

# 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



## 100 Universal Standard

| INDICATOR                      | PAGE #    |
|--------------------------------|-----------|
| <b>102 General Disclosures</b> | <b>57</b> |
| 102-1                          | 57        |
| 102-2                          | 57        |
| 102-3                          | 57        |
| 102-4                          | 57        |
| 102-5                          | 57        |
| 102-6                          | 57        |
| 102-7                          | 57        |
| 102-8                          | 58        |
| 102-9                          | 59        |
| 102-10                         | 60        |
| 102-11                         | 61        |
| 102-12                         | 61        |
| 102-13                         | 61        |
| 102-14                         | 61        |
| 102-16                         | 62        |
| 102-17                         | 62        |
| 102-18                         | 63        |
| 102-20                         | 63        |
| 102-25                         | 63        |
| 102-27                         | 64        |
| 102-40                         | 64        |
| 102-41                         | 64        |
| 102-42                         | 65        |
| 102-43                         | 65        |
| 102-44                         | 65        |
| 102-45                         | 65        |
| 102-46                         | 65        |
| 102-47                         | 66        |
| 102-48                         | 66        |
| 102-49                         | 66        |
| 102-50                         | 66        |
| 102-51                         | 66        |
| 102-52                         | 66        |
| 102-53                         | 66        |
| 102-54                         | 67        |
| 102-55                         | 67        |
| 102-56                         | 67        |
| <b>Materiality Matrix</b>      | <b>68</b> |

## 200 Economic Topics

| INDICATOR                            | PAGE #    |
|--------------------------------------|-----------|
| <b>201 Economic Performance</b>      | <b>70</b> |
| 201-1                                | 70        |
| 201-2                                | 71        |
| 201-3                                | 71        |
| 201-4                                | 72        |
| <b>204 Procurement Practices</b>     | <b>73</b> |
| 204-1                                | 73        |
| <b>205 Anti-Corruption</b>           | <b>74</b> |
| 205-1                                | 74        |
| 205-2                                | 75        |
| 205-3                                | 76        |
| <b>206 Anti-Competitive Behavior</b> | <b>77</b> |
| 206-1                                | 77        |

## 300 Environmental Topics

| INDICATOR                                    | PAGE #    |
|--|-----------|
| <b>301 Materials</b>                         | <b>78</b> |
| <b>302 Energy</b>                            | <b>79</b> |
| 302-1  | 80        |
| 302-2  | 81        |
| 302-3  | 81        |
| <b>303 Water</b>                             | <b>82</b> |
| 303-1  | 82        |
| 303-2  | 82        |
| 303-5  | 82        |
| <b>304 Biodiversity</b>                      | <b>83</b> |
| 304-1  | 83        |
| 304-2  | 84        |
| 304-3  | 85        |
| 304-4  | 86        |
| <b>305 Emissions</b>                         | <b>86</b> |
| 305-1  | 87        |
| 305-2  | 90        |
| 305-3  | 90        |
| 305-4  | 91        |
| 305-5  | 91        |
| 305-6  | 91        |
| 305-7  | 92        |
| <b>306 Effluents and Waste</b>               | <b>93</b> |
| 306-1  | 93        |
| 306-2  | 94        |
| 306-3  | 96        |
| 306-4  | 96        |
| 306-5  | 96        |
| <b>307 Environmental Compliance</b>          | <b>97</b> |
| 307-1  | 98        |
| <b>308 Supplier Environmental Assessment</b> | <b>98</b> |
| 308-1  | 99        |
| 308-2  | 99        |

## 400 Social Topics

| INDICATOR   | PAGE #     |
|---|------------|
| <b>401 Employment</b>                                       | <b>100</b> |
| 401-1   | 100        |
| <b>402 Labor/Management Relations</b>                       | <b>101</b> |
| 402-1   | 101        |
| <b>403 Occupational Health and Safety</b>                   | <b>102</b> |
| 403-1   | 103        |
| 403-2   | 104        |
| 403-3   | 104        |
| 403-4   | 107        |
| 403-5   | 107        |
| 403-6   | 107        |
| 403-7   | 108        |
| 403-8   | 108        |
| <b>404 Training and Education</b>                           | <b>110</b> |
| 404-1   | 110        |
| 404-2   | 110        |
| 404-3   | 111        |
| <b>405 Diversity and Equal Opportunity</b>                  | <b>111</b> |
| 405-1   | 112        |
| <b>406 Non-Discrimination</b>                               | <b>112</b> |
| 406-1   | 113        |
| <b>407 Freedom of Association and Collective Bargaining</b> | <b>113</b> |
| 407-1   | 113        |
| <b>408 Child Labor</b>                                      | <b>113</b> |
| 408-1   | 114        |
| <b>409 Forced or Compulsory Labor</b>                       | <b>114</b> |
| 409-1   | 114        |
| <b>412 Human Rights Assessment</b>                          | <b>115</b> |
| <b>413 Local Communities</b>                                | <b>115</b> |
| 413-1   | 116        |
| <b>414 Supplier Social Assessment</b>                       | <b>116</b> |
| 414-1   | 117        |
| 414-2   | 117        |
| <b>415 Public Policy</b>                                    | <b>117</b> |
| 415-1   | 117        |
| <b>416 Customer Health and Safety</b>                       | <b>118</b> |
| 416-1   | 118        |
| 416-2   | 118        |
| <b>417 Marketing and Labeling</b>                           | <b>118</b> |
| 417-1   | 118        |
| 417-2   | 119        |
| 417-3   | 119        |
| <b>418 Customer Privacy</b>                                 | <b>119</b> |
| 418-1   | 119        |
| <b>419 Socioeconomic Compliance</b>                         | <b>120</b> |
| 419-1   | 120        |

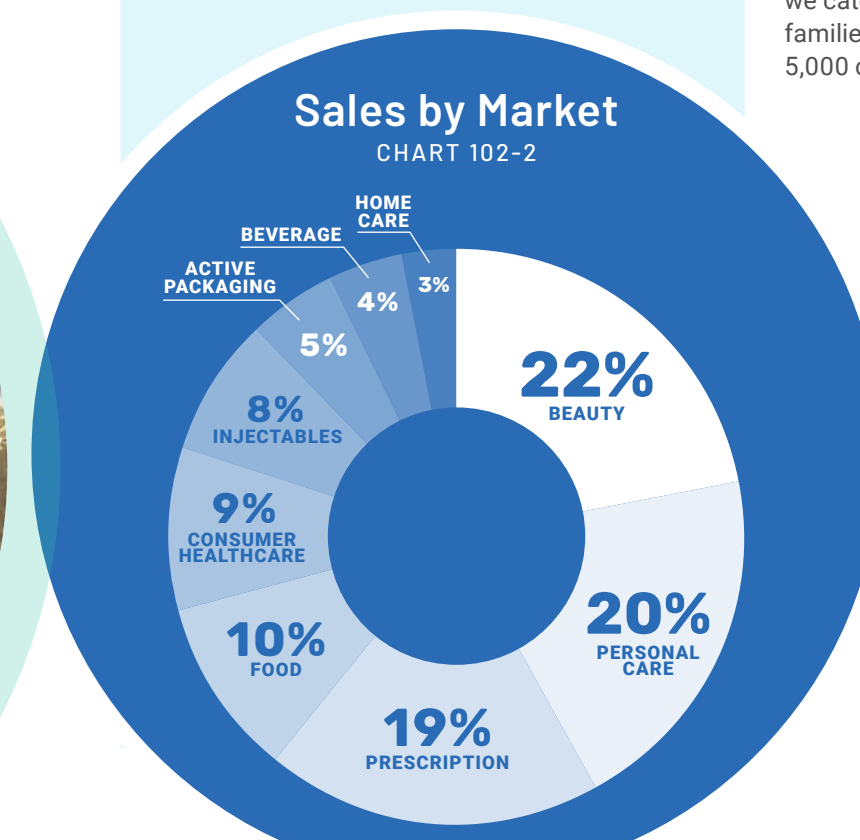


## SUSTAINABLE DEVELOPMENT GOALS

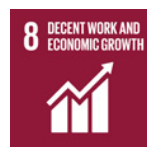
Aptar is committed to supporting the United Nations Sustainable Development Goals. Throughout this GRI Index we have indicated where our activities affect one of the seventeen topics by placing the associated icon next to our response.



| TOPIC                              | REPORTING REQUIREMENT   | APTAR'S RESPONSE   |
|------------------------------------|---|--|
| <b>GRI 102 General Disclosures</b> |   |  |
| <b>102-1</b>                       | Name of the organization  | AptarGroup, Inc.   |
| <b>102-2</b>                       | a. A description of the organization's activities.<br>b. Primary brands, products and services, including an explanation of any products or services that are banned in certain markets.  | a. <a href="#">AptarGroup 2019 Annual Report</a> (PDF: page 11)<br>b. <a href="#">AptarGroup 2019 Annual Report</a> (PDF: pages 11-14)<br><br>Please see <b>Chart 102-2</b> below for details about Aptar's global sales by market for 2019.   |
| <b>102-3</b>                       | a. Location of the organization's headquarters.   | Crystal Lake, Illinois, U.S.A.   |
| <b>102-4</b>                       | 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.  | <a href="#">AptarGroup 2019 Annual Report</a> (PDF: page 23)   |
| <b>102-5</b>                       | a. Nature of ownership and legal form.  | <a href="#">AptarGroup 2019 Annual Report</a> (PDF: page 9)  |
| <b>102-6</b>                       | Markets served, including:<br>i. Geographic locations where products and services are offered;<br>ii. Sectors served;<br>iii. Types of customers and beneficiaries.   | <a href="#">AptarGroup 2019 Annual Report</a> (PDF: page 11-14)  |
| <b>102-7</b>                       | a. Scale of the organization, including:<br>i. Total number of employees;<br>ii. Total number of operations;<br>iii. Net sales (for private sector organizations) or net revenues (for public sector organizations);<br>iv. Total capitalization (for private sector organizations) broken down in terms of debt and equity;<br>v. Quantity of products or services provided. | i. Total number of employees: 14,000<br>ii. Total number of operations: 50, as reported in the <a href="#">AptarGroup 2019 Annual Report</a> (page 23). In addition, see the table on the <a href="#">Aptar website</a> , which shows site nomenclature of these sites within our multiple data collection systems and reports.<br>iii. Net revenues (for public sector organizations): \$2,860 million<br>iv. Not applicable (not private sector)<br>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. |



| TOPIC                       | REPORTING REQUIREMENT   | APTAR'S RESPONSE   |
|-----------------------------|---|--|
| GRI 102 General Disclosures |   |  |
| 102-8                       | <p>a. Total number of employees by employment contract (permanent and temporary), by gender.</p> <p>b. Total number of employees by employment contract (permanent and temporary), by region.</p> <p>c. Total number of employees by employment type (full-time and part-time), by gender.</p> <p>d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.</p> <p>e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b and 102-8-c (such as seasonal variations in the tourism or agricultural industries).</p> <p>f. An explanation of how the data have been compiled, including any assumptions made.</p> | <p>Please see <b>Table 102-8</b> 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 <b>Appendix</b>. 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).</p> <p>Details of organizational changes around found in <b>GRI 102-10</b>.</p> |



| TOPIC                       | REPORTING REQUIREMENT   | APTAR'S RESPONSE  |
|-----------------------------|---|---|
| GRI 102 General Disclosures |   |   |
| 102-9                       | <p>a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products and services.</p> | <p>Aptar sources components, raw materials, equipment, services and non-production items (e.g., energy and transportation) from suppliers around the world. The sourcing strategy is primarily regional thus limiting intercontinental flows of products. 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.</p> |

TABLE 102-8 Total Number of Employees

| REGION                   | EMPLOYEE CATEGORY               | 2019  |        |                            |                              |        | 2018  |        |                            |                              |        | 2017  |        |                            |                              |        |
|--------------------------|---------------------------------|-------|--------|----------------------------|------------------------------|--------|-------|--------|----------------------------|------------------------------|--------|-------|--------|----------------------------|------------------------------|--------|
|                          |                                 | MALE  | FEMALE | M&P EMPLOYEES <sup>1</sup> | OTHER EMPLOYEES <sup>1</sup> | TOTAL  | MALE  | FEMALE | M&P EMPLOYEES <sup>1</sup> | OTHER EMPLOYEES <sup>1</sup> | TOTAL  | MALE  | FEMALE | M&P EMPLOYEES <sup>1</sup> | OTHER EMPLOYEES <sup>1</sup> | 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  |
|                          | 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  |
|                          | 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    |
|                          | 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  |
|                          | 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    |
|                          | 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  |
|                          | 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    |
|                          | 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 |
|                          | Temporary                       | 945   | 891    | 14                         | 1,822                        | 1,836  | 1,027 | 695    | 7                          | 1,715                        | 1,722  | 934   | 796    | 76                         | 1,652                        | 1,730  |

<sup>1</sup> See **Appendix** for definitions



| TOPIC                       | REPORTING REQUIREMENT  | APTAR'S RESPONSE  |
|-----------------------------|--|---|
| GRI 102 General Disclosures |  |   |
| 102-10                      | <p>a. Significant changes to the organization's size, structure, ownership or supply chain, including:</p> <ul style="list-style-type: none"><li>i. Changes in the location of, or changes in, operations, including facility openings, closings and expansions;</li><li>ii. Changes in the share capital structure and other capital formation, maintenance and alteration operations (for private sector organizations);</li><li>iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.</li></ul> | <p>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:</p> <ul style="list-style-type: none"><li>• Acquired two leading pharmaceutical services companies – Nanopharm and Gateway Analytical.</li><li>• Acquired Noble International, a leader in drug delivery training devices (autoinjectors, prefilled syringes, on-body and respiratory devices) and patient onboarding programs.</li><li>• 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.</li></ul> <p>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:</p> <ul style="list-style-type: none"><li>• New facility in Guangzhou, China</li><li>• Optimization of South East Asia footprint with the opening of a new and larger facility in Hyderabad</li><li>• Announcement to optimize North America B+H footprint</li><li>• Group our existing operations in the Oyonnax area in One Roof to foster our Custom Packaging strategy</li></ul> <p>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 <b>Sustainable Purchasing Charter</b>. 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.</p> |

| TOPIC                       | REPORTING REQUIREMENT  | APTAR'S RESPONSE  |
|-----------------------------|--|---|
| GRI 102 General Disclosures |  |   |
| 102-11                      | <p>a. Whether and how the organization applies the Precautionary Principle or approach</p>   | <p>The theory behind the Precautionary Principle is already a part of numerous regulatory schemes, in different regions. Therefore every product manufactured by Aptar must comply with applicable regulations in the regions where it is produced. To ensure compliance, full transparency and better protect consumers and the environment, Aptar has set up dedicated regulatory and quality policies and control departments tasked with:</p> <ul style="list-style-type: none"><li>• Carrying out continuous regulatory monitoring and selecting key relevant requirements</li><li>• Providing customers with relevant material data</li><li>• Proactively collaborating with the supply chain to phase out potentially hazardous substances</li><li>• Meeting customer-specific needs regarding substances of interest</li></ul> <p>To achieve these aims, Aptar establishes strong relationships with supply chain partners and professional associations, defines specific regulatory specifications for each type of material, collects and analyzes supplier declarations information. And finally elaborate on demand Regulatory Information Declarations.</p> |
| 102-12                      | <p>a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.</p>   | <p>See <b>GRI 102-13</b> below and the <b>Suppliers/Partners section</b></p>  |
| 102-13                      | <p>a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.</p>  | <p>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 <b>Supplier/Partners section</b> of the report.</p>  |
| 102-14                      | <p>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.</p> | <p>See <b>CEO Letter</b></p>  |

| TOPIC                       | REPORTING REQUIREMENT   | APTAR'S RESPONSE  |
|-----------------------------|---|---|
| GRI 102 General Disclosures |   |   |
| 102-16                      | a. A description of the organization's values, principles, standards and norms of behavior.   | <p>Aptar teaches Core Values through internal training programs offered to different categories of employees.</p> <ul style="list-style-type: none"> <li>• We believe in the self-worth of individuals regardless of their status</li> <li>• We strive for relationships that are based on openness, honesty and feedback</li> <li>• We promote teamwork and cooperation at all levels</li> <li>• We challenge people to develop their potential and to take initiative</li> <li>• We practice business relationships that are based on responsibility and on long-term and mutual interests to all stakeholders</li> </ul> <p>In addition to those values, Aptar norms of behavior and conduct are embodied within the <b>Code of Business Conduct &amp; Ethics</b>. The Code of Business Conduct &amp; 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 &amp; 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.</p> |
| 102-17                      | a. A description of internal and external mechanisms for: <ol style="list-style-type: none"> <li>Seeking advice about ethical and lawful behavior, and organizational integrity;</li> <li>Reporting concerns about unethical or unlawful behavior, and organizational integrity.</li> </ol> | <ol style="list-style-type: none"> <li>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.</li> <li>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.</li> </ol>   |

| TOPIC                       | REPORTING REQUIREMENT  | APTAR'S RESPONSE   |
|-----------------------------|--|--|
| GRI 102 General Disclosures |  |  |
| 102-18                      | <ol style="list-style-type: none"> <li>Governance structure of the organization, including committees of the highest governance body.</li> <li>Committees responsible for decision-making on economic, environmental and social topics.</li> </ol>   | <p><b>a. AptarGroup Governance Highlights</b></p> <p>b. Aptar governance is organized in four committees: audit, compensation, governance and executive.</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• The Management Development and Compensation Committee is in charge of the compensation of Aptar executives</li> <li>• The Governance Committee is in charge of identifying, evaluating and recommending individuals qualified to be directors of Aptar</li> <li>• Finally, the Executive Committee is in charge of performing the duties and exercising the powers delegated to it by the Aptar Board of Directors</li> </ul>   |
| 102-20                      | <ol style="list-style-type: none"> <li>Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.</li> <li>Whether post holders report directly to the highest governance body.</li> </ol>  | <p>Economic topics are governed by our Chief Financial Officer, Bob Kuhn, who sits on the Executive Committee and reports directly to the Chief Executive officer (CEO). Labor topics are governed by our Chief Human Resources Officer, Shiela Vinczeller, who sits on the Executive Committee and reports directly to the CEO. The highest level of direct responsibility for environmental and social topics within Aptar is Beth Holland, Vice President, Operational Excellence, EHS &amp; 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.</p> |
| 102-25                      | <ol style="list-style-type: none"> <li>Processes for the highest governance body to ensure conflicts of interest are avoided and managed.</li> <li>Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:                             <ol style="list-style-type: none"> <li>Cross-board membership;</li> <li>Cross-shareholding with suppliers and other stakeholders;</li> <li>Existence of controlling shareholder;</li> <li>Related party disclosures.</li> </ol> </li> </ol> | <p>Business decisions must be made in the best interest of Aptar, not motivated by personal interest or gain. Therefore, as a matter of policy, all employees, officers and directors must avoid any actual or perceived conflict of interest. Additional information and recommendation on this topic are found within our internal Compliance Manual and regular training is provided on this topic. An independent third-party SAAS whistleblower hotline is in place to enable anonymous reporting of potential conflicts. Furthermore, during the annual attestation process for the Compliance Manual review, employees are prompted to confirm whether or not they are aware of potential conflicts. Potential conflicts of interests can also be reported to the Compliance Officer and relevant processes are then put in place to mitigate the risks.</p>  |



| 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.   | <p>For more information on Aptar's materiality assessment results please see <b>GRI 102-46</b> to the right and Aptar's Materiality Matrix on <a href="#">pages 68-69</a>.</p> <p><b>Internal:</b></p> <ul style="list-style-type: none"><li>• 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.</li></ul> <p><b>External:</b></p> <ul style="list-style-type: none"><li>• 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.</li><li>• 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.</li><li>• 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.</li><li>• Industry Associations, NGOs, &amp; 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.</li><li>• 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.</li><li>• Communities: Aptar strives to support the communities in which we live and work. Community engagement is managed at the local and site level.</li></ul> |
| 102-41                      | a. Percentage of total employees covered by collective bargaining agreements.  | Please see <b>Table 102-41</b> to the right.<br>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 <b>GRI 102-40</b> 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 <a href="#">pages 68-69</a> .   |
| 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 <b>GRI 102-40</b> 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 <a href="#">pages 68-69</a> .   |
| 102-44                      | a. Key topics and concerns that have been raised through stakeholder engagement, including:<br>i. How the organization has responded to those key topics and concerns, including through its reporting;<br>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 <a href="#">pages 68-69</a> .   |
| 102-45                      | a. A list of all entities included in the organization's consolidated financial statements or equivalent documents.<br>b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.                    | <p><b>AptarGroup 2019 Annual Report</b> (PDF: page 23)</p> <p>See the <b>Aptar website</b> for a detailed list of our operations which shows site nomenclature within our multiple data collection systems and reports.</p>   |
| 102-46                      | a. An explanation of the process for defining the report content and the topic Boundaries.<br>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 <a href="#">pages 68-69</a> . |

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 <a href="#">pages 68-69</a> .  |
| 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 <a href="#">GRI 102-46</a> , 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 <a href="#">pages 68-69</a> . 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<br>Vice President, Operational Excellence – Environment, Health and Safety & Sustainability<br><a href="mailto:Beth.Holland@aptar.com">Beth.Holland@aptar.com</a><br><br>Taylor Price<br>Global Manager, Operational Excellence – Environment, Health and Safety & Sustainability<br><a href="mailto:Taylor.Price@aptar.com">Taylor.Price@aptar.com</a>  |

| 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: <ul style="list-style-type: none"> <li>i. 'This report has been prepared in accordance with the GRI Standards: Core option';</li> <li>ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.</li> </ul>   | This report has been prepared in accordance with the GRI Standards: Core options. See <a href="#">GRI 102-56</a> 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. <ul style="list-style-type: none"> <li>b. For each disclosure, the content index shall include: <ul style="list-style-type: none"> <li>i. The number of the disclosure (for disclosures covered by the GRI Standards);</li> <li>ii. The page number(s) or URL(s) where the information can be found, either within the report or in other published materials;</li> <li>iii. If applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.</li> </ul> </li> </ul>  | Please refer to the <a href="#">Table of Contents</a> 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. <ul style="list-style-type: none"> <li>b. If the report has been externally assured: <ul style="list-style-type: none"> <li>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;</li> <li>ii. The relationship between the organization and the assurance provider;</li> <li>iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.</li> </ul> </li> </ul> | <p><b>About This Report</b></p> <p>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 &amp; Sustainability Regional Leaders, Aptar's Vice President of Investor Relations and other functional leaders throughout the organization. Assurance statements from Certiquality can be found here:</p> <ul style="list-style-type: none"> <li>• <a href="#">2019 Verification Letter for ISO 14064-1 Compliant GHG Emissions</a></li> <li>• <a href="#">2019 Verification + Assurance Statement for Scope 1, 2 &amp; 3 Emissions</a></li> </ul> |



# 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



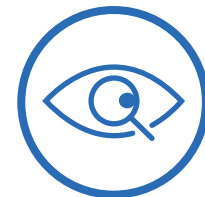
Prioritize resources



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

## 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

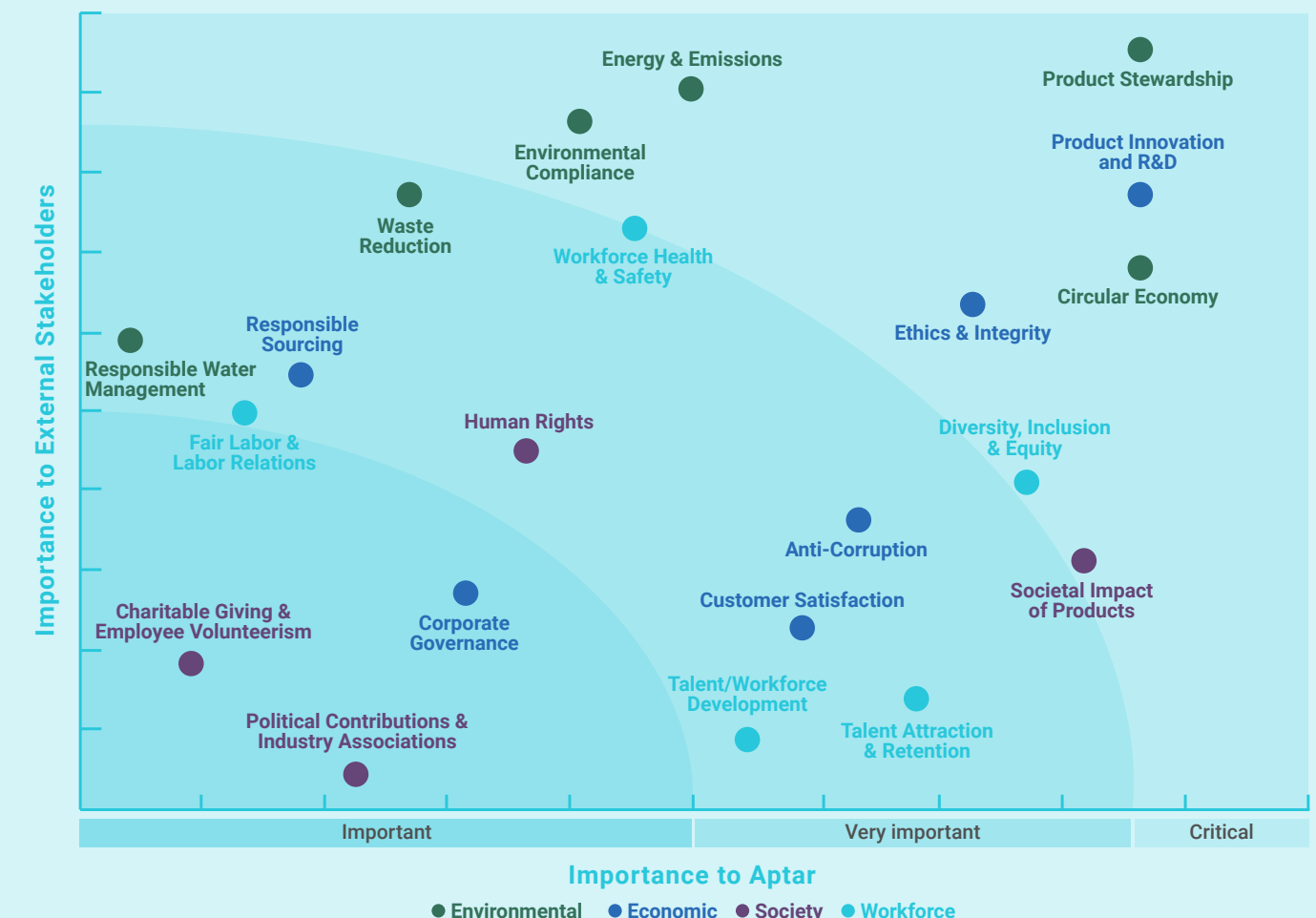
Outcomes from this assessment will be used to align sustainability reporting and communications around key topics and evaluate current strategy and determine if there is a need for course correction.

## 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





| 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 | <p>a. Direct economic value generated and distributed (EVG&amp;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:</p> <ul style="list-style-type: none"><li>i. Direct economic value generated: revenues;</li><li>ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country and community investments;</li><li>iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.</li></ul> <p>b. Where significant, report EVG&amp;D separately at country, regional or market levels and the criteria used for defining significance.</p> | <p>a. <a href="#">AptarGroup 2019 Annual Report</a> (PDF: page 44) filed February 24, 2020</p> <ul style="list-style-type: none"><li>i. <a href="#">AptarGroup 2019 Annual Report</a> (PDF: page 44) filed February 24, 2020</li><li>ii. <a href="#">AptarGroup 2019 Annual Report</a> (PDF: page 44) filed February 24, 2020</li><li>iii. <a href="#">AptarGroup 2019 Annual Report</a> (PDF: page 44) filed February 24, 2020</li></ul> <p>b. We collect and evaluate this information, but we do not publicly disclose.</p> |
|-------|---|--|



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

GRI 201 Economic Disclosures

|       |  |  |
|-------|--|--|
| 201-2 | <p>a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including:</p> <ul style="list-style-type: none"><li>i. A description of the risk or opportunity and its classification as either physical, regulatory or other;</li><li>ii. A description of the impact associated with the risk or opportunity;</li><li>iii. The financial implications of the risk or opportunity before action is taken;</li><li>iv. The methods used to manage the risk or opportunity;</li><li>v. The costs of actions taken to manage the risk or opportunity.</li></ul> | <p>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).</p> |
|-------|--|--|



|       |   |   |
|-------|---|---|
| 201-3 | <p>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.</p> <p>b. If a separate fund exists to pay the plan's pension liabilities:</p> <ul style="list-style-type: none"><li>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;</li><li>ii. The basis on which that estimate has been arrived at;</li><li>iii. When that estimate was made.</li></ul> <p>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.</p> <p>d. Percentage of salary contributed by employee or employer.</p> <p>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.</p> | <p>a. <a href="#">AptarGroup 2019 Annual Report</a> (PDF: page 67) filed February 24, 2020</p> <p>b. <a href="#">AptarGroup 2019 Annual Report</a> (PDF: page 67) filed February 24, 2020</p> <ul style="list-style-type: none"><li>i. <a href="#">AptarGroup 2019 Annual Report</a> (PDF: page 67) filed February 24, 2020</li><li>ii. <a href="#">AptarGroup 2019 Annual Report</a> (PDF: page 69) filed February 24, 2020</li><li>iii. As of December 31, 2018.</li></ul> <p>c. We maintain our funding within the legal threshold.</p> <p>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.</p> <p>e. We do not currently have mechanisms in place to be able to report the level of participation in retirement plans.</p> |
|-------|---|---|

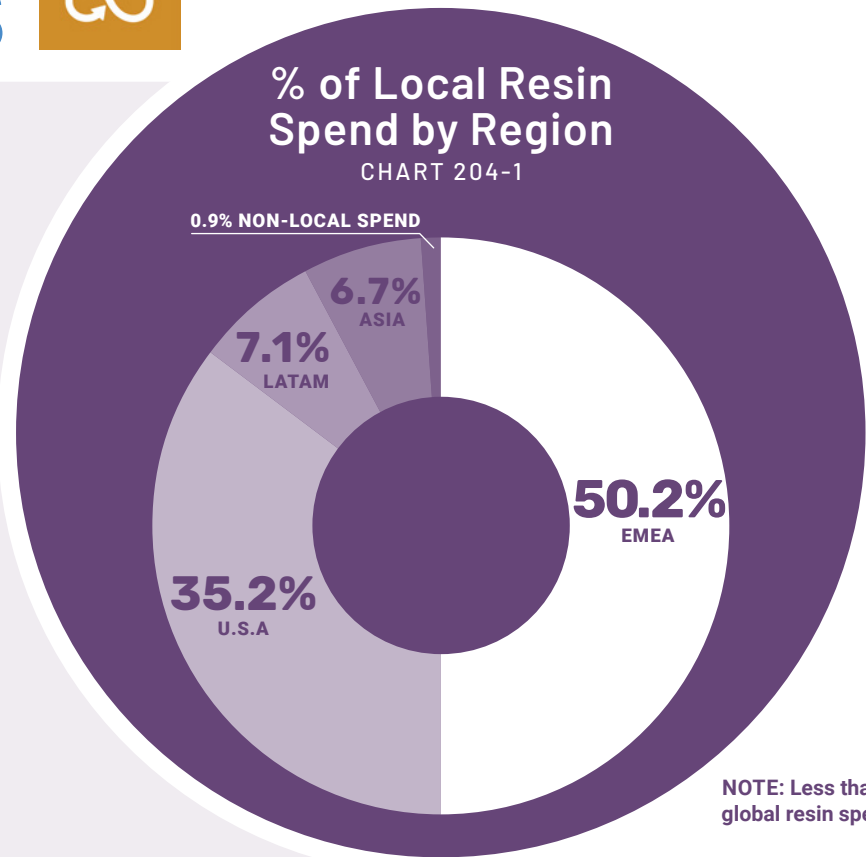


| TOPIC                        | REPORTING REQUIREMENT   | APTAR'S RESPONSE   |
|------------------------------|---|--|
| GRI 201 Economic Disclosures |   |  |
| 201-4                        | a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:<br>i. Tax relief and tax credits;<br>ii. Subsidies;<br>iii. Investment grants, research and development grants and other relevant types of grant;<br>iv. Awards;<br>v. Royalty holidays;<br>vi. Financial assistance from Export Credit Agencies (ECAs);<br>vii. Financial incentives;<br>viii. Other financial benefits received or receivable from any government for any operation. | 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 <b>Table 201-4</b> below.<br>ii. Not applicable<br>iii. Investment and other incentive grants estimated to be received for 2019 = \$201,000<br>iv. Not applicable<br>v. Not applicable<br>vi. Not applicable<br>vii. Not applicable<br>viii. Not applicable |
|                              | b. The information in 201-4-a by country.   | b. U.S.A., specifically the states of CT, IL, NC, NY, WI; and France. More information is provided in <b>Table 201-4</b> below.  |
|                              | c. Whether, and the extent to which, any government is present in the shareholding structure.   | c. Not applicable  |

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   |

| TOPIC   | REPORTING REQUIREMENT   | APTAR'S RESPONSE  |
|---|---|---|
| GRI 204 Procurement Practices   |   |   |
| <b>Management Approach</b>  |   |   |
| 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). | a. Please see <b>Chart 204-1</b> below for details about the local nature of resin purchases in 2018. Data is currently reported with one year of lag time.   |
|   | b. The organization's geographical definition of 'local'.   | 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. The definition used for 'significant locations of operation'.  | c. We consider all of our manufacturing facilities significant locations of operation.  |



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



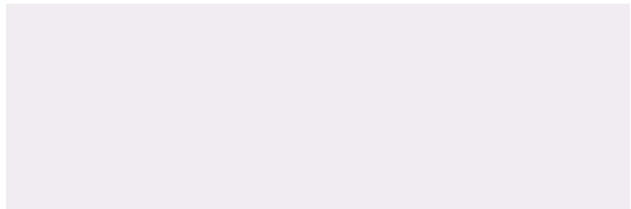


| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|-------|-----------------------|------------------|
|-------|-----------------------|------------------|

GRI 205 Anti-Corruption

|   |  |
|---|--|
| <b>Management Approach</b><br>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). |
|---|--|

|              |  |  |
|--------------|--|--|
| <b>205-1</b> | a. Total number and percentage of operations assessed for risks related to corruption.<br>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.<br>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

|              |   |  |
|--------------|---|--|
| <b>205-2</b> | 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.<br>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.<br>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.<br>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.<br>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region. | <b>Table 205-2</b> 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. |
|--------------|---|--|

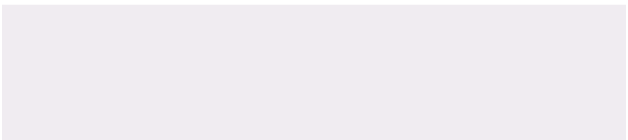
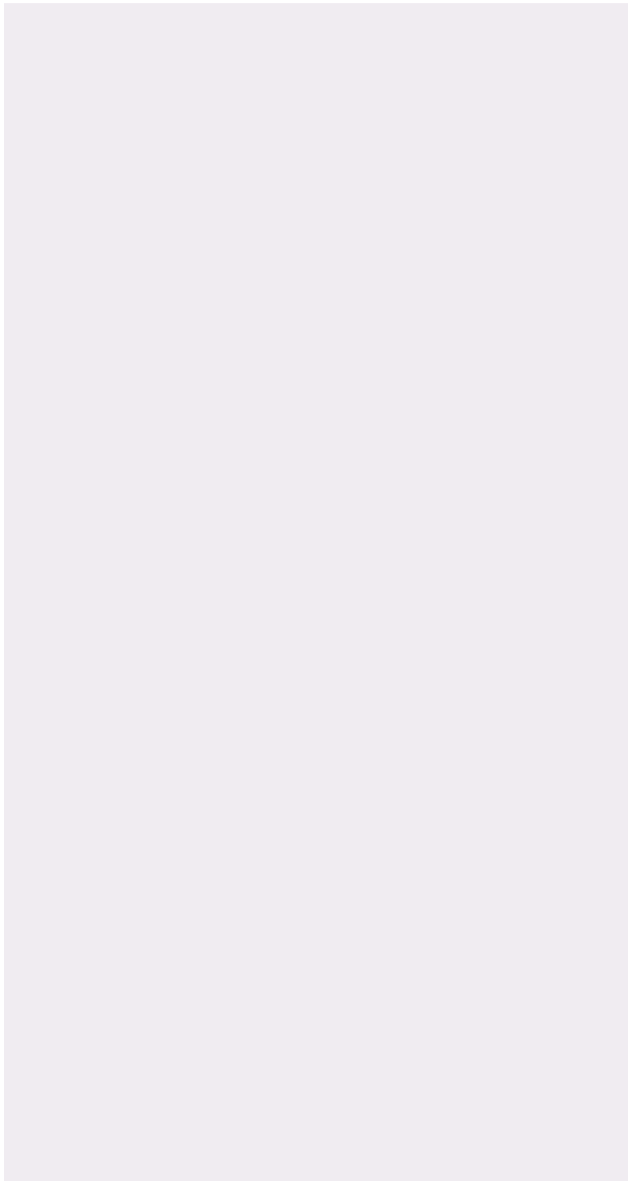


TABLE 205-2 Anti-Corruption Training

|  |                                 | 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 |     |
| METRIC   | SOURCE                          | 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  |

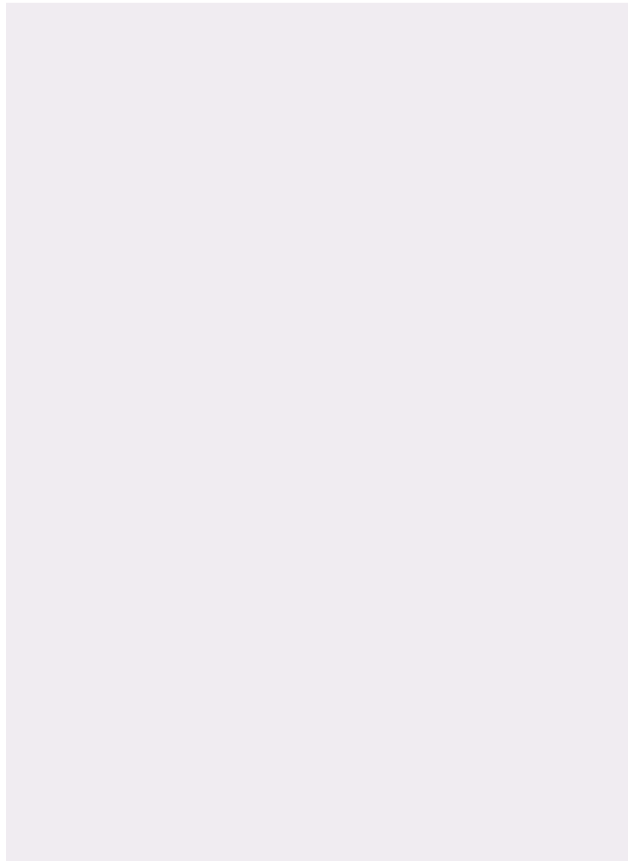


| TOPIC                   | REPORTING REQUIREMENT  | APTAR'S RESPONSE   |
|-------------------------|--|--|
| GRI 205 Anti-Corruption |  |  |
| 205-3                   | <p>a. Total number and nature of confirmed incidents of corruption.</p> <p>b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.</p> | <p>a. As of the date the system launched, Aptar does not have any confirmed incidents of corruption.</p> <p>b. As of the date the system launched, Aptar does not have any confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>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.</p> <p>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.</p> |



| TOPIC   | REPORTING REQUIREMENT | APTAR'S RESPONSE  |
|---|-----------------------|---|
| GRI 206 Anti-Competitive Behavior   |                       |   |
| <b>Management Approach</b><br>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 | <p>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.</p> <p>b. Main outcomes of completed legal actions, including any decisions or judgments.</p> | <p>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.</p> <p>b. Not applicable</p> |
|-------|--|---|





| TOPIC   | REPORTING REQUIREMENT | APTAR'S RESPONSE   |
|---|-----------------------|--|
| GRI 301 Materials   |                       |  |
| <b>Management Approach</b>  |                       |  |
| The reporting organization shall report its management approach for materials using GRI 103: Management Approach. |                       | <p>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:</p> <ul style="list-style-type: none"><li>• Phasing out chemicals of concern</li><li>• Designing products to include more recycled or reclaimed content</li><li>• Sourcing efforts to increase recycled content in raw materials</li><li>• Increasing reusability and recyclability</li><li>• Decreasing the product life cycle impact</li><li>• Increasing efficiency of product use</li></ul> <p>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 &amp; Purify, and Suppliers &amp; Partners.</p> <p>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 <a href="#">page 29</a> of the report.</p> <p>Through our participation in groups like the CE100, New Plastics Economy and WBCSD, we aim to work on this topic with other thought leaders through new regulations, improved testing and product quality or new technologies.</p> <p>In the interim, we believe there is an opportunity to convert conventional resins to post-industrial recycled resins, which tend to have higher quality. In addition, Aptar continues to utilize life-cycle assessment methodologies to understand and improve on environmental and social impacts. Aptar continues to seek opportunities to improve our current product offerings. We are proud of the success thus far as it relates to sustainable materials and hope to continue as we work towards a circular plastics economy.</p> |

| TOPIC  | REPORTING REQUIREMENT | APTAR'S RESPONSE  |
|--|-----------------------|---|
| GRI 302 Energy   |                       |   |
| <b>Management Approach</b>   |                       |   |
| The reporting organization shall report its management approach for energy using GRI 103: Management Approach. |                       | <p>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 <a href="#">page 39</a>.</p> <p>Aptar tracks environmental metrics for all manufacturing facilities, warehouses and joint ventures in which Aptar holds 51 percent or greater ownership. In 2019, we also began to include Aptar corporate offices and sales offices into this reporting process, requiring those sites to report Operational Eco-efficiency metrics through the EHStar tool as well. We do not require our research and development lab in Baltimore, Maryland U.S.A. (Aptar Next Breath) to report this data as the lab is a small room in a larger building, with other occupants. The consumption values for the Next Breath site are very minimal compared to Aptar global values, and we cannot currently isolate their metrics due to the building structure.</p> <p>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.</p> |



| TOPIC          | REPORTING REQUIREMENT   | APTAR'S RESPONSE  |
|----------------|---|---|
| GRI 302 Energy |   |   |
| 302-1          | <p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples and including fuel types used.</p> <p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"><li>i. Electricity consumption</li><li>ii. Heating consumption</li><li>iii. Cooling consumption</li><li>iv. Steam consumption</li></ul> <p>d. In joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"><li>i. Electricity sold</li><li>ii. Heating sold</li><li>iii. Cooling sold</li><li>iv. Steam sold</li></ul> <p>e. Total energy consumption within the organization, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>g. Source of the conversion factors used.</p> | <p>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).</p> <p>A chart showing our renewable electricity sources is given on <b>page 92</b>. Please see <b>Table 302-1a and b</b> for absolute energy consumption.</p> <p>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.</p> <p>Further in 2019, we improved data collection processes with more robust procedures in compliance with management system of ISO 14064-1. This was a consideration as we finalized our science based targets, which were submitted for review in June 2020.</p> |



| TOPIC          | REPORTING REQUIREMENT   | APTAR'S RESPONSE  |
|----------------|---|---|
| GRI 302 Energy |   |   |
| 302-2          | <p>a. Energy consumption outside of the organization, in joules or multiples.</p> <p>b. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>c. Source of the conversion factors used.</p>  | <p>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.</p>  |
| 302-3          | <p>a. Energy intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>d. Whether the ratio uses energy consumption within the organization, outside of it or both.</p> | <p>a. Please see <b>Table 302-3</b> below. As mentioned in <b>GRI 302-1</b>, we achieved absolute (-3.3 percent) and intensity (-4.6 percent) targets for 2019 total energy consumption as compared to our baseline year 2018.</p> <p>b. All energy metrics are currently normalized to quantities of finished and semifinished products produced. Within our CDP Climate Change response, we also normalize by revenue and Full Time Equivalents (FTEs). Accuracy of Invoiced Quantities reported through the metrics collection system is approximately +/-5 percent.</p> <p>c. Aptar considers total energy consumption to be electricity + fuel oil + natural gas.</p> <p>d. For the purpose of our total energy consumption calculations and reporting through our sustainability scorecard, we consider energy consumption within the organization.</p> |

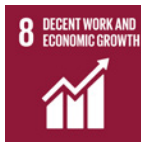


TABLE 302-3 Intensity Energy Consumption (KWH/IQ(TH))

|                                       | % VARIATION<br>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.



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:<br>i. Surface water, including water from wetlands, rivers, lakes and oceans;<br>ii. Ground water;<br>iii. Rainwater collected directly and stored by the organization;<br>iv. Waste water from another organization;<br>v. Municipal water supplies or other public or private water utilities.<br>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:<br>i. Size of the water source;<br>ii. Whether the source is designated as a nationally or internationally protected area;<br>iii. Biodiversity value (such as species diversity and endemism, and total number of protected species);<br>iv. Value or importance of the water source to local communities and indigenous peoples.<br>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.<br>b. Total water consumption from all areas with water stress in megaliters.<br>c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.<br>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 <b>Table 303-5</b> 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 <b>Table 304-2</b> 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. |



| 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.<br>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.<br>c. Status of each area based on its condition at the close of the reporting period.<br>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. |



TABLE 304-2 Damage to Ecosystems – Climate Change

| INPUT USED BY APTAR PROCESSES                           | TOTAL<br>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.  | 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.                   | 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. |  |
|                      |  | b. Aptar utilizes European Energy Certificate System (EECS) and Renewable Energy Certificates (RECs). The amount of these are disclosed in <b>Table 305-1&amp;2a and b</b> . Aptar does not currently use carbon offsets to meet set targets.  |

| TOPIC             | REPORTING REQUIREMENT  | APTAR'S RESPONSE   |
|-------------------|--|--|
| GRI 305 Emissions |  |  |
| 305-1             | a. Gross direct (Scope 1) GHG emissions in metric tons of CO <sub>2</sub> equivalent.<br>b. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> or all.<br>c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent.<br>d. Base year for the calculation, if applicable, including:<br>i. The rationale for choosing it;<br>ii. Emissions in the base year;<br>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.<br>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.<br>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.<br>g. Standards, methodologies, assumptions, and/or calculation tools used. | a. Please see <b>Table 305-1&amp;2a and b</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.<br>b. Aptar considers GHGs emissions expressed as CO <sub>2</sub> equivalent<br>c. Not applicable<br>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.<br>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 <sub>100</sub> , the characterization factors are in compliance with the last IPCC report (based on AR5 report).<br>f. Operational control<br>g. Calculations were made according to the standard ISO 14064-1 Quantification and Reporting of Greenhouse Gas Emissions and Removals |





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

|                                     | % VARIATION<br>2019 VERSUS 2018 | % TARGET 2019<br>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<sub>2</sub> e) Not Including 2019 Acquisitions

| GHGs Emissions (Tonnes CO <sub>2</sub> e)         | % VARIATION<br>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<sub>2</sub> e) Including 2019 Acquisitions

| GHGs Emissions (Tonnes CO <sub>2</sub> 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<sub>2</sub> e/IQ as millions) Not Including 2019 Acquisitions

| Tonnes CO <sub>2</sub> e/IQ as millions      | % VARIATION OF<br>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<sub>2</sub> e/IQ as millions) Including 2019 Acquisitions

| Tonnes CO <sub>2</sub> 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             | <p>a. Gross direct (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</p> <p>b. Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub> or all.</p> <p>c. Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"><li>i. The rationale for choosing it;</li><li>ii. Emissions in the base year;</li><li>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.</li></ul> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p> | <p>a. Please see <a href="#">Table 305-1&amp;2a and b</a> 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.</p> <p>b. Aptar considered GHGs emissions expressed as CO<sub>2</sub> equivalent including CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>.</p> <p>c. Not applicable</p> <p>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 <a href="#">page 40</a>.</p> <p>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.</p> <p>f. Operational control.</p> <p>g. Calculations were made according to the ISO 14064-1 standards.</p> |
| 305-3             | <p>a. Gross direct (Scope 3) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</p>  | <p>Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about our Scope 3 emissions are included within our response.</p>   |



| TOPIC   | REPORTING REQUIREMENT  | APTAR'S RESPONSE   |
|---|--|--|
| GRI 305 Emissions   |  |  |
| 305-4   | <p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub> or all.</p> | <p>a. See <a href="#">Table 305-4a and b</a> 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.</p> <p>b. All environmental energy and emissions data are currently normalized to finished and semifinished products and molded components produced. Within our CDP Climate Change response, we also normalize by revenue and Full Time Equivalents (FTEs). Accuracy of production data reported through the metrics collection system is approximately +/-5 percent. For 2019 data, we also completed uncertainties analysis on our GHG inventory and the overall accuracy for Scope 1.</p> <p>c. Aptar includes Scope 1 + Scope 2 + Scope 3. We respond annually the CDP Climate Change questionnaire. Information about the initiatives that enable us to achieve reduction in carbon emissions are included within our response.</p> <p>d. Aptar considered GHGs emissions expressed as CO<sub>2</sub> equivalent including CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>.</p> |
| <div></div>     |  |  |
| 305-5   | <p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent.</p>  | <p>a. Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about the initiatives that enable us to achieve reduction in carbon emissions are included within our response.</p>   |
| <div></div> |  |  |
| 305-6   | <p>a. Production, imports and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.</p>   | <p>Ozone Depleting Substances are not identified as a critically material indicator by our stakeholders. Nevertheless, we collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information to the global level at least once annually. Our metrics collection system identifies different types of refrigerants: R22, R407C, R410, R134, R404 and "other."</p>   |
| <div></div> |  |  |



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

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 <sub>2</sub> equivalent. |
|-------|--|---|



Sites with renewable electricity sources

| Country    | Aptar Site                       | Renewable source | Country     | Aptar Site   | Renewable source |
|------------|----------------------------------|------------------|-------------|--------------|------------------|
| CT, U.S.A. | Stratford                        | Wind Power       | France      | Poincy       | Hydropower       |
| CT, U.S.A. | Torrington                       | Wind Power       | France      | Val De Reuil | Hydropower       |
| CT, U.S.A. | Philson                          | Wind Power       | France      | Verneuil     | Hydropower       |
| IL, U.S.A  | Cary North                       | Windpower        | France      | Villepinte   | Hydropower       |
| IL, U.S.A  | Cary South                       | Windpower        | Germany     | Dortmund     | Hydropower       |
| IL, U.S.A  | Crystal Lake Distribution Center | Windpower        | Germany     | Eigeltingen  | Hydropower       |
| IL, U.S.A  | Libertyville                     | Windpower        | Germany     | Freyung      | Hydropower       |
| IL, U.S.A  | McHenry                          | Windpower        | Germany     | Menden       | Hydropower       |
| NY, U.S.A. | Congers                          | Wind Power       | Germany     | Radolfzell   | Hydropower       |
| Ireland    | Ballinasloe                      | Windpower        | Germany     | Villingen    | Hydropower       |
| Czech      | Ckyne                            | Hydropower       | Italy       | Chieti       | Hydropower       |
| France     | Annecy                           | Hydropower       | Italy       | Pescara      | Hydropower       |
| France     | CSP Technologies Niederbronn     | Hydropower       | Spain       | Torello      | Hydropower       |
| France     | Brecey                           | Hydropower       | Switzerland | Mezzovico    | Hydropower       |
| France     | Charleval                        | Hydropower       | UK          | Leeds        | Hydropower       |
| France     | Reboul                           | Hydropower       |             |              |                  |
| France     | Granville                        | Hydropower       |             |              |                  |
| France     | Le Neubourg                      | Hydropower       |             |              |                  |
| France     | Le Vaudreuil                     | Hydropower       |             |              |                  |
| France     | Oyonnax                          | 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

|   |  |   |
|---|--|---|
| <b>Management Approach</b><br>The reporting organization shall report its management approach for effluents and waste using GRI 103: Management Approach. |  | <p>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.</p> <p>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 <a href="#">page 39</a>.</p> |
|---|--|---|



|       |  |  |
|-------|--|--|
| 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 <a href="#">GRI 303</a> . |
|-------|--|--|





| TOPIC                       | REPORTING REQUIREMENT   | APTAR'S RESPONSE   |
|-----------------------------|---|--|
| GRI 306 Effluents and Waste |   |  |
| 306-2                       | <p>a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <ul style="list-style-type: none"><li>i. Reuse</li><li>ii. Recycling</li><li>iii. Composting</li><li>iv. Recovery, including energy recovery</li><li>v. Incineration (mass burn)</li><li>vi. Deep well injection</li><li>vii. Landfill</li><li>viii. On-site storage</li><li>ix. Other (to be specified by the organization)</li></ul> <p>b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <ul style="list-style-type: none"><li>i. Reuse</li><li>ii. Recycling</li><li>iii. Composting</li><li>iv. Recovery, including energy recovery</li><li>v. Incineration (mass burn)</li><li>vi. Deep well injection</li><li>vii. Landfill</li><li>viii. On-site storage</li><li>ix. Other (to be specified by the organization)</li></ul> <p>c. How the waste disposal method has been determined:</p> <ul style="list-style-type: none"><li>i. Disposed of directly by the organization, or otherwise directly confirmed</li><li>ii. Information provided by the waste disposal contractor</li><li>iii. Organizational defaults of the waste disposal contractor</li></ul> | <p>Established in 2013, and based off of the Zero Waste International Alliance protocol, Aptar's internal Landfill Free program (LFF) encourages the reduction, reuse and recycling of waste byproducts from our manufacturing processes. Since 2013, the program has become a focus initiative that is integrated into our global strategy. 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.</p> <p><b>Postponements Due to Special Circumstances:</b> after revising the protocol in 2018, recertification audits for the Lincolnnton, 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, Lincolnnton'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 Lincolnnton records virtually, but do not yet know when the on-site recertification audits will resume. For this reason, we are not counting Lincolnnton 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.</p> <p>To date, 51 percent of Aptar sites are certified as LFF. This includes the newly certified Brecey and Granville, but does not include Lincolnnton. 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.</p> <p>More information about the operational eco-efficiency module and our Landfill Free progress in 2019 can be found on <a href="#">page 39</a>. See <b>Table 306-2a, b and c</b> shown on the right.</p> |

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                       |
| Lincolnnton  | 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 |





| 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:<br>i. Hazardous waste transported<br>ii. Hazardous waste imported<br>iii. Hazardous waste exported<br>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

|  |  |
|--|--|
| <b>Management Approach</b><br>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.<br><br>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.<br><br>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. |
|--|--|







| 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. |
|-------|--|---|



GRI 308 Supplier Environmental Assessment

|   |  |  |
|---|--|--|
| <b>Management Approach</b><br>The reporting organization shall report its management approach for supplier environmental assessment using GRI 103: Management Approach. |  | <p>Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we recently entered into a partnership with EcoVadis to advance our supplier screening capabilities.</p> <p>We have a <b>Sustainable Purchasing Charter</b> 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).</p> <p>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.</p> <p>In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba monitors over 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.</p> |
|---|--|--|

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

GRI 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.<br>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.<br>c. Significant actual and potential negative environmental impacts identified in the supply chain.<br>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.<br>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

|  |   |
|--|---|
| <b>Management Approach</b><br>The reporting organization shall report its management approach for employment using GRI 103: Management Approach. | <b>Table 401-1</b> 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. |
|--|---|

|              |   |                                      |
|--------------|---|--------------------------------------|
| <b>401-1</b> | a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.<br>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region. | Please see <b>Table 401-1</b> below. |
|--------------|---|--------------------------------------|



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

GRI 402 Labor/Management Relations

|   |   |
|---|---|
| <b>Management Approach</b><br>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.  |
| <b>402-1</b><br>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.<br>b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements. | a. <b>Table 402-1</b> 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.<br>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                            |  | 2018                            |  |
|--------------------------|---------------------------------|--|---------------------------------|--|
|                          | MINIMUM NUMBER OF WEEKS' NOTICE | NOTICE PERIOD SPECIFIED IN COLLECTIVE AGREEMENTS | MINIMUM NUMBER OF WEEKS' NOTICE | 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                   |                    | 2019        |              |             |             |            |              |             |               | 2018        |             |             |             |             |              |             |               |
|--------------------------|--------------------|-------------|--------------|-------------|-------------|------------|--------------|-------------|---------------|-------------|-------------|-------------|-------------|-------------|--------------|-------------|---------------|
|                          |                    | AGES <26YR  | AGES 26-34   | AGES 35-44  | AGES 45-54  | AGES 55+   | MALE         | FEMALE      | TOTAL         | AGES <26YR  | AGES 26-34  | AGES 35-44  | AGES 45-54  | AGES 55+    | MALE         | FEMALE      | 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%)  |
|                          | 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%)  |
|                          | 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%)    |
|                          | 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%)  |
|                          | 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%)  |
|                          | 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%)  |
|                          | 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%)    |
|                          | 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%) |
|                          | Employee Turnover  |             |              |             |             |            |              |             | 1,102 (8.89%) |             |             |             |             |             |              |             | 1,262 (10.3%) |



| 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.



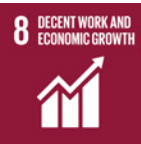
- a. Safety Committees or Teams are hosted at the site level. These health and safety committees typically consist of a combination of local management representatives, (elected) employee representatives and labor union representatives (where applicable). These teams are led by local EHS leaders and 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.



| 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:<br>i. Region;<br>ii. Gender.       | a. See <b>Table 403-2a</b> to the right and <b>Table 403-2b</b> on the following page.  |
|       | 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:<br>i. Region;<br>ii. Gender. | 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. <b>Chart 403-2c</b> below shows the most prevalent lost time injury types from 2019. |
|       | c. The system of rules applied in recording and reporting accident statistics.   | 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.  |



|       |  |
|-------|--|
| 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.

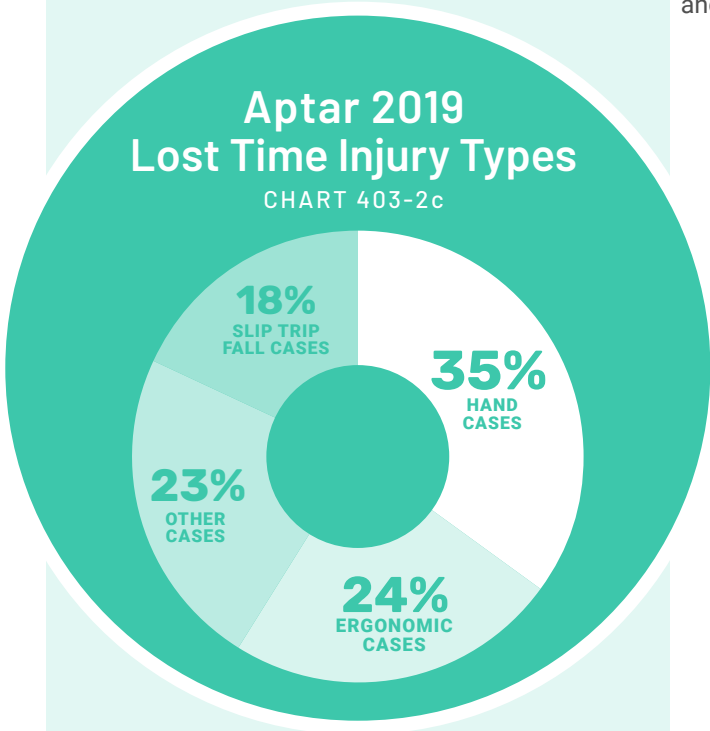
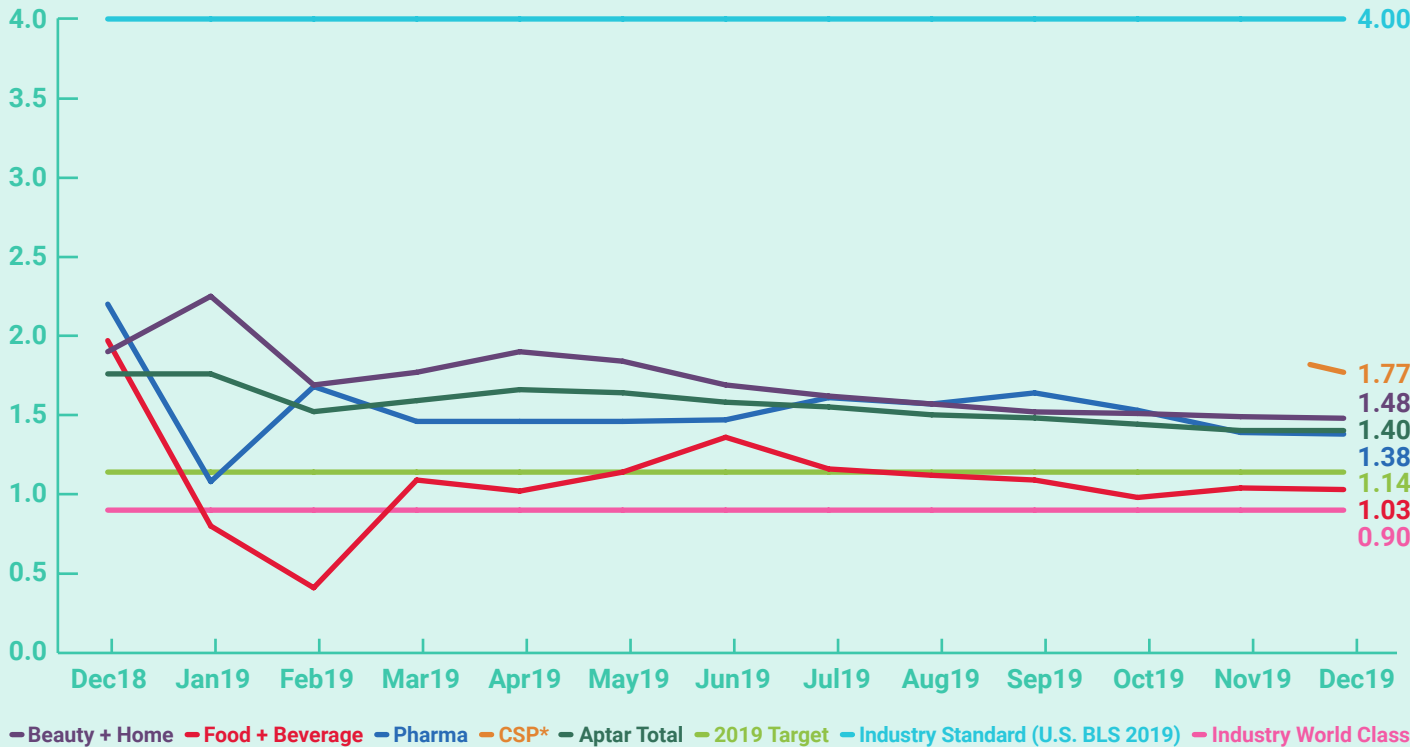


TABLE 403-2a Total Recordable Incident Rate (TRIR)

|                      |                | % 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 |
| Corporate and Others |                | -100                     | 0.00 | 0.31 | 0.48 |
|                      | EMEA           | Same                     | 0.00 | 0.00 | 0.00 |
|                      | North America  | Same                     | 0.00 | 0.00 | 0.00 |
| Food + Beverage      |                | Same                     | 0.00 | 0.00 | 0.00 |
|                      | EMEA           | -48                      | 1.03 | 1.97 | 2.89 |
|                      | North America  | -50                      | 0.63 | 1.25 | 3.06 |
|                      | Northeast Asia | -48                      | 2.75 | 5.27 | 4.69 |
| Pharma               |                | -100                     | 0.00 | 0.38 | 0.38 |
|                      | EMEA           | -37                      | 1.38 | 2.20 | 3.08 |
|                      | North America  | -30                      | 1.56 | 2.24 | 3.49 |
|                      | Northeast Asia | -73                      | 0.98 | 3.64 | 0.92 |
|                      | Southeast Asia | -100                     | 0.00 | 0.45 | 0.80 |
| CSP                  |                | Same                     | 0.00 | 0.00 | 2.70 |
|                      | EMEA           | N/A                      | 1.77 | N/A  | N/A  |
|                      | North America  | N/A                      | 5.32 | N/A  | N/A  |
|                      | Northeast Asia | 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)



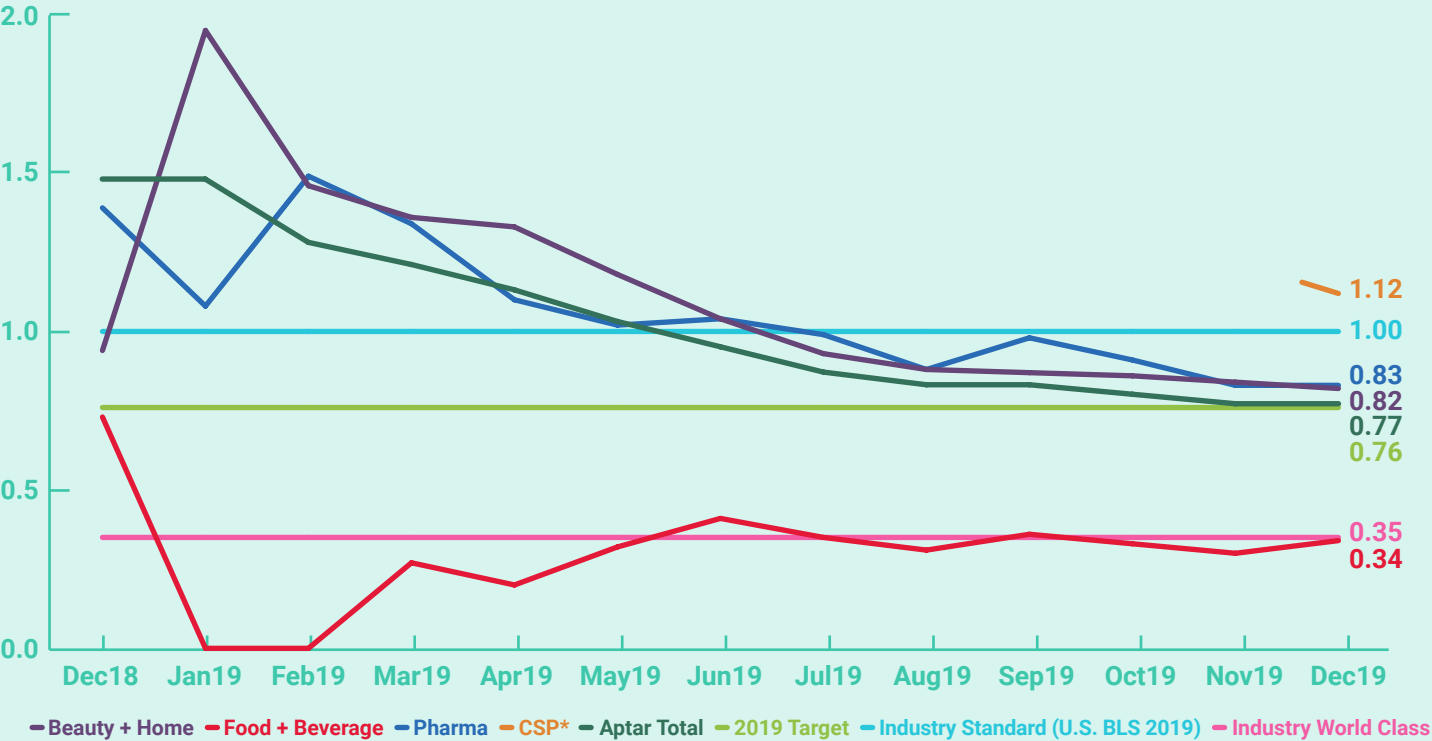
\* As CSP Technologies is new to the Aptar family, we have only 2019 safety data from those sites. Therefore, rolling-12 rates are not available until December 2019.  
Safety data has not been externally verified.



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)



\* 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.

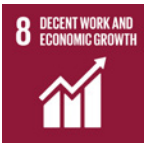
b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.
- a. We do not currently have mechanisms in place to be able to report the extent to which formal agreements (either local or global) with trade unions cover health and safety. However, local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



- 403-5

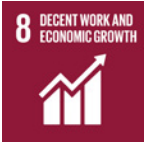
a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities or hazardous situations.
- As a part of the implementation of the EHS Management System, training for specific topics 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.



- 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.





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

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. |
|-------|--|--|



|       |  |   |
|-------|--|---|
| 403-8 | a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:<br>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;<br>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;<br>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.<br>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.<br>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 <a href="https://www.aptar.com">Aptar.com</a> . |
|-------|--|---|



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                           |   |





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

Management Approach

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

The Aptar Corporate University (CU) was established in 2010 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

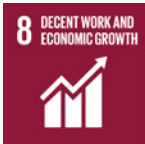
| REGION                   | 2019                       |                              | 2018                       |                              | 2017                       |                              |
|--------------------------|----------------------------|------------------------------|----------------------------|------------------------------|----------------------------|------------------------------|
|                          | M&P EMPLOYEES <sup>1</sup> | OTHER EMPLOYEES <sup>1</sup> | M&P EMPLOYEES <sup>1</sup> | OTHER EMPLOYEES <sup>1</sup> | M&P EMPLOYEES <sup>1</sup> | OTHER EMPLOYEES <sup>1</sup> |
| 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                        |

<sup>1</sup> See [Appendix](#) for definitions

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

- 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                                   | <p>The reporting organization shall report the following information:</p> <p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p> <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p> | <p>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.</p> <p>b. Employee breakdown per employee category by gender can be found in <b>Table 102-8</b>. 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 <b>Appendix</b>. In addition, <b>Table 401-1</b> 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&amp;I trainings. Progress on these external targets will be reported on in the coming years.</p> |



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|---|--|--|
| GRI 406 Non-Discrimination  |  |  |
| <b>Management Approach</b>  |  |  |
| <p>The reporting organization shall report its management approach for non-discrimination using GRI 103: Management Approach.</p> |  | <p>As detailed in our <b>Code of Business Conduct &amp; Ethics</b>, 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).</p> |

| TOPIC                      | REPORTING REQUIREMENT   | APTAR'S RESPONSE   |
|----------------------------|---|--|
| GRI 406 Non-Discrimination |   |  |
| 406-1                      | <p>a. Total number of incidents of discrimination during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <p>iv. Incident reviewed by the organization;</p> <p>v. Remediation plans being implemented;</p> <p>vi. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</p> <p>vii. Incident no longer subject to action.</p> | <p>a. Aptar did not receive any substantiated complaints concerning discrimination.</p> <p>b. Not applicable</p> <p>i. Not applicable</p> <p>ii. Not applicable</p> <p>iii. Not applicable</p> <p>iv. Not applicable</p> |



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|---|--|--|
| GRI 407 Freedom of Association and Collective Bargaining  |  |  |
| <b>Management Approach</b>  |  |  |
| <p>The reporting organization shall report its management approach for freedom of association and collective bargaining using GRI 103: Management Approach.</p> |  | <p>Please see <b>Table 102-41</b>.</p>   |
| 407-1   | <p>Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>b. Measures taken by the organization in the reporting period intended to support rights</p> | <p>Freedom of association and collective bargaining at Aptar are recognized as lawful employee rights. We comply with employment and applicable laws of every country in which we operate.</p> |



|  |  |  |
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| GRI 408 Child Labor  |  |  |
| <b>Management Approach</b>   |  |  |
| <p>The reporting organization shall report its management approach for child labor using GRI 103: Management Approach.</p> |  | <p>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 <b>Sustainable Purchasing Charter</b>.</p> |



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
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GRI 408 Child Labor

|       |   |   |
|-------|---|---|
| 408-1 | <p>a. Operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"><li>i. child labor;</li><li>ii. young workers exposed to hazardous work.</li></ul> <p>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <ul style="list-style-type: none"><li>i. type of operation (such as manufacturing plant) and supplier;</li><li>ii. countries or geographic areas with operations and suppliers considered at risk.</li></ul> <p>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p> | <p>Due to the nature of our business and industry, the risk of incidents of child labor are low. Within our Modern Slavery Policy 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 <b>Sustainable Purchasing Charter</b>, it is detailed that Aptar expects our suppliers to “Not employ child labor or allow any form of exploitation of children, i.e.:</p> <ul style="list-style-type: none"><li>• Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education;</li><li>• Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees.”</li></ul> |
|-------|---|---|



GRI 409 Forced or Compulsory Labor

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|--|--|
| <b>Management Approach</b>   |  |
| 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 <b>Sustainable Purchasing Charter</b> . |

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



| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
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GRI 412 Human Rights Assessment

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|---|--|
| <b>Management Approach</b>  |  |
| 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

|   |  |
|---|--|
| <b>Management Approach</b>  |  |
| 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. |







| TOPIC                     | REPORTING REQUIREMENT  | APTAR'S RESPONSE   |
|---------------------------|--|--|
| GRI 413 Local Communities |  |  |
| 413-1                     | <p>The reporting organization shall report the following information:</p> <p>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <p>i. social impact assessments, including gender impact assessments, based on participatory processes;</p> <p>ii. environmental impact assessments and ongoing monitoring;</p> <p>iii. public disclosure of results of environmental and social impact assessments;</p> <p>iv. local community development programs based on local communities' needs;</p> <p>v. stakeholder engagement plans based on stakeholder mapping;</p> <p>vi. broad based local community consultation committees and processes that include vulnerable groups;</p> <p>vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;</p> <p>viii. formal local community grievance processes.</p> | <p>Due to the heterogeneous nature of local communities, Aptar considers the differentiated nature of communities and the distinct and specific vulnerabilities these groups can suffer as a result of Aptar's activities. Aptar recognizes its social responsibility to reduce the negative impacts and increase the positive impacts our business has on our local communities and beyond. At a regional, country and local level, Aptar sites and employees are encouraged to give back to their communities through charitable donations and volunteering, and this is managed through a series of site and regional specific programs. All actions taken within a facility must be aligned with local, state and/or country guidelines. In light of this, many of our social policies are governed at the local or regional level. 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 <a href="#">page 42-45</a>.</p> |

GRI 414 Supplier Social Assessment

|   |  |
|---|--|
| <b>Management Approach</b>  |  |
| <p>The reporting organization shall report its management approach for supplier social assessment using GRI 103: Management Approach.</p> | <p>Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we recently entered into a partnership with EcoVadis to advance our social and environmental screening capabilities.</p> <p>We have a <a href="#">Sustainable Purchasing Charter</a> 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 <a href="#">Aptar.com</a> in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa).</p> <p>In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba monitors over 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.</p> |

| TOPIC  | REPORTING REQUIREMENT  | APTAR'S RESPONSE  |
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| GRI 414 Supplier Social Assessment   |  |   |
| 414-1  | <p>New suppliers that were screened using social criteria.</p> | <p>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 &amp; 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.</p> |
| <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div> |  |   |



|  |   |  |
|--|---|--|
| 414-2  | <p>Negative social impacts in the supply chain and actions taken.</p> | <p>In 2019, more than 50 suppliers were audited in Europe and North America. 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.</p> |
| <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5 GENDER EQUALITY</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div> |   |  |

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   | <div>a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.</div> <div>b. If applicable, how the monetary value of in-kind contributions was estimated.</div> <div>Not applicable</div> |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
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GRI 416 Customer Health and Safety






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|---|--|--|
| <b>Management Approach</b><br>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 <a href="#">GRI 102-11</a> 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



|  |   |   |
|--|---|---|
| <b>Management Approach</b><br>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:<br>i. Content, particularly with regard to substances that might produce an environmental or social impact;<br>ii. Safe use of the product or service;<br>iii. Disposal of the product and environmental or social impacts;<br>iv. Other (explain).<br>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 |
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|-------|-----------------------|------------------|

GRI 417 Marketing and Labeling

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|---|--|--|
| 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

|   |  |  |
|---|--|--|
| <b>Management Approach</b><br>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.  |
|   |  |  |



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

GRI 419 Non-Compliance with Laws and Regulations in the Social and Economic Area

Management Approach

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

Above and beyond legal requirements, employee representation is encouraged through varying location-specific initiatives.

|       |   |   |
|-------|---|---|
| 419-1 | <p>a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:</p> <ul style="list-style-type: none"><li>i. Total monetary value of significant fines;</li><li>ii. Total number of non-monetary sanctions;</li><li>iii. Cases brought through dispute resolution mechanisms.</li></ul> <p>b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.</p> <p>c. The context against which significant fines and non-monetary sanctions were incurred.</p> | <p>a. Aptar has not identified any significant fines for non-compliance with laws and/or regulations.</p> <ul style="list-style-type: none"><li>i. Not applicable</li><li>ii. Not applicable</li><li>iii. Not applicable</li></ul> <p>b. Aptar has not identified any significant fines for non-compliance with laws and/or regulations.</p> <p>c. Not applicable</p> |
|-------|---|---|



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

Employee Category Definitions

| M&P = MANAGERS & PROFESSIONALS   | OTHER EMPLOYEES   | TEMPORARY EMPLOYEE   |
|--|---|--|
| <p>Executives, managers, experts, engineers and specialists who meet the following criteria:</p> <ul style="list-style-type: none"><li>• Possess a bachelor's degree or above (or equivalent academic degree) which corresponds with at least three years of University level (or equivalent) education</li><li>• Hold a position within the organization which requires a bachelor's degree or above in order for the position to be considered appropriately staffed</li></ul> <p>In exceptional cases, possession of relevant skills and experience for a position may be considered as an equivalent level to a bachelor's degree.</p> | <p><b>Technicians, Foremen and Administrative employees (TFA):</b><br/>Employee who is included neither in the category of Managers and Professionals nor in the category of Operators and Workers. In some countries such employees are paid on a monthly basis (e.g. secretaries, assistants, foremen).</p> <p><b>Operators/Workers (OW):</b><br/>Employee (direct labor or indirect labor) directly involved in the industrial process (manufacturing, maintenance, etc.). In some countries they are paid on an hourly basis.</p> | <p>An Individual not registered as an employee paid directly by the company, but who is recruited through a temporary work agency.</p> |

**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.