



05/13/2025

Shishir Kumar Singh
3026 White Ash Trail
Orlando, Florida 32826

Dear Shishir Kumar,

We are pleased to confirm our offer to you for the position of Software Engineer III with Walmart Inc. This position reports to Tarun Kumar. The following outlines the terms of our offer but does not constitute a contract of employment or a guarantee of employment.

Compensation

Your initial base salary will be \$120,000.00 and you will be paid bi-weekly. Salaries are typically reviewed during the annual process that takes place during the first quarter of the Company's fiscal year. Associates employed prior to November 1st may be eligible for a salary increase the following fiscal year based upon their individual performance ratings.

Bonus Plan: The Company's Bonus Plan offers an annual cash award provided the company achieves pre-established performance goals. If you are hired prior to November 1st, you will be eligible to participate in the bonus plan for the current fiscal year (February 1 to January 31). Achievement of our company's performance goals provides your job level with a target bonus opportunity level of 15.00% of eligible base wages. Your annual cash bonus payment may be adjusted (positively or negatively) based on your individual performance rating. Your bonus will be pro-rated based on your hire date, your eligible base wages as the end date in each bonus plan eligible position, and movement between bonus plans. Associates must remain employed through January 31st of the fiscal year to be eligible for a bonus payout, unless otherwise required by applicable state law. Bonus Plan opportunity levels are reviewed each fiscal year and are subject to reduction or change.

Stock Compensation: Typically, around April of each year, associates who were in a stock-eligible position on March 31st may be granted a Walmart Restricted Stock Unit (RSU) stock award. This position is eligible to receive an annual RSU award in an amount equivalent to \$50,000.00. The actual amount of your award will be based on your performance. The grant will vest over a three-year period. The exact vesting dates for awarded shares will be specified in the award document provided to you in connection with each grant.

The dollar amount for a stock award is used to determine the number of RSUs to be granted. It is not intended to be a promise or guarantee of current or future value of the underlying stock. All stock awards are subject to the terms, provisions and conditions of the Walmart, Inc. Stock Incentive Plan, as amended (including but not limited to your continuous employment), of the Committee (as defined in the Stock Incentive Plan) or its duly authorized delegate approval, and the terms and conditions set forth in the notice of award governing each stock award.

Work Location:

Bentonville Home Office
2501 Se J St, Ste A
Bentonville, AR 72716-3724
United States of America

Benefits



Health Benefits: As a Walmart associate, you'll have easy access to better living through our medical, dental, vision and supplemental insurance plans. After you join, you'll receive personalized materials about your plan options and enrollment details.

Paid Time Off (PTO): Your Paid Time Off (PTO) program includes time for vacation, sick, personal and holiday time off. As an eligible salaried US associate, you may participate in the FlexTO plan as specified in company policy. On the FlexTO plan, paid time off is not earned or accrued. No amount of FlexTO pays out to you upon termination regardless of how much PTO you may or may not have taken prior to your termination day.

Relocation:

To support your relocation, the Company provides a Choice Program (Program) that includes Core Services such as: home sale support, moving household goods, and a final move. Plus, you receive up to 65 credits to select Flex Services to meet your personal relocation needs. All Program details are outlined in the attached Walmart Relocation Guide. You have 6 months from your relocation authorization date to utilize the Program.

Upon authorization, you will receive access to your relocation portal and be assigned a relocation consultant to assist in the process. Continued participation in the Program will be contingent upon receipt of the digitally signed Relocation Repayment Agreement.

Walmart 401(k) Plan: You will be eligible to participate in the Walmart 401(k) Plan from the first day of your employment. After you've been here a year, for every dollar you put in, Walmart will add another dollar, up to 6 percent of your eligible pay*.

When you come to work for Walmart, you may have pretax funds invested in a previous employer's retirement plan. These plans can include a 401(k) plan, a profit-sharing plan, a 403(b) plan of a tax-exempt employer or a 457(b) plan of a governmental employer. You may be able to roll over that money to the Walmart 401(k) Plan. To find out more about making a rollover contribution to the Plan, visit call Merrill Lynch at 888-968-4015.

*Matching contributions begin on the first day of the month following your first year of employment if you worked at least 1,000 hours during that year."

Associate Stock Purchase Plan (ASPP): Upon your hire, you will be eligible to participate in the Associate Stock Purchase Plan. If you choose to participate, the minimum contribution per pay period is \$2, and the maximum contribution per pay period is \$26,000 (for a maximum annual payroll deduction amount of \$26,000). The matching contribution is currently 15 percent of the first \$1,800 you contribute to the Plan by payroll deduction, or up to \$270 per Plan year.

Associate Discounts: You will be eligible for the Walmart Associate Discount Card after 90 calendar days of continuous employment. The Discount Card allows Associates to purchase most regularly priced general merchandise in Walmart Inc. stores, as well as fresh fruit and vegetables, at a ten percent discount. To receive the discount, simply present your Associate Discount Card at the same time you make a purchase.

Access your options at <http://One.Walmart.com/BenefitsGuide>.

Terms & Conditions

Employment Relationship: This offer is conditioned upon your agreement to accept the position. This offer letter does not create an express or implied contract of employment or any other contractual commitment. Any contrary representations which may have



been made to you are superseded by this offer. Your employment relationship with Walmart is on an at-will basis, which means that either you or Walmart may terminate the employment relationship at any time for any or no reason, consistent with applicable law.

Identification: The law requires us to obtain proper identity and employment authorization documents from you by the third business day after you first start work. If you fail to provide such documents, we are required to terminate your employment with Walmart. If this happens, you will be eligible for rehire as soon as you can provide appropriate identity and employment authorization documents and when an open position becomes available for which you are qualified.

Rehire Eligibility: If you are a previous associate of Walmart and/or Sam's Club, you should have indicated your previous employment upon submitting your application. This offer is also contingent upon your rehire eligibility status and will be withdrawn should you be determined at any time to be ineligible for rehire.

Corporate Security: For the purpose of providing you an Associate name badge, Corporate Security requests that you provide the names, addresses, and phone numbers for two emergency contacts. You will also need to provide current picture identification, such as a school ID, current driver's license or Sam's Club membership card. Corporate Security will also need the vehicle information for the automobile you will generally drive to work including make, model, and license plate number.

Non-Compete: By signing below, you confirm that you are not subject to any non-compete agreement or other contractual obligations that could, or could be construed to, prohibit you from accepting the position outlined in this letter or interfering with your ability to perform the duties associated with the position.

Outside Activities: While you render services to the Company, you agree that you will 1) not engage in any other employment, consulting or other business activity without the written consent of the Company; and 2) abstain from assisting any person or entity in competing with the Company, preparing to compete with the Company.

Consumer Report: This offer is also contingent upon you passing a Consumer Report (background check).

Entire Agreement: This letter supersedes and replaces any prior understandings or agreements, whether oral or written, between you and the Company regarding the subject matter described in this letter.

Exhibits: This offer is contingent upon you fully completing and executing the following Exhibits to this Agreement: 1) Proprietary Information and Inventions Agreement (Exhibit A); and 2) Consumer Report Consent Form (Exhibit B), which acknowledges your agreement to undergo a Criminal Background Check.

Contingencies: This offer is contingent upon employment screening prior to and post start date. The findings of this screening may impact employment.

Proprietary Information and Inventions Agreement

You will be required, as a condition to your employment with the Company, to sign the Company's Standard Proprietary Information and Inventions Agreement, a copy of which is attached hereto as Exhibit A.

Sponsorship: If you require sponsorship for an immigration related employment benefit, this offer is conditioned upon approval of such sponsorship.

A mutually agreeable start date will be selected after you accept our offer. You will receive further details in the days prior to your start date in regard to your first day.

We hope that you find the foregoing terms and conditions acceptable. You may indicate your agreement with these terms and



conditions and accept this offer by electronically signing and dating this letter.

We will use the phone number and personal email address you've provided as a part of your application for work related communications two-factor authentication and self-service password reset.

Shishir Kumar, we look forward to you joining the Walmart team.

Sincerely,

Katherina Ramirez [C]
Walmart Inc.