



2025 *HEALTH CHALLENGE TOOLKIT*

JULY 14 - AUGUST 24

REGISTRATION BEGINS JULY 7



Learn more at hdhealthchallenge.com



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- Participation in the Health Challenge is completely voluntary. Consult your doctor before starting an exercise program.
- For associates and spouses enrolled in a Home Depot Medical Plan and participating in the Challenge to complete a Healthy Living Checklist item: If you are unable to participate in any of the health-related Challenge activities and you need a reasonable accommodation, please contact the Benefits Choice Center at 800-555-4954
 - Monday - Friday, 9 am - 9 pm ET
 - Saturday, 11 am - 3 pm ET
- 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, which may occur in the points submitted.
- The Home Depot expects participants to comply with the Company's Standards of Performance. Any false statement/entry 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.

OVERVIEW

We are excited to welcome back the Home Depot Health Challenge. This year's Challenge marks the 12th year of Moving, Fueling and Balancing our way to better health. Take a few minutes to review this toolkit for details on this year's Challenge and how to support participating associates.

We need your help getting associates you support involved and excited about participating¹. There are a number of ways to encourage associates to participate and keep those participating engaged – here are just a few:


- Organize healthy meals and/or snacks to be shared at your location
- Get a team together and participate in a local Team Depot event or a local walk/run
- Post pictures each week for the Viva Engage Post Weekly Bonus
- Participate in one or all of the Mini Challenges
- Challenge a fellow associate or a different team
- Promote benefits offered in the Move, Fuel and Balance categories
 - Example: in the Balance category, Caredon Wellbeing is our free, confidential Employee Assistance Program (EAP) providing support in a number of areas
 - All associates, their spouses, children, and household members have free and confidential access to 6 counseling sessions per situation, per year



¹ Reminder to always follow Home Depot policies/guidance in your location.

KEY DATES

In the chart below, you will find key dates and action items to help get everyone involved:

DATE(S)	DESCRIPTION	ACTION
Week of June 23	Health Challenge Communications Kit Arrives (including Leader Toolkit, Associate Guides, and Adhesive Posters)	<ul style="list-style-type: none"> • Locate the Kit and follow the actions below • Display adhesive posters in your location • Make guides available to associates 
Friday, June 27 1:30 pm - 3:00 pm ET	Benefits & Health Management Q2 Call	<p>Join the call to learn more about this year's Health Challenge and how to support participating associates:</p> <ul style="list-style-type: none"> • https://thd.co/BHMQ22025
Monday, July 7	Registration opens	<ul style="list-style-type: none"> • Encourage associates to register and prepare for the Challenge • Know that an email and/or SMS about the program will be sent to associates weekly throughout the Challenge
Monday, July 14- Sunday, August 24	The Challenge is On!	<ul style="list-style-type: none"> • Encourage associates to participate at any time throughout the Challenge • Each week, log onto hdhealthchallenge.com to see how your team is performing and update your associates on your team's current position
Sunday, August 31	<p>Last day to enter points</p> <p>Note: Exceptions to point entry will not be made after this day</p>	<ul style="list-style-type: none"> • Remind associates to enter their points by this date • Remove and discard the adhesive poster(s) from your location

For more information, visit hdhealthchallenge.com

HOW TO JOIN THE CHALLENGE

All U.S. associates and their spouses are eligible to participate and can join at any time during the Challenge². Visit hdhealthchallenge.com starting July 7 to sign up.

ASSOCIATES

All you need to sign up is:

- 1 YOUR 9-DIGIT ASSOCIATE ID #
- 2 YOUR HOME ZIP CODE



Once you register, you can log in to livetheorangelife.com and navigate to hdhealthchallenge.com without having to log in a second time



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!

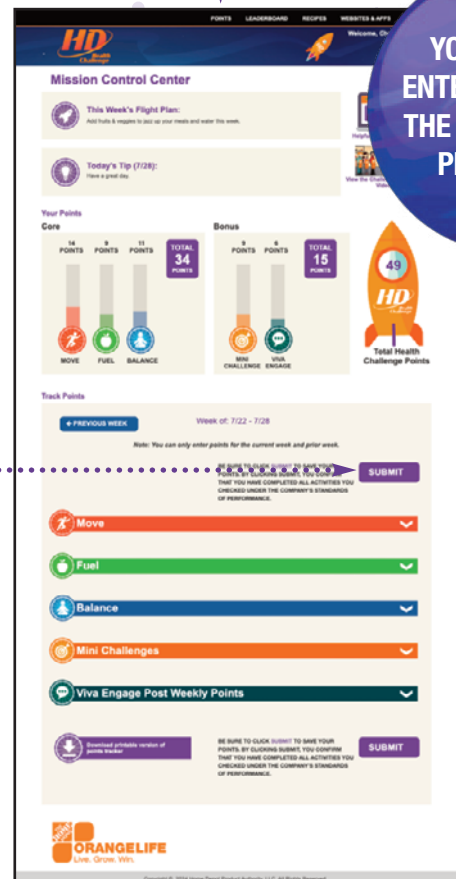
SPOUSES

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)³

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**:

- Monday - Friday, 9 am - 9 pm ET
- Saturday, 11 am - 3 pm ET



² For complete Challenge rules, visit hdhealthchallenge.com

³ Visit livetheorangelife.com/healthylivingid for step-by-step instructions to find your Healthy Living ID

HOW TO EARN POINTS

CORE POINTS — 21 points per week.....

Earn up to 1 point a day in the Move, Fuel and Balance categories for a total of 3 points a day.

EARN
AN OVERALL
TOTAL OF
31 POINTS
PER WEEK



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 and 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 #HC2025 on Viva Engage.

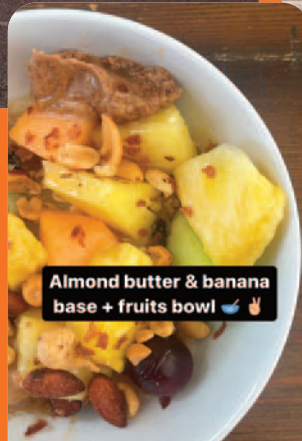
HOW TO COMPETE

You can compete individually or as a part of a team for bragging rights. 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 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







Join at hdhealthchallenge.com

