

2024 HOME DEPOT HEALTH CHALLENGE RULES



1. WHAT IS THE HOME DEPOT HEALTH CHALLENGE?

We are excited to welcome back the Home Depot Health Challenge. This year's Challenge marks the 11th year of Moving, Fueling and Balancing our way to better health. Take a few minutes to review these rules for details on how to participate in this year's Challenge.

2. WHO IS ELIGIBLE TO PARTICIPATE IN THE CHALLENGE?

All U.S. (including Guam, U.S. Virgin Islands and Puerto Rico) full-time hourly, part-time hourly, salaried and temporary active and leave associates who work for The Home Depot (and are paid through the Home Depot's main payroll system) and their spouse are eligible to participate in the Challenge.

3. WHAT ARE THE 2024 CHALLENGE KEY DATES?

- Challenge Site Opens for Sign Up: July 8
- Challenge Starts: July 15
- Challenge Ends: August 25
- Last Day to Enter Points: September 1 (you can only enter points for the current and prior week)

4. DO I HAVE TO PARTICIPATE IN THE CHALLENGE?

No. Participation in the Challenge is completely voluntary.

5. WHAT ARE THE BENEFITS OF PARTICIPATING IN THE CHALLENGE?

The Challenge is a free, fun way to learn healthy habits and work toward better health.

6. HOW DO I SIGN UP FOR THE CHALLENGE?

Visit hdhealthchallenge.com starting July 8 to sign up. You can sign up any time during the Challenge.

ASSOCIATES

All you need to sign up is:

- 1 YOUR ASSOCIATE ID #
- 2 YOUR HOME ZIP CODE

SPOUSES

You will need 2 of the following 3 items to sign up:

- 1 YOUR SPOUSE'S HOME DEPOT ASSOCIATE ID #
- 2 YOUR SPOUSE'S HOME ZIP CODE ON FILE WITH HOME DEPOT
- 3 YOUR HEALTHY LIVING ID # (if participating in the Healthy Living Program Discount)**



During registration, you'll create your personal username and password by selecting **Sign Up**. You'll use this username and password to enter and submit your points throughout the Challenge. If you have any issues signing up, please verify that you are entering the information exactly as requested. If you still have trouble, contact the Benefits Choice Center at **800-555-4954** 9 am - 9 pm Eastern, Monday - Friday; 11 am - 3 pm Eastern, Saturday. Guam: 9 am - 12 am Eastern, Monday - Friday; 11 am - 3 pm Eastern, Saturday.

¹ Visit livetheorangelife.com/healthylivingid for step-by-step instructions to find your Healthy Living ID.
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EARN AN OVERALL TOTAL OF 31 POINTS PER WEEK

7. HOW DO I EARN POINTS?

CORE POINTS — 21 POINTS PER WEEK

Associates and spouses who participate in the Challenge choose from a variety of activities in the Move, Fuel and Balance categories. Earn up to 1 point a day in the Move, Fuel and Balance categories for a total of 3 points a day.



MOVE

Be physically active

Incorporated 30 minutes or (2) 15-minute sessions of continuous physical activity into my day.



FUEL

Make healthier food choices

- Drank 64 ounces (2 liters) of water,
- Chose whole grains instead of refined grains,
- Ate at least 3 servings of fruits or vegetables, and
- Avoided oversized portions



BALANCE

Lower stress

- Took 15 minutes or more to do something that was calming or fun,
- Slept 7 hours or more, and
- Worked to reduce an unhealthy habit

BONUS POINTS — 10 points per week



MINI CHALLENGES

By participating in 1 or more of the mini challenges (Plank, Sugar, Happiness, Salt & Mental Health), you can earn 1 bonus point per day.



VIVA ENGAGE POST WEEKLY BONUS

Earn 3 points per week by posting how you are participating in that week's theme (watch your email or SMS for the weekly themes) using #HC2024 on Viva Engage.

MINI CHALLENGES



PLANK

A plank a day can help keep the doctor away! Never heard of one? Learn about plank exercising this summer while building strength in your core, upper and lower body. You don't need any equipment to plank—all you need is a bit of space.



SUGAR

Challenge yourself this summer to know how much sugar you are actually eating. It's hidden in all kinds of unexpected places—even "healthy" foods can be full of sugar—so you might be surprised. Sugar has been called the single worst ingredient in the modern diet, leading to weight gain, elevated blood sugar and high blood pressure.



HAPPINESS

Over 40% of our happiness can be affected by our daily activities and the choices we make. Take some time each day during the Challenge to increase your own happiness!



SALT

Too much salt, also known as sodium, can increase your risk for heart disease. So don't let sodium sneak up in your daily diet. On average, American adults eat more than double the recommended amount of sodium daily. Challenge yourself to learn the right amount for your diet and ways to decrease your intake.



MENTAL HEALTH

A healthy lifestyle can help prevent the onset or worsening of mental health conditions. Eating healthy foods, exercising, getting enough sleep and managing stress go a long way in making you mentally strong. Learn more on each of these areas and how you can improve them to increase your mental strength.

TOTAL POINTS AVAILABLE IN THE CHALLENGE: 186

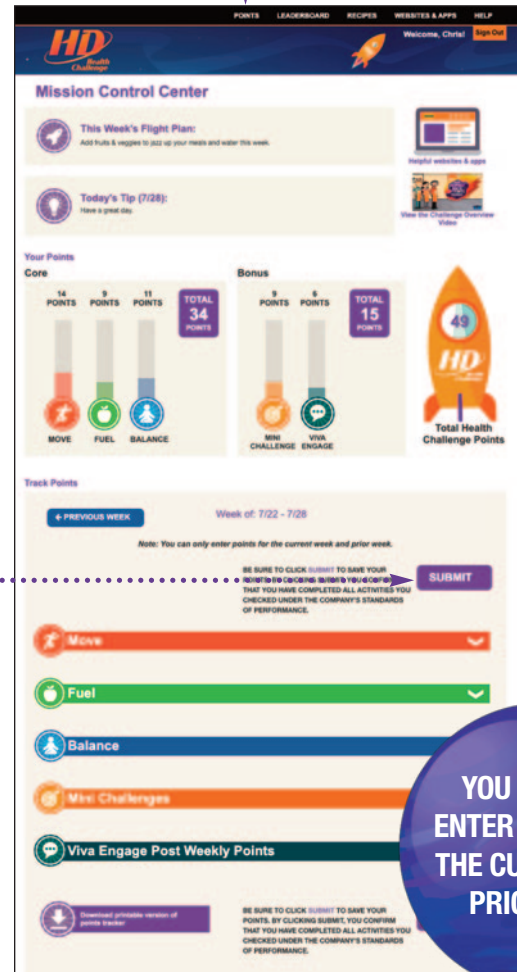
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8. HOW DO I TRACK POINTS?

Once logged onto the Challenge website click on **Points**. Here, you can track your points by adding a check mark for each day of the week in which you completed all of the items in the category. Then click **Submit** to save your points. Don't forget to hit Submit! Note that points can only be entered for the current and prior week. Be sure to enter your points each week!

- Last day to enter points is September 1, 2024. Only points entered online and submitted by the deadline will be counted.
- The Home Depot and its agents are not responsible for late or for any incorrect or inaccurate information, whether caused by any technical or human error, that may occur in the processing of submissions in the Challenge.
- The Home Depot expects participants to comply with the Company's Standards of Performance. Any false statement may result in your exclusion from the Challenge and may result in discipline under the Standards of Performance, up to and including termination of employment.



YOU CAN ONLY ENTER POINTS FOR THE CURRENT AND PRIOR WEEK!

9. DOES TIME I SPEND EARNING POINTS IN THE CHALLENGE COUNT AS WORK TIME?

No. Participation in the Challenge is voluntary. The Challenge is done on your own time, and you will not be paid for the time spent participating in the Challenge.

10. WHO SHOULD I CONTACT IF I HAVE ISSUES WITH ACCESSING THE CHALLENGE SITE OR HAVE TECHNICAL DIFFICULTIES WHILE ON THE SITE?

Call the Benefits Choice Center at 800-555-4954 9 am - 9 pm Eastern, Monday - Friday; 11 am - 3 pm Eastern, Saturday. Guam: 9 am - 12 am Eastern, Monday - Friday; 11 am - 3 pm Eastern, Saturday.

11. IS THE CHALLENGE AVAILABLE IN SPANISH?

All participants will have the option to choose to view the Challenge website in Spanish during registration.

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12. WILL THE HOME DEPOT SEE MY POINT ENTRY?

Your individual point entries that you enter on the Challenge website are not shared with The Home Depot and individual results have no impact on your employment. The Home Depot will receive reporting on an aggregate basis only. The Home Depot has designated certain personnel to assist with administration of the wellness programs, including the Challenge (the “The Health Challenge Administrator”). Only the The Health Challenge Administrator will have access to individual responses and only as necessary for the limited purpose of administering the Challenge. Under no circumstance will your responses be used or disclosed for any other purpose, including but not limited to employment purposes, without your authorization and the information will not be used to discriminate against you in any way.

13. WHAT TYPES OF COMMUNICATIONS REGARDING THE CHALLENGE WILL I RECEIVE?

Depending on the communication preferences you have chosen, The Home Depot or its agent will communicate with you regarding the Challenge by email and/or text (SMS). You will receive weekly email/text (SMS) Challenge updates and reminders. Further, if you choose to be communicated with through text (SMS), you agree to notify The Home Depot promptly if any of your telephone numbers(s) change by logging on at lives.theorangelife.com or calling the Benefits Choice Center at 800-555-4954 9 am - 9 pm Eastern, Monday - Friday; 11 am - 3 pm Eastern, Saturday. Guam: 9 am - 12 am Eastern, Monday - Friday; 11 am - 3 pm Eastern, Saturday. You agree to indemnify The Home Depot and its agents, vendors, service providers and parties texting on its behalf in full for all claims, expenses and damages related to or caused in whole or in part by your failure to notify us if you change your telephone number, including but not limited to all claims, expenses and damages related to or arising under the Telephone Consumer Protection Act, or other applicable law.

14. HOW DOES THE HEALTHY LIVING PROGRAM DISCOUNT WORK IN CONJUNCTION WITH THE CHALLENGE?

If you and/or your spouse are enrolled in a Home Depot Medical Plan and are eligible* and receiving the Healthy Living Program Discount, attainment and tracking of at least 50 points in any Challenge category may be an item on your Healthy Living Checklist. See your Healthy Living Checklist for details (available by logging on at lives.theorangelife.com, under Suggestions4U, find the My Healthy Living Program tile, select View Details and select View Status or by viewing the Checklist mailed to you with your Hidden Health Risk Screening results). If you choose to complete the Challenge as your Checklist item for the September 1 Checklist deadline, be sure to earn and track at least 50 points in any category by the end of the Challenge. Be sure to enter points each week. Points can only be entered for the current and prior week.

Once you have satisfied the Challenge Step for the Healthy Living Checklist, the Challenge Checklist item will be marked as complete within 48 hours of tracking and submitting at least 50 points in the Challenge. You can find your Healthy Living Checklist by logging on at lives.theorangelife.com, under Suggestions4U, find the My Healthy Living Program tile, select View Details and select View Status. If you are not able to view your Checklist or feel that your participation has not been properly recorded, call the Benefits Choice Center at 800-555-4954 9 am - 9 pm Eastern, Monday - Friday; 11 am - 3 pm Eastern, Saturday. Guam: 9 am - 12 am Eastern, Monday - Friday; 11 am - 3 pm Eastern, Saturday.

* Those enrolled in a Medical plan in Hawaii, Puerto Rico U.S.V.I. or Guam, or enrolled in a Medical plan as a Health Care Qualifying Hours associate are not eligible for the Healthy Living Program Discount.

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15. WHAT IF I AM COMPLETING THE CHALLENGE AS PART OF MY HEALTHY LIVING CHECKLIST AND AM UNABLE TO PARTICIPATE IN ANY OF THE CHALLENGE'S HEALTH-RELATED ACTIVITIES?

If you are enrolled in a Home Depot Medical Plan, participating in the Healthy Living Program Discount* by completing the Health Challenge as one of your Healthy Living Checklist items and are unable to participate in any of the health-related activities and you need a reasonable accommodation, please contact the Benefits Choice Center at 800-555-4954 9 am - 9 pm Eastern, Monday - Friday; 11 am - 3 pm Eastern, Saturday. Guam: 9 am - 12 am Eastern, Monday - Friday; 11 am - 3 pm Eastern, Saturday.

16. HOW DO I COMPETE IN THE HEALTH CHALLENGE?*

You can compete individually or as a part of a team for bragging rights. You can view your points and your team rankings, along with teams you are competing against, on the Leaderboard. Spouses are not included in the team point totals.

Teams will compete as follows based on the highest number of average points by team:

- Top Store per district (includes MET)
- Top Supply Chain location per region
- Top 2 teams within the Contact Centers
- Top team within the Outside Sales and Services and Equipment Services organizations
- Top 2 teams within the Store Support Center

The highest number of average points by team are calculated as follows:

- Each associate that signs up in the Challenge and is hired as of July 15, 2024 is counted as participating.
- Each participating associate is assigned to a team in the Home Depot's main payroll system based on their location and/or organizational demographics.
- The total number of points earned by the participating associates in each team are tallied.
- The total number of points earned by the participating associates in each team are then divided by the total number of eligible associates in that team to gather an average number of points per eligible associates in each team.
- Example:
 - Total eligible associates in Team X at the end of the Challenge = 100
 - Total points earned by the participating associates in Team X = 4,500
 - Average points per eligible associate in Team X = 45

If Team X has the highest average number of points per eligible associate, Team X will be the top team.

- In the event of a tie after two decimal points, the Health Challenge Administrator will randomly draw, from those teams that tied, for the top team.

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