

A Year of Resiliency

Improving Everyday Life

2020 CORPORATE SUSTAINABILITY REPORT



Rising to the COVID-19 Challenge

We have taken a variety of measures to ensure the availability and functionality of our critical infrastructure, to promote the safety and security of our employees, and to support the communities in which we operate. We implemented a COVID-19 Global Action Team that meets regularly to identify and mitigate potential risks. We are following public and private sector policies and initiatives to reduce the transmission of COVID-19, such as the imposition of travel restrictions, the promotion of social distancing and enhanced safety protocols and the adoption of work-from-home arrangements.

Essential supplier for healthcare and consumer products during the COVID-19 pandemic

Giving Back to Our Global Communities

Aptar Beauty + Home, North America

The Aptar Beauty + Home, North America Team took action to provide first responders and essential workers with hand sanitizer in the midst of a critical nationwide shortage. Aptar collaborated with key partners to create, fill and package over 1,000 hand sanitizers for donation to the local frontline workers in Connecticut and New Jersey to show their gratitude.

Aptar Midland, Michigan, U.S.A.

Aptar Midland helped to spread holiday cheer to the doctors, nurses, patient care technicians, and staff at Mid-Michigan Health who worked countless hours for the health and safety of their community this year by Adopting-a-Unit. The site provided boxes and baskets of goodies for healthcare workers at the hospital. Some of the items donated were homemade by our employees to keep teams motivated through the season.

Aptar China

In June, employees received a special gift bag. Each bag included two bottles of Aptar hand sanitizers designed and bottled by our own employees. From looking for the formulation supplier, selecting the packaging, to filling the bottles and labeling the sanitizers, the project team ran every step of this project in their spare time. The artwork for the project was designed by the daughter of one of the Aptar China employees to spread the message of protecting each other and the planet.

Latin America

In Brazil, Aptar sites protected employees from COVID-19 while supporting the work of women who live in underserved communities. The sites purchased reusable masks from a non-profit organization that provides training and job opportunities for women. This work allows women to become more financially independent while creating products with social impact.

Europe

Many of our Aptar sites in Europe donated personal protective equipment (PPE) to local hospitals at the start of the pandemic when supplies were critically low. Sites in France, Spain, Italy and Germany each took on the challenge of donating mask, goggles, gowns and hand sanitizer to protect healthcare workers in their areas.

Aptar Leeds, United Kingdom

In collaboration with a local customer, Aptar was able to supply health service workers at Leeds General Infirmary with coffee and chocolate to thank them for their support and dedication during the pandemic. The boxes of coffee and chocolate Easter eggs were circulated to five Intensive Care Units and the Accident & Emergency Unit during Easter weekend in 2020 when healthcare workers had to be away from their families.

Ensured security-of-supply for lifesaving treatments and medicines to our customers

Increased production of injectable components by 25%

Increased production of pumps and closures for sanitizers and cleaners by 10%

Donated hand sanitizers and Personal Protective Equipment to local first responders

Transforming ideas into solutions that improve everyday life.

Living our Aptar Purpose

We learned a lot about ourselves and our company through the COVID-19 pandemic. We have risen to the challenges of supporting our customers, partners, families, friends and each other here at Aptar. We learned that we are resilient, we are adaptable, we are agile, and we are innovative — we transform ideas into impactful solutions. Our purpose came into much clearer focus in the past year. We revisited our purpose statement and tagline as a renewed light was shed on the importance of our company and our solutions that society at large and millions of patients and consumers rely on every day.

We are pleased to share Aptar's 2020 Corporate Sustainability Report

This report highlights activities across Aptar global operations from January 1 through December 31, 2020. As in previous reports, this year's offering summarizes milestones measured and achieved in the key areas of our global sustainability strategy. Our scope encompasses initiatives undertaken by Aptar and its subsidiaries during the calendar year unless otherwise indicated. We believe this document accurately captures the significant progress we made during 2020 on our sustainability strategy even in light of the challenges faced during the COVID-19 pandemic.

The Aptar 2020 Corporate Sustainability Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core options, which were published in 2016. As in past years we have achieved a "limited assurance" statement which verified the accuracy of carbon emissions and associated absolute energy. Since 2020, Aptar has held the ISO 14064 certification for energy and greenhouse gas emission reporting. This verification is important as it proves the accuracy of our energy and emissions data within this report, as well as our annual CDP responses. We obtained limited external assurance from Certiquality for our Scope 1, 2 and 3 greenhouse gas emissions based in accordance with the UNI EN ISO 14064-1:2012 Standard.

- [2020 Verification Letter for ISO 14064-1 Compliant GHG Emissions](#)
- [2020 Verification + Assurance Statement for Scope 1, 2 & 3 Emissions](#)

Please refer to the [Aptar 2020 GRI Index](#) for a complete list of disclosures. Assurance statements are linked in the appropriate indicators within the index.

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Financial Results

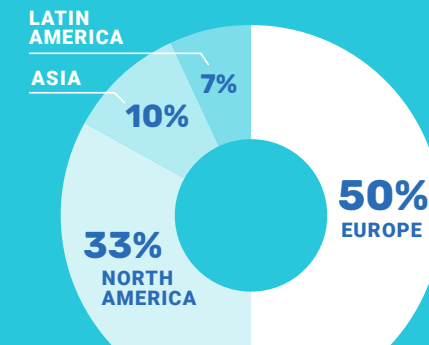
Aptar is a global leader in the design and manufacturing of a of a broad range of drug delivery, consumer product dispensing and active material science solutions. Aptar's innovative solutions and services serve a variety of end markets including the pharmaceutical, beauty, personal care, home food and beverage. Aptar is headquartered in Crystal Lake, Illinois, with manufacturing facilities in North America, Europe, Asia and Latin America.

Reported Sales (in millions)

+2%

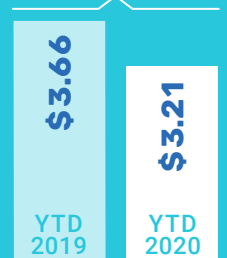


Sales by Shipping Destination



Reported EPS (earnings per share)

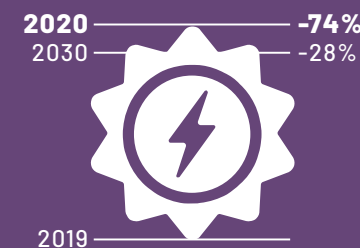
-12%



Public Sustainability Commitments

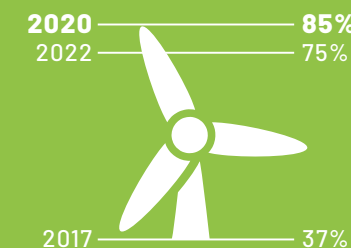
✓ TARGET ACHIEVED

Scope 2 Emissions (market)

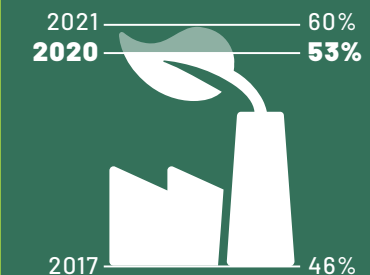


✓ TARGET ACHIEVED

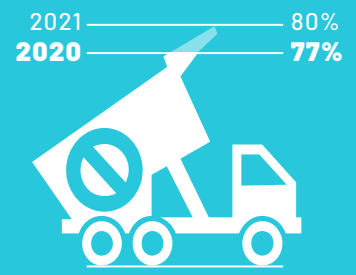
Renewable Electricity Purchases



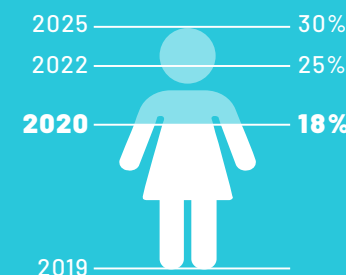
Landfill Free Sites



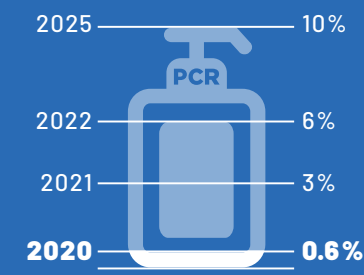
Disposal Avoidance Ratio



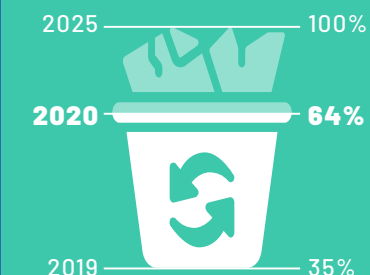
Women in Leadership



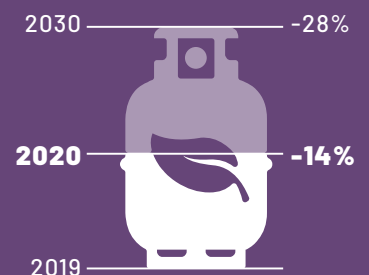
Recycled Content in Products



Recyclability of Products



Scope 1 Emissions



CEO

Letter



I am pleased to share Aptar's 2020 Sustainability Report highlighting the outstanding progress by our global teams to advance our sustainability goals during the year. Though 2020 was a difficult and uncertain year due to the COVID-19 pandemic, we are proud of the way our colleagues rose to the challenge of supporting our customers, our partners, our communities and each other.

Several publications recognized Aptar as a sustainable and responsible global company. Aptar was named in the top 100 of the "Most Sustainable Companies in U.S." three years in a row by *Barron's*, in the top 100 of "America's Most Responsible Companies 2020 and 2021" by *Newsweek* and one of the "Most Responsible Companies in France" by *Le Point*. Recently, Aptar was also named among JUST Capital's Top 10 Companies leading in reducing environmental impact and one of the "100 Best Corporate Citizens" by 3BL Media.

Response to the COVID-19 Crisis

Aptar's focused business model, serving multiple attractive end markets across the globe, allowed us to navigate the COVID-19 pandemic with agility and resilience. Throughout the year, we remained committed to providing consumers and patients with the best products and services, while prioritizing the health and safety of our people. We delivered on this commitment and ensured the continuity of our manufacturing supply while adapting our working protocols, travel policies and sanitizing procedures.

Our employees also supported the communities where we live and work through volunteering and financial support, including donations of PPE, sanitizers, cleaning solution and monetary donations related to COVID-19. We have also teamed with CARE®, a remarkable organization who works around the globe to save lives, defeat poverty and achieve social justice. Through our on-going global partnership, Aptar will support CARE's mission, including education programming, women's economic empowerment efforts and CARE's Crisis Response Campaign, by sponsoring the Fast + Fair COVID-19 Vaccine Response Campaign this year.

People

In 2020, we continued to progress our behavior-based employee safety program and significantly improved our safety performance. We are proud to join the Gender and Diversity KPI Alliance to support the use of key performance indicators that provide an overview of the diversity of our workforce and allow us to evaluate results. We have launched our new women's network, ALIGN, and established a Future of Work Initiative aimed at helping us transition to the next normal of how Aptar will work, post-pandemic. Finally, we have published new policies around **Human Rights; Diversity, Equity and Inclusion; and Community Engagement and Global Giving** on our corporate website. These important policies outline our commitment to upholding human rights, the environment, and the communities in which we operate and were developed according to international standards.

Circular Economy

As we work towards a more circular packaging industry, we spent much of the year developing knowledge, advancing our life cycle assessment capabilities, and training our teams on this important concept. We also served as active members of the Ellen MacArthur Foundation's New Plastics Economy and the World Business Council for Sustainable Development (WBCSD) and the CE100 Network.

Solutions

We continue to look for ways to make our products more sustainable through intentional product design and material selection. We added SimpliCycle™, a fully recyclable TPE valve, to our solutions portfolio. In Villingen, Germany, Aptar created the world's first beauty packaging that was certified by the International Sustainability and Carbon Certification (ISCC) standard. We also became the first packaging supplier to pre-qualify our sustainable solutions in alignment with beauty retailer Credo's Sustainable Packaging Guidelines. We are well positioned to help our customers achieve their own, similar objectives, which, for some, includes packaging that is 100 percent recyclable or reusable by 2025.

Operations

Aptar was recognized by the global environmental non-profit CDP, securing a place on its prestigious 'A List' for tackling climate change and named a Supplier Engagement leader. Our science-based targets were validated by the Science Based Targets initiative, setting an emissions reduction goal consistent with requirements to keep global warming well-below 2° Celsius by year 2030. At year-end 2020, 53 percent of our sites were Landfill Free certified, with verification by an independent third party, through our grassroots internal program. By focusing on reuse and recycling, we avoided disposal of more than 75 percent of wastes from our operations globally.

Suppliers & Partners

We continue to partner with TerraCycle's Loop platform on refillable and reusable products and with PureCycle, which separates color, odor and contaminants from plastic waste feedstock to transform it into ultra-pure recycled polypropylene. Additionally, we have taken steps to continue to progress sustainability and climate action through our entire value chain. This effort is showcased in our recognition as a 2020 CDP Supplier Engagement Leader.

Aptar's Vital Role in Society

We will continue to live our purpose and responsibility – ensuring the continuity of our products, which dispense the solutions that millions of people rely on every day. We will continue to focus on furthering a sustainable, diverse, inclusive business and a more circular economy and we hope that you enjoy reading the many stories about our sustainability journey in this year's report.

Sincerely,

Stephan B. Tanda

STEPHAN B. TANDA
PRESIDENT + CHIEF EXECUTIVE OFFICER

Products with Purpose

CSP Technologies

In April 2021, Aptar CSP Technologies announced its Activ-Film™ technology was selected to protect two at-home COVID-19 tests that recently received Emergency Use Authorization (EUA) from the U.S. Food and Drug Administration (FDA). The Activ-Film™ technology is integrated into the dipstick of the diagnostic kits to protect against moisture and other environmental conditions that could otherwise impact test accuracy. Activ-Film™ leverages Aptar's proprietary 3-Phase Activ-Polymer™ platform technology, which provides a broad spectrum of customized and highly-engineered solutions in a variety of configurations, such as Activ-Vial™ for housing diagnostics strips and dipsticks, and Activ-Tab,™ which is integrated within diagnostic cassettes. This technology currently protects a range of lateral flow, molecular and electrochemical diagnostic test kits on the market today, including Quidel® Corporation's QuickVue® Influenza and COVID-19 tests.



Pharma

Aptar Pharma teams across the globe are supporting the development of COVID-19 vaccines and treatments, through partnership with the Pharma industry. With pure, state-of-the-art elastomer formulations and proprietary designs, the Aptar Pharma's platform and approach is used to support the fight against COVID-19 through vaccine developments. Aptar Pharma Solutions include innovations such as vial containment components, pre-filled syringe and cartridge components like needle shields, cartridge plungers and tip caps, and PremiumCoat® — a range of ETFE (Ethylene Tetrafluoroethylene) coated stoppers and plungers based on an approved, pure, state-of-the-art elastomeric formulation. PremiumCoat® offers the highest standard level of guaranteed specification of particulates to protect your sensitive drugs.



Food + Beverage

In June 2020, Aptar announced a new closure for infant formula, NEO. NEO is a tamper-evident closure that features a customizable in-molded scoop for a precise and specific dosage. This inventive closure strives to meet the needs of consumers and fulfill their desires for safer, cleaner and more functional products, while keeping the infant formula protected. Safety is key for infant formula, which is why NEO is manufactured in a safe production environment called "High Care". This protected area shields the manufacturing process and enhances safety and hygiene measures to the highest level, to keep products free of any contamination. This innovative industrial environment was specifically designed to consider the constraints, risks, and regulations around the packing of sensitive milk formula powder.



Beauty + Home

During the year, we saw an increase in demand for our pumps and closures used on sanitizers and cleaners. In Beauty + Home, our pumps and closures are featured on numerous sanitizing and cleansing products in the worldwide fight against COVID-19. A line of Suave® hand sanitizer sprays by Unilever features our top selling spray pump. We donated 50,000 of these pumps to support Unilever's United for America Campaign. *The Wall Street Journal* also referenced Aptar for adapting to keep up with demand for pumps and closures during the pandemic and our high-speed assembly capabilities for our products.





People

At Aptar, we believe lives should be enriched by working for and with our company. The **People Pillar** addresses topics related to employee well-being, development and engagement. We believe in the creation of a winning and values-based culture where everyone feels valued, included and engaged.

Vision

Safety of our people is the priority. Build a winning culture that is values-based, inclusive and develops and engages people to premier performance.

Aspirations



Protect People

We believe we have a responsibility to protect the safety and well-being of one another.



Diversity, Equity & Inclusion

We believe in a working environment where everyone is valued and included, and where diversity is celebrated.



Recruit & Develop

We believe we must identify exceptional talent from the beginning and develop people throughout their careers.



Engage & Empower

We believe that our work will energize and inspire all generations of employees everywhere.

Targets & KPIs

- We continue to strive toward **zero** incidents and a world-class safety culture.
- By 2022, at least **25 percent** of all Aptar leaders at the Vice President level and above will be women. By 2025, this ratio will increase to at least **30 percent** women.
- **Diversity:** All the many ways we are unique such as gender, age, religious beliefs, sexual orientation, race, ethnicity, national origin and other differences which can be celebrated and engaged to achieve excellence.
- **Inclusion:** A demonstrated intentional behavior that promotes and sustains a sense of belonging, making it possible for all individuals to thrive by creating a workplace that values who they are and what they offer to achieve company success.



SUSTAINABLE DEVELOPMENT GOALS





Aptar Launches First Employee Resource Group

As our diversity and inclusion journey continues, we are excited and proud to announce the launch of our first global employee resource group and the formation of its leadership team. The newly launched Aptar Global Women's Network, ALIGN (Aptar, Lead, Inspire, Grow Now), will support Aptar as we continually strive to be a more diverse and inclusive organization. ALIGN focuses on gender equity and its purpose is to champion the development and upward progression of women, while engaging and maximizing the contributions of all employees. ALIGN provides a forum for our employees to take part in and advance Aptar's Diversity & Inclusion initiatives.

Membership in ALIGN is available to all self-identified women at Aptar, however all employees, regardless of gender, can participate as ALIGN advocates and are welcome to take part in events. Membership provides an outlet to share thoughts and perspectives as well as professional development and networking opportunities. The leadership team for the group is made up of women from all Aptar segments and regions with the Chief Human Resource Officer, Director of Global Diversity and Inclusion and an Executive Committee sponsor as informal members of the team.

The launch of ALIGN was announced during Aptar's internal global online seminar on "Women in Leadership", in celebration of International Women's Day. During this inaugural event, employees took part in the #ChooseToChallenge campaign and pledged their support to helping advocate for women both in and outside of Aptar.

Additional Partners for Diversity & Inclusion

At Aptar, nothing is more important to our success than our people. As detailed in earlier sustainability reports, Aptar has partnered with Catalyst, Inc., a global nonprofit working with some of the world's most powerful CEOs to enhance the workplace, to foster a more diverse environment. New in 2020, Aptar has joined the Gender and Diversity KPI Alliance (GDKA). This organization is an added partner to support our goal of creating a fair workplace where everyone can thrive. The GDKA brings together diversity and inclusion advocates and corporate leaders to support the use of three key performance indicators. The indicators provide high-level internal measurements on the diversity of our workforce and measure gender and under-represented groups where applicable. These indicators are:

- Percentage of representation on an organization's board
- Percentage of representation by each employee category
- Pay equality: the ratio of compensation by employee category (e.g. equal pay for equal work)

By using these KPIs, Aptar can better understand what is working well and what needs to be an area of focus. The KPIs provide a baseline and Aptar will begin to track each year by year to measure progress.

Strengthening Policies on Human Rights, Inclusion and Community Engagement

As active signatories of the United Nations Global Compact Initiative, Aptar is committed to responsible business practices. We strive to ensure that our business strategies and operations align with the ten principles related to human rights, labor, environment and anti-corruption. We hold ourselves to the highest possible ethical standards and our actions are supported by our Core Values. We also have a strong culture of ethics and integrity, supported by rigorous corporate governance.

In 2020, we published globally relevant, stand-alone Human Rights, Diversity, Equity and Inclusion and Community Engagement Policies. These important statements outline our commitment to upholding human rights, the environment and the communities in which we operate. Each policy was developed according to international standards and are available on our Aptar website. In addition, Aptar's Code of Conduct provides employees with a framework of rules to help guide behaviors and make business decisions with integrity.

Training on Diversity & Inclusion Topics

As an important part of leadership training and building inclusive leadership competencies, the "Unconscious Bias to Inclusive Leadership" training program was rolled out to senior leadership in 2020, including the Executive Committee and Global Leadership Teams. Aptar will continue to train additional employees in 2021 and 2022 across the rest of the organization at subsequent leadership levels. All employees at Aptar have access to resources from Catalyst Inc., a partner non-profit organization focused on advancing women in the workplace.

Additionally, the annual harassment prevention training was completed for all North American employees. In 2020 we increased the target population for this training to extend globally to Aptar's top two senior leadership levels.



Committed to measuring and improving diversity, equity, and inclusion in the workplace.

At year-end 2020, **18%** of Aptar's leaders at the Vice President level and above were women.



Technical Education Center Progresses

Aptar's Technical Education Center in Lincolnton, North Carolina, U.S.A. was opened in 2019 as a part of the Corporate Vocational University (CVU) training program. The first students began the Molding Set-Up Technician class at the TEC during the fall of 2019. This program included students from the seven North American Aptar sites: Lincolnton, Congers, Eatontown, Mukwonago, Cary/McHenry, Torrington and Auburn (CSP). Though the program faced a shut down due to the COVID-19 pandemic in March 2020, the program restarted in August using a combination of eLearning, online training and a one-week, small-group, intensive training session.

We are thrilled to announce that the first group of students have completed the Molding Set-Up Technician program. We are proud of these employees for their dedication and successful completion even during the challenges they faced in 2020. The CVU teams together with HR, local management and Aptar experts are working to further improve the program for 2021. The CVU team is working to better understand training needs and will soon offer new modules and a begin rollout of the program to other Aptar sites.

Transformation to Online Learning

In March, our Corporate University had to pause all face-to-face training activity globally and pivot to an online training offering. With our existing experience in the fields of eLearning and micro-learning as well as an established network of external trainers and partners we were able to adapt very quickly.

From the beginning, we decided to use a combination of different formats and to offer various methodologies to support the business with the best most flexible solution. The online learning format allows for Aptar to use different technologies to create more interactive experience. Existing programs moved into a fully distanced learning approach, divided into several modules and training sessions – running more often with shorter sessions. From May to December 2020, 350 online Corporate University sessions were given. Looking ahead the team will work to combine best practice from both face-to-face and online formats to deliver a hybrid training experience.

Aptar Recruitment Goes Virtual

During the fall, Aptar participated in a global virtual career fair to connect with some of the most prestigious universities and business schools around the world. This was a terrific opportunity for our HR leaders to engage with multicultural early talents, highlight Aptar job opportunities, improve our recruitment efficiency and overall strengthen our employer brand. During the multiple day event, Aptar HR teams interacted with students to promote open roles and internship opportunities through interactive webinars and video chats. Participation in the fair helped to display Aptar in the modern and digital world. This work supports our current and future recruiting processes at all levels of the organization.

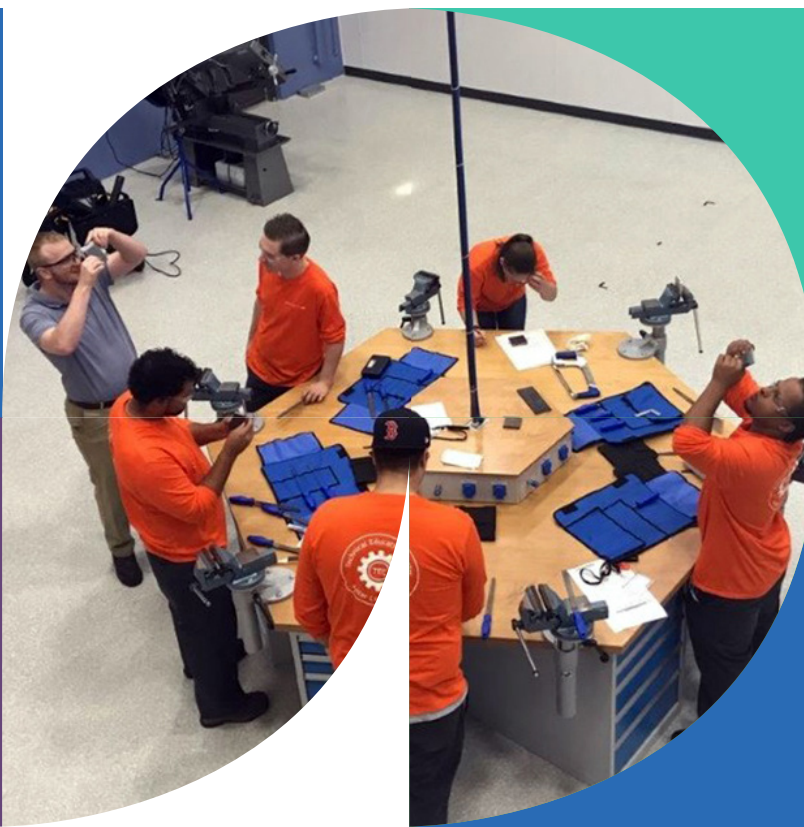
Leadership for Growth and Organizational Effectiveness Journey Continues

The fourth annual Leadership for Growth Survey (LGS) was deployed in 2020. This survey, completed annually by employees since 2017, allows Aptar to measure and evaluate performance and organizational development (OED) from employees directly. 76 percent of employees took part in the LGS in 2020, this provided global leadership teams with a wealth of comments and feedback.

Due to COVID-19, our employees were busy coping with the constantly changing environment and much of the focus at the beginning of the year was on handling these new circumstances. While COVID-19 has impacted our workload and ways of working, Aptar teams have stepped up to the challenge and found new ways of staying connected, supporting each other, promoting open dialogue, sharing fears and concerns and finding solutions. These actions have been visible and were especially important through 2020. Results from the most recent LGS survey show that employees overwhelmingly agree that Aptar properly handled COVID, despite the challenges faced within day-to-day work.

Even considering the difficulties the year posed, Aptar made progress and many OED initiatives contributed our strength and success. The most recent LGS survey results show that Aptar has improved in all defined outcomes and priority practices. This work reflects that Aptar is in the top quartile compared to other organizations on the global benchmark.

We have learned a lot about ourselves as a company as it relates to OED, and the COVID-19 pandemic brought more awareness to the value of teamwork, communication and supportive leadership, among other principles. This continuous improvement has made Aptar an even better place to work. There is always more to be done, especially as it relates to site-level engagement. 2021 carries new challenges as we work to emerge from the pandemic and succeed in the new normal.





Globally, our employees used the COVID-19 crisis to set new purpose-driven OED activities. We celebrate the fact that our employees rose to the occasion and were creative in instilling our priority practices in our day-to-day work. The safety and well-being of our employees is most important.

Living OED During COVID-19

Leaders across our operations were challenged to lead in times of change and crisis. While the pandemic tested leadership skills, OED priorities helped create a shared vision and fostered supportive leadership through communication between team members. The goal was to keep conversations going and renew connections despite remote working conditions.



Global IS Organization Announces Change Ambassadors

Our Information Systems (IS) organization kept a strong focus on OED in 2020. The team created a full-time position to lead this topic for the global organization and developed a Change Ambassador program. Change Ambassadors are global volunteers that support our OED efforts and turn feedback from employees into actions to improve. This team has gathered feedback from IS employees and started to align strategic priorities with tangible programs to better support teams and individuals.



"No Meeting Day" Initiative

Throughout 2020, Aptar continuously looked for tools and practices to help employees through the changing work environment. Recognizing that more virtual meetings were needed to maintain connectedness, the "No Meeting Day" initiative was implemented globally on the fourth Friday of every month. This meeting-free day allows for unstructured time and uninterrupted work and is a way to better support employees during the pandemic. These no-meeting days have continued into 2021 with two occurrences per month.



EAP



Employee Assistance Program Launched

During the year, Aptar expanded the counseling support program into a more comprehensive Employee Assistance Program (EAP) that offers a wide range of support services. The program provides Aptar employees and their family members with practical information, support and counseling on a variety of topics in their language. These services include work-life support, counseling support, life coaching, and mindfulness and stress reduction programs.

Future of Work Team Developed

COVID-19 led Aptar and our teams to pivot in many ways — in our factories, in our offices and across the entire organization. Aptar recognized this change as an opportunity to create the "Future of Work" initiative aimed at shaping our "next normal." A cross-functional team is working to develop recommendations on how Aptar can continue to progress on working environment topics like leadership, collaboration, health and well-being, talent development and culture. Many initiatives are underway or are soon to be implemented.



Aptar Asia Co-Organizes Responsible Leadership Workshops

Aptar Asia helped organize a series of workshops about responsible leadership with Global Women Connect (GWC), a nonprofit platform for people to share, learn, inspire and grow together. The virtual sessions allowed for further sharing from women, both from and outside of Aptar, about real-life stories and the paths they took to succeed as responsible leaders.





Advancing Safety Culture

Throughout the pandemic, we focused to keep our employees safe. The local and regional EHS teams, along with the HR teams, played a major role implementing Aptar's COVID-19 procedures. We thank everyone who contributed their time to COVID action teams, as well as Aptar employees for their continued diligence, dedication, focus and passion on safety they demonstrated in 2020.

We have provided data on total recordable incident and lost time frequency rates by region in [GRI 403-2](#).

Highlights from 2020 include:

- We surpassed safety targets, reducing Total Recordable Incident Rate (TRIR) by 27 percent and Lost Time Frequency Rate (LTFR) 30 percent from year-end 2019.
- We continued to implement "Mission Engage", Aptar's behavior-based safety program.
- We utilized the EHStar reporting module to track COVID-19 cases in our workforce, lending visibility to all employees worldwide.
- Additionally, sites from our Food + Beverage segment achieved segment-level rates that were better than industry world class.

We achieved **significant** year-over-year reduction in our total recordable and lost time incident rates.

Aptar Focuses on Ergonomics

Ergonomics is the study of people's efficiency in their working environment. Understanding ergonomics helps to design the workplace to match people's capabilities to safely optimize human performance. When looking back at recordable injuries at Aptar between 2018 and 2020, approximately 20 percent were ergonomic-related cases. Establishing a good ergonomics process can help reduce the frequency of musculoskeletal disorders (MSDs). Aptar is making ergonomics a global focus through a defined program to assist sites in improving workplace ergonomics.

Aptar has selected Humantech, a world-leader in ergonomics consulting services, software and expertise, to aid in reducing MSDs. Following a successful pilot program in 2020, all sites are being given access to Humantech's tools, training and support. This software solution will help Aptar take control of our ergonomics process. Humantech provides assessment tools and online training, while utilizing artificial intelligence to provide an effective and efficient way to manage ergonomics globally. EHS leaders at all Aptar sites will complete a series of training courses and will work to use the tools provided to complete job assessments and make improvements as needed.

Additionally, many Aptar employees have transitioned into a work from home environment during this unprecedented time. During the year, a special safety focus was placed on home office ergonomics, realizing the need to apply ergonomic principles to home workstations to help reduce the risks associated with improper body positioning. Aptar shares information for remote employees on how to set up home offices and encourages the completion of an office ergonomics workstation checklist.

Risk Perception Campaign in Latin America

At Aptar, we are committed to provide our people with the best practices, tools and methodologies so that we can excel our safety culture. Employee engagement and effective communication are critical to the success of Aptar's behavior-based safety program (BBS), Mission Engage. The main goal of the program is to engage employees to identify what drives at-risk behaviors as well as safe behaviors in Aptar locations.

During the fall, Aptar sites in Latin America worked on "Risk Perception" concepts through a variety of hands-on activities and trainings. The goal was to enhance each employee's capacity to proactively identify hazardous situations and act immediately to prevent accidents that may harm themselves or the others. Understanding of risk is especially important for those risks that are perceived as "small risks" but that have potential to cause severe harm. The more people are aware and know how to identify these situations, the better they can react before to prevent accidents and the safer our workplace will be.



EHS Management System and the Aptar Core Model Framework

In 2017, Aptar began formally establishing our global Environment, Health and Safety (EHS) programs. With this came the development of our EHS Management System (EHS MS), which sets minimum standards for all Aptar sites across several EHS topics. The EHS MS was created and implemented in three phases over the course of three years. In the first year we focused on Aptar's Critical EHS Rules which set the baseline for our EHS program. The EHS MS serves to reduce risks to employee safety and well-being, reduce exposure to environmental releases, and improves overall regulatory compliance.

Aptar monitors implementation of the management system through self-assessments as well as third-party compliance assessments which help identify gaps, root causes and establish corrective action plans. Throughout 2020, sites implemented the third and final phase of the management system, with a special focus on the Behavior Based Safety and Ergonomics programs.

In 2019, Aptar began building the Core Model, a platform intended to allow for our global Aptar community to access our key documents. It is a unique and global repository of documents that enables the standardization of Aptar processes and the sharing of best practices. It utilizes version-control and hierarchical approval to achieve a standard workflow. The EHS Management System was one of the first systems to populate the Core Model. All Aptar global EHS requirements and related documents can easily be accessed and updated, as needed, within this framework.

As is our nature, we continuously improve and grow our existing EHS programs to help our Aptar communities move towards safer behaviors and world class EHS performance.



Circular Economy

For Aptar, the **Circular Economy Pillar** stands alone with specific vision, goals and targets, even though principles of the circular economy touch all aspects of our business. As we work towards a more circular economy where plastic does not end up as waste, this pillar addresses the impacts of our business and products and promotes circularity.

Vision

Advocate for a circular economy to address social and environmental imperatives that create purpose and shared societal value; increase customer and employee loyalty.

Aspirations



Building Competencies

We believe in building business function specific knowledge and competencies to foster a more circular economy.



Advocacy & Influence

We believe in promotion and collaboration that influences and drives topical issues.



Circular Innovations

We believe that circular economy principles must be utilized during the innovation process.



Applications

We believe in practical applications of circularity within all business aspects.

Targets & KPIs

- Aptar will achieve **10 percent** recycled content for our dispensing solutions for the beauty, personal care, home care, food and beverage markets by 2025.
- Our dispensing solutions for the beauty, personal care, home care, food and beverage markets will be **100 percent** recyclable, reusable or compostable by 2025.



SUSTAINABLE DEVELOPMENT GOALS





Aptar's Sustainability Academy Expands

Aptar's Sustainability Academy improves the visibility of the global sustainability strategy through focused online training. In conjunction with Aptar Corporate University, the Global Sustainability Team developed and launched new awareness training modules for Aptar employees. These modules are available through our global e-learning platform and employees can self-register and complete each course at their own pace.

In 2020, the team developed the Sustainability Awareness and Greenwashing Avoidance training modules. The Sustainability Awareness module supplies a better understanding of sustainability and how it applies to Aptar's purpose. Aptar employees gain insight into our sustainability efforts and how they can incorporate sustainability into their role and decision-making through the training. The Greenwashing Avoidance module helps the learner understand "greenwashing" and how it applies to Aptar's sales and marketing messaging and general communications. While targeted towards those working in the sales, marketing and communications functions, we encourage all employees to take the course to improve Aptar's communication of sustainability externally.

The team also worked with the Ellen MacArthur Foundation to create a circular economy module. This training will supply a better understanding of the circular economy within the packaging industry.

Circular Economy Webinar Series

A series of training sessions were held in April by our Global Food + Beverage and Beauty + Home Regulatory Departments. The sessions helped to raise awareness and train Aptar employees on the circular economy and the regulatory approaches related to the validation of post-consumer recycled resins (PCR). 140 people from different Aptar business units and regions attended the first online training. More trainings were given that provided global regulatory updates to Aptar teams about the circular economy.

Additionally, as a part of the Aptar China Sustainability Dialogue Series, Aptar hosted an online seminar with over 600 people to create circular economy awareness in China. This seminar was given in partnership with the Ellen MacArthur Foundation's China Plastic Program. During the event, Aptar employees were engaged on the three principles of a circular economy and discovered how the principles align to the focus area of Aptar's Product Sustainability Team. The training highlighted the latest developments and insights within the business world related to the circular economy.

Aptar Collaborates on Eco-Design

In 2020, Aptar improved product Life Cycle Assessments (LCA), adding additional enhancements into our eco-design and LCA processes. Our newly improved LCA tools help product designers and customers understand how components flow through the recycling and waste stream and provides a more detailed view of product end of life. Newly added functionalities deliver a greater depth of data to complete a recyclability assessment of the full packaging, not just the Aptar components, producing both a recyclability score and a circularity score.

Aptar's Product Sustainability Team worked in collaboration with Sphera, a sustainability software and data company, to incorporate design for sustainability principles, from a technical standpoint, into our methods. Added collaboration with the Ellen MacArthur Foundation helped define the Material Circular Indicator (MCI). This indicator was incorporated into our LCA process to help product designers define how circular a product is.

One partner organization, SPICE, a collaborative group working to shape the future of sustainable packaging, recently launched a publicly available eco-design tool. This tool, developed in collaboration by Aptar and the other SPICE member companies, solves a key sustainability challenge: how to embed eco-design into the packaging development process. Aptar supplied data and LCA expertise to help in the development of this tool.

In addition, Aptar recently joined CosPaTox, an industry initiative working to develop quality standards for post-consumer recycled resin for use cosmetic and home care. Working with other companies in Europe, Aptar is sharing expertise and technical knowledge to further create circularity in the plastics value chain.

Aptar will continue to support customers in better product design at each stage, from material selection to end of life. Our partnerships with other organizations that share our vision further reiterates our commitment to a more circular economy.

Aptar China Hosts Circular Economy Day

Aptar China and the College of Design and Innovation at Tongji University recently launched Tongji Aptar Future Packaging Lab. The Tongji Aptar Future Packaging Lab is positioned as a key enabler for Aptar to achieve our strategies in China and build a collaborative ecosystem for key stakeholders in the industry. Aptar employees will focus on key areas such as corporate social responsibility, talent attraction, sustainability, and open innovation. We believe that through our joint and continuous efforts, the lab will play an active role in enhancing and further developing Aptar's efforts in the region.

As a part of the launch of the Packaging Lab, over 30 industry experts joined a joint seminar between the university and Aptar. This seminar fostered discussion of sustainability and circular economy topics. It was a way to bring Aptar together with our key customers, partners, associations and institutions through sustainability.

Aptar's products are assessed using the newly enhanced tool to identify and assess **eco-design improvements, recyclability and circularity.**



Progress on New Plastics Economy Commitments

Through 2020, Aptar continued to make progress on our New Plastics Economy Global Commitments. We have defined a global strategy, which incorporates segment and regional approaches to our commitments. This allows Aptar to set objectives based on the specificities of each region and market, while also considering regional regulations on recycled plastic, recycling, and reusability.

Aptar is building a plan to improve the recyclability of our products, through modification of existing products and development of new mono-material product lines. Collaboration is an integral strategy as we work to achieve our targets. We also are actively working to deeply understand the future evolution of recycling technologies. As member of Ellen MacArthur Foundation CE100 network, Aptar is leading a Co.Project focused on Plastic Recyclability and Circular Innovations with the main goal focused on the investigation of end of life scenarios in collaboration with waste management authorities' within cities. Additionally, Aptar has partnership with Pure Cycle Technologies to develop PCR solutions compatible with our products features and using their ultra-pure recycled resin.

In 2020, Aptar reported that **64%** of our dispensing solutions for the beauty, personal care, home care, food and beverage markets were recyclable, reusable or compostable.

Aptar Participates in Guidelines for Social Life Cycle Assessment

Aptar uses Life Cycle Assessment (LCA) methodology to identify and quantify the environmental impact of our products and processes. In 2020, Aptar piloted and applied the revised "Guidelines for Social Organizational LCA". This framework from the United Nations Environment Program (UNEP), in collaboration with the Social Alliance and Life Cycle Initiative, allows for measurement of social and socio-economic aspects, in addition to environmental aspects of product life cycles, value chains and organizations. As a part of this pilot test, Aptar was the first company to share Social Organizational Life Cycle Assessment (SO-LCA) results with UNEP and the Social Alliance.

Through this work, Aptar identified general criteria and helped to develop a reference scale that will be incorporated into the final guidelines for social impact assessment.

The results from the pilot testing will allow for the SO-LCA methodology to be improved and adopted more widely by other organizations and companies. We anticipate that the measurement of social aspects within an organization, and targets for improving that performance, will eventually become a mainstream indicator that is expected of publicly traded companies.

Aptar Partners with MIWA Technologies

In October 2020, Aptar announced partnership with MIWA Technologies, a Czech Republic-based company that has developed a reusable ecosystem for the distribution of goods. MIWA's in-store reusable and refillable bulk dispensers offer consumers a shopping experience free of single-use packaging, while supporting a circular flow of products. MIWA distinguishes itself from existing bulk distribution systems through the design of its packaging and smart connectivity via a mobile app, which allows for product traceability and safety. The systems allows for a clean and effective way to sell goods while minimizing packaging waste.

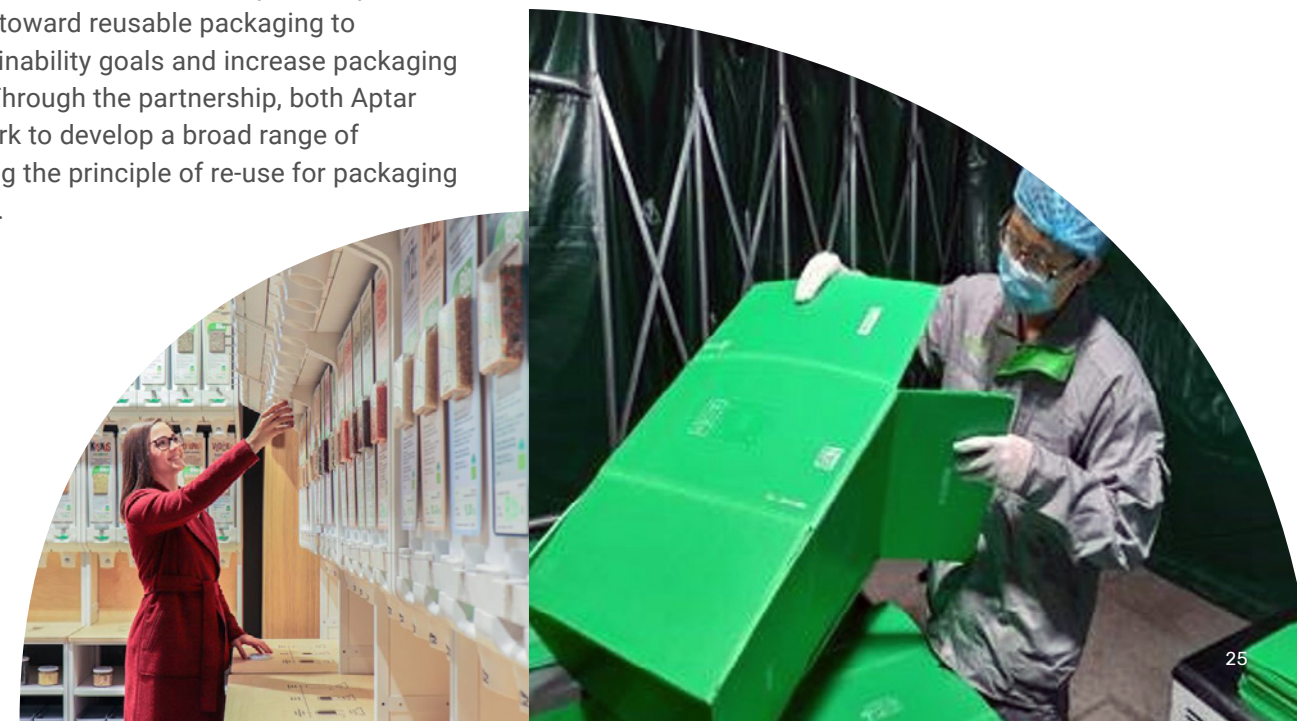
The circular flow of products begins when MIWA supplies smart-powered, reusable capsules to brands. Brands fill the capsules with their products and deliver them to retail stores, where the capsules are inserted into modular shelves with electronic dispensers. Consumers are then able to use their own reusable containers, or system-connected cups, to receive the product. When the capsule is empty, it is collected by MIWA, cleaned, and returned to brands to start the process over. Currently, MIWA product offerings are being piloted.

Collaboration with MIWA enables Aptar to spearhead the transition toward reusable packaging to achieve sustainability goals and increase packaging efficiencies. Through the partnership, both Aptar and MIWA work to develop a broad range of solutions using the principle of re-use for packaging and materials.

Green Logistics Pilot Program Launched in China

Beginning in January 2020, Aptar China began collaborating with two Beauty + Home customers to launch a "green logistic" delivery initiative. This initiative aims to replace one-time use cardboard boxes by incorporating reusable plastic packaging boxes within Aptar's logistic delivery system. This project became a focus after realizing that due to varying requirements in box size and labeling standard cardboard boxes could not be reused externally by our customers. The Aptar team found that reusable packaging boxes could be one way to introduce more circular principles and help our customers reduce waste.

The team used Life Cycle Assessment to understand the environmental impacts of the cardboard boxes and reusable plastic boxes, including factors like recyclability, material circularity, and transportation. The results from these assessments showed that the reusable plastic delivery boxes have fewer negative environmental impacts. Plus, the initiative helps the site along their landfill avoidance journey. Aptar China implemented the reusable boxes within our logistic delivery system for two customers. Aptar looks forward to expanding this new initiative in collaboration with additional customers.





Solutions

Aptar seeks to design products and processes with people and the planet in mind. As we design, develop and innovate our products, the **Solutions Pillar** addresses recyclability and reusability, resin conversion and sustainable design. Much of this work is aligned to that of partners, like the Ellen MacArthur Foundation and others, who have a vision to innovate products and supply chains in an environmentally conscious way.

Vision

Design products and processes with people and the planet in mind. Innovate to deliver optimal economic and performance value throughout the value chain and product life cycle.

Aspirations



Resin Conversion

We believe the introduction of conventional* resins into the value stream must be greatly reduced.



Reuse

We believe consumer products must be reusable.



Design for Sustainability

We believe all products must be designed with people and the planet in mind.



Recycle & Purify

We believe plastic packaging should be recycled and purified to be reused on high value applications.

Targets & KPIs

- Aptar will achieve **10 percent** recycled content for our dispensing solutions for the beauty, personal care, home care, food and beverage markets by 2025.
- Our dispensing solutions for the beauty, personal care, home care, food and beverage markets will be **100 percent** recyclable, reusable or compostable by 2025
- Eliminate **100 percent** of formaldehyde (POM), styrene (ABS, SAN), vinyl chloride (PVC) and Bisphenol A (PC, epoxy) by 2025.



SUSTAINABLE DEVELOPMENT GOALS



* Although it is a widely accepted industry term, we understand that the term "virgin resin" can be perceived in some cultures as provocative and insensitive. In an effort to be more inclusive of all cultures, we are using the term "conventional resin" to describe these newly-extracted fossil-based resins.

**Pharma products are currently excluded from our product targets.



Aptar Transforms Market with SimpliCycle™ Valve Solution

Aptar Food + Beverage, launched its new SimpliCycle™ recyclable valve technology utilizing their expertise as global leader in elastomeric flow control solutions for more than 25 years. The SimpliCycle™ valve offers recyclability while still maintaining the same advantages of Aptar’s standard valves, including high repeatable performance, and slit versatility to fit a wide variety of applications for food, beverage, and other product applications around the world.

The innovative and recyclable valve accelerates Aptar closer to our 2025 sustainability goals. The SimpliCycle™ valve is made from a TPE material with a low density that allows the valve to float, so it is easily separated from the PET stream, and then ultimately recycled within the PP/PE olefin stream. Maximum flow control combined with clean dispensing ensures consumers get precise amounts of product, when and where they want it – avoiding drips, leaks, or spills. SimpliCycle™ is an all-in-one solution delivering on both recyclability and the high-performance the world has come to expect with Aptar valve dispensing.

Aptar Pre-Qualifies Sustainable Solutions with Retailer

Aptar took another step toward our sustainability goals by becoming the first packaging supplier to pre-qualify over 45 products in alignment with Credo’s Sustainable Packaging Guidelines. The current Credo-compliant product selection includes Aptar’s airless packaging, dispensers, spray technology and the broadest range of dispensing closures available in at least 50 percent, but up to 100 percent, post-consumer recycled resin (PCR), in the North America market. The final percentage of PCR is dependent on colorant or additives that affect the ratio of recycled content. All pre-qualified solutions help both Aptar and our customers meet their sustainable packaging goals.

In April 2020, Credo, a pioneer in the clean beauty category, released its Sustainable Packaging Guidelines in response to the growing concern about beauty packaging waste. These guidelines are the latest chapter of The Credo Clean Standard™ which offers brands a comprehensive playbook on safety, sourcing, sustainability and more. By pre-qualifying our sustainable products, in alignment with Credo’s guidelines, we hope to facilitate easier sourcing and provide clear guidance on our products’ environmental impacts.

Aptar’s PCR Conversion Progress

As aligned with the guidelines of the New Plastics Economy Global Commitment via the Ellen MacArthur Foundation, Aptar stated public targets and commitments related to increasing recycled content within our dispensing solutions. Globally, Aptar worked to develop a conversion plan to maximize the use of PCR and use of renewable feedstock, such as bio-based materials, to reduce fossil fuel use. Aptar uses life cycle assessment methods and sustainable design principles to optimize PCR use and understand environmental impacts like recyclability and circularity.

Through 2020, our Product Sustainability Teams worked to better understand the quality and supply of PCR resins and qualify materials. A detailed PCR conversion plan has been drafted to meet our targets and commitment for Aptar products like closures, aerosol accessories, spray pumps, lotion pumps, and airless solutions. Our current priority is to convert our main technologies to fully recyclable, mono-material solutions, while also working to use more recycled resins. Each year we bring additional products with PCR options based on materials coming from both mechanical recycling and chemical recycling (based on mass balance approach). PCR products offerings from nearly all Aptar regions were launched in the last year. Aptar has a continued partnership with Pure Cycle Technologies to develop PCR solutions compatible with our products features and using their ultra-pure recycled resin.

We look forward continuing our progress and working with customers to meet sustainability goals.

* Percentage of PCR is dependent on size.
 ** CO₂ emission reduction is dependent on product and size.

Beauty + Home Broadens PCR Portfolio

Aptar Beauty + Home expanded the use of post-consumer recycled resin (PCR) into their airless dispensing portfolio with the launch of two new products: Micro ECO + Mezzo ECO in 2020.

Micro ECO + Mezzo ECO incorporates up to 45 percent PCR in the combined components and are COTREP certified for eco-design. Aptar’s entire range of locally produced airless solutions are 100 percent plastic and cyclos-HTP certified, provide optimal formula protection, and are compatible for a multitude of application fields including skin, hair and body care, color cosmetics and hand sanitizer. Customers can convert the current Micro and Mezzo top-fill package in a variety of colors and sizes through Aptar’s PCR supply. A full life cycle analysis completed on Micro ECO + Mezzo ECO proved to reduce CO₂ emissions of up to 12.3 percent compared to our standard airless product range.**

In addition, the expanded product portfolio includes PCR options for our GS and GSA lotion pumps. These new launches join Aptar’s other recycled resin product offerings and support our goals to convert our product portfolio to more sustainable materials.



Aptar will achieve **10%** recycled content for our dispensing solutions for the beauty, personal care, home care, food and beverage markets by 2025.



Innovating Toward Reusable Technologies

Aptar supports emerging technologies in sustainability within our industry. We are investing in promising and high potential solutions by partnering with companies on reuse, recycling and sustainable materials. One example is Aptar’s strategic partnership with REBO Smart Bottle, a startup digital company. The REBO reusable bottle uses smart sensor technology and a connected personalized hydration app to measure water intake. As an added benefit, REBO will fund the collection of discarded plastic bottles with each use.

Through this partnership, Aptar currently has a presence on the Board of Directors for REBO, advancing our market knowledge for emerging trends and leveraging our manufacturing, regulatory, and R&D, and Innovation expertise.



Aptar Creates Essencia Screw Pump for Fragrance Refills

In 2020, Aptar Beauty + Home extended the Essencia pump range with the launch of the Essencia Screw pump as the fragrance industry looks toward more sustainable packaging solutions. Offering refillable fragrances responds to key concerns modern consumers have around reducing packaging waste. The Essencia Screw allows for simple refilling and reusing both the fragrance bottle and pump – both of which are normally sent to landfill once a fragrance is finished.

This new product was designed with ease of use and attractive aesthetics in mind. Using an internal plastic ring, the metal collar of the pump remains separated from the glass bottle, reducing the risk of friction that would cause the bottle neck to break as the pump is being screwed off or on. For the consumer, this ensures the bottle and pump can be reused numerous times.

The pump delivers the same high performance for which the Essencia pump range is renowned. In production as of March 2020, Essencia Screw opens a new segment of the ever-changing market, at a time when manufacturers and consumers are looking towards a different future. With this launch, Aptar confirms our commitment to sustainability, delivering a modern, trendy product that will help drive the fragrance market of tomorrow.

FusionPKG Releases Refillable Compact

Refillable Top Secret Compact is a 2021 WorldStar Award Winner and a patent-pending, refillable compact with a uniquely integrated brush, combining a sustainable solution with a truly innovative concept. This innovative compact was thoughtfully engineered and designed with a refillable feature and a “top-secret” brush for a slim, sleek profile and unique user experience.

Available in PCR or a bio-based blend, this sustainable compact also has many decoration capabilities, making it fully customizable for any brand’s needs. For a quick-to-market turnkey solution, choose from a selection of clean and customizable pressed or poured formulas through FusionPKG BeautyLab.



Meet our WorldStar 2021 winner!

WORLDSTAR WINNER 2021

REFILLABLE TOP SECRET COMPACT

RETOUCH

REINSERT

REFILL

REPEAT

Aptar Announces the Launch of a Mono-Material, Fully Recyclable Pump

In May 2021, Aptar announced the launch of the company's first mono-material, fully recyclable pump for the beauty and personal care industries, called Future.

In order to facilitate recycling, Future was designed using polyethylene (PE) mono-material only. Future is certified by cyclos-HTP, the institute for Recyclability and Product Responsibility.* The innovation is also recognized "A" by RecyClass – a comprehensive, cross-industry initiative that works to establish a harmonized recycling approach and traceability in Europe.*

In developing the concept for Future, Aptar's experts turned to recognized design for sustainability principles, which call for plastic dispensing products to be made from a mono-material to facilitate the recycling process. Traditional pumps may contain different materials, including metal components, that can in some cases complicate the recycling process. Because the Future pump is made from PE only, it also aligns with the most common materials used to make bottles – PE and PET. Therefore, the complete packaging, including pump and bottle, are more easily recycled.*

As a member of the Ellen MacArthur Foundation's New Plastics Economy Global Commitment, this innovation highlights our pledge to reduce environmental impact and support the Foundation's vision for a circular economy. We are working hard towards our 2025 goal to have all of our packaging 100 percent reusable, recyclable or compostable.



* Subject to local recyclability facilities and fully recyclable with PET and PE bottles. RecyClass recognition applies for an undecorated clear or white pump.

Airless Solutions Receive ISCC and cyclos-HTP Certification

Aptar Beauty + Home has obtained two certifications from renowned independent European sustainability organizations, following a rigorous certification process. The first is the International Sustainability Carbon Certification (ISCC) PLUS and the second from the German cyclos-HTP Institute for the 'Class AAA' excellent recyclability rating. With these certifications, Aptar customers can now benefit from the ISCC PLUS certification and 'Class AAA' rating for airless packaging solutions within six airless product ranges with capacities starting from 5 ml up to 200 ml.

To deliver ISCC certificates with its airless products, Aptar's Villingen facility runs a thorough internal verification process along the entire supply chain, taking a 'mass balance approach' to trace the flow of materials that are mixed during production. This constant monitoring and counting approach make it possible to trace the level and characteristics of circular and/or sustainable content in the final product. For the cyclos-HTP 'Class AAA' qualification, Aptar Beauty + Home's airless packaging range made from PP and PE polymers received scores from 96 percent to 98 percent for 'Excellent Recyclability' for the raw packaging, when paired with an PE valve.

Together, these certifications guarantee the traceability of raw recycled materials used across the supply chain – ensuring a reduction in the use of conventional plastic – as well as the recyclability of the finished raw packaging product. Backed by these independent certifications and expertise, Aptar looks forward to helping customers and partners understand the benefits of sustainable packaging and finding sustainable solutions for our partners.



Aptar's Rocket Wins Best in Cap Award by Zenith Global

Rocket, a breakthrough new sports cap, was awarded Best in Cap by Zenith Global at the 17th Global Water Drinks Congress. Rocket was recognized and awarded, based on its improved non-detachable nature and tamper evidence system, combined with a great drinking functionality. As the cap is tethered to the bottle, staying attached through the recycling stream, it contributes to increased closure recyclability rates.



Ren Clean Skincare Partners with Aptar and SABIC to Win Beauty Award in Best Beauty Brand, Recycling Category

A successful collaboration between REN Clean Skincare, Aptar and SABIC in the development of an innovative packaging has resulted in REN Clean Skincare winning the "Best Beauty Brand in the Recycling (Innovation)" category for the 2021 Beauty Shortlist (BSL) Awards. The package was particularly recognized for using ISCC Plus certified circular polymers from SABIC. The aim of the Beauty Shortlist Awards is to recognize ethical brands and companies designing products and packaging that lead the way.



Aptar Pharma Receives InnoPack 2020 China Award

Aptar Pharma was proud to receive an InnoPack China Award recently, in recognition of Aptar Pharma's well-established Bag-on-Valve Technology (BOV) Platform, with a special focus on our innovative PureHale® device and Pacifica Duo Actuator. PureHale® is a portable and ready-to-use drug delivery solution designed for upper respiratory care. An industry first, this nebulizer-like device distributes a continuous fine mist to gently cleanse, moisturize and soothe the upper respiratory tract.



Aptar Beauty + Home Scoops Packaging Innovation Awards with "IGO" Fragrance Innovation

Aptar Beauty + Home is delighted to announce its revolutionary double pack fragrance dispensing design "IGO" – custom made in partnership with Shiseido for the Issey Miyake brand – has been recognized for excellence in innovative dispensing packing with three major beauty and packaging industry awards; a Formes de Luxe award winner in the Dispensing category, winner in the Usage Function category at the Packaging Innovation Awards organized by Emballages Magazine, and silver medalist for fragrance packaging design at the 31st annual CosmetiqueMag Awards.





Operations

The **Operations Pillar** addresses eco-efficiency topics which directly relate the impact of our operations on the communities in which we live and work. Aptar is focusing on minimizing negative operational impacts, while also increasing positive community impacts. As we work to reduce greenhouse gas emissions, source renewable energy and minimize waste, we aspire for our processes to give back more than they consume.

Vision

Optimize the consumption of natural resources in our operations and processes.
Serve the communities in which we operate.

Aspirations



Renewable Electricity

We believe 100 percent of Aptar locations should be powered by renewable electricity sources.



Energy Savings

We believe our processes and buildings should be designed to consume minimal amounts of energy.



Landfill Free

We believe 100 percent of Aptar locations should be landfill free.



Community Impacts

We believe we must impact the communities in which we operate in positive ways.

* Total Production = Count of finished and semi-finished product produced and molded components.

Targets & KPIs

- Aptar commits to reduce absolute scope 1 and 2 Greenhouse Gas emissions **28 percent** by 2030 from a 2019 base year. This target, covering greenhouse gas emissions from company operations (scopes 1 and 2), is consistent with reductions required to keep global warming to well-below 2°C.
- As we surpassed our original 2022 renewable electricity target with **85 percent** consumption coverage in 2020, we are identifying our new target for 2022 and beyond.
- By year-end 2025, Aptar will achieve a **15 percent** reduction in electricity intensity (measured as KWH/Total Production*) from baseline year 2020
- By year-end 2021, more than **60 percent** of Aptar manufacturing locations will be Landfill Free certified through our internal program.
- Through reduction, reuse and recycling, Aptar has a goal to achieve at least **80 percent** disposal avoidance of operational wastes, by year-end 2021.



SUSTAINABLE DEVELOPMENT GOALS





Significant Increase in Renewable Energy

In both 2019 and 2020, Aptar exceeded our stated targets for sourcing renewable electrical energy. Aptar set a target to have renewable energy purchases account for 55 percent of our total electricity consumption by 2020, with the percentage increasing to 65 percent in 2021 and 75 percent in 2022. Through an increase in renewable energy purchases in 2020, at year-end, 85 percent of our global electricity consumption came from renewable sources.

Looking ahead, as a part of our science-based targets, Aptar is investigating ways to increase our consumption beyond 2022. A list of Aptar sites sourcing renewable energy and additional information about our energy consumption can be found within [GRI 302](#) on pages 81-83.

Energy Roadmap Progress

Aptar's Global Energy Roadmap is focused energy management topics like renewable energy, consumption reduction at the site-level, and "green building" practices. This roadmap supports our science-based targets and our journey to net-zero.

As it relates to sourcing renewable energy, in 2020, Aptar completed a market intelligence analysis in collaboration a partner organization to better understand the Power Purchase Agreement (PPA) market, opportunities, and investment that we should consider in the next 3-5 years. Having partners that provide authentic renewable energy certificates for our purchases remains important. Additionally, in 2020, Aptar joined a World Business Council for Sustainable Development (WBSCD) working group focused on energy management. This working group provides Aptar with the opportunity to increase knowledge on energy management, the PPA approach and the green energy market.

Science Based Targets Validated

Aptar is proud to announce our science-based targets have been validated by the Science Based Targets initiative (SBTi).

The Science Based Targets initiative is a collaboration between the CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). Its aim is to establish science-based climate targets as standard business practice, by defining and promoting best practice in science-based target setting. By joining this initiative, Aptar is in alignment with climate science and is supporting the transition to a low-carbon economy.

Aptar formalized its science-based targets setting an emissions reduction goal consistent with requirements to keep global warming well-below 2° Celsius by year 2030. This science-based approach incorporates Aptar's own operations electricity, fuel oil, natural gas, refrigerant use (scope 1 + 2) and operations within the value chain including transportation of goods, raw materials, travel and commuting (scope 3).

Aptar's targets approved by the SBTi are:

- **Aptar commits** to reduce absolute scope 1 and 2 greenhouse gas (GHG) emissions 28 percent by 2030 from a 2019 base year (well-below 2°C)
- **Aptar commits** to increase annual sourcing of renewable electricity from 57 percent of total consumption in 2019 to 100 percent by 2030
- **Aptar also commits** to reduce absolute scope 3 GHG emissions 14 percent by 2030 from a 2019 base year (in line with 2°C)

A-Listed on CDP Climate Change Assessment

Aptar was recognized for its actions to cut emissions, mitigate climate risks and further the low-carbon economy, based on the data reported by the Company through CDP's 2020 climate change questionnaire. Aptar is one of a small number of high-performing companies out of 5,800+ that were scored. Through significant demonstrable action on climate, Aptar is leading on corporate environmental ambition, action and transparency worldwide.

We also improved our risk and opportunities disclosures in accordance with the Task Force on Climate-Related Financial Disclosures (TCFD). In addition, Aptar received the ISO 14064 certification, assuring the reduction in greenhouse gas emissions in all scopes, especially as we increased renewable electricity purchases.

CDP's annual environmental disclosure and scoring process is widely recognized as the gold standard of corporate environmental transparency. In 2020, over 515 investors with over US \$106 trillion in assets under management and more than 150 major purchasers with US \$4 trillion in procurement spend requested companies to disclose data on environmental impacts, risks and opportunities through CDP's platform. Over 9,600 responded – the highest level ever.

A detailed and independent methodology is used by CDP to assess these companies, allocating a score of A to D- based on the comprehensiveness of disclosure, awareness and management of environmental risks as well as demonstration of best practices associated with environmental leadership, such as setting ambitious and meaningful targets.

At year-end 2020, **85%** of our global electricity consumption comes from renewable sources, surpassing our renewable energy target.



Energy Intensity Target

Through 2019 and 2020, the Aptar Global Energy Team has worked to better understand how electricity is used during the operations process. Even as we work to increase the sourcing of renewable energy, it is still important that our processes and buildings are designed to consume minimal amounts of energy. New this year, Aptar has made a public Electricity Target: by year-end 2025, Aptar will achieve a 15 percent reduction in electricity intensity (measured as KWH/Total Production)* from baseline year 2020.

Internally we will focus on energy consumption reductions and will seek to better understand our processes. Expanding the energy audit program and defining energy efficiency actions and guidelines will help guide this work. The Global Energy Team will work closely with site-level operations leaders to identify target areas and improve existing energy efficiency guidelines to achieve this target.

By year-end 2025, Aptar will achieve a **15%** reduction in electricity intensity (measured as KWH/Total Production)* from baseline year 2020

Aptar Energy Playbook Released

Aptar is engaged in a journey towards improving performance related to energy and emissions. Through collaboration with stakeholders Aptar has identified an internal group to govern our energy topics. This work resulted in the creation of the “Aptar Energy Playbook” with site-level energy managers. This guide provides a snapshot of our current maturity and opportunities for enhanced energy performance. The guide was developed using information on energy management from our top 20 energy consuming sites. Their insights combined with the expertise of our external partner resulted in the creation of a “playbook” that details energy efficient actions to optimize consumption along our production processes and details green building requirements that can be utilized by our new and existing Aptar sites.

Energy consumption reduction is achieved by:

- **Defining** energy efficiency guidelines for core processes
- **Implementing** a global energy audit program which shares energy saving opportunities to be considered at the site level
- **Utilizing** energy monitoring and energy performance indicators to measure and optimize processes

* Total Production = Count of finished and semi-finished product produced and molded components.

Energy Audits Identify Opportunities

It is important to understand and control energy use in our production processes. At Aptar it is important that sites undergo frequent assessments to identify opportunities to reduce energy consumption. Although COVID-19 limited access to our operations in person, one Aptar site was able to complete an energy audit and, in 2020, we established a global energy monitoring plan. During this formal assessment, the site mapped the main energy uses and consumptions to define energy conservation measures to optimize core processes.

Progress was halted a bit in 2020 because sites were not allowing visitors. We look forward to reporting progress on energy audits that are planned for 2021.

Quarterly Energy and Emissions Updates

The Global Sustainability Team hosts a quarterly town hall meeting to show progress and opportunities that highlight Aptar’s progress on our energy roadmap. Energy and emissions performance at all levels are reviewed and updates are given on our progress towards our science-based targets.

It is the expectation that Aptar sites use energy in a responsible way. Energy and emissions topics affect many functions of Aptar and the calls throughout the year will help to further engage our internal stakeholders and maintain our momentum on these important topics. It is important that leaders are familiar with energy consumption by and emissions from their sites and review progress frequently with their own teams. All employees are invited to attend and participate, and a summary of each quarterly call is posted internally so that the information remains accessible.

At year-end 2020, we reduced Scope 1 emissions by **14%** and Scope 2 emissions (market) by **74%** compared to baseline 2019.

Landfill Free Program Expands

The Landfill Free (LFF) program encourages continuous improvement of Aptar production processes by reducing waste production and promoting reuse and return of waste along the value chain. These aspects contribute to proactive behavior for environmental sustainability efforts. Recycling and reuse help to lower emissions associated with landfills and ensures compliance with waste management regulations. Based on the Zero Waste International Alliance protocol, this internal program has improved our operational eco-efficiency since 2013. To obtain and maintain the certification, sites are required to prove, through a third-party audit, that they reuse or recycle at least 90 percent of operational wastes.

At year-end 2020, 53 percent of aptar facilities had achieved Landfill Free certification. By 2021, more than 60 percent of Aptar manufacturing locations will be Landfill Free certified through this program. More information and data on our Landfill Free program can be found within [GRI 306](#) on pages 95-98.

Notably, in 2020, all Aptar sites began to use our digital Landfill Free metrics module within the EHStar software. This module enables visibility to global disposal avoidance ratios.

Avoiding Waste Disposal

Even as our business grows, our focus is still on reducing waste generated during production, minimizing the amount waste sent to landfills and increasing recycling and reuse at our manufacturing sites. With our EHStar data management module, Aptar collects data regarding waste disposal amounts from all locations globally monthly. This module has increased our visibility of waste and disposal records for our global operations and Aptar has started to include a waste disposal avoidance ratio for all sites, not just our Landfill Free certified sites.

We define disposal avoidance is a ratio to measure the amount of “positive” versus “negative” wastes affecting our Landfill Free calculations. Negative wastes include those disposed to landfill, incineration, chemical/physical treatment or mechanical/biological treatment. Positive wastes are those recycled, recovered, reused and returned.

At year-end 2020, Aptar sites achieved 77 percent disposal avoidance ratio. By year-end 2021, through reduction, reuse and recycling, Aptar has aims to achieve at least 80 percent disposal avoidance of operational wastes. Currently, waste disposal targets have been cascaded to each Aptar site and are monitored through the EHStar module.

The use of Landfill Free and Disposal Avoidance has begun to shift our employees’ everyday behaviors to collaborate with our company’s waste management targets. These two programs are creating a more circular supply chain by avoiding the landfill.

Earth Week 2020

In 2020 our annual Earth Week tradition went digital. From April 20-24 our employees participated in the 50th anniversary of Earth day by sharing their celebrations online, due to COVID-19. Through the power of media, we had the opportunity to be more connected than ever. During the week, our employees shared how they made a difference for the earth and their community. Most of our employees were at home with their families due to stay-at-home-orders in April, so we encouraged full participation with children and loved ones.

Through an online story and photo gallery, our employees across the world were able to share their actions. Many worked with their families to plant

gardens, reduce their water use at home, increase recycling and clean up their local neighborhoods. We celebrated the fact that no action is too small to make a difference.

With support from the Aptar Charitable Foundation, a donation was made to the Ocean Conservancy in each participant’s name. This non-profit advocacy organization works to create policies that protect marine habitats, reduce human impact on ecosystems and restore sustainable fisheries.

Though we celebrated together digitally, our goal remained the same: to make positive impact on our world one action at a time.



At year-end 2020, **53%** of Aptar facilities had achieved LFF certification.

At year-end 2020, Aptar sites achieved **77%** disposal avoidance ratio.

Supporting Our Communities



In addition to COVID-19 related volunteer and relief, our Aptar teams across the globe continued to support their communities. Aptar employees and sites are encouraged to show appreciation for the communities and organizations to advance the important work they are doing to create a better.

U.S.A. Aptar CSP Atlanta

In January 2020, team members from Aptar CSP Atlanta volunteered to help with the construction of a house for Habitat for Humanity. During the visit, Aptar employees assisted with painting, light construction and other activities as the house was readied for its new owner.



THAILAND Aptar Chonburi

Coral reefs in Thailand have been impacted by the changing climate. The Aptar team in Thailand helped to plant coral with the Thai Navy Team in Chonburi to help support the growth and health of these ecosystems.



RUSSIA Aptar Vladimir

Helping those in need has become a tradition at Aptar Vladimir and employees look forward to being involved each year. In early 2020, the team donated clothes and toys to local families, as well as food and clean bedding to the animal shelter. The donation to the animal shelter helped to provide care for over 150 animals.



INDONESIA Aptar Donates to Flood Relief

To support disaster relief efforts in Indonesia after flooding and landslides that forced thousands to flee their homes, Aptar provided financial support to the relief efforts. Aptar's Asian leadership team remained in contact with our people in the region and we are thankful to report that they and their families are safe.



GERMANY Aptar Dortmund

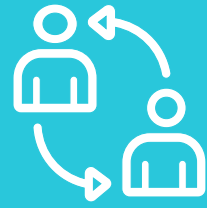
Aptar Dortmund started a fundraising campaign for a local Children's Hospital Center. This center allows for children in the hospital to take part in musical therapies and a children's garden while they receive medical treatment.



LATIN AMERICA Aptar Brazil

Aptar sites in Brazil support three local organizations that provide food to underserved communities. Through this work, the monetary donations from the site provide food to around 20 families a month. This work was especially important in during the COVID-19 pandemic when even more families were in need.





Suppliers & Partners

The **Suppliers & Partners Pillar** is critical for Aptar as we work towards our sustainability goals. Creating circular products, having a diverse and talented workforce and sustaining eco-efficient operations cannot be achieved by Aptar alone. Work with suppliers, customers and external organizations is incorporated, not only within each of our sustainability pillars, but in all levels of Aptar business processes. As our vision develops, we will continue to work with partners who enrich our skills and knowledge, support our goals and maximize our positive impacts.

Vision

Collaborate with thought leaders to cultivate an innovative supply chain that is both socially inclusive and environmentally conscious, in order to meet customer and consumer needs.



“Innovate Together” was the theme of Aptar’s most recent bi-annual Global Supplier Summit. During this event, our suppliers heard from Aptar leaders about their strategy and expectations for suppliers, while also finding ways to collaborate with Aptar. Though the event was hosted through a virtual event platform due to the on-going COVID-19 pandemic, the summit allowed for cross-collaboration across our supply chain all relevant topics, including key topics aligned with our sustainability strategy, targets and KPIs.

Aptar attendees and suppliers had many opportunities to find ways to collaborate. During ‘Challenge Brief’ sessions, suppliers pitched their innovative solutions to different challenges that were developed by global Aptar teams. Breakout sessions on various topics furthered dialogue within a small group setting where suppliers and teams openly shared success stories and best practices. More than 100 ideas for collaboration were generated during the breakout sessions.

Aptar teams across the globe will further investigate the new ideas and look forward to continued partnership with our value chain.

Targets & KPIs

- As aligned with the Science Based Targets Initiative, Aptar commits to reduce absolute scope 3 GHG emissions **14 percent** by 2030 from a 2019 base year (in line with 2°).
- To achieve this target, focus is given to **improve emissions** from Scope 3 topics specifically as it relates to raw materials and transportation of goods.

Road to...
The 2021 Aptar Global Supplier Summit



Aptar Recognized on the 2020 CDP Supplier Engagement Leaderboard

Following CDP's 2020 global score release, companies responding to the full version of the CDP climate change questionnaire receive a Supplier Engagement Rating (SER). The companies with the best SER are celebrated as Supplier Engagement Leaders –this year the top 7 percent of companies who disclosed to the full climate questionnaire. Aptar is proud to join nearly 400 companies in earning a place on CDP's 2020 Supplier Engagement Leaderboard. By working with our suppliers to reduce their emissions, and through our focus on science-based targets, we hope our dedication sparks action across the supply chain.

The SER measures how effectively companies are engaging their suppliers on climate change. This performance is assessed using company responses to select questions about governance, targets, scope 3 emissions and value chain engagement in the CDP climate change questionnaire. For its 2020 disclosure, Aptar received an A for overall Climate Change score, earning a position on the prestigious CDP A List.



Social Responsibility and Sedex

Sedex is an online platform that offers an assessment of social sustainability performance and provides standardized metrics in this area. We have several customers and suppliers who oversee our social responsibility progress through this platform. Through Sedex, local improvement and activity can be shared directly with these important stakeholders. Most importantly, the initiative drives developments in ethical and responsible business practices by providing access to services, guidance, and training to map and manage risks within the supply chain.

2020 marked the second year that all Aptar sites completed site-level Sedex online audits for social responsibility and responsible sourcing through collaboration with regional and site-level HR leaders. This allows for site-level data on labor standards, health, safety, environment, and business ethics to be analyzed and shared with relevant customers. Most notably, Aptar CSP sites, Aptar Chavanod (Reboul), and other recent acquisitions were able to participate for the first time.

Aptar will continue to update site-level Sedex information and utilize the evaluations to build an ethical practices roadmap and discover strengths in business practices as well as areas to improve.

Aptar's EcoVadis Performance

EcoVadis is a third-party sustainability assessment platform which is required of us by more than sixty of our top customers as well as some of our suppliers and investors. By responding to the EcoVadis questionnaire annually Aptar's company-level performance is analyzed across four sustainability themes: environment, labor practices and human rights, ethics and sustainable procurement. This is then shared with customers, some of which track this performance through their own supplier scorecards.

Aptar has responded to EcoVadis since 2014 at a global level and has earned a Gold ranking each year since 2016. Each year after receiving our score, Aptar teams look to define gaps and areas of improvement. We will work to continuously improve in the relevant areas and maintain our focus on managing diversity and inclusion, reducing emissions, strong corporate governance and collaborating with our suppliers and customers throughout the value chain. We are looking forward to continuing our progress and hope to achieve a Platinum level score in future years.

EcoVadis Program for Screening Our Suppliers

Aptar recognizes that the social and environmental assessment of our suppliers is a material aspect of business according to our stakeholders.

Aptar started to assess our own suppliers using the EcoVadis platform. The Global Sustainability Team and Global Purchasing Organization are working in collaboration with EcoVadis to formally integrate social and environmental screening into our existing purchasing program. This work allows for Aptar to better understand risk and performance in our supply chain and creates a pathway towards more sustainable procurement decisions. Overall, the goal of this program is to increase transparency, identify areas for collaboration and improve the performance of our suppliers.

In 2020, the Global Purchasing Organization created a three-year roadmap to improve supplier screening program with a defined strategy and identification of key suppliers. Additionally, our Aptar teams were trained on sustainable procurement best practices as well as how to best use and leverage the online platform. The program was officially launched to our suppliers in March 2021. While the current focus areas for our screening are aligned with Aptar's goals related to greenhouse gas reduction, plastics and raw materials, and social metrics, we look forward to identifying other key areas in the future.

For five consecutive years, we have achieved gold status with EcoVadis. We score in the **97th percentile** of all respondents.



Organizations & Partnerships



At Aptar, we continue work with key partners and organizations. These partnerships allow us to improve knowledge and maximize our global impact, while sharing our expertise with the world. Aptar looks forward to working with partners to help achieve our sustainability goals. While not inclusive of all partnerships, below are some highlights from key partnerships in 2020.

World Business Council for Sustainable Development (WBCSD)

WBCSD is a global organization of over 200 businesses working together to accelerate the transition to a sustainable world. Aptar continues to remain active within Factor 10, WBCSD's circular economy project workstream. Our work to pilot the Circular Transition Indicator (CTI) tool, including a sub-module for monitoring water circularity, will help companies and brands understand the circularity of their business.



The Association of Plastic Recyclers (APR)

The APR represents over 90 percent of post-consumer plastics recycling in North America. Aptar's innovation teams actively reference the APR's Design Guide for Plastics Recyclability in the product design phase. In the past year, members of our Product Sustainability Team worked to review these guidelines and provide feedback to the organization as continuous improvement.



The Association of Postconsumer Plastic Recyclers



Ellen MacArthur Foundation – CE 100

The CE100 network brings together organizations of all types to advance individual agendas through collective approaches. Aptar is continuing to work with other member companies on a co-project to better understand the packaging recycling stream. Aptar also piloted the Circulytics tool to help support the transition to a circular economy through enhanced metrics.



The UK Plastics Pact (WRAP (Waste and Resource Action Programme))

The United Kingdom (UK) Plastics Pact brings together businesses from the plastics value chain with UK governments and NGOs to tackle challenge of plastic waste. The organization is working to create a circular economy for plastics, capturing their value by keeping them in the economy and out of the natural environment. Through our collaboration with this group, Aptar can make further progress on our sustainability goals and support our New Plastics Economy Global Commitment.

Ellen MacArthur Foundation – New Plastics Economy Global Commitment

The Global Commitment brings together businesses, governments and other organizations behind a common vision and targets to address plastic waste and pollution at the source. Aptar shared our product related targets in 2019 and report our progress to The Foundation annually.



Gender & Diversity KPI Alliance (GDKA)

This organization is an added partner to support our goal of creating a fair workplace where everyone can thrive. The GDKA brings together diversity and inclusion advocates and corporate leaders to support the use of three key performance indicators. Through this initiative, Aptar will begin to track and report on key indicators to better understand where more efforts are needed.



Sustainable Packaging Initiative for Cosmetics (SPICE)

SPICE members guide sustainable packaging policies and innovations in the Beauty + Home markets. Having achieved Environmental Product Declaration already, Aptar actively councils the group on product Life Cycle Assessment methodology as a way to evaluate the environmental impact of packaging products.



CARE® International

In February of this year, we announced that we have teamed with CARE, a remarkable organization that works around the globe to save lives, defeat poverty and achieve social justice. Through our newly announced, on-going partnership, Aptar will support CARE's mission, including education programming, women's economic empowerment efforts and CARE's Crisis Response Campaign, by sponsoring the Fast + Fair COVID-19 Vaccine Response Campaign this year.



Report Summary

Over the past year, the dedication of our teams has allowed us to live up to our purpose and responsibility to society: supporting our customers, partners and our communities, and providing essential products and solutions that millions of people rely on every day. We look forward to leveraging the many lessons learned over the past year, to become a stronger, more confident and focused organization. We advocate for a more sustainable future and a circular economy where all plastic is reused or recycled. Guided by our core values and purpose, we will continue to embrace our diverse and inclusive workplace that welcomes everyone and actively supports the communities where we live and work.

As in previous years, we are proud of all that was achieved, and we look forward to continuing to progress on issues that are important to our stakeholders. We have prepared a brief [survey](#) to collect feedback from our readers. Your participation is welcomed and will help Aptar advance in the future.



Global Reporting Initiative (GRI) Index

This report highlights activities across Aptar global operations from January 1 through December 31, 2020. The Aptar 2020 Corporate Sustainability Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core options, which were published in 2016. As in past years, we have achieved a “limited assurance” statement which verified the accuracy of carbon emissions and associated absolute energy. For 2020, we added a process to assure emissions associated with raw materials, travel and shipment of our products. Since 2020, Aptar has held the ISO 14064 certification globally for our energy and greenhouse gas emissions reporting.

We obtained limited external assurance from Certiquality for our Scope 1, 2 and 3 greenhouse gas emissions based in accordance with the UNI EN ISO 14064-1:2012 Standard. The factors, as well as the assurance statements, are linked in the appropriate indicators within this index and below:



2020
Verification Letter for ISO 14064-1 Compliant GHG Emissions



2020
Verification + Assurance Statement for Scope 1, 2 & 3 Emissions

Sustainable Development Goals

In September of 2015 world leaders united during a United Nations Summit to draft the Sustainable Development Goals (SDGs). In early 2016, seventeen topic areas, which universally apply to all, went into effect toward the 2030 Agenda for Sustainable Development. Member countries are committed to fight inequalities and tackle climate change, while ensuring that no one is left behind.



100 Universal Standard

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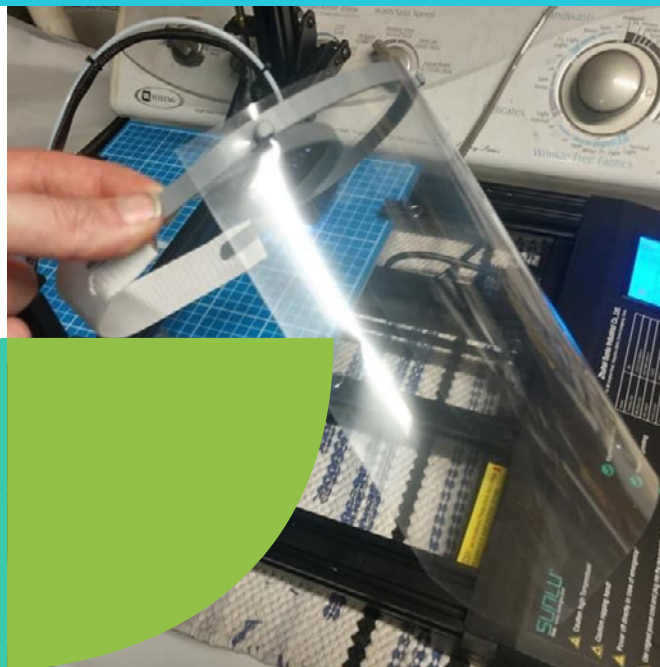
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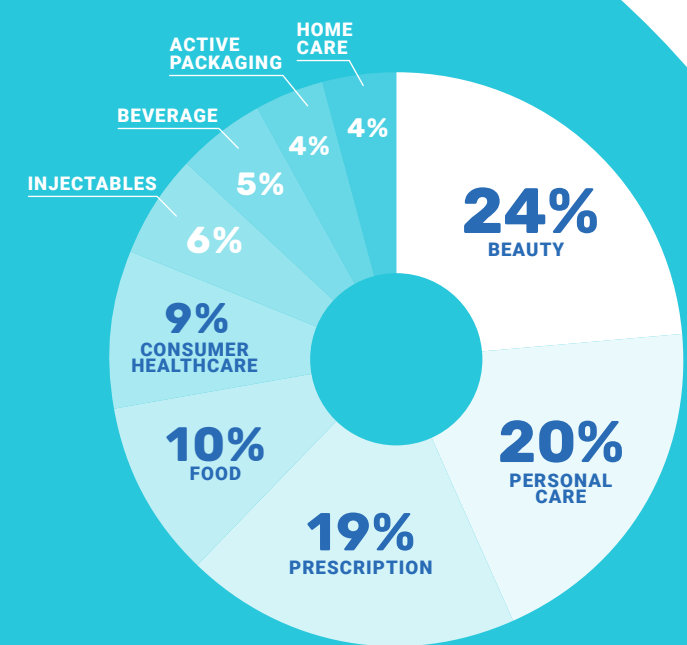
SUSTAINABLE DEVELOPMENT GOALS

Aptar is committed to supporting the United Nations Sustainable Development Goals. Throughout this GRI Index we have indicated where our activities affect one of the seventeen topics by placing the associated icon next to our response.



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|---|---|
| GRI 102 General Disclosures | | |
| 102-1 | Name of the organization | AptarGroup, Inc. |
| 102-2 | a. A description of the organization's activities. b. Primary brands, products and services, including an explanation of any products or services that are banned in certain markets. | a. AptarGroup 2020 Annual Report (PDF: pages 11-12) b. AptarGroup 2020 Annual Report (PDF: pages 11-14) Please see Chart 102-2 below for details about Aptar's global sales by market for 2020. |
| 102-3 | a. Location of the organization's headquarters. | Crystal Lake, Illinois, U.S.A. |
| 102-4 | a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report. | AptarGroup 2020 Annual Report (PDF: page 24) |
| 102-5 | a. Nature of ownership and legal form. | AptarGroup 2020 Annual Report (PDF: page 9) |
| 102-6 | Markets served, including: i. Geographic locations where products and services are offered; ii. Sectors served; iii. Types of customers and beneficiaries. | AptarGroup 2020 Annual Report (PDF: pages 11-14) |
| 102-7 | a. Scale of the organization, including: i. Total number of employees; ii. Total number of operations; iii. Net sales (for private sector organizations) or net revenues (for public sector organizations); iv. Total capitalization (for private sector organizations) broken down in terms of debt and equity; v. Quantity of products or services provided. | i. Total number of employees: 13,000 ii. We manufacture products in 49 locations, with 19 of those facilities serving two segments and five serving all three of our segments. Geographic breakdown of these locations can be found within the AptarGroup 2020 Annual Report (page 24). iii. Net revenues: \$2,930 million iv. Not applicable (not private sector) v. Aptar has more than 10,000 product types, which we categorize into almost 1,000 different product families. We provide these products to around 6,000 customers worldwide. |

Sales by Market
CHART 102-2



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|---|--|
| GRI 102 General Disclosures | | |
| 102-8 | <p>a. Total number of employees by employment contract (permanent and temporary), by gender.</p> <p>b. Total number of employees by employment contract (permanent and temporary), by region.</p> <p>c. Total number of employees by employment type (full-time and part-time), by gender.</p> <p>d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.</p> <p>e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b and 102-8-c (such as seasonal variations in the tourism or agricultural industries).</p> <p>f. An explanation of how the data have been compiled, including any assumptions made.</p> | <p>Please see Table 102-8 below, of employees by region, gender and employee type for 2020 and 2019. Historic data can be found within our previous sustainability reports. As it is ever-changing, the data presented in the table is a snapshot of the situation as of the end of December for the respective year for our fixed and unlimited term contract employees. The data for temporary employees represents an average count over the course of the entire year. Our definitions of these employee categories are provided in the Appendix.</p> <p>This year, our data is represented with a headcount approach rather than as full-time equivalents. Additionally, 2020 data includes employee information for our FusionPKG and Noble acquisitions (approximately 100 employees). This new data also represents footprint consolidation of sites in North America, EMEA and LATAM.</p> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|--|---|
| GRI 102 General Disclosures | | |
| 102-9 | <p>a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products and services.</p> | <p>Aptar sources components, raw materials, equipment, services and non-production items (e.g., energy and transportation) from suppliers around the world. The sourcing strategy is primarily regional thus limiting intercontinental flows of products. The purchasing organization is leveraged across segments and geographies, thus increasing efficiency and taking advantage of skills and capabilities on a global scale. The centralization of purchasing activities enables the deployment of best in class supply chain practices as well as standardized tools and processes.</p> |
| 102-10 | <p>a. Significant changes to the organization's size, structure, ownership or supply chain, including:</p> <ul style="list-style-type: none"> i. Changes in the location of, or changes in, operations, including facility openings, closings and expansions; ii. Changes in the share capital structure and other capital formation, maintenance and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination. | <p>We continue to focus on growing the Company through appropriate business acquisition opportunities as well as developing partnerships to expand the scope of our technologies, geographic presence and product offerings. We also continue to look at investing in, or partnering with, start-ups. In turn, this enables us to leverage the scope and scale of Aptar's capabilities to bring new solutions to our customers.</p> <p>Please see the Aptar 2020 Annual Report (PDF: pages 8, 11-12) for information about our acquisitions and partnerships.</p> <p>In 2020, there was consolidation of our Aptar Beauty + Home manufacturing footprint in North America and transfer of molding and assembly capacity from our Torrington and Stratford, Connecticut locations to other facilities, including Aptar Cary, Aptar Eatontown and Aptar Queretaro, with some molding capacity being transferred to outside molding partners. In Europe, a Western Europe footprint consolidation closed the Aptar Ballinasloe plant in Ireland and transfer the activities to the Aptar Le Neubourg (France) and Aptar Pescara (Italy) sites. In addition, there was a closure of the Aptar Madrid (Spain). In Latin America, there was integration of our Argentinean industrial operations into one operational facility. The changes in the organization's structure has not altered significantly the structure of the supply chain. Our vendor selection process, primarily based on performance, cost and innovation criteria, will soon be upgraded to include more sustainability elements, both social and environmental.</p> |



TABLE 102-8 Total Number of Employees

| HUMAN RESOURCES REGION | EMPLOYEE CATEGORY | 2020 Headcount | | | 2020 | 2019 | 2020 vs. 2019 |
|------------------------|-------------------------|----------------|--------|--------|--------|-------------------------|--------------------|
| | | MALE | FEMALE | TOTAL | TOTAL | TOTAL (FTE Calculation) | VARIANCE HEADCOUNT |
| EMEA | Unlimited Term Contract | 4,728 | 2,441 | 7,169 | 7,674 | 7,634 | 40 |
| | Fixed Term Contract | 319 | 186 | 505 | | | |
| | Temporary (Agency) | 640 | 524 | 1,164 | | | |
| North America | Unlimited Term Contract | 1,432 | 984 | 2,416 | 2,432 | 2,338 | 94 |
| | Fixed Term Contract | 11 | 5 | 16 | | | |
| | Temporary (Agency) | * | * | 172* | | | |
| LATAM | Unlimited Term Contract | 777 | 471 | 1,248 | 1,292 | 1,146 | 146 |
| | Fixed Term Contract | 23 | 21 | 44 | | | |
| | Temporary (Agency) | 71 | 90 | 161 | | | |
| Asia | Unlimited Term Contract | 642 | 473 | 1,115 | 1,228 | 1,161 | 67 |
| | Fixed Term Contract | 65 | 48 | 113 | | | |
| | Temporary (Agency) | 293 | 315 | 608 | | | |
| Aptar Total | Unlimited Term Contract | 7,579 | 4,369 | 11,948 | 12,626 | 12,279 | 347 |
| | Fixed Term Contract | 418 | 260 | 678 | | | |
| | Temporary (Agency) | 1,004* | 929* | 2,105 | | | |
| | | | | 14,731 | | | |
| Aptar Total | Full Time | 7,881 | 4,310 | | | | |
| | Part time | 319 | 116 | | | | |

* Our sites in North America did not have the average breakdown between male and female for these counts.

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|---|--|
| GRI 102 General Disclosures | | |
| 102-11 | a. Whether and how the organization applies the Precautionary Principle or approach | <p>The theory behind the Precautionary Principle is already a part of numerous regulatory schemes, in different regions. Therefore every product manufactured by Aptar must comply with applicable regulations in the regions where it is produced. To ensure compliance, full transparency and better protect consumers and the environment, Aptar has set up dedicated regulatory and quality policies and control departments tasked with:</p> <ul style="list-style-type: none"> • Carrying out continuous regulatory monitoring and selecting key relevant requirements • Providing customers with relevant material data • Proactively collaborating with the supply chain to phase out potentially hazardous substances • Meeting customer-specific needs regarding substances of interest <p>To achieve these aims, Aptar establishes strong relationships with supply chain partners and professional associations, defines specific regulatory specifications for each type of material, collects and analyzes supplier declarations information. And finally elaborate on demand Regulatory Information Declarations.</p> |
| 102-12 | a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses. | See GRI 102-13 below and the Suppliers & Partners section |
| 102-13 | a. A list of the main memberships of industry or other associations, and national or international advocacy organizations. | Aptar may join via financial support or advocate particular viewpoints on public policy via trade associations that add value to our company, stockholders and employees. Many of these organizations have diverse industry members and cover various relevant issues. These associations and memberships vary by country, region and business segment. As it relates to sustainability, details on partner organizations and memberships can be found in the Supplier & Partners section of the report. |
| 102-14 | a. A statement from the most senior decision-maker of the organization (such as CEO, chair or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability. | See CEO Letter |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|---|---|
| GRI 102 General Disclosures | | |
| 102-16 | a. A description of the organization's values, principles, standards and norms of behavior. | <p>Aptar teaches Core Values through internal training programs offered to different categories of employees.</p> <ul style="list-style-type: none"> • We believe in the self-worth of individuals regardless of their status • We strive for relationships that are based on openness, honesty and feedback • We promote teamwork and cooperation at all levels • We challenge people to develop their potential and to take initiative • We practice business relationships that are based on responsibility and on long-term and mutual interests to all stakeholders <p>In addition to those values, Aptar norms of behavior and conduct are embodied within the Code of Conduct. The Code of Conduct summarizes the long-standing principles of that Aptar and its subsidiaries follow to ensure integrity and compliance with the law. The Code of Conduct also references supplemental information and policies on ESG topics like antitrust, anti-bribery and corruption, modern slavery, conflict minerals, data protection and other relevant corporate policies.</p> |
| 102-17 | a. A description of internal and external mechanisms for: <ol style="list-style-type: none"> Seeking advice about ethical and lawful behavior, and organizational integrity; Reporting concerns about unethical or unlawful behavior, and organizational integrity. | <ol style="list-style-type: none"> Aptar has an internal Legal Affairs department with global representation. Employees are encouraged to seek advice about ethical and lawful behavior, and organization integrity, by contacting a member of the legal department. Aptar has several alternatives for reporting concerns about unethical or unlawful behavior. First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. Second, employees also have the ability to report through Aptar's Compliance Officers. Third, employees can report through their managers or through their local human resources department. Fourth, employees can report directly to the Audit Committee Chairman (contact info is listed in Aptar's Compliance Manual). |
| 102-18 | a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental and social topics. | <p>a. AptarGroup Governance Highlights</p> <p>b. Aptar governance is organized in four committees: audit, compensation, governance and executive.</p> <ul style="list-style-type: none"> • The Audit Committee is in charge of assisting Aptar's Board of Directors in overseeing Aptar financial statements, compliance with the applicable laws, independent auditors and internal audit • The Management Development and Compensation Committee is in charge of the compensation of Aptar executives • The Governance Committee is in charge of identifying, evaluating and recommending individuals qualified to be directors of Aptar • Finally, the Executive Committee is in charge of performing the duties and exercising the powers delegated to it by the Aptar Board of Directors <p>More information can be found with Aptar's 2020 CDP Climate Change Questionnaire Response.</p> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|--|--|
| GRI 102 General Disclosures | | |
| 102-20 | <p>a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.</p> <p>b. Whether post holders report directly to the highest governance body.</p> | <p>The highest management-level position with responsibility for climate-related issues is Aptar's President and Chief Executive Officer (CEO), Stephan Tanda. The President and CEO supports and promotes the entire Aptar sustainability strategy including social, environmental and economic pillars. This is a board-level position. The CEO manages processes to incorporate the sustainability initiatives within business standards, rules, and guidelines. The CEO receives monthly updates on specific initiatives including progress on goals, targets, emerging sustainability trends, risks and opportunities surrounding material sustainability issues and climate change. The CEO leads the Executive Committee to decide on strategic climate-related decisions.</p> <p>Economic topics are governed by our Chief Financial Officer, Bob Kuhn, who sits on the Executive Committee and reports directly to the Chief Executive officer (CEO). Labor topics are governed by our Chief Human Resources Officer, Shiela Vinczeller, who sits on the Executive Committee and reports directly to the CEO. In addition, Beth Holland, Vice President, Global Sustainability helps to lead sustainability strategy globally for Aptar. In addition, through Aptar's Innovation Excellence pillar, Christophe Marie, Director, Product Sustainability, leads Aptar and the Product Sustainability Steering committee through product related sustainability topics within the organization carrying out the Solutions Pillar of Aptar's sustainability strategy. Similarly, this position reports in through our Innovation Excellence organization, which reports directly to the Executive Committee.</p> <p>Also members of the Executive Committee, each segment president oversees a unique excellence pillar or Subject Matter: Operational Excellence, Innovation Excellence, Commercial Excellence, Global Purchasing, Global Sustainability. Direct line of reporting for the Global Sustainability Team is to the president responsible for the Beauty + Home (B+H) segment. Led by our Vice President of Sustainability, the Global Sustainability Team is comprised of industry experts that develop and implement our programs. The Executive Committee members hear from the VP Sustainability and the Product Sustainability Director during monthly meetings. All three Segment Presidents and the President Aptar Asia are responsible to scale sustainability actions into the regions, business units and operations.</p> <p>The Board of Directors Governance Committee participated in the most recent materiality assessment and reviewed year-end 2020 progress toward public sustainability targets.</p> <p>More information can be found with Aptar's 2020 CDP Climate Change Questionnaire Response.</p> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|--|---|
| GRI 102 General Disclosures | | |
| 102-25 | <p>a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed.</p> <p>b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:</p> <ul style="list-style-type: none"> i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures. | <p>Business decisions must be made in the best interest of Aptar, not motivated by personal interest or gain. Therefore, as a matter of policy, all employees, officers and directors must avoid any actual or perceived conflict of interest. Additional information and recommendation on this topic are found within our internal Compliance Manual and regular training is provided on this topic. An independent third-party SAAS whistleblower hotline is in place to enable anonymous reporting of potential conflicts. Furthermore, during the annual attestation process for the Compliance Manual review, employees are prompted to confirm whether or not they are aware of potential conflicts. Potential conflicts of interests can also be reported to the Compliance Officer and relevant processes are then put in place to mitigate the risks.</p> |
| 102-27 | <p>Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.</p> | <p>The Global Sustainability Organization provides regular updates to the Executive Committee and Board of Directors on relevant sustainability topics. During these meetings, the Executive Committee receives an update and hosts a discussion regarding strategy, performance, goals and targets. In addition, for topics like Diversity & Inclusion, Aptar partners with external organizations like Catalyst, Inc. to train the Aptar Executive Committee and Board on these issues.</p> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|---|---|
| GRI 102 General Disclosures | | |
| 102-40 | a. A list of stakeholder groups engaged by the organization. | <p>For more information on Aptar's materiality assessment results please see GRI 102-46 to the right and Aptar's Materiality Matrix on pages 68-69.</p> <p>Internal:</p> <ul style="list-style-type: none"> Employees, including corporate leadership and core sustainability team: Aptar annually surveys all employees globally via the "Leadership for Growth Survey" (LGS). In addition to the LGS, as a part of our most recent materiality assessment, key corporate leaders and the core sustainability team were interviewed for internal insights. Board of Directors: Important to provide experiential oversight that is relevant to our end-markets and regions. <p>External:</p> <ul style="list-style-type: none"> Customers: Customers play an important role as a stakeholder. Much of our engagement with customers is through collaboration and feedback. Investors: Aptar often engages with investors on ESG related topics. In addition to responses to CDP, GRI and other public responses, the global sustainability team in collaboration with the Investor Relations and Communications team often responds directly to ESG related questions. Peers: Other companies in the packaging sector also remain an important stakeholder for Aptar. Many of our peers are also customers or partners. Understanding their priorities and challenges helps Aptar understand our industry. Industry Associations, NGOs and Research Organizations: As a part of the materiality process there was a heavy focus on information from NGOs, Industry Associations and Research Organizations. This input is important to Aptar as we work to move towards a more circular economy, reduce risks to our business and transform the industry. Regulatory Bodies: Complying with all laws and regulations is expected and is core to Aptar business principles. Relevant policy from global regulatory bodies is monitored and tracked. Communities: Aptar strives to support the communities in which we live and work. Community engagement is managed at the local and site level. |
| 102-41 | a. Percentage of total employees covered by collective bargaining agreements. | Please see Table 102-41 to the right. We believe this information to be accurate +/-10 percent. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|--|--|
| GRI 102 General Disclosures | | |
| 102-42 | a. The basis for identifying and selecting stakeholders with whom to engage. | Refer to GRI 102-40 to the left for the list of stakeholders and selection process. Further explanation of the materiality assessment process can be found within Aptar's Materiality Matrix on pages 68-69 . |
| 102-43 | a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process. | Refer to GRI 102-40 to the left for the list of stakeholders and selection process. Further explanation of the materiality assessment process can be found within Aptar's Materiality Matrix on pages 68-69 . |
| 102-44 | a. Key topics and concerns that have been raised through stakeholder engagement, including: <ol style="list-style-type: none"> How the organization has responded to those key topics and concerns, including through its reporting; The stakeholder groups that raised each of the key topics and concerns. | Further explanation of the materiality assessment process, key topic areas and Aptar responses can be found within Aptar's Matrix on pages 68-69 . |
| 102-45 | a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report. | AptarGroup 2020 Annual Report (PDF: page 24) Geographic breakdown of these locations can also be found within the AptarGroup 2020 Annual Report (PDF: page 24). |
| 102-46 | a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content. | In 2020, Aptar worked with an external consulting firm to complete a through materiality assessment. This materiality assessment helped to gather insights to inform our sustainability strategy, help to structure our sustainability reporting, and to further engage both internal and external stakeholders on topics most important to them. Further explanation of the materiality assessment process can be found within Aptar's 2020 Materiality Matrix on pages 68-69 . In 2021, Aptar worked with an external consulting firm to further engage key stakeholder groups (customers and Aptar leadership) to validate results from the prior year's materiality assessment process. |

TABLE 102-41 Percentage of Employees Covered by Collective Bargaining by Region

| Region | 2020 Percentage | 2019 Percentage | 2018 Percentage |
|--------------------------|-----------------|-----------------|-----------------|
| Central Europe | | 13 | 13 |
| West Europe | 66 | 95 | 93 |
| South Europe | | 99 | 100 |
| North America | 2 | 4 | 7 |
| China | 100 | 100 | 100 |
| Southeast Asia and India | 0 | 0 | 0 |
| Latin America | 86 | 86 | 86 |
| Aptar Total | 49 | 57 | 57 |



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|--|--|
| GRI 102 General Disclosures | | |
| 102-47 | a. A list of the material topics identified in the process for defining report content. | A list of material topics can be found within Aptar's Materiality Matrix on pages 68-69 . |
| 102-48 | a. The effect of any restatements of information given in previous reports, and the reasons for such restatements. | As mentioned in GRI 302-1 and GRI 305-3, our the 2019 baseline, as validated by SBTi and assured in last year's data assurance process, was updated to account for additional inclusions in Scope 3 inputs, and updated conversion of Natural Gas volumes from our supplier in France. These updates resulted in an increase to the original baseline. For ease of comparison, both the original and the updated 2019 baseline data are provided in the energy and emissions tables. |
| 102-49 | a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries. | As mentioned in GRI 102-46 , Aptar completed a thorough materiality assessment process from January to April 2020. An updated ranking of material topics is shown in Aptar's Materiality Matrix on pages 68-69 . Recent acquisitions, FusionPKG and Noble, have not been integrated into 2020 data, unless otherwise stated. We look forward to incorporating these sites in the future. |
| 102-50 | a. Reporting period for the information provided. | This report covers activities from January 1, 2020 to December 31, 2020 unless otherwise noted. |
| 102-51 | a. If applicable, the date of the most recent previous report. | 18-Jun-20 |
| 102-52 | a. Reporting cycle. | Annual |
| 102-53 | a. The contact point for questions regarding the report or its contents. | Beth Holland Vice President, Global Sustainability Beth.Holland@aptar.com Taylor Price Manager, Global Sustainability Taylor.Price@aptar.com |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|---|--|
| GRI 102 General Disclosures | | |
| 102-54 | a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: <ol style="list-style-type: none"> i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'. | This report has been prepared in accordance with the GRI Standards: Core options. See GRI 102-56 below for assurance information. |
| 102-55 | a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: <ol style="list-style-type: none"> i. The number of the disclosure (for disclosures covered by the GRI Standards); ii. The page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. If applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made. | Please refer to the Table of Contents of this GRI Index. We have made every attempt to report all required disclosures and only omit information where we do not have systems in place to collect the data as is requested or in cases where privacy is a concern. |
| 102-56 | a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: <ol style="list-style-type: none"> i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report. | <p>About This Report</p> <p>In addition to the energy and emissions data that was externally verified, all report information was reviewed by the Corporate Governance Committee of the Board of Directors, Aptar's Vice President, Global Sustainability, Aptar's Operational Excellence, EHS & Sustainability Regional Leaders, Aptar's Vice President of Investor Relations and other functional leaders throughout the organization. Assurance statements from Certiquality can be found here:</p> <ul style="list-style-type: none"> • 2020 Verification Letter for ISO 14064-1 Compliant GHG Emissions • 2020 Verification + Assurance Statement for Scope 1, 2 & 3 Emissions |

From January to April 2020, Aptar worked with an external consulting firm to complete a thorough materiality assessment. This materiality assessment helped to gather insights to inform our sustainability strategy, helped to structure our sustainability reporting and further engaged both internal and external stakeholders on the topics most important to them. In early 2021, we continued this stakeholder engagement in an effort to further validate material topics. We conducted this assessment with independent, third-party organizations to ensure a detailed approach aligned with best practices in materiality. The main goals of this assessment were to:



Examine goal setting



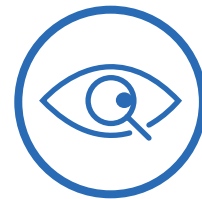
Prioritize resources



Expand trust and buy-in



Engage stakeholders



Foster transparency

Through research and benchmarking, 21 topics for prioritization were identified. Stakeholder interviews and source analysis helped to further refine the list of topics. Through work with the internal team industry specific and Aptar specific approaches and language were incorporated into this list.

| Environment | Economic | Society | Workforce |
|--|--|---|---|
| <ul style="list-style-type: none"> • Circular Economy • Energy and Emissions • Environmental Compliance • Product Stewardship • Responsible Water Management • Waste Reduction | <ul style="list-style-type: none"> • Anti-Corruption • Corporate Governance • Customer Satisfaction • Ethics and Integrity • Product Innovation and R&D • Responsible Sourcing | <ul style="list-style-type: none"> • Charitable Giving and Employee Volunteerism • Human Rights • Political Contributions and Industry Associations • Societal Impact of Products | <ul style="list-style-type: none"> • Diversity, Inclusion and Equity • Fair Labor and Labor Relations • Talent Attraction and Retention • Talent and Workforce Development • Workforce Health and Safety |

Research and Benchmarking

Benchmarking of public reporting of numerous sources including peers, customers, industry associations and investors.

Topic Identification and Value Chain Mapping

Developed a high-level view of Aptar's overall value chain. This information was used to help identify a list of topics under four main themes: environment, economic, society and workforce. Each issue was defined in the context of Aptar and our value chain.

Stakeholder Engagement

Key stakeholder groups were engaged via one-on-one interview and online survey. Desktop research of both internal and external sources were analyzed to further refine and validate material topics.

Synthesis and Analysis

Following data collection and interviews topics were scored across sources via fact-based modeling. Insights from stakeholder engagement and value chain were synthesized and prioritized accordingly.

Finalization and Review

Results were shared and reviewed with an internal executive audience to finalize findings and prompt discussion around material topics.

Outcomes

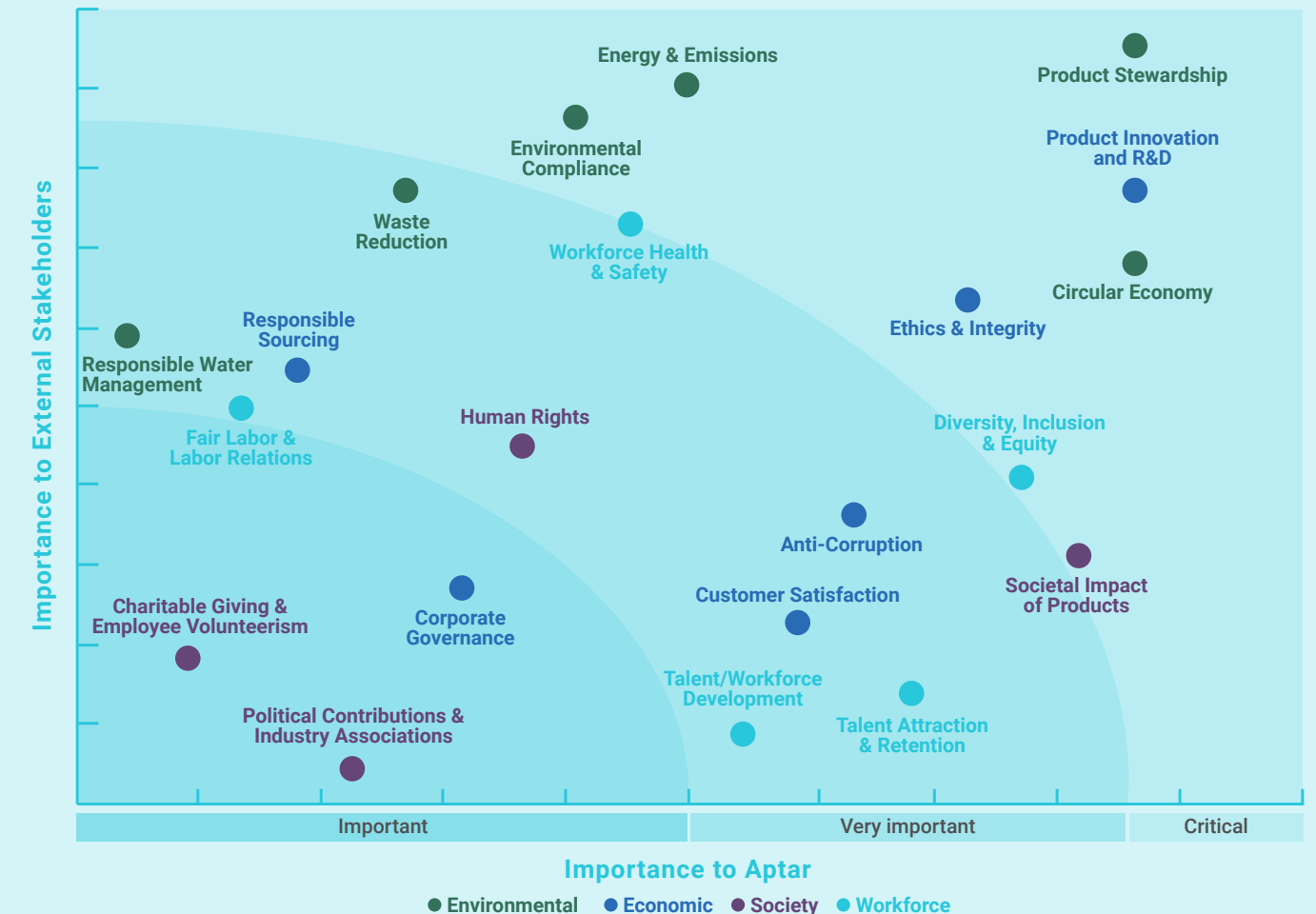
Outcomes from this assessment are used to align sustainability reporting and communications around key topics and evaluate current strategy and determine if there is a need for course correction.

Next Steps

Using this information we will begin to evaluate resources needed to make progress on material topics to create long-term value creation. We will work to improve our stakeholder engagement processes and further report on material topics.

Topics for Prioritization

Topics are positioned according to relative importance



Aptar is committed to maintaining positive relationships with stakeholder groups across our entire value chain. Annually, we formally review our Environmental, Social and Governance (ESG) materiality assessment and conduct varying levels of engagement to validate material issues and Aptar’s sustainability strategy. This engagement informs Aptar’s reporting process and helps the Global Sustainability Team better understand emerging trends.

Working in collaboration with all stakeholders is critical to Aptar’s success. Although our Aptar teams across the globe interact with a range of stakeholder every day, below is a list of some of our larger stakeholder groups and how we regularly engage with them.

During our most recent formal stakeholder engagement exercise, external consultants connected one-on-one with both internal and external stakeholders. This engagement sought to better understand sustainability challenges, goals and efforts, and to identify areas of alignment between groups. The interviews spanned three main stakeholder groups: Customers, Employees (specifically Aptar Executive Leadership) and Aptar’s Board of Directors. Key topics and findings from this engagement are below. For reporting, internal stakeholders are Aptar Employees and Board of Directors.

| Stakeholder Group | Method of Engagement |
|--|--|
| Aptar Employees, including Executive Leadership | <ul style="list-style-type: none"> Annual Leadership for Growth Survey (LGS) and additional satisfaction and engagement surveys, as needed Dialogue between managers and employees via performance appraisal process Intranet and HR Communications |
| Aptar’s Board of Directors | <ul style="list-style-type: none"> Direct engagement on key topics through meetings and interview Collaboration through annual sustainability reporting process |
| Customers | <ul style="list-style-type: none"> Direct engagement via satisfaction surveys and interview benchmarking Responses to questionnaires like EcoVadis, CDP and customer sustainability scorecards Meetings and site visits |
| Investors | <ul style="list-style-type: none"> Ratings and rankings questionnaires and reports Annual TCFD and CDP responses Investor Relations Team Quarterly Earnings Calls |
| Peers and Suppliers | <ul style="list-style-type: none"> Direct engagement via satisfaction surveys and interview benchmarking Joint meetings, projects and partnerships Supplier Screening Program and Supplier Code of Conduct Bi-annual Supplier Summit |
| Industry Associations, NGOs and Research organizations | <ul style="list-style-type: none"> Regular feedback and dialogue via membership Collaboration through networks Partnership with key organizations |
| Regulatory Bodies | <ul style="list-style-type: none"> Participation in relevant trade associations Regulatory Affairs Organization |
| Local Communities | <ul style="list-style-type: none"> Engagement at the local level through: <ul style="list-style-type: none"> Volunteerism Open dialogue Charitable giving |

| | Circular Economy & Product Innovation | ESG Focus on Governance | Talent Attraction, Development & Retention |
|-----------------|---|---|---|
| Internal | <ul style="list-style-type: none"> Pursuing efforts to create more circularity across the value chain through partnering with thought leaders, engaging in public policy and educating diverse stakeholders. Innovating to create products that enhance wellbeing of society, enjoyment of consumer products, safe administration of medicines, and provide societal benefits through consumers and patients. | <ul style="list-style-type: none"> Maintaining mechanisms and processes that promote effective governance. Ensuring leaders are engaged in managing Aptar’s key ESG/sustainability issues. Emphasizing Ethics and Integrity, Corporate Governance, Anti-Corruption, Environmental Compliance, Fair Labor, and Human Rights | <ul style="list-style-type: none"> Providing competitive incentives, compensation and to attract and retain great employees at all levels. Investing in the training and development of employees at all levels throughout their career |
| External | Product Innovation, Sustainable Design & Circular Economy <ul style="list-style-type: none"> Phasing out chemicals of concern, designing products to include more recycled or reclaimed content, sourcing efforts to increase recycled content in raw materials, increasing reusability and recyclability, decreasing the product life cycle impact and increasing efficiency of product use. | GHG Reduction & Carbon Neutrality <ul style="list-style-type: none"> Reducing total energy consumption and GHG emissions through operational improvements and renewable energy purchases (including offsets and credits). Including GHG emissions throughout the supply chain. Reporting progress on GHG emissions and sustainability progress via relevant frameworks | Diversity, Inclusion & Equity <ul style="list-style-type: none"> Promoting a work environment across all levels where everyone is valued and included and where diversity is celebrated. Sourcing responsibly within the supply chain via screening of environmental and social topics and increasing supplier diversity programs. |

Summary of Findings

This most recent stakeholder engagement reinforces that ESG continues to be a critical and integral part of Aptar’s overall business success. Traditional environmental and governance topics (e.g., compliance, health and safety, ethics) appear to have dropped in priority, but the expectation is that management of those topics should already be in place and are typically managed well by Aptar. Additionally, external stakeholders are actively looking to suppliers to be a partner in problem solving and goal attainment. This partnership is especially important for research, development and product innovation. Further underscoring that the topics of circular economy, innovation and the societal impact of our products are deeply intertwined. Lastly, social topics like responsible sourcing, talent development, and diversity & inclusion, continue to rise in importance for all stakeholder groups.

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
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GRI 201 Economic Disclosures

Management Approach

The reporting organization shall report its management approach for economic performance using GRI 103: Management Approach.

As a public company, we are required to report our results and file them with the U.S. Securities and Exchange Commission. We issue annual and quarterly financial statements that are filed publicly. Public financial statements are prepared on the accrual basis Generally Accepted Accounting Principles. We maintain processes and controls to collect, summarize and report financial transactions. Our processes and controls also support our tax filing requirements. We file annual tax returns for each legal entity or reporting group. The basis for reporting on our tax returns vary by jurisdiction.

- 201-1** a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:
- Direct economic value generated: revenues;
 - Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country and community investments;
 - Economic value retained: 'direct economic value generated' less 'economic value distributed'.
- b. Where significant, report EVG&D separately at country, regional or market levels and the criteria used for defining significance.

- a. [AptarGroup 2020 Annual Report](#) (PDF: page 45)
- [AptarGroup 2020 Annual Report](#) (PDF: page 45)
 - [AptarGroup 2020 Annual Report](#) (PDF: page 45)
 - [AptarGroup 2020 Annual Report](#) (PDF: page 45)
- b. We collect and evaluate this information, but we do not publicly disclose.



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
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|-------|-----------------------|------------------|

GRI 201 Economic Disclosures

- 201-2** a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including:
- A description of the risk or opportunity and its classification as either physical, regulatory or other;
 - A description of the impact associated with the risk or opportunity;
 - The financial implications of the risk or opportunity before action is taken;
 - The methods used to manage the risk or opportunity;
 - The costs of actions taken to manage the risk or opportunity.

Aptar responds to the CDP Climate Change questionnaire on an annual basis. Detailed information about our risks and opportunities posed by climate change are included within our response, a copy of which is available on the Aptar website. The response is made in accordance to the Task Force on Climate-related Financial Disclosures (TCFD).



- 201-3** a. If the benefit plan obligations and other retirement plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.
- b. If a separate fund exists to pay the plan's pension liabilities:
- The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;
 - The basis on which that estimate has been arrived at;
 - When that estimate was made.
- c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.
- d. Percentage of salary contributed by employee or employer.
- e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact.

- a. [AptarGroup 2020 Annual Report](#) (PDF: page 66-67)
- b. [AptarGroup 2020 Annual Report](#) (PDF: page 66-67)
- [AptarGroup 2020 Annual Report](#) (PDF: page 66-67)
 - [AptarGroup 2020 Annual Report](#) (PDF: page 66-67)
 - As of December 31, 2018.
- c. We maintain our funding within the legal threshold.
- d. Our form 11-K is an annual report of employee stock purchase, savings and similar plans. The 11-K for reporting year 2019 was filed on June 18, 2020. The 11-K for reporting year 2020 is scheduled to be filed near the end of Q2 2021.
- e. We do not currently have mechanisms in place to be able to report the level of participation in retirement plans.

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

| GRI 201 Economic Disclosures | | |
|------------------------------|---|--|
| 201-4 | <p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</p> <ul style="list-style-type: none"> i. Tax relief and tax credits; ii. Subsidies; iii. Investment grants, research and development grants and other relevant types of grant; iv. Awards; v. Royalty holidays; vi. Financial assistance from Export Credit Agencies (ECAs); vii. Financial incentives; viii. Other financial benefits received or receivable from any government for any operation. <p>b. The information in 201-4-a by country.</p> <p>c. Whether, and the extent to which, any government is present in the shareholding structure.</p> | <p>a-i. Tax credits estimated to be received for 2020 from various states and countries (listed in b below) = \$12,700,600. More information is provided in Table 201-4 below.</p> <ul style="list-style-type: none"> ii. Not applicable iii. Investment and other incentive grants estimated to be received for 2020 = 733,000 iv. Not applicable v. Not applicable vi. Not applicable vii. Not applicable viii. Not applicable <p>b. U.S.A., specifically the states of CT, IL, NY, WI; and France. More information is provided in Table 201-4 below.</p> <p>c. Not applicable</p> |

TABLE 201-4 Summary of State Tax Credits and Incentives

| TYPE | Amount by State | | | | Total U.S.A. | France | Global Total |
|--|-----------------|----------------|----------------|----------------|------------------|-------------------|-------------------|
| | CT | IL | NY | WI | | | |
| Human Capital/Payroll Tax Credits | 3,300 | | | | 3,300 | | 3,300 |
| Electronic Data Processing | 8,300 | | | | 8,300 | | 8,300 |
| Fixed Capital Investment Credit | 10,000 | 49,000 | 500,000 | | 559,000 | | 559,000 |
| Research & Development Tax Credit | 41,000 | | | 167,000 | 208,000 | 11,884,000 | 12,092,000 |
| Manufacturing Sales Tax Credit | | | | 38,000 | 38,000 | | 38,000 |
| Total Tax Credits | 62,600 | 49,000 | 500,000 | 205,000 | 816,600 | 11,884,000 | 12,700,600 |
| Recharge Credit | | | 27,000 | | | | |
| Empire State Development – Excelsior Jobs Credit | | | 66,000 | | | | |
| Illinois EDGE Credit | | 640,000 | | | | | |
| Incentive Tax Credits | | 640,000 | 93,000 | | 733,000 | | 733,000 |
| Grand Totals | 62,600 | 689,000 | 593,000 | 205,000 | 1,549,600 | 11,884,000 | 13,433,600 |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

| GRI 204 Procurement Practices | | |
|--|---|--|
| Management Approach | | |
| <p>The reporting organization shall report its management approach for procurement practices using GRI 103: Management Approach.</p> | | <p>Aptar's main commodity spend is on resin. In 2019, resin purchases accounted for approximately 16 percent of annual purchasing spend. For this reason we are providing our response with regard to resin purchases only, which we believe will give a representative picture of the overall purchasing strategy. Aptar's purchasing strategy, consistent with Aptar's reporting alignment, considers four main regions: North America, Europe, Latin America and Asia.</p> |
| 204-1 | <p>a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).</p> <p>b. The organization's geographical definition of 'local'.</p> <p>c. The definition used for 'significant locations of operation'.</p> | <p>a. The majority of Aptar's global resin spend is local. In past years, less than 1 percent of this spend was non-local.</p> <p>b. When we designate a spend as 'local' we mean that we are purchasing from a supplier that is located within the same region as the Aptar production facility that is originating the purchase. The majority of resin purchases are local, with less than one percent defined as non-local.</p> <p>c. We consider all of our manufacturing facilities significant locations of operation.</p> |



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|--------------------------------|-----------------------|------------------|
| GRI 205 Anti-Corruption | | |

Management Approach

The reporting organization shall report its management approach for anti-corruption using GRI 103: Management Approach.

Aptar has several alternatives for reporting allegations of corruption. First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. Second, employees also have the ability to report allegations of corruption through Aptar's Compliance Officers. Third, employees can report allegations of corruption through their managers or through their local human resources department. Fourth, employees can report allegations of corruption to the Audit Committee Chairman (contact info is listed in Aptar's Compliance Manual).

These compliance metrics are audited every quarter. Additionally, an external audit is completed each year to ensure that all targeted employees complete the compliance certification.

- 205-1**
- a. Total number and percentage of operations assessed for risks related to corruption.
 - b. Significant risks related to corruption identified through the risk assessment.

- a. Our operations are assessed for risks related to corruption through screening and due-diligence.
- b. Our operations are assessed for risks related to corruption through screening and due-diligence.



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|--------------------------------|-----------------------|------------------|
| GRI 205 Anti-Corruption | | |

- 205-2**
- a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.
 - b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.
 - c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.
 - d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.
 - e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.

Table 205-2 below illustrates the total number and percentage of governance body members and targeted employees to which the organization's anti-corruption policies and procedures have been communicated, as broken down by region.

Our 2020 statistics have been impacted by the COVID-19 pandemic as our Compliance training is normally done through face-to-face sessions. Less governance body members and targeted employees have been trained in 2020 than usual. However, we expect this change to return to normal once employees return to the office and as more virtual formats are introduced.



TABLE 205-2 Anti-Corruption Training

| METRIC | SOURCE | 2020 | | | | | | | | 2019 | | | | | | | |
|--|---------------------------------|---|-----|--|-----|---------------------------------|-----|---------------|-----|---|-----|--|-----|---------------------------------|-----|---------------|-----|
| | | Asia (includes India, Indonesia, Thailand, China and Japan) | | Continental Europe (includes Switzerland and Russia) | | Latin America (includes Mexico) | | North America | | Asia (includes India, Indonesia, Thailand, China and Japan) | | Continental Europe (includes Switzerland and Russia) | | Latin America (includes Mexico) | | North America | |
| | | TOTAL # | % | TOTAL # | % | TOTAL # | % | TOTAL # | % | TOTAL # | % | TOTAL # | % | TOTAL # | % | TOTAL # | % |
| Governance body members that anti-corruption policies and procedures have been communicated to | Communication occurs every year | 4 | 100 | 20 | 100 | 2 | 100 | 9 | 100 | 1 | 100 | 19 | 100 | 2 | 100 | 8 | 100 |
| Governance body members that have received training on anti-corruption | Face-to-face training | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 1 | 100 | 8 | 42 | - | - | - | - |
| Employees that Aptar's anti-corruption policies and procedures have been communicated to | Communication occurs every year | 351 | 100 | 1,909 | 100 | 279 | 100 | 827 | 100 | 336 | 100 | 1,884 | 100 | 347 | 100 | 796 | 100 |
| Employees that have received training on anti-corruption | Face-to-face training | - | - | 194 | N/A | - | - | 8 | - | 184 | 100 | 278 | 70 | 118 | 88 | 43 | N/A |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|--------------------------------|---|---|
| GRI 205 Anti-Corruption | | |
| 205-3 | <ul style="list-style-type: none"> a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases. | <ul style="list-style-type: none"> a. Aptar does not have any confirmed incidents of corruption. b. Aptar does not have any confirmed incidents in which employees were dismissed or disciplined for corruption. c. Aptar does not have any confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Aptar does not have any public legal cases regarding corruption brought against the organization or its employees during the reporting period. |



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|--|---|--|
| GRI 206 Anti-Competitive Behavior | | |
| | <p>Management Approach</p> <p>The reporting organization shall report its management approach for anti-competitive behavior using GRI 103: Management Approach.</p> | <p>Aptar has several alternatives for reporting allegations of anti-competitive behavior. First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. Second, employees also have the ability to report allegations of anti-competitive behavior through Aptar's Compliance Officers. Third, employees can report allegations of anti-competitive behavior through their managers or through their local human resources department. Finally, employees can report allegations of anti-competitive behavior to the Audit Committee Chairman (contact info is listed in Aptar's Code of Conduct).</p> |
| 206-1 | <ul style="list-style-type: none"> a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments. | <ul style="list-style-type: none"> a. Aptar does not have any legal actions pending or completed regarding anti-competitive behavior or violations of anti-trust and monopoly legislation. b. Not applicable |



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|--|--|
| GRI 301 Materials | | |
| Management Approach | | |
| The reporting organization shall report its management approach for materials using GRI 103: Management Approach. | Product Stewardship remains a high material topic as evidenced by the results of Aptar's most recent materiality assessment. Designing products to reduce negative environmental, health and safety impacts is critical. This includes: <ul style="list-style-type: none"> • Phasing out chemicals of concern • Designing products to include more recycled or reclaimed content • Sourcing efforts to increase recycled content in raw materials • Increasing reusability and recyclability • Decreasing the product life cycle impact • Increasing efficiency of product use | <p>Aptar maintains a Regulatory Policy, which states our commitment to improve the quality, safety and environmental impact of our products. This policy is available on the Aptar website.</p> <p>Resin continues to be an important material, however recent focus has shifted to more sustainable resin offerings. The Solutions Pillar of the sustainability strategy focuses on five key areas: Resin Conversion, Design for Sustainability, Reuse, Recycle & Purify, and Suppliers & Partners.</p> <p>The Product Sustainability Team now leads our efforts globally surrounding PCR and other material changes. Throughout year 2019, the team worked to screen our entire portfolio to determine our baseline and a list of products that can quickly shift to recycled content. The team also worked to create a 2025 recycled content target while researching the availability and compatibility of recycled material given current constraints and standards, specifically regarding material interactions, the Food and Drug Administration and other regulatory requirements. These targets can be found on pages 26-27 of the report.</p> <p>Through our participation in groups like the CE100, New Plastics Economy and WBCSD, we aim to work on this topic with other thought leaders through new regulations, improved testing and product quality or new technologies.</p> <p>In the interim, we believe there is an opportunity to convert conventional resins to post-industrial recycled resins, which tend to have higher quality. In addition, Aptar continues to utilize eco-design principles and life-cycle assessment methodologies to understand and improve on environmental and social impacts. Aptar continues to seek opportunities to improve our current product offerings. We are proud of the success thus far as it relates to sustainable materials and hope to continue as we work towards a circular plastics economy.</p> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|--|---|---|
| GRI 302 Energy | | |
| Management Approach | | |
| The reporting organization shall report its management approach for energy using GRI 103: Management Approach. | Aptar has an Operational Eco-efficiency module within our existing EHStar software. This module tracks energy, waste and water metrics throughout our organization. All manufacturing facilities, corporate offices and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to Aptar definitions and using utility invoices and purchasing records. At least quarterly the information is reviewed at the corporate level with the baseline year being 2019. Energy targets are incorporated into performance plans at several levels of the business, including those of our Segment Presidents. In addition, the new Operational Eco-efficiency module allows for reports on GHG emissions related to the electricity and energy consumed in our plants. Appropriate graphics and KPIs have been implemented to show this data. More information about the operational eco-efficiency module can be found on pages 34-35 . | <p>Aptar tracks environmental metrics for all manufacturing facilities, warehouses and joint ventures in which Aptar holds 51 percent or greater ownership. In 2019, we also began to include Aptar corporate offices and sales offices into this reporting process, requiring those sites to report Operational Eco-efficiency metrics through the EHStar tool as well. We do not require our research and development lab in Baltimore, Maryland U.S.A. (Aptar Next Breath) to report this data as the lab is a small room in a larger building, with other occupants. The consumption values for the Next Breath site are very minimal compared to Aptar global values, and we cannot currently isolate their metrics due to the building structure.</p> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-----------------------|---|---|
| GRI 302 Energy | | |
| 302-1 | <p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples and including fuel types used.</p> <p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> i. Electricity consumption ii. Heating consumption iii. Cooling consumption iv. Steam consumption <p>d. In joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> i. Electricity sold ii. Heating sold iii. Cooling sold iv. Steam sold <p>e. Total energy consumption within the organization, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>g. Source of the conversion factors used.</p> | <p>Aptar has an Operational Eco-efficiency module in EHStar software to track energy, waste and water metrics. This system presents additional sections related to the environmental impact of electricity, fuels and refrigerants expressed as GHGs emissions. The tool uses a calculation methodology based on appropriate conversion factors for each of metric categories. Recently, our natural gas supplier in France updated our consumption to consider a more conservative conversion to KWH. Thus, we have included the 2019 value that was considered by SBTi, plus the more conservative updated value within our energy reporting. Most of the conversion factors used are prepopulated standards from dataset such as DEFRA, International Energy Agency, e-GRID and European Residual Mixes. The latest version of datasets have been included within the module (based on year 2019).</p> <p>A chart showing our renewable electricity sources is given on page 94. Please see Table 302-1 for absolute energy consumption. In 2020, we significantly increased our purchases of renewable energy. At year-end, renewable purchases accounted for 85 percent of our total electricity consumption, exceeding our set target. More information on our progress can be found on page 36.</p> <p>We achieved a two percent absolute energy consumption reduction in 2020 as compared to our baseline year 2019. Starting in 2019, the denominator reviewed includes normalized factors as total finished and semifinished products produced instead of invoiced quantities. This updating helps Aptar better reflect the progress in our operations.</p> <p>Further in 2019, we improved data collection processes with more robust procedures in compliance with management system of ISO 14064-1. This was a consideration as we finalized our science-based targets, which were made public and verified by the Science Based Targets initiative in June 2020. More information about Aptar's science-based targets can be found on page 37.</p> <p>We are investigating whether a carbon neutrality (net-zero) strategy works within our SBTi framework. As a part of this process, we are investigating Power Purchasing Agreements (PPAs) for the remaining sites that currently don't have access to renewable electricity.</p> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-----------------------|--|--|
| GRI 302 Energy | | |
| 302-2 | <p>a. Energy consumption outside of the organization, in joules or multiples.</p> <p>b. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>c. Source of the conversion factors used.</p> | <p>Energy consumption outside of the organization is tracked as part of our Scope 3 emissions for our science-based targets. Details on our Scope 3 emissions can be found in Table 305-3. In addition, Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about energy consumption outside of the organization are included within our response. A copy of our response is posted on the Aptar website.</p> |

| | | |
|--------------|---|---|
| 302-3 | <p>a. Energy intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>d. Whether the ratio uses energy consumption within the organization, outside of it or both.</p> | <p>a. Please see Table 302-3 below.</p> <p>b. All energy metrics are currently normalized to quantities of finished and semifinished products produced. Within our CDP Climate Change response, we also normalize by revenue and Full Time Equivalents (FTEs). Accuracy of our production data reported through the metrics collection system is approximately +/-5 percent. Recognizing the need to focus on energy efficiency/intensity a new target has been announced. By year-end 2025, Aptar will achieve a 15 percent reduction in electricity intensity (measured as KWH/Total Production)* from baseline year 2020.</p> <p>c. Aptar considers total energy consumption to be electricity + fuel oil + natural gas.</p> <p>d. For the purpose of our total energy consumption calculations and reporting, we consider energy consumption within the organization.</p> |
|--------------|---|---|



TABLE 302-3 Intensity Energy Consumption (KWH/Total Production(TH))

| | Target Information | | | | 2020 | 2019 ^b | 2019 ^a | 2018 |
|---|--------------------|-------------|---------------|---|------------|-------------------|-------------------|------------|
| | Reduction % | Target Year | Baseline Year | % Variation 2020 Versus 2019 ^b | | | | |
| Electricity intensity (renewable) | | | | | 5.7 | 3.5 | 3.5 | 2.6 |
| Electricity intensity (non-renewable) | | | | | 1.0 | 2.6 | 2.6 | 3.2 |
| TOTAL ELECTRICITY INTENSITY | -15 | 2025 | 2020 | 10 | 6.7 | 6.1 | 6.1 | 5.8 |
| Natural gas intensity | | | | | 1.0 | 1.1 | 0.9 | 0.84 |
| Fuels intensity | | | | | 19 | 0.11 | 0.09 | 0.27 |
| TOTAL ENERGY CONSUMPTION (intensity) | 7 | | | | 7.9 | 7.3 | 7.2 | 6.9 |

NOTE: By year-end 2025, Aptar will achieve a 15 percent reduction in electricity intensity (measured as KWH/Total Production*) from baseline year 2020.

2019^a The value reported at year-end 2019, including acquisitions.
 2019^b Includes updated natural gas conversions from suppliers to our locations in France.



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|----------------------|-----------------------|------------------|
| GRI 303 Water | | |

Management Approach

The reporting organization shall report its management approach for water using GRI 103: Management Approach.



Water is not identified as a critically material indicator by our stakeholders and is not a key raw material component in our processes. Most of our manufacturing facilities have closed loop water systems and overall Aptar sites consume less than two percent of our total water withdrawal. What we return to the system is often even at a better and cleaner quality than what was drawn, due to these internal closed loop and water treatment processes. We collect withdrawal and discharge water metrics from all sites monthly and report this information in the CDP Water questionnaire. Aptar has responded to the CDP water questionnaire since 2018 (with 2017 water data). We also monitor and report on water stress. The last time Aptar assessed water stress using the WBCSD tool, about 25 percent of sites fell into stressed areas. We have plans to repeat the assessment and include all recent acquisitions in advance of our CDP water reporting. We report more details within the CDP Water Questionnaire. With the newly launched EHStar metrics module, we have increased visibility to our water data allowing for improvements and progress tracking in future years.

| | | |
|--------------|--|---|
| 303-1 | <p>a. Total volume of water withdrawn, with a breakdown by the following sources:</p> <ul style="list-style-type: none"> i. Surface water, including water from wetlands, rivers, lakes and oceans; ii. Ground water; iii. Rainwater collected directly and stored by the organization; iv. Waste water from another organization; v. Municipal water supplies or other public or private water utilities. <p>b. Standards, methodologies and assumptions used.</p> | <p>Aptar responds to the CDP water questionnaire on an annual basis. Information about water consumption is included within our response. A copy of our response is posted on the Aptar website.</p> |
| 303-2 | <p>a. Total number of water sources significantly affected by withdrawal by type:</p> <ul style="list-style-type: none"> i. Size of the water source; ii. Whether the source is designated as a nationally or internationally protected area; iii. Biodiversity value (such as species diversity and endemism, and total number of protected species); iv. Value or importance of the water source to local communities and indigenous peoples. <p>b. Standards, methodologies and assumptions used.</p> | <p>Aptar responds to the CDP water questionnaire on an annual basis. Information about water consumption is included within our response. A copy of our response is posted on the Aptar website.</p> |
| 303-5 | <p>Total water consumption from all areas in megaliters.</p> <p>b. Total water consumption from all areas with water stress in megaliters.</p> <p>c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.</p> <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.</p> | <p>See Table 303-5 to the right to see regional level data for water drawn, returned and consumed for the 2020, as well as water consumption for 2019. During 2020, we saw a slight reduction in water consumption due to decreased production at our anodizing sites. Aptar responds to the annual CDP water questionnaire. More detailed information about water consumption outside of the organization are included within our response.</p> <p>Typically, Aptar's biggest water consuming sites are ones that have anodizing processes; however, these sites have water treatment on site. Because of this, water consumption at these sites only occurs when sites clean their water tanks, treat the water, return it clean into the water system, and then refill the tanks.</p> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-----------------------------|-----------------------|------------------|
| GRI 304 Biodiversity | | |

Management Approach

The reporting organization shall report its management approach for water using GRI 103: Management Approach.

Our sustainable commitments play an increasingly important role on the protection of biodiversity. In recent years, Aptar continued the investigation of the environmental impact of our production processes on biodiversity, both terrestrial and freshwater. The use of Life Cycle approaches allowed us to quantify these impacts linked to the use of our main inputs (electrical energy, natural gas and fuels oil) used in direct activities. The use of life cycle impact assessment methodology, included in the appropriate LCA tool, allowed the identification of environmental impact indicator for the biodiversity protection.

| | | |
|--------------|---|--|
| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | This information is not currently available. |
|--------------|---|--|

TABLE 303-5 2018 Absolute Water Consumption

| Region | % VARIATION OF WATER CONSUMPTION 2020 VERSUS 2019 | WATER CONSUMED AS % OF WATER WITHDRAWN | 2020 | | | 2019 |
|----------------|---|--|----------------------------------|-----------------------------------|------------------------------------|----------------------------------|
| | | | WATER CONSUMED (M ³) | WATER WITHDRAWN (M ³) | WATER DISCHARGED (M ³) | WATER CONSUMED (M ³) |
| Europe | | | 28,014 | 6,132,268 | 6,104,254 | |
| Latin America | | | 34,949 | 156,546 | 121,597 | |
| North America | | | 43,785 | 466,683 | 422,898 | |
| Northeast Asia | | | 614 | 120,308 | 119,694 | |
| Southeast Asia | | | 8,253 | 13,127 | 4,874 | |
| TOTAL | -4 | 1.7 | 115,615 | 6,888,932 | 6,773,317 | 120,468 |

NOTE: Water usage at Aptar sites is not assured. For 2020 data, newly acquired CSP and Reboul sites have been incorporated. More information about water consumption will be shared in the upcoming CDP Water Questionnaire response.

Water is not critically material for Aptar, but we understand the importance of water for sustainability, our customers and consumers. For this reason we are participating in the [World Business Council for Sustainable Development's Water Circularity Program](#) launched in 2020.

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-----------------------------|---|--|
| GRI 304 Biodiversity | | |
| 304-2 | Significant impacts of activities, products, and services on biodiversity | <p>Aptar identified and quantified the impact on the terrestrial and freshwater ecosystem due to climate change effects for the production of electrical energy, fuels and natural gas used in our direct processes. The impact assessment methodology used is ReCiPe (version 2016) and where possible, the identification of the ecosystem quality expressed as 'local species loss integrated over time (species year)'. This information can be found in Table 304-2 below. In 2020, the GaBi database coefficients changed and Aptar significantly increased the sourcing of renewable energy. This resulted in a slight decrease from 2019 as this calculation is based on the types of energy sourced and the country specific factors. There is a clear link between the increase of renewable energy and ecosystem diversity.</p> <p>Although, biodiversity is not currently a critically material indicator for Aptar, we are beginning to take a deeper look into the topic of biodiversity and working with the Science Based Targets initiative to establish a protocol for science-based targets in nature.</p> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-----------------------------|--|--|
| GRI 304 Biodiversity | | |
| 304-3 | <ul style="list-style-type: none"> a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals. b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures. c. Status of each area based on its condition at the close of the reporting period. d. Standards, methodologies, and assumptions used. | Aptar currently does not protect or restore any habitat areas or work with any partnerships focused on implementing restoration of protection measures. In 2020, two Aptar sites in Latin America investigated the possibility of funding a portion of a native forest restoration project. This activity is in an effort to improve local ecosystems and is an initiative produce carbon offsets for the sites. Although on hold due to the COVID-19 pandemic, this project has a goal of transforming degraded areas into forests which will help to mitigate climate change through carbon sequestration, increase biodiversity, create local jobs and preserve water resources while preventing erosion. |



TABLE 304-2 Damage to Ecosystems – Climate Change

| INPUT USED BY APTAR PROCESSES | TOTAL kWh | DAMAGE TO FRESHWATER SPECIES | | DAMAGE TO TERRESTRIAL SPECIES | | TOTAL DAMAGE TO SPECIES |
|--|-------------|------------------------------|---------------------------|-------------------------------|---------------------------|-------------------------|
| | | Species.yr/kWh | Total impact (species.yr) | Species.yr/kWh | Total impact (species.yr) | (Species.yr) 2020 |
| Electrical energy (renewable source): FR | 156,691,123 | 4.38E-15 | 6.86E-07 | 1.61E-10 | 2.52E-02 | 2.52E-02 |
| Electrical energy (renewable source): IR | 3,737,044 | 4.75E-15 | 1.78E-08 | 1.74E-10 | 6.50E-04 | 6.50E-04 |
| Electrical energy (renewable source): IT | 24,314,228 | 4.64E-15 | 1.13E-07 | 1.70E-10 | 4.13E-03 | 4.13E-03 |
| Electrical energy (renewable source): DE | 59,354,920 | 4.03E-15 | 2.39E-07 | 1.48E-10 | 8.78E-03 | 8.78E-03 |
| Electrical energy (renewable source): CH | 2,669,994 | 4.48E-15 | 1.20E-08 | 1.64E-10 | 4.38E-04 | 4.38E-04 |
| Electrical energy (renewable source): ES | 6,006,669 | 5.16E-15 | 3.10E-08 | 1.89E-10 | 1.14E-03 | 1.14E-03 |
| Electrical energy (non-renewable source): ES | 5,515 | 2.67E-13 | 1.47E-09 | 9.52E-09 | 5.25E-05 | 5.25E-05 |
| Electrical energy (renewable source): UK | 7,085,749 | 3.67E-15 | 2.60E-08 | 1.34E-10 | 9.49E-04 | 9.50E-04 |
| Electrical energy (renewable source): CZK | 11,200,629 | 4.25E-15 | 4.76E-08 | 1.56E-10 | 1.75E-03 | 1.75E-03 |
| Electrical energy (non-renewable source): U.S.A. | 147,959 | 3.45E-13 | 5.10E-08 | 1.26E-08 | 1.86E-03 | 1.86E-03 |
| Electrical energy (renewable source): U.S.A. | 164,766,815 | 4.20E-15 | 6.92E-07 | 1.54E-10 | 2.54E-02 | 2.54E-02 |
| Natural gas | 83,886,159 | 3.73E-13 | 3.13E-05 | 1.34E-08 | 1.12 | 1.12 |
| Fuels: gasoline | 1,064,210 | 6.85E-13 | 7.29E-07 | 2.51E-08 | 0.03 | 0.03 |
| Fuels: diesel | 1,739,999 | 4.31E-13 | 7.50E-07 | 1.61E-08 | 0.03 | 0.03 |
| Fuels: heating oil, industrial vehicles, LPG | 6,125,580 | 3.81E-13 | 2.33E-06 | 1.39E-08 | 0.09 | 0.09 |
| TOTAL | | | | | | 1.33 |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

| | | |
|-----------------------------|---|--|
| GRI 304 Biodiversity | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations | This information is not currently available. |
|-----------------------------|---|--|

GRI 305 Emissions

Management Approach

- a. The reporting organization shall report its management approach for emissions using GRI 103: Management Approach.
- b. When reporting on GHG emissions targets, the reporting organization shall explain whether offsets were used to meet the targets, including the type, amount, criteria or scheme of which the offsets are part.

a. In addition to the information provided in **GRI 302**, we calculate greenhouse gas emissions according to the accounting standards ISO 14064 for Carbon Accounting Practices. For the reporting year 2019 and 2020 emissions, we have applied emissions factors from the eGRID standards, published in 2018, to our sites in the United States. We have applied factors from European Residual Mix to our sites (such as operations, sales offices and corporate offices) located in the United Kingdom, Italy and France. All other sites were assigned emissions factors from the International Energy Agency publication 2019 and Renewable Energy Certificates market based.

We have estimated emissions from refrigerants sources with information provided by a sampling of sites, each of which reported minimal releases of them from units such as air conditioning systems and chillers. This emissions factor applied is taken from the 5th IPCC Assessment Report of the Greenhouse Gas Protocol. 2019 and 2020 emissions data includes newly acquired CSP and Reboul sites, as well as Aptar global sales offices.

Ozone Depleting Substances are not identified as a critically material indicator by our stakeholders. Nevertheless, we collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information to the global level at least once annually. Our metrics collection system identifies different types of refrigerants: R22, R407C, R410, R134, R404 and "other."

As related to Scope 3 emissions, our newly launched operational eco-efficiency report increased global data collection visibility into details on waste treatment scenarios from all sites. We also updated emissions factors from secondary LCA datasets. Due to additional inclusions, our Scope 3 emissions are currently being revisited with SBTi.

- b. Aptar utilizes European Energy Certificate System (EECS) and Renewable Energy Certificates (RECs). The amount of these are disclosed in **Table 305-1&2**. Aptar does not currently use carbon offsets to meet set targets.



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

| | | |
|--------------------------|---|--|
| GRI 305 Emissions | 305-1 a. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent. b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ or all. c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent. d. Base year for the calculation, if applicable, including: i. The rationale for choosing it; ii. Emissions in the base year; iii. The context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. | a. Please see Table 305-1&2 . In 2020, we saw a significant (57 percent) reduction in absolute Scope 1+2 GHG emissions from year 2019. This decrease was mainly due to the increase in renewable energy purchases. At year-end 2020, energy purchases accounted for 85 percent of electrical energy as compared to 57 percent in 2019. In addition, Aptar sites saw reduced consumption of natural gas and refrigerants as compared to 2019. This reduction allowed for a decrease in our Scope 1 GHG emissions. As a part of our science-based target, we have a goal to reach 28 percent reduction from our 2019 baseline by 2030. With consumption reduction in 2020 we have achieved 14 percent reduction of Scope 1 GHG emissions from 2019. b. Aptar considers GHGs emissions expressed as CO ₂ equivalent c. Not applicable d. Aptar's baseline is year 2019, as included in our science-based target. This baseline includes data from Aptar's sales and corporate offices. e. We used the following sources for emission factors: DEFRA database (version 2019) and AR5 report from IPCC for fugitive emissions coming from refrigerants. Regarding the GWP ₁₀₀ , the characterization factors are in compliance with the last IPCC report (based on AR5 report). f. Operational control g. Calculations were made according to the standard ISO 14064-1 Quantification and Reporting of Greenhouse Gas Emissions and Removals |
|--------------------------|---|--|



TABLE 302-1 Absolute Energy Consumption (KWH)

| | 2020 TARGET % | % VARIATION 2020 VERSUS 2019 ^b | 2020 | 2019 ^b | 2019 ^a | 2018 |
|--|---------------|---|-------------|-------------------|-------------------|-------------|
| Cumulative Renewable Purchases % | 55 | | 85 | 57 | 57 | 44 |
| Electricity (renewable) | | | 474,454,899 | 316,062,697 | 316,062,697 | 225,995,916 |
| Electricity (non-renewable) | | | 82,983,687 | 237,144,918 | 237,144,918 | 283,658,638 |
| TOTAL ELECTRICITY | | 0.8 | 557,438,586 | 553,207,615 | 553,207,615 | 509,654,554 |
| Natural gas | | -16 | 83,886,159 | 99,537,072 | 84,760,996 | 73,638,448 |
| Fuels | | 9 | 8,930,500 | 8,191,043 | 8,191,043 | 24,032,584 |
| TOTAL ENERGY CONSUMPTION (absolute) | | -2 | 650,255,245 | 660,935,730 | 646,159,654 | 607,325,586 |

TABLE 305-3 Absolute GHGs Emissions (t CO₂e) – Scope 3

| Scope 3 Categories | 2020 GHG IMPACT (t CO ₂ e) | 2019 ^d GHG IMPACT (t CO ₂ e) | 2019 ^c GHG IMPACT (t CO ₂ e) | |
|--|---|--|--|----------------|
| Purchased goods and services | Raw materials - plastics | 257,232 | 245,761 | 245,761 |
| | Raw material - aluminum | 50,568 | 49,842 | 49,842 |
| | Raw materials - steel | 6,160 | 7,316 | 7,316 |
| | Raw materials - rubber | 6,347 | 5,018 | Not included |
| | Raw materials from CSP (plastics + chemicals) | 32,066 | 32,589 | Not included |
| | Total purchased goods and services | 352,373 | 340,526 | 302,919 |
| Fuel and energy related activities | Imported electricity | 5,989 | 7,972 | 7,972 |
| | Imported energy | 2,702 | 3,113 | 2,714 |
| | Total fuel and energy related activities | 8,691 | 10,686 | 10,686 |
| Upstream transportation & distribution | Upstream transportation & distribution | 22,436 | 22,612 | 22,612 |
| Waste generated in operations | Waste generated in operations | 13,897 | 16,133 | 7,873 |
| Business travel | Business travel - air | De minimis | 4,982 | 4,982 |
| Aptar Scope 3 TOTAL | 397,397 | 394,939 | 349,072 | |

TABLE 305-1&2 Absolute GHGs Emissions (t CO₂e) – Scope 1 & 2

| GHGs Emissions (Tonnes CO ₂ e) | SBT Target Information | | | | 2020 | 2019 ^b | 2019 ^a | 2018 |
|---|------------------------|-------------|---------------|---|---------------|-------------------|-------------------|----------------|
| | REDUCTION % | TARGET YEAR | BASELINE YEAR | % VARIATION 2020 VERSUS 2019 ^b | | | | |
| SCOPE 2 Aptar location-based | | | | -30 | 33,922 | 48,488 | 48,488 | 168,528 |
| SCOPE 2 Aptar market-based (including RECs) | -28 | 2030 | 2019 | -74 | 16,925 | 64,164 | 64,164 | 123,593 |
| SCOPE 1 natural gas | | | | -16 | 17,089 | 20,329 | 17,315 | 13,547 |
| SCOPE 1 fuels | | | | 6 | 2,320 | 2,199 | 2,199 | 5,638 |
| SCOPE 1 refrigerants | | | | -14 | 1,361 | 1,579 | 1,579 | 1,334 |
| TOTAL SCOPE 1 natural gas + fuels + refrigerants | -28% | 2030 | 2019 | -14 | 20,770 | 24,107 | 21,093 | 20,518 |
| Aptar Scope 1 + 2 TOTAL (market-based) | -28% | 2030 | 2019 | -57 | 37,695 | 88,271 | 85,257 | 144,111 |

Public Sustainability Commitments

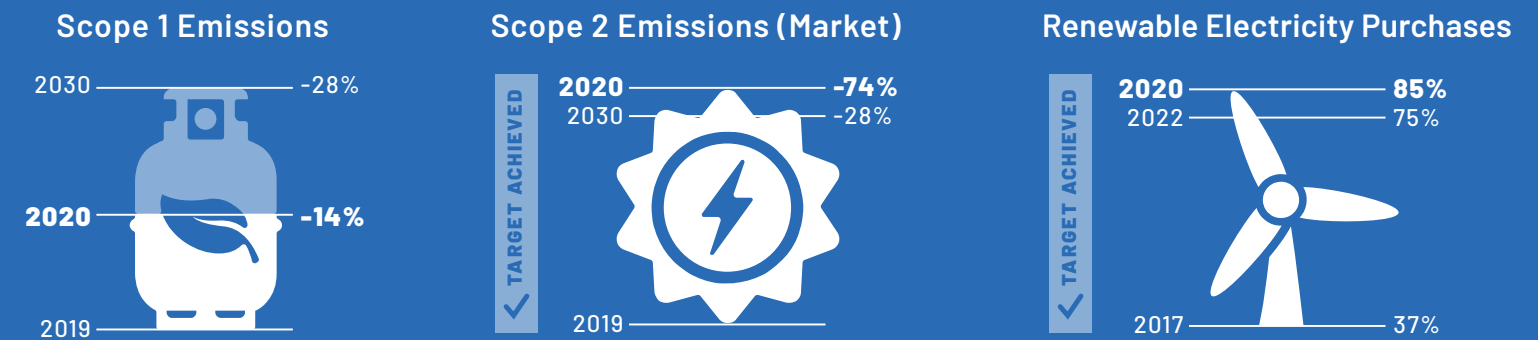
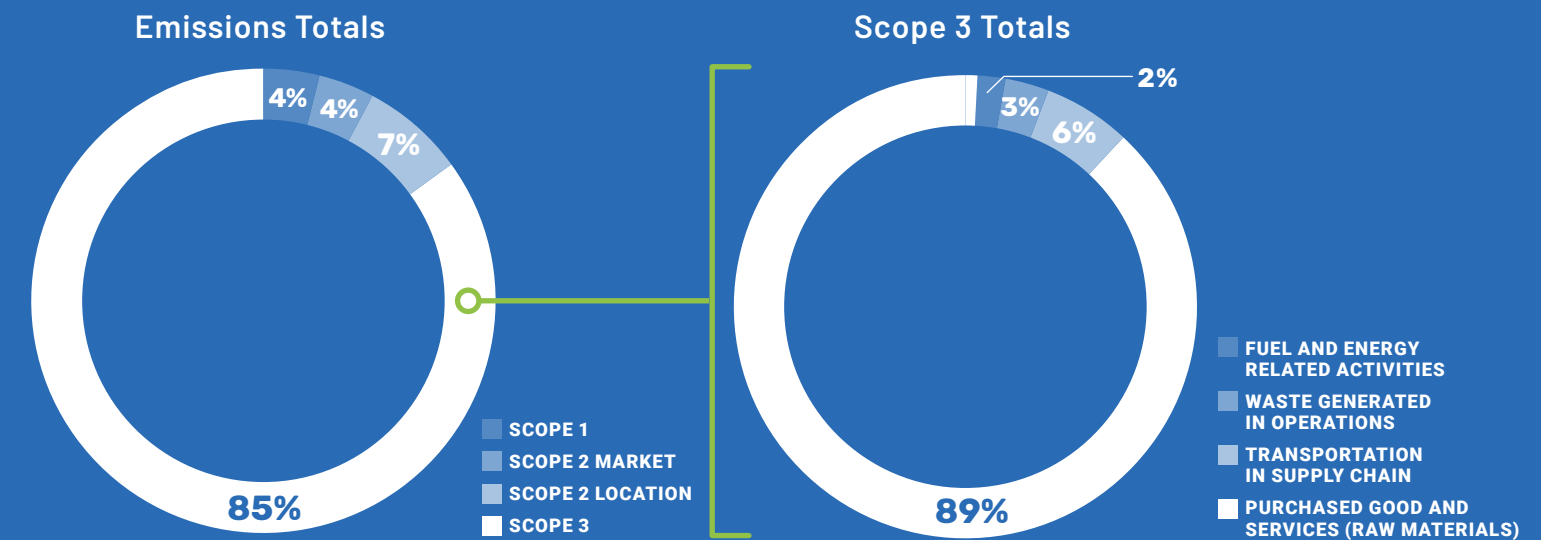


TABLE 305-4 Intensity GHG Emissions (t CO₂e/Total Production – millions)

| Tonnes CO ₂ e/Total Production | % VARIATION OF 2020 VERSUS 2019 ^b | 2020 | 2019 ^b | 2019 ^a | 2018 |
|--|--|-------------|-------------------|-------------------|------|
| SCOPE 1 TOTAL, natural gas + fuels + refrigerants | -6 | 0.25 | 0.27 | 0.23 | 0.23 |
| SCOPE 2 TOTAL, location-based | -24 | 0.41 | 0.54 | 0.54 | 1.92 |
| SCOPE 2 TOTAL, market-based (including RECs) | -71 | 0.20 | 0.71 | 0.71 | 1.41 |
| SCOPE 3 TOTAL, other indirect | 10 | 4.80 | 4.38 | 3.87 | |
| TOTAL EMISSIONS (Scope 1 + Scope 2, location + Scope 2, market + Scope 3) | -4 | 5.67 | 5.89 | 5.35 | |



2019^a The value reported at year-end 2019, including acquisitions.
 2019^b Includes updated natural gas conversions from suppliers to our locations in France.
 2019^c The set of Scope 3 data that was considered in the ISO14067 data assurance process and validated by SBTi in 2020.
 2019^d Includes additional inputs to Scope 3 that were identified as our data collection processes improved throughout the year.

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|--------------------------|--|--|
| GRI 305 Emissions | | |
| 305-2 | <p>a. Gross direct (Scope 2) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ol style="list-style-type: none"> The rationale for choosing it; Emissions in the base year; The context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p> | <p>a. Please see GRI-305-1 and Table 305-1&2. With consumption reduction and increases in renewable energy purchases in 2020, we have seen a significant decrease of Scope 2 market-based GHG emissions from 2019 on this target (74 percent).</p> <p>b. Aptar considered GHGs emissions expressed as CO₂ equivalent including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃.</p> <p>c. Not applicable</p> <p>d. Aptar's baseline is year 2019, as included in our science-based target. This baseline includes data from Aptar's sales and corporate offices.</p> <p>e. Aptar calculates greenhouse gas emissions according to the accounting standards ISO 14064-1. Beginning with reporting year 2019 emissions, we have applied emissions factors from the eGRID standards, published in 2018, to our sites in the United States. We have applied factors from European Residual Mix to our sites (such as operations, sales offices and corporate offices) located in the United Kingdom, Italy and France. All other sites were assigned emissions factors from the International Energy Agency publication 2019 and Renewable Energy Certificates market based.</p> <p>f. Operational control.</p> <p>g. Calculations were made according to the ISO 14064-1 standards.</p> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|--------------------------|--|--|
| GRI 305 Emissions | | |
| 305-4 | <p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.</p> | <p>a. See Table 305-4.</p> <p>b. All environmental energy and emissions data are currently normalized to finished and semifinished products and molded components produced. Within our CDP Climate Change response, we also normalize by revenue and Full Time Equivalents (FTEs). Accuracy of production data reported through the metrics collection system is approximately +/-5 percent.</p> <p>c. Aptar includes Scope 1 + Scope 2 + Scope 3. We respond annually the CDP Climate Change questionnaire. Information about the initiatives that enable us to achieve reduction in carbon emissions are included within our response. A copy of our response is available on the Aptar website.</p> <p>d. Aptar considered GHGs emissions expressed as CO₂ equivalent including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃.</p> |



| | | |
|--------------|---|---|
| 305-5 | <p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.</p> | <p>a. Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about the initiatives that enable us to achieve reduction in carbon emissions are included within our response. A copy of our response is included on the Aptar website.</p> |
|--------------|---|---|



| | | |
|--------------|---|--|
| 305-3 | <p>a. Gross direct (Scope 3) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p> <p>e. Base year for the calculation, if applicable, including:</p> <ol style="list-style-type: none"> the rationale for choosing it; emissions in the base year; the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p> | <p>a. Please see Table 305-3. In 2020, we have identified additional inputs to our original 2019 baseline Scope 3 data, as data collection processes improved throughout the year. We mapped additional raw materials (such as plastics, chemicals and rubber) used in our operations.</p> <p>b. Aptar considered GHGs emissions expressed as CO₂ equivalent including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃</p> <p>c. Not applicable</p> <p>d. Please see Table 305-3.</p> <p>e. Baseline year for SBTs is 2019. However, given that we have increased capabilities in 2020 to measure more of our raw materials, we are working with the SBTi to revisit our baseline. Table 305-3 shows the original baseline that was approved by SBTi and assured by a third-party last year. It also shows an updated 2019 which includes the additional material inputs.</p> <p>f. Emission factors source is based on the database DEFRA 2020 and GaBi Professional dataset 2020. GWP rates are in compliance with the IPCC AR5 report.</p> <p>g. Scope 3 calculation complies with Corporate Value Chain (Scope 3) Accounting and Reporting Standard and ISO 14064-1 standards for energy data assurance process.</p> |
|--------------|---|--|

| | | |
|--------------|--|--|
| 305-6 | <p>a. Production, imports and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.</p> | <p>Ozone Depleting Substances are not identified as a critically material indicator by our stakeholders. Nevertheless, we collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information to the global level at least once annually. Our metrics collection system identifies different types of refrigerants: R22, R407C, R410, R134, R404 and "other."</p> |
|--------------|--|--|



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

GRI 305 Emissions

| | | |
|--------------|--|---|
| 305-7 | a. Significant air emissions of nitrogen oxides (NOX), sulfur oxides (SOX) and others. | The emission of nitrogen oxides and sulfur oxides has been considered and calculated as CO ₂ equivalent. |
|--------------|--|---|



Sites with 100% renewable electricity sources

| Country | Aptar Site | Renewable Source | Country | Aptar Site | Renewable Source |
|-----------|----------------------------------|------------------|-------------|------------------------------|------------------|
| AL, U.S.A | CSP Technologies Auburn | Windpower | France | Charleval | Hydropower |
| CT, U.S.A | Philson | Windpower | France | Chavanod (Reboul) | Hydropower |
| CT, U.S.A | Stratford | Windpower | France | CSP Technologies Niederbronn | Hydropower |
| CT, U.S.A | Torrington | Windpower | France | Granville | Hydropower |
| GA, U.S.A | CSP Technologies Atlanta | Windpower | France | Le Neubourg | Hydropower |
| IL, U.S.A | Cary North | Windpower | France | Le Vaudreuil | Hydropower |
| IL, U.S.A | Cary South | Windpower | France | Oyonnax | Hydropower |
| IL, U.S.A | Crystal Lake Distribution Center | Windpower | France | Poincy | Hydropower |
| IL, U.S.A | Libertyville | Windpower | France | Val de Reuil | Hydropower |
| IL, U.S.A | McHenry | Windpower | France | Verneuil | Hydropower |
| IL, U.S.A | McHenry | Windpower | France | Villepinte | Hydropower |
| MI, U.S.A | Midland | Windpower | Germany | Dortmund | Hydropower |
| NC, U.S.A | Lincolnton | Windpower | Germany | Eigeltingen | Hydropower |
| NJ, U.S.A | Eatontown | Windpower | Germany | Freyung | Hydropower |
| NY, U.S.A | Congers | Windpower | Germany | Menden | Hydropower |
| NY, U.S.A | CSP Technologies Amsterdam | Windpower | Germany | Radolfzell | Hydropower |
| WI, U.S.A | Mukwonago | Windpower | Germany | Villingen | Hydropower |
| Brazil | Cajamar | Hydropower | Ireland | Ballinasloe | Windpower |
| Brazil | Jundiai | Hydropower | Italy | Chieti | Hydropower |
| Brazil | Maringa | Hydropower | Italy | Pescara | Hydropower |
| Czech | Ckyne | Hydropower | Spain | Torello | Hydropower |
| France | Annecy | Hydropower | Switzerland | Mezzovico | Hydropower |
| France | Brecey | Hydropower | UK | Leeds | Hydropower |

At year-end 2020, renewable purchases accounted for **85 percent** of our total electricity consumption, exceeding the target we set for 2020 as well as the forward-looking 2022 target.

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

GRI 306 Effluents and Waste

Management Approach

The reporting organization shall report its management approach for effluents and waste using GRI 103: Management Approach.

Aptar uses an Operational Eco-efficiency module within the EHStar data management tool to track energy, waste and water metrics. All manufacturing facilities and warehouses are required to report these metrics on a monthly basis. Metrics are reported according to Aptar definitions and using utility invoices and purchasing records.

The monthly data collection includes total non-hazardous waste to landfill and total hazardous waste. Records specific to each waste stream are maintained at the site level. The Landfill Free metrics module enables sites to track their wastes and understand disposal avoidance ratios. The module also helps sites that are not yet certified understand how they are progressing toward certification. Aptar tracks environmental metrics for all manufacturing facilities, sales offices, corporate offices, warehouses and joint ventures in which Aptar holds 51 percent or greater ownership. More information about the operational eco-efficiency module and our progress can be found on [2019 Corporate Sustainability Report](#).



| | | |
|--------------|--|--|
| 306-1 | a. Total volume of planned and unplanned water discharges. | Water is not identified as a material indicator by our stakeholders. Nevertheless, we do collect withdraw and discharge water metrics from all sites on a monthly basis and, when requested by customers, we report this information in the CDP Water questionnaire. See additional water details in GRI 303 . |
|--------------|--|--|



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|---|---|
| GRI 306 Effluents and Waste | | |
| 306-2 | <p>a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <ul style="list-style-type: none"> i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization) <p>b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <ul style="list-style-type: none"> i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization) <p>c. How the waste disposal method has been determined:</p> <ul style="list-style-type: none"> i. Disposed of directly by the organization, or otherwise directly confirmed ii. Information provided by the waste disposal contractor iii. Organizational defaults of the waste disposal contractor | <p>Established in 2013, and based off of the Zero Waste International Alliance protocol, Aptar's internal Landfill Free program (LFF) encourages the reduction, reuse and recycling of waste byproducts from our manufacturing processes. Since 2013, the program has become a focus initiative that is integrated into our global strategy. The 2020 target was for 53 percent of all Aptar sites to be certified as LFF. As of year-end 2020, we met that target with 53 percent of all sites certified to the LFF program. These sites have proven, by third-party verification audit, at least 90 percent recycle/reuse of operational wastes.</p> <p>In 2019, we completed and launched the Landfill Free module within the EHStar data management tool. Aptar collects data regarding waste disposal amounts from all locations globally on a monthly basis, including total nonhazardous waste to landfill and total hazardous waste. With the implementation of the digital Landfill Free metrics module, there is the opportunity for increased global visibility to waste and disposal records. We are now able to monitor waste disposal avoidance in all sites, not just LFF certified sites. At year-end 2020, Aptar sites achieved 77 percent disposal avoidance ratio. By year-end 2021, through reduction, reuse and recycling, Aptar aims to achieve 80 percent disposal avoidance of operational wastes.</p> <p>We are working with global partners to expand the Landfill Free program to North and Southeast Asia where recycling opportunities and waste tracking processes are less available.</p> <p>See Table 306-2a and b shown on the right.</p> |

TABLE 306-2a Landfill Free Ratios

| APTAR SITE | COUNTRY | SUSTAINABILITY REGION | CERTIFICATION YEAR | 2020 TOTAL LANDFILL FREE % | 2019 TOTAL LANDFILL FREE % | 2018 TOTAL LANDFILL FREE % |
|--------------|----------------|-----------------------|--------------------|----------------------------|----------------------------|----------------------------|
| Congers | U.S.A. | North America | 2020 | 90 | | |
| Midland | U.S.A. | North America | 2020 | 91 | | |
| Breacey | France | Europe - Pharma | 2019 | 93 | 92 | |
| Granville | France | Europe - Pharma | 2019 | 95 | 95 | |
| Radolfzell | Germany | Europe - Pharma | 2018 | 96 | 94 | 90 |
| Eigeltingen | Germany | Europe - Pharma | 2018 | 100 | 98 | 97 |
| Freyung | Germany | Europe - F+B | 2018 | 91 | 97 | 97 |
| Cali | Colombia | Latin America | 2017 | 98 | 100 | 100 |
| Cajamar | Brazil | Latin America | 2016 | 100 | 100 | 96 |
| Maringa | Brazil | Latin America | 2016 | 91 | 98 | 100 |
| Cary Campus | U.S.A., IL | North America | 2016 | 90 | 98 | 92 |
| Lincolnton | U.S.A., NC | North America | 2016 | 91 | 91 | 95 |
| Ckyne | Czech Republic | Europe - F+B | 2015 | 92 | 97 | 97 |
| Le Neubourg | France | Europe - B+H | 2015 | 98 | 98 | 96 |
| Le Vaudreuil | France | Europe - Pharma | 2015 | 99 | 98 | 94 |
| Val De Reuil | France | Europe - Pharma | 2015 | 96 | 98 | 94 |
| Mezzovico | Switzerland | Europe - Pharma | 2015 | 95 | 94 | 92 |
| Queretaro | Mexico | Latin America | 2015 | 93 | 99 | 100 |
| Mukwonago | U.S.A., WI | North America | 2015 | 97 | 92 | 97 |
| Charleval | France | Europe - B+H | 2014 | 97 | 97 | 98 |
| Poincy | France | Europe - B+H | 2014 | 97 | 96 | 94 |
| Verneuil | France | Europe - B+H | 2014 | 95 | 97 | 98 |
| Dortmund | Germany | Europe - B+H | 2014 | 100 | 100 | 100 |
| Menden | Germany | Europe - B+H | 2014 | 95 | 100 | 100 |
| Chieti | Italy | Europe - B+H | 2014 | 96 | 96 | 93 |
| Pescara | Italy | Europe - B+H | 2014 | 91 | 98 | 93 |
| Torello | Spain | Europe - B+H | 2014 | 90 | 95 | 98 |

TABLE 306-2b Disposal Avoidance Ratio

| APTAR LANDFILL FREE GLOBAL TOTALS | 2021 Target % | 2020 % |
|--|---------------|--------|
| Disposed (incineration, chemical/physical treatment or landfill) | | 23 |
| Disposal Avoided (waste to recovery) | 80 | 77 |
| Total | | 100 |

TABLE 306-4 Hazardous vs Non-Hazardous Waste (metric tons)

| APTAR TOTAL WASTE (METRIC TONS) | % variance 2020 vs 2019 | 2020 | 2019 |
|---------------------------------|-------------------------|--------|--------|
| Hazardous Waste | | 3,443 | 1,031 |
| Non-Hazardous Waste | | 30,827 | 34,932 |
| Total | -5 | 34,270 | 35,963 |



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|------------------------------------|--|--|
| GRI 306 Effluents and Waste | | |
| 306-3 | a. Total number and total volume of recorded significant spills. | Aptar experienced no significant spills during the reporting year. |
| 306-4 | a. Total weight for each of the following: i. Hazardous waste transported ii. Hazardous waste imported iii. Hazardous waste exported iv. Hazardous waste treated | See Table 306-4 on the previous page for disclosures of Aptar's hazardous and non-hazardous wastes in metric tons. Please note that this data is not currently assured, however we are making efforts to assure this data in future years. |
| 306-5 | a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff. | Not applicable. |



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|--|-----------------------|---|
| GRI 307 Environmental Compliance | | |
| Management Approach | | |
| The reporting organization shall report its management approach for environmental compliance using GRI 103: Management Approach. | | The Global EHS Organization is made up of a representative from each region, and each region has a team of representatives from each site. Environmental compliance is managed at the site level, in alignment with Aptar's Global EHS Management system Aptar subscribes to compliance protocol offered through ENHESA. All sites are expected to use the protocol from their country/location to conduct a self-audit at least annually. Approximately one-third of Aptar sites are audited by a third-party using the Aptar EHS Management System requirements and ENHESA protocol each year. In 2021, the audit process entailed both on site and virtual audits due to the COVID-19 pandemic. The EHS Management System includes the topic Environmental Permits and, as part of that requirement, sites must maintain a permitted systems capability tracker. Audited sites are provided an audit report and required to establish corrective actions to close each finding. Status check-in calls are conducted frequently between the Regional EHS leaders and the plant management as findings are closed and tracked. |
| | | The EHS Management System includes the topic Environmental Permits, and as part of that requirement sites must maintain a permitted systems capability tracker. Findings against the EHS Management System were also sent to sites, tracked with relevant stakeholders and closed. More information about EHS topics can be found in GRI 403 . |



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|--|---|
| GRI 307 Environmental Compliance | | |
| 307-1 | a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations. | Aptar experienced no significant fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations during the reporting year. |



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|--|---|--|
| GRI 308 Supplier Environmental Assessment | | |
| Management Approach | | |
| | The reporting organization shall report its management approach for supplier environmental assessment using GRI 103: Management Approach. | Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we recently entered into a partnership with EcoVadis to advance our supplier screening capabilities. |
| | | We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa). |
| | | In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba monitors over 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks. |

Management Approach

The reporting organization shall report its management approach for supplier environmental assessment using GRI 103: Management Approach.

Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we recently entered into a partnership with EcoVadis to advance our supplier screening capabilities.

We have a **Sustainable Purchasing Charter** which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa).

In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba monitors over 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|--|---|---|
| GRI 308 Supplier Environmental Assessment | | |
| 308-1 | a. Percentage of new suppliers that were screened using environmental criteria. | Previous to 2018, we selected a few strategic suppliers in North America and Europe to receive a social and environmental screening audit; all of our new suppliers were screened as well. At that time, other regions also screened suppliers for environmental and social impacts, but these results were not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to coordinate a standardized, global program. Piloted in 2019, in 2020 Aptar entered into partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process. At the time the 2020 Corporate Sustainability Report was finalized, it was too early in the roll-out to provide details from the EcoVadis assessments of our suppliers, but we look forward to share more on this progress, including participation and performance statistics, as the program progresses in 2021 and beyond. |
| 308-2 | a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why. | In 2019, more than 50 suppliers were audited in Europe and North America. While in-person supplier audits were paused in 2020 due to the COVID-19 pandemic, Aptar has launched a supplier screening program with EcoVadis. Through this we are looking to develop a more robust program for supplier screening in the coming years. Within this new program, additional metrics will be available for reporting on these topics within our supply chain. |

308-1 a. Percentage of new suppliers that were screened using environmental criteria.

Previous to 2018, we selected a few strategic suppliers in North America and Europe to receive a social and environmental screening audit; all of our new suppliers were screened as well. At that time, other regions also screened suppliers for environmental and social impacts, but these results were not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to coordinate a standardized, global program. Piloted in 2019, in 2020 Aptar entered into partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process. At the time the 2020 Corporate Sustainability Report was finalized, it was too early in the roll-out to provide details from the EcoVadis assessments of our suppliers, but we look forward to share more on this progress, including participation and performance statistics, as the program progresses in 2021 and beyond.

308-2 a. Number of suppliers assessed for environmental impacts.
b. Number of suppliers identified as having significant actual and potential negative environmental impacts.
c. Significant actual and potential negative environmental impacts identified in the supply chain.
d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.
e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.

In 2019, more than 50 suppliers were audited in Europe and North America. While in-person supplier audits were paused in 2020 due to the COVID-19 pandemic, Aptar has launched a supplier screening program with EcoVadis. Through this we are looking to develop a more robust program for supplier screening in the coming years. Within this new program, additional metrics will be available for reporting on these topics within our supply chain.

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

GRI 401 Employment

Management Approach

The reporting organization shall report its management approach for employment using GRI 103: Management Approach.

For information related to Aptar's Careers and Talent Management, see the **Careers section of Aptar.com**. Our teams are comprised of diverse talent and experience. Our workplace is an exciting environment of innovative thought, initiative, trust and teamwork. We challenge our people to develop to their full potential and to find new approaches and better solutions. We provide our employees with the opportunity to interact with colleagues from around the world on a daily basis. **Table 401-1** below illustrates the total number and rate of new employee hires by age group, gender and region, and the rate of employee turnover, by age group, gender and region. Aptar employment data is measured by Human Resources Teams globally. This information is entered into a global metrics tracking system and is reviewed monthly by the HR Information Systems and Analytics Team with oversight by the Audit Team. There is additional review and updates given by regional HR Leaders on a quarterly basis.

- 401-1**
- a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.
 - b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.

Please see **Table 401-1** below. 2019 data has been summarized in the last column of the table. Historic data can be found within our previous sustainability reports. As it is ever-changing, the data presented in the table is a snapshot of the situation as of the end of December for the respective year. Starting in 2020, the reported data is based on headcount numbers. Prior data was based on percentages and on the total of Full Time Equivalents (FTEs) per region. From 2019 to 2020, there was slightly higher turnover due to manufacturing footprint consolidation across North America, EMEA and LATAM. We believe these figures to be accurate +/- 10 percent.



TABLE 401-1 Employee New Hire and Turnover Rates

| REGION | TYPE | 2020 | | | | | | | 2019 | |
|---------------|---------------------------|------------|------------|------------|------------|----------|-------|--------|-------|-------|
| | | AGES <26YR | AGES 26-34 | AGES 35-44 | AGES 45-54 | AGES 55+ | MALE | FEMALE | TOTAL | TOTAL |
| EMEA | New Employee Hires | 303 | 215 | 146 | 90 | 25 | 483 | 296 | 779 | 764 |
| | External Recruitment Rate | 48.4% | 15.9% | 6.8% | 3.9% | 1.8% | 9.4% | 11.0% | 10.0% | |
| | Terminations | 169 | 124 | 122 | 132 | 148 | 452 | 243 | 695 | 305 |
| | Employee Turnover | 26.4% | 9.1% | 5.7% | 5.7% | 10.9% | 8.9% | 9.0% | 8.9% | |
| North America | New Employee Hires | 191 | 181 | 145 | 114 | 61 | 436 | 256 | 692 | 533 |
| | External Recruitment Rate | 90.10% | 37.8% | 24.9% | 18.7% | 9.9% | 29.2% | 25.5% | 27.7% | 22.1% |
| | Terminations | 112 | 166 | 139 | 111 | 131 | 425 | 234 | 659 | 233 |
| | Employee Turnover | 52.8% | 34.6% | 23.8% | 18.2% | 21.3% | 28.4% | 23.3% | 26.4% | 9.7% |
| Latin America | New Employee Hires | 91 | 114 | 68 | 19 | 1 | 192 | 101 | 293 | 103 |
| | External Recruitment Rate | 69.9% | 31.1% | 14.5% | 7.9% | 2.1% | 24.6% | 21.3% | 23.4% | 9.0% |
| | Terminations | 40 | 61 | 55 | 22 | 15 | 130 | 63 | 193 | 180 |
| | Employee Turnover | 30.7% | 16.6% | 11.7% | 9.1% | 32.0% | 16.7% | 13.3% | 15.4% | 15.7% |
| Asia | New Employee Hires | 48 | 79 | 29 | 6 | 2 | 100 | 64 | 164 | 146 |
| | External Recruitment Rate | 51.5% | 19.1% | 5.9% | 3.1% | 8.1% | 14.0% | 12.4% | 13.4% | |
| | Terminations | 28 | 73 | 42 | 20 | 3 | 96 | 70 | 166 | 384 |
| | Employee Turnover | 30.0% | 17.6% | 8.5% | 10.2% | 12.1% | 13.6% | 13.4% | 13.6% | |
| Aptar Total | New Employee Hires | 633 | 589 | 388 | 229 | 89 | 1,211 | 717 | 1,928 | 1546 |
| | External Recruitment Rate | 59.6% | 22.5% | 10.5% | 6.8% | 4.4% | 15.0% | 15.3% | 15.4% | 9.5% |
| | Terminations | 349 | 424 | 358 | 285 | 297 | 1103 | 610 | 1713 | 1102 |
| | Employee Turnover | 32.5% | 16.2% | 9.7% | 8.5% | 14.5% | 13.6% | 13.0% | 13.4% | 8.9% |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

GRI 402 Labor/Management Relations

Management Approach

The reporting organization shall report its management approach for labor/management relations using GRI 103: Management Approach.

Notice is given to employees in compliance with the local law or site-specific agreements.

- 402-1**
- a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.
 - b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.

a. **Table 402-1** below illustrates the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them. The notice period depends on the company seniority and on the level of employment. We believe this data to be accurate +/- 10 percent.

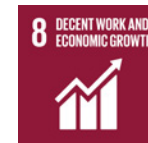
b. Notice is given to employees in compliance with the local law, and site-specific agreements reflect these requirements.

TABLE 402-1 Notice Given for Significant Operational Changes

| REGION | 2020 | | 2019 | | |
|--------------------------|---------------------------------|--|--------------------------|---------------------------------|--|
| | MINIMUM NUMBER OF WEEKS' NOTICE | NOTICE PERIOD SPECIFIED IN COLLECTIVE AGREEMENTS | REGION | MINIMUM NUMBER OF WEEKS' NOTICE | NOTICE PERIOD SPECIFIED IN COLLECTIVE AGREEMENTS |
| EMEA | 1 – 28 weeks | Dependent on the country | Central Europe | 1 – 28 weeks | Yes, in Dortmund/Menden |
| | | | West Europe | 4 – 12 weeks | Yes |
| | | | South Europe | 1 – 8 weeks | Yes |
| North America | 0 – 8 weeks | Although not specifically stated, most sites follow the country norm of 2 weeks. | North America | 0 – 8 weeks | Yes |
| China | 30 days | No | China | 30 days | No |
| Latin America | 30 days | No | Latin America | 30 days | No |
| Southeast Asia and India | 4 – 5 weeks | No | Southeast Asia and India | 4 – 5 weeks | No |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| GRI 403 Occupational Health and Safety | | |
| Management Approach | | |
| | <p>The reporting organization shall report its management approach for employment using GRI 103: Management Approach.</p> | <p>We have a network of global and regional Environmental Health and Safety (EHS) professionals that lead sites through Operational Excellence EHS activity. This activity is coordinated globally by the Global Director, Environmental Health & Safety (EHS), who reports to the Vice President, Operational Excellence. This organization publishes safety performance packages monthly that include a global view and performance by segment, region and site. Annually, targets are set for Total Recordable Incident Rate and Lost Time Frequency Rate at the company, region, segment and site level. The monthly safety packages are used to drive progress through various levels of the organization. A safety review call is hosted by the Segment Presidents each month during which the sites that incurred a lost time incident speak about the incident's root cause, EHS Management System implementation progress and share best practices.</p> <p>Among other initiatives, a key focus area for the EHS organization was the development of a global EHS Management System (EHS MS). This management system sets minimum standard requirements in key areas of safety and environment. In 2017, initial requirements were drafted and published so that any Aptar employee worldwide could comment on the draft documents. After incorporating the suggestions received, the Regional EHS leaders published the first seventeen (Phase I) requirements in December 2017.</p> <p>The process continued through 2020 with the implementation of the Phase II and Phase III requirements. In 2018, a digital solution was introduced to help manage the various aspects of our EHS and operational eco-efficiency topics. An incident management module was implemented along with modules for tracking results of our compliance audit programs, managing recurring tasks from the EHS Management System, behavioral based safety and providing sites with a module to track their own internal inspections.</p> <p>In 2020 we developed a COVID-19 incident reporting process using the existing incident management system. All COVID-19 events (Confirmed cases, Presumptive cases and Unconfirmed cases) are recorded in the system and communicated globally to company leadership. Also in 2020, Aptar initiated the implementation of a digital solution for the management and risk assessments pertaining to ergonomics. This new solution will further improve the ergonomic risk reductions and provide a standardized platform for conducting ergonomic assessments globally. Additional digital solutions are planned to further streamline EHS processes. More information on safety can be found on pages 18-19.</p> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|--|--|
| GRI 403 Occupational Health and Safety | | |
| 403-1 | <p>a. The level at which each formal joint management-worker health and safety committee typically operates within the organization.</p> <p>b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.</p> | <p>a. Health and Safety Committees or Teams are hosted at the site level. These committees typically consist of a combination of local management representatives, (elected) employee representatives and labor union representatives (where applicable). These teams are led by local EHS leaders and results are driven at the regional and global level. Committees work to improve safety at the site level and help to create a culture of safety at the site level.</p> <p>b. Site-level safety and environmental leaders are identified in all Aptar locations as part of the EHS Management system implementation process. At Aptar, we consider EHS personnel, Plant/Operations leaders and local Human Resources leaders as key stakeholders in the success of our EHS&S programs. In 2018, we worked to understand how Aptar's Global EHS Management System was deployed locally. The cooperation between site leadership and other representatives that make up the local safety committees was essential to local implementation.</p> |



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

GRI 403 Occupational Health and Safety

403-2 a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for all employees, with a breakdown by:

- Region;
- Gender.

b. Types of injury, injury rate (IR) and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by:

- Region;
- Gender.

c. The system of rules applied in recording and reporting accident statistics.

a. See **Table 403-2a** to the right and **Table 403-2b** on the following page.

b. We have provided data on recordable and lost time incident rates by region. It is important to note that this data has not been externally verified. Due to privacy concerns and the European Union's General Data Protection Regulation (EU GDPR), we do not collect or disclose gender information. **Chart 403-2c** below shows the most prevalent lost time injury types from 2020.

c. Aptar has developed its own record keeping standards and definitions based on the U.S. Occupational Safety and Health Administration and OHSAS rules.

TABLE 403-2a Total Recordable Incident Rate (TRIR)

| | % CHANGE 2019 TO 2020 | 2020 | 2019 | 2018 | 2017 |
|-----------------------------|-----------------------|------|------|------|------|
| Beauty + Home | | | | | |
| EMEA | -36 | 0.94 | 1.48 | 1.86 | 2.94 |
| LATAM | -51 | 1.07 | 2.20 | 2.43 | 3.59 |
| North America | -21 | 0.52 | 0.66 | 0.61 | 4.01 |
| Northeast Asia | -22 | 1.61 | 2.06 | 3.34 | 3.43 |
| Southeast Asia | 24 | 0.67 | 0.54 | 0.64 | 0.16 |
| Corporate and Others | Same | 0.00 | 0.00 | 0.00 | 0.00 |
| EMEA | Same | 0.00 | 0.00 | 0.00 | 0.00 |
| North America | Same | 0.00 | 0.00 | 0.00 | 0.00 |
| Food + Beverage | | | | | |
| EMEA | -32 | 0.70 | 1.03 | 1.97 | 2.89 |
| North America | -37 | 0.40 | 0.63 | 1.25 | 3.06 |
| Northeast Asia | -51 | 1.35 | 2.75 | 5.27 | 4.69 |
| Southeast Asia | Increase | 0.66 | 0.00 | 0.38 | 0.38 |
| Pharma | | | | | |
| EMEA | -20 | 1.10 | 1.38 | 2.20 | 3.08 |
| North America | -16 | 1.31 | 1.56 | 2.24 | 3.49 |
| Northeast Asia | -71 | 0.28 | 0.98 | 3.64 | 0.92 |
| Northeast Asia | Same | 0.00 | 0.00 | 0.45 | 0.80 |
| Southeast Asia | Same | 0.00 | 0.00 | 0.00 | 2.70 |
| CSP | | | | | |
| EMEA | 11 | 1.97 | 1.77 | N/A | N/A |
| North America | -23 | 4.12 | 5.32 | N/A | N/A |
| Aptar Total | | | | | |
| | -29 | 1.00 | 1.40 | 1.93 | 2.93 |

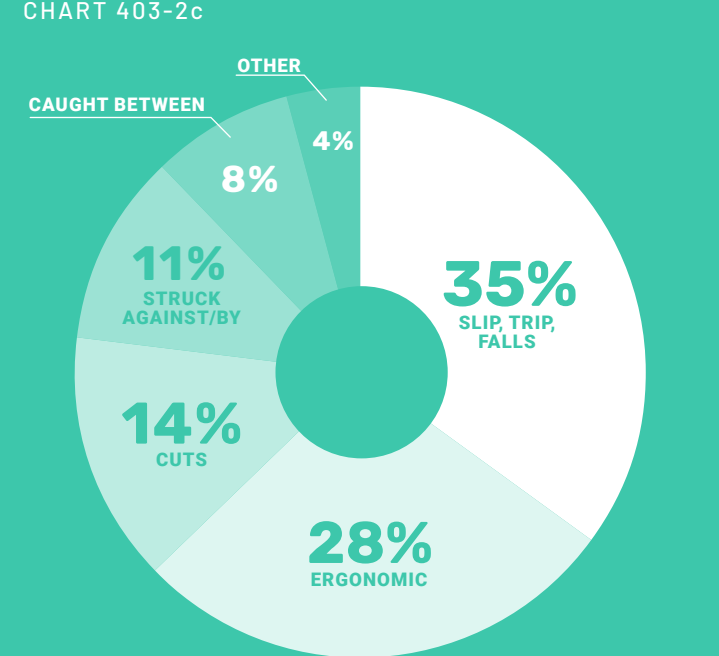


403-3 a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases.

Our goal at Aptar is to provide a safe workplace and to send every Aptar employee home, each and every day, injury free. In general, employees working in our anodizing facilities are exposed to more hazards through the operational process as compared to our other facilities. However, we have not observed any increase in incidence or diseases as a result of this activity. Monthly, sites with lost time incident occurrences and/or high incident rates are identified. These sites are then required to participate in safety review calls with the plant managers of these sites, the Segment and Regional Business Vice/Presidents and the Vice President of Operational Excellence. This serves to promote open dialogue, best practice sharing, and to hold ourselves accountable for safety improvements. In an effort to ensure that all Aptar employees are practicing safe behaviors, Aptar has deployed a Behavior Based Safety (BBS) program through our EHS Management System. This program, Mission Engage, involves employees to determine what drives at-risk and safe behaviors. Focus on safety promotes a culture of caring where we demonstrate dedication to ourselves through self-accountability as well as to coworkers' through team accountability. Increased safety conversations help site leaders target and prioritize key initiatives and process improvement. Aptar has increased participation in this program since its formal launch in 2019. Aptar sites have BBS targets, and are able to identify top safe and top at-risk behaviors through this program. Going forward the BBS program will remain a top priority for Aptar.

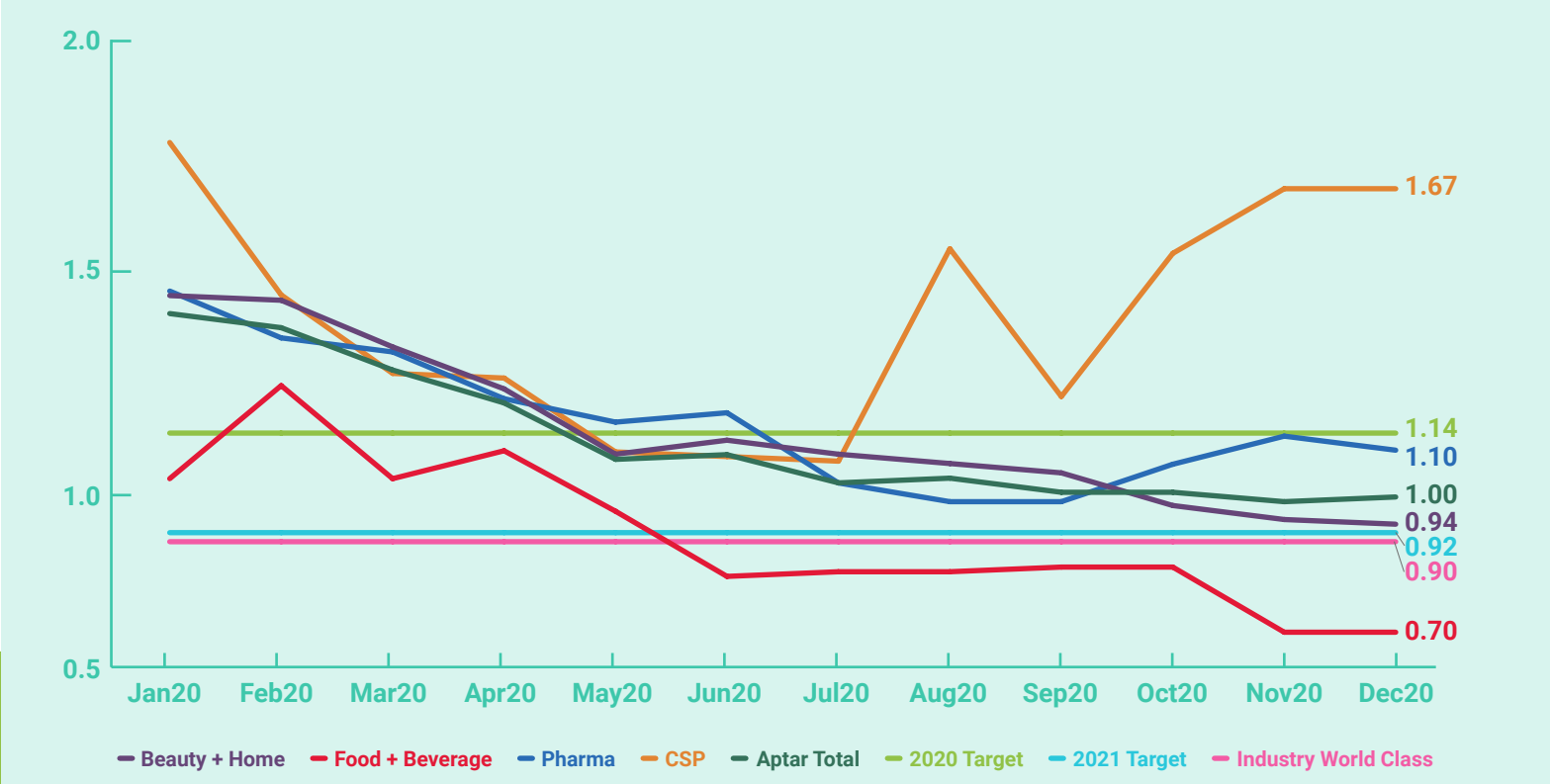


Aptar 2020 Lost Time Injury Types



Total Recordable Incident Rate (TRIR)

Recordable Incidents per 100 Employees (rolling 12-month average)

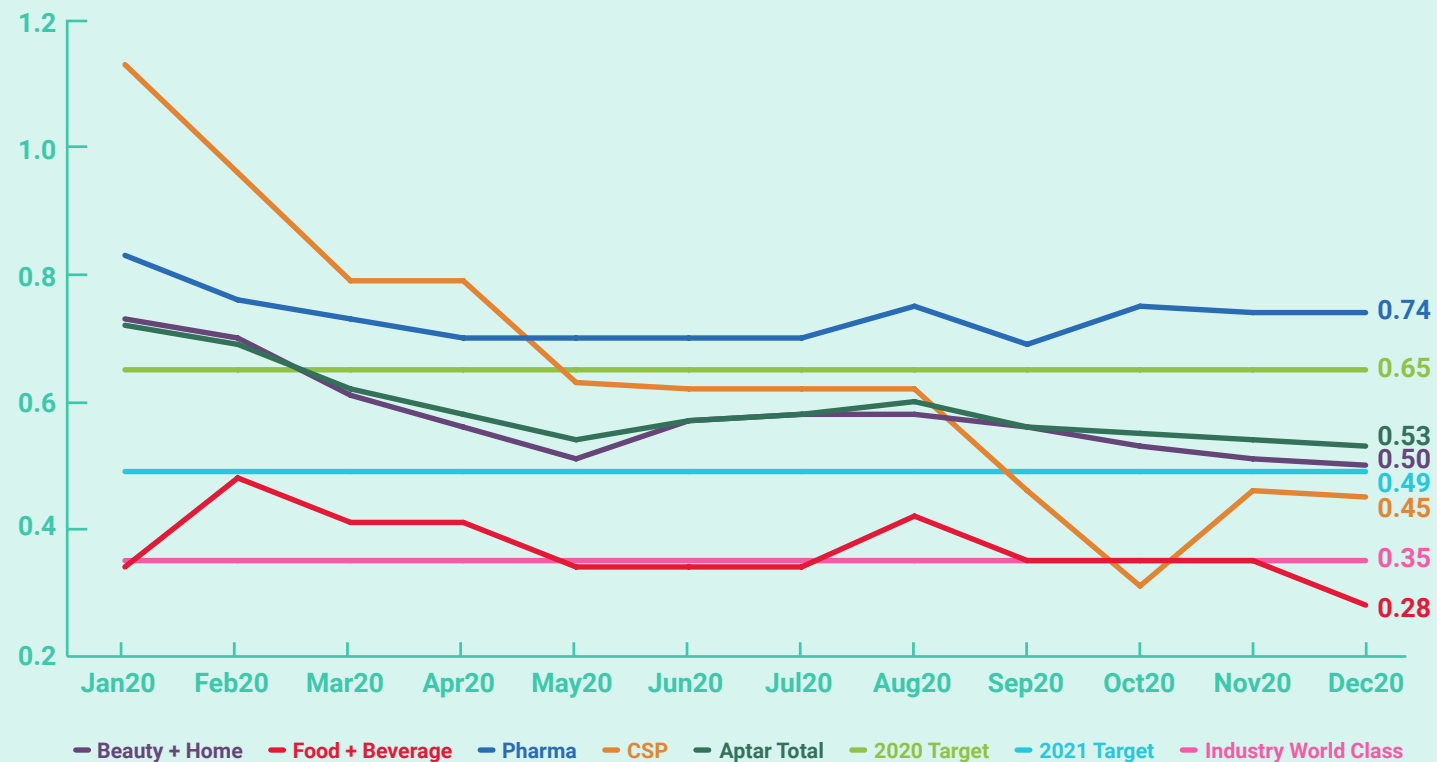


The Industry Standard (U.S. BLS 2019) for 2020 was 3.60
Safety data has not been externally verified.

TABLE 403-2b Lost Time Frequency Rate (LTFR)

| | % CHANGE 2019 TO 2020 | 2020 | 2019 | 2018 | 2017 |
|-----------------------------|-----------------------|------|------|------|------|
| Beauty + Home | -39 | 0.50 | 0.82 | 0.92 | 1.36 |
| EMEA | -55 | 0.67 | 1.50 | 1.41 | 2.26 |
| LATAM | 48 | 0.40 | 0.27 | 0.41 | 1.15 |
| North America | -25 | 0.44 | 0.59 | 1.00 | 0.88 |
| Northeast Asia | -6 | 0.17 | 0.18 | 0.16 | 0.00 |
| Southeast Asia | Increase | 0.40 | 0.00 | 0.41 | 0.29 |
| Corporate and Others | Same | 0.00 | 0.00 | 0.00 | 0.00 |
| EMEA | Same | 0.00 | 0.00 | 0.00 | 0.00 |
| North America | Same | 0.00 | 0.00 | 0.00 | 0.00 |
| Food + Beverage | -18 | 0.28 | 0.34 | 0.73 | 1.41 |
| EMEA | 5 | 0.40 | 0.38 | 1.00 | 1.91 |
| North America | -100 | 0.00 | 0.55 | 0.66 | 1.34 |
| Northeast Asia | Increase | 0.33 | 0.00 | 0.00 | 0.00 |
| Pharma | -11 | 0.74 | 0.83 | 1.39 | 2.02 |
| EMEA | -5 | 0.88 | 0.93 | 1.35 | 2.24 |
| North America | -57 | 0.28 | 0.65 | 2.83 | 0.92 |
| Northeast Asia | Same | 0.00 | 0.00 | 0.45 | 0.00 |
| Southeast Asia | Same | 0.00 | 0.00 | 0.00 | 0.00 |
| CSP | -60 | 0.45 | 1.12 | N/A | N/A |
| EMEA | -64 | 1.37 | 3.80 | N/A | N/A |
| North America | -54 | 0.19 | 0.41 | N/A | N/A |
| Aptar Total | -31 | 0.53 | 0.77 | 1.01 | 1.51 |

Lost Time Frequency Rate (LTFR)
Lost Time Incidents per 100 Employees (rolling 12-month average)



The Industry Standard (U.S. BLS 2019) for 2020 was 1.00
Safety data has not been externally verified.

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

GRI 403 Occupational Health and Safety

| | |
|--|---|
| <p>403-4</p> <p>a. Whether formal agreements (either local or global) with trade unions cover health and safety.</p> <p>b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.</p> | <p>a. We do not currently have mechanisms in place to be able to report the extent to which formal agreements (either local or global) with trade unions cover health and safety. However, local agreements do include health and safety topics.</p> <p>b. We do not currently have mechanisms in place to track and report the extent, as a percentage, to which various health and safety topics are covered by these agreements.</p> |
|--|---|



| | |
|--|---|
| <p>403-5</p> <p>a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities or hazardous situations.</p> | <p>As a part of the implementation of the EHS Management System, training for specific topics as video modules, is provided as a supplement to the policy documents. This training was tracked at the global and site level for key management, EHS leaders and site-level HR representatives. In addition to this global training, EHS-related training is provided to employees at the site and regional level. These activities are coordinated and tracked locally.</p> |
|--|---|



| | |
|--|---|
| <p>403-6</p> <p>a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.</p> <p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.</p> | <p>At the site and regional level, there are often healthcare services and programs offered to employees. For example, in North America, employees can participate in the Vitality health program, a voluntary health engagement platform that rewards individuals for living a healthy lifestyle. This program offers biometric screenings, wellness incentives and access to health services. In addition, many sites around the globe offer voluntary health promotion programs and services to employees at all levels. However, we currently do not have a standard way to track and report on activity at the global level.</p> |
|--|---|



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

GRI 403 Occupational Health and Safety

403-7 a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.

Contractor safety is a part of our EHS Management System. This requirement sets a global standard for the selection and management of purchased service contractors as our sites. All sites must at a minimum meet the global requirement, and where local regulations are more stringent, those may supersede the global standard.



403-8 a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:

- i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;
- ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;
- iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.

b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used.

As we operate globally, these systems often vary by site and region. However, in addition to Aptar's global EHS Management System, as of December 2020, there were three Aptar sites certified to the OHSAS 18001 standard and 17 sites certified to the ISO 45001 standard. This Occupational Health and Safety Management Certification provides the framework to identify, control and decrease risks associated with workplace health and safety. A full list of certifications can be found on [Aptar.com](https://www.aptar.com).



Below are the topics which Aptar is focusing on for improvement within the EHS Management System. Through 2020, sites worked to implement Phase III topics. These areas will continue to be focus areas for Aptar sites going forward. Special focus and attention is being given to Behavior Based Safety (BBS) and Ergonomics in 2021.

| EHS Management System Implementation | | |
|---------------------------------------|---|---|
| PHASE I | PHASE II | PHASE III |
| Critical EHS Rules | Notices of Violation | Air Management |
| EHS Management System | Data Management & Reporting | Water Management |
| Incident Reporting | Emergency Preparedness | Waste Management |
| Regulatory Inspections | Medical Response | Bloodborne Pathogens |
| Fire Protection and Prevention | Due Diligence/Acquisition & Integration | Hazard Communication |
| Environmental Permits | Accountability | Hearing Conservation |
| Training Needs | Flammable & Combustible Liquids | Management of Change |
| Incident Management and Recordkeeping | Loading Dock Safety | Medical Surveillance |
| Fall Protection and Prevention | EHS Committees | Pressure Vessels and Compressed Gas Cylinders |
| Personal Protective Equipment | Hand & Portable Power Tools | Radiation Sources & Laser Safety |
| Confined Space | Storage Racking | Tanks and Subsurface Structures |
| Electrical and Arc Flash Safety | Industrial Hygiene/Indoor Air Quality | Facility Startup & Shutdown |
| Equipment Safety | Specialized Operations | Respiratory Protection |
| Hot Work | Cranes Hoists & Lifting Equipment | |
| Lockout Tagout Tryout (LOTOTO) | Land Pollution Control | |
| Powered Industrial Vehicles | Behavioral Based Safety | |
| Ladders and Scaffolding | Ergonomics and Manual Material Handling | |
| Motor Vehicle Safety | Contractor Safety | |
| | Audit Program | |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
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GRI 404 Training and Education

Management Approach

The reporting organization shall report its management approach for training and education using GRI 103: Management Approach.

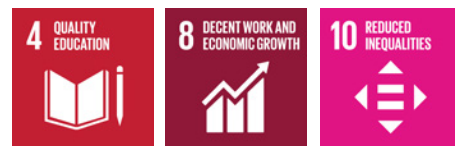
The Aptar Corporate University (CU) was established in 2010 and offers worldwide programs across all segments and regions to strengthen the corporate alignment in leadership, core values and business. The CU trains employees to live the Aptar way, address existing gaps and gain the required skills and experience to be successful in both their current and future role. Core CU training programs are in-person and are continually improved to reflect new strategies, employee needs and other key focus areas. In 2020, Aptar launched a project to pilot a learning management system platform. The goal of this program is to understand the learning management landscape and begin the development planning of a new enterprise learning management system platform.

In March, Corporate University had to immediately stop all face-to-face training activity globally and transform all classroom training to an online training offering. With our existing experience in the fields of eLearning and Micro-Learning, as well as an established network of external trainers and partners, we were able to adapt very quickly.

404-1 a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender, ii. Employee category

Table 404-1 to the right illustrates the average hours of training per year per employee by region and by gender for reporting year 2020. 2020 data is the first year that we have publicly disclosed training information by gender. Historic information can be found within our previous sustainability reports. In previous years we have disclosed this information by employee types. Training hours for 2020 were lower than normal due to the impacts of the COVID-19 pandemic. We expect these changes to only be temporary.

Note that for LATAM, we do not currently have a training registration system that provides this information accurately by gender, so we are averaging the number of training hours in 2020 for the number of women and men within this region.



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

GRI 404 Training and Education

404-2 a. Type and scope of programs implemented and assistance provided to upgrade employee skills.
b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

a. In addition to this report, previous sustainability reports we have provided articles describing the various employee training programs and modules that are offered through our award winning Aptar Corporate University. Aptar Corporate University (CU) is not a traditional organization or education department, but a channel of distribution to everybody within the company. Aptar CU offers training programs in leadership, sales and business developed by Aptar for Aptar. These have been guided by our CEOs and ExCom members, and draw on internal and external expertise, to support an individual's growth and Aptar's vision and strategy.
b. We do not currently have a transition assistance program for our retirees or terminated employees.



404-3 a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

We use a digital software solution for managing objectives, performance appraisals and formal succession planning with both Manager & Professional (M&P) level employees and non-M&P employees. This software, iPlan, allows tracking of annual objectives, facilitates the annual performance review process and tracks other employee level data. We have plans to provide additional access to all employees, by enabling access through shared devices available for employee use.



TABLE 404-1 Average Training Hours Per Employee

| REGION | 2020 | | | REGION | 2019 | | |
|--------------------|--------------|--------------|---------------|--------------------------|----------------------------|------------------------------|---------------|
| | FEMALES | MALES | ALL EMPLOYEES | | M&P EMPLOYEES ¹ | OTHER EMPLOYEES ¹ | ALL EMPLOYEES |
| EMEA | 6.84 | 9.42 | | Central Europe | 16.35 | 12.59 | |
| | | | | West Europe | 14.94 | 13.62 | |
| | | | | South Europe | 20.50 | 25.15 | |
| North America | 26.51 | 25.63 | | North America | 17.78 | 12.44 | |
| Latin America | 31.69 | 31.69 | | Latin America | 20.19 | 19.88 | |
| Asia | 14.00 | 15.25 | | China | 13.73 | 11.33 | |
| | | | | Southeast Asia and India | 17.00 | 15.00 | |
| Aptar Total | 14.59 | 15.31 | 15.05 | Aptar Total | | | 16.46 |

¹ See Appendix for definitions

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
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GRI 405 Diversity and Equal Opportunity

Management Approach

The reporting organization shall report its management approach for diversity and equal opportunity using GRI 103: Management Approach.

Diversity and Inclusion (D&I) is one of Aptar's five strategic priorities under the umbrella of Talent & Leadership. Our goal is to increase our diversity and inclusion in talent along with our global capabilities. Believing in the self-worth of everyone is a pillar of our core values. As a company, we are placing a stronger focus on supporting and celebrating diversity of all types. Aptar is aware that to be a strong and effective company, we must be a diverse one.

We see the need for better support, better mentoring and networking opportunities and development planning and we are starting to set goals and targets to ensure we hold ourselves accountable. We fully understand that there is a need for more dialogue and open and candid conversations around this topic and encourage our employees to facilitate conversation and ask questions about D&I.

Our President and CEO works with our Chief Human Resources Officer as Aptar's co-champions of gender equity, diversity and inclusion. In 2019, Aptar named leaders for global D&I initiatives and set targets for progress. We are committed to using key performance indicators (KPIs) to measure gender and diversity in the workforce and in 2020, joined the Gender and Diversity KPI Alliance. We believe it is vital to measure diversity, equality and inclusion to create workplaces where everyone can reach their full potential.

- By 2025, women leaders will account for 30 percent of our Global Leadership Team. Our leadership team is comprised of the most senior leaders in each business segment and is defined as having a role at the Vice President level or above.
- In 2020, we launched Diversity & Inclusion training, and we target completion of the training by all Global Leaders.

As with any objective or goal, targets are required to measure results and will help show the level of impact across the company. The developed targets are based on industry benchmarks, employee survey feedback and an analysis of areas for improvement within Aptar. More information on our 2020 progress on D&I can be found on [pages 10-13](#). We look forward to reporting on our future progress.

As it relates to equal opportunity and compensation, Aptar provides performance-based short-term incentives to the majority of employees throughout the organization, in order to achieve performance goals that are deemed critical to the business, our strategy and aligned with stockholder value creation. These incentive plans are also created to motivate improvement in Company performance from the prior year. In particular, the Aptar broad-based Short-Term Incentive plan considers achievement relative to EBITDA and Core Sales growth financial targets at the corporate, segment, division/business unit and/or regional level. The program also considers individual performance relative to personal objectives.

In addition, Aptar believes that our Long-Term Incentive Compensation Program (LTIP) provides a strong alignment between the interests of our employees and our stockholders. We generally seek to provide LTIP opportunities that are consistent with our compensation philosophy (with the potential for larger payments for exceptional Company performance).

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

GRI 405 Diversity and Equal Opportunity

405-1 The reporting organization shall report the following information:

- Percentage of individuals within the organization's governance bodies in each of the following diversity categories:
 - Gender;
 - Age group: under 30 years old, 30-50 years old, over 50 years old;
 - Other indicators of diversity where relevant (such as minority or vulnerable groups).
- Percentage of employees per employee category in each of the following diversity categories:
 - Gender;
 - Age group: under 30 years old, 30-50 years old, over 50 years old;
 - Other indicators of diversity where relevant (such as minority or vulnerable groups).

- As of year-end 2020, Aptar's Executive Committee was comprised of eight members, three of which were women (37 percent). In addition, our Board of Directors is comprised of 11 members, four of which are women (40 percent). In May 2021, we added an additional member to our Board. As of the time of report release, 45 percent of our Board now consists of women, all Board committees chaired by women and 27 percent of our Board is comprised of persons of color. We have an exceptionally talented and diverse Board of Directors at Aptar and we continue to further develop the Board. All members of our Board of Directors are over the age of 50.
- Employee breakdown per employee category by gender can be found in [Table 102-8](#). As it is ever-changing, the data presented in the table is a snapshot as of year-end 2020. The definitions of employee categories are provided in the [Appendix](#). In addition, [Table 401-1](#) details the total number, age range and gender of our new employee hires and the rate of employee turnover by the same categories. However, age data for our global employee workforce is not currently aggregated.

As mentioned in the management approach, in 2019 Aptar set targets related to women in Global Leadership roles. At year-end 2020, 18 percent of Aptar's leaders, at the Vice President level and above, were women.



GRI 406 Non-Discrimination

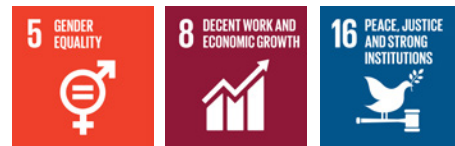
Management Approach

The reporting organization shall report its management approach for non-discrimination using GRI 103: Management Approach.

As detailed in our [Code of Conduct](#), each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors and employees. In 2016, Aptar launched a phone- and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified).

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-----------------------------------|--|---|
| GRI 406 Non-Discrimination | | |
| 406-1 | <p>a. Total number of incidents of discrimination during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <ul style="list-style-type: none"> iv. Incident reviewed by the organization; v. Remediation plans being implemented; vi. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; vii. Incident no longer subject to action. | <p>a. Aptar did not receive any substantiated complaints concerning discrimination.</p> <p>b. Not applicable</p> <ul style="list-style-type: none"> i. Not applicable ii. Not applicable iii. Not applicable iv. Not applicable |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|----------------------------|---|---|
| GRI 408 Child Labor | | |
| 408-1 | <p>a. Operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> i. child labor; ii. young workers exposed to hazardous work. <p>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. <p>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p> | <p>Due to the nature of our business and industry, the risk of incidents of child labor are low. Within our Modern Slavery Policy within the Aptar Compliance Manual, it is detailed that "the Company is committed to a work environment that is free from Human Trafficking, Forced and Compulsory Labor and Child Labor." Within our Sustainable Purchasing Charter, it is detailed that Aptar expects our suppliers to "Not employ child labor or allow any form of exploitation of children, i.e.:</p> <ul style="list-style-type: none"> • Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education; • Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees." <p>None of these activities are tolerated by our company, and we similarly expect that our suppliers prohibit this conduct. Aptar takes these prohibitions seriously and may impose significant penalties for violations of these rules, which could result in discharge of employees, subcontractors, or agents. Employees having knowledge of such violations must report them immediately. Aptar is committed to cooperation with law enforcement or government authorities relating to violations of these rules.</p> |



| GRI 407 Freedom of Association and Collective Bargaining | | |
|---|--|---|
| Management Approach | | |
| <p>The reporting organization shall report its management approach for freedom of association and collective bargaining using GRI 103: Management Approach.</p> | | <p>Freedom of association and collective bargaining at Aptar are recognized as lawful employee rights. We comply with employment and applicable laws of every country in which we operate. Please see Table 102-41 for a breakdown of the total employees covered by collective bargaining agreements.</p> |

| | | |
|--------------|---|--|
| 407-1 | <p>Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:</p> <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. <p>b. Measures taken by the organization in the reporting period intended to support rights</p> | <p>While we have not identified any suppliers as high risk in this area, within Aptar's Sustainable Purchasing Charter, we expect our suppliers to "Preserve the freedom of association and the right to collective bargaining and allow for a representative elect representative to handle conflict".</p> |
|--------------|---|--|



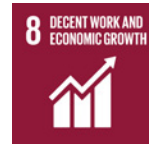
| GRI 408 Child Labor | | |
|--|--|---|
| Management Approach | | |
| <p>The reporting organization shall report its management approach for child labor using GRI 103: Management Approach.</p> | | <p>Aptar complies with the International Labor Organization standards in that regard (Convention N° 138). We are committed to ensuring that child labor is not taking place in our company, as child labor deprives children of their childhood, their potential and their dignity and can be harmful to their physical and mental development.</p> |

| GRI 409 Forced or Compulsory Labor | | |
|---|--|--|
| Management Approach | | |
| <p>The reporting organization shall report its management approach for forced or compulsory labor using GRI 103: Management Approach.</p> | | <p>Aptar is committed to respecting and promoting human rights everywhere in the world. We signed the United Nations Global Compact in 2020, which is a step further towards responsible business practices and principles and strategic actions to advance broader societal goals derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. Aptar prohibits the use of forced labor, child labor, human trafficking and modern day slavery. We are committed to wider efforts to prohibit and eliminate such practices from our global supply chains by communicating our policy to all suppliers and taking all reasonable action to ensure compliance. Aptar sites are assessed annually by Sedex organization's ethical trade service, and by suppliers as detailed within our Sustainable Purchasing Charter. Aptar takes these prohibitions seriously and may impose significant penalties for violations of these rules, which could result in discharge of employees, subcontractors, or agents. Employees having knowledge of such violations must report them immediately. Aptar is committed to cooperation with law enforcement or government authorities relating to violations of these rules.</p> |



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|--|
| GRI 409 Forced or Compulsory Labor | | |
| 409-1 | <p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. <p>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.</p> | <p>Due to the nature of our business and industry, the risk of incidents of child labor are low. Within our Modern Slavery Policy under the Aptar Compliance Manual, it is detailed that “the Company is committed to a work environment that is free from Human Trafficking, Forced and Compulsory Labor and Child Labor.” Within our Sustainable Purchasing Charter, it is detailed that Aptar expects our suppliers to “Not employ child labor or allow any form of exploitation of children, i.e.:</p> <ul style="list-style-type: none"> • Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education; • Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees.” <p>In 2020, Aptar also released a new Human Rights Policy to further address these areas.</p> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|----------------------------------|---|--|
| GRI 413 Local Communities | | |
| | <p>Management Approach The reporting organization shall report its management approach for local communities using GRI 103: Management Approach.</p> | <p>Aptar recognizes the importance of social responsibility within our local communities and beyond. Aptar has developed a three-tiered approach to community involvement:</p> <ul style="list-style-type: none"> • AptarGroup Inc. Charitable Foundation • Global Charitable Giving • Employee Volunteerism <p>The AptarGroup Charitable Foundation was established to provide funding and support for charitable organizations. At a regional, country and local level, Aptar sites and employees are encouraged to give back to their communities through donations and volunteering. Much of this activity is coordinated by local Human Resources Teams at the location. Through the Corporate Grant Program and the Employee Matching Gift Program, the Foundation supports eligible 501(c)(3) organizations in the fields of Health and Human Services, Higher Education and Culture and the Arts. On a bi-annual basis, the Foundation Board carefully reviews and selects eligible organizations for grant funding, concentrating on Health and Human Service agencies located where our employees live and work. The Matching Gift Program supports eligible organizations who receive donations by our employees with a two for one match. The donations through the Foundation are restricted to U.S. organizations, based on the U.S. IRS tax-exempt status of the Foundation. The AptarGroup Charitable Foundation also sponsors the Ervin J. LeCoque Leadership Scholars Program, designed to provide financial assistance for higher education to sons and daughters of AptarGroup North America employees. The scholarship program is administered by Scholarship Management Services®, a division of Scholarship America®. Offering these opportunities is a way for the AptarGroup Charitable Foundation to identify talented future leaders among the children of its employees and help them achieve their goals.</p> <p>In 2020, Aptar released a Community Engagement and Global Giving Policy to set a global standard for community engagement. From 2016 to 2020, the Aptar Charitable Foundation has given over \$1.7 million in matching gifts and corporate grants.</p> |



GRI 412 Human Rights Assessment

Management Approach
The reporting organization shall report its management approach for human rights assessment using GRI 103: Management Approach.

Aptar is committed to respecting and promoting human rights everywhere in the world. In 2020, Aptar announced that we joined the **United Nations (UN) Global Compact** as a signatory. The UN Global Compact is the world’s largest citizenship initiative, which focuses on universal principles in the areas of human rights, labor, environment and anti-corruption. Through our efforts as a member company of the World Business Council for Sustainable Development, and our commitments to create a more circular and sustainable world, we commit to upholding the Global Compact principles and deepening our efforts in these areas. Annually, we will release an annual Communication of Progress as detailed by the organization to disclose our continued support of the principles, describe our practical actions towards implementation and measure our outcomes. Please see [Aptar.com](https://www.aptar.com) for our most recent UN Global Compact Communication of Progress. Aptar communicates its expectations that all employees respect all applicable laws, including laws regarding human rights, through its Compliance Manual. On an annual basis, the Compliance Manual is distributed to all managers and professionals and each recipient is required to sign their agreement to abide by the Compliance Manual or note where they cannot comply.

In 2020, Aptar also released a new Human Rights Policy to further address these areas.

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|----------------------------------|---|--|
| GRI 413 Local Communities | | |
| 413-1 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: <ul style="list-style-type: none"> i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes. | <p>Aptar allows employees to engage on a variety of different levels in communities where we operate, as well as where they reside. Aptar believes in supporting our communities and we treat all stakeholders and partners fairly.</p> <p>Due to the heterogeneous nature of local communities, Aptar considers the differentiated nature of communities and the distinct and specific vulnerabilities these groups can suffer as a result of Aptar's activities. Aptar recognizes its social responsibility to reduce the negative impacts and increase the positive impacts our business has on our local communities and beyond. At a regional, country and local level, Aptar sites and employees are encouraged to give back to their communities through charitable donations and volunteering, and this is managed through a series of site and regional specific programs. All actions taken within a facility must be aligned with local, state and/or country guidelines. In light of this, many of our social policies are governed at the local or regional level.</p> <p>In 2020, the Community Engagement and Global Giving Policy helped to make a global standard of our three-tiered approach to community involvement. Examples of community involvement at our global Aptar locations can be found on pages 42-43.</p> |

GRI 414 Supplier Social Assessment

| | | |
|---|---|--|
| Management Approach | | |
| <p>The reporting organization shall report its management approach for supplier social assessment using GRI 103: Management Approach.</p> | <p>Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we entered into a partnership with EcoVadis to advance our social and environmental screening capabilities.</p> <p>We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating that their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa).</p> <p>In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba monitors over 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.</p> | |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|--|--|
| GRI 414 Supplier Social Assessment | | |
| 414-1 | <p>New suppliers that were screened using social criteria.</p> | <p>Previous to 2018, we selected a few strategic suppliers in North America and Europe to receive a social and environmental screening audit; all of our new suppliers were screened as well. At that time, other regions also screened suppliers for environmental and social impacts, but these results were not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to coordinate a standardized, global program. Piloted in 2019, in 2020 Aptar entered into partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process. At the time the 2020 Corporate Sustainability Report was finalized, it was too early in the roll-out to provide details from the EcoVadis assessments of our suppliers, but we look forward to share more on this progress, including participation and performance statistics, as the program progresses in 2021 and beyond.</p> |




| | | |
|--------------|---|--|
| 414-2 | <p>Negative social impacts in the supply chain and actions taken.</p> | <p>In 2019, more than 50 suppliers were audited in Europe and North America. While in-person supplier audits were paused in 2020 due to the COVID-19 pandemic, Aptar launched a supplier screening program with EcoVadis. Through this we are looking to develop a more robust program in the coming years. Within this new program, additional metrics will be available for reporting on these topics within our supply chain.</p> |
|--------------|---|--|



GRI 415 Public Policy

| | | |
|--|---|----------------|
| Management Approach | | |
| <p>The reporting organization shall report its management approach for public policy using GRI 103: Management Approach.</p> | <p>Aptar does not associate with any political groups, nor does the company make any political contributions, either directly or indirectly.</p> | |
| 415-1 | <ul style="list-style-type: none"> a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated. | Not applicable |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|--|--|--|
| GRI 416 Customer Health and Safety | | |
| Management Approach | | |
| | The reporting organization shall report its management approach for customer health and safety using GRI 103: Management Approach. | Due to the highly regulated nature of our industry, Aptar products are subject to strict compliance checks (compositional screening, risk assessment, regulatory conformity controls, etc.). The goal is to protect workers, consumers and the environment. Aptar does not sell any products that are banned in certain markets or are the subject of stakeholder questions or public debate. Please see GRI 102-11 for information about how Aptar uses the precautionary principle. |
| 416-1 | Assessment of the health and safety impacts of product and service categories. | Over the past few years, Aptar has taken a range of significant actions to eliminate chemicals of concern within our own product lines. All of Aptar products are assessed for health and safety impacts and improvement. Defined KPIs are currently in place to monitor these actions. |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services. | Aptar experienced no significant incidents of non-compliance concerning the health and safety impacts of products during the reporting year. |
|  | | |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---------------------------------------|---|---|
| GRI 417 Marketing and Labeling | | |
| Management Approach | | |
| | The reporting organization shall report its management approach for marketing and labeling using GRI 103: Management Approach. | Aptar does not provide product and service information and labeling. Our customers provide labeling on their total packaging solutions. In 2020, Aptar developed a greenwashing avoidance training module for sales and marketing professionals, and this topic was addressed during a recent summit with the Commercial Excellence Organization. We have an EHS and Sustainability Communications Policy to guide sales and marketing professionals through sustainability related claims. |
| 417-1 | a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: <ol style="list-style-type: none"> Content, particularly with regard to substances that might produce an environmental or social impact; Safe use of the product or service; Disposal of the product and environmental or social impacts; Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures. | Not applicable |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|--|--|
| GRI 417 Marketing and Labeling | | |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling. | Aptar experienced no significant incidents of non-compliance concerning product and service information and labeling during the reporting year. |
|  | | |
| 417-3 | Incidents of non-compliance concerning marketing communications. | Aptar experienced no significant incidents of non-compliance concerning marketing communications during the reporting year. We control greenwashing through adherence to an internal EHS & Sustainability Communications Policy. In 2020, we developed a greenwashing avoidance training module for sales and marketing professionals to help advance Aptar's sustainability communications. |
|  | | |
| GRI 418 Customer Privacy | | |
| Management Approach | | |
| | The reporting organization shall report its management approach for customer privacy using GRI 103: Management Approach. | Aptar upholds the strictest of confidence concerning data privacy. We do not disclose or use personal data from customers for any purposes that is not in accordance with the legal basis required (e.g. under article 6 of the EU General Data Protection Regulation or other international equivalents) or those agreed upon after written permission. Further information on privacy topics can be found within Aptar's General Terms and Conditions of Use, Privacy and Cookies Policy on Aptar.com . |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Aptar did not receive any substantiated complaints concerning breaches of customer privacy and losses of customer data during the reporting year. |
|  | | |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| GRI 419 Non-Compliance with Laws and Regulations in the Social and Economic Area | | |
| Management Approach | | |
| | The reporting organization shall report its management approach for socioeconomic compliance using GRI 103: Management Approach. | Above and beyond legal requirements, employee representation is encouraged through varying location-specific initiatives. |
| 419-1 | <p>a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:</p> <ul style="list-style-type: none"> i. Total monetary value of significant fines; ii. Total number of non-monetary sanctions; iii. Cases brought through dispute resolution mechanisms. <p>b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.</p> <p>c. The context against which significant fines and non-monetary sanctions were incurred.</p> | <p>a. Aptar has not identified any significant fines for non-compliance with laws and/or regulations.</p> <ul style="list-style-type: none"> i. Not applicable ii. Not applicable iii. Not applicable <p>b. Aptar has not identified any significant fines for non-compliance with laws and/or regulations.</p> <p>c. Not applicable</p> |

Employee Category Definitions

| M&P = MANAGERS & PROFESSIONALS | OTHER EMPLOYEES CATEGORIES | TEMPORARY EMPLOYEE |
|---|--|--|
| <p>Executives, managers, experts, engineers and specialists who meet the following criteria:</p> <ul style="list-style-type: none"> • Possess a bachelor's degree or above (or equivalent academic degree) which corresponds with at least three years of University level (or equivalent) education • Hold a position within the organization which requires a bachelor's degree or above in order for the position to be considered appropriately staffed <p>In exceptional cases, possession of relevant skills and experience for a position may be considered as an equivalent level to a bachelor's degree.</p> | <p>Technicians, Foremen and Administrative employees (TFA): Employee who is included neither in the category of Managers and Professionals nor in the category of Operators and Workers. In some countries such employees are paid on a monthly basis (e.g. secretaries, assistants, foremen).</p> <p>Operators/Workers (OW): Employee (direct labor or indirect labor) directly involved in the industrial process (manufacturing, maintenance, etc.). In some countries they are paid on an hourly basis.</p> <p>Unlimited Term Contract: Employees having a work contract with Aptar with no expiration date.</p> <p>Fixed Term Contract Employees: Have a work contract with an expiration date.</p> | <p>An Individual not registered as an employee paid directly by the company, but who is recruited through a temporary work agency.</p> |



For more information, please contact:

Taylor Price

Manager, Global Sustainability

+1.828.970.6308

taylor.price@aptar.com

Aptar's use of the term *conventional* versus *virgin*:

Although it is a widely accepted industry term, we understand that the term "virgin resin" can be perceived in some cultures as provocative and insensitive. In an effort to be more inclusive of all cultures, we are using the term "conventional resin" to describe these newly-extracted fossil-based resins.

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