Aptar

Furthering responsible and inclusive actions that contribute to a more circular economy

2019

CORPORATE SUSTAINABILITY
REPORT

Sustainability Aspirations

"Aptar's greatest impact on social well-being undoubtedly comes from the benefits our products and solutions provide, which transform and enhance everyday user experiences and, in some cases, even save lives."

STEPHAN TANDA, APTAR PRESIDENT + CEO

People
We believe lives should be enriched from having worked for and with Aptar.

Circular Economy
We believe the packaging industry must be circular, with repeatable and positive effects on people, the planet and products.

Solutions
We believe that 100 percent of all plastic packaging should be recycled.

Operations
We believe Aptar's processes should give back more than they consume.

Suppliers & Partners
We believe our partners must have similar aspirations as do we.

About This Report

We are pleased to share Aptar's 2019 Corporate Sustainability Report

This report highlights activities across Aptar global operations from January 1 through December 31, 2019. 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 2019, while also previewing the next steps on our sustainability path through 2020 and beyond by sharing the targets aligned with our global sustainability strategy.

The Aptar 2019 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. This year we added a process to assure emissions associated with raw materials, travel and shipment of our products. Also new this year is the achievement of ISO 14064 certification. 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.

- **2019 Verification Letter for ISO 14064-1 Compliant GHG Emissions**
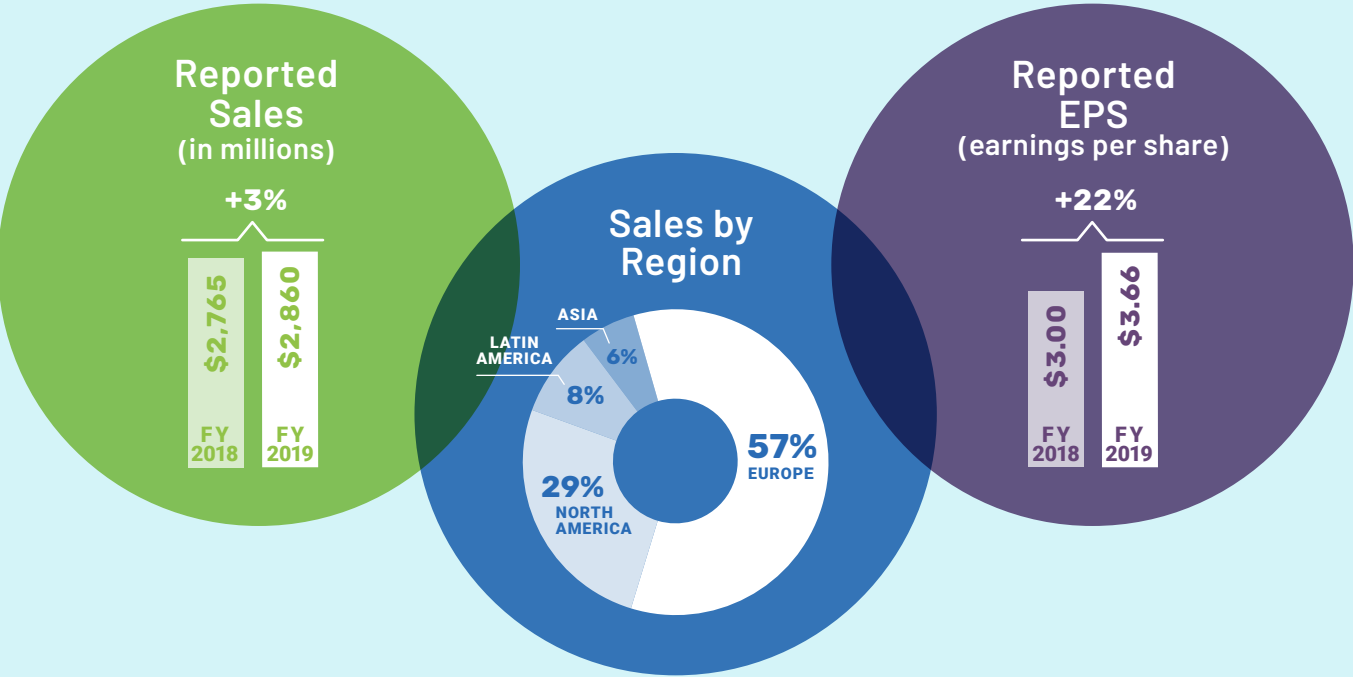- **2019 Verification + Assurance Statement for Scope 1, 2 & 3 Emissions**

Please refer to the **Aptar 2019 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

AptarGroup, Inc. is a leading global supplier of a broad range of innovative dispensing, sealing and active packaging systems for the beauty, personal care, home care, prescription drug, consumer health care, injectables, food and beverage markets. Aptar is headquartered in Crystal Lake, Illinois, with manufacturing facilities in North America, Europe, Asia and Latin America.

Reported Sales (in millions)
+3%
FY 2018 $2,765
FY 2019 $2,860

Sales by Region
ASIA 6%
LATIN AMERICA 8%
NORTH AMERICA 29%
EUROPE 57%

Reported EPS (earnings per share)
+22%
FY 2018 $3.00
FY 2019 $3.66

Sustainability Vision

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

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

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

Solutions
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.

Suppliers & Partners
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.

CEO Letter

I am excited to share Aptar's 2019 Sustainability Report that highlights the progress we have made towards a more circular economy over the last year. We are pleased to share with you stories about how we are expanding our use of sustainable resins, partnering with sustainability organizations to further define and track circular performance, and collaborating with customers on more refillable and recyclable products.

In 2019, we welcomed several new, innovative companies to our Aptar family, forged key partnerships that will have a lasting positive impact on our people and on the environment, and launched new products that can improve and even save lives around the world.

We are extremely proud to be recognized by two U.S. national publications for our efforts to make Aptar an even more sustainable, truly global and inclusive company. Aptar was named "One of the Top 100 Most Sustainable Companies 2019" by _Barron's_ and one of "America's Most Responsible Companies 2020" by _Newsweek_.

Through our global efforts to make progress on our sustainability vision, in the past year we have:

- **SIGNED** the Ellen MacArthur Foundation's New Plastics Economy Global Commitment and joined forces with other businesses and governments committed to changing how we produce, use and reuse plastic
- **FORMALIZED** our science based targets, setting an emissions reduction goal consistent with limiting our contribution to global temperature increase to well below 2°C by year 2030
- **PLEDGED** support to the Task Force on Climate-related Financial Disclosures (TCFD)
- **JOINED** The United Nations Global Compact initiative

People

Based on employee feedback from our annual Leadership for Growth Surveys, we have a strong focus on supporting, mentoring, recruiting and career planning for all of our people to ensure they feel included and can assume a greater number of leadership roles at all levels. We have joined more than 60 other leading global companies in the Catalyst CEO Champions for Change who are committing to furthering gender equality, diversity and inclusion in the workplace. In 2019, we welcomed Isabel Marey-Semper to our Board and were recognized by the Women's Forum of New York for having 40 percent women leaders on our Board of Directors.

Circular Economy

As part of our ongoing commitment to change how we produce, use and reuse plastic, Aptar joined the Ellen MacArthur Foundation's CE100 and signed the New Plastics Economy Global Commitment in 2019. This commitment has reinforced our pledge to care for our planet and reduce our environmental impact, particularly regarding recycling, reducing plastic waste and promoting a more circular plastics economy. We continue to explore opportunities for sustainable resins and are actively collaborating with our customers to develop more sustainable packaging.

Solutions

It is critical that we are part of a solution to the world's waste problem. While we continue to create sustainable solutions for our customers, we are taking other steps to become part of the solution. Our teams are actively working to identify and qualify new technologies in this space, such as post-consumer resins and food contact certified recycled resins. Last year, we invested in and partnered with PureCycle Technologies, to prepare for the introduction of Ultra-Pure Recycled Polypropylene (UPRP) into dispensing applications.

Operations

Compared to 2018, we reduced absolute energy consumption as well as greenhouse gas emissions, and we surpassed our target of 50 percent of our sites sourcing renewable electricity globally. In addition, we made further progress on our internal Landfill Free certification program and launched an online module to help sites further manage environmental metrics like water, waste and energy.

Suppliers & Partners

Our customers are declaring their own sustainability targets and are seeking partners, like Aptar, to help them achieve their goals. As an active member of the World Business Council for Sustainable Development (WBCSD), we have an invaluable opportunity to share best practices and work on larger projects with aligned objectives. Partnerships are also helping to improve our products for both consumers and the environment. For example, last year we announced a partnership with Nippon Closures Co. to work to improve the recyclability and convenience of beverage closures.

Working Toward a More Sustainable Future

At Aptar we are proud to live our purpose and fulfill our responsibility to society. The actions we take, and the products and solutions we provide, play an important role in improving everyday life for patients and consumers around the world. As we manage our company for the long-term, we will continue to focus on providing tangible value to our customers, end consumers and many of the world's leading brands. It is essential that we advance ever more sustainable dispensing and active packaging solutions that transform and enhance the user experiences and in some cases even save lives.

Sincerely,

Stephan B. Tanda

STEPHAN B. TANDA
PRESIDENT + CHIEF EXECUTIVE OFFICER

Societal Impact of Products

Beauty + Home

Currently, Aptar is **mobilizing our resources** in the fight against the coronavirus (COVID-19) pandemic. By acting quickly to reorganize production priorities, Aptar was able to swiftly deliver essential supplies to customers as they began to increase manufacturing volume of essential health and safety products. Aptar teams responded to the urgent need for large quantities of essential items like pumps and closures for hand sanitizers. The quick response, along with leveraging our global manufacturing facilities, allowed for faster production and delivery of these products to healthcare and other front-line workers who needed them most.

Pharma

Aptar's **Unidose Powder System** is a ready-to-use, one-step nasal delivery device which can deliver a powder formulation in an emergency situation quickly and easily. This product is an alternative to injectable kits that may require assembly, including a multi-step process of mixing powder and liquid. A person can simply press a small plunger on the bottom of the device to release the medication in a single powder puff into the nose where it can quickly be absorbed via the nasal mucosa. The system has been approved by the FDA for the first intranasally-delivered, needle-free rescue treatment for severe hypoglycemia, providing a more patient-friendly delivery for those living with diabetes. This represents the first collaboration between Aptar Pharma and CSP Technologies.

Food + Beverage

To support communities, Aptar stepped in during the COVID-19 crisis when supply chains became volatile. In Asia, as factories were forced to close, the demand for domestic infant nutrition products continually grew due to difficulties with imports, greatly affecting families who needed it. As an essential business partner to the food industry, Aptar was able to fill the important gap for our customers within the region by collaborating directly with **our supply chain partners** and employees who stepped in to support the manufacturing process. As a result of this collaboration, Aptar was awarded a "Most Reliable Supplier" award by a key customer and was able to provide infant continued supply of nutrition to families in the region.

CSP Technologies

As a leader in material science and active packaging solutions that ensure product protection, extend shelf life and improve user experiences, Aptar launched a first-of-its kind combination oxygen scavenging and moisture adsorption **active packaging solution**. This new technology utilizes the CSP Technologies patented 3-phase Activ-Polymer™ platform within its Activ-Film™ product configuration. Applications of Aptar's active packaging solutions provide countless consumer benefits like providing moisture adsorption, product stability and drug and food protection and can be used in a broad range of applications.

People

Building a Values-Based Culture

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.

Aptar's Human Resources Global Leadership Team (HR GLT) works closely with regional and site-level human resources professionals to implement our people programs. We promote career planning through an online portal, iPlan, where employees can track yearly objectives and progress. Annually, we measure our global performance and organizational effectiveness through our Leadership for Growth organizational health and employee engagement survey. Aptar offers employee development programs in partnership with Aptar Corporate University, including the CAMPUS and CASA executive leadership program and the new Technical Education Center. The Aptar Diversity and Inclusion Roadmap was launched in 2019 and is led be Marcia Thomas together with the HR GLT. Among other KPIs, the HR GLT tracks employee retention and turnover, career planning, employee training and development, and women in leadership.

Targets and KPIs

External

- 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.

- At year-end 2020, Aptar's Global Leadership Team along with Aptar's Executive Committee and all immediate direct reports will **complete Diversity and Inclusion training,** with special focus on unconscious bias and inclusive leadership behaviors.

Internal

- In 2019, we delivered **57 training programs to over 900 participants across five regions and in six languages**. Each year we look to increase the offerings of Aptar Corporate University (ACU) to address business needs.

- We have a goal to **increase the number of employees** with individual objectives and career planning.

"At Aptar, a key element of diversity and inclusion for me are how we will expand, celebrate and utilize our unique differences to achieve excellence within our daily practices."

MARCIA THOMAS
PEOPLE AND CAREER DEVELOPMENT DIRECTOR, NORTH AMERICA

"In collaboration with other organizations, we are piloting Social Organizational Life Cycle Assessment tools in order to measure, communicate and ultimately improve the societal benefits of our products and operations."

BETH HOLLAND
VICE PRESIDENT, OPERATIONAL EXCELLENCE, EHS & SUSTAINABILITY

"Across the globe Aptar employees are encouraged to make an impact in their local communities through purpose-driven donations and volunteering. In North America, the Aptar Charitable Foundation supports local causes with a social impact focus."

SHARIF AMIN
GLOBAL HEAD OF TOTAL REWARDS

SUSTAINABLE DEVELOPMENT GOALS

4 QUALITY EDUCATION

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

Diversity, Equity & Inclusion

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

Focus on Diversity and Inclusion

At Aptar, everything we do is guided by our core values – respect and trust for each other, relationships that are based on openness, honesty and feedback; and the belief in the self-worth of the individual regardless of their background or status. Aptar is focused on being a global company full of diverse, highly skilled colleagues who are passionate and feel fully included as a part of our Aptar family. We are working to create a space where employees can be themselves and feel empowered to make their own decisions.

Diversity and Inclusion is one of Aptar's five strategic priorities under the umbrella of Talent & Leadership. As with any objective or goal, targets help to measure results and will help show the level of impact across our company. We firmly believe that this work should not be considered a separate initiative but included within our strategic priorities as a focus area. Diversity & Inclusion (D&I) are embedded into how we live our Core Values and Rules of Leadership, as well as in performance appraisals and reviews, and results in our Leadership for Growth Surveys.

In both the short- and long-term, our goal is to increase diversity and inclusion in line with our global capabilities. We know that creating and fostering a diverse employee population will impact not only talent attraction and retention, but will also translate into business efforts. Specific focus on our journey will be given to recruitment, governance and talent development as well as advancing the representation of women and underrepresented groups in senior level positions and on our Board of Directors in the next five years.

2019 marked the beginning of many activities and new partnerships to promote and advance these topics at Aptar.

Aptar is included in the SPDR® SSGA Gender Diversity Index Exchange-Traded Fund (ETF-SHE), which invests in US large-capitalization companies that rank among the highest in their sector in terms of gender diversity within senior leadership positions. Additionally, Aptar is partnering with best-in-class D&I partners for additional training via classroom as well as webinars and remote options.

Catalyst Partnership – Aptar as Champions for Change

To foster a diverse environment, Aptar has partnered with Catalyst, Inc. to support our efforts. Catalyst, Inc. is a global nonprofit working with some of the world's most powerful CEOs and leading companies to enhance the workplace. Through this partnership, Aptar will have access to resource topics including women leadership, unconscious bias, engaging male leaders in the workforce, workplace effectiveness and employee resource groups. In addition, Catalyst Inc. assists in developing our global strategy for Diversity and Inclusion.

We are proud to share that CEO, Stephan Tanda, is part of the #CatalystForChange initiative and is committed to gender equality, diversity and inclusion in the workplace. The Catalyst CEO Champions for Change initiative brings together more than 60 global senior leaders who are visibly supportive of diversity and inclusion by driving it in their organizations. As a company, Aptar has made strong organizational commitments and our CEO has made personal commitments to forward this movement.

In September, the Aptar Executive Committee attended a Diversity & Inclusion workshop led by Catalyst, Inc. The workshop agenda comprised of discussions and group work on such topics like defining unconscious bias, stereotypes, microaggressions and inclusive leadership behaviors. Additionally, the group shared personal stories and perspectives and came away with action plans for the next steps in our journey. We look forward to continuing our action plan as part of #CatalystForChange and making Aptar a more diverse and inclusive company.

By 2025, women leaders will account for 30% of our Global Leadership Team.

Recruit & Develop

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

People

Technical Education Center Opens in North America

As mentioned in our previous sustainability report, Aptar announced the creation of the Corporate Vocational University (CVU). This apprenticeship-like program is focused on manufacturing training and education to meet the challenges of finding skilled labor for manufacturing jobs. At Aptar, we believe that access to technically skilled workers is a precondition to reach operational excellence.

In October 2019, Aptar hosted a grand opening event for its new Technical Education Center (TEC) in Lincolnton, North Carolina, as a part of the CVU training program. The TEC was created to educate and train technical workers for Aptar's global network of manufacturing facilities and provides six- and twelve-month training opportunities for key manufacturing roles. The new center features the latest technology, machinery, tools and training equipment that is used to train 20-24 apprentices each year. During their apprenticeship, students will split their time between working at their local facility and attending courses at the TEC.

The first student Molding Set-Up Technician class began in the fall of 2019 and the students worked on manual material processing, mechanical basics and injection molding processes, along with a focus on environment, health and safety principles. The inaugural cohort contained a diverse mix of Aptar employees. The TEC promotes career advancement by providing education opportunities. Twenty-six percent of the trainees hailed from educationally underserved communities. This program is intended to expand to other Aptar facilities and countries in the coming years.

New Executive Leadership Program

A new executive leadership program, CAMPUS, was launched by Aptar Corporate University in 2019. This program complements the existing CASA program which allows for executive leaders and high potential employees to participate in continuous development via a three-part global training program. This program brings together a diverse mix of participants, selected by the Executive Committee, who will work throughout the year to use expertise from the external environment to look at the world in a different way bringing those ideas back to Aptar.

CAMPUS seeks to make leaders within Aptar more agile and open-minded by focusing on individual development under the guidance of Headspring, an executive development organization, working to help CAMPUS participants foster an outside-in perspective and encourage a culture of innovation. The first class of CAMPUS was launched in January 2020.

Updated Short-Term Incentive Program

In 2019, Aptar's Global HR Organization updated the short-term incentive (STI) program. This revised program is guided by Aptar's strategic priorities and compensation principles. Aptar's compensation principles align and support our near and long term focuses including talent strategies.

The objective of this new STI program is to further align variable pay with Aptar's performance targets, and promote employee engagement via more precise and relevant objectives. This revision streamlines our current compensation practices and provides increased transparency to all stakeholders on how decisions are made through clear communication of bonuses and performance through a global objective setting process.

Aptar's Compensation Principles:
- Engagement
- Accountability
- Alignment
- Simplicity
- Transparency

Leadership for Growth and Organizational Effectiveness

The third annual Leadership for Growth Employee Survey (LGS) was deployed in 2019. This survey, first launched to Aptar employees worldwide in 2017, helps to measure and evaluate performance and organization effectiveness development (OED) from an employee perspective. Similar to 2018, 78 percent of employees globally participated in the survey, providing a wealth of feedback and over 20,000 qualitative comments.

We renew our commitment to OED in 2020 based on continued feedback and eagerness to make Aptar a great place to work. Results from this most recent survey have once again allowed for Aptar to set focus areas and priority practices for OED activities and initiatives for 2020 and beyond. Aptar focuses on six main areas for the year. While these practices are a part of our Core Values, employees are encouraged to highlight these practices in daily business and are encouraged to find new ways to include them.

Through the current COVID-19 crisis we have empowered our employees to shift to OED activities and relationships that are more purpose driven, with a clear human focus, to rise to the occasion and instill our priority practices creatively in our day to day work. We believe our employees can inspire those around them, especially in challenging times. Over the past three years, we have learned a lot about ourselves as a company as it relates to OED and we believe the COVID-19 crisis has brought more awareness to the value of teamwork, communication and supportive leadership, among other principles.

In the future, we aim to leverage our knowledge and experience, take new action and focus in on vital action areas to become a more effective organization. Together, we will make a difference!

Engage & Empower

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

NORTHEAST ASIA – CHINA
Suzhou Participates in Women's Forum

The second annual Impact of Women in the Workplace Forum, organized by Lean In China, was successfully held in November. Over 150 participants including business executives, young leaders, working moms and entrepreneurs attended the event. Aptar Suzhou was a proud participant in the event with many employees attending.

SOUTHEAST ASIA – INDIA
Aptar Bravo Awards

To drive organizational effectiveness development (OED) to the grass root level of Aptar India, the Beauty + Home and Pharma teams created the Aptar Bravo Awards. This awards ceremony is designed to honor exemplary displays of Aptar Core Values, Rules of Leadership and Vision across functions. The ceremony brings together 250 employees dedicated to Aptar's values.

NORTH AMERICA – U.S.A, WISCONSIN
"Safety Starts with Me" Campaign

In alignment with Aptar's behavior-based safety program, employees in Aptar Mukwonago launched a safety campaign focused on personal commitment to safety for themselves and for each other. The vision is to empower employees to be leaders by identifying, reporting and correcting unsafe conditions and mentoring co-workers to reduce risk-taking and increase safe behaviors.

LATIN AMERICA – BRAZIL
Sites Launch "Café com a Liderança"

Café com a Liderança or "Coffee with Leadership," brings employees together in a relaxed and dynamic environment to establish and reinforce direct contact with the site's leadership and further integrate different business segments. This interaction strengthens the core values, leadership rules and OED at all Aptar sites in Brazil.

EUROPE – FRANCE
Town Hall on Diversity and Inclusion

In June, Aptar Louveciennes held a gathering with about 45 participants from various functions and levels of the organization to discuss mobility, dual career families, the significance of traditions and cultures, and ways to get to know each other better. The conversation sparked ideas to further progress in this area at the site and throughout Aptar.

EUROPE – UNITED KINGDOM
Aptar Leeds Celebrate Diwali

The Aptar site in Leeds celebrated the Diwali, or Festival of Lights, with their Hindu colleagues. In line with the traditional celebration the location decorated the site with many lights and traditional brightly colored decorations. Everyone had the opportunity to enjoy traditional samosa and Indian sweet 'Mithai' allowing for a sharing of cultures over traditional foods.

People

Promoting Safety and Well-Being

We have a network of global and regional Environmental Health and Safety (EHS) professionals that lead sites through EHS activity. This is coordinated within Aptar's Operational Excellence Pillar. We publish safety packages and host monthly performance review calls. EHS metrics and targets are used to drive progress and are integrated in to the personal objectives at various levels of leadership. Local leadership teams are accountable for EHS initiatives at their respective facilities, and all members of the local leadership team have begun to integrate safety metrics into personal goals and targets for the year.

Among other initiatives, a key focus area for the EHS pillar was to develop a global EHS Management System (EHS MS). This management system sets minimum standard requirements in key areas of safety and environment. Most importantly, we rely on individual employees to recognize their part in maintaining a safe and inclusive work place. Many Aptar sites around the globe have established safety committees or teams that work to improve safety at the site level and further establish safety culture.

Targets and KPIs

External
- **Year-over-year reduction** in lost time frequency rates (LTFR) and total recordable injury rates (TRIR) at each Aptar site globally.

Internal
- In addition to external targets, the global and regional EHS teams **track various other safety metrics**. These include behavior-based safety dialogues and ergonomic risk reduction for various tasks.

"We finished 2019 with a TRIR and LTFR reduction of nearly 25 percent, a direct result of the focus, attention to detail and dedication we have given to the safety efforts at all levels. We have outlined other focus areas, like management of change, ergonomics and chemical safety, to drive further improvements."

JOSEPH FRANK
GLOBAL DIRECTOR, EHS
OPERATIONAL EXCELLENCE

"In Latin America, our focus on behavior-based safety has turned all employees into leaders who take care of themselves and others. While there is still much more to come, I am very confident that we are positioned to make progress!"

EDGAR BRAS
EHS MANAGER, BRAZIL
LATIN AMERICA EHS&S PILLAR LEADER

"The implementation of the EHS Management System over the last two years has made a positive impact. Sites have seen significant improvements in safety performance due to increased awareness of workplace hazards and focus on employee engagement and empowerment. The dedication of our employees and management is making Aptar a safer place."

DAPHANE ROBINSON-WINFREY
EHS MANAGER, CARY CAMPUS

SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH AND WELL-BEING

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

People

Safety Accomplishments

At Aptar, all employees contribute to maintaining a safe and healthy environment for themselves and those working with them. At the site level, we have focused efforts to implement proactive and observational safety programs to reduce incident rates while supporting EHS Management System implementation. We finished 2019 with significant reductions in both total recordable incident rates and lost time incident rates. We have provided data on total recordable incident and lost time frequency rates by region in **GRI 403-2**. Please note that this data has not been externally verified.

As in previous years, we would like to call attention to the manufacturing sites that experienced zero lost time incidents in 2019:

- Ballinasloe (Ireland)
- Cajamar (Brazil)
- Cali (Columbia)
- Cary South (U.S.A)
- Crystal Lake Distribution Center (U.S.A)
- Eatontown (U.S.A)
- Jundiai (Brazil)
- Maringa (Brazil)
- McHenry (U.S.A)
- Midland (U.S.A)
- Stratford (U.S.A)
- Torello (Spain)

EHS Management System Updates

In 2017, initial requirements were drafted and published for Aptar's EHS Management System (EHS MS), a system setting global standards around key safety and environment topics. Each year thereafter, a new phase of these standards was released, with the Phase III topics introduced in December 2019. Through the year, sites worked on implementation and improvement of the EHS MS standards while developing action plans to address potential gaps. The Phase III draft documents were open for comments through year-end 2019 and have been distributed to sites and are in the process of being implemented at sites with the goal of full implementation by the end of 2020. Progress is being tracked by Regional EHS Pillar Leaders and the global team. More information about the EHS MS can be found in **GRI 403**.

Employee Engagement through Behavior-Based Safety Program

Mission Engage, Aptar's Behavior-Based Safety (BBS) program, is about showing each and every Aptar employee that they matter. 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.

Our goal at Aptar is to provide a safe workplace and to send every Aptar employee home, each and every day, injury free. The initials "ME" of the Mission Engage logo serve as a visual cue for the importance of employee engagement and communication, both critical to the success of a BBS program.

Through this program we encourage our employees to:
- Speak up if they see an unsafe or at risk behavior
- Help each other identify risks by encouraging open and transparent conversations
- Ensure we follow through with feedback and actions when appropriate.

COVID-19 and Employee Health and Safety

The health and safety of our employees has always been our priority; the COVID-19 crisis made it even more of a focus. Since early January 2020 , Aptar has been faced with the developing coronavirus pandemic first in our Asia sites and now throughout our global operations. Internally, we have formed Global and Regional coordination teams to implement policy and procedure modifications, monitor current communications and to evaluate global and site-specific risks and procedures. These teams helped sites create exposure control plans that incorporate site level crisis management teams and the development of detailed workplace practices. Those who can work remotely are, travel between sites has been limited, sanitizing procedures have increased and clear guidelines to monitor cases have been implemented.

Tracking of COVID-19 suspected or confirmed exposure is being tracked in EHStar, Aptar's digital solution for EHS management, allowing for prompt notification to all relevant Aptar members. In addition to COVID tracking, EHStar helps us manage our EHS Management System implementation and tracks safety and operational eco-efficiency metrics.

MISSION ENGAGE

Circular Economy

The activities of this pillar are managed by the Global Sustainability organization and the Global Product Sustainability Team. By working together to understand the packaging sector and the landscape of circular economy principles, these groups are influencing and advocating for circular innovation and application. Following the guidance and targets set by the New Plastics Economy Commitment though the Ellen MacArthur Foundation, the Global Product Sustainability Team is taking a deeper look into Aptar's product portfolio to set a path towards more circular products. We believe we can improve what we measure and have collaborated on a few projects in the circular economy space including:

- Leading a recyclability work group with Ellen MacArthur's CE100 Network
- Piloted **Circulytics**, a tool from the Ellen MacArthur Foundation that helps companies assess their circularity
- Worked in partnership with **WBCSD** to develop **Circular Transition Indicators** (CTI), a quantitative framework providing insights into circular performance for use with internal stakeholders and key decision makers
- Piloting the Social Organizational Life Cycle Assessment (SO-LCA) methodology with the United Nations Environment Programme
- Developing a Water Circularity tool with WBCSD

Our learning is informing our own targets and initiatives.

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. Aptar aims to understand frameworks around the circular economy and leverage our expertise in collaboration towards a more circular packaging industry.

Targets and KPIs

External

- **Beauty + Home and Food + Beverage products will be 100 percent recyclable, reusable or compostable by 2025.** As a signatory, this target aligns with the guidelines and target set as a part of the New Plastics Economy Global Commitment via the Ellen MacArthur Foundation.

Internal

- With the baseline measurements from the circularity tools, we are **developing targets to ensure year-over-year improvements** in both product and business circularity.
- We have developed **training modules to educate Aptar employees** about circularity topics.

"The results from our most recent materiality assessment show that it is important to Aptar stakeholders that we help lead and capture the value of a transition to a socially inclusive, low-carbon, circular economy. Managing our business responsibly is critical to maximizing long-term value."

TAYLOR PRICE
GLOBAL MANAGER
EHS & SUSTAINABILITY

"In 2019, the Global Sustainability Team worked to increase collective knowledge on the circular economy, learning from external partner organizations. Moving forward the team is working to educate employees on sustainability and circular economy topics."

WEN ZHANG
GLOBAL SUSTAINABILITY SPECIALIST &
ASIA SUSTAINABILITY LIAISON

SUSTAINABLE DEVELOPMENT GOALS

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Circular
Economy

Sustainability Academy in Aptar Corporate University

In conjunction with Aptar Corporate University, the Global Sustainability Team is working to create an online Sustainability Academy. The goal of the Sustainability Academy is to improve visibility of the global sustainability strategy though focused online training. There has been a need to further engage employees at all levels of the organization on sustainability topics and to show the interconnection of employee initiatives and sustainability performance.

The training modules will focus on general awareness for our global employees, but will also feature specific trainings on the circular economy, energy management, life cycle thinking product stewardship and greenwashing avoidance. Further development of the Academy is happening this year with some modules scheduled to launch by year-end 2020.

In advance of the launch of the Academy, we provided an overview of greenwashing avoidance to more than 250 employees during a Commercial Excellence event.

Aptar Participates in Sustainable Business and Social Impact Conference

The Duke University Fuqua School of Business hosted its 14th Annual Sustainable Business and Social Impact Conference (SBSI) in February of 2019. This student-led conference explores opportunities, challenges and successes in social impact and sustainability. In 2019, the conference brought together attendees from all sectors to discuss innovation, new business models, partnerships and ideas to create positive and sustainable change with the theme "Impact is everywhere".

Aptar's Taylor Price participated on a panel titled "Circular Economy and Plastics: Innovations for Consumer Goods". The panel examined the challenges and opportunities for businesses as they transition from a linear, take-make-waste model to a more circular model. Aptar believes that the packaging industry must be circular with repeatable and positive effects and on the panel discussed our work to innovate within the packaging sector. Along with Aptar, the panel gathered sustainability representatives from Cotton Incorporated, Newell Brands, HP Inc. and non-profit organization, Don't Waste Durham.

Aptar Leads Circular Recycling Project

Aptar is leading a collaborative working group as a part of our CE100 membership that will provide insight on how to implement circular innovations in the packaging recycling process. The CE100, sponsored by the Ellen MacArthur Foundation, provides a pre-competitive platform to learn, share and put into practice ideas about the circular economy. Aptar joined the CE100 in May 2019.

As a part of this project, Aptar and other member companies are working to analyze package recycling at the end of consumer use. The long-term ambition of the project is to understand what changes need to be made upstream as companies continue to consider recycling in product development and learn about barriers to recyclability. Currently in the first phase, the project working group is identifying packaging representing the beauty, home, personal care and beverage markets. The group will map the current end of life process of the packaging in multiple global cities, and document the collection, sorting and recycling of the products to understand what really happens to a product after the consumer phase.

In collaboration with the CE100, the group aims to take a systems perspective to improve recycling rates in practice and at scale. The outcomes of the project will be shared and promoted throughout the recycling chain to protect the environment and promote the circular economy.

Collaborating to Advance Circular Economy Metrics

In January 2020, the Ellen MacArthur Foundation launched Circulytics, a new tool to help companies assess, in a quantitative way, how circular they are. Aptar was one of 30 companies that participated in the pilot in 2019. Due to this collaborative effort, Circulytics is now one of the most comprehensive circularity measurement tools in the world. Using data collected from participating companies coupled with insight and analysis from the Foundation, the tool enables companies to focus on opportunities for innovation and track progress on the circular economy.

In addition, Aptar partnered with 26 fellow member companies of the WBCSD to develop an additional quantitative framework for circularity. The project, Circular Transition Indicators (CTI), provides additional insights into circular performance while creating a common language to use with internal stakeholders and key decision makers in organizations and sectors of all sizes. This framework helps companies measure and calculate circular performance as well as how risks and opportunities can be identified, used and monitored. Aptar presented our work with the WBCSD on a panel at the GreenBiz20 event in February of this year.

We look forward to continuing this work with our partner organizations in an effort to transition from a linear to a more circular plastics economy.

Aptar | Corporate University

CIRCULYTICS™
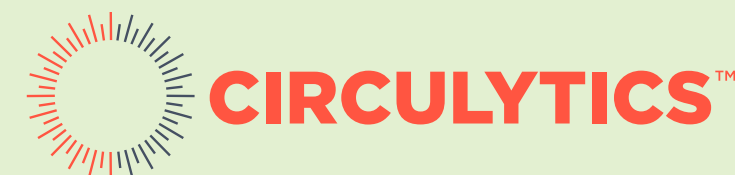
Aptar Named on Responsible and Sustainable Companies Lists

Aptar has again been named one of *Barron's* 100 Most Sustainable Companies in America. Aptar is number 48 on the top 100 list for 2020 and this marks the second time Aptar has been included on this esteemed list which evaluates the 1,000 largest publicly held companies by market capitalization.

In addition, Aptar was named one of "America's Most Responsible Companies 2020" by *Newsweek*. *Newsweek*, in partnership with Statista, one of the largest statistics database companies worldwide, evaluated America's Most Responsible Companies based on key performance indicators covering topics such as Environmental, Social and Governance (ESG), published sustainability reports and along with survey results from 6,500 U.S. citizens.

We are extremely proud and honored to be recognized for our efforts to make Aptar an even more sustainable, socially responsible and inclusive company.

Aptar Hosts Cross Segment Innovation Summit in Silicon Valley

"Disrupt or be disrupted" was one of the key themes of the 2019 Aptar Innovation Summit in Silicon Valley, California. During the Summit in June, about 100 Aptar employees gathered to listen to guest speakers, take part in activities and open their minds to anything and everything innovative. The Summit began with a business review and update from the Executive Committee and an "Aptar Innovation Exposition" where product development teams presented Aptar's latest and greatest innovations through posters, videos and hands-on product demos.

Participants of the Summit were able to visit the various innovation centers in California to learn how other businesses and start-up companies approach the innovation process. Aptar participants were given a chance to test their innovation skills with a team pitch challenge based on a new product idea created with information they learned during the week. Awards were given for the best and most unique pitches.

CEO Participates in Future of Packaging Panel

Held in May 2019, The Future of Packaging Conference focused on trends of sustainability, value creation and global packaging opportunities. The conference was an opportunity to network and share our collective knowledge on sustainability in the industry. As a company, we believe that it is critical to be part of the solution to the plastic problem our world faces today and are committed to networking with other thought leaders to address this issue.

The conference featured a panel discussion with thought leaders and executives from companies all along the plastics value chain. During the panel discussion, Aptar's President and CEO, Stephan Tanda, highlighted the benefits of Loop, a circular shopping platform that transforms the packaging of everyday essentials from single-use disposable to durable, and discussed Aptar's sustainability efforts.

Aptar Collaborates on Certified Recycled Plastic

Through collaboration, Aptar and SABIC, a global leader in the production and distribution of polymers and thermoplastic materials, have pioneered the use of a new plastic resin made with an innovative chemical recycling technology. The resin, supplied by SABIC, was presented at Aptar's Global Supplier Summit in April 2019 as an opportunity for collaboration. This resin is compliant for use as packaging for both food and cosmetics while being of equal quality to conventional plastic visually and in use. Through this partnership, Aptar created the world's first recycled plastic beauty packaging that is certified by International Sustainability and Carbon Certification (ISCC) standards.

This "regenerated plastic" is used in the relaunch of REN Clean Skincare's best-selling moisturizer, EVERCALM™ Global Protection Day Cream. Experts in airless packaging at Aptar's plant in Villingen, Germany, were tasked with developing the packaging using this new circular certified plastic. In addition to developing and manufacturing the packaging, the Villingen site received the ISCC PLUS certification, which guarantees the traceability of the raw materials and validates the reduction of conventional material use for this innovation. The bottle for the REN package is recyclable at end of use and has been approved for recyclability by the Technical Committee for the Recycling of Plastic Packaging (COTREP).

In an effort to be more inclusive of all cultures, we are incorporating the term "conventional" in place of "virgin" to describe newly-extracted fossil-based resins.

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 to meet customer and consumer needs.

This pillar is led by the Global Product Sustainability Team, formed in 2018 as an extension of Aptar's Innovation Excellence organization. This team works to define strategy related to sustainable products and act as the engine of the strategy throughout Aptar using a cross-segment and cross-regional approach. The global team meets regularly to provide guidelines and support to stakeholders while working to explore new technologies around materials, recycling and design. In addition, Regional Product Core Teams also meet regularly to execute strategy and explore regional initiatives all while supporting Aptar's sales, marketing and operations teams. Monthly strategy review updates are given to an internal steering committee and to the Executive Committee.

Targets and KPIs

External

- Aptar is committed to achieve **10 percent recycled content by 2025** for our dispensing solutions for the beauty, personal care, home care, food and beverage markets. This is an evolving target due to the limited availability of material suitable for our markets because of regulatory constraints and customer policies.

- Beauty + Home and Food + Beverage products will be **100 percent recyclable, reusable or compostable by 2025**.

Internal

- We are **tracking our ability to trial, produce and market products** made with Post-Consumer Recycled Resin.

- We are tracking resin conversion as it effects our Scope 3 emissions and science based targets.

"On behalf of consumers, we have a responsibility to phase-out substances of very high concern contained within our products. We are collaborating intensely with stakeholders to ensure our chemical safety measures also meet desired quality standards."

MARTIN FOE
SENIOR MANAGER
REGULATORY AFFAIRS

"Aptar's approach to recyclability starts with identifying and analyzing materials of our current product range. Today, our priority is to innovate to transform our technologies to fully recyclable and mono-material solutions which can mean a new design."

SABINE BOUILLET-LUBOT
GLOBAL BUSINESS
DEVELOPMENT DIRECTOR
PERSONAL CARE

"Investigating ways to incorporate more sustainable material like post-consumer recycled resin into our products remains a priority focus for the Global Product Sustainability Team. Innovation and collaboration is essential to creating sustainable product solutions."

CHRISTOPHE MARIE
DIRECTOR PRODUCT SUSTAINABILITY
INNOVATION EXCELLENCE

SUSTAINABLE DEVELOPMENT GOALS

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

14 LIFE BELOW WATER

15 LIFE ON LAND

Design for Sustainability

Improving Life Cycle Assessment Capabilities

Aptar uses Life Cycle Assessment (LCA) methodology to identify and quantify the environmental impact of our products and processes along different life cycle phases. As a company, Aptar has conducted more than 70 product level LCAs to assess our differing product families. Additionally, Aptar collaborates with customers to complete LCA analysis of full packaging, leading the way to development of more sustainable product offerings.

In 2019, the Global Product Sustainability Team supported 24 new LCAs focused on comparative analysis, product design, recyclability assessment, new production processes and to support key customers. A major part of the assessments completed last year allowed for results to compare of the overall carbon footprint of using recycled resin. Reducing carbon impact is important to our customers and understanding these impacts have allowed Aptar to improve the design of products made with post-consumer recycled resin and bio-based resin. Aptar highlighted this effort in our 2019 response of the CDP Supply Chain questionnaire.

During 2020, Aptar is piloting and applying the revised "Guidelines for Social Organizational LCA" within our process. 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 sociological aspects in addition to environmental aspects. As a part of this pilot test, Aptar is on track to be the first company within packaging sector to implement the new Social Organizational LCA Guidelines.

Eco-Design Tool Development

In 2020, our Aptar teams are working to enhance our Life Cycle Assessment (LCA) functionalities with an improved Eco-design tool. With the goal of helping product designers who face questions about how components flow through the recycling and waste stream, the improvements allow for a more detailed view of product end of life. This enhanced tool now integrates LCA methodologies with recyclability assessment and material circularity indicators to measure how circular a product is.

In addition, a section was added that integrated further details to complete a recyclability assessment of the full packaging. The tool allows for the option to select waste treatment scenarios for different regions to better understand regional differences that can impact the end of life of a product.

Having improved functionality within this tool creates a deeper understanding of our products, end of life impacts and how to better design for sustainability.

> "We have been designing products for sustainability for many years, but it is great to have tools from partners like WBCSD and the Ellen MacArthur Foundation to help measure our progress from one product generation to the next."
>
> **NANDO CUTARELLA**
> DIRECTOR EHS & SUSTAINABILITY
> BEAUTY + HOME EUROPE

Solutions Spotlight

Aptar Food + Beverage Receives Two Envase Estelar Awards at the Food Technology Summit

In November, The Association of Packaging and Labeling Mexico announced the winners of the 2019 Envase Estelar Award at the Food Technology Summit. Aptar received an award in the Food category for its new closure, Tapered, a lightweight solution for inverted packaging. Aptar also received an award in the Beverage category for the Light Original Sport Cap. This closure brings convenience and drinking comfort to beverage bottles and helps to improve shelf presence.

Aptar Receives the "Formes de Luxe 2019" Award for Best Innovative Dispensing System

This award celebrates packaging innovation in the luxury sector. Aptar was recognized for the new Avène Solaire Spray, a packaging solution developed together with Pierre Fabre. This solution brings an innovative on/off system around the Aptar's PZ pump, offering a packaging solution that reduces the number of components in the cap and the overall weight of the product.

Aptar Pharma's Freepod® Nasal Spray Device with GlaxoSmithKline's Otrivin® Wins prestigious WPO WorldStar 2019 Award

Aptar's patented Freepod®, a multi-dose preservative-free nasal spray pump, with GlaxoSmithKline's Otrivin® was recognized by the WorldStar Awards jury for its sustainability impact at the World Packaging Organization (WPO) 2019 WorldStar Packaging Awards ceremony. This award recognizes the continual advancement and excellence in packaging design and technology, and is considered to be one of the most prestigious international packaging awards events.

Aptar CSP Xcelerate Obtains Innovation Award from Pharma Manufacturing

Xcelerate combines Aptar CSP's ground-breaking active packaging with technology from FreeThink Technologies, a contract research organization with expertise in stability. Xcelerate services are designed to significantly condense the active package design, testing and implementation process — often by months and the comprehensive, hands-on approach includes capabilities to produce clinical trial and stability samples, regulatory support and consulting and testing during commercial implementation.

Resin Conversion

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

Solutions

Collaboration with Universities Furthers Progress

Colleges and universities across the globe play a major role in understanding the latest developments and methodologies within all areas of research. In 2019, Aptar partnered with a European university to further understand research on bio-materials. With teams who have a high level of knowledge and expertise on material characteristics and processing, the university leverages research to expand the field. Through this collaboration the Aptar Product Sustainability Team has been able understand different applications of bio-materials. In conjunction with this partner, Aptar is utilizing capabilities to identify and assess a new generation of biomaterial with the potential to efficiently replace traditional resins.

Aptar processes have also been the focus for student doctoral research in Life Cycle Analysis (LCA) over the last four years. This work looked deeply at methodologies to assess the environmental impacts of organizations. Through this research, improved processes and methods have been tested and implemented across Aptar sites.

With university partners in many regions, Aptar can learn from and develop top talent while expanding knowledge on relevant topics. We look forward to future collaborations with universities in our communities.

We have committed to achieve 10% recycled content by 2025 in our dispensing solutions for the beauty, personal care, home care, food and beverage markets.

Recycled and Recyclable Caps for Laundry Detergent

Aptar is proud to work towards creating top quality solutions that reduce negative environmental impacts. Through 2019, Aptar Beauty + Home teams in Europe pushed boundaries of sustainable solutions while working on the development of colored closures made from 100 percent recycled Poly Propylene (PP) material that is also designed for recycling at the end of life. Created in partnership with Ecover, a European market leader in sustainable household cleaning products, these new closures have been rolled out on the brand's relaunched range of biodegradable laundry detergents.

The new material selected for this launch enabled the creation of closures in an array of light and transparent colors which was not previously possible with conventional post-consumer recycled (PCR) materials. More than just a color and functionality innovation, the new colored PCR caps deliver a reduction in CO_2 emissions compared to traditional color matched closures. A lifecycle assessment of the new PCR closures reveals a 30 percent reduction in CO_2 emissions compared to caps made from conventional PP plastic.

Aptar China Launches Eden-X PCR

Around the globe Aptar product development teams are working to replace conventional resin with recycled resin within the value stream. Aptar China continues to work on expanding the use of PCR resin and furthering a circular economy. In August of 2019, Aptar China proudly presented Eden-X, a new innovation made from post-consumer recycled (PCR) resin at the China Plastic & Rubber Journal packaging conference in Shanghai.

Following detailed research and validation, a PCR resin supplier was chosen to qualify the components of Eden-X products including the actuator, locker and collar made from 50/50 blend of Virgin Poly Propylene and PCR Poly Propylene. The PCR resin used for Eden-X is suitable for mass production and meets requirements of material testing from the United States Food and Drug Administration (FDA). This launch is aligned with Aptar's New Plastics Economy Global Commitment targets.

Products made from PCR resin helps not only Aptar, but our customers, to achieve their sustainability goals and commitments.

100 Percent PCR Stock Closures Launched in North America

In an effort to support a circular economy, Aptar's Beauty + Home North America region worked to convert our locally-produced stock black closure portfolio to post-consumer recycled resin (PCR). In 2019, teams in North America qualified the stock product range in PCR and secured a reliable supply of material from a trusted and high-quality supplier. The PCR line up is solely manufactured in local facilities to allow close control over the source of the FDA-approved materials.

Launched in January 2020, the closure portfolio, offered in 50-100 percent PCR, is the largest offered on the market, with a variety of snap tops, tube tops and disc tops available for use across beauty, personal care and home care applications. This launch deepens the commitment to create reusable, recyclable, recycled or mono-material product solutions that meets the high level of quality expected by the industry. For every one million pieces of these stock closures converted from conventional resin to PCR, Aptar helps to eliminate 15,000 pounds of conventional material from the supply chain. We are hopeful that our customers will join us as we work to reduce the impact of plastic waste in the value chain.

Solutions

Expanding Knowledge of Reuse Models

The product sustainability strategy is embedded as a strategic priority and is led by the Global Product Sustainability Team. In 2019, the team worked to further understand packaging reuse models. Aligned with the Ellen MacArthur Foundation's New Plastics Economy Commitment, Aptar products in the beauty, personal care, home care, and food and beverage markets will be recyclable, reusable or compostable by 2025. Knowledge of reusability and consumer trends is important to understand when working on the development of new products and potentially adapting existing products to be suitable for reuse.

In 2019, a team of cross-functional experts worked to define possible roadmaps for reusability within Aptar's product sustainability strategy. This working group assessed the impact of reusable products on the value chain, potential opportunities for reuse models and analyzed the consumer market and regulatory landscape. Life Cycle Assessment was also used to better assess differing reuse models. Through the next few years, this group aims define a reusable products and services strategy for Aptar products globally.

Collaboration to Design Reusable Lipstick Tubes

In 2018, Aptar acquired Reboul, a company specialized in metal packaging, particularly for prestige cosmetic and beauty applications. Reboul has been manufacturing for brands since 1921 and are well-known as experts in the field of innovative lipstick mechanisms. This knowledge of the industry coupled with the desire to design for reuse, made way for the idea of a refillable lipstick tube designed for Lush, a socially and environmentally conscious cosmetics brand, looking for a lipstick solution that reduced waste.

Every year, 800 to 900 million lipstick tubes are sold worldwide, most made from a mix of materials that are difficult to recycle and are rarely able to be reused. Aptar's reusable lipstick tube solution is made in aluminum and brass, 40 percent of which is recycled material. In addition, the tube is not mixed with any plastic and has been designed to be fully refillable for consumers and recyclable at the end of its long life. Lipstick refills can be purchased and are inserted into the base of the tube until the next product refill is needed giving consumers a new way to use make-up with minimal waste.

Visiting Material Sorting Facilities to Better Understand Recycling

To better understand the recycling system, end of life impacts of packaging and how recycled materials are produced and controlled, members of Aptar's product sustainability team have visited material sorting facilities. These material recovery facilities receive inputs from household recycling and separate and prepare the materials for output, which is then sent to recycling plants for transformation into post-consumer recycled material. During these visits the team had the ability to better understand the processes, ask questions, and compare regional differences.

Compatibility of our products is a key element within the recycling process and is an Aptar responsibility. Gaining a firsthand look at collection, material separation, and optical sorting of packaging has helped to further understanding of the full recycling process, allowing our product teams incorporate design for recyclability principles into new product solutions while also allowing for assessment of our existing products.

PureCycle – A Strategic Partnership

PureCycle's ground-breaking, patented recycling process, developed and licensed by Proctor & Gamble, separates color, odor and other contaminants from plastic waste feedstock to transform it into resin with virgin-like properties. This process closes the loop of the reuse of recycled plastics while making recycled plastics more accessible at scale.

In September 2019, Aptar announced a partnership with PureCycle Technologies, to prepare for the introduction of PureCycle's Ultra-Pure Recycled Polypropylene (UPRP) into dispensing applications. Aptar has access to the UPRP resin for testing and will make recommendations and propose solutions to help customers achieve their sustainable packaging goals. Aptar is well positioned to help its customers achieve their own objectives, many of which are to achieve packaging that is 100 percent recyclable or reusable by 2025.

Over the next three years, Aptar, will collaborate with and provide critical feedback to PureCycle regarding the transformation process of its UPRP. In addition to providing detailed feedback, Aptar will play an integral role in helping PureCycle prepare for the food grade requirements in Europe. This partnership further reinforces both Aptar and PureCycle's commitment to supporting and furthering a circular economy as this partnership will help to identify more opportunities for a circular product life cycle.

Aptar B+H and F+B products will be 100% recyclable, reusable or compostable by 2025, as aligned with the New Plastics Economy Global Commitment.

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 continue to work to actively reduce greenhouse gas emissions, source renewable energy and minimize waste, we aspire for our processes to give back more than they consume.

The Global Sustainability organization sets strategy and helps to guide regional and site-level activity around eco-efficiency topics like energy, water and waste. Support and partnership from internal manufacturing, engineering, information systems, finance and other key groups are essential to progress. The Global Sustainability Team also manages a dedicated Energy Management Strategy with a detailed roadmap for Aptar globally. This roadmap defines a strategic plan for energy efficiency, optimization and renewable energy within all levels of the organization. When sourcing renewable energy, the Global Sustainability organization works with Aptar's global Purchasing teams.

Targets and KPIs

External

- **75 percent of Aptar sites will run on green electricity by year-end 2022**.
- Aptar has **established emissions targets** consistent with limiting our contribution to global temperature increase to well below 2°C by year 2030, as aligned with the <u>Science Based Targets initiative</u>
- At year-end 2020, **53 percent of Aptar sites will be certified as Landfill Free** via our internal certification program, which is based on the Zero Waste International Alliance protocol.
- We are currently **defining our water roadmap** to reduce consumption and minimize the risk of water stress.

"Aptar has achieved ISO 14064 Certification for our energy and greenhouse gas emissions management. With this achievement, we boost the reliability and credibility of our sustainability performance."

MICHELE DEL GROSSO
GLOBAL SUSTAINABILITY
PROGRAM MANAGER

"Our manufacturing sites have the responsibility to operate with respect to our employees, communities and the environment. Global and local leadership play a critical role in Aptar's operational success."

KELLY GRISSOM
DIRECTOR OF OPERATIONS
APTAR LINCOLNTON

"Bringing metrics and data to a visible level within the organization is important as Aptar works to improve global operational performance. Integrating EHS & Sustainability metrics into our existing platforms increases awareness and progress towards goals."

ILARIA SPINAZZOLA
MANAGER, OPERATIONAL EXCELLENCE,
MANUFACTURING

SUSTAINABLE DEVELOPMENT GOALS

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

Operations

Progress on the Energy Roadmap

Throughout last year, Aptar developed an energy roadmap with objectives and targets for energy management through 2025. This plan identifies four focus areas specific to energy management and set targets toward each. The main goals of the roadmap include:

- **Increasing** energy efficiency for our core processes
- **Implementing** green building principles
- **Investing** in clean energy technologies
- **Implementing** more advanced energy monitoring
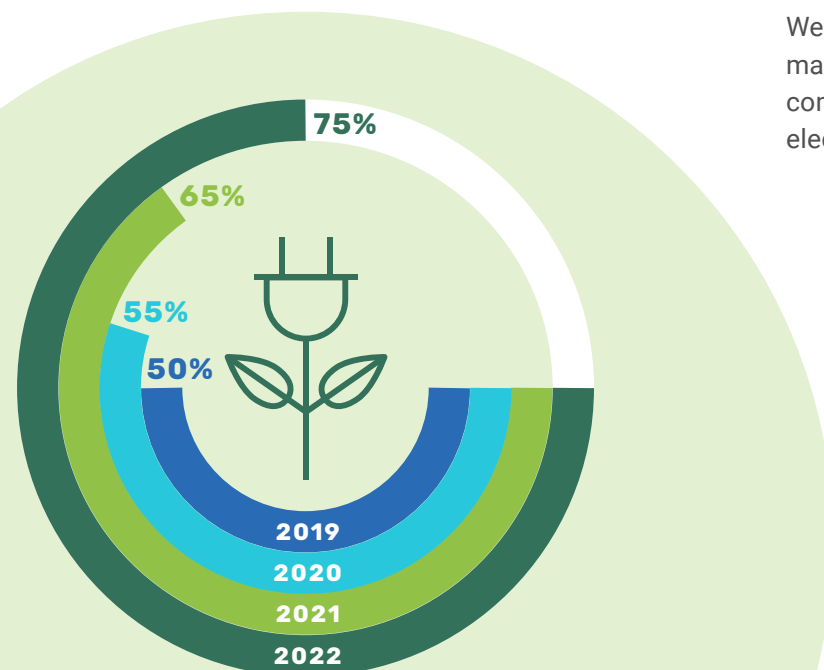
75%

65%

55%

50%

2019
2020
2021
2022

In 2019, renewable energy purchases accounted for 57 percent of our total electricity consumption. We are on track to achieve our target of **75 percent by 2022**. As part of our science based targets, we are investigating power purchasing agreements beyond 2022.

Progress on Renewable Energy

Aptar made progress on our renewable energy targets in 2019. In total we covered 57 percent of our total electrical energy consumption from renewable sources, surpassing our 2019 target to source 50 percent of our energy from renewable sources. Our progress was made possible through purchasing green energy in Europe though the Guarantee of Orgin system and in North America as purchases Renewable Energy Certificates. These purchases accounted for 316 gigawatt hours (GWh) of electricity and are linked to wind, solar and hydropower.

We look forward to sharing more about our energy management plans as our roadmap unfolds in the coming years. For more information on renewable electricity please see **GRI 302** and **305**.

In 2019, we reduced both our absolute and intensity Scope 1 + 2 emissions by more than 50% compared to 2018.

Progress on Landfill Free

Aptar's internal Landfill Free (LFF) Program was one of the first established operational eco-efficiency programs. Based on the Zero Waste International Alliance protocol, this internal program has helped improve operational eco-efficiency since 2013. To obtain and maintain LFF 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 2019, 43 percent of Aptar facilities had achieved LFF certification. Additional sites finalized recertification audits in early Q1 2020, bringing the total to 51 percent LFF certified sites. See **GRI 306-2** for more information.

The Landfill Free 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 sustainability efforts. Recycling and reuse help to lower emissions associated with landfills and ensures compliance with waste management regulations.

In 2019, Aptar Landfill Free sites recycled more than 97 percent of their operational wastes.

We are currently working with global partners to enable this program in North and Southeast Asia, where recycling opportunities and waste tracking processes are less available.

Metrics Tracking and Reporting

During the last three years Aptar's Global Environmental, Health, Safety and Sustainability organizations have been focused on delivering software solutions to support key Aptar strategies. The teams are dedicated to implementing solutions in our global EHS and Sustainability system – EHStar. In 2019 the team's focus was metrics for operational eco-efficiencies. Project objectives included Landfill Free certification management, waste management, energy consumption and carbon emissions reductions, and water consumption management.

Through 2019, in collaboration with the Aptar Information Systems organization (IS), Global EHS and Sustainability teams worked together to improve the digital Landfill Free metrics module in our EHStar system. The new module functionalities, which have been more customized to align to Aptar needs, enable sites to track their wastes with a new layout, provides a user-friendly interface for data entry and simplifies the calculation of metrics. It also helps sites that are not yet certified understand how closely they are progressing toward certification.

We are continuing collaboration with the IS organization to develop additional reports that will offer visibility to our eco-efficiency performance. Measuring and monitoring these trends will help us to adjust where necessary and maintain accountability of our environmental responsibility.

In 2019, Aptar's Landfill Free certified sites recycled more than 97% of their operational wastes.

YEAR	POUNDS RECYCLED
2016	402,848 lbs.
2017	828,297 lbs.
2018	980,614 lbs.

Energy Savings

Commitment to Science Based Targets

In 2018, Aptar committed to the Science Based Targets initiative and is currently one of the 870+ companies taking science-based climate action. This Initiative (SBTi), in collaboration with CDP, the United Nations Global Compact, World Resources Institute and the World Wildlife Fund, works to increase the transition to a low carbon economy though deliberate and scientific data driven goals and metrics. The goal of a science based target (SBT), is to ensure that greenhouse gas emission reduction targets are in line with the latest climate science. Currently, SBTs are aligned to meet the goals of the Paris Agreement, meaning these targets are set at the level that is required to keep global temperature increase within 1.5 to 2°C compared to pre-industrial temperatures.

Since our commitment, we have worked to map our direct and indirect greenhouse gas emissions and submit a draft target to the SBTi. Through this process an in-depth analysis of indirect value chain emissions have been assessed with a pilot study in order to understand significant emissions sources. In 2019, we developed an ISO 14064-1 compliant management system to map our global Scope 1, 2 and 3 emissions. Our formal plan was submitted in 2020 and we are awaiting validation from SBTi. These targets will reduce our greenhouse gas emissions related to both direct and indirect activities in alignment with the science-based approach.

> Aptar has developed emissions targets consistent with limiting our contribution to global temperature increase to well below 2°C by year 2030.

ISO Certification for Energy and Greenhouse Gas Emission Reporting

Aptar undergoes data assurance annually as part of our sustainability reporting. This data assurance process allows for consumption of electricity, fuel oil and natural gas, and renewable energy purchases to be verified for accuracy and completeness by an external organization. This verification is important as it proves accuracy of Aptar's annual corporate sustainability report and CDP responses, as requested by key stakeholders like our customers and investors.

In past years we have achieved a "limited assurance" statement which verified the accuracy of carbon emissions and associated absolute energy (electricity, fuels, natural gas, refrigerants). This year we added a process to assure emissions associated with raw materials, travel and the shipment of our products. During the assurance, emissions data from each individual Aptar site is reviewed and there are a select number of sites who undergo site-level audits. Also new this year is the ISO 14064 certification for energy and greenhouse gas emissions accounting and reporting.

Having reliable systems helps us understand consumption, set appropriate targets and monitor progress. Our current and previous sustainability reports and data assurance statements can be found the Aptar website.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Aptar Suzhou's "One Roof" Project

In China, Aptar Suzhou is working on a project to consolidate existing operations under one roof. The nine production buildings and warehouses will be brought together into one facility. This will improve productivity, by creating a brand-new working environment for employees and customers, but it will also help the site save and reduce energy through modernization and better energy management. This project is important for long-term business growth in China and the Asia Pacific region and is scheduled to be completed near year-end 2022.

Peak Energy Management Begins in Germany

In Germany, like much of the world, manufacturing facilities, are major energy users. Because of this, it is in the best interest of both manufacturers and the local utility provider to use energy as efficiently as possible. The Aptar site in Freyung, in collaboration with the utility provider, uses peak load management to lower energy consumption by using a battery-diesel hybrid system. When demand for energy is high, during the peak, the site is able to run from this alternative battery source. This allows the grid to shift demand to other local homes and businesses allowing for energy to be distributed more evenly. The project is supported by partnership with an organization who has a strong experience with peak load management and its applications. Continuing into 2020, this is a priority project for the Freyung site.

Earth Week 2019

Global Focus on Water

Earth Week was celebrated around the world from April 22-26, 2019. Annually, we encourage local teams to sponsor activities in order to continue the Aptar tradition and achieve collective global impacts. In 2019, at least 45 Aptar locations hosted events to promote environmental awareness. In 2019, Aptar's Earth Week theme was Water Stewardship and sites were encouraged to host activities with a focus on water and marine life. In addition to site specific Earth Week celebrations, the Global Sustainability Team hosted a global Earth Week individual activity. Employees at all sites were invited to participate in a voluntary three-part awareness training entitled "Water for the 21st Century." Employees from across the globe participated in the training, representing all Aptar regions. This training improved employee awareness on water stewardship, water-related risk management, and how to build better community relations through shared watershed governance.

Aptar India
SOUTHEAST ASIA

At Aptar sites in India, over 300 employees participated in water conservation activities and the annual Earth Week tree planting in the local community.

Latin America

Throughout the Latin American region, increased focus was given to the protection of marine life. Local environmental groups visited the site to educate employees on the impacts ocean waste on the ecosystem. Employees promoted the use of reusable cups rather than disposable ones.

All Latin America sites were recognized for outstanding achievements during Earth Week 2019 by Aptar's Global Sustainability Team. A donation was made to the Ocean Conservancy in their name to celebrate this achievement. This non-profit advocacy organization works to create policies that protect marine habitats, reduce human impact on ecosystems and restore sustainable fisheries.

Aptar Midland
NORTH AMERICA

In Michigan, U.S.A., a variety of activities were hosted throughout the week in an effort to reduce waste in the natural environment that could pollute local waterways. The site collected plastic bags and electronics for recycling and also made donations to local charities.

Aptar Ckyne
EUROPE

In the Czech Republic, the Ckyne site hosted a public environmental education series. This series taught children in the local community to care for Earth's natural resources.

Supporting Our Communities

NORTHEAST ASIA
Aptar China Supports Green Classroom

In September, Aptar China celebrated the Mid-Autumn Festival with friends and family by donating 35 computers to children in underdeveloped, rural areas of the country. The donation helped protect the environment by mitigating electronic waste, while delivering technology to students and providing increased opportunities for learning.

SOUTHEAST ASIA
Continued Support of the Vatsalya Foundation

Since 2010, Aptar has worked to support The Vatsalya Foundation, an agency working with children in Mumbai, India to work towards their holistic development and promoting lasting social change. During the 2019 annual visit, the Aptar Executive Committee, along with employees participating in the CASA leadership program, shared a day filled with games and outdoor challenges bringing joy to all involved.

NORTH AMERICA
Support for Annual Skyrise Event

Aptar Crystal Lake, McHenry and Cary locations teamed together to climb 2,109 steps up Chicago's iconic Willis Tower in support for the Shirley Ryan AbilityLab, the global leader in physical medicine and rehabilitation for adults and children with the most severe and complex conditions. All funds raised support quality clinical care and cutting-edge research that advance ability for more than 50,000 adults and children around the world every year.

LATIN AMERICA
Site in Argentina Supports Children

In October, the Tortuguitas and Berazategui joined forces in a social responsibility workshop that involved the sites' employees. The volunteers built children's toys and once finished, the toys were sent to schools and kindergartens vulnerable areas.

EUROPE
Aptar Villingen Opens Doors During "Girls' Day"

Girls' Day is a national program in Germany created to give young girls the opportunity to learn about professions in which women are historically underrepresented. Aptar Villingen welcomes girls into the program to learn about tooling, molding and working in laboratory spaces offering an exciting opportunity learn about science, technology and engineering professions.

EUROPE
Aptar Torello Improves Social Inclusion

In Spain, the Aptar Torello site supported a local non-profit organization that works to promote social inclusion for those who have reduced mobility and rely on aids like wheelchairs or canes. Aptar volunteers helped to paint the outside of the building and created wooden furniture to brighten up the outdoor space for those who use the resources and services at the organization.

Suppliers & Partners

Our Global Group Purchasing Team leverages Aptar total spend, global resources, best practices and supplier market intelligence. Our suppliers remain a key stakeholder for Aptar. This team defines our supply base and manages global relationships to support Aptar's strategy to supply sustainable and innovative solutions. With contacts from the team representing each region of Aptar business and each category of purchases, this team is equipped to leverage opportunities from the marketplace to support our ongoing initiatives. In addition to internal teams, Aptar partners with external organizations to advance internal sustainability targets, but also advance global goals. Membership to organizations aligned with our vision is managed by various teams and functions within Aptar. Information is continuously shared internally and externally to increase collective knowledge and make further progress.

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 alone. Work with suppliers, customers and external organizations is incorporated within not only 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.

Targets and KPIs

External

- By year-end 2020, define a supplier social and environmental **risk and performance screening program**
- Focus efforts to improve emissions from Scope 3 topics, according to our science based targets, specifically as related to raw materials and transportation of goods.

Internal

- **Explore additional external partner organizations** aligned to global sustainability strategy to increase impact across regions and segments.
- **Define roles of Aptar teams to increase engagement** with partner organizations to further organizational goals and targets.

"With our commitment to science based targets comes a focus on optimizing supply chain transportation, in collaboration with our shipping partners. I am excited to see what the Supply Chain Pillar can contribute to these targets over the next ten years."

DONATELLA VEDOVATO
DIRECTOR, OPERATIONAL EXCELLENCE
SUPPLY CHAIN

"Given our commitments to important initiatives like science based targets and the UN Global Compact, Aptar looks to formally integrate environmental and social screening into our existing internal purchasing program."

PHILIPPE ROBERT
VICE PRESIDENT
GROUP PURCHASING

SUSTAINABLE DEVELOPMENT GOALS

17 PARTNERSHIPS FOR THE GOALS

Organizations & Partnerships

In 2019, Aptar continued collaboration with key partners and organizations. These partnerships, in addition to work with suppliers and customers, are allowing for Aptar to improve our skills and knowledge and maximize our global impact, while sharing our expertise with the world.

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. In 2019, Aptar became an active member of Factor 10, WBCSD's circular economy project workstream. Our work to pilot the Circular Transition Indicator (CTI) tool 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 has representatives currently on the Communications Committee which provides educational resources and communication outlets to and about the plastics recycling industry. In addition, our innovation teams actively reference the APR's 'Design Guide for Plastics Recyclability' in the product design phase.

Ellen MacArthur Foundation – CE 100

The CE100 network brings together organizations of all types to advance individual agendas through collective approaches. Aptar began work on a co-project with other member companies to look at recycling of packaging in the fall of 2019. Additionally, we piloted the new Circulytics tool to help support the transition to a circular economy through enhanced metrics.

Rede De Cooperação Para O Plástico (REDE - Plastic Cooperation Network)

This partnership brings together organizations in the plastic production chain to discuss and drive development of the circular economy into production processes. Aptar joined the group in 2019 and works in collaboration with stakeholders in the Brazilian packaging industry to promote circular economy principles in design and logistics.

Ellen MacArthur Foundation – New Plastics Economy Global Commitment

Signatories of the Global Commitment include companies representing 20 percent of all plastic produced globally. Aptar publicly stated our product related targets last year and submitted data to the Global Commitment's first progress report released in July 2019.

Americas Sustainable Development Foundation (ASDF)

This organization facilitates dedicated circular economy projects within Aptar's Latin American Region. ASDF is a non-profit foundation that works to connect people across the Americas to address the challenges associated with sustainable development.

International Solid Waste Association (ISWA)

ISWA promotes the protection of human health and the environment while ensuring sustainable resource management through advanced waste management strategy and recycling practices. Aptar participated in the "Recycling and Waste Minimization" working group and visited recycling plants to see first-hand how recycling waste is sorted across the globe.

Associação Brasileira de Embalagem (ABRE – Brazilian Packaging Association)

The ABRE is a non-profit organization in Brazil with the objective of promoting the development of the packaging industry and improving the quality of packaging produced in Brazil. With three Aptar sites in Brazil, this collaboration helps us improve our operations within the country.

Sustainable Packaging Initiative for Cosmetics (SPICE)

SPICE members guide sustainable packaging polices 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.

China Association of Circular Economy

As a nationwide organization in China dedicated to resource conservation, environmental protection and the promotion of the circular economy, this organization helps Aptar understand sustainability as we grow our presence in Asia.

Report Summary

At Aptar, it's not just about making better active packaging, dispensing and drug delivery systems, it's about making a difference. As a recognized leader in our field, we take our place of influence seriously. We give back to the communities where our people live and work each day to be part of a more diverse, inclusive and sustainable world.

As in previous years, we are proud of all that was achieved and we look forward to making larger strides 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, 2019. The Aptar 2019 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. This year we added a process to assure emissions associated with raw materials, travel and shipment of our products. Also new this year is the achievement of ISO 14064 certification. 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 here:

2019
Verification Letter for ISO 14064-1 Compliant GHG Emissions

2019
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.

GRI Table of Contents

GRI

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 2019 Annual Report** (PDF: page 11) b. **AptarGroup 2019 Annual Report** (PDF: pages 11-14) Please see **Chart 102-2** below for details about Aptar's global sales by market for 2019.
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 2019 Annual Report** (PDF: page 23)
102-5	a. Nature of ownership and legal form.	**AptarGroup 2019 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 2019 Annual Report** (PDF: page 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: 14,000 ii. Total number of operations: 50, as reported in the **AptarGroup 2019 Annual Report** (page 23). In addition, see the table on the **Aptar website**, which shows site nomenclature of these sites within our multiple data collection systems and reports. iii. Net revenues (for public sector organizations): $2,860 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 more than 5,000 customers worldwide.

Sales by Market
CHART 102-2

- 22% BEAUTY
- 20% PERSONAL CARE
- 19% PRESCRIPTION
- 10% FOOD
- 9% CONSUMER HEALTHCARE
- 8% INJECTABLES
- 5% ACTIVE PACKAGING
- 4% BEVERAGE
- 3% HOME CARE

100 Universal Standard

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 102 General Disclosures

102-8
a. Total number of employees by employment contract (permanent and temporary), by gender.
b. Total number of employees by employment contract (permanent and temporary), by region.
c. Total number of employees by employment type (full-time and part-time), by gender.
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.
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).
f. An explanation of how the data have been compiled, including any assumptions made.

Please see **Table 102-8** below, of employees by region, employment contract category, gender and employee type. 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**. The table below includes data for newly acquired companies: CSP (U.S.A. and France: 430 employees), Reboul (France: 104 employees), Noble (U.S.A.: 39 employees), Gateway (U.S.A.: 19 employees), Nanopharm (UK: 40 employees).

Details of organizational changes around found in **GRI 102-10**.

SUSTAINABLE DEVELOPMENT GOALS

8 DECENT WORK AND ECONOMIC GROWTH

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 102 General Disclosures

102-9
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.

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. In 2019, Aptar purchased approximately $1.6 billion USD of goods and services. 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.

TABLE 102-8 Total Number of Employees

REGION	EMPLOYEE CATEGORY	2019 MALE	2019 FEMALE	2019 M&P EMPLOYEES[1]	2019 OTHER EMPLOYEES[1]	2019 TOTAL	2018 MALE	2018 FEMALE	2018 M&P EMPLOYEES[1]	2018 OTHER EMPLOYEES[1]	2018 TOTAL	2017 MALE	2017 FEMALE	2017 M&P EMPLOYEES[1]	2017 OTHER EMPLOYEES[1]	2017 TOTAL
Central Europe	Fixed + Unlimited Term Contract	1,755	896	342	2,309	2,651	1,757	878	326	2,309	2,635	1,699	845	310	2,234	2,544
Central Europe	Temporary	10	141	–	151	151	113	52	–	165	165	160	106	–	266	266
West Europe	Fixed + Unlimited Term Contract	2,753	1,599	1,014	3,338	4,352	2,687	1,543	931	3,299	4,230	2,472	1,373	830	3,015	3,845
West Europe	Temporary	554	453	9	998	1,007	547	439	7	979	986	482	499	76	905	981
South Europe	Fixed + Unlimited Term Contract	525	106	123	508	631	526	96	122	500	622	526	91	117	500	617
South Europe	Temporary	108	95	5	198	203	133	61	–	194	194	93	58	–	151	151
North America	Fixed + Unlimited Term Contract	1,418	920	790	1,548	2,338	1,159	788	605	1,342	1,947	1,212	785	606	1,391	1,997
North America	Temporary	45	30	0	75	75	40	27	–	67	67	45	36	–	81	81
China	Fixed + Unlimited Term Contract	470	379	126	723	849	500	427	115	812	927	506	436	98	844	942
China	Temporary	95	102	–	197	197	–	–	–	–	–	–	2	–	–	2
Latin America	Fixed + Unlimited Term Contract	717	429	267	879	1,146	768	455	285	938	1,223	741	440	278	903	1,181
Latin America	Temporary	26	3	0	29	29	17	18	–	35	35	22	24	–	46	46
Southeast Asia and India	Fixed + Unlimited Term Contract	194	119	53	259	312	355	205	86	474	560	355	209	88	476	564
Southeast Asia and India	Temporary	107	67	–	174	57	177	98	–	275	275	132	71	–	203	203
Aptar Total	Fixed + Unlimited Term Contract	7,832	4,448	2,715	9,564	12,279	7,752	4,392	2,470	9,674	12,144	7,511	4,179	2,327	9,363	11,690
Aptar Total	Temporary	945	891	14	1,822	1,836	1,027	695	7	1,715	1,722	934	796	76	1,652	1,730

[1] See **Appendix** for definitions

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 General Disclosures		
102-10	a. Significant changes to the organization's size, structure, ownership or supply chain, including: 　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.	Acquisitions and Partnerships are a critical part of our growth strategy. These strategic investments further strengthen our best-in-class Pharma business and increase our ability to add to our long-term growth pipeline by adding depth to our service offerings and growing our beauty product portfolio. During 2019, we: • Acquired two leading pharmaceutical services companies – Nanopharm and Gateway Analytical. • Acquired Noble International, a leader in drug delivery training devices (autoinjectors, prefilled syringes, on-body and respiratory devices) and patient onboarding programs. • Acquired an initial 49 percent equity interest in BTY, a leading Chinese manufacturer of high quality, decorative metal components, metal-plastic sub-assemblies and complete color cosmetics packaging solutions for the beauty industry. In February 2020, we entered a binding agreement to acquire FusionPKG, a leader in high quality, complete prestige airless skin care and color cosmetics packaging solutions that adds an agile concept-to-launch and turnkey capability to Aptar for the North American beauty market. Aptar has worked to optimize the current industrial footprint answering in the most efficient and sustainable way to the market and internal requirements: • New facility in Guangzhou, China • Optimization of South East Asia footprint with the opening of a new and larger facility in Hyderabad • Announcement to optimize North America B+H footprint • Group our existing operations in the Oyonnax area in One Roof to foster our Custom Packaging strategy 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. The 2019 Global Purchasing Policy of Aptar reinforces our commitment to fair vendor selection, ethical behavior in business, compliance to local laws and policies on a global basis and vendors' compliance to Aptar's **Sustainable Purchasing Charter**. Aptar maintains the commitment to develop and enhance processes and methodologies along the entire value chain to meet the customer demand as well as to explore and anticipate innovative solutions in a sustainable and responsible framework. We continue our involvement in the re-thinking and implementation of sustainable services specially related to the emissions related to raw material transformation and transport in alignment with the Science Based Target Initiative (SBTi). We continue to explore possibilities to partner with, or acquire, companies offering an attractive geographic footprint or strong intellectual property. We will 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.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 General Disclosures		
102-11	a. Whether and how the organization applies the Precautionary Principle or approach	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: • 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 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.
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.	Aptar teaches Core Values through internal training programs offered to different categories of employees. • 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 In addition to those values, Aptar norms of behavior and conduct are embodied within the **Code of Business Conduct & Ethics**. The Code of Business Conduct & Ethics summarizes the long-standing principles of conduct that Aptar and its subsidiaries follow to ensure integrity and compliance with the law. The Code of Business Conduct & Ethics 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.
102-17	a. A description of internal and external mechanisms for: i. Seeking advice about ethical and lawful behavior, and organizational integrity; ii. Reporting concerns about unethical or unlawful behavior, and organizational integrity.	i. 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. ii. 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 allegations through Aptar's Compliance Officers. Finally, employees can report allegations through their managers or through their local human resources department.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 General Disclosures		
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.	a. **AptarGroup Governance Highlights** b. Aptar governance is organized in four committees: audit, compensation, governance and executive. • 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
102-20	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. b. Whether post holders report directly to the highest governance body.	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. The highest level of direct responsibility for environmental and social topics within Aptar is Beth Holland, Vice President, Operational Excellence, EHS & Sustainability. Currently, this positions reports in through our Operational Excellence organization, which reports directly to the Executive Committee. 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.
102-25	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures.	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.

GRI

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 102 General Disclosures

102-27 — Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.

The Global EHS & Sustainability Organization provides regular updates to the Executive Committee and Board of Directors on relevant sustainability topics. 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.

102-40 — a. A list of stakeholder groups engaged by the organization.

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**.
Internal:
• Employees, including corporate leadership and core sustainability team: Aptar annually surveys all employees globally via the "Leadership for Growth Survey" (LGS). The most recent survey is the third consecutive year of this survey focused on feedback on Aptar's organizational develop. 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.
External:
• Customers: Customers play an important role as a stakeholder. Much of our engagement with customers is through collaboration and feedback. Our engagement with customers is often through direct engagement, satisfaction surveys, benchmarking and responses to questionnaires like EcoVadis, CDP and customer sustainability scorecards.
• 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. These teams also monitor investor ratings throughout the year.
• Peers: Other companies in the packaging sector also remain and 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, & 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 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 2020 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 2020 Materiality Matrix on **pages 68-69**.

102-44 — a. Key topics and concerns that have been raised through stakeholder engagement, including:
i. How the organization has responded to those key topics and concerns, including through its reporting;
ii. 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 2020 Materiality 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 2019 Annual Report (PDF: page 23)

See the **Aptar website** for a detailed list of our operations which shows site nomenclature within our multiple data collection systems and reports.

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.

From January to April 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**.

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

Region	2019 Percentage	2018 Percentage	2017 Percentage
Central Europe	12.50	12.50	12.50
West Europe	94.50	93.42	94.12
South Europe	99.00	100.00	99.67
North America	4.30	6.68	7.06
China	100.00	100.00	100.00
Southeast Asia and India	0.00	0.00	0.00
Latin America	85.70	85.70	85.70
Aptar Total	56.60	57.00	57.00

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 2020 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.	No restatements of information were given in this report.
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 2020 to April 2020. An updated ranking of material topics is shown in Aptar's Materiality Matrix on **pages 68-69**. For the 2018 report, we included past material topics, with a focus on the revised sustainability strategy. This strategy incorporates the majority of current and past material topics related to sustainability. This 2019 report has a focus on updated material topics along with updates on progress as we implement our sustainability strategy and integrate the targets and goals within all aspects of Aptar business. In addition, Aptar has worked to integrate metrics from previously acquired CSP Technologies and Reboul into data and metrics for 2019.
102-50	a. Reporting period for the information provided.	This report covers activities from January 1, 2019 to December 31, 2019 unless otherwise noted.
102-51	a. If applicable, the date of the most recent previous report.	30-May-19
102-52	a. Reporting cycle.	Annual
102-53	a. The contact point for questions regarding the report or its contents.	Beth Holland Vice President, Operational Excellence – Environment, Health and Safety & Sustainability **Beth.Holland@aptar.com** Taylor Price Global Manager, Operational Excellence – Environment, Health and Safety & 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: 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: 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: 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.	**About This Report** In addition to the energy and emissions data that was externally verified, all report information was reviewed by Aptar's Vice President of Operational Excellence, 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: • **2019 Verification Letter for ISO 14064-1 Compliant GHG Emissions** • **2019 Verification + Assurance Statement for Scope 1, 2 & 3 Emissions**

Materiality Matrix

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. We conducted this assessment with an independent, third-party organization to ensure a detailed approach aligned with best practices in materiality. The main goals of this assessment were to:
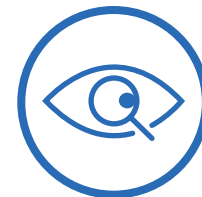
Examine goal setting

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
• Circular Economy • Energy and Emissions • Environmental Compliance • Product Stewardship • Responsible Water Management • Waste Reduction	• Anti-Corruption • Corporate Governance • Customer Satisfaction • Ethics and Integrity • Product Innovation and R&D • Responsible Sourcing	• Charitable Giving and Employee Volunteerism • Human Rights • Political Contributions and Industry Associations • Societal Impact of Products	• 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
Stake holders were engaged in various ways. Through interviews and desktop research both internal and external sources were analyzed to refine 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.
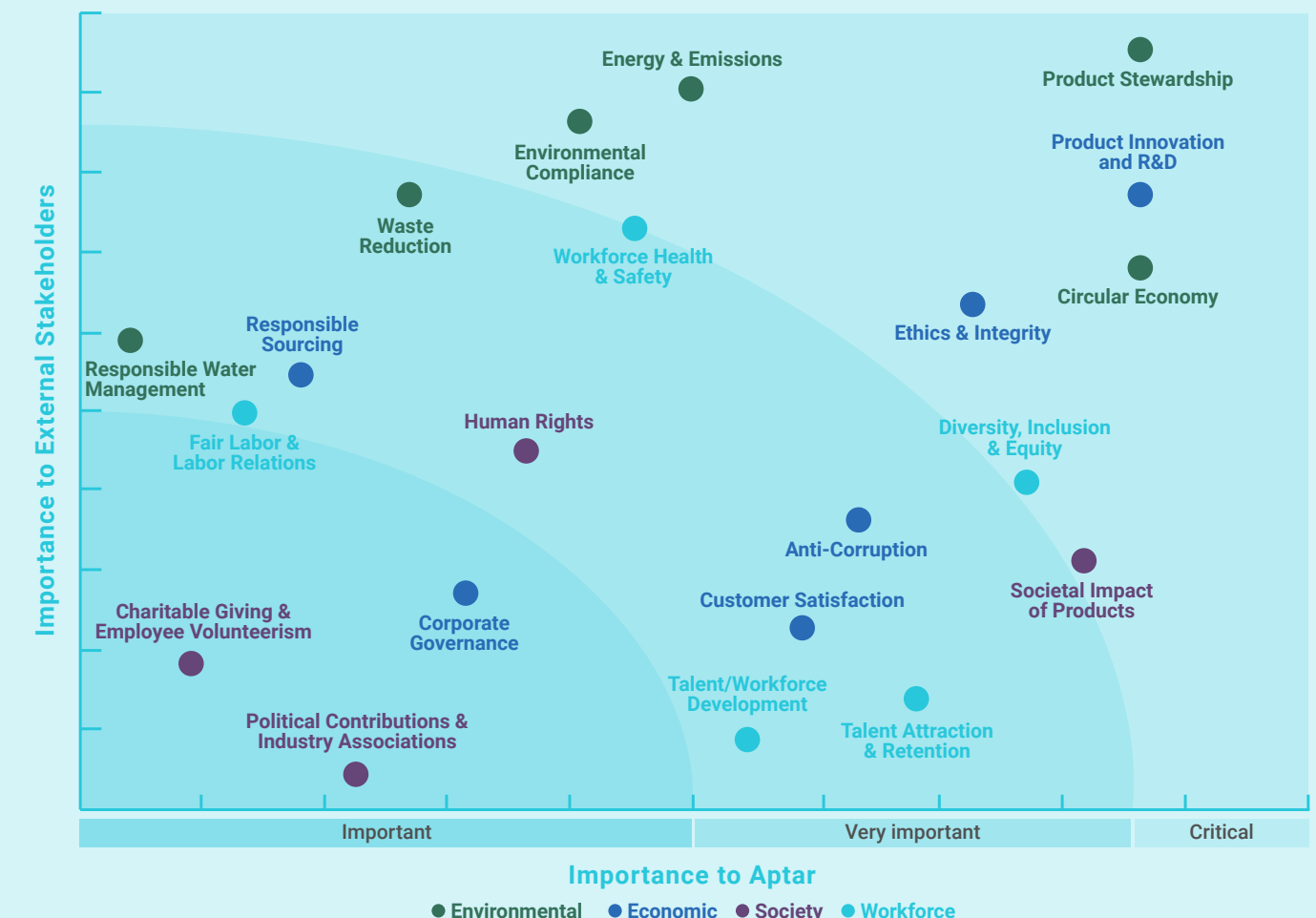
Outcomes
Outcomes from this assessment will be used to align sustainability reporting and communications around key topics and evaluate current strategy and determine if there is a need for course correction.

Next Steps
Using this information we will begin to evaluate resources needed beyond 2020 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

Importance to External Stakeholders

Energy & Emissions

Product Stewardship

Environmental Compliance

Product Innovation and R&D

Waste Reduction

Workforce Health & Safety

Circular Economy

Ethics & Integrity

Responsible Sourcing

Responsible Water Management

Human Rights

Diversity, Inclusion & Equity

Fair Labor & Labor Relations

Anti-Corruption

Charitable Giving & Employee Volunteerism

Corporate Governance

Customer Satisfaction

Societal Impact of Products

Talent/Workforce Development

Political Contributions & Industry Associations

Talent Attraction & Retention

Important — Very important — Critical

Importance to Aptar

● Environmental ● Economic ● Society ● Workforce

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

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:
  i. Direct economic value generated: revenues;
  ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country and community investments;
  iii. 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 2019 Annual Report** (PDF: page 44) filed February 24, 2020
  i. **AptarGroup 2019 Annual Report** (PDF: page 44) filed February 24, 2020
  ii. **AptarGroup 2019 Annual Report** (PDF: page 44) filed February 24, 2020
  iii. **AptarGroup 2019 Annual Report** (PDF: page 44) filed February 24, 2020
b. We collect and evaluate this information, but we do not publicly disclose.

SUSTAINABLE DEVELOPMENT GOALS

2 ZERO HUNGER | 5 GENDER EQUALITY | 7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

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:
  i. A description of the risk or opportunity and its classification as either physical, regulatory or other;
  ii. A description of the impact associated with the risk or opportunity;
  iii. The financial implications of the risk or opportunity before action is taken;
  iv. The methods used to manage the risk or opportunity;
  v. 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. The response is made in accordance to the Task Force on Climate-related Financial Disclosures (TCFD).

SUSTAINABLE DEVELOPMENT GOALS

13 CLIMATE ACTION

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:
  i. The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;
  ii. The basis on which that estimate has been arrived at;
  iii. 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 2019 Annual Report** (PDF: page 67) filed February 24, 2020
b. **AptarGroup 2019 Annual Report** (PDF: page 67) filed February 24, 2020
  i. **AptarGroup 2019 Annual Report** (PDF: page 67) filed February 24, 2020
  ii. **AptarGroup 2019 Annual Report** (PDF: page 69) filed February 24, 2020
  iii. 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 2018 was filed on June 19, 2019. The 11-K for reporting year 2019 is scheduled to be filed near the end of Q2 2020.
e. We do not currently have mechanisms in place to be able to report the level of participation in retirement plans.

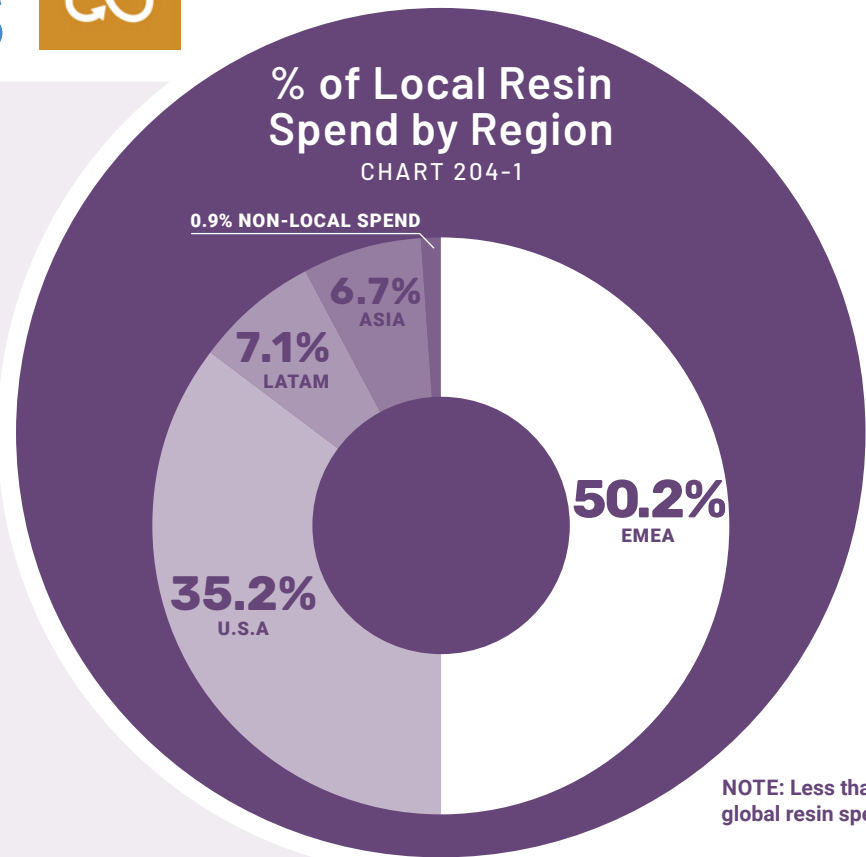| TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 201 Economic Disclosures

201-4

a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:
  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.
b. The information in 201-4-a by country.
c. Whether, and the extent to which, any government is present in the shareholding structure.

a-i. Tax credits estimated to be received for 2019 from various states and countries (listed in b below) = $10,839,000. More information is provided in **Table 201-4** below.
  ii. Not applicable
  iii. Investment and other incentive grants estimated to be received for 2019 = $201,000
  iv. Not applicable
  v. Not applicable
  vi. Not applicable
  vii. Not applicable
  viii. Not applicable
b. U.S.A., specifically the states of CT, IL, NC, NY, WI; and France. More information is provided in **Table 201-4** below.
c. Not applicable

GRI 204 Procurement Practices

Management Approach

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

Aptar's number one commodity spend is on resin. In 2018, resin purchases accounted for approximately 16 percent of annual purchasing spend and in 2018, 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.

204-1

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).
b. The organization's geographical definition of 'local'.
c. The definition used for 'significant locations of operation'.

a. Please see **Chart 204-1** below for details about the local nature of resin purchases in 2018. Data is currently reported with one year of lag time.
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.
c. We consider all of our manufacturing facilities significant locations of operation.

SUSTAINABLE DEVELOPMENT GOALS

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

TABLE 201-4 Summary of State Tax Credits and Incentives

TYPE	Amount by State					Total U.S.A.	France	Global Total
	CT	IL	NC	NY	WI			
Human Capital/Payroll Tax Credits	2,000					2,000		2,000
Electronic Data Processing	8,000					8,000		8,000
Fixed Capital Investment Credit	65,000	35,000		300,000		400,000		400,000
Research & Development Tax Credit	16,000				135,000	151,000	10,240,000	10,391,000
Manufacturing Sales Tax Credit					38,000	38,000		38,000
Total Tax Credits	91,000	35,000		300,000	173,000	599,000	10,240,000	10,839,000
Recharge Credit				27,000				
Empire State Development – Excelsior Jobs Credit				41,000				
Illinois EDGE Credit								
North Carolina JDIG Credit			133,000					
Incentive Tax Credits			133,000	68,000		201,000		201,000
Grand Totals	91,000	35,000	133,000	368,000	173,000	800,000	10,240,000	11,040,000

% of Local Resin Spend by Region
CHART 204-1

0.9% NON-LOCAL SPEND
6.7% ASIA
7.1% LATAM
50.2% EMEA
35.2% U.S.A

NOTE: Less than 1 percent of global resin spend is non-local.

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).

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.

TABLE 205-2 Anti-Corruption Training
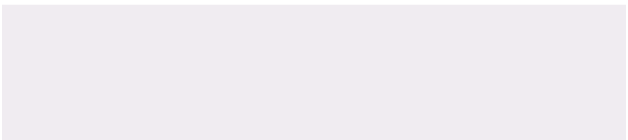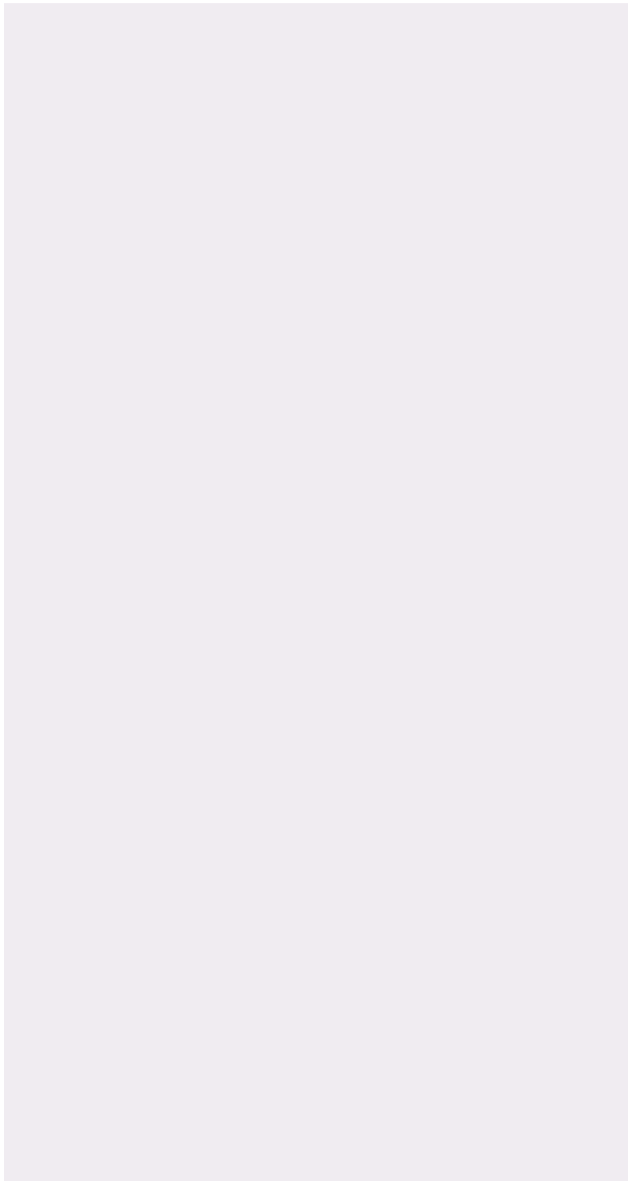
METRIC	SOURCE	2019								2018							
		Asia (includes India, Indonesia, Thailand, China and Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America		Asia (includes India, Indonesia, Thailand, China and Japan)		Continental Europe (includes Switzerland 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	1	100	19	100	2	100	8	100	5	100	17	100	2	100	8	100
Governance body members that have received training on anti-corruption	Face-to-face training	1	100	8	42	–	–	–	–	2	100	–	–	–	–	–	–
Employees that Aptar's anti-corruption policies and procedures have been communicated to	Communication occurs every year	336	100	1,884	100	347	100	796	100	333	100	1,766	100	321	100	687	100
Employees that have received training on anti-corruption	Face-to-face training	184	100	278	70	118	88	43	N/A	166	50	98	13	–	–	199	29

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 205 Anti-Corruption

| 205-3 | 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. | a. As of the date the system launched, Aptar does not have any confirmed incidents of corruption.
b. As of the date the system launched, Aptar does not have any confirmed incidents in which employees were dismissed or disciplined for corruption.
c. As of the date the system launched, Aptar does not have any confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
d. As of the date the system launched, Aptar does not have any public legal cases regarding corruption brought against the organization or its employees during the reporting period. |

SUSTAINABLE DEVELOPMENT GOALS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 206 Anti-Competitive Behavior

Management Approach

| The reporting organization shall report its management approach for anti-competitive behavior using GRI 103: Management Approach. | 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 Compliance Manual). |

| 206-1 | 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. | a. As of the date the system launched, 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 |

SUSTAINABLE DEVELOPMENT GOALS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

300 Environmental Topics

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:

- 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

Resin continues to be an important material, accounting for 16 percent of 2018 purchasing spend, 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.

The Product Solutions 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 **page 29** of the report.

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.

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 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.

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.

In 2019, Aptar launched the new Operational Eco-efficiency module within our existing EHStar software. This new 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 **page 39**.

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.

During 2019, Aptar recalculated GHGs emissions based on Scope 2 – Location and Market based. This recalculation takes into consideration the re-establishment of baseline values to account for the additional mapping of consumption for corporate offices and sales offices. In light of this fact, for energy and emissions charts, we have provided two sets of data, one including the newly incorporated sites and one with these sites included.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 302 Energy

302-1

a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples and including fuel types used.
b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.
c. In joules, watt-hours or multiples, the total:
   i. Electricity consumption
   ii. Heating consumption
   iii. Cooling consumption
   iv. Steam consumption
d. In joules, watt-hours or multiples, the total:
   i. Electricity sold
   ii. Heating sold
   iii. Cooling sold
   iv. Steam sold
e. Total energy consumption within the organization, in joules or multiples.
f. Standards, methodologies, assumptions, and/or calculation tools used.
g. Source of the conversion factors used.

In 2019, the new Operational Eco-efficiency module in EHStar software to track energy, waste and water metrics was launched. The 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. 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).

A chart showing our renewable electricity sources is given on **page 92**. Please see **Table 302-1a and b** for absolute energy consumption.

We achieved absolute (-3 percent) and intensity (-4.6 percent) targets for 2019 total energy consumption as compared to our baseline year 2018. In addition the denominator reviewed include normalized factors as total finished and semifinished products produced instead of invoiced quantities. This updating can better reflect the progress in our operations.

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 submitted for review in June 2020.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 302 Energy

302-2

a. Energy consumption outside of the organization, in joules or multiples.
b. Standards, methodologies, assumptions, and/or calculation tools used.
c. Source of the conversion factors used.

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. Energy consumption outside of the organization is tracked as part of our Scope 3 emissions for our science based targets.

302-3

a. Energy intensity ratio for the organization.
b. Organization-specific metric (the denominator) chosen to calculate the ratio.
c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.
d. Whether the ratio uses energy consumption within the organization, outside of it or both.

a. Please see **Table 302-3** below. As mentioned in **GRI 302-1**, we achieved absolute (-3.3 percent) and intensity (-4.6 percent) targets for 2019 total energy consumption as compared to our baseline year 2018.
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 Invoiced Quantities reported through the metrics collection system is approximately +/-5 percent.
c. Aptar considers total energy consumption to be electricity + fuel oil + natural gas.
d. For the purpose of our total energy consumption calculations and reporting through our sustainability scorecard, we consider energy consumption within the organization.

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

	% VARIATION 2019 VERSUS 2018	2019 All Sites	2019	2018
Electricity (renewable) intensity	31.5	3.5	3.4	2.6
Electricity (non-renewable) intensity	-31.6	2.6	2.2	3.2
TOTAL ELECTRICITY INTENSITY	-3.6	6.1	5.6	5.8
Natural gas intensity	8.8	0.9	0.9	0.8
Fuels intensity	-67.2	0.1	0.1	0.3
TOTAL ENERGY CONSUMPTION (intensity)	-4.6	7.2	6.6	6.9

NOTE: For historic information on Aptar's intensity energy consumption, please refer to GRI 302-3 our 2018 Sustainability Report.

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.

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Water is not identified as a critically material indicator by our stakeholders, nor is it a key raw material component in our processes. Nevertheless, we do collect withdrawal and discharge water metrics from all sites on a monthly basis and report this information in the CDP Water questionnaire. We also monitor and report on water stress. According to the WBCSD tool, 11 of our sites are located in water stressed areas. We report more details within the CDP Water Questionnaire. With the new EHStar metrics module, our ability to manage water consumption and track our progress will improve in 2020. Readers are invited to learn more about our water programs within our CDP responses.

303-1	a. Total volume of water withdrawn, with a breakdown by the following sources: 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. b. Standards, methodologies and assumptions used.	Aptar responds to the CDP water questionnaire on an annual basis. Information about water consumption is included within our response.
303-2	a. Total number of water sources significantly affected by withdrawal by type: 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. b. Standards, methodologies and assumptions used.	Aptar responds to the CDP water questionnaire on an annual basis. Information about water consumption is included within our response.
303-5	Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. 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.	See **Table 303-5** to the right to see regional level data for water drawn, returned and consumed for the 2018 year. Aptar responds to the annual CDP water questionnaire. Due to the schedule of this reporting process, information about 2019 will be reported within our CDP response later in the year. More detailed information about water consumption outside of the organization are included within our response.

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 2019, 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	WATER WITHDRAWN (M³)	WATER DISCHARGED (M³)	WATER CONSUMPTION (M³)
Europe	284,826	279,501	5,325
Latin America	10,786	10,428	358
North America	120,971	76,584	44,387
Northeast Asia	142,843	142,843	0
Southeast Asia	18,211	13,919	4,291
TOTAL	577,637	523,275	54,361

NOTE: Water usage at Aptar sites is not assured. As this table reflects 2018 data, the newly acquired CSP and Reboul sites are not reflected. 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	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. Biodiversity is not currently a critically material indicator for Aptar, and based on our current assessments, damage to species based on climate change is low.

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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 304 Biodiversity		
304-3	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 are investigating 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. 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.

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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)
Electrical energy (renewable source: hydropower): FR	158,981,065	4.96E-16	7.89E-08	1.81E-11	2.88E-03	2.88E-03
Electrical energy (renewable source: windpower): IR	6,487,897	6.63E-16	4.30E-09	2.43E-11	1.58E-04	1.58E-04
Electrical energy (non-renewable source): IT	22,892,711	4.96E-16	1.14E-08	1.92E-11	4.40E-04	4.40E-04
Electrical energy (renewable source: hydropower): DE	66,801,429	4.61E-16	3.08E-08	1.69E-11	1.13E-03	1.13E-03
Electrical energy (renewable source: hydropower): CH	2,588,653	5.07E-16	1.31E-09	1.85E-11	4.79E-05	4.79E-05
Electrical energy (non-renewable source): ES	227,334	2.67E-14	6.07E-09	9.76E-10	2.22E-04	2.22E-04
Electrical energy (renewable source): ES	6,003,961	4.96E-16	2.98E-09	1.00E+00	6.00E+06	6.00E+06
Electrical energy (renewable source: hydropower): UK	8,277,470	4.96E-16	4.11E-09	1.51E-09	1.25E-02	1.25E-02
Electrical energy (renewable source: hydropower): CZK	10,635,301	4.96E-16	5.28E-09	1.94E-09	2.06E-02	2.06E-02
Electrical energy (non-renewable source): U.S.A.	135,455,358	4.79E-14	6.49E-06	1.75E-09	2.37E-01	2.37E-01
Electrical energy (renewable source: windpower): U.S.A.	33,394,210	6.63E-16	2.21E-08	2.43E-11	8.11E-04	8.12E-04
Natural gas	84,760,996	3.73E-13	3.16E-05	1.34E-08	1.14	1.14
Fuels: gasoline	869,869	6.85E-13	5.96E-07	2.51E-08	0.02	0.02
Fuels: diesel	2,197,437	4.31E-13	9.47E-07	1.61E-08	0.04	0.04
Fuels: heating oil, industrial vehicles	5,123,737	3.81E-13	1.95E-06	1.39E-08	0.07	0.07
TOTAL						**6,003,963**

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 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. This year emissions data includes newly acquired CSP and Reboul sites, as well as Aptar global sales offices. Sites acquired in 2019 will be included in future sustainability reporting. 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. In 2018, we consolidated the improvements of our metrics collection system to capture refrigerant losses. The metrics collection system identifies different types of refrigerants: R22, R407C, R410, R134, R404 and "other."
b. Aptar utilizes European Energy Certificate System (EECS) and Renewable Energy Certificates (RECs). The amount of these are disclosed in **Table 305-1&2a and b**. Aptar does not currently use carbon offsets to meet set targets.

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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_2O, 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&2a and b**. Due mostly to reduced fuel use in 2019, we significantly reduced both the absolute and intensity Scope 1 carbon emissions as compared to previous year. Please note that this comparison was calculated by excluding metrics and GHG emissions of sites that were not considered in the year 2018 (CSP Technologies sites, Aptar Reboul, sales offices and corporate offices) for a similar comparison. We have provided charts that display greenhouse gas emissions for 2019 including and excluding these newly acquired sites.
b. Aptar considers GHGs emissions expressed as CO_2 equivalent
c. Not applicable
d. The new baseline considered is based on year 2019. We updated it due to the fact that, during 2019, Aptar completed the acquisition of CSP Technologies sites and the Aptar Reboul site. In the new baseline for our science based target, we included sales and corporate offices to have a more complete scope to calculate of GHG emissions.
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

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TABLE 302-1a Absolute Energy Consumption (KWH) Not Including 2019 Acquisitions

	% VARIATION 2019 VERSUS 2018	% TARGET 2019 VERSUS 2018	2019	2018	2017
Cumulative Renewable Purchases			60%	44%	37%
Electricity (renewable)	+16	+15	301,415,334	225,995,916	176,911,461
Electricity (non-renewable)	-31	-17.5	196,917,919	283,658,638	309,437,508
TOTAL ELECTRICITY	-2.2	-2.5	498,344,546	509,654,554	486,348,969
Natural gas	10.3	-2.5	81,232,044	73,638,448	69,406,960
Fuels	-66.7	-2.5	7,998,902	24,032,584	14,124,157
TOTAL ENERGY CONSUMPTION (absolute)	-3	-2.5	587,575,492	607,325,586	569,880,085

NOTE: This chart excludes the CSP, Reboul and Aptar sales sites to allow for a comparison to 2018 data.
Due to the new baseline of 2019 that was set with our science based targets, we have not compared baselines in this data.

TABLE 302-1b Absolute Energy Consumption (KWH) Including 2019 Acquisitions

	2019 All Sites	2019	2018
Cumulative Renewable Purchases	57%	60%	44%
Electricity (renewable)	316,062,697	301,415,334	225,995,916
Electricity (non-renewable)	237,144,918	196,917,919	283,658,638
TOTAL ELECTRICITY	553,207,615	498,344,546	509,654,554
Natural gas	84,760,996	81,232,044	73,638,448
Fuels	8,191,043	7,998,902	24,032,584
TOTAL ENERGY CONSUMPTION (absolute)	646,159,654	587,575,492	607,325,586

NOTE: This chart shows the comparison of data with the inclusion of the CSP, Reboul, Aptar corporate offices and global sales sites.
This shows the data that was assured through our annual assurance process.
For historic information on Aptar's absolute energy consumption, please refer to GRI 302-1 of our 2018 Sustainability Report.

TABLE 305-1&2a Absolute GHGs Emissions (t CO_2 e) Not Including 2019 Acquisitions

GHGs Emissions (Tonnes CO_2 e)	% VARIATION 2019 VERSUS 2018	2019	2018	2017
Aptar location-based SCOPE 2 TOTAL	-71	48,180	168,528	158,155
Aptar market-based (including RECs) SCOPE 2 TOTAL	-61	48,152	123,593	146,242
SCOPE 1 natural gas	22	16,594	13,547	12,782
SCOPE 1 fuels	-41	3,347	5,638	4,188
SCOPE 1 refrigerants	-8	1,222	1,334	638
TOTAL SCOPE 1 natural gas + fuels + refrigerants	3	21,163	20,518	17,608
Aptar Scope 1 + 2 TOTAL	-52	69,315	144,111	163,850

NOTE: This chart excludes the CSP, Reboul and Aptar sales sites to allow for a comparison to 2018 data.
Due to the new baseline of 2019 that was set with our science based targets, we have not compared baselines in this data.

TABLE 305-1&2b Absolute GHGs Emissions (t CO_2 e) Including 2019 Acquisitions

GHGs Emissions (Tonnes CO_2 e)	2019 All Sites	2019	2018
Aptar location-based SCOPE 2 TOTAL	48,488	48,180	168,528
Aptar market-based (including RECs) SCOPE 2 TOTAL	64,164	48,152	123,593
SCOPE 1 natural gas	17,315	16,594	13,547
SCOPE 1 fuels	2,199	3,347	5,638
SCOPE 1 refrigerants	1,579	1,222	1,334
TOTAL SCOPE 1 natural gas + fuels + refrigerants	21,093	21,163	20,518
Aptar Scope 1 + 2 TOTAL	85,257	69,315	144,111

NOTE: This chart shows the comparison of data with the inclusion of the CSP, Reboul, Aptar corporate offices and global sales sites.
This shows the data that was assured through our annual assurance process.

TABLE 305-4a Intensity carbon emissions (t CO_2 e/IQ as millions) Not Including 2019 Acquisitions

Tonnes CO_2 e/IQ as millions	% VARIATION OF 2018 VERSUS 2018	2019	2018
SCOPE 1, natural gas + fuels + refrigerants	2	0.24	0.23
SCOPE 2 location-based	-72	0.54	1.92
SCOPE 2 TOTAL, market-based (including RECs)	-62	0.54	1.41
Aptar Scope 1 + 2 TOTAL	-53	0.78	1.64

NOTE: This chart shows the comparison of data without the inclusion of the CSP, Reboul and Aptar sales sites.
Due to increases in invoiced quantity, numbers are now being reported in millions rather than thousands as in previous reports
For historic information on Aptar's intensity carbon emissions, please refer to GRI 305-4 of our 2018 Sustainability Report.

TABLE 305-4b Intensity carbon emissions (t CO_2 e/IQ as millions) Including 2019 Acquisitions

Tonnes CO_2 e/IQ as millions	2019 All Sites	2019	2018
SCOPE 1, natural gas + fuels + refrigerants	0.23	0.24	0.23
SCOPE 2 location-based	0.54	0.54	1.92
SCOPE 2 TOTAL, market-based (including RECs)	0.71	0.54	1.41
Aptar Scope 1 + 2 TOTAL	0.94	0.78	1.64

NOTE: This chart shows the comparison of data with the inclusion of the CSP, Reboul, Aptar corporate offices and global sales sites.
Due to increases in invoiced quantity, numbers are now being reported in millions rather than thousands as in previous reports
For historic information on Aptar's intensity carbon emissions, please refer to GRI 305-4 of our 2018 Sustainability Report.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 305 Emissions		

305-2
a. Gross direct (Scope 2) GHG emissions in metric tons of CO_2 equivalent.
b. Gases included in the calculation; whether CO_2, CH_4, N_2O, 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.

APTAR'S RESPONSE:
a. Please see **Table 305-1&2a and b** on previous page. Due mostly to renewable energy purchases in 2019, we significantly reduced both the absolute and intensity Scope 2 carbon emissions as compared to the previous year. Please note that this comparison was calculated by excluding metrics and GHG emissions of sites that were not considered in the year 2018 (CSP Technologies sites, Aptar Reboul, sales offices and corporate offices) for a similar comparison. We have provided charts that display greenhouse gas emissions for 2019 including and excluding these newly acquired sites.
b. Aptar considered GHGs emissions expressed as CO_2 equivalent including CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3.
c. Not applicable
d. The baseline has been updated in year 2019 due to the fact that we included CSP Technologies sites, Reboul site, sales offices and corporate offices. The baseline 2018 was not reflecting the real picture of operations and operational control. To ensure the comparability between 2018 performance and 2019 performance, we separated metrics and GHG emissions of sites that were not considered in the year 2018 such as CSP Tech, Reboul, sales offices and corporate offices. With the finalization of our science based targets, Aptar is setting emissions targets consistent with limiting our contribution to global temperature increase well below 2°C. Learn more about our science based targets on **page 40**.
e. Aptar calculates greenhouse gas emissions according to the accounting standards ISO 14064-1. For the 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.
f. Operational control.
g. Calculations were made according to the ISO 14064-1 standards.

305-3
a. Gross direct (Scope 3) GHG emissions in metric tons of CO_2 equivalent.

Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about our Scope 3 emissions are included within our response.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 305 Emissions		

305-4
a. GHG emissions intensity ratio for the organization.
b. Organization-specific metric (the denominator) chosen to calculate the ratio.
c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3).
d. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3 or all.

APTAR'S RESPONSE:
a. See **Table 305-4a and b** on previous page. We significantly reduced both the absolute and intensity carbon emissions as compared to the previous year, achieving a year over year reduction of more than 50 percent for Scope 1 + 2 emissions.
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. For 2019 data, we also completed uncertainties analysis on our GHG inventory and the overall accuracy for Scope 1.
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.
d. Aptar considered GHGs emissions expressed as CO_2 equivalent including CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3.

305-5
a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO_2 equivalent.

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.

305-6
a. Production, imports and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.

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."

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.

SUSTAINABLE DEVELOPMENT GOALS

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Sites with renewable electricity sources

Country	Aptar Site	Renewable source
CT, U.S.A.	Stratford	Wind Power
CT, U.S.A.	Torrington	Wind Power
CT, U.S.A.	Philson	Wind Power
IL, U.S.A	Cary North	Windpower
IL, U.S.A	Cary South	Windpower
IL, U.S.A	Crystal Lake Distribution Center	Windpower
IL, U.S.A	Libertyville	Windpower
IL, U.S.A	McHenry	Windpower
NY, U.S.A.	Congers	Wind Power
Ireland	Ballinasloe	Windpower
Czech	Ckyne	Hydropower
France	Annecy	Hydropower
France	CSP Technologies Niederbronn	Hydropower
France	Brecey	Hydropower
France	Charleval	Hydropower
France	Reboul	Hydropower
France	Granville	Hydropower
France	Le Neubourg	Hydropower
France	Le Vaudreuil	Hydropower
France	Oyonnax	Hydropower

Country	Aptar Site	Renewable source
France	Poincy	Hydropower
France	Val De Reuil	Hydropower
France	Verneuil	Hydropower
France	Villepinte	Hydropower
Germany	Dortmund	Hydropower
Germany	Eigeltingen	Hydropower
Germany	Freyung	Hydropower
Germany	Menden	Hydropower
Germany	Radolfzell	Hydropower
Germany	Villingen	Hydropower
Italy	Chieti	Hydropower
Italy	Pescara	Hydropower
Spain	Torello	Hydropower
Switzerland	Mezzovico	Hydropower
UK	Leeds	Hydropower

In 2019, renewable energy purchases accounted for 57 percent of our total electricity consumption, exceeding our set target. By 2022, we have a target to source 75 percent of our electricity from renewable sources, as aligned with our science based 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 the newly launched 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, 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.

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. Throughout 2019, Aptar implemented the digital Landfill Free metrics module with the EHStar data management tool. This module enables sites to track their wastes and understand landfill free ratios. It 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 **page 39**.

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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**.

SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH AND WELL-BEING | 6 CLEAN WATER AND SANITATION | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 14 LIFE BELOW WATER

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 306 Effluents and Waste

306-2

a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:
  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)

b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:
  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)

c. How the waste disposal method has been determined:
  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

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. For 2019, Aptar's stated LFF target was 57 percent of sites. However, with the closure of some sites and the CSP and Reboul acquisitions, the targets will be restated to include these sites. The 2020 target is for 53 percent of all Aptar sites to be certified as LFF. As of year-end 2019, 43 percent of Aptar locations had achieved landfill free certification. These sites have proven, by third-party verification audit, at least 90 percent recycle/reuse of operational wastes.

Postponements Due to Special Circumstances: after revising the protocol in 2018, recertification audits for the Lincolnton, Stratford and Mukwonago sites were due in November and December of 2019. However, due to scheduling conflicts, they were arranged for early 2020. For this reason, we did not count these sites in our year-end 2019 totals. For Mukwonago, the recertification audit was in fact completed in early 2020. However, Lincolnton's recertification audit was again postponed due to COVID-19 and the closure of the site to visitors. We currently have plans to audit the Lincolnton records virtually, but do not yet know when the on-site recertification audits will resume. For this reason, we are not counting Lincolnton in our LFF totals. Further, the recertification of Aptar Stratford was cancelled when Aptar initiated the sale of the site. Having been sold already, Libertyville has been removed from our LFF totals.

To date, 51 percent of Aptar sites are certified as LFF. This includes the newly certified Brecey and Granville, but does not include Lincolnton. 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. Due to this increased visibility, we look to include a LFF ratio for all sites, not just certified sites, in 2021.

More information about the operational eco-efficiency module and our Landfill Free progress in 2019 can be found on **page 39**. See **Table 306-2a, b and c** shown on the right.

TABLE 306-2a Landfill Free Ratios

APTAR SITE	COUNTRY	SUSTAINABILITY REGION	CERTIFICATION YEAR	2019 TOTAL LANDFILL FREE %	2018 TOTAL LANDFILL FREE %	2017 TOTAL LANDFILL FREE %
Radolfzell	Germany	Europe - Pharma	2018	94.4	89.9	–
Eigeltingen	Germany	Europe - Pharma	2018	98.2	96.9	–
Freyung	Germany	Europe - F+B	2018	97.4	96.8	–
Ballinasloe	Ireland	Europe - B+H	2017	98.5	94.4	94.4
Cali	Colombia	Latin America	2017	99.7	99.5	99.1
Cajamar	Brazil	Latin America	2016	99.8	96.4	100.0
Maringa	Brazil	Latin America	2016	97.7	99.8	99.8
Cary Campus	U.S.A., IL	North America	2016	97.6	92.1	92.1
Ckyne	Czech Republic	Europe - F+B	2015	96.5	97.2	97.2
Le Neubourg	France	Europe - B+H	2015	97.9	95.8	95.8
Le Vaudreuil	France	Europe - Pharma	2015	98.3	93.9	93.9
Mezzovico	Switzerland	Europe - Pharma	2015	94.2	92.0	94.5
Queretaro	Mexico	Latin America	2015	99.5	99.6	98.8
Charleval	France	Europe - B+H	2014	97.2	97.7	97.7
Poincy	France	Europe - B+H	2014	95.7	94.2	94.2
Verneuil	France	Europe - B+H	2014	97.1	98.4	98.4
Dortmund	Germany	Europe - B+H	2014	99.9	99.9	99.9
Menden	Germany	Europe - B+H	2014	99.8	99.7	99.7
Chieti	Italy	Europe - B+H	2014	96.4	92.8	92.8
Pescara	Italy	Europe - B+H	2014	98.1	92.7	92.7
Torello	Spain	Europe - B+H	2014	95.2	98.1	98.0

TABLE 306-2b Landfill Free Ratios Postponements Due to Special Circumstances

APTAR SITE	COUNTRY	SUSTAINABILITY REGION	CERTIFICATION YEAR	2018 TOTAL LANDFILL FREE %	2017 TOTAL LANDFILL FREE %
Libertyville	U.S.A., IL	North America	2016	97.7	97.8
Lincolnton	U.S.A., NC	North America	2016	95.2	95.2
Stratford	U.S.A., CT	North America	2015	98.9	98.9
Mukwonago	U.S.A., WI	North America	2015	97.3	97.3

TABLE 306-2c Landfill Free Totals (Metric Tons)

APTAR LANDFILL FREE GLOBAL TOTALS	% VARIANCE 2019 VERSUS BASE 2015	% VARIANCE 2019 VERSUS 2018	2019	2018	2017
To Disposal (Landfill)	-33.04	-46.27	663	1,234	1,080
To Recovery (Recycle)			24,475	51,613	47,515
Total	-19.99	-52.43	25,138	52,847	48,595

SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH AND WELL-BEING
6 CLEAN WATER AND SANITATION
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND

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
		Hazardous waste volumes are currently tracked at the site level. However with the introduction of the digital Landfill Free metrics module mentioned in the Management Approach, there will be increased global visibility to volumes of hazardous waste beginning in 2020.

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 pillar 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. One-third of Aptar sites are audited by a third-party using the ENHESA protocol each year. 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.

In 2019 an additional one-third of sites were audited, including an evaluation against the EHS Management System. A management module in EHStar enables reporting, findings tracking and compliance scoring as part of the audit program. There is also a module to schedule and manage recurring tasks like permit requirements and inspections. Site level leaders receive frequent notifications to help them stay on track. In addition to the self-audit, sites are also required to perform an EHS Management assessment at least annually.

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.

GRI

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. |

SUSTAINABLE DEVELOPMENT GOALS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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).

A list of key suppliers is audited on a schedule dependent on their importance to Aptar business continuity. During this in-person audit, suppliers are assessed on various topics including social and environmental. These audits are then reviewed and kept on file. For example, in North America, social accountability checklists are kept on file. Resin suppliers are audited, at least every five years.

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. | In 2016 and 2017, we piloted our supplier sustainability screening process in North America and Europe. We selected a few strategic suppliers to receive a social and environmental screening audit and all new suppliers were screened. Other regions also screen suppliers for environmental and social impacts, but these results are currently not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to plan scaling up the process into a global program. We entered into partnership with EcoVadis, a third-party supplier scoring organization, in an effort to establish a screening method for future years. |
| **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. As mentioned in the management approach, we have piloted a supplier screening program with EcoVadis and 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.

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. The turnover rates include the number of resignations, dismissals, retirements and deaths in service. Percentages are based on the total of Full Time Equivalents (FTEs) per region. From 2017 to 2018, employee turnover stayed relatively consistent while new employee hires slightly decreased globally. This is because a worldwide benchmark of wage policy led to some adjustments in certain regions, increasing employee loyalty in some regions. We believe these figures to be accurate +/- ten percent.

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.

SUSTAINABLE DEVELOPMENT GOALS

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

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	2019 MINIMUM NUMBER OF WEEKS' NOTICE	2019 NOTICE PERIOD SPECIFIED IN COLLECTIVE AGREEMENTS	2018 MINIMUM NUMBER OF WEEKS' NOTICE	2018 NOTICE PERIOD SPECIFIED IN COLLECTIVE AGREEMENTS
Central Europe	1 – 28 weeks	Yes, in Dortmund/Menden	1 – 28 weeks	Yes, in Freyung and Dortmund/Menden
West Europe	4 – 12 weeks	Yes	4 – 12 weeks	Yes
South Europe	1 – 8 weeks	Yes	1 – 8 weeks	Yes
North America	0 – 8 weeks	Yes	0 – 8 weeks	Yes
China	30 days	No	30 days	No
Latin America	30 days	No	30 days	No
Southeast Asia and India	4 – 5 weeks	No	4 – 5 weeks	No

TABLE 401-1 Employee New Hire and Turnover Rates

REGION	TYPE	2019 AGES <26YR	2019 AGES 26-34	2019 AGES 35-44	2019 AGES 45-54	2019 AGES 55+	2019 MALE	2019 FEMALE	2019 TOTAL	2018 AGES <26YR	2018 AGES 26-34	2018 AGES 35-44	2018 AGES 45-54	2018 AGES 55+	2018 MALE	2018 FEMALE	2018 TOTAL
Central Europe	New Employee Hires	81 (2.89%)	95 (3.39%)	68 (2.43%)	29 (1.03%)	11 (0.39%)	145 (5.17%)	139 (4.96%)	284 (10.14%)	82 (3.11%)	92 (3.49%)	71 (2.69%)	44 (1.67%)	19 (0.72%)	178 (6.76%)	130 (4.93%)	308 (11.69%)
Central Europe	Employee Turnover	23 (0.82%)	36 (1.28%)	44 (1.57%)	24 (0.86%)	27 (0.96%)	83 (2.96%)	71 (2.53%)	154 (5.5%)	29 (1.1%)	33 (1.25%)	29 (1.1%)	18 (0.68%)	9 (0.34%)	64 (2.43%)	54 (2.05%)	118 (4.48%)
West Europe	New Employee Hires	167 (49%)	134 (19%)	83 (6%)	55 (4%)	10 (2%)	281 (10%)	168 (11%)	449 (10%)	188 (4.40%)	176 (4.16%)	183 (4.32%)	149 (3.52%)	46 (1.08%)	452 (10.68%)	290 (6.85%)	742 (17.54%)
West Europe	Employee Turnover	20 (6%)	54 (8%)	34 (3%)	26 (2%)	12 (2%)	108 (4%)	38 (2%)	146 (3%)	25 (0.62%)	56 (1.32%)	52 (1.3%)	44 (1.04%)	74 (1.85%)	174 (4.11%)	77 (1.92%)	253 (5.98%)
South Europe	New Employee Hires	3 (0.36%)	12 (1.44%)	7 (0.84%)	9 (1.08%)	0 (0%)	16 (1.92%)	15 (1.80%)	31 (3.72%)	5 (0.81%)	9 (1.45%)	4 (0.64%)	4 (0.64%)	0 (0%)	15 (2.42%)	7 (1.13%)	22 (3.54%)
South Europe	Employee Turnover	1 (0.12%)	2 (0.24%)	1 (0.12%)	0 (0%)	1 (0.12%)	4 (0.48%)	1 (0.12%)	5 (0.60%)	2 (0.32%)	7 (1.13%)	4 (0.64%)	1 (0.16%)	4 (0.64%)	14 (2.25%)	4 (0.64%)	18 (2.9%)
North America	New Employee Hires	121 (5.01%)	153 (6.34%)	108 (4.48%)	101 (4.19%)	50 (2.07%)	339 (14.05%)	194 (8.04%)	533 (22.09%)	77 (3.82%)	99 (4.92%)	75 (3.72%)	67 (3.33%)	36 (1.79%)	198 (9.83%)	156 (7.75%)	354 (17.58%)
North America	Employee Turnover	43 (1.78%)	66 (2.74%)	48 (1.99%)	44 (1.82%)	32 (1.33%)	132 (5.47%)	101 (4.19%)	233 (9.66%)	40 (1.99%)	94 (4.67%)	82 (4.07%)	74 (3.67%)	108 (5.36%)	244 (12.12%)	154 (7.65%)	398 (19.76%)
China	New Employee Hires	22 (2.10%)	43 (4.11%)	21 (2.01%)	4 (0.38%)	1 (0.10%)	51 (4.88%)	40 (3.82%)	91 (8.70%)	43 (4.63%)	95 (10.24%)	39 (4.20%)	8 (0.86%)	0 (0%)	109 (11.75%)	76 (8.19%)	185 (19.95%)
China	Employee Turnover	37 (3.54%)	76 (7.27%)	29 (2.77%)	23 (2.20%)	4 (0.38%)	91 (8.70%)	78 (7.46%)	169 (16.16%)	36 (3.88%)	92 (9.92%)	37 (3.99%)	26 (2.80%)	9 (0.97%)	110 (11.86%)	90 (9.70%)	200 (21.57%)
Latin America	New Employee Hires	27 (2.36%)	40 (3.49)	29 (2.53%)	4 (0.35%)	3 (0.26%)	55 (4.80%)	48 (4.19%)	103 (8.99%)	62 (2.07%)	89 (7.28%)	59 (4.82%)	13 (1.06%)	1 (0.08%)	137 (11.20%)	87 (7.11%)	224 (18.32%)
Latin America	Employee Turnover	27 (2.36%)	73 (6.37%)	54 (4.71%)	24 (2.09%)	4 (0.35%)	102 (8.90%)	78 (6.72%)	180 (15.70%)	37 (3.03%)	65 (5.07%)	50 (4.09%)	20 (1.64%)	15 (1.23%)	97 (7.93%)	88 (7.20%)	185 (15.13%)
Southeast Asia and India	New Employee Hires	28 (7.57%)	13 (3.51%)	10 (2.70%)	4 (1.08%)	0 (0.00%)	36 (9.73%)	19 (5.14%)	55 (2.97%)	20 (3.75%)	21 (3.75%)	5 (0.89%)	1 (0.18%)	0 (0%)	32 (5.71%)	15 (2.68%)	47 (8.39%)
Southeast Asia and India	Employee Turnover	72 (19.46%)	114 (30.81%)	28 (7.57%)	3 (0.81%)	2 (0.54%)	161 (43.51%)	54 (14.59%)	215 (11.62%)	10 (1.79%)	50 (8.93%)	16 (2.86%)	12 (2.14%)	2 (0.36%)	55 (9.82%)	35 (6.25%)	90 (16.07%)
Aptar Total	New Employee Hires								1,546 (9.52%)								1,882 (15.4%)
Aptar Total	Employee Turnover								1,102 (8.89%)								1,262 (10.3%)

400 Social Topics

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 403 Occupational Health and Safety

Management Approach

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

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) with who reports into the Vice President, Global EHS & Sustainability within the Operational Excellence Pillar. 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.

Among other initiatives, a key focus area for the EHS pillar was to develop 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 final Phase I (the first seventeen topics) requirements in December 2017.

The process continued through 2018 and 2019 with the drafting 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, and providing sites with a module to track their own internal inspections. Additional modules have been launched and more are planned to further streamline EHS processes. More information on safety can be found on **pages 18-21**.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 403 Occupational Health and Safety

403-1

a. The level at which each formal joint management-worker health and safety committee typically operates within the organization.
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.

a. Safety Committees or Teams are hosted at the site level. These health and safety 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. Safety teams work to improve safety at the site level and help to create a culture of safety at the site level.
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.

Various roles and responsibilities are described within the EHS Management System. During the development of the EHS Management System we provide a comment period with a feedback process for any Aptar employee. When providing feedback, we encourage employees to nominate themselves to serve on the workgroups that finalize the standards. Our EHS MS workgroups have cross-functional, cross-regional representation, thus producing the best work-product for our global company. In 2019, we opened the comment period for the Phase III EHS Management System topics.

# 400 Social Topics

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:
   i. Region;
   ii. 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:
   i. Region;
   ii. 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 2019.
c. Aptar has developed its own record keeping standards and definitions based off of the U.S. Occupational Safety and Health Administration and OHSAS rules.

SUSTAINABLE DEVELOPMENT GOALS
3 GOOD HEALTH AND WELL-BEING
8 DECENT WORK AND ECONOMIC GROWTH
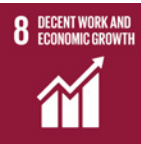
403-3
a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases.

In general, employees working in our anodizing facilities in Annecy, France, Jundiai, Brazil and Watertown, CT U.S.A. are exposed to more hazards in the process as compared to our other facilities. However, we have not observed any increase in incidence or diseases as a result of this activity. We have a process to identify the global top high priority sites based on safety performance each month. These sites are required to host a safety review call 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 holds us accountable for safety improvements.
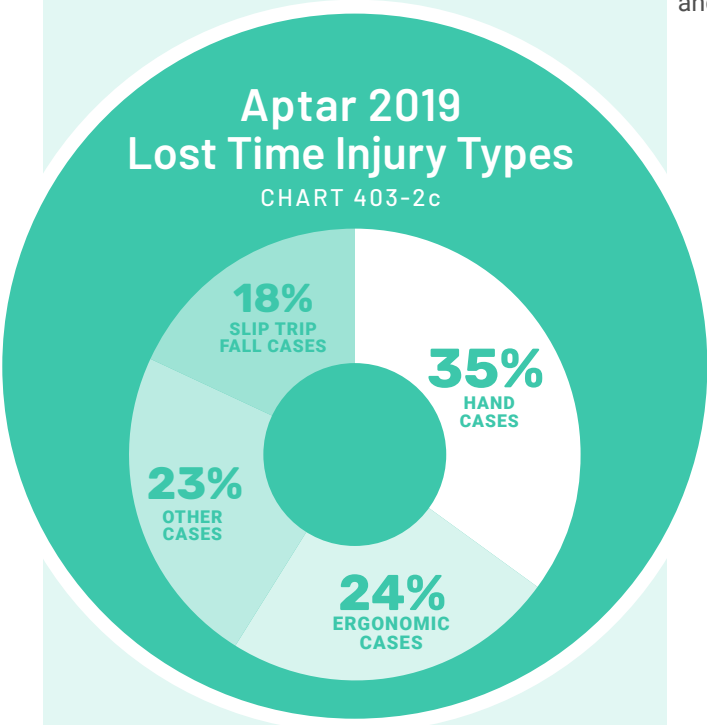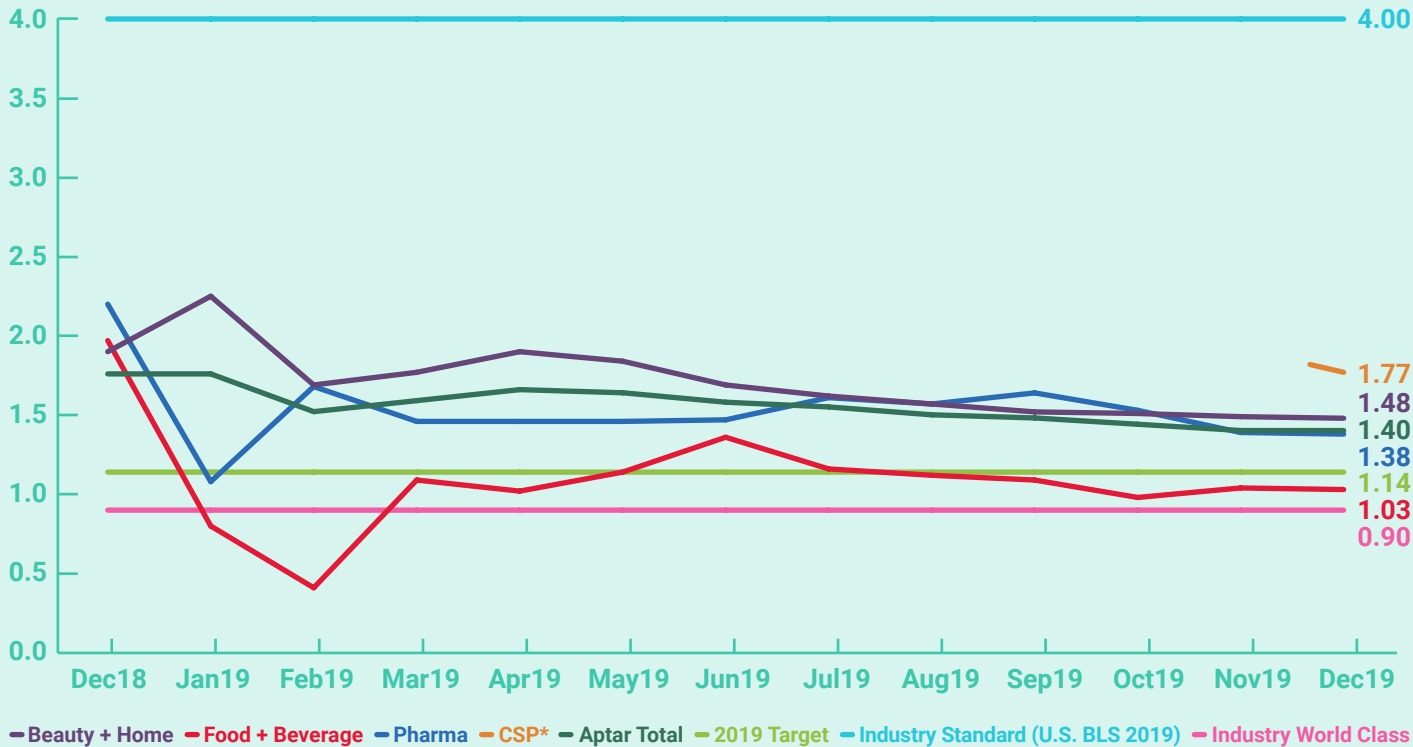
SUSTAINABLE DEVELOPMENT GOALS
3 GOOD HEALTH AND WELL-BEING
8 DECENT WORK AND ECONOMIC GROWTH

Aptar 2019 Lost Time Injury Types
CHART 403-2c

- 18% SLIP TRIP FALL CASES
- 35% HAND CASES
- 23% OTHER CASES
- 24% ERGONOMIC CASES

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

		% VARIATION 2018 TO 2019	2019	2018	2017
Beauty + Home		-20	1.48	1.86	2.94
	EMEA	-9	2.20	2.43	3.59
	LATAM	8	0.66	0.61	4.01
	North America	-38	2.06	3.34	3.43
	Northeast Asia	-16	0.54	0.64	0.16
	Southeast Asia	-100	0.00	0.31	0.48
Corporate and Others		Same	0.00	0.00	0.00
	EMEA	Same	0.00	0.00	0.00
	North America	Same	0.00	0.00	0.00
Food + Beverage		-48	1.03	1.97	2.89
	EMEA	-50	0.63	1.25	3.06
	North America	-48	2.75	5.27	4.69
	Northeast Asia	-100	0.00	0.38	0.38
Pharma		-37	1.38	2.20	3.08
	EMEA	-30	1.56	2.24	3.49
	North America	-73	0.98	3.64	0.92
	Northeast Asia	-100	0.00	0.45	0.80
	Southeast Asia	Same	0.00	0.00	2.70
CSP		N/A	1.77	N/A	N/A
	EMEA	N/A	5.32	N/A	N/A
	North America	N/A	0.81	N/A	N/A
Aptar Total		-28	1.40	1.93	2.93

Total Recordable Incident Rate (TRIR)
Recordable Incidents per 100 Employees (rolling 12-month average)

- 4.00
- 1.77
- 1.48
- 1.40
- 1.38
- 1.14
- 1.03
- 0.90

Legend: Beauty + Home — Food + Beverage — Pharma — CSP* — Aptar Total — 2019 Target — Industry Standard (U.S. BLS 2019) — Industry World Class
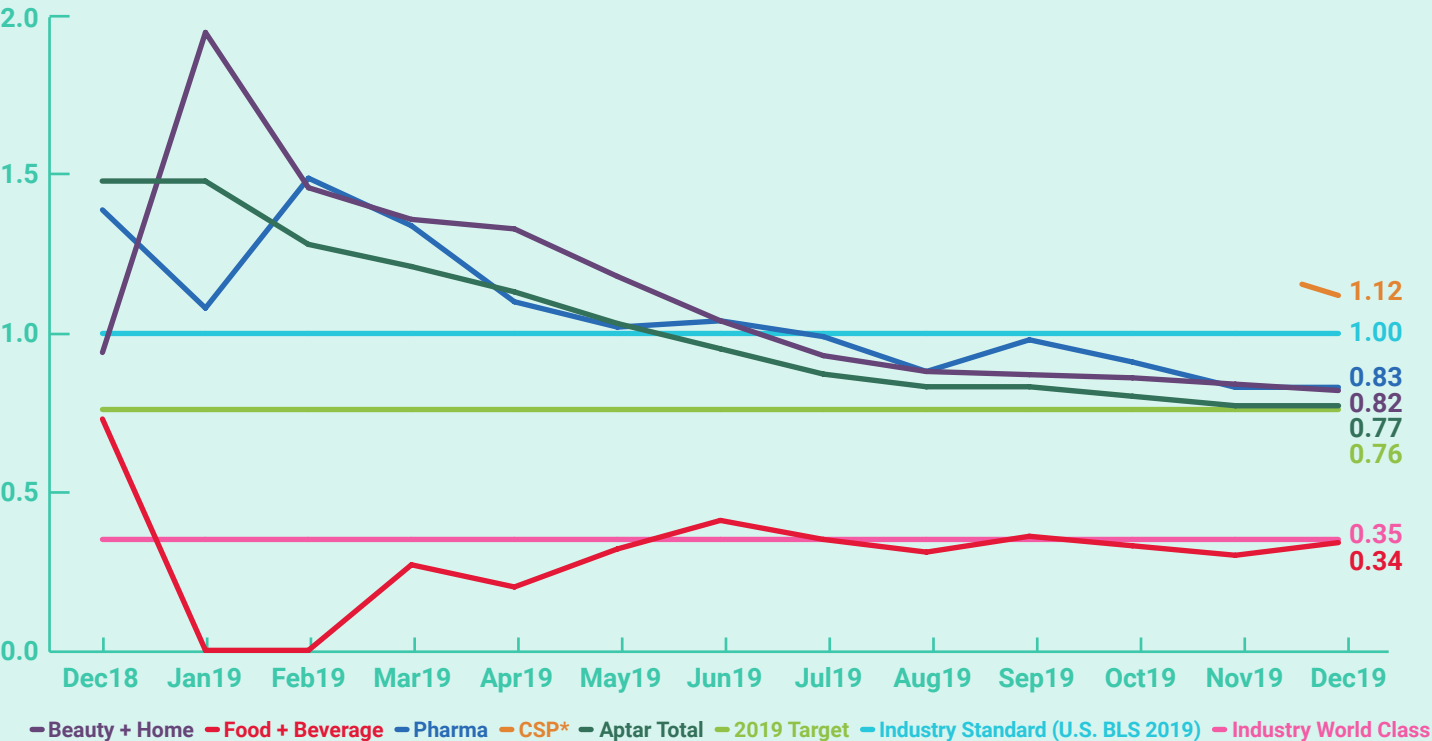
* As CSP Technologies is new to the Aptar family, we have only 2019 safety data from those sites. Therefore, rolling-12 rates are not available until December 2019.

Safety data has not been externally verified.

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

		% VARIATION 2018 TO 2019	2019	2018	2017
Beauty + Home		-11	0.82	0.92	1.36
	EMEA	6	1.50	1.41	2.26
	LATAM	-34	0.27	0.41	1.15
	North America	-41	0.59	1.00	0.88
	Northeast Asia	13	0.18	0.16	0.00
	Southeast Asia	-100	0.00	0.41	0.29
Corporate and Others		Same	0.00	0.00	0.00
	EMEA	Same	0.00	0.00	0.00
	North America	Same	0.00	0.00	0.00
Food + Beverage		-53	0.34	0.73	1.41
	EMEA	-62	0.38	1.00	1.91
	North America	-17	0.55	0.66	1.34
	Northeast Asia	Same	0.00	0.00	0.00
Pharma		-40	0.83	1.39	2.02
	EMEA	-31	0.93	1.35	2.24
	North America	-77	0.65	2.83	0.92
	Northeast Asia	-100	0.00	0.45	0.00
	Southeast Asia	Same	0.00	0.00	0.00
CSP		N/A	1.12	N/A	N/A
	EMEA	N/A	3.80	N/A	N/A
	North America	N/A	0.41	N/A	N/A
Aptar Total		-24	0.77	1.01	1.51

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

Legend: Beauty + Home, Food + Beverage, Pharma, CSP*, Aptar Total, 2019 Target, Industry Standard (U.S. BLS 2019), Industry World Class

End values: 1.12, 1.00, 0.83, 0.82, 0.77, 0.76, 0.35, 0.34

* As CSP Technologies is new to the Aptar family, we have only 2019 safety data from those sites. Therefore, rolling-12 rates are not available until December 2019.

Safety data has not been externally verified.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 403 Occupational Health and Safety

403-4
a. Whether formal agreements (either local or global) with trade unions cover health and safety.
b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.

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.
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.

SUSTAINABLE DEVELOPMENT GOALS — 3 GOOD HEALTH AND WELL-BEING — 8 DECENT WORK AND ECONOMIC GROWTH
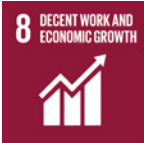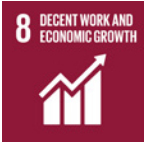
403-5
a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities or hazardous situations.

As a part of the implementation of the EHS Management System, training for specific topics as video modules, was 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.

SUSTAINABLE DEVELOPMENT GOALS — 3 GOOD HEALTH AND WELL-BEING — 8 DECENT WORK AND ECONOMIC GROWTH
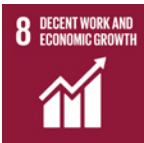
403-6
a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.
b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.

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.

SUSTAINABLE DEVELOPMENT GOALS — 3 GOOD HEALTH AND WELL-BEING — 8 DECENT WORK AND ECONOMIC GROWTH

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 Phase II of our EHS Management System. This requirement sets a global standard for the selection and management of purchased service contractors as our sites. Currently this is managed at the site or regional level and varies, as there was no global requirement in place. All sites must at a minimum meet the global requirement, and where local regulations are more stringent, those may supersede the global standard.

SUSTAINABLE DEVELOPMENT GOALS · 3 GOOD HEALTH AND WELL-BEING

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 May 2020, there were four Aptar sites certified to the OHSAS 18001 standard and 16 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**.

SUSTAINABLE DEVELOPMENT GOALS · 3 GOOD HEALTH AND WELL-BEING

Below are the topics included in the Aptar EHS Management System. Through 2019, sites worked to implement Phase II topics. The final rollout of the management system, Phase III, was initiated in December 2019 with draft documents under review. In 2020, Aptar sites are implementing the Phase III topics.

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 (BBP)
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	Robotic Safety
Hot Work	Cranes Hoists & Lifting Equipment	Respiratory Protection
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	

400 Social Topics

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

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 to offer 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. Stories on the newly launched Aptar Technical Education Center and the new CAMPUS leadership program can be found on **page 14**. In 2020, Aptar has 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.

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 below illustrates the average hours of training per year per employee by region and employee category. Our definitions of these employee categories are provided in the **Appendix**.

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. In 2019, Aptar's corporate university hosted 82 training sessions with over 900 participants representing every Aptar region. Many of these trainings were held across segments and in multiple languages.
b. We do not currently have a transition assistance program for our retirees or terminated employees.

TABLE 404-1 Average Training Hours Per Employee

REGION	2019		2018		2017	
	M&P EMPLOYEES[1]	OTHER EMPLOYEES[1]	M&P EMPLOYEES[1]	OTHER EMPLOYEES[1]	M&P EMPLOYEES[1]	OTHER EMPLOYEES[1]
Central Europe	16.35	12.59	17.30	12.10	15.10	11.70
West Europe	14.94	13.62	15.93	13.53	20.97	12.95
South Europe	20.50	25.15	22.79	17.91	30.92	17.45
North America	17.78	12.44	16.44	14.42	24.20	20.30
China	13.73	11.33	13.50	22.40	26.76	28.36
Latin America	20.19	19.88	28.76	29.87	27.15	28.60
Southeast Asia and India	17.00	15.00	30.00	15.00	17.08	15.60

[1] See **Appendix** for definitions

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

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 to 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 at the site to allow for employee self-service functions within the platform.

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 along with our global capabilities. Believing in the self-worth of everyone is also 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.

• 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.

• At year-end 2020, Aptar's Global Leadership Team along with Aptar's Executive Committee and all immediate direct reports will complete Diversity and Inclusion training

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 2019 progress on D&I can be found on **page 10-13**. We look forward to reporting on our future progress.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 405 Diversity and Equal Opportunity

405-1 — The reporting organization shall report the following information:
a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:
  i. Gender;
  ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
  iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).
b. Percentage of employees per employee category in each of the following diversity categories:
  i. Gender;
  ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
  iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

a. As of year-end 2019, Aptar's Executive Committee was compromised of seven members, two of which were women (28 percent). In addition, our Board of Directors is compromised of 11 members, with four being women. In May of 2019, upon the retirement of a Board member, Aptar added an additional woman to the Board of Directors. With four women currently on the Board, we now have 40 percent of our directors as women. We are proud to be among the companies leading the way towards gender balance on corporate boards. All members of our Board of Directors are over the age of 50.
b. 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 2019. 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 and for D&I trainings. Progress on these external targets will be reported on in the coming years.

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 Business Conduct & Ethics**, 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
a. Total number of incidents of discrimination during the reporting period.
b. Status of the incidents and actions taken with reference to the following:
  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.

a. Aptar did not receive any substantiated complaints concerning discrimination.
b. Not applicable
  i. Not applicable
  ii. Not applicable
  iii. Not applicable
  iv. Not applicable

GRI 407 Freedom of Association and Collective Bargaining

Management Approach

The reporting organization shall report its management approach for freedom of association and collective bargaining using GRI 103: Management Approach.

Please see **Table 102-41**.

407-1 — 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:
  i. type of operation (such as manufacturing plant) and supplier;
  ii. countries or geographic areas with operations and suppliers considered at risk.
b. Measures taken by the organization in the reporting period intended to support rights

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.

GRI 408 Child Labor

Management Approach

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

Aptar prohibits the use of child labor within its own sites, annually audited by Sedex organization leading world's ethical trade service, and by suppliers as detailed within our **Sustainable Purchasing Charter**.

400 Social Topics

GRI 408 Child Labor

408-1

a. Operations and suppliers considered to have significant risk for incidents of:
 i. child labor;
 ii. young workers exposed to hazardous work.
b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:
 i. type of operation (such as manufacturing plant) and supplier;
 ii. countries or geographic areas with operations and suppliers considered at risk.
c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.

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.:
• 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."

GRI 409 Forced or Compulsory Labor

Management Approach

The reporting organization shall report its management approach for forced or compulsory labor using GRI 103: Management Approach.

Aptar prohibits the use of child labor within its own sites, annually audited by Sedex organization leading world's ethical trade service, and by suppliers as detailed within our **Sustainable Purchasing Charter**.

409-1

a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:
 i. type of operation (such as manufacturing plant) and supplier;
 ii. countries or geographic areas with operations and suppliers considered at risk.
b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.

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.:
• 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."

GRI 412 Human Rights Assessment

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

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. Beginning next year, 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. 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.

GRI 413 Local Communities

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

Aptar recognizes the importance of social responsibility within our local communities and beyond. 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.

400 Social Topics

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 413 Local Communities

413-1	The reporting organization shall report the following information: a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: 　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.	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. In 2020, we are working to make these policies more global, specifically in regards to the Aptar Charitable Foundation, the Employee Gift Matching Program and Volunteering. Examples of community involvement at our global Aptar locations can be found on **page 42-45**.

GRI 414 Supplier Social Assessment

Management Approach

The reporting organization shall report its management approach for supplier social 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 social and environmental 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 414 Supplier Social Assessment

414-1	New suppliers that were screened using social criteria.	In 2016 and 2017, we piloted our supplier sustainability screening process in North America and Europe. We selected a few strategic suppliers to receive a social and environmental screening audit and all new suppliers were screened. Other regions also screen suppliers for environmental and social impacts, but these results are currently not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to plan scaling up the process into a global program. In 2019 in Partnership with EcoVadis, a third party supplier scoring organization, in an effort to establish a screening method for future years.

SUSTAINABLE DEVELOPMENT GOALS — 5 GENDER EQUALITY · 8 DECENT WORK AND ECONOMIC GROWTH · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

414-2	Negative social impacts in the supply chain and actions taken.	In 2019, more than 50 suppliers were audited in Europe and North America. As mentioned in the management approach, we have piloted a supplier screening program with EcoVadis and 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.

SUSTAINABLE DEVELOPMENT GOALS — 5 GENDER EQUALITY · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

GRI 415 Public Policy

Management Approach

The reporting organization shall report its management approach for public policy using GRI 103: Management Approach.	Aptar does not associate with any political groups, nor does the company make any political contributions, either directly or indirectly.

415-1	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

400 Social Topics

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. In 2020, we are investigating phase out targets with regard to the following: formaldehyde (in POM), styrene (SAN, ABS), vinyl chloride (in PVC), BPA (in polycarbonate and epoxy coating), silicone D4, D5, D6 (in cyclic silicone)

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. 100 percent 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.

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 we are introducing a greenwashing training module for sales and marketing professionals, and this topic was addressed during a recent summit with the Commercial Excellence people. 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:
   i. Content, particularly with regard to substances that might produce an environmental or social impact;
   ii. Safe use of the product or service;
   iii. Disposal of the product and environmental or social impacts;
   iv. 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 are introducing a greenwashing training module for sales and marketing professionals, and this topic was addressed during a recent summit with the Commercial Excellence people.

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.

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.

GRI

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
a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
  i. Total monetary value of significant fines;
  ii. Total number of non-monetary sanctions;
  iii. Cases brought through dispute resolution mechanisms.
b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.
c. The context against which significant fines and non-monetary sanctions were incurred.

a. Aptar has not identified any significant fines for non-compliance with laws and/or regulations.
  i. Not applicable
  ii. Not applicable
  iii. Not applicable
b. Aptar has not identified any significant fines for non-compliance with laws and/or regulations.
c. Not applicable

SUSTAINABLE DEVELOPMENT GOALS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

For more information, please contact Taylor Price, Global Manager, Operational Excellence - EHS & Sustainability, at +1.828.970.6308 or taylor.price@aptar.com.

Employee Category Definitions

M&P = MANAGERS & PROFESSIONALS	OTHER EMPLOYEES	TEMPORARY EMPLOYEE
Executives, managers, experts, engineers and specialists who meet the following criteria: • 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 In exceptional cases, possession of relevant skills and experience for a position may be considered as an equivalent level to a bachelor's degree.	**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). **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.	An Individual not registered as an employee paid directly by the company, but who is recruited though a temporary work agency.

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.