



Why Wellness?

The word "wellness" has been defined in many different ways. However, most definitions indicate that wellness is about more than just one's physical health. Wellness is considered a lifestyle journey — **continuously seeking to achieve balance across all aspects** of one's life including physical, emotional, social, financial and mental well-being.

Supporting you on your lifestyle journey is important to Graham Packaging and that's why we are partnered with Asset Health to provide you with online access to a variety of resources that will help you better understand and improve your overall well-being. The Well4Life program offers employees and spouses enrolled in a GPC medical plan the opportunity to improve on the physical, financial, emotional and social components of wellness.

Through various online activities and interactive programming, you will have many opportunities to earn wellness credits* and better understand your most important asset — *your health!*

Participating in the Well4Life Program

If you are enrolled in a GPC medical plan, you and your spouse (if they are also enrolled) are eligible to participate in the Well4Life Program. This means both you and your spouse can each earn the full \$900 in credits for a total of \$1,800 that will be applied to offset your medical plan costs. Participation in the program is completely voluntary, but Graham encourages you to take advantage of the opportunity to improve your wellness and save money all at the same time!

By participating in the program, not only are you taking advantage of activities and resources to support your well-being journey, but you are also earning wellness credits that will offset the cost of your medical coverage during the 2027 plan year. The amount of wellness credits you earn is based on when you enroll in a GPC medical plan and the activities you complete. Each activity has an assigned wellness credit. Refer to the chart below to learn more about earning wellness credits.

Wellness Credit Structure for 2026

You will not start earning wellness credits until you have achieved \$500 credits. You then can earn between \$525 and a max of \$900 credits once you have achieved \$500 credits. The Physical Well-being Pillar does not have a maximum credit cap; you can earn the full \$900 credits within this pillar once you have reached the \$500 credits. The Financial, Emotional, and Social Pillars will each have \$150 wellness credits available for you to earn should you be interested in the activities within those pillars.

Earning Wellness Credits

Enrolled in GPC Medical Plan	Eligibility	Participation Requirements	Maximum Wellness Credits Earned
As of 1/1/2026	You are eligible to participate starting 1/12/2026	You will earn wellness credits based on activities you elect to complete. All activities must be completed by 10/31/2026	You will begin receiving wellness credits when you achieve \$500 in wellness credits. You can then earn between \$525 and \$900 (max credits). The amount of wellness credits earned will offset your 2027 medical plan costs.
Between 1/1/2026 – 8/31/2026 as a new hire or newly enrolled due to a qualified life event.	You will be eligible to participate 15 days following your enrollment date	You will earn wellness credits by completing both a biometric screening AND a Health Assessment within 60 days of your enrollment date.	Once both activities are completed, you will receive a per-week wellness credit of \$11.05 through the remaining paychecks of 2026.
		If you are unable to participate in both a biometric screening and a Health Assessment, you are still eligible to earn wellness credits based on activities you complete through 10/31/2026.	You will begin receiving wellness credits when you achieve \$500 in wellness credits. You can then earn between \$525 and \$900 (max credits). The amount of wellness credits earned will offset your 2027 medical plan costs.
Between 9/1/2026 – 12/31/2026 as a new hire or newly enrolled due to a qualified life event	You will be eligible to begin participating in the program effective 1/1/2027.	You will earn wellness credits by completing both a biometric screening AND a Health Assessment between 1/1/2027 and 3/2/2027. Screenings with service dates of 11/1/2026 and 3/2/2027 will be accepted.	The wellness credits assigned to the biometric screening and Health Assessment will begin as soon as administratively possible and will continue through the end of 2027.
		If you are unable to participate in both a biometric screening and a Health Assessment, you are still eligible to earn wellness credits based on activities you complete through 10/31/2027.	The program activities and amount of wellness credits you may earn will be announced in January 2027. The amount of wellness credits earned will be used to offset your 2028 medical plan costs.

*Wellness credits earned are taxable income and can be seen under "Earnings" on your paystub