

Lowe's Alliance Discount Program

Purpose

As we approach the one-year anniversary of FBM joining the Lowe's family, we want to thank you for the hard work and commitment you've shown. We're excited to continue building momentum as we live out Lowe's mission of solving problems and fulfilling dreams for the home.

Foundation Building Materials (FBM) and Unified Door & Hardware Group (UDHG) are pleased to offer eligible associates access to the **Lowe's Alliance Discount Program**. This program provides qualifying associates and eligible spouses with discounts on eligible merchandise purchased through Lowe's retail locations, Lowes.com, and the Lowe's mobile application.

The policy outlines eligibility requirements, enrollment procedures, program terms, participant responsibilities, and administrative guidelines.

Program Policy

The Lowe's Alliance Discount Program is intended solely for personal purchases and bona fide gift-giving.

Participants are expected to use this benefit responsibly and in accordance with all program rules and requirements. Any misuse, abuse, fraudulent activity, or violation of this policy may result in removal from the program and may also result in corrective action, up to and including termination of employment.

Eligibility

Eligible Associates

The following individuals are eligible to participate:

- Active Non-Union Regular Full-Time Associates
- Active Non-Union Regular Part-Time Associates
- Eligible Spouses of Active Non-Union Regular Full-Time or Regular Part-Time Associates
- All Non-Union Full-Time and Part-Time Associates on an Approved Leave of Absence

Ineligible Individuals

The following individuals are not eligible to participate:

- Union Associates
- Seasonal Associates
- Interns
- Temporary Workers
- Contract Workers
- Former Associates, except as provided under the 25-Year Service Exception

Eligibility is reviewed on an ongoing basis. Associates who no longer meet eligibility requirements will lose access to the program.

Enrollment & Activation

Eligible associates may access the Lowe's Alliance Discount Program through a MyLowe's account on Lowes.com or through the Lowe's mobile application.

Newly hired eligible associates will generally gain access to the program within two (2) weeks of their hire date.

To activate the discount:

1. Create or sign into a MyLowe's account.
2. Navigate to:
 - My Profile
 - My Settings
 - Personal Information
 - Employee Discount Code
3. Enter your Lowe's Alliance Discount Number.
4. Select Save.

Once activated, eligible discounts will automatically apply to qualifying purchases.

Lowe's Employee Alliance Discount Number

The Lowe's Alliance Discount Number is structured as follows:

- 590000
- Your six-digit Employee ID Number
- A trailing identifier:
 - Eligible FBM or UDHG Associate with a "0"
 - Eligible Spouse of an FBM or UDHG Associate with a "1"

Example Format

5900001234560

- 590000 = Required prefix
- 123456 = Employee ID Number
- 0 = Associate designated as an FBM or UDHG Associate

Locating Your Employee ID Number

If you do not know your six-digit Employee ID Number:

1. Log into Dayforce.
2. Select the Menu (Hamburger) icon.
3. Select Profile.
4. Your Employee ID Number will be displayed within your profile information.

Discount Terms

The Lowe's Alliance Discount Program currently provides a discount of ten percent (10%) on eligible merchandise purchases. Discount eligibility, merchandise eligibility, exclusions, limitations, and promotional offerings are determined solely by Lowe's and may be modified at any time.

Eligible Purchases

The discount may be used for:

- Personal purchases
- Bona fide gift-giving, including birthday, holiday, anniversary, and similar gifts where no reimbursement is received

Exclusions

The discount does not apply to:

- Services
- Delivery charges
- Assembly fees
- Detail fees
- Installation labor
- Tool rentals
- Non-inventory items
- Other merchandise or services excluded by Lowe's

Price Adjustments and Special Pricing

The discount may not be used on transactions where pricing has been manually adjusted, including:

- Damaged merchandise discounts
- Clearance markdowns
- Administrative discounts
- Competitive price matches
- Quoted pricing
- Other manually adjusted transactions

Participants may utilize Lowe's Price Guarantee Policy when applicable; however, the Lowe's Alliance Discount may not be combined with those transactions.

Promotions and Other Discounts

The Lowe's Alliance Discount generally may not be combined with other promotions, discounts, or offers. Where multiple discounts are available, participants should select the option that provides the greatest overall value. Certain Lowe's promotional events may allow additional discount combinations as determined solely by Lowe's.

Resale Prohibited

The Lowe's Alliance Discount Program is intended solely for personal use. Participants may not purchase products for resale or commercial gain, including but not limited to:

- Online marketplaces
- Auction websites
- Social media marketplaces
- Flea markets
- Yard sales
- Retail or wholesale resale operations

Special Ordered Merchandise

Special ordered merchandise that becomes available for sale may not be withheld, reserved, or otherwise held for future purchase by any participant.

Account Security

Participants may not loan, transfer, share, or otherwise allow another individual to use their Lowe's Alliance Discount Number. Each participant is responsible for safeguarding access to their MyLowe's account and discount credentials.

Audits and Compliance

FBM, UDHG and/or Lowe's reserves the right to audit purchases made using the Lowe's Alliance Discount Program and may revoke participation privileges if misuse, abuse, fraud, or violations of program requirements are identified. Violations may result in:

- Immediate removal from the program
- Loss of discount privileges
- Corrective action by FBM or UDHG, up to and including termination of employment

Loss of Eligibility

Participation in the Lowe's Alliance Discount Program ends immediately when:

- Employment is terminated
- An associate transfers into an ineligible employment classification
- An associate begins a Leave of Absence (LOA)
- An associate otherwise no longer meets eligibility requirements

Spouse eligibility is dependent upon the associate maintaining active eligibility.

25-Year Service Exception

Effective as of the date of this policy, eligible associates who separate employment after completing twenty-five (25) or more years of service with FBM, UDHG, or a qualifying affiliated company may continue to participate in the Lowe's Alliance Discount Program, subject to Lowe's program rules and continued program availability.

Participation under this exception remains subject to all program requirements. FBM, UDHG, and Lowe's reserve the right to modify, suspend, or discontinue this exception at any time.

Death of Eligible Retiree

Effective as of the date of this policy, if an eligible retiree with twenty-five (25) or more years of service passes away while participating in the program, the eligible spouse may continue participation in accordance with Lowe's program rules and continued program availability.

Program Administration

FBM and UDHG reserve the right to:

- Modify eligibility requirements
- Change administrative procedures
- Suspend participation
- Terminate participation
- Discontinue participation in the Lowe's Alliance Discount Program at any time

Lowe's reserves the right to determine:

- Eligible merchandise

- Program exclusions
- Discount availability
- Promotional eligibility
- Program administration requirements

Questions

For questions regarding eligibility, enrollment, Employee Alliance Discount Numbers, or program administration, contact Benefits@MyFBM.com

For information regarding MyLowe's Rewards, visit <https://www.lowes.com/l/about/mylowes-rewards>