

Asda Sharesave questions answered...



Q What is Sharesave?

- A Put simply, it's a savings plan, where you save an amount directly from your net pay every four weeks for three years. After three years, you will have the chance to buy Walmart shares at a discounted option price. The whole scheme is run by Computershare on Asda's behalf.

Q What is the "option price"?

- A The option price is the average of the Walmart share price over three days before the day that the price is set for entry into the Sharesave scheme, converted from US dollars into British pounds and discounted by 20%. This 20% discount is only available to Asda colleagues who are eligible to join the Sharesave scheme. This is part of what gives Sharesave the potential to be such a fantastic benefit.

Q Are there any risks with joining Sharesave?

- A Sharesave is still a risk-free saving plan in uncertain times. You will always get back the money you have saved and there is the potential to benefit at the end of the term if the Walmart share price has increased.

Furthermore your savings held by Computershare are protected under the Financial Services Compensation Scheme (FSCS)¹.

Q Am I eligible to join the 2017 plan?

- A If you joined Asda on or before 23 September 2016 you are eligible to join the plan. You must also still be employed as at the grant date (23 March 2017) and be a UK tax payer.



Q How much can I save?

- A The minimum amount you can save every 4 weeks is £5. The maximum amount you can save every 4 weeks is £350; this includes contributions under any other Sharesave contracts you may have. The maximum amount has been raised this year from £300.

The maximum amount you can save in the 2017 plan can be calculated by deducting the amounts you are saving in previous plans from the £350 maximum amount.

It's also worth noting that because we normally pay colleagues 13 times a year and not 12 you will have 1 "free" month each year meaning that there will be no Sharesave deduction in that month.

Before you apply, you can use the Savings Calculator on the website

www.computershare.com/asdashareplans to find out how many shares you can buy with your elected savings amount.

Q When can I join?

- A You can join from 28 February 2017 until midnight on 20 March 2017. You can find joining instructions on the "How to join" leaflet included in your invitation pack.

Q After I join what happens next?

- A Once you have applied, Option Certificates² will be available online around the end of April 2017 and it will confirm your monthly savings amount, the length of the savings period, the option price and the maximum number of shares you would be entitled to buy at that option price.

All of this information is also available on the website **www.computershare.com/asdashareplans**

The first deduction for the 2017 plan will be taken in June 2017.

Q What happens after 3 years?

A At the end of the 3 year savings period you can use the money you have saved to buy Walmart shares, which you may then choose either to sell, or to keep. Alternatively, you may decide not to buy Walmart shares in which case you may withdraw your savings at that time.

Q Can I join more than one plan?

A Yes, you can join multiple plans as long as your savings are not exceeding the maximum £350 per month limit. So, for example, you could save £100 in one plan, £50 in the 2nd plan £50 in the next, and £150 in the fourth.

Q Can I change the amount that I save in any one plan?

A No, the savings amount that you commit to cannot be changed.

Q What if I decide that I don't want to keep saving?

A If you decide, for whatever reason, that you do not want to complete the 3 year savings period you can simply request to cancel your savings contract via the Sharesave helpline and withdraw the full amount that you have contributed to date penalty free.

Q What if I leave the business?

A If you leave the business for whatever reason you can withdraw the full amount that you have contributed to date penalty free.

Q Can I pause my contributions?

A Yes, you can suspend payments for up to 6 months. For each contribution month that you miss the maturity date will be delayed by a month. If you miss more than 6 months of contributions you lose the option to buy shares and your savings contract will need to be closed. Computershare will contact you in order to return your funds.

Q Can I cancel an existing plan in order to contribute more to this years' plan?

A Yes you can. Simply log on to www.computershare.com/asdashareplans website or alternatively call the helpline on 0800 923 1507 before the last day of enrolment and select the appropriate option.

Q What if I am on maternity, paternity or long term sick?

A You can join Sharesave and continue to participate in the plan if you go on maternity/paternity leave, adoption leave or are away on long-term sickness. If any period of your leave is unpaid you may suspend your account for up to 6 months or continue to make contributions directly by standing order; to do this please contact your people team.

Q What tax will I pay?

A You will not pay any tax when you join Sharesave. As the plan is set up to benefit from specific tax favoured treatment, you won't usually pay any income tax or national insurance contributions when you buy your shares after the end of the 3 year savings period.

Q Where can I find more information on Sharesave?

A For more information, you can log on to www.computershare.com/asdashareplans or alternatively contact the Sharesave helpline on **0800 923 1507**.

Please note that neither Asda nor Walmart can give you any financial or tax advice in relation to Sharesave and this Q&A guide is intended for information purposes only.

- 1 **FSCS** - Further information on the FSCS can be found under the Plan Documentation section by logging in to www.computershare.com/asdashareplans website or alternatively you can call the helpline on 0800 923 1507 to request a copy.
- 2 **Option Certificate** - A certificate confirming your total monthly savings, length of your Sharesave contract and the maximum number of options you would be entitled to.

