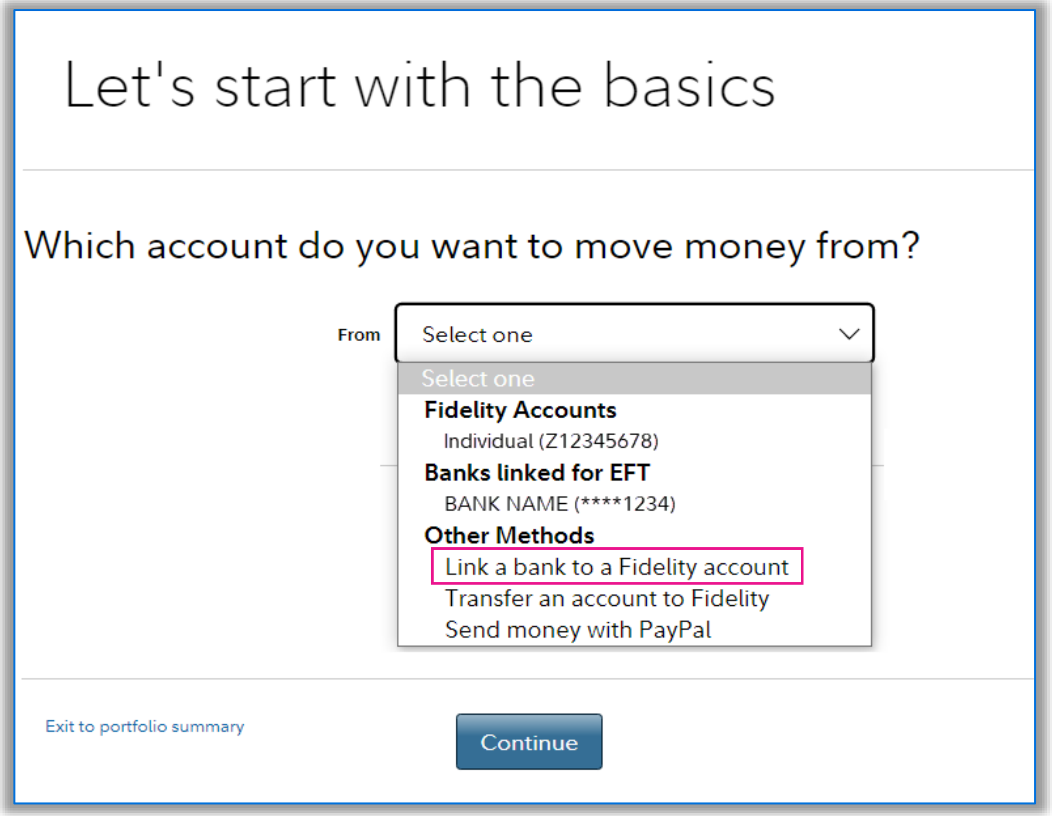


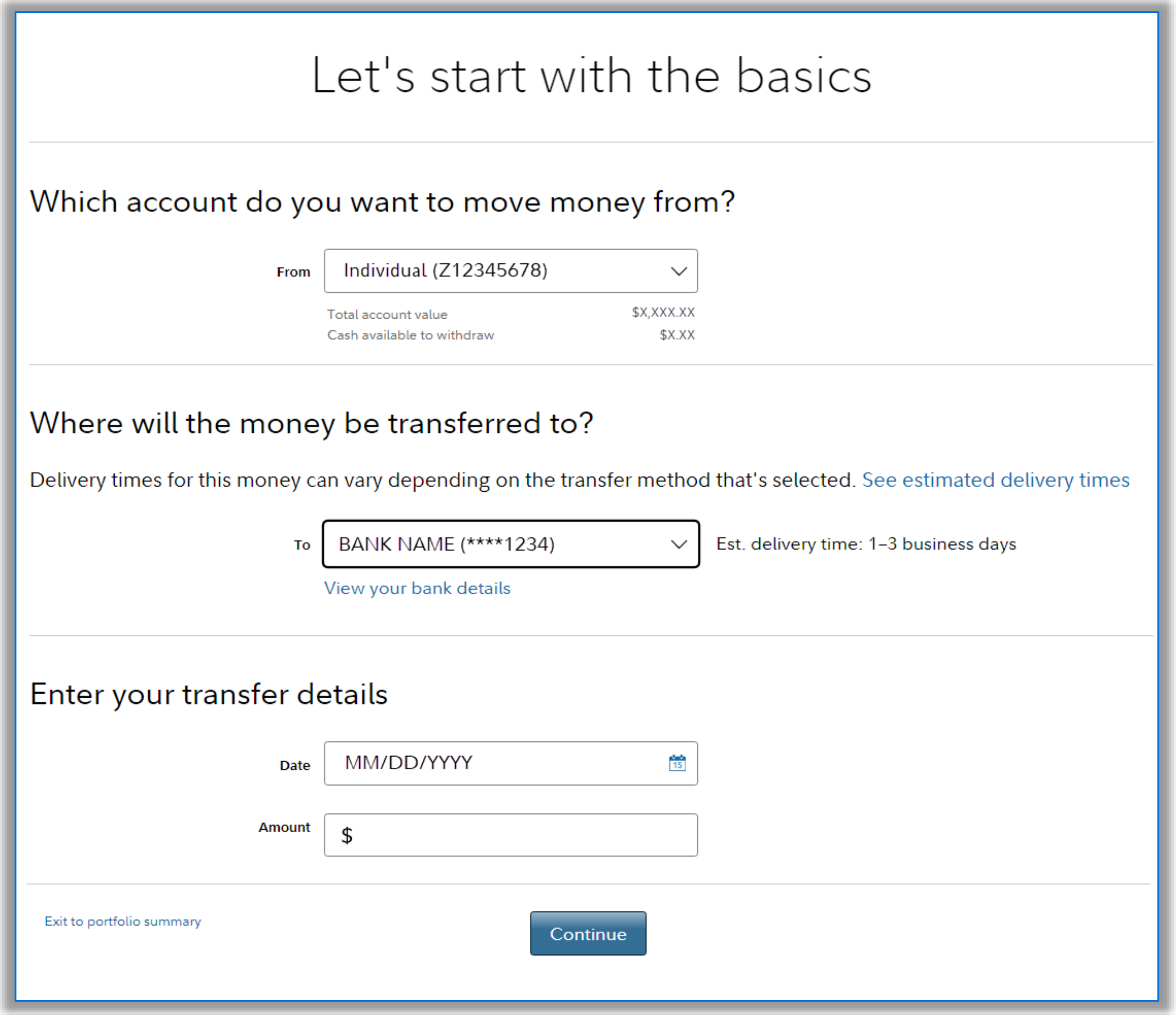


Appendix: Withdrawing Cash/Adding a Bank

Use the *Transfer* tab on your brokerage account home page to transfer your cash to and from your individual account.

If you don't have a bank account linked, you can click *Link a bank to a Fidelity account* to set up new bank instructions.





Appendix: Dividend Reinvestment

Return to:
[Home Page](#) [Brokerage Account](#)
[Summary Page](#) [Resources](#)

When viewing your Walmart shares, you can click *Dividend View* for detailed information about upcoming dividends and estimated annual income. If you would like to reinvest your dividends, click *Manage Dividends* on the *Positions* tab of your brokerage account.

Want to learn more about dividends? Check out this *Fidelity Viewpoints®* article: Why dividends matter.

Overview | **Dividend View**

Symbol	Last Price	Last Price Change	Ex-Date[5]	Amount Per Share[5]	Pay Date[5]	Yield[5]	Current Value	% of Account	Quantity	Est. Annual Income[‡]
INDIVIDUAL Manage Dividends										
WMT WALMART INC COM	$XXX.XX	+$X.XX	MM/DD/YYYY	$X.XX	MM/DD/YYYY	X.XX%	$X,XXX.XX	100.00%	XX	$XX.XX
Account Total							$X,XXX.XX			$XX.XX

Manage Dividends

Your Profile >

Dividends and Capital Gains

Manage how you receive **or reinvest the** Dividends and Capital Gains distributions for your equity and mutual fund holdings. To change your preferences for a specific position, please **select** Update. You may also apply that update to all similar positions in your account. To learn more about Dividends and Capital Gains, please visit link to How to Change Dividends and Capital Gains Distributions page.

Individual

Security	Dividends	Capital Gains	Action
WALMART INC COM	Reinvest in Security	Reinvest in Security	Update

Appendix: Important Information

Investing involves risk, including risk of loss.

Screenshots are for Illustrative Purposes Only.

Fidelity does not provide legal or tax advice. The information herein is general in nature and should not be considered legal or tax advice. Consult an attorney or tax professional regarding your specific situation.

Be sure to open your account. If you don't, you may be subject to additional U.S. IRS-mandated tax withholding on certain transactions.

See your plan documents for details regarding the terms and conditions of your plan.

Walmart Inc. and Fidelity Investments are not affiliated.

Fidelity Stock Plan Services, LLC, provides recordkeeping and/or administrative services to your company's equity compensation plan, in addition to any services provided directly to the plan by your company or its service providers.

Fidelity Brokerage Services Member NYSE, SIPC

1018142.3.0