Retirement Plan distribution

If you are a participant in the Visa Retirement Plan (the “Plan”) and have at least three years of service at the time your employment ends, you can elect to receive your benefit when you leave Visa or leave it in the Plan until a later date.

Estimating your benefit:

Prior to your employment end date, you can obtain an estimate of your Plan benefit using the Retirement Benefit Estimator (RBE) at https://mybenefits.benefitcenter.com/visa.

- The RBE provides estimates based on assumptions you provide. You can enter various payment dates to determine the impact of taking your benefit immediately upon termination or deferring it to a later date.
- We encourage you to enter different interest rates in the RBE to understand the effect interest rates have on your benefit. Your actual benefit amount could be lower or higher based on the interest rates in effect at the time you elect to receive your benefit.

If you have not accessed the RBE in the past, your password is the last four digits of your Social Security number plus your four-digit year of birth (i.e., a string of eight numbers). You will be required to change the password once you access the RBE. If you have accessed the RBE in the past and have forgotten your password, click the “Forgot my password” button on the login screen.

Your actual benefit will be determined based on applicable plan terms, your eligibility for early retirement subsidies (if any), your actual employment history, your elected payment options and applicable assumptions in effect at the time you elect to receive your benefit.

Receiving your benefit:

If you meet the eligibility criteria above, you will receive a package of information containing the estimated value of your benefit and the forms required to take a distribution from the Plan. This package will be mailed to your home address on file generally within eight weeks following your date of termination of employment.

You may request this information sooner by contacting AskHR@visa.com or by writing to the Plan administrator at the following address:

Visa Inc.
Pension Benefits Committee
c/o Retirement Plan Administrator
P.O. Box 8999, Mail Stop M1-12SW
San Francisco, CA 94128-8999
Payment Timing:

- You may elect to receive your benefit at any time after termination of employment or you may elect to postpone receiving your benefit until a future date no later than April 1 of the year following the year in which you attain age 70-1/2.

- If you have not previously elected to postpone receiving benefits, benefits will commence within 60 days after the close of the plan year (September 30) during which you attain age 65 or terminate employment, whichever is later.

- You may request a distribution package by contacting the Plan administrator at the address shown above at any time prior to this date, if you wish to receive an earlier distribution.

Payment Options:

If the present value of your vested Plan benefit is $1,000 or less, your benefit will be paid as a single lump sum as soon as practicable following your termination of employment.

If the present value of your vested Plan benefit exceeds $1,000, you may elect to receive your benefit in one of the following forms:

- Monthly annuity: This option provides a monthly benefit payable to you for your lifetime and, if elected, a benefit to your eligible beneficiary for his or her lifetime upon your death.

- Lump sum: This option provides a one-time payment of your entire retirement benefit in the form of a lump sum, instead of monthly annuity payments. No other payments will be made to a beneficiary upon your death. Refer to the Rollover Options notice included in these materials for additional information about rolling over the lump sum payment to an individual retirement account.

Contact AskHR@visa.com if you have questions regarding the information in this document.

Enclosure: Your Rollover Options Notice