



Aptar 

Better Takes Shape

2021 Corporate Sustainability Report

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Meeting the World's Evolving Needs

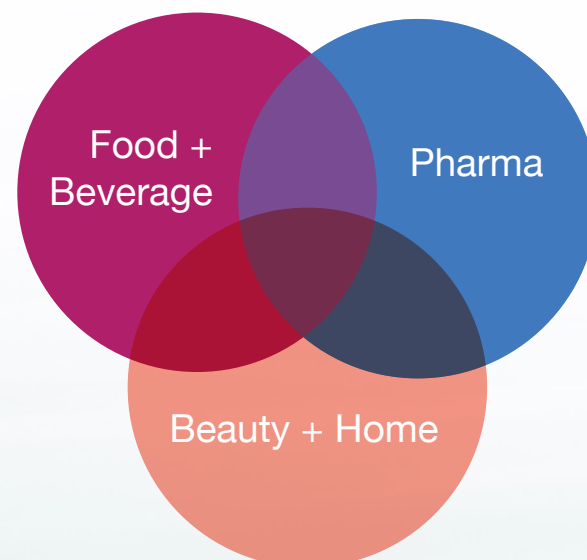
About Aptar

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

Aptar in 2021



3 Segments



Our Priorities

We bring together technical excellence, expert service and a heart for our world to:

- **Save and improve lives**
- **Respect planetary boundaries**
- **Create new opportunities through product innovation**
- **Advance customer goals**

About Aptar's 2021 Corporate Sustainability Report

This report highlights activities across Aptar global operations from January 1 through December 31, 2021. As in previous reports, this year's report summarizes milestones measured and achieved in the key areas of our global sustainability strategy as well as the challenges we are continuing to work through. Our scope encompasses initiatives undertaken by Aptar and its subsidiaries during the calendar year unless otherwise indicated. We believe this document accurately captures the significant progress we made during 2021 on our sustainability strategy even in light of the challenges faced during the COVID-19 pandemic.

The Aptar 2021 Corporate Sustainability Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. As in past years, we have achieved a "limited assurance" statement verifying the accuracy of carbon emissions and associated absolute energy, waste and water data. Since 2020, Aptar has held the International Organization for Standardization (ISO) 14064 certification for energy and greenhouse gas (GHG) emission reporting, highlighting the accuracy of our energy and emissions data within this report as well as our annual CDP responses.

Limited External Assurance

We obtained limited external assurance from Certiquality for our Scope 1, 2 and 3 GHG emissions based in accordance with the UNI EN ISO 14064-1:2012 Standard. New this year, additional information was verified, on a sample basis. In addition to GHG emissions, this 2021 verification includes our metrics on renewable energy, waste and water.

- **2021 Verification Letter for ISO 14064-1 Compliant GHG Emissions**
- **2021 Verification + Assurance Statement for GHG Emissions, Renewable Energy, Waste and Water**

As a compliment to the external assurance process, Aptar's Internal Audit Team conducted a review of the metrics collection processes and systems that feed our public sustainability targets on Women in Leadership, Product Sustainability, Energy and Emissions, Waste Management; and including water consumption metrics and safety rates.

CDP Score

In 2020, Aptar achieved an A letter grade on our CDP Climate Change assessment of our 2019 performance. As our progress accelerated even further throughout 2020, we expected to make the CDP A list again in 2021. We were surprised to receive a B in 2021. Upon investigation, we discovered there was an issue with the copy-forward function in the Online Response System (ORS) and, when a value of "0" was reported, the system returned blanks in place of intended values. This in turn signaled an incomplete assessment to CDP, which resulted in a much lower score than what our 2020 performance deserves.

We launched a formal appeal. However, as CDP was not able to confirm the issue, our scores were not revised. This is a disappointing outcome to cap a year of fantastic progress toward climate change ratification. All was not lost, however, as we received an A on our Supplier Engagement Rating (SER) and were named to the Supplier Engagement Leaderboard for the second consecutive year.

Until the functionality is improved, we plan to avoid using copy-forward in the ORS system. We remain committed to enhancing our transparency year over year and welcome the opportunity to speak with others about our experience.

Please refer to the Aptar 2021 GRI Index for a complete list of disclosures. Assurance statements are linked in the appropriate indicators within the index.

Applicable UN Sustainable Development Goals



This matrix incorporates feedback from Aptar's most recent stakeholder engagement. It aligns our public sustainability targets with the UN Sustainable Development Goals.

UN SDG 17 underpins all of our efforts to meet our sustainability targets.

For further details, please review our GRI Index. For more information about our alignment to the UN SDGs, refer to our [ESG Reporting Center](#)

A Letter From Our CEO

Aptar's purpose is to transform ideas into solutions that improve everyday life. Our commitment to transformation and innovation, along with our resilience and adaptability kept us going strong in 2021, a year that yet again faced continued challenges due to the COVID-19 pandemic. I am very proud of our global workforce that has continued to deliver on our promises to our customers and the millions of people around the world who rely on our products.

Our customers recognize us as a true innovation leader that has shaped the drug delivery and consumer product dispensing industries while becoming a proactive leader in sustainability. We care for each other and the planet, we collaborate with many industry partners, and we prioritize circular solutions so that we can advance our collective progress toward building a safer, healthier, more sustainable future.

Care & Collaboration

In our 2021 Corporate Sustainability Report, you will find numerous examples of our progress. We are pleased to highlight our ongoing work by our teams across research and development, innovation and sustainability, developing cutting edge solutions for customers and sharing the work being led by our people to educate and engage each other on unconscious bias and leadership. Today we serve as active members of the Ellen MacArthur Foundation's New Plastics Economy, the Ellen MacArthur Foundation's CE100, and the World Business Council for Sustainable Development (WBCSD), and we collaborate with other industry leaders to further actions toward a more circular economy.

At the beginning of the 2021, we published several new policies according to international standards; around human rights, diversity, equity and inclusion; and community engagement and global giving, which you will find detailed in this report. We also launched several new employee resource groups to build engagement and inclusion across Aptar. We continued to partner with non-governmental organizations (NGOs), such as CARE®, which works to save lives, defeat poverty and achieve social

justice around the world. Additionally, you will find updates on our sustainability goals and commitments and how we plan to execute against them moving forward.

Shaping a Better Future

As a partner to many of the world's leading brands, millions of people around the world rely on our products to effectively manage a chronic medical condition or treat an acute health situation, feed their infants, get ready for the day, clean their homes or enjoy their favorite beverages on the go. Sustainability is powering many of these advances — whether through the work being done to embed life-cycle analyses across all new product development; incorporating circular principles in how we design and rethink service solutions; or the work we do internally to advance inclusivity, equity and care.

Our products make a difference — and what better testament than to be recognized by multiple top rankings as we continue toward becoming an even more sustainable, inclusive, equitable and diverse company.

Building a More Sustainable, Diverse, Inclusive and Equitable Aptar

- #1 on Forbes' 2021 Green Growth 50 list
- Top 10 on Forbes' 2021 Global Female-Friendly Companies
- Top 10 on Newsweek's America's Most Responsible Companies 2022 and #1 in our industry; our third year on the list
- Ranked in 2021 Just Capital's Top 10 Companies Leading in Reducing Environmental Impact
- Fourth Consecutive Year on Barron's 100 Most Sustainable U.S. Companies in 2022
- Second year on Le Point's Most Responsible Companies in France in 2022

These accolades, among others, reflect our shared values: to act ethically and responsibly, to foster a culture that recognizes the value and strengths of a diverse team, to care for each other and our planet, to source renewable energy, and to further a circular economy where packaging is reused and recycled.

We remain committed to drive toward 10% recycled resin content by 2025 for our dispensing solutions for the beauty, personal care, home care, and food and beverage markets, and we encourage our customers to accelerate their switch to products with high recycled content.

Looking Ahead

We know the climate crisis is urgent and that issues such as inclusion and equity require deliberate strategy and leadership to move forward. On behalf of Aptar's leadership team, we are grateful to our colleagues who continue to propel us forward in key sustainability and ESG areas. As we develop faster ways to deliver critical medicine, enable families to recycle more plastic, and improve our operations to reduce greenhouse gas emissions, we know that we will continue to actively work toward a more sustainable future for all. Thank you for your continued interest in our sustainability journey.



Stephan B. Tanda
President and CEO

Our Sustainability Progress

Care

We operate with care for our employees, communities and environment by continuously improving our impact and reducing our footprint.

Collaboration

We innovate alongside customers, suppliers, industry coalitions and nonprofits to enable progress toward their goals — and better outcomes for people and planet.

Circularity

We're helping the industry advance system-scale change that will benefit people today and for generations to come by addressing climate change and the waste crisis.

Positioned to make a difference

We partner with the world's leading brands, and millions of people rely on our products every day. Our purpose — to transform ideas into solutions that improve everyday life — shapes how we meet their evolving expectations and enable consumers, customers, community partners and our employees to join us in creating a better future.

We mark progress across our three action areas of Care, Collaboration and Circularity by pursuing these key targets:

GOAL	TARGET YEAR	2021 PROGRESS
Earn Landfill Free certification through our internal program for 60% of sites	2021	63%
Avoid disposing 80% of operational waste through reduction, recycling and reuse		83%
Increase women leaders at VP level and above to greater than 30% (2025), with an interim target of 25% by the end of 2022	2025	20%
Achieve 10% recycled resin content in personal care, beauty, home care and food/beverage solutions		0.41%
Reach 100% recyclable, reusable or compostable solutions in personal care, beauty, home care and food/beverage solutions		56%
Eliminate 100% of formaldehyde (POM), styrene (ABS, SAN), vinyl chloride (PVC), and Bisphenol A (PC, epoxy) in personal care, beauty, home care and food/beverage solutions		0%*
Achieve 15% lower electricity intensity from baseline year 2020		6%
Source 100% electricity from renewables	2030	96%
Reduce Scope 1 + 2 emissions by 28% from 2019 baseline		74%
Reduce Scope 3 absolute emissions 14% from a 2019 baseline		11%**

KEY: ■ = Goal exceeded ■ = Goal on track ■ = Goal at risk ■ = Goal regressed

* For more information, please view page 30.

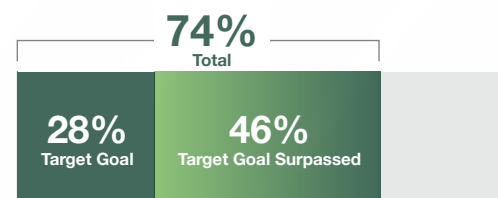
** We have improved our Scope 3 accounting and transparency, lending more accuracy each year. This resulted in an 11% increase in total Scope 3 emissions in 2021.

Emissions Progress

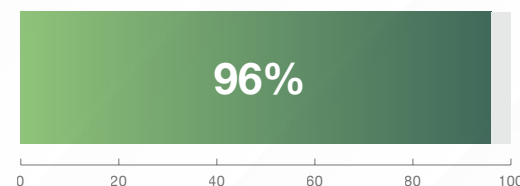
We surpassed our Science-Based Targets initiative (SBTi) goals for emissions reductions well below the 2°C scenario and are working with SBTi, in 2022, to set Scope 1 and 2 absolute emissions reductions goals to align to the 1.5°C scenario.

As of June 2022, we are in process of updating our Scope 1 and Scope 2 targets with SBTi.

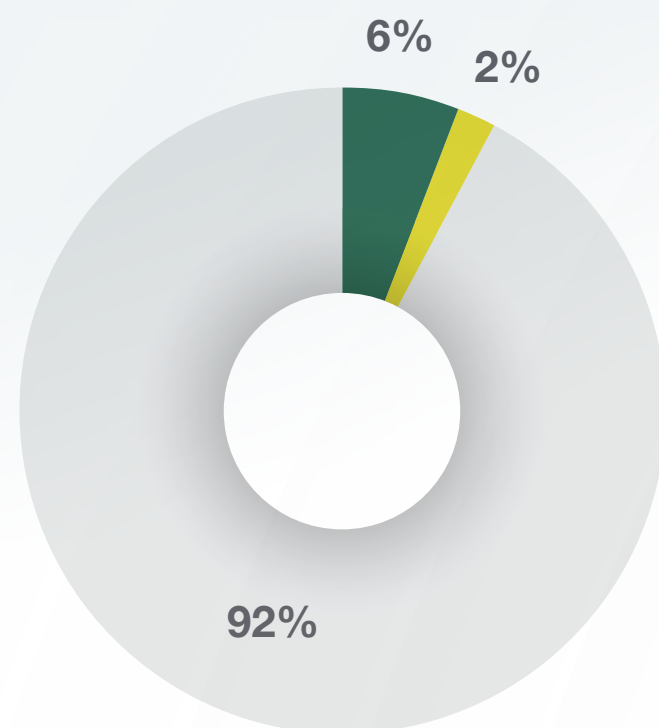
We expect validation of our new direction by the end of 2022.



Scope 1 + Scope 2
emissions reductions in
2021 from 2019 baseline

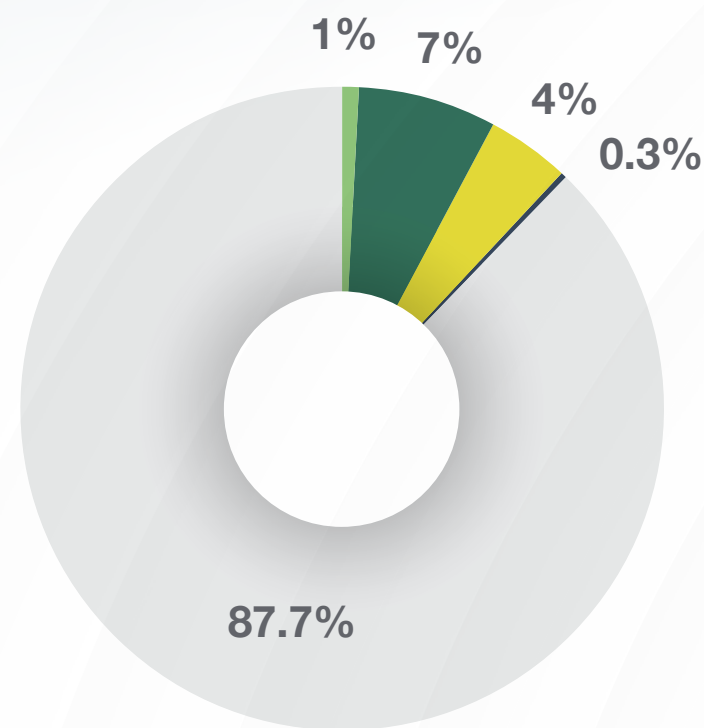


96% of energy sourced
from renewable sources,
up from 85% in 2020



Emissions Totals

- Scope 1
- Scope 2 (Market-based)
- Scope 3



Scope 3 Totals

- Fuel- and energy-related activities
- Transportation in supply chain
- Waste generated in operations
- Water consumed
- Purchased goods and services (Raw Materials)



*Aptar ranked No. 1 on
Forbes' Green Growth 50
inaugural list in 2021.*





Highlights

Highlights

At Aptar, we develop more efficient ways to deliver critical medicine. We're also enabling families to recycle more plastic with greater convenience, and we're running our operations with respect for the environment that nourishes us all. Here are some of our highlights from 2021.

Care



Received Platinum level rating in recognition of our sustainability efforts from EcoVadis, placing Aptar in the top 1% of all EcoVadis-rated companies



Named to Forbes' Global Top 10 Female Friendly Companies List



Ranked No. 1 on Inaugural Forbes' Green Growth 50 list, highlighting large American corporations that have managed to cut their greenhouse gas emissions, while growing earnings

Collaboration



Awarded \$19 million contract to expand production of Activ-Film™ technology, used to protect and ensure COVID-19 test kit integrity and accuracy



Progressed on testing of PureCycle Technologies' Ultra-Pure Recycled plastic for food, beverage and cosmetics applications as preferred technical partner

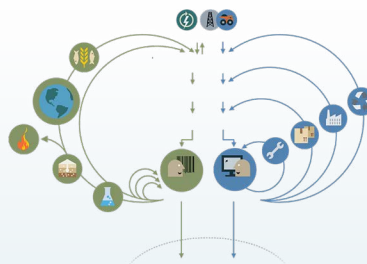


Dermalogica® chose Future, Aptar's fully recyclable, mono-material pump, for their latest cleansing line launch

Circularity



Received Critical Guidance Recognition for SimpliCycle™ Recyclable Valve from the Association of Plastics Recyclers



Launched our internal Circular Economy Awareness Training, developed in partnership with the Ellen MacArthur Foundation



Certified 10 of our European manufacturing sites as International Sustainability and Carbon Certification (ISCC Plus)

Shaping a Better Future: Six Macrotrends



At Aptar, our values and our mission drive everything we do. While 2021 brought continued pandemic-related challenges, our resilient teams remained committed to delivering on our promises to our customers. Despite the variability and uncertainty of demand, rising inflation, supply chain challenges and labor shortages especially in the U.S., Aptar continued to grow and evolve across our business units.

Our recent approaches to sustainability have been informed by six macro trends:

1 Growing Demand For Stakeholder Capitalism



SCIENCE
BASED
TARGETS

A continued demand for organizations to prioritize environmental and social impacts equally with economic impacts and governance, we recognize the value of driving more sustainable outcomes. For instance, we formalized our commitment to the SBTi in 2020, as of June 2022, we are in process of updating our Scope 1 and Scope 2 emissions targets, with the intent to align to the 1.5°C business ambition. We anticipate validation from SBTi of our updated targets by year-end 2022. Throughout the past several years, we have improved our ability to measure our Scope 3 emissions and look forward to sharing our climate actions for years to come.

Our materiality assessment process will now include more formal oversight and review of our environmental, social and governance (ESG) performance. We use guidance from the Task Force on Climate-Related Financial Disclosures (TCFD) framework to inform our disclosure and associated environmental risks with company decisions.

2 Mitigating Climate Risks



The repercussions of climate change are significant if not addressed, so we incorporate them into our strategic planning. These considerations include mandates on and regulation of certain products, carbon taxes dynamics and impact, increased cost of raw materials such as recycled content or post-consumer recycled (PCR), and changing customer expectations in terms of availability and environmental impact.

To understand how these risks may impact our business, we use issues-based training and continued dialogue with stakeholders. We then incorporate risks into our enterprise risk modeling, strategic decisions and product design processes across Aptar.

Shaping a Better Future: Six Macrotrends

3 Addressing Water Risks



WORLD
RESOURCES
INSTITUTE

We abide by all discharge regulations and anodizing operations guidelines.

With treatment facilities that return water to the source cleaner than when it was drawn and closed-loop water systems, water is not a high importance material indicator by our stakeholders nor a key raw material in our processes. Improvements made to the water treatment processes in Aptar Jundiai, Brazil, resulted in a higher quality of water discharged due to the more efficient removal of sludge. However, the sludge being removed from the water is a hazardous waste and, therefore, improving one eco-efficiency metric (water) had a negative impact on another (waste).

Our 2020 water risk assessment, using the globally accepted World Resources Institute's Aqueduct Water Risk Atlas, identified 20 of our sites as being located in regions facing risks of extremely high, high or medium water stress. As aligned with our sustainability reporting process, we will reassess in 2022 and include recent acquisitions in advance of our CDP water reporting. We also conduct regular training on water scarcity across Aptar. Learn more on [Page 25](#).

We worked with the WBCSD to create a water circularity tool. Due to our very small annual water consumption, the current version of the tool does not apply to our operations, however, our participation allowed us to contribute our expertise to the sector.

4 Monitoring Emerging and Current Regulations

Consistent policies and regulations can accelerate sustainability efforts by infusing the urgency we feel on issues like PCR resin and recyclability with policy signals that can allow the market to better support these efforts. Our regulatory teams monitor new and potential regulations on an ongoing basis and use our participation in trade associations and other similar groups to continue raising the issue of sustainability.

5 Advancing Resource Efficiency



A circular economy is only viable if every sector and every actor steps up to work together on solutions such as recycling, reuse and alternative resins. This remains a significant opportunity for Aptar to distinguish itself, given our commitment to circularity through product design, collective action and investments in alternative technologies like Loop and MIWA. We have made recent improvements in the design of packages for e-commerce and participate in the Amazon Packaging Support and Supplier Network (APASS), where we work to help design and test packaging design and components for e-commerce capability.

6 Assisting a Shift in Consumer Preferences

As consumer behavior signals a shift to being more sustainably minded in their consumption and purchase habits, it is important for us to enable this transition with solutions that balance sustainability with convenience. To do so, Aptar must remain agile and forward-leaning with our research and development (R&D) and engagement efforts.

Adaptation is at the center of who we are as a culture, starting with the root of our name — the Latin word *aptare*. As the world around us evolves, so must we. This agility and comfort with adaptation is who we are. Now we're using this as a powerful force for good as we adapt to shape a better future for all.





Care



Our Approach

We operate with care for our employees, communities and environment by continuously improving our impact and reducing our footprint.

Aptar’s purpose is to transform ideas into solutions that improve everyday life. It shapes all aspects of our work, including our approach to sustainability — how we care for each other and the planet, collaborate with brands and NGOs, and advance the circular economy. Driven by purpose, we continuously innovate to meet the world’s evolving needs in more efficient and effective ways. We develop faster ways to deliver critical medicine. We enable families to recycle more plastic, and we continuously improve our operations to reduce greenhouse gas emissions. Everything we do — for customers and consumers, employees and our communities — we do to save and improve lives. Brands can count on our products and services to make a positive change.

This focus on care — for people and for our shared environment — is a key element of how we shape a future built by transforming ideas into solutions. And that begins by caring for each other and the planet. For us, our relationships with our people, our communities and the environment are core to how we operate. At Aptar, caring for each other and the planet isn’t an abstract vision. It’s integral to how we build a better future.

GOAL	PROGRESS
Maintain safe and healthy workplaces	Reduced Total Recordable Incident Rate by 19% and Lost Time Frequency Rate by 15% in 2021
Nurture a culture in which everyone is valued and included, and diversity is celebrated	Launched three Employee Resource Groups in 2021
Increase women leaders at VP level and above to >25% by 2022 and >30% by 2025	20% of leaders at the VP level and above are women as of 2021
Empower employees to develop professionally	Made progress with our Corporate University Programs to support our global workforce
Set new Scope 1 and Scope 2 absolute emission reduction goals aligned to 1.5°C	Reduced greenhouse gas emissions 74% from our 2019 baseline in 2021, surpassing our science-based target based well below 2°C
Request an update to our 2019 baseline values, through SBTi, to more accurately reflect our improved Scope 3 carbon accounting processes, as compared to our original values which were first validated in 2020	Due to increased ability to measure these emissions, we increased Scope 3 emissions by 11% in 2021 from 2019 baseline
Source 100% electricity from renewables by 2030	Reached 96% in 2021
Reduce electricity intensity 15% from baseline year 2020 by year-end 2025	Electricity intensity increased 6% in 2021
Continue to earn Landfill Free site certification	63% of Aptar sites were certified landfill free by end of 2021
Continue to increase the amount of operational waste we recycle or reuse	Recycled or reused 83% of our operational waste in 2021
Eliminate 100% of formaldehyde, styrene, vinyl chloride, and Bisphenol A by 2025	Please see details on our chemical phase-out plan on page 30
Implement Social Organizational Life Cycle Assessment to understand and act on our social/socio-economic impacts	First company to share our Social Organizational Life Cycle Assessment pilot project results

Board of Directors*:

90%
Directors are Independent

40%
Women

30%
Persons of Color

★ Majority of Board Committees are chaired by women.

Executive Committee:

37%
Members are Women

37%
Identify as Persons of Color

* The numbers above represent year-end 2021 information. These numbers have shifted slightly due to the passing of one board member in early 2022.

Nurturing a Culture of Respect and Inclusion

At Aptar, we nurture a culture in which everyone is valued and included, and diversity is celebrated. Diversity, Equity & Inclusion (DEI) is part of our strategy and our road map, and it's at the heart of our discussions. In 2021, we held our inaugural DEI Week to promote Aptar's inclusive culture and spread the spirit of inclusiveness and respect to diversity at all levels and regions of our organization. Hosted by a cross-section of 200 Aptar Leadership Inspire Grow Now (ALIGN) Ambassadors and regional sponsors, the Week included a series of global and regional events focused on advancing diversity and inclusion. Within a few short months of launching ALIGN, our first Employee Resource Group (ERG), we had established segment champions representing ALIGN in all our global leadership teams. Learn more about ALIGN and its purpose on [Page 15](#).



DEI in My Coffee

Throughout the year, Aptar leaders across functions and regions held open and candid forums with employees to exchange ideas for making our workplace more inclusive by way of DEI in My Coffee sessions. Participants who joined these sessions shared their stories with the group while many expressed their enthusiasm for this DEI initiative and requested to have more open discussions on DEI topics throughout the year, including Intersectionality & Identity, Allyship, and Storytelling: LGBTQ+ in the Workplace.

For instance, in a subsequent session on Intersectionality & Identity, participants discussed what this looks like for the LGBTQ+ community and questions around the impact of intersectionality and what each of us can do to respect and celebrate this diversity. A session on storytelling and LGBTQ+ issues tackled challenges faced by employees, how to address them as well as the future of work and the powerful signal of using pronouns to raise awareness on diverse identities.

Aptar appointed **Candace Matthews**, Former Chief Reputation Officer for Amway Corp, to our Board of Directors.



Championing Equality, Supporting Women

Despite the challenges brought on by the pandemic, Aptar remained focused on supporting women and advocating for greater equality in 2021. We organized several internal virtual conferences and networks, such as our annual Women's Day Conference, and regional ALIGN Ambassadors held events both locally and virtually to connect on topics related to gender equality. We launched a company-wide training on unconscious bias and, following the success of ALIGN, have recently launched similar groups for other diverse communities within our organization.



Unconscious Bias Training

Our objective, when rolling out this training, was to help all Aptar employees understand unconscious bias and its potential impact. We wanted to ensure a better understanding of the types of internal, interpersonal and organizational biases we can have and encourage Aptar employees to identify and commit to actions to create a more inclusive culture. In 2021, the training team developed architecture, curricula and training materials for program workshops, executed Train the Trainer manager programs, and organized 14 virtual online classrooms with over 500 hours spent by participants in training across all divisions and regions. During the training, leaders learn how to have DEI conversations with their teams, including useful prompts for having DEI discussions one on one between employees and managers during the performance review, with both required to sign off on the discussion.

Professional Development with Catalyst

In partnership with Catalyst, all Aptar employees are given access to Catalyst resources as well as specific resources on a range of relevant topics, including women leadership, unconscious bias, engaging male leaders in the workforce, and workplace effectiveness. The resources come in the form of articles, training, webinars, flip-the-script infographics and other tools aimed at helping our employees develop a greater understanding of DEI issues, specifically around women in the workplace.

Employee Resource Groups (ERG)



APTAR LEAD INSPIRE GROW NOW

As we make progress across all DEI areas, our first area of focus was gender balance. We launched our first ERG, ALIGN, on International Women's Day. ALIGN champions the development and continued progress of women while celebrating every woman, man and gender-neutral employee. ALIGN provides a forum for all employees to impact Aptar's Diversity & Inclusion initiatives. In celebration of the event, employees were invited to participate in the #ChooseToChallenge campaign and pledge their support to helping advocate for women everywhere by calling out gender bias and inequality. We had hundreds of submissions across Aptar, showcasing our employees' commitment to advancing inclusion.

In October 2021, the ALIGN team launched a Mentoring for Women initiative. Members of ALIGN's leadership team volunteered to mentor a group of 15 women. Mentors received special training from the Aptar Corporate University and, while the program launched as an experimental pilot, we are already looking for ways to permanently expand the program across Aptar.

We followed ALIGN with launching two more ERGs in 2021: the Black Organization for Leadership, Diversity & Development (BOLD) and the Aptar Rainbow Community (ARC) for our lesbian, gay, bisexual, transgender, queer and non-binary (LGBTQ+) community members. Each ERG has an executive sponsor from the Executive Committee as well as at least one Chair member from Aptar's Leadership team.



BOLD: Black Organization for Leadership, Diversity & Development

The purpose of Aptar's BOLD ERG is to support our strategy for a culture of DEI in the work environment. The group seeks to drive awareness across our workplaces and provide opportunities, increase visibility for career development, provide internal networking opportunities and support the recruitment and retention of Black/ African American or African descent, particularly in the United States. In 2022, this group is working to establish governance and structure and will collaborate closely with the Global Diversity & Inclusion Director, Chief Human Resource Officer, their Executive Sponsor, and other established ERGs.



Gender & Diversity KPI Alliance

Aptar joined more than 80 companies and organizations in the Gender & Diversity KPI Alliance whose aim is to support the use of key performance indicators (KPIs) or high-level internal measurements that provide an overview of the diversity of the workforce and allow the evaluation of results, not efforts. Learn more [here](#).



Aptar Rainbow Community (ARC)

This community welcomes those who identify as LGBTQ+ as well as allies of the LGBTQ+ community. Allies help amplify unheard voices, calling out barriers and biases that can inhibit progress, while LGBTQ+ members act as role models in their commitment to DEI. The purpose of this group is to support Aptar's strategy for a culture of DEI at work. The mission of ARC is to ensure that LGBTQ+ members are comfortable in bringing their whole selves to work; can safely express their individuality by sharing experiences without concern for impact to their career, development and growth opportunities and business partnerships with others, all while contributing to a safe and inclusive work environment.



Aptar was recognized by the Women's Forum of New York at the organization's Breakfast of Corporate Champions, which salutes companies leading the way to achieve gender balance on corporate boards.



Inclusive Employment

Aptar is committed to local employment. We have worked with various organizations for apprenticeship programs, hiring veterans and people with special needs. In the US, these organizations include the Illinois Department of Labor and the Tent Partnership for Refugees (Tent). In 2021, Aptar joined Tent's Coalition for Afghan Refugees in the U.S., committing to explore hiring and training opportunities for Afghans across the country. We are continuing to partner to increase hiring of refugees into the global workforce.

Employee Empowerment

Our Leadership for Growth Survey (LGS), an anonymous annual employee survey, is a critical marker for us to better understand organizational health across the globe. In its fifth year, LGS has become an essential source of real-time feedback on how Aptar employees feel about purpose, environmental leadership and other important practices within the organization. Continued strong participation demonstrates a desire to provide input, which, in turn, has been instrumental in helping develop actions for further improvement. We know our employees care about Aptar, a company each and every one of us has helped form into what it is today. In spite of the pandemic, 77% of our employees participated in our 2021 survey with nearly 22,000 qualitative comments submitted. Our business and Human Resources (HR) leaders use this feedback to guide their planning for the year to come. In recent years, we added questions about DEI, sustainability, and health and employee safety.



Streamlined Onboarding

We proudly launched the IN Program in 2021, a unique onboarding process that aligns all the onboarding material and processes across Aptar into a single program. The IN Program ensures that all new employees are onboarded in the same way, regardless of department or position within the company.

This program allows us to ensure that all new employees feel welcome from the very first day of work. An onboarding plan drawn up in advance helps to support, in coordination with the new employee, this welcoming process. Therefore, the IN Program serves as a guide for our new employees when it comes to connecting with the Aptar organization, business, process and people and to setting goals and rising to the professional challenge. Furthermore, the IN Program will assist these employees in integrating into Aptar's culture.

The IN Program focuses on Cultural Onboarding, whereas the Functional Onboarding process is set by different functions and corresponds to their specific onboarding requirements. Any department or function wishing to establish its own Functional Onboarding process can be included in the IN Program. All HR employees have been trained on the IN Program, and training will continue for all Hiring Managers. Our purpose is to make sure that all new employees enjoy a great start in their journey with Aptar. The contribution from the global sustainability department includes an awareness training that covers topics like sustainability targets as well as a look at the most recent sustainability report.



Career Planning: Aptar Corporate University (ACU)

Aptar Corporate University (ACU), launched in 2009 with one course, has evolved rapidly and consistently since — notably receiving the Gold Award for Culture and Technology by the Global Council of Corporate Universities (GCCU) at the 2021 GCC Awards for striking the balance between strategy, structure, culture and a shifting world vision. The University is a priority for our CEO and executive committee. Designed as a learning ecosystem operating in seven languages around the world, the ACU respects local cultures, uniting generations with the support of retired employees, including the former CEO, and existing executives, as storytellers.

ACU is not a traditional organization or education department but more of a distribution channel for everyone within Aptar — these courses are developed by Aptar for Aptar and guided by our CEOs and ExCom members and draw on internal and external expertise to support an individual's growth and Aptar's vision and strategy. Through ACU, we offer multiple programs that segment by role, region and leadership ambition to ensure every Aptar employee can grow and develop their skills. These include leadership programs for employees at all levels. For example, CASA is our global executive

leadership program, aimed to continue the development of corporate and segment leaders in higher management and those with high potential in succession planning with more room to grow.

Other programs like CASITA, Greenhouse, and LaFabbrica focus on various levels of the organization, from local manufacturing leaders to young professionals within Aptar to middle-level managers and professionals. Additionally, courses on leadership competencies, market-oriented programs such as sales and negotiation skills, and business-oriented programs such as change management are offered to our employees through ACU.

Looking ahead, we plan to leverage our experience in both classroom and online training to establish a hybrid version of core ACU programs that will feature the best of both worlds. This means combining the experiential part of in-person training, such as learning from nature, different cultures and others, as well as building networks and meeting people — the really human experience — with the opportunity to use the best online technologies to deliver content and pass on knowledge.

Aptar Corporate University ended 2021 with:



21

different standard training programs + several on-demand programs



1,897

participants



517

online training sessions



1,529

online learning hours



18,486

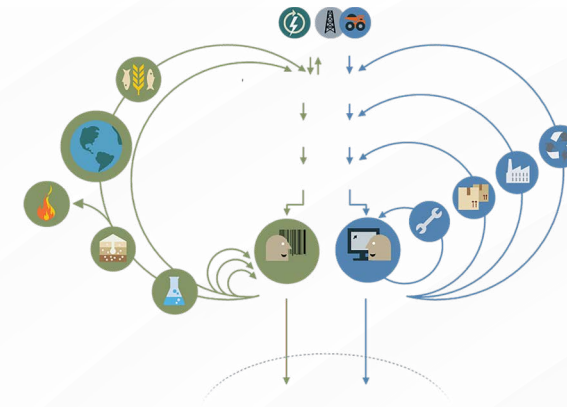
total participants online learning hours



Learning Experience Platform

In 2021, Aptar launched a new global learning platform called Horizon. This now serves as Aptar's central hub for all training, from mandatory to self-chosen, from onboarding to upskilling, and from nearly every department. The objective is not to replace ACU but to embrace digital training and evolve our efforts to advance global upskilling, social learning and collaboration and to provide individual career learning pathways.

Officially launched in August 2021, Horizon had over 300 learning contents available in nine different languages by May 2022. In 2022, we plan to continue rolling out the new platform in all regions — targeting a full rollout by the end of 2022 to all Aptar employees. Horizon will serve as a central hub for Aptar — for leaders, it will be a platform to track employee training, opportunities for mentoring and expanding the management pipeline, and for employees, a vast platform of internal global, regional and site-level knowledge as well as access to external training resources for all employees in multiple formats and opportunities to continually grow and develop professionally.



Sustainability Training

In 2021, we expanded our Sustainability Awareness e-Learning Module to our global employee base by making it available in the main 11 languages spoken by Aptar's employees. The self-paced module provides learners with a better understanding of what sustainability means and how it applies to our purpose, their role with Aptar and their decision-making process. The training, which takes a look at our various targets, was developed to help all Aptar employees, especially new hires, gain insight into the company's sustainability efforts, our strategy and progress.

We also launched three more self-paced courses for all employees:

- The Greenwashing Avoidance Training targeted to our sales and marketing communities who create external sustainability messaging on behalf of Aptar
- The Circular Economy Awareness Training, developed with the Ellen MacArthur Foundation, geared toward designers, product developers and any employees working in innovation, packaging and communications around our product solutions
- Water Scarcity Awareness Training for Aptar leadership, specifically those leading site operations

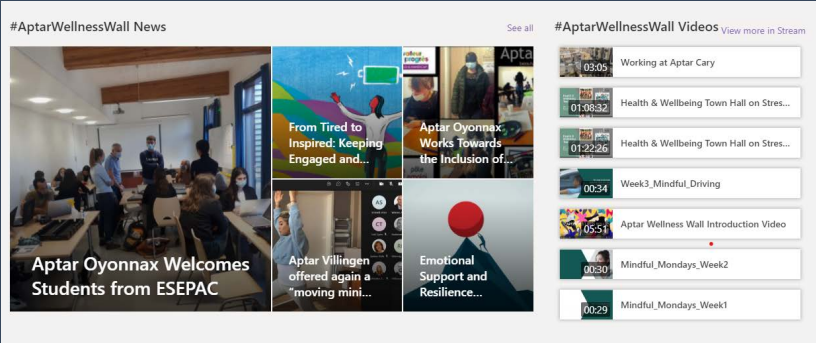
Health, Safety & Well-being

Employee Well-being

We continued to evolve our efforts around worker well-being by introducing a No Meeting Day on the fourth Friday of each month in 2021 to allow for uninterrupted work. The No Meeting Days have continued into 2022, occurring bi-weekly on Fridays. At the site and regional levels, we have multiple 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.

Employee Assistance Program (EAP)

In October 2020, Aptar expanded our existing Counseling Support services to a global, comprehensive EAP that offers a wide range of support and assistance services. This also included the addition of a special counseling hotline to provide employees and their families with practical information, support and counseling on a variety of topics, including pandemic-related stress. Employees could request information and assistance by phone, email and online chat, in multiple languages 24/7 at their own convenience, and it is administered by a third-party provider of free, confidential, employee support services.



Wellness Wall

In a project managed by HR and Future of Work (FoW) team with other dedicated employees across Aptar and designed as a digital platform for employees to share elements that encourage connections, the Aptar Wellness Wall featured contributions on learning, staying physically fit, showing gratitude and taking notice of small things that give us joy. Examples included virtual Town Hall events, mental health resources, healthy recipes, favorite books and digital interactions. As another fun addition to the space, Aptar employees can give a “shoutout” to colleagues across the globe that are widely shared. These comments recognize employees who have made contributions of all sizes to the organization.



Environmental, Health & Safety (EHS)

Our aim is to provide a safe workplace and to send every Aptar employee home, each day, injury free. We have a network of global and regional EHS professionals that lead sites through Operational Excellence EHS activity. We publish monthly safety performance packages that include a global view and performance by segment, region and site. Additionally, annual targets are set for Total Recordable Incident Rate (TRIR) and Lost Time Frequency Rate (LTFR) at the company, region, segment and site levels. Data includes information about lost time, total recordable time and severity rate. Some regions also publish information about their near misses and ergonomic injuries specifically. In collaboration with our global EHS network, the segment presidents host monthly safety review calls, which are frequently attended by the CEO, CHRO and other members of our Global Leadership Teams. During the calls, the sites that incurred a lost time incident discuss the incident's root cause and EHS Management System implementation progress and share best practices.

Among other initiatives, a key focus area in 2021 was to finalize implementation of the Aptar global EHS Management System (EHS MS). This management system sets minimum standard requirements in key areas of safety and environment for all sites and ensures the Aptar digital solution, EHStar, is used to manage various EHS and operational eco-efficiency issues. EHStar includes incident management, behavior-based safety, audits and inspections and environmental metrics while our global EHS compliance audit program keeps us on track.

For additional progress metrics and data, please see **Page 60-62 of our GRI Index.**

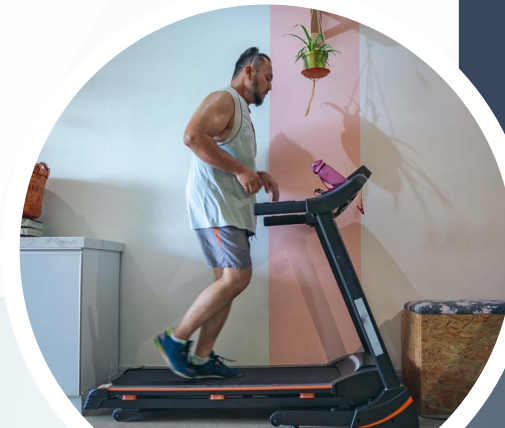
Worker Safety

As a manufacturing company, worker safety and well-being and contractor safety are key priorities, and we continue striving to reduce our lost time frequency rate. Between 2018 and 2020, almost 25% of our recordable injuries were ergonomic-related cases, which if left uncorrected could lead to the development of musculoskeletal disorders (MSDs). In keeping with our goal of zero injuries, we adopted the Humantech system to aid in reducing incidents that could result in MSDs in 2021. Humantech's software solutions help us take control of our ergonomics process with proprietary assessment tools, online training and a cloud-based system with built-in artificial intelligence to give our teams a faster, more effective and efficient way to manage ergonomics corporate-wide.

We achieved a year-over-year TRIR reduction of 19% and LTFR reduction of 15% in 2021.

Embracing Well-being During a Pandemic

- The Aptar Radolfzell and Eigeltingen, Germany, locations created Health & Earth weeks and offered virtual activities focused on exercise, environment, nutrition and ergonomics.
- Aptar Brazil held a virtual event for employees and their families to listen to music and connect while working remotely.
- The Aptar team in Chonburi, Thailand, came together to pay respect and contribute food offerings to the Brahma shrines and spiritual houses. This Thai tradition cultivates prosperity, good fortune and happiness both in business and in life.



Compensation and Benefits

Our reward programs are rooted in the main tenets of our Core Values: trust and respect. We are committed to fair, competitive and equitable compensation that strives to motivate, reward and retain our valuable employees. Our benefit programs are designed to offer market-competitive, meaningful assistance to our employees based generally on local and cultural norms. Ultimately, these programs are meant to reward and engage our talented employees to enable us to achieve our strategic priorities and build shareholder value.

Variable Pay

The vast majority of non-executive officer employees at Aptar are part of a variable, short-term incentive program, in order to drive the achievement of performance goals that are deemed critical to the business. These incentive schemes include but are not limited to:

The Aptar Short-Term Incentive (STI) program: This variable pay program considers financial achievement relative to EBITDA and Core Sales Growth targets at the corporate, segment, division/business unit, and/or regional level, as well as individual employee performance. The financial component of this plan emphasizes profit (weighted 65%) over sales (weighted 35%) and is based on improvements in performance from the prior year, in order to motivate improvement in company performance.

Local/Plant Bonus programs: Available to the majority of employees who are not participants in the STI program, these variable pay programs consider a number of factors that are important to the business/site and may include some of the following metrics: operational efficiency, safety, attendance, scrap and quality.

Long-Term Incentive Plan

In addition, Aptar believes that our Long-Term Incentive Compensation Program (LTIP) strongly aligns with the interests of our employees and our stockholders. We generally seek to provide LTIP opportunities to senior leadership that are consistent with our compensation philosophy (with the potential for larger payments for exceptional Company performance). We also believe that LTIP equity awards are an essential tool in promoting executive retention.

Our LTIP is granted annually and consists of the following: Restricted Stock Units (RSUs), weighted at 40% of an annual award, and Performance-based Restricted Stock Units (PSUs), weighted at 60% of an annual award. RSUs are a time-based award and vest in three equal installments over a 3-year time period. PSUs are based on the achievement of pre-established Company performance goals and vest at the end of a 3-year performance period. An employee can earn 0% to 200% of target performance, based on the actual Company results as compared to the pre-established goals.



Living Wages

We have taken preliminary steps to further understand how a Living Wage could fit within Aptar's ESG strategy, including completion of the Living Wage assessment.

We have good insights from this that may guide future actions. The assessment didn't indicate a significant issue and we will continue to assess this topic as part of our continued evolution of Aptar's ESG program, and could consider taking action in the future.

Benefits and Well-being Programs

Aptar offers a variety of competitive benefit programs across the globe, to meet the needs of our employees. Some of the benefit programs currently in place include but are not limited to: Employer-sponsored healthcare for employees, spouses and families (including, in some areas, domestic partner benefits), employer-sponsored retirement, wellness programs, flexible spending accounts/benefits, paid time off, parental leave, adoption assistance, flexible schedules and education assistance. In the United States, specifically, Aptar also offers a matching gift program through the AptarGroup Charitable Foundation. In addition to the aforementioned programs, we have an employee assistance program that provides employees and their dependents with access to mental health counseling and a multitude of resources for the stress that comes with life's day-to-day challenges, such as COVID-19-related stress, parenting, death/loss, divorce, finances and work stress. This is available to all of our employees across the globe.

Giving & Volunteerism

Employee Matching

The AptarGroup Charitable Foundation Matching Gifts Program matches employees' eligible gifts to higher education institutions, cultural organizations, health and human services organizations, and other tax exempt organizations. The AptarGroup matching gift is two times the employee's gift. The Foundation has helped support over 140 nonprofits, cumulatively donating almost \$1.9 million since 2017. Some charities the Foundation supported in 2021 include:

- Willow Creek Ranch, a nonprofit therapeutic riding center for children and adults with special needs, located in the same community as Aptar's Mukwonago site in Wisconsin.
- Levine Children's Hospital, which specializes in pediatric intensive care, and is well known in Charlotte, North Carolina, and surrounding cities for being the top children's medical facility.
- The Food Bank of Alabama, which focuses on alleviating hunger, providing an efficient, coordinated system for collecting and distributing food, reducing food waste and increasing public awareness regarding hunger and food security issues in East Central Alabama, where Aptar CSP's Auburn site is located.

COVID-19 Support

- Drug Delivery and Dispensers: In addition to our global collaboration with CARE, we produced pumps for multiple customers, enabling them to speed up production of hand sanitizers for first responders and hospitals. We shifted production to ensure continuity of essential drug delivery, dispensers for sanitizers, cleaners and consumer product solutions.
- We offered onsite flu and COVID-19 vaccinations at multiple Aptar sites along with donating two oxygen concentrators in Mumbai, India, during the country's COVID surge in 2021.



Vatsalya Foundation

We support the Vatsalya Foundation, a pioneer agency working with street children in Mumbai, India, through its multilevel approach of outreach, child-to-child contact, contact centers and a shelter home. Our leadership team often visits the foundation, and the children are invited to visit our local offices for a day filled with fun activities such as a hand painting competition, traditional games and more. We have collaborated with the Vatsalya Foundation since 2010.



Aptar Italy Supports the Race to Inclusion

Aptar sites in Italy supported a Motorsport for All: Race to Inclusion opening event in 2021 as a kick-off to the Race to Inclusion project developed by nonprofit Go-Kart Experience. The project was started in June 2021 to promote motorsport participation for people living with disabilities and support the dissemination of low-carbon technologies in the motorsport sector. Through virtual and in-person motorsport practice, the project will facilitate inclusion by reducing inequalities and discrimination and promoting gender equality. The opening event, held in collaboration with the Italian Paralympic Committee, allowed for participants with varying levels of ability to try a go-kart experience for the first time using an adapted go-kart engineered by the organization thanks to a contribution from Aptar sites in Italy.

Volunteerism

In 2020, we took inventory of all Aptar sites to better evaluate our employees' appetite for a formal volunteering policy and how sites might offer paid time for volunteering. We found that while most sites encourage ongoing volunteering, it is mostly accomplished after hours. We will use this feedback to evaluate our volunteering policy efforts moving forward.

CARE International



We continued to partner with CARE®, an organization working around the globe to save lives, defeat poverty and achieve social justice. Through this partnership, Aptar supports CARE's mission, including education programming and women's economic empowerment efforts. We are also supporting CARE's Crisis Response Campaign for Ukraine and sponsored the Fast + Fair COVID-19 Vaccine Response Campaign. In honor of World Health Worker Week, Aptar utilized the partnership to advocate, facilitate, protect and educate about the COVID-19 vaccines. CARE also established COVID-19 care centers, providing oxygen and other essential supplies, and training health workers to address concerns about vaccine stigma. Learn more [here](#).

Earth Week 2021

In April of 2021, we encouraged employees to celebrate Earth Week by engaging in activities to restore the Earth and document said actions by posting a photo or short video on our intranet. Additionally, the Global Sustainability Team promoted Aptar's internal Sustainability Awareness Training. We featured submissions on the Aptar intranet site's #EarthWeek2021 library. For each employee who participated in Earth Week and documented their action, the Aptar Charitable Foundation made a donation to the Ocean Conservancy, an organization that works to protect marine habitats, reduce negative impacts on marine ecosystems, and restore sustainable fisheries. During this celebration, Aptar employees posted over 100 social media posts, resulting in the Aptar Charitable Foundation donating \$20,000 to the Ocean Conservancy on behalf of Aptar Earth Week participants.



Earth Week 2021 Participation

50+

Activities hosted

2,074+

Activities

512+

Family members who participated



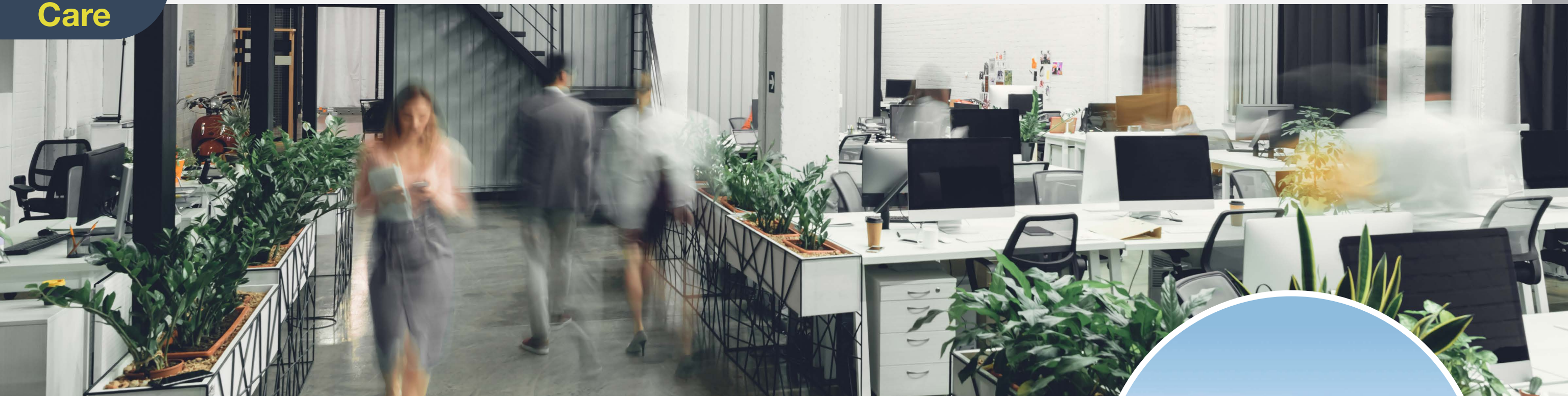
Support of Global Volunteer Days

In collaboration with nonprofit 9/11 Day, we encouraged employees to perform simple acts of kindness in person or virtually on September 11 and then share their good deeds to an online portal where their actions can be recognized. We followed that up with a celebration on International Volunteer Day, December 5th, to promote volunteerism, encourage governments to support volunteer efforts and recognize volunteer contributions.

Aptar Val de Reuil: Planting a Forest!

In honor of its 20th anniversary, our team in Val de Reuil, France, began a project to celebrate and advance our commitment to sustainable development by planting a microforest at the site. Over 110 employees, 20 service providers and partners came together to plant around 300 trees of 12 different species, including melliferous trees (that produce pollen or nectar) to provide a welcoming environment for bees and other pollinators. The team also installed a vegetable-based, biodegradable tarpaulin cover to limit the growth of weeds and unwanted plants and allow the trees to develop freely during the first year. In coming months, the team expects to add picnic tables around the microforest to encourage time in nature, which is known to improve mental health.





Green Buildings

We incorporate green building principles in renovations and new construction. For our existing facilities, we are working to improve our energy and water use. We are also working on improvements, such as enhancing indoor air quality and providing better daylighting, both of which lead to a healthier workplace. Additionally, Aptar has established Green Building Guidelines to ensure we deliver reductions in our energy use, greenhouse gas emissions and potable water consumption in new construction projects while enhancing indoor air quality and well-being, leading to productivity gains.

In 2021, we brought together five separate buildings into a single site in Oyonnax in the Auvergne-Rhône-Alpes region. The site is expected to be operational in spring 2023. The new site aims to improve production processes, optimize industrial and operational

performance and strengthen the core business in Oyonnax. The site covers 25,000 square miles and will deliver a sustainable building that is designed to meet the highest environmental standards, projecting a 45% savings in energy and reduction of CO₂ emissions by 58% through heat recovery and the end of intersite transport (projections versus 2018 performance). The site has already obtained LEED v4 Silver level certification, Aptar's first French site to receive this recognition. LEED is a green building certification that promotes lower-impact material selections and energy-efficient systems and architecture. This certification targets the building as a whole and not only the materials used for its construction. For more information, please see our [**GRI Index**](#).



Water

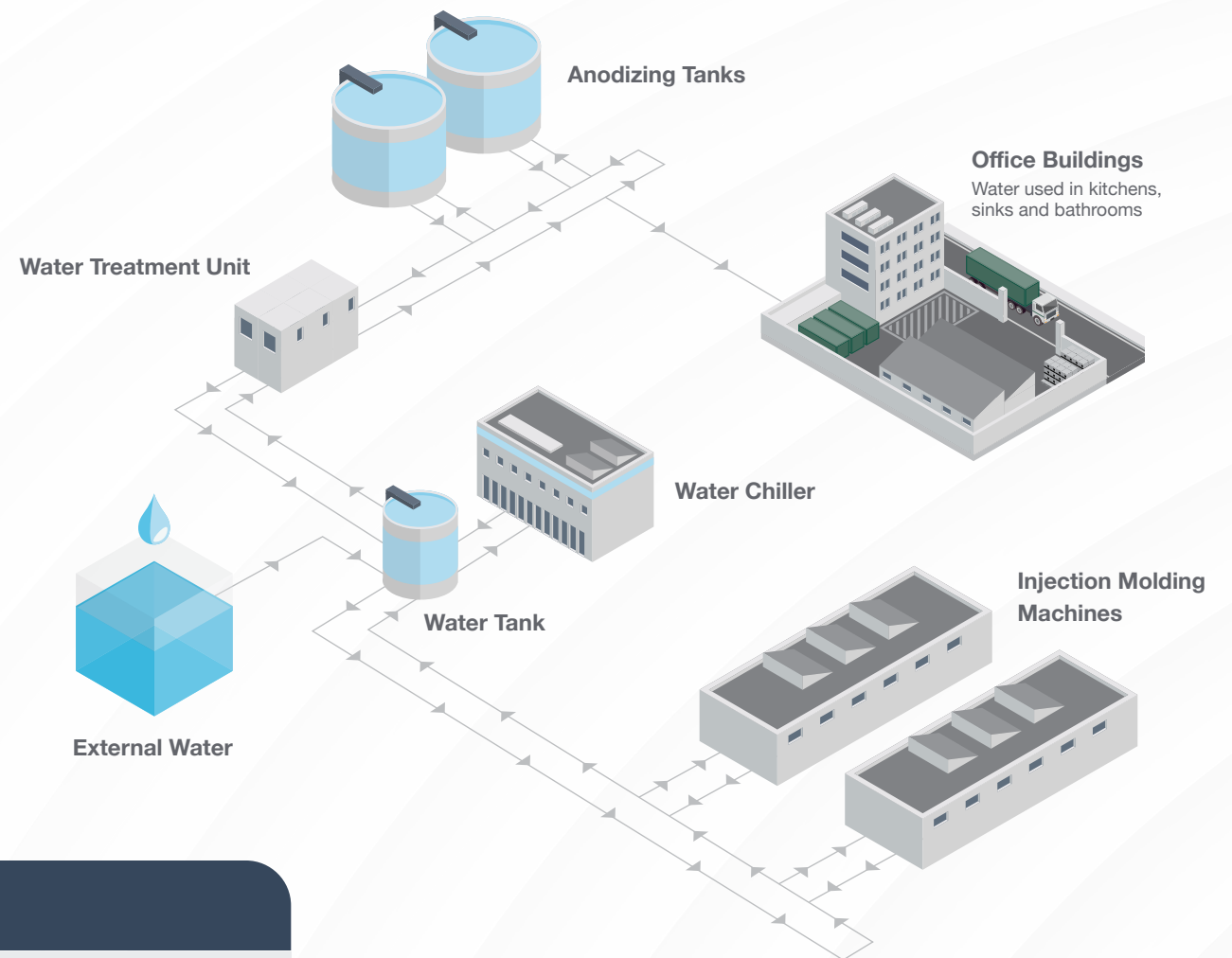
Water is not a high importance material indicator for us or a key raw material component in our processes. Most of our manufacturing facilities have closed loop water systems, and overall, Aptar sites consume less than 3% of our total water withdrawal — total water consumption was 109 megaliters, down from 116 megaliters during the previous year. What we return to the system is often even at a better and cleaner quality than what was drawn, due to our internal closed loop and water treatment processes. Sites report water withdrawal and discharge metrics on a monthly basis, and we respond to the CDP water assessment annually.

We also monitor and report on water stress using the World Resources Institute's Aqueduct Water Risk Atlas. Aptar has 20 manufacturing facilities that are currently located in areas facing extremely high, high or medium water stress. We will repeat the assessment and include all our recent acquisitions in advance of our CDP water reporting in 2022 while using the newly launched EHStar metrics module, which gives us increased visibility to our water data, allowing for improvements and progress tracking in future years. In 2020, we participated in a work group with WBCSD to create and pilot a water circularity tool.

Due to the wide adoption of our Landfill Free program and robust policies and programs around operational eco-efficiencies, we reuse most of our manufacturing byproducts, so they're not going into landfills or into waterways. We also include waste and water management as part of our EHS MS. Within the EHS MS, we have a requirement related to land and ground pollution that includes regular inspections at sites for any spills, especially for resin pellets, chemicals or other materials on site.

More information can be found in our [GRI Index](#).

Injection Molding Water Cycle



Science-based Targets in Nature Working Group Participation

In 2021, Aptar collaborated with the Science Based Target Network to establish initial guidance on science-based targets (SBTs) for nature, as a first step toward integrated SBTs for all aspects of nature: biodiversity, climate, freshwater, land and ocean. More is expected from this initiative in 2022. Aptar is actively involved in working groups sharing the definition of five-step process of SBTs for nature: assess, interpret and prioritize, measure set and disclose, act, and track. The guidelines defined drivers and pressures that are components of Science-Based Target Network's framework for measurement of corporate environmental impact and framework for positive corporate action.



Collaboration



Our Approach

We innovate alongside customers, suppliers, industry coalitions and nonprofits to enable progress toward their goals — and better outcomes for people and our planet.

Aptar’s purpose is to transform ideas into solutions that improve everyday life. It shapes all aspects of our work, including our approach to sustainability and how we collaborate on solutions that deliver economic, performance and environmental value.

GOAL	PROGRESS
Cultivate an innovative supply chain that is both socially inclusive and environmentally conscious to meet customer and consumer needs	Received Critical Guidance Recognition from the Association of Plastic Recyclers (APR)
Design new products and services that brands use to create positive social impact, especially in the pharma/healthcare market	Read about products creating positive social impact on pages 31 and 32
Focus our technical, laboratory and regulatory expertise on getting increasingly impactful products to market quickly and seamlessly for our customers	Find out more about our efforts to get impactful products to market on pages 31 and 32
Deliver optimal economic and performance value with sustainability	Aptar ranked No. 1 on Inaugural Forbes’ Green Growth 50 list, highlighting large American corporations that have managed to cut their greenhouse gas emissions, while growing earnings
Participate in high-impact coalitions and initiatives	Aptar supports the Ellen MacArthur Foundation’s New Plastics Economy and CE100 Network, UN Global Compact, World Business Council for Sustainable Development and other regionally focused organizations
Partner with nonprofits that align with our purpose, values and mission to further D&I and support our communities	Aptar grew partnerships with CARE®, Catalyst and other organizations

Supplier Engagement

Social and Environmental Screenings with EcoVadis

Our sustainability strategy is informed by guidance from industry-leading organizations like Ellen MacArthur Foundation, WBCSD and others working on the forefront of envisioning a circular economy. One way companies report on environmental and social performance to customers and other external stakeholders is through platforms like EcoVadis. EcoVadis is a trusted provider of business sustainability ratings with a methodology covering more than 200 spend categories and more than 160 countries.

Recently, the Global Sustainability Team collaborated with Global Purchasing Organization to launch our own EcoVadis Supplier Screening Program in March 2021 to formally integrate social and environmental screening into our existing purchasing program. Our Aptar teams were trained on sustainable procurement best practices and how to best use and leverage the online platform. Formally integrating social and environmental screenings into our existing purchasing program allows us to better understand risks and performance areas, increase transparency and work on continuous improvement with our suppliers. We frequently collaborate with suppliers to set goals, evaluate social and environmental activities, and identify areas for deeper, cross-sector partnerships and interventions.

As of February 2022, we had 308 suppliers who have been scored by the EcoVadis platform and shared their score card with Aptar. These assessed suppliers represent 46% of our total 2021 spend. Additionally, 79% of these rated suppliers have a score above 45, which indicates being in the top half of all EcoVadis respondents, achieving a Bronze-level score or higher for the 2021 year. This shows that our supply chain is doing fairly well in addressing social and environmental issues. This data has allowed for further visibility into our supply chain as we work toward a more sustainable future. In 2022, we will continue to onboard additional suppliers to increase visibility within our supply chain and assess the performance of our portfolio in key areas, including suppliers that directly influence our Scope 3 emissions.



Aptar has responded to the EcoVadis questionnaire since 2014. In 2021, our efforts earned us Platinum status — the highest tier possible — which places Aptar in the top 1% of the nearly 85,000 companies rated by EcoVadis for all industries.



Supplier Diversity

We also began developing criteria for our Supplier Diversity Program in line with Aptar's DEI strategy, which supports the requirements of the markets in which we operate, and we are working on a Aptar Supplier Diversity program. We are evaluating road maps for key categories like energy, resin, metal and transportation. Currently, we are working on data collection globally, evaluating compliance and regulatory topics as well as developing action plans by geography, category and supplier.

Supplier Summit

"Innovate Together" was the theme of Aptar's most recent bi-annual Global Supplier Summit. During this event, our suppliers heard from Aptar leaders about their strategy and expectations for suppliers, while also finding ways to collaborate with Aptar. Though the event was hosted through a virtual event platform due to the on-going COVID-19 pandemic, the summit allowed for collaboration across our supply chain on all relevant topics, including key topics aligned with our sustainability strategy, targets and KPIs. Aptar attendees and suppliers also participated in the Challenge Brief meetings, during which suppliers pitched their innovative solutions to 22 different challenges developed by cross-functional teams across Aptar, including purchasing, operations, innovation and our business units.

Scope 3: Supplier Engagement

We engaged approximately 40% of our suppliers (representing 46% of our 2021 spend) by the end of 2021 on their emissions reduction efforts, including transportation, raw materials production and travel through EcoVadis. We report on our supplier engagement annually through the CDP climate change questionnaire, which gives each participating company a Supplier Engagement Rating (SER), and our own EcoVadis scorecard. In both 2020 and 2021, we received an A rating on our SER performance and were recognized on the Supplier Engagement Leaderboard by CDP for working with our suppliers on governance, targets, Scope 3 emissions and value chain engagement.



FusionPKG Introduces Custom Packaging With Recycled Content

Through collaboration with global specialty materials company Eastman, Aptar's FusionPKG introduced several new custom packaging creations using Eastman's Cristal™ Renew copolyester, Cristal One, and other resins with high levels of certified recycled content.* These materials allow for the high-performance, crystal clear copolyesters brands have relied on for decades—now with high levels of certified recycled content and the ability to be recycled. This means that FusionPKG can help brands advance the sustainability profile of their packaging quickly and easily without compromising their brand image.

*The recycled content is achieved by allocating the recycled waste plastic to Eastman Renew resins using a mass balance process certified by ISCC

Regulating Chemicals

Regulation of chemicals in consumer products is on the rise worldwide. The EU Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation and its new ambitious toxic-free environment program is currently the front runner. While EU chemical restrictions have gained limited traction in U.S. federal regulations, many state laws increasingly rely on the chemical hazard criteria and analyses from EU laws and regulations.

The EU chemical regulation footprint is also strong in the rest of the world. Several countries in Asia, including China, are developing national chemical regulatory programs strongly influenced by the EU’s design.

Chemical Phase-out

While some of these substances are already banned as cosmetic formulation ingredients, their use as ingredients in packaging components is still authorized. Nonetheless, Aptar is working to phase out these chemicals by 2025, in order to improve the recyclability of the packaging and in anticipation of future regulations.

Addressing our 2021 performance: Our Chemical Phase-out target is set on baseline year 2020. Aptar sold more product containing some of these chemicals in 2021 vs 2020, therefore, due to the volume-based calculation of the KPI, it appears we have regressed on the topic — this is not true.

In 2021, Aptar tested several alternative materials to replace those we have identified for phase-out. These technical materials have specific properties and suitable replacements are not widely available in the market. For this reason, as we identified potential substitutions, multiple trials were conducted to ensure product-process performance and robustness. This testing is required before material replacements can be made. Furthermore, many of the products containing these materials are custom to specific customers; therefore, we must collaborate with those customers to find an acceptable replacement and gain approval to make the switch. Though the measurement of this KPI does not make this clear, progress was in fact made.

We are working to identify and test potential replacement materials for these substances of concern. This process is not a linear one. When we seek alternative materials, we must consider existing recycling streams, product performance and customer needs.

We have identified chemicals of concern within Aptar product lines. Phasing out these materials will help us operate in the best interest of consumers and the environment while mitigating supply chain risks and staying ahead of regulations.

- **Per – and Polyfluoroalkyl (PFAS)**
- **Formaldehyde (POM)**
- **Styrenics (ABS, SAN)**
- **Vinyl Chloride (PVC)**
- **Bisphenol A (PC, epoxy)**
- **Silicones D4, D5, D6**

Chemical Phase-out Table

Substance of Concern	Raw Materials	Examples of Effected Aptar Products
Per – and Polyfluoroalkyl	EFEP, PTFE, PVDF, PFA, FEP	Invisible diptube, Viton gasket, coatings for spray pumps
Formaldehyde	Polyoxymethylene (POM), whose starting monomer is formaldehyde	Inserts, balls, actuators made with POM
Styrenics	Polystyrene, styrene acrylonitrile (SAN), acrylonitrile-butadiene-styrene copolymer (ABS), styrene-ethylene-butylene-styrene (SEBS), and styrene-butadiene rubber (SBR)	ABS (Serumony), SEBS (Eternelle and Skin Master, Alpha and Evo)
Vinyl Chloride	Polyvinyl chloride (PVC), whose starting monomer is vinyl chloride	Epoxy-coating, mounting cups — Need to investigate recyclability impact
Bisphenol A	BPA is an intrinsic part of the production of the polycarbonates (PC) and epoxy resins	Mounting cup (Ariane valve), as a coating
Silicones D4, D5, D6	Key monomers used to produce silicone polymers	Small volumes within valved closures, under investigation

pMDIs: Aptar Leads Collaboration to Redesign a Trusted Solution

For more than half a century, we have had the advantage of using the pressurized metered dose inhaler (pMDI) as a convenient, effective device for providing relief and controlling conditions such as Asthma and Chronic Obstructive Pulmonary Disease (COPD). At Aptar, our Pharma segment is committed to supporting our pharmaceutical partners on their sustainability journeys, as these inhalers have an environmental impact associated with their production and use. Given all the recent research conducted on viable, sustainable, alternative propellant gasses, we are focusing our research on understanding the basic physical and chemical properties of the leading low Global Warming Potential (GWP) propellants, HFA 152a and HFO 1234ze. We are also developing optimized iterations of Aptar's metering valves based on our proprietary technology and evaluating the compatibility of these valves with both HFA 152a and HFO 1234ze, the two primary candidates identified for use in pMDIs.

Drawing on the expertise within our R&D team, we are exploring multiple model formulations and valve configurations, working collaboratively with our pharmaceutical partners and other key stakeholders. In 2021, we held a forum with key opinion leaders, partners and stakeholders to discuss the opportunities we see, the challenges ahead and how together we can ensure the safe development of new versions of pMDI devices that have a much lower GWP.

The Forum gathered experts from a variety of clinical, technical and regulatory backgrounds, along with key customers and partners, among the 65 attendees and 14 speakers. By bringing together industry players, we set the foundations of a solid group of like-minded companies committed to working together to design end-to-end solutions covering all aspects of pMDIs, from components and formulations through to filling, supply and recycling.



Aptar's SimpliCycle valve was awarded with the **Best CSR/Sustainability Initiative** at the World Food Innovation Awards ceremony in 2021 for its ease of recyclability. Recently, the innovation also received the 2022 prestigious WorldStar Global Packaging award for packaging innovation. SimpliCycle was selected among 440 entries for its impact on sustainability, innovation and high-performance dispensing.

Recyclable Packaging: SimpliCycle Valves Launch

As the industry leader in providing flow-control dispensing solutions for more than 25 years, Aptar introduced SimpliCycle, a recyclable valve driving sustainability in packaging. Composed of a low-density Thermoplastic elastomers (TPE) material, the SimpliCycle valve is easily separated from the PET stream and ultimately recycled within the PP/PE olefin stream while maintaining the same high performance, cleanliness, control and convenience of silicone valves. Aptar has been working hand in hand with a number of industry-leading recyclers and associations to ensure SimpliCycle is fully recyclable. SimpliCycle has received Critical Guidance Recognition from APR, a recognition that acknowledges technologies or packaging components that solve long-standing problems with packaging sustainability. In addition, it has been assessed by third parties, such as Cyclos and Recyclclass, confirming its compatibility with the readily available sorting and recycling sector in Europe.



Collaboration

Enabling First Responders to Take Swift Action



In the case of an opioid overdose, being able to quickly and safely administer rescue treatment can mean the difference between life and death. Ventizolve®, a ready-to-use rescue treatment developed by Aptar Pharma in partnership with dne pharma, can quickly reverse the life-threatening effects of an opioid overdose.

Powered by Aptar Pharma's Unidose Liquid System, the one-step nasal device enables the precise delivery of a single dose quickly, without the need for administration by a trained professional.

Noble, an Aptar Pharma company, began rolling out the Unidose trainer kit as part of a broader patient onboarding and awareness program for Ventizolve in outreach and drug treatment centers.

"We're honored to provide the training support for this important initiative to combat the growing opioid overdose epidemic," said Joe Masci, Noble's Executive Director of Business Development. "The levels of anxiety that come with using a drug delivery device can be high under normal circumstances, let alone under stress and using a product you are not familiar with. When faced with an emergency situation, users need to have the confidence to come to someone's aid."

The Future of Sustainable Packaging

The Sustainable Packaging Initiative for CosmEtics (SPICE) was launched by L'Oréal and Quantis in 2018 as a pre-competitive initiative that since has grown to include Aptar and 28 global cosmetics brands along the packaging value chain. Together, SPICE members co-create methodologies and tools to drive the future of sustainable packaging for cosmetics, including policy development, packaging innovations and consumer transparency on environmental performance. Most recently, Aptar collaborated with the other members of SPICE to develop consistent recyclability guidelines.

Additionally, SPICE members guide sustainable packaging policies and innovations in the beauty, home and personal care markets. Aptar actively counsels the group on product Life Cycle Assessment (LCA) methodology as a way to evaluate the environmental impact of packaging products. In 2020, SPICE launched a publicly available eco-design tool, developed in collaboration by Aptar and the other SPICE member companies to solve a key sustainability challenge: how to embed eco-design into the packaging development process. Aptar supplied data and LCA expertise to help in the development of this tool.



WBCSD: Sustainability + Circularity

Members of the WBCSD Sustainable Plastics & Packaging Value Chains project, with the support of Quantis, South Pole and EA, joined efforts to co-create a material-agnostic framework that combines sustainability and circularity considerations. SPHERE, the packaging sustainability framework, supports internal decision-making for packaging, enabling companies to reach their ambitious sustainability targets and address the negative impact of their packaging throughout its life cycle. The framework is based on six principles, including packaging efficiency, circularity, impact on climate change and biodiversity loss, absence of harmful substances and waste mismanagement. Aptar worked closely as a part of this project, providing valuable insights and knowledge from the industry to help develop the SPHERE framework. We are also using this framework to holistically address the impacts of packaging.

We are also active participants in the WBCSD's Circular Economy Workstream. Our work, together with over 30 WBCSD member companies, has helped to develop a universal and transparent framework to measure circularity. The Circular Transition Indicators (CTI), now at its third edition, is an objective and quantitative framework that can be applied to global organizations and support a company's existing sustainability efforts. As a part of the most recent version, Aptar helped to pilot the tool related to water circularity.





Organizational Life Cycle Assessments

While we piloted and began applying the Guidelines for Organizational LCA, developed by the United Nations Environment Programme (UNEP), we were the first company to share our Social Organizational Life Cycle Assessment (SO-LCA) pilot project results with UNEP and the Social Alliance. Working in collaboration with Pescara University (in Italy) and local teams at an Aptar site in North America to test the new SO-LCA guidelines, the Aptar team was able to identify general criteria and help develop a reference scale that will be incorporated into the final guidelines for social impact assessment.

Tongji Aptar Future Packaging Lab

Tongji Aptar Future Packaging Lab is a joint lab co-founded in November 2020 by the College of Design and Innovation (D&I) at Tongji University and Aptar. By leveraging both Tongji and Aptar's strength and the broader open innovation ecosystem, the Lab is dedicated to exploring a more sustainable future packaging world, and most importantly, walk the talk, contributing to a circular society with real actions from different stakeholders. Since the Lab's opening, there have been many programs like sustainability dialogues, a Future Packaging Innovation Challenge and various community volunteer activities.

In partnership with Tongji University, we hosted Sustainability Dialogue 2021 in Shanghai. Speakers from the World Wildlife Fund, Danone and the Swedish Environment Research Institute spoke to more than 100 customers, partners and students.

A panel discussion sought ways to collaborate for a more sustainable ecosystem in China. While company and university leaders acknowledged it will take time to overcome challenges on the journey, all parties involved see a bright future for sustainability in China with summits like this one a key component to bringing the right people together to advocate for change.

In 2021, the Lab also hosted the Tongji Aptar Future Packaging Innovation Challenge, an innovation event which invited college students to design solutions for a more sustainable and human-centric packaging. Students from more than 40 colleges across China joined this challenge and submitted over 120 designs. Finalists were chosen to showcase their designs at the Lab and winners were selected based on innovation and suitability criteria. Overall, this innovation challenge created more conversation around a more sustainable packaging future.





Circularity

Our Approach

We’re helping the industry advance systems-scale change that will benefit people today and for generations to come by addressing climate change and the waste crisis.

We see circularity as an opportunity for us to work across sectors and geographies on systems change. By rethinking systems to be designed for reuse, use less energy, produce less waste, preserve natural resources and nurture people as an outcome, we can benefit consumers today and for generations to come. That means prioritizing how we operate as a business; innovating across our supply chain; partnering to overcome collective barriers, such as infrastructure gaps or processes; and helping raise the bar on sustainability.

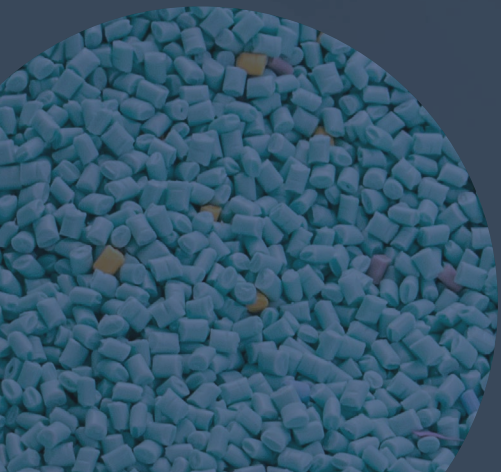
Across our three segments, our designers, engineers, product developers and marketers work together to integrate circularity principles into product development. From embedding LCA into design process and designing for recyclability to training our employees and empowering leaders to succeed in a circular economy, we are taking a broad approach to enable the systems change that is needed from our industry today.



GOAL	PROGRESS
Achieve 10% recycled resin content by 2025 in personal care, beauty, home care, food and beverage solutions	While progress stalled at 0.41% in 2021, we have identified a road map for progress (see page 36)
Reach 100% recyclable, reusable or compostable solutions by 2025 in personal care, beauty, home care and food/ beverage solutions	Remained at 56% in 2021 and are working to increase our progress with our new and existing products
Embed circular design into our product innovation	Most product families have an LCA built into the design process (for more information, see pages 35-38)
Build our employees’ skills and expertise in the circular economy and empowering their leadership	Launched Circular Economy Awareness Training, developed with the Ellen MacArthur Foundation
Lead conversations on circular business models	Partner with entities along our value chain to implement changes to plastics manufacturing and reuse
Devise products and business models enabling reuse	Review progress on page 38
Partner with Loop, PureCycle and NextLoop to overcome barriers to reuse and recycling	Grew partnerships with Loop, PureCycle and NextLoop, as mentioned throughout report
Promote new technologies and regulatory policies that build the market and infrastructure for recycling/recycled content and that address climate change through lower-carbon recycling processes	Received Critical Guidance Recognition from the APR in 2021

Our industry is moving to increase use of recycled content, but a clear path has not yet been established. To reach our goal of 10% recycled content, for the personal care, beauty, home care and food/beverage markets, we're making progress through careful study, thoughtful collaboration and our commitment to shaping a better future.

Our detailed action plan on converting to recyclable and recycled resins will help us navigate the path to more recycled content.



Navigating the Path to More Recycled Content

Accelerating new policies and industry guidelines to spur demand and expand potential applications

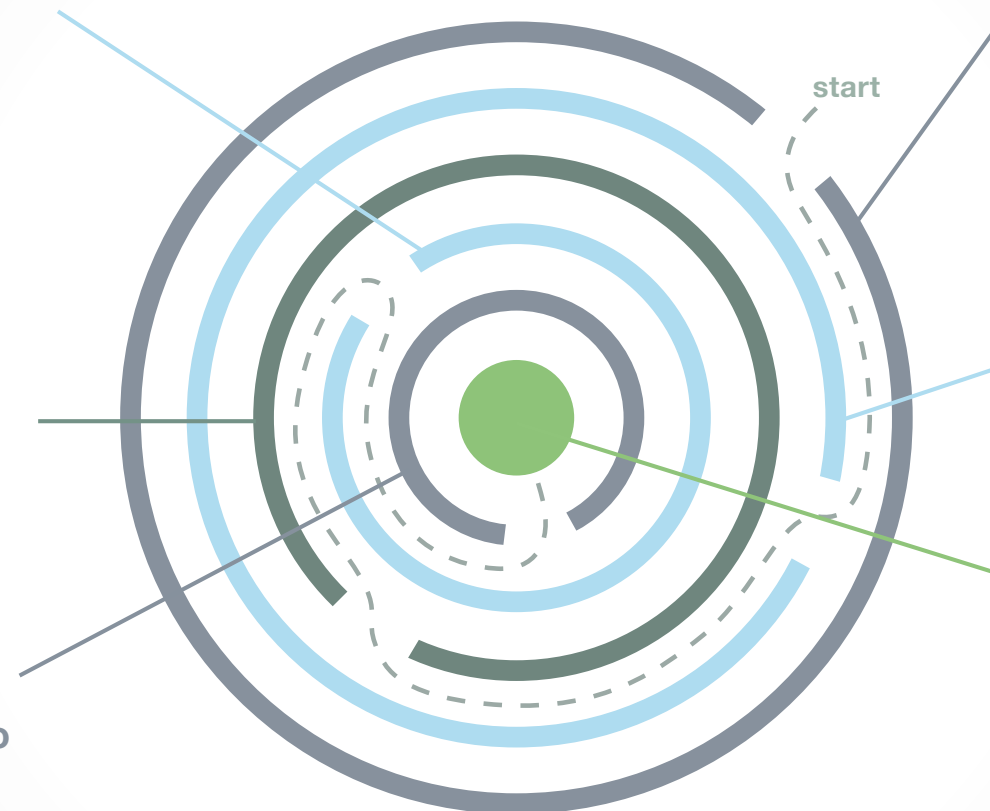
Supporting new recycling tech and infrastructure to expand supply of suitable recycled content

Educating plastic users about what is recyclable to increase overall supply of recycled content

Understanding performance and quality of recycled resins

Evaluating possibilities for markets with regulatory limitations

10% goal reach in personal care, beauty, home care and food/beverage markets



Embedding LCA in Product Design

Our approach to circularity is built on the principle of starting with and learning from LCAs. Today, most of our product families have an LCA built into the design process. Every analysis teaches us something new and addresses the following life cycle stages:

- **Raw materials extraction and production**
- **Transportation**
- **Manufacturing**
- **Packaging and distribution**
- **Use**
- **Reuse**
- **End of life**

The methodology, which is aligned with ISO 14040:2006, evaluates potential environmental impacts, including global warming potential, freshwater consumption, land use, energy demand and fossil depletion — and can analyze the materials simultaneously for circularity and recyclability.

New Solutions

Certified PCR: Achieving the International Sustainability and Carbon Certification (ISCC)

The ISCC is a leading certification system that ensures traceability and feedstock identity and can help validate sustainability claims around recycled content. Additionally, the ISCC Plus certified PCR designation, in particular, takes a mass balance approach to trace the flow of materials that are mixed during production. This constant monitoring and counting approach makes it possible to trace the level and characteristics of circular or sustainable content in the final product, thereby producing a more sustainable product. In 2021, we achieved the ISCC Plus certification for 10 of our European manufacturing sites, including all sites in Spain and Italy, with more certifications to come in 2022. Find the most recent list of Aptar's ISCC Plus certified sites [here](#).

This certification showcases how our teams are committed to reach our product sustainability goals in a fast and agile way. The ISCC Plus certification enables all of our Aptar segments to provide our customers with solutions produced from certified sustainable food grade resin at a quality that is similar to that of conventional resin.



Proventu — Pharma Mono-material Tube

Aptar Pharma launched Proventu, a fully recyclable mono-material tube closure for topical pharmaceutical applications, including dermatological and pain relief medications. Using only pharmaceutical-grade polypropylene (PP), Proventu eliminates the need for a separate elastomer valve and incorporates a tethered cap, making it fully recyclable. Use of multiple materials makes it harder to sort products after use during the recycling process. For example, many tubes are multi-layer and contain aluminum or foil barrier packaging. This is particularly problematic for recyclers as, among other challenges, it is incompatible with existing mechanical sorting techniques. The switch to fully mono-material packaging helps improve product recyclability by making it easier to sort and recycle.

Solving for Freshness: SeaWell™ Active Packaging Systems/FreshWell™ Active Packaging Systems

When it comes to seafood and freshly cut produce offerings, there is a continuous challenge with high waste. This is a particular pain point with food service and retailers as they struggle to align inventory with demand and consumers turn an ever-critical eye toward freshness in both categories.

Given our expertise in sustainably solving packaging challenges, Aptar is committed to improving safety and distribution of fresh cuts in the produce industry through the use of absorbent technology. This innovative technology specifically benefits supermarkets, school systems, food service and fast-food brands by providing solutions to expand distribution and improve safety. The solution, FreshWell™ Active Packaging Systems, leverages active material science technology that is fully integrated into customized packaging formats. The technology absorbs and segregates naturally purged liquids from the product to maintain the quality and safety of the produce. This game-changing active packaging solution allows for a longer shelf life, improved freshness and quality, expanded distribution reach and a reduction in food waste.

A similar application and recently launched technology, SeaWell™ Active Packaging Systems, enables a retail supply chain model shift for refrigerated seafood. This allows retailers to better control inventory and reduce the amount of seafood waste by as much as 60%. The technology is like FreshWell™, as it absorbs and segregates naturally purged liquids from seafood to preserve the quality, freshness and visual appeal of the pre-packaged seafood. This mechanism enables a unique supply chain model whereby the seafood is packed frozen for distribution and later thawed in the package for point of sale. This model is an innovative advantage that reduces the obligation for supporting labor, suppliers and logistics, by enabling frozen distribution channels. As a result, this solution helps improve supply to challenging destinations and allows for fulfillment center inventory control of freshly sold seafood. The result is amplified due to the impact of decreased supply chain expense, decrease in waste of materials, reduced labor and energy usage and reduction in seafood waste at the point of sale due to the retailers' flexibility to thaw when needed.



A Second Life for Polypropylene

We joined NextLoop, a project with multiple members across the plastic value chain, focused on providing a circular pathway for PCR PP. The group will focus

on testing technologies that can help separate food waste from the PP packaging in the recycling stream and recycle it through identifiable markings and updates to the mechanical recycling process. The objective is to understand how to best deploy marking technologies to create a specific recycling stream for food grade packaging. As a member, we expect to deduce important insights from NextLoop's trials, including how to expand use of PCR materials. Aptar will continue to compare alternatives with PP and evaluate whether byproducts of this project could serve as food-grade inputs for other applications.

Designing for Reuse and Recycling

In keeping with our vision to design products and processes with people and the planet in mind, we are focusing on three main areas for sustainability: recycled materials, recyclability and reusability. In 2021, we launched several new solutions in line with these efforts, including:



GS Adoré, the first dispensing pump in Latin America and standard product containing PCR resin. Following a successful launch in Europe, this locally produced PCR resin solution will be incorporated into the plastic components of the GS pump for packaging of beauty, personal care and home care products.



Our Val-de-Reuil site in France invested in new high performance equipment for **ThermoPlastic Elastomer (TPE)** production, which brings many significant environmental benefits. TPE gaskets allow us to recycle the materials at the factory itself, which has not been possible for rubber gaskets. In the first half of 2021, we used 15 tons of recycled materials on the TPE curing line, representing 50% more than last year.



The **Inune Refill** allows our beauty customers to choose from four unique sprays in one platform through interchangeability and refillable solutions. It is also POM-free, 10% lighter than its alternatives, and provides the same quality of luxury expected from a fragrance spray. For optimal recycling, one can leave the spray on the perfume glass bottle and place it in the glass recycling stream (subject to local capabilities).



Rocket became the first tethered sports cap in the market and was recently launched with ACTIPH water, the first alkalized ionized bottled water in Europe. The tamper-evident band is tethered to the bottle through its life cycle and, therefore, increases the likelihood of the closure being collected and sent through the recycling stream with the container. Rocket complies with upcoming regulations, including the Single-Use Plastic (SUP) directive proposal in Europe.



The **SimpliCycle** valve technology offers recyclability while maintaining all the same advantages of Aptar's standard and Swimming® Silicone valves, including high repeatable performance and slit versatility to fit a wide variety of applications for food, beverage and other product applications around the world. What makes it recyclable is the material the valve is made out of, a low-density TPE material that allows it to float and, therefore, be easily separated from a PET waste stream ultimately.



In early 2022, Aptar launched **Purity Lite**, a low-profile, polyethylene closure that, when paired with a high-density polyethylene (HDPE) tube, is a fully recyclable, mono-material solution. Designed with e-commerce and sustainability in mind, Purity Lite achieves a 22% reduction in weight versus our standard two-inch Purity closure. This also became the first low-profile tube top launched in North America and is designed to align with the APR Fully Recyclable Tube Initiative.



Aptar's Future Receiving APR "Meets Preferred Guidance" Recognition

APR recognized Aptar's Future all-PE pump for HDPE and PET bottles for meeting or exceeding the voluntary APR Design® Meets Preferred Guidance (MPG) Program requirements. The product was evaluated using stringent, industry accepted criteria that encompass a wide range of design features affecting plastics recycling. Aptar was one of only three companies to receive this designation in 2021. APR's MPG Review is an engineering assessment of the technical compatibility of either a package design feature or a complete package with today's plastics recycling processes and that are considered preferred in the APR Design® Guide for Plastics Recyclability.

Circularity



Our Sustainability Efforts

Our journey toward an effective and functional circular economy requires intense and deliberate collaborations — across sectors and industries. As system thinkers and change-makers, Aptar is committed to working alongside, and often leading, others on identifying solutions, processes and products that enable us all to move forward together. A sample of the organizations we partner with includes:

Memberships*



Partnerships*



Commitments*



*these lists do not contain all membership, partnerships or commitments

Become an Aptar Sustainability Partner

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Appendix

Topic	Reporting Requirement	Aptar's Response
GRI 102: GENERAL DISCLOSURES		
102-1	Name of the organization	AptarGroup, Inc.
102-2	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	a. AptarGroup 2021 Annual Report (PDF: pages 11-12) b. AptarGroup 2021 Annual Report (PDF: pages 13-15) Please see Chart 102-2 below for details about Aptar's global sales by market for 2021.
102-3	a. Location of the organization's headquarters.	Crystal Lake, Illinois, USA
102-4	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	AptarGroup 2021 Annual Report (PDF: page 24)
102-5	a. Nature of ownership and legal form.	AptarGroup 2021 Annual Report (PDF: page 9)
102-6	Markets served, including: i. Geographic locations where products and services are offered; ii. Sectors served; iii. Types of customers and beneficiaries.	AptarGroup 2021 Annual Report (PDF: pages 11-15)
102-7	a. Scale of the organization, including: i. Total number of employees; ii. Total number of operations; iii. Net sales (for private sector organizations) or net revenues (for public sector organizations); iv. Total capitalization (for private sector organizations) broken down in terms of debt and equity; v. Quantity of products or services provided.	i. Total number of employees: 13,000 ii. We manufacture products in 47 locations, with 17 of those facilities serving two segments and six serving all three of our segments. Geographic breakdown of these locations can be found within the AptarGroup 2021 Annual Report (page 24). iii. Net revenues: \$3,227 million iv. Not applicable (not private sector) v. Aptar has more than 10,000 product types, which we categorize into almost 1,000 different product families. We provide these products to around 5,000 customers worldwide.

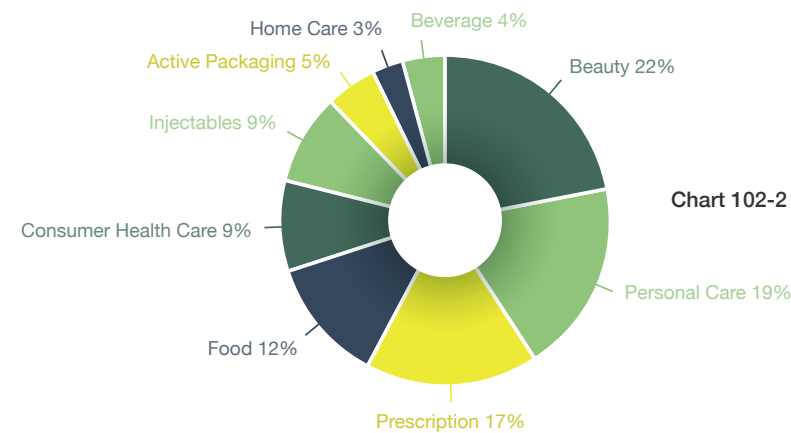


Chart 102-2 Approximation of Annual Revenue by Market

Topic	Reporting Requirement	Aptar's Response
GRI 102: GENERAL DISCLOSURES		
102-8	a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	Please see Table 102-8 below, of employees by region, gender and employee type for 2021 and 2020. Historic data can be found within our previous sustainability reports. As it is ever-changing, the data presented in the table is a snapshot of the situation as of the end of December for the respective year for our fixed and unlimited term contract employees. The data for temporary employees represents an average count over the course of the entire year. Our definitions of these employee categories are provided in the Appendix. Also for this year, our data is represented with a headcount approach rather than as full-time equivalents. Additionally, 2021 data includes employee information for our Hengyu acquisitions in China (approximately 100 employees).
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>10</div><div>REDUCED INEQUALITIES</div></div></div>		

TABLE 102-8 Total Number of Employees

					2021	2020	2021 vs. 2020
HUMAN RESOURCES REGION	EMPLOYEE CATEGORY	MALE	FEMALE	TOTAL	TOTAL	TOTAL (FTE Calculation)	VARIANCE HEADCOUNT
EMEA	Unlimited Term Contract	4,821	2,464	7,285	7,813	7,674	139
	Fixed Term Contract	314	214	528			
	Temporary (Agency)	875	640	1,515			
North America	Unlimited Term Contract	1,434	929	2,363	2,389	2,432	-43
	Fixed Term Contract	19	7	26			
	Temporary (Agency)	221	136	357			
LATAM	Unlimited Term Contract	803	487	1,290	1,337	1,292	45
	Fixed Term Contract	29	18	47			
	Temporary (Agency)	12	17	29			
Asia	Unlimited Term Contract	616	421	1,037	1,334	1,228	106
	Fixed Term Contract	171	126	297			
	Temporary (Agency)	423	280	703			
Aptar Total	Unlimited Term Contract	7,674	4,301	11,975	12,873	12,626	247
	Fixed Term Contract	533	365	898			
	Temporary (Agency)	1531	1073	2,604			
NOTE: The data for temporary (agency) employees represents an average count over the entire 2021 year.							
Full Time		8059	4347				
Part Time		148	319				

Topic	Reporting Requirement	Aptar's Response
GRI 102: GENERAL DISCLOSURES		
102-9	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	Aptar sources raw materials, components, 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 2021, Aptar purchased approximately \$1.9 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.
102-10	a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	<u>AptarGroup 2021 Annual Report</u> (pages 8, 11-12)
102-11	a. Whether and how the organization applies the Precautionary Principle or approach.	<p>The theory behind the Precautionary Principle is already a part of numerous regulatory schemes, in different regions. Therefore every product manufactured by Aptar must comply with applicable regulations in the regions where it is produced.</p> <p>To ensure compliance, full transparency and better protect consumers and the environment, Aptar has set up dedicated regulatory and quality policies and control departments tasked with:</p> <ul style="list-style-type: none">• Carrying out continuous regulatory monitoring and selecting key relevant requirements• Anticipating upcoming laws and regulations• Providing customers with relevant material data• Proactively collaborating with the supply chain to phase out potentially hazardous substances• Meeting customer-specific needs regarding substances of interest <p>To achieve these aims, Aptar establishes strong relationships with supply chain partners and professional associations, defines specific regulatory specifications for each type of material, collects and analyzes supplier declarations information, additionally Aptar collaborates to create on-demand Regulatory Information Declarations.</p>

102-12	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	See GRI 102-13 and Our Sustainability Efforts on Page 40
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Topic	Reporting Requirement	Aptar's Response
GRI 102: GENERAL DISCLOSURES		
102-13	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	Aptar may join via financial support or advocate particular viewpoints on public policy via trade associations that add value to our company, stockholders and employees. Many of these organizations have diverse industry members and cover various relevant issues. These associations and memberships vary by country, region and business segment. As it relates to sustainability, details on partner organizations and memberships can be found in the Our Sustainability Efforts Section (page 40) .
102-14	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	See CEO Letter on page 5
102-16	a. A description of the organization's values, principles, standards, and norms of behavior.	<p>Aptar teaches Core Values through internal training programs offered to different categories of employees.</p> <ul style="list-style-type: none">• We believe in the self-worth of individuals regardless of their status• We strive for relationships that are based on openness, honesty and feedback• We promote teamwork and cooperation at all levels• We challenge people to develop their potential and to take initiative• We practice business relationships that are based on responsibility and on long-term and mutual interests to all stakeholders <p>In addition to those values, Aptar norms of behavior and conduct are embodied within the <u>Code of Conduct</u>. The Code of Conduct summarizes the long-standing principles that Aptar and its subsidiaries follow to ensure integrity and compliance with the law. The Code of Conduct also references supplemental information and policies on ESG topics like antitrust, anti-bribery and corruption, modern slavery, conflict minerals, data protection and other relevant corporate policies.</p>
102-17	a. A description of internal and external mechanisms for: i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	<p>i. Aptar has an internal Legal Affairs department with global representation. Employees are encouraged to seek advice about ethical and lawful behavior, and organization integrity, by contacting a member of the legal department.</p> <p>ii. Aptar has several alternatives for reporting concerns about unethical or unlawful behavior. First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. Second, employees also have the ability to report through Aptar's Compliance Officers. Third, employees can report through their managers or through their local human resources department. Fourth, employees can report directly to the Audit Committee Chairman (contact info is listed in Aptar's Code of Conduct).</p>

102-18	a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	<p>a. See <u>AptarGroup Governance Highlights</u> and <u>2022 Proxy Filing</u> (PDF Pages: 21-22)</p> <p>b. See <u>Aptar's 2022 Proxy Filing</u> (PDF Pages: 23-25) More information, specifically related Board oversight to ESG topics can be found within Aptar's <u>2021 CDP Climate Change Questionnaire Response</u>.</p>
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Topic	Reporting Requirement	Aptar's Response
GRI 102: GENERAL DISCLOSURES		
102-20	<p>a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.</p> <p>b. Whether post holders report directly to the highest governance body.</p>	<p>One of the responsibilities of Aptar's Corporate Governance Committee is to develop and recommend to the Board a set of corporate governance principles applicable to the Company. As environmental, social and governance topics (ESG) have increased in importance, the Committee frequently receives and reviews ESG information. The Corporate Governance Committee is actively involved in the annual sustainability reporting process, evaluating targets, data and public disclosures before they are published, especially within the Corporate Sustainability Report and Annual Report. Since we do have public commitments that need to be reviewed frequently, the EVP, Chief Legal Officer and Corporate Secretary, Kim Chainey, from the Executive Committee serves as the liaison between the Global Sustainability Team and the Board of Directors. Aptar's President and Chief Executive Officer (CEO), Stephan Tanda, supports and promotes the entire Aptar sustainability strategy including social, environmental and economic pillars. This is a board-level position. The CEO manages processes to incorporate the sustainability initiatives within business standards, rules and guidelines. The CEO receives monthly updates on specific initiatives including progress on goals, targets, emerging sustainability trends, risks and opportunities surrounding material sustainability issues and climate change. The CEO leads the Executive Committee to decide on strategic climate-related decisions such as our commitment to Science Based Targets and plans along our energy road map.</p> <p>Economic topics are governed by our Chief Financial Officer, Bob Kuhn, who sits on the Executive Committee and reports directly to the CEO. Labor topics are governed by our Chief Human Resources Officer, Shiela Vinczeller, who sits on the Executive Committee and reports directly to the CEO. In addition, Beth Holland, Vice President, Global Sustainability leads sustainability strategy globally for Aptar. In addition, through Aptar's Innovation Excellence pillar, Christophe Marie, Director, Product Sustainability, leads Aptar and the Product Sustainability Steering committee through product-related sustainability topics within the organization carrying out the Solutions Pillar of Aptar's sustainability strategy. Similarly, this position reports through our Innovation Excellence organization, which reports directly to the Executive Committee.</p> <p>Also members of the Executive Committee, each segment president oversees a unique excellence pillar or Subject Matter: Operational Excellence, Innovation Excellence, Commercial Excellence, Global Purchasing, Global Sustainability. Direct line of reporting for the Global Sustainability Team is to the president responsible for the Beauty + Home (B+H) segment. Led by our Vice President of Sustainability, the Global Sustainability Team is composed of industry experts that develop and implement our programs. The Executive Committee members hear from the VP Sustainability and the Product Sustainability Director during monthly meetings. All three Segment Presidents and the President Aptar Asia are responsible to scale sustainability actions into the regions, business units and operations. The Board of Directors Governance Committee participated in the most recent materiality assessment and reviewed year-end 2021 progress toward public sustainability targets. More information can be found with Aptar's 2021 CDP Climate Change Questionnaire Response.</p>

Topic	Reporting Requirement	Aptar's Response
GRI 102: GENERAL DISCLOSURES		
102-25	<p>a. Processes for the highest governance body to ensure conflicts of interest are avoidedand managed.</p> <p>b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:</p> <p>i. Cross-board membership;</p> <p>ii. Cross-shareholding with suppliers and other stakeholders;</p> <p>iii. Existence of controlling shareholder;</p> <p>iv. Related party disclosures.</p>	<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 Code of Conduct 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 Code of conduct review, employees are prompted to confirm whether or not they are aware of potential conflicts. Potential conflicts of interests can also be reported to the Compliance Officer and relevant processes are then put in place to mitigate the risks.</p>
102-27	<p>Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.</p>	<p>The Global Sustainability Organization provides regular updates to the Executive Committee and Board of Directors on relevant sustainability topics. During these meetings, the Executive Committee receives an update and hosts a discussion regarding strategy, performance, goals and targets. In addition, for topics like Diversity & Inclusion, Aptar partners with external organizations like Catalyst, Inc. to train the Aptar Executive Committee and Board on these issues.</p>
102-40	<p>a. A list of stakeholder groups engaged by the organization.</p>	<p>Aptar is committed to maintaining positive relationships with stakeholder groups across our entire value chain. Annually, we formally review our Environmental, Social and Governance (ESG) materiality assessment and conduct varying levels of engagement to validate material issues and Aptar's sustainability strategy. This engagement informs Aptar's reporting process and helps the Global Sustainability Team better understand emerging trends. Within last year's 2020 Corporate Sustainability Report, we go into extensive detail about our most recent formal stakeholder engagement exercise within the GRI 102-40 indicator. We encourage you to view this information for more details on this stakeholder engagement and a summary of our findings.</p> <p>Internal:</p> <ul style="list-style-type: none">• Employees, including corporate leadership and core sustainability team: Aptar annually surveys all employees globally via the "Leadership for Growth Survey" (LGS). In addition to the LGS, as a part of our most recent materiality assessment, key corporate leaders and the core sustainability team were interviewed for internal insights.• Board of Directors: Important to provide experiential oversight that is relevant to our end-markets and regions. <p>External:</p> <ul style="list-style-type: none">• Customers: Customers play an important role as a stakeholder. Much of our engagement with customers is through collaboration and feedback.• Investors: Aptar often engages with investors on ESG-related topics. In addition to responses to CDP, GRI and other public responses, the global sustainability team in collaboration with the Investor Relations and Communications team often responds directly to ESG-related questions.• Peers: Other companies in the packaging sector also remain an important stakeholder for Aptar. Many of our peers are also customers or partners. Understanding their priorities and challenges helps Aptar understand our industry.• Industry Associations, NGOs and Research Organizations: As a part of the materiality process, there was a heavy focus on information from NGOs, Industry Associations and Research Organizations. This input is important to Aptar as we work to move toward a more circular economy, reduce risks to our business and transform the industry.• Regulatory Bodies: Complying with all laws and regulations is expected and is core to Aptar business principles. Relevant policy from global regulatory bodies is monitored and tracked.• Communities: Aptar strives to support the communities in which we live and work. Community engagement is managed at the local and site level.

Topic	Reporting Requirement	Aptar's Response
GRI 102: GENERAL DISCLOSURES		
102-41	<div>a. Percentage of total employees covered by collective bargaining agreements.</div> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div></div></div>	Please see Table 102-41 to the right. We believe this information to be accurate +/-10%.
102-42	a. The basis for identifying and selecting stakeholders with whom to engage.	Refer to GRI 102-40 for the list of stakeholders and selection process. Within last year's 2020 Corporate Sustainability Report, we go into extensive detail about our most recent formal stakeholder engagement exercise within the GRI 102-40 indicator. We encourage you to view this information for more details on this stakeholder engagement and a summary of our findings.
102-43	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Refer to GRI 102-40 for the list of stakeholders and selection process. Within last year's 2020 Corporate Sustainability Report, we go into extensive detail about our most recent formal stakeholder engagement exercise within the GRI 102-40 indicator. We encourage you to view this information more details on this stakeholder engagement and a summary of our findings.
102-44	<div>a. Key topics and concerns that have been raised through stakeholder engagement, including:</div> <div><div>i. how the organization has responded to those key topics and concerns, including through its reporting;</div><div>ii. the stakeholder groups that raised each of the key topics and concerns.</div></div>	Within last year's 2020 Corporate Sustainability Report, we go into extensive detail about our most recent formal stakeholder engagement exercise within the GRI 102-40 indicator. We encourage you to view this information for more details on this stakeholder engagement and a summary of our findings.
102-45	<div>a. A list of all entities included in the organization's consolidated financial statements or equivalent documents.</div> <div>b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</div>	AptarGroup 2021 Annual Report (PDF: page 24) Geographic breakdown of these locations can also be found within the AptarGroup 2021 Annual Report (PDF: page 24).
102-46	<div>a. An explanation of the process for defining the report content and the topic Boundaries.</div> <div>b. An explanation of how the organization has implemented the Reporting Principles for defining report content.</div>	In 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, help to structure our sustainability reporting, and to further engage both internal and external stakeholders on topics most important to them. Within last year's 2020 Corporate Sustainability Report, we go into extensive detail about this materiality assessment process within the GRI 102-46 indicator. We encourage you to view this information for more details on the materiality process, priority topics and stakeholder groups engaged. New with this report, we aligned this most recent materiality feedback with the UN Sustainable Development Goals and our public sustainability targets. This can be found on page 4. In 2021, Aptar worked with an external consulting firm to further engage key stakeholder groups (customers and Aptar leadership) to validate results from the prior year's materiality assessment process.
102-47	a. A list of the material topics identified in the process for defining report content.	See last year's 2020 Corporate Sustainability Report within GRI 102-46. New with this report, we aligned this most recent materiality feedback with the UN Sustainable Development Goals and our public sustainability targets. This can be found on page 4.

Topic	Reporting Requirement	Aptar's Response
GRI 102: GENERAL DISCLOSURES		
102-48	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements	<p>In GRI 305 Management approach, we detail the updated methodology for Scope 2 market-based calculations. This was updated with the encouragement of the Science Based Targets Initiative (SBTi). Additionally, we made improvements to our online metrics collection platform which enabled further categorization of hazardous waste streams. As a result, our 2020 waste total was updated in this report and varies slightly from last year's reported data. Information on this is can be found in the GRI 306 Management Approach.</p> <p>As mentioned in last year's report, for 2019 data, there was an updating in the conversion of our natural gas volumes from our supplier in France. These updates resulted in an increase to the original baseline of our natural gas volumes. Last year, for ease of comparison, both the original and the updated 2019 baseline data were provided in the energy and emissions tables. This year only 2019 values that incorporate the updated natural gas conversions are included within our 300 level reporting.</p> <p>In addition, we discovered a conversion error – made by a human, not our reporting system – in our Brazilian sites, with respect to their 2020 fuel usage totals. The error resulted in a 9% increase in what was previously reported.</p>
102-49	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	As mentioned in GRI 102-46 , Aptar completed a thorough materiality assessment process from January to April 2020. An updated ranking of material topics is shown in Aptar's Materiality Matrix on page 4 . Recent acquisitions, FusionPKG and Noble, have not been integrated into 2020 data, unless otherwise stated. We look forward to incorporating these sites in the future.

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

Region	2021 Percentage	2020 Percentage	2019 Percentage
Central Europe	67%	66%	13%
West Europe			95%
South Europe			99%
North America	0%	2%	4%
China	100%	100%	100%
Southeast Asia and India	0%	0%	0%
Latin America	83%	86%	86%
Aptar Total	50%	49%	57%

Topic	Reporting Requirement	Aptar's Response
GRI 102: GENERAL DISCLOSURES		
102-50	a. Reporting period for the information provided.	This report covers activities from January 1, 2021 to December 31, 2021 unless otherwise noted.
102-51	a. If applicable, the date of the most recent previous report.	May 27, 2021
102-52	a. Reporting cycle.	Annual
102-53	a. The contact point for questions regarding the report or its contents.	Beth Holland Vice President, Global Sustainability Beth.Holland@aptar.com Taylor Price Manager, Global Sustainability Taylor.Price@aptar.com
102-54	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.	This report has been prepared in accordance with the GRI Standards: Core options. See GRI 102-56 below for assurance information.
102-55	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	Please refer to the Table of Contents of this GRI Index. We have made every attempt to report all required disclosures and only omit information where we do not have systems in place to collect the data as is requested or in cases where privacy is a concern.
102-56	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	About This Report In addition to the energy, emissions, waste and water data that was externally verified, all report information was reviewed by the Corporate Governance Committee of the Board of Directors, Aptar's Vice President, Global Sustainability, Aptar's Operational Excellence, EHS & Sustainability Regional Leaders, Aptar's Vice President of Investor Relations and other functional leaders throughout the organization. Assurance statements from Certiquality can be found here: • <u>2021 Verification Letter for ISO 14064-1 Compliant GHG Emissions</u> • <u>2021 Verification + Assurance Statement for Scope 1, 2 & 3 Emissions</u> As a compliment to the external assurance process, Aptar's Internal Audit Team conducted a review of the metrics collection processes and systems that feed our public sustainability targets on Women in Leadership, Product Sustainability, Energy and Emissions, Waste Management; and including water consumption metrics and safety rates.

Topic	Reporting Requirement	Aptar's Response
GRI 201: ECONOMIC DISCLOSURES		
Management Approach The reporting organization shall report its management approach for economic performance using GRI 103: Management Approach.		As a public company, we are required to report our results and file them with the U.S. Securities and Exchange Commission. We issue annual and quarterly financial statements that are filed publicly. Public financial statements are prepared on the accrual basis Generally Accepted Accounting Principles. We maintain processes and controls to collect, summarize and report financial transactions. Our processes and controls also support our tax filing requirements. We file annual tax returns for each legal entity or reporting group. The basis for reporting on our tax returns vary by jurisdiction.
201-1	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>2 ZERO HUNGER</div><div>5 GENDER EQUALITY</div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div></div>	a. AptarGroup 2021 Annual Report (PDF: page 43) b. We collect and evaluate this information, but we do not publicly disclose.
201-2	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity. <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>13 CLIMATE ACTION</div></div></div>	Aptar responds to the CDP Climate Change questionnaire on an annual basis. Detailed information about our risks and opportunities posed by climate change are included within our response, a copy of which is available on the Aptar website. Further, Aptar is summarizing the 2021 reporting year climate change risks and opportunities into a stand-alone report, which will be available on the newly created reporting center of the Aptar.com website after our CDP Climate Assessment is finalized in Q3 2022. The response is made in accordance to the Task Force on Climate-related Financial Disclosures (TCFD).

Topic	Reporting Requirement	Aptar's Response
GRI 201: ECONOMIC PERFORMANCE		
	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.
201-3	<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> <p>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</p> <p>ii. the basis on which that estimate has been arrived at</p> <p>iii. when that estimate was made.</p> <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>	See the AptarGroup 2021 Annual Report (PDF: page 64-69). We maintain our funding within the legal threshold.

201-4	<p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</p> <p>i. tax relief and tax credits;</p> <p>ii. subsidies;</p> <p>iii. investment grants, research and development grants, and other relevant types of grant;</p> <p>iv. awards;</p> <p>v. royalty holidays;</p> <p>vi. financial assistance from Export Credit Agencies (ECAs);</p> <p>vii. financial incentives;</p> <p>viii. other financial benefits received or receivable from any government for any operation.</p> <p>b. The information in 201-4-a by country.</p> <p>c. Whether, and the extent to which, any government is present in the shareholding structure.</p>	<p>a. Tax credits estimated to be received for 2021 from various states and countries (listed in b below) = \$12,450,100. More information is provided in Table 201-4 to the right.</p> <p>i. Not applicable</p> <p>ii. Not applicable</p> <p>iii. Investment and other incentive grants estimated to be received for 2021 is \$211,450</p> <p>iv. Not applicable</p> <p>v. Not applicable</p> <p>vi. Not applicable</p> <p>vii. Not applicable</p> <p>viii. Not applicable</p> <p>b. U.S.A. and France. More information is provided in Table 201-4 right.</p> <p>c. Not applicable</p>
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Topic	Reporting Requirement	Aptar's Response
GRI 204: PROCUREMENT PRACTICES		
	Management Approach The reporting organization shall report its management approach for procurement practices using GRI 103: Management Approach.	Aptar's main commodity spend is on resin. In 2021, resin purchases accounted for approximately 18% 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	<p>a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).</p> <p>b. The organization's geographical definition of 'local'.</p> <p>c. The definition used for 'significant locations of operation'.</p>	<p>a. The majority of Aptar's global resin spend is local. In past years, less than 2% of this spend was non-local.</p> <p>b. When we designate a spend as "local" we mean that we are purchasing from a supplier that is located within the same region as the Aptar production facility that is originating the purchase. The majority of resin purchases are local, with less than 1% defined as non-local.</p> <p>c. We consider all of our manufacturing facilities significant locations of operation.</p>
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TABLE 201-4 Summary of Global Tax Credits

Type	Amount by State:							FRANCE	GLOBAL TOTAL
	Federal	CT	IL	NC	NY	WI	Total US		
Human Capital/Payroll Tax Credits	–	1,500	–	–	–	–	1,500	–	1,500
Electronic Data Processing	–	8,300	–	–	–	–	8,300	–	8,300
Fixed Capital Investment Credit	–	10,000	29,000	–	300,000	–	339,000	–	339,000
Research & Development Tax Credit	982,300	–	16,000	–	–	84,000	1,082,300	10,331,000	11,413,300
Manufacturing Sales Tax Credit	–	–	–	–	–	38,000	38,000	–	38,000
Illinois EDGE Credit	–	–	650,000	–	–	–	650,000	–	650,000
Total Corporate Income Tax Credits	982,300	19,800	695,000	–	300,000	122,000	2,119,100	10,331,000	12,450,100
Empire State Development – Excelsior Jobs Credit	–	–	–	–	78,000	–	–	–	–
North Carolina JDIG Credit	–	–	–	133,450	–	–	–	–	–
Total Incentive Tax Credits	–	–	–	133,450	78,000	–	211,450	–	211,450
Grand Totals	982,300	19,800	695,000	133,450	378,000	122,000	2,330,550	10,331,000	12,661,550

Topic	Reporting Requirement	Aptar's Response
GRI 205: ANTI CORRUPTION		
<p>Management Approach</p> <p>The reporting organization shall report its management approach for anti-corruption using GRI 103: Management Approach.</p>		
205-1	a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	Our operations are assessed for risks related to corruption through screening and due diligence. <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
205-2	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	Table 205-2 below illustrates the total number and percentage of governance body members and targeted employees to which the organization's anti-corruption policies and procedures have been communicated, as broken down by region. Our 2021 training statistics have been impacted by the COVID-19 pandemic as our Compliance training is normally done through face-to-face sessions. In March 2022, we launched an E-learning module to address our inability to meet face-to-face at this time. <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

2021

TABLE 205-2 Anti-corruption Training

Metric	Source	Asia (includes India, Indonesia, Thailand, China and Japan)	Completion rate out of targeted employees	Continental Europe (includes Switzerland and Russia)	Completion rate out of targeted employees	* Latin America (includes Mexico) *	Completion rate out of targeted employees	North America	Completion rate out of targeted employees	Asia (includes India, Indonesia, Thailand, China and Japan)	Completion rate out of targeted employees	Continental Europe (includes Switzerland and Russia)	Completion rate out of targeted employees	* Latin America (includes Mexico) *	Completion rate out of targeted employees	North America	Completion rate out of targeted employees
		Total #	%	Total #	%	Total #	%	Total #	%	Total #	%	Total #	%	Total #	%	Total #	%
Governance body members that anti-corruption policies and procedures have been communicated to	Communication occurs every year	4	100	21	100	2	100	10	100	4	100	20	100	2	100	9	100
Governance body members that have received training on anti-corruption	Face-to-face training (Training sessions suspended due to the pandemic)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employees that Aptar's anti-corruption policies and procedures have been communicated to	Communication occurs every year	411	100	2,488	100	380	100	964	100	351	100	1,909	100	279	100	827	100
Employees that have received training on anti-corruption	Face-to-face training (Training sessions suspended due to the pandemic)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	–	–	194	N/A	–	–	8	–

Topic	Reporting Requirement	Aptar's Response
GRI 205: ANTI CORRUPTION		
205-3	a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	a. Aptar does not have any confirmed incidents of corruption. b. Aptar does not have any confirmed incidents in which employees were dismissed or disciplined for corruption. c. Aptar does not have any confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Aptar does not have any public legal cases regarding corruption brought against the organization or its employees during the reporting period. <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
GRI 206: ANTI-COMPETITIVE BEHAVIOR		
<p>Management Approach</p> <p>The reporting organization shall report its management approach for anti-competitive behavior using GRI 103: Management Approach.</p>		
206-1	a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments.	a. Aptar does not have any legal actions pending or completed regarding anti-competitive behavior or violations of anti-trust and monopoly legislation. b. Not applicable <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

2020

Topic	Reporting Requirement	Aptar's Response
GRI 301: MATERIALS		
	<p>Management Approach</p> <p>The reporting organization shall report its management approach for materials using GRI 103: Management Approach.</p>	<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">• Phasing out chemicals of concern• Designing products to include more recycled or reclaimed content• Sourcing efforts to increase recycled content in raw materials• Increasing reusability and recyclability• Decreasing the product life cycle impact• Increasing efficiency of product use <p>Aptar maintains a Regulatory Policy, which states our commitment to improve the quality, safety and environmental impact of our products. This policy is available on the Aptar website.</p> <p>Resin continues to be an important material, however recent focus has shifted to more sustainable resin offerings. The Solutions Pillar of the sustainability strategy focuses on five key areas: Resin Conversion, Design for Sustainability, Reuse, Recycle & Purify, and Suppliers & Partners.</p> <p>The Product Sustainability Team now leads our efforts globally surrounding PCR and other material changes. Throughout year 2019, the team worked to screen our entire portfolio to determine our baseline and a list of products that can quickly shift to recycled content. The team also established a 2025 recycled content target while researching the availability and compatibility of recycled material given current constraints and standards, specifically regarding material interactions, the Food and Drug Administration and other regulatory requirements. These targets can be found on page 6 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 testingt 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 ecodesign principles and life-cycle assessment methodologies to understand and improve on environmental and social impacts. Aptar continues to seek opportunities to improve our current product offerings. We are proud of the success thus far as it relates to sustainable materials and hope to continue as we work towards a circular plastics economy.</p>

Topic	Reporting Requirement	Aptar's Response
GRI 302: ENERGY		
	<p>Management Approach</p> <p>The reporting organization shall report its management approach for ENERGY using GRI 103: Management Approach.</p>	<p>Aptar has an operational eco-efficiency module within our EHStar metrics platform. This module tracks energy, emissions, 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 defined procedures and using utility invoices and purchasing records. At least quarterly, the information is reviewed at the corporate level. We have internal targets set at the site and regional levels which support our global sustainability commitments, including our public electricity intensity target and our science-based targets. Energy targets are incorporated into location-specific performance objectives with accountability present at several levels of the business, including those of our Segment Presidents.</p> <p>We have a Global Energy Management Team that identifies our strategy and assists sites in implementing our energy road map. We conduct energy audits to identify consumption reduction opportunities, and we have Green Building Guidelines. In 2021, we hired a Global Energy Manager to focus specifically on energy reductions within our operations. The Global Energy Manager, along with the Global Energy Team, Global Sustainability Team, Global Purchasing Team and a few other stakeholders host a quarterly Energy and Emissions Performance review call which all employees are welcome to attend, but is targeted toward operations leaders.</p> <p>KPIs and custom reports are accessible by internal stakeholders to promote visual performance management. Aptar tracks metrics for all manufacturing facilities, corporate offices, warehouses and joint ventures in which Aptar holds 51% or greater ownership. There are a few exceptions regarding our research and development (R&D) labs which support our operations. These R&D labs occupy a small fraction of a larger building that houses occupants from other companies, and the spaces are leased. In these situations, consumption values are minimal compared to Aptar global values, and we cannot currently isolate Aptar performance from the total building. Although EHStar is available and R&D entities are encouraged to use it, we do not require eco-efficiency metrics from these locations. These exceptions include: Next Breath, Baltimore Maryland, Noble, and Gateway Analytical.</p> <p>Within the first year, we surpassed our Scope 1 and 2 science-based target, which is set on baseline year 2019. For this reason, in 2022 we are working with SBTi to update the Scope 1 and 2 target to be in line with the 1.5°C ambition. With this, we are reviewing our current systems and processes to determine whether or not metrics from R&D locations should be included in the next iteration and to ensure accuracy of the baseline.</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> <p>i. Electricity consumption</p> <p>ii. Heating consumption</p> <p>iii. Cooling consumption</p> <p>iv. Steam consumption</p> <p>d. In joules, watt-hours or multiples, the total:</p> <p>i. electricity sold</p> <p>ii. heating sold</p> <p>iii. cooling sold</p> <p>iv. steam sold</p> <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>Th EHStar system applies conversion factors for each metric category and standardizes the unit of measurements. The conversion factors used are prepopulated standards from globally accepted datasets 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 2021). Please refer to Table 302-1 for absolute energy consumption.</p> <p>In 2021, we increased our purchases of renewable electrical energy. At year-end, renewable purchases accounted for 96 percent of our total electricity consumption. More information on our renewable electricity purchasing progress can be found on pages 6 and 56.</p> <p>Total absolute energy consumption has increased in 2021 as compared to both 2019 and 2020.</p> <p>New in 2021, we began using incinerated wood pellets in Aptar Freyung. This is included in the fuels totals.</p> <p>As mentioned in GRI 102-48, results for 2020 fuel usage have been updated within this report, and the value below differs slightly from the 2020 fuel usage reported within the 2020 sustainability report.</p>
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>7</div><div>RENEWABLE AND CLEAN ENERGY</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>13</div><div>CLIMATE ACTION</div></div></div>		
302-2	<p>a. Energy consumption outside of the organization, in joules or multiples.</p> <p>b. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>c. Source of the conversion factors used.</p>	<p>Energy consumption outside of the organization is tracked as part of our Scope 3 emissions for our science-based targets. Details on our Scope 3 emissions can be found in Table 305-3. In addition, Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about energy consumption outside of the organization are included within our response. A copy of our response is posted on the Aptar.com website.</p>
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>7</div><div>RENEWABLE AND CLEAN ENERGY</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>13</div><div>CLIMATE ACTION</div></div></div>		

TABLE 302-1 Absolute Energy Consumption (KWH)

	% Variance 2021 versus 2020	% Variance 2021 versus 2019	2021	2020	2019
Renewable Electricity Purchase Coverage	–	–	96%	85%	57%
Electricity (renewable)	–	–	541,761,815	474,454,899	316,062,697
Electricity (non-renewable)	–	–	21,497,284	82,983,687	237,144,918
Total electricity	1%	2%	563,259,099	557,438,586	553,207,615
Natural gas	20%	4%	101,006,141	83,986,003	97,225,369
Fuels	-14%	1%	7,784,285	9,018,652	7,729,763
Total energy consumption (absolute)	3%	2%	672,049,525	650,443,241	658,162,747

Topic	Reporting Requirement	Aptar's Response
GRI 302: ENERGY		
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. Energy intensity is provided in Table 302-3.</p> <p>b. When evaluating intensity, our energy metrics are normalized to total production, which we calculate to be the quantity of finished and semifinished products produced. Within our CDP Climate Change response, we also provide additional normalization by revenue and Full Time Equivalents (FTEs). Accuracy of our production data reported through the metrics collection system is approximately +/-5%. Recognizing the need to reduce actual consumption, we have a public electricity intensity target: By year-end 2025, Aptar will achieve a 15% reduction in electricity intensity (measured as KWH/Total Production) from baseline year 2020.</p> <p>c. Aptar considers total energy consumption to be electricity + fuel sources + natural gas.</p> <p>d. We consider the energy consumption within the organization.</p>
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>7</div><div>RENEWABLE AND CLEAN ENERGY</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>13</div><div>CLIMATE ACTION</div></div></div>		

Table 302-3 Intensity Energy Consumption (KWH/total production(TH))

	% Variance 2021 versus 2020	% Variance 2021 versus 2019	2021	2020	2019
Electricity intensity (renewable)	–	–	6.8	5.7	3.5
Electricity intensity (non-renewable)	–	–	0.3	1.0	2.6
Total electricity intensity	6%	16%	7.1	6.7	6.1
Natural gas intensity	30%	18%	1.3	1.0	1.1
Fuels intensity	-9%	11%	0.10	0.11	0.09
Total energy consumption (intensity)	6%	15%	8.4	7.9	7.3

302-4	<p>The reporting organization shall report the following information:</p> <p>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>a. Despite reductions achieved through conservation projects within specific sites, globally we have an increase in energy consumption. We initiated energy savings projects globally and did see a reduction in a few individual sites. However, we didn't achieve our 2021 global target. We have identified a few more mandatory energy savings projects for implementation across the board that will steer us back on the right course of conservation and efficiency. This will be discussed further within our upcoming CDP climate change response.</p> <p>b. Our energy road map takes into consideration electricity, fuel and natural gas consumption reduction opportunities within our Aptar locations.</p> <p>c. Our science-based targets are set on baseline year 2019, but our electricity intensity target was introduced a year later and is set on baseline year 2020. For this reason we have provided the year-over-year comparison of 2021 energy performance to both 2019 and 2020.</p> <p>d. This information is provided in 302-1.</p>
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Topic	Reporting Requirement	Aptar's Response
GRI 303: WATER		
	<div><div>Management Approach</div><div>The reporting organization shall report its management approach for water using GRI 103: Management Approach.</div><div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>6 CLEAN WATER AND SANITATION</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div></div></div>	<p>Water is not identified as a high importance material indicator by our stakeholders and is not a key raw material component in our processes. Most of our manufacturing facilities have closed loop water systems and overall Aptar sites consume less than three percent of our total water withdrawal. What we return to the system is often even at a better and cleaner quality than what was drawn, due to these internal closed loop and water treatment processes. We collect withdrawal and discharge water metrics from all sites monthly and report this information in the CDP Water questionnaire. Aptar has responded to the CDP water questionnaire since 2018 (with 2017 water data). We also monitor and report on water stress. In 2021, when Aptar assessed water stress using the WBCSD tool, about 25% of sites fell into stressed areas. We repeat the assessment and include all recent acquisitions in advance of our CDP water reporting. We report more details within the CDP Water Questionnaire. With the newly launched EHStar metrics module, we have increased visibility to our water data allowing for improvements and progress tracking in future years.</p>
303-1	<p>a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff).</p> <p>b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.</p> <p>c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.</p> <p>d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.</p>	<p>a. Aptar locations report water withdraw and discharge metrics, according to the categories defined within the CDP Water assessment, on a monthly basis into the EHStar system. In most locations, water is not a major input into the manufacturing process and is mostly used in closed loops to aid with cooling molds, but does not come in contact with product.</p> <p>Our anodizing facilities in Jundiai, Brazil, and Annecy, France, use water in cleaning baths. These baths represent our most significant impact to water as we periodically need to empty, clean and refill the baths with newly drawn water. The spent bath water is sent into a waste water treatment process located on-site, and treated previous to discharge.</p> <p>b. In advance of disclosure to CDP, we execute a water risk assessment annually using the World Resources Institute's Aqueduct Water Risk tool.</p> <p>c. Operations leaders from sites located in stressed areas attend a water risk training which teaches them about conservation and contingency planning. In our anodizing facilities, special attention is given to water management as part of the operations planning. In 2021, Jundiai upgraded their waste water treatment process in order to produce even better quality water previous to discharge.</p> <p>d. We track attendance in the water risk training module to ensure site leaders from all sites located in stressed areas complete it. Additionally, although not required by our global program, some sites have adopted water targets.</p>
303-2	<p>The reporting organization shall report the following information:</p> <p>a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:</p> <p>i. how standards for facilities operating in locations with no local discharge requirements were determined;</p> <p>ii. any internally developed water quality standards or guidelines;</p> <p>iii. any sector-specific standards considered;</p> <p>iv. whether the profile of the receiving waterbody was considered.</p>	<p>a. Water management standards are determined by local operating permits. Additionally all Aptar sites must implement the Water Management requirement within our Global EHS Management System. The EHS Management System also includes requirements that promote the protection of land, groundwater and sewer systems from impacts including, and specific to our industry, accidental resin discharge. Compliance to these local operating permits and the EHS Management System requirements are reviewed as part of our Global EHS Audit Program, and the on-site audit includes a tour of the property.</p>

Topic	Reporting Requirement	Aptar's Response
GRI 303: WATER		
303-3	<p>The reporting organization shall report the following information:</p> <p>a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <p>i. Surface water;</p> <p>ii. Groundwater;</p> <p>iii. Seawater;</p> <p>iv. Produced water;</p> <p>v. Third-party water.</p> <p>b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <p>i. Surface water;</p> <p>ii. Groundwater;</p> <p>iii. Seawater;</p> <p>iv. Produced water;</p> <p>v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.</p> <p>c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:</p> <p>i. Freshwater (≤1,000 mg/L Total Dissolved Solids);</p> <p>ii. Other water (>1,000 mg/L Total Dissolved Solids).</p> <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>a. Refer to Table 303-3.</p> <p>b. Information about water stressed is disclosed within our CDP Water response.</p> <p>c. Not available.</p> <p>d. Information is compiled in alignment to CDP Water assessment reporting requirements.</p>

Table 303-3: 2021 Absolute Water Withdrawal

Region	Surface water (megaliter)	Groundwater (megaliter)	Seawater (megaliter)	Produced water (megaliter)	Third-party water (megaliter)	Total (megaliter)
Europe	2,970	88	0	0	371	3,429
Latin America	0	17	0	0	119	136
North America	0	58	0	0	256	314
Northeast Asia	0	0	0	0	100	100
Southeast Asia	0	0	0	0	12	12
Total	2,970	163	0	0	858	3,991

Topic	Reporting Requirement	Aptar's Response
GRI 303: WATER		
303-4	<p>The reporting organization shall report the following information:</p> <p>a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable:</p> <p>i. Surface water;</p> <p>ii. Groundwater;</p> <p>iii. Seawater;</p> <p>iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable.</p> <p>b. A breakdown of total water discharge to all areas in megaliters by the following categories:</p> <p>i. Freshwater (≤1,000 mg/L Total Dissolved Solids);</p> <p>ii. Other water (>1,000 mg/L Total Dissolved Solids).</p> <p>c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories:</p> <p>i. Freshwater (≤1,000 mg/L Total Dissolved Solids);</p> <p>ii. Other water (>1,000 mg/L Total Dissolved Solids).</p> <p>d. Priority substances of concern for which discharges are treated, including:</p> <p>i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used;</p> <p>ii. the approach for setting discharge limits for priority substances of concern;</p> <p>iii. number of incidents of non-compliance with discharge limits.</p> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>a. Refer to Table 303-4</p> <p>b. Information about water stress is disclosed within our CDP Water response.</p> <p>c. Not available.</p> <p>d. Information is compiled in alignment to CDP Water assessment reporting requirements.</p>

303-5	<p>a. Total water consumption from all areas in megaliters.</p> <p>b. Total water consumption from all areas with water stress in megaliters.</p> <p>c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.</p> <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.</p>	<p>a. Refer to Table 303-5.</p> <p>b. This is disclosed within our CDP Water response.</p> <p>c. Not applicable.</p> <p>d. Water consumption is calculated by subtracting water discharged from water withdrawn, as reported by all Aptar sites on a monthly basis into our EHStar system. In 2021, we realized a 6% reduction in water consumption as compared to 2020. This reduction is mostly attributed to the closure of one of our anodizing facilities which was located in Philson, Connecticut, U.S.A.</p>
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Table 303-4: 2021 Absolute Water Discharge

Region	Surface water (megaliter)	Groundwater (megaliter)	Seawater (megaliter)	Third-party water (megaliter)	Total (megaliter)
Europe	3,059	8	0	321	3,388
Latin America	0	12	0	93	105
North America	0	0	0	277	277
Northeast Asia	0	0	0	100	100
Southeast Asia	0	0	0	12	12
Total	3,059	20	0	803	3,882

Topic	Reporting Requirement	Aptar's Response
GRI 304: BIODIVERSITY		
	<p>Management Approach</p> <p>The reporting organization shall report its management approach for Biodiversity using GRI 103: Management Approach.</p>	<p>Our sustainability commitments play an increasingly important role toward the protection of biodiversity. In recent years, Aptar continued the investigation of the environmental impact of our production processes on biodiversity, both terrestrial and freshwater. The use of life cycle approaches allowed us to quantify these impacts linked to the use of our main inputs (electrical energy, natural gas and fuels oil) used in direct activities. The use of life cycle impact assessment methodology, included in the appropriate LCA tool, allowed the identification of environmental impact indicator for the biodiversity protection.</p>
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.
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Aptar identified and quantified the impact on the terrestrial and freshwater ecosystem due to climate change effects for the production of electrical energy, fuels and natural gas used in our direct processes. The impact assessment methodology used is ReCiPe (version 2020) and where possible, the identification of the ecosystem quality expressed as “local species loss integrated over time (species year).” This information can be found in Table 304-2.</p> <p>In 2020, the coefficients for these LCAs were updated in the GaBi database which is used by Aptar. Also in 2021, Aptar significantly increased the sourcing of renewable electrical energy. Although, biodiversity is not currently a critically material indicator for Aptar, in 2021 we collaborated with the Science Based Targets for Nature initiative to help establish a protocol for science-based targets in nature.</p>



Table 303-5: Absolute Water Consumption

Region	% Variance of Water Consumption 2021 versus 2020	Water Consumed as Percentage of Water Withdrawn (%)	2021 Water Consumed (megaliter)	2020 Water Consumed (megaliter)	2019 Water Consumed (megaliter)
Europe	-	-	41	-	-
Latin America	-	-	31	-	-
North America	-	-	37	-	-
Northeast Asia	-	-	0	-	-
Southeast Asia	-	-	0	-	-
Total	-6%	2.7%	109	116	120

Topic	Reporting Requirement	Aptar's Response
GRI 303: BIODIVERSITY		
304-3	<div>Habitats protected or restored</div> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>6</div><div>CLEAN WATER AND SANITATION</div></div><div><div>14</div><div>LIFE BELOW WATER</div></div><div><div>15</div><div>LIFE ON LAND</div></div></div>	<div>Aptar currently does not protect or restore any habitat areas or work with any partnerships focused on implementing restoration of protection measures. In 2020, two Aptar sites in Latin America investigated the possibility of funding a portion of a native forest restoration project. This is an effort to improve local ecosystems and is an initiative produce carbon offsets for the sites, but was put on hold in 2020 and again in 2021 due to the COVID-19 pandemic. This project has a goal of transforming degraded areas into forests which will help to mitigate climate change through carbon sequestration, increase biodiversity, create local jobs and preserve water resources while preventing erosion.</div>
304-4	<div>IUCN Red List species and national conservation list species with habitats in areas affected by operations</div> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>6</div><div>CLEAN WATER AND SANITATION</div></div><div><div>14</div><div>LIFE BELOW WATER</div></div><div><div>15</div><div>LIFE ON LAND</div></div></div>	<div>This information is not currently available.</div>

Table 304-2: Damage To Ecosystems — Climate Change

		Damage to freshwater spieces		Damage to terrestrial species		Total damage to spieces 2021
Input used by Aptar processes	Total kWh	spieces.yr / kWh	Total impact (species.yr)	spieces.yr / kWh	Total impact (species.yr)	(species.yr)
Electrical energy (renewable source): FR	162,133,382	4.38E-15	7.10E-7	1.61E-10	2.61E-2	2.61E-2
Electrical energy (renewable source): IN	7,460,472	4.75E-15	3.54E-8	1.74E-10	1.30E-3	1.30E-3
Electrical energy (renewable source): IT	24,579,615	4.64E-15	1.14E-7	1.70E-10	4.18E-3	4.18E-3
Electrical energy (renewable source): DE	67,962,771	4.03E-15	2.74E-7	1.48E-10	1.01E-2	1.01E-2
Electrical energy (renewable source): CH	2,509,758	4.48E-15	1.12E-8	1.64E-10	4.12E-4	4.12E-4
Electrical energy (renewable source): ES	5,763,746	5.16E-15	2.97E-8	1.89E-10	1.09E-3	1.09E-3
Electrical energy (non renewable source): ES	6,041	2.67E-13	1.61E-9	9.52E-9	5.75E-5	5.75E-5
Electrical energy (renewable source): UK	6,903,322	3.67E-15	2.53E-8	1.34E-10	9.25E-4	9.25E-4
Electrical energy (renewable source): GZK	11,142,961	4.25E-15	4.74E-8	1.56E-10	1.74E-3	1.74E-3
Electrical energy (non renewable source): US	147,959	3.45E-13	5.10E-8	1.26E-8	1.86E-3	1.86E-3
Electrical energy (renewable source): US	170,583,676	4.20E-15	7.16E-7	1.54E-10	2.63E-2	2.63E-2
Electrical energy (renewable source): LATAM	46,151,033	4.20E-15	1.94E-7	1.54E-10	7.11E-3	7.11E-3
Natural gas	100,236,324	3.73E-13	3.74E-5	1.34E-8	1.34	1.34
Fuels: gasoline	841,026	6.85E-13	5.76E-7	2.51E-8	0.02	0.02
Fuels: diesel	1,723,694	4.31E-13	7.43E-7	1.61E-8	0.03	0.03
Fuels: heating oil, industrial vehicles, LPG	5,161,964	3.81E-13	1.97E-6	1.39E-8	0.07	0.07
Total						1.54

Topic	Reporting Requirement	Aptar's Response
GRI 305: EMISSIONS		
	<div><div>Management Approach</div><div>1.1 The reporting organization shall report its management approach for emissions using GRI 103: Management Approach.</div><div>1.2 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.</div><div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>13</div><div>CLIMATE ACTION</div></div><div><div>14</div><div>LIFE BELOW WATER</div></div><div><div>15</div><div>LIFE ON LAND</div></div></div></div>	<div>1.1 In addition to the information provided in GRI 302, we calculate greenhouse gas emissions according to the accounting standards ISO 14064 for Carbon Accounting Practices. For the reporting year 2019 and 2020 emissions, we have applied emissions factors from the eGRID standards, published in 2018, to our sites in the United States. We have applied factors from European Residual Mix to our sites (such as operations, sales offices and corporate offices) located in the United Kingdom, Italy and France. All other sites were assigned emissions factors from the International Energy Agency publication 2019 and Renewable Energy Certificates market based. We have estimated emissions from refrigerants sources with information provided by a sampling of sites, each of which reported minimal releases of them from units such as air conditioning systems and chillers. This emissions factor applied is taken from the 5th Intergovernmental Panel on Climate Change (IPCC) Assessment Report of the Greenhouse Gas Protocol. 2019 and 2020 emissions data includes newly acquired CSP and Reboul sites, as well as Aptar global sales offices. Ozone Depleting Substances are not identified as a critically material indicator by our stakeholders. Nevertheless, we collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information to the global level at least once annually. Our metrics collection system identifies different types of refrigerants: R22, R407C, R410, R134, R404 and “other.” As related to Scope 3 emissions, our newly launched operational eco-efficiency report increased global data collection visibility into details on waste treatment scenarios from all sites. We also updated emissions factors from secondary LCA datasets. Due to additional inclusions, our Scope 3 emissions are currently being revisited with SBTi.</div> <div>1.2 Aptar utilizes European Energy Certificate System (EECS) and Renewable Energy Certificates (RECs). The volume of these are disclosed in Table 305-1 and 305-2. Aptar does not currently use carbon offsets to meet targets.</div>

Topic	Reporting Requirement	Aptar's Response
GRI 305: EMISSIONS		
305-1	a. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent.	a. Please see Table 305-1&2. In 2021, we realized a 74% reduction in absolute Scope 1+2 GHG emissions from year 2019. This decrease was mainly due to the increase in renewable electrical energy purchases. At year-end 2021, renewable energy purchases accounted for 96% of electrical energy as compared to 85% in 2020. In addition, Aptar sites saw reduced consumption of fuels as compared to 2020.
	b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	b. AptarGroup considered GHGs emissions expressed as CO ₂ equivalent
	c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.	c. Not applicable
	d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	d. Aptar's baseline is year 2019, as included in our science-based target. This baseline includes data from Aptar's operations, sales and corporate offices
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	e. We used the following sources for emission factors: – DEFRA database (version 2020) – AR5 report from IPCC for fugitive emissions coming from refrigerants.
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	Regarding the Global Warming Potential (GWP) 100, the characterization factors are in compliance with the most recent Intergovernmental Panel on Climate Change (IPCC) report (based on AR5 report).
	g. Standards, methodologies, assumptions, and/or calculation tools used.	f. Operational control
		g. Calculations were made according to the standard ISO 14064-1 Quantification and Reporting of Greenhouse Gas Emissions and Removals

SUSTAINABLE DEVELOPMENT GOALS

3

GOOD HEALTH AND WELL-BEING

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

14

LIFE BELOW WATER

15

LIFE ON LAND

Topic	Reporting Requirement	Aptar's Response
GRI 305: EMISSIONS		
305-2	a. Gross direct (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	a. Please see GRI-305-1 and Table 305-1&2. With increases in renewable energy purchases in 2021, we have realized a 90% decrease of Scope 2 market-based GHG emissions as compared to 2019.
	b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	b. AptarGroup considered GHGs emissions expressed as CO ₂ equivalent including CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ .
	c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.	c. Not applicable
	d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	d. Aptar's baseline is year 2019, as included in our science-based target. This baseline includes data from Aptar's operations, sales and corporate offices.
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	e. Aptar calculates greenhouse gas emissions according to the accounting standards ISO 14064-1. Beginning with reporting year 2019 emissions, we have applied emissions factors from the eGRID standards, published in 2018, to our sites in the United States. We have applied factors from European Residual Mix to our sites (such as operations, sales offices and corporate offices) located in the United Kingdom, Italy and France. All other sites were assigned emissions factors from the International Energy Agency publication 2019 and Renewable Energy Certificates market based.
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	f. Operational control
	g. Standards, methodologies, assumptions, and/or calculation tools used.	g. Calculations were made according to the ISO 14064-1 standards.

SUSTAINABLE DEVELOPMENT GOALS

3

GOOD HEALTH AND WELL-BEING

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

14

LIFE BELOW WATER

15

LIFE ON LAND

Table 305-1 & 2: Absolute GHGs Emissions (t CO₂e) — Scopes 1 & 2

	GHGs Emissions (Tonnes CO ₂ e)	% Variance 2021 versus 2019	2021	2020	2019
Scope 2	Location-Based	4%	185,416	181,828	178,400
	Total Scope 2 (market-based [including RECs])	-90%	11,101	50,742	112,703
Scope 1	Natural Gas	4%	20,579	17,049	19,861
	Fuels	-6%	1,972	2,346	2,098
	Refrigerants	-12%	1,370	1,361	1,556
	Total Scope 1	2%	23,921	20,756	23,515
Total	Scope 1 + Scope 2 (market-based)	-74%	35,022	71,498	136,218

Topic	Reporting Requirement	Aptar's Response
GRI 305: EMISSIONS		
305-3	<p>a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p> <p>e. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>Please see Table 305-3. In 2021, we have identified additional inputs to our original 2019 baseline Scope 3 data, as data collection processes improved throughout the year. We mapped additional auxiliaries raw materials (such as acids and chemicals for anodizing processes) and water used in our operations. GHG impact from Purchased goods is based on the total quantity of raw materials purchased by Aptar and not on the total quantity of raw materials consumed by operations to produce finished products sold to the customers.</p> <p>b. Aptar considered GHGs emissions expressed as CO₂ equivalent including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃</p> <p>c. Not applicable</p> <p>d. Please see Table 305-3.</p> <p>e. Our baseline year for our SBTs is 2019. However, since our original validation in 2020, we have improved capabilities in both 2020 and 2021 to include more of our raw materials and emissions from waste generated in operations in our baseline totals. Therefore, as part of our request to update our Scope 1 + Scope 2 target to the 1.5° Business Ambition, we are also requesting an update to our 2019 baseline values to more accurately reflect our improved Scope 3 carbon accounting processes.</p> <p>f. Emission factors source is based on the database DEFRA 2020 and GaBi Professional dataset 2021. Global Warming Potential (GWP) rates are in compliance with the Intergovernmental Panel on Climate Change (IPCC) AR5 report.</p> <p>g. Scope 3 calculation complies with Corporate Value Chain (Scope 3) Accounting and Reporting Standard and ISO 14064-1 standards for energy data assurance process.</p>

TABLE 305-3: Absolute GHGs Emissions (t CO₂e)

Scope 3 Categories		% Variance 2021 vs 2019	2021 GHG impact (t CO ₂ e)	2020 GHG impact (t CO ₂ e)	2019 GHG impact (t CO ₂ e)
Purchased goods and services	Raw materials - plastics	16%	284,274	257,232	245,761
	Raw material - aluminum	13%	56,529	50,568	49,842
	Raw materials - steel	-5%	6,957	6,160	7,316
	Raw materials - rubber	-3%	4,878	6,347	5,018
	Auxiliaries materials - acid	–	34	not included	not included
	Raw materials from CSP (plastics + chemicals)	6%	34,453	32,066	32,589
	Total Purchased goods and services	14%	387,125	352,373	340,526
Fuel and energy related activities	Imported electricity	-89%	884	5,989	7,972
	Imported energy	10%	3,866	5,420	3,505
	Total Fuel and energy related activities	-59%	4,750	11,409	11,477
Upstream transportation & distribution	Upstream transportation & distribution	27%	28,757	22,436	22,612
Waste generated in operations	Waste generated in operations	1%	16,344	15,247	16,133
Business travel	Business travel - air	–	–	–	4,982
Water consumed	Water consumed	–	1,372	not included	not included
Aptar Scope 3 Total		11%	438,348	401,465	395,730

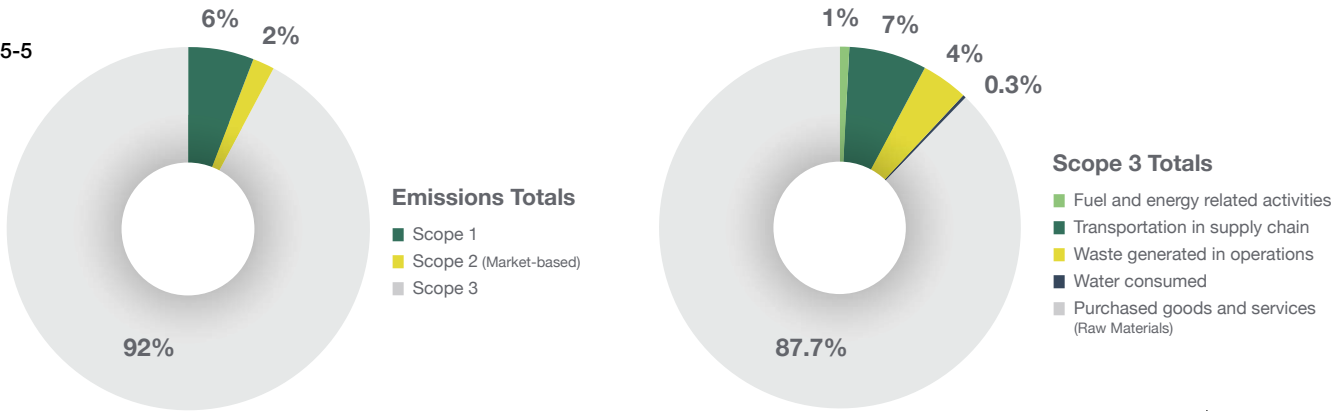
Topic	Reporting Requirement	Aptar's Response
GRI 305: EMISSIONS		
305-4	<p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p>	<p>a. See Table 305-4</p> <p>b. To achieve intensity figures, our environmental energy and emissions data are normalized to total production, which we calculate to be the number of finished and semifinished products and molded components produced. Within our CDP Climate Change response, we also provide additional views of normalization by revenue and Full Time Equivalents (FTEs). For 2021 data, we completed an uncertainties analysis on our GHG inventory and the overall accuracy for direct and indirect emissions as requested by ISO 14064-1.</p> <p>c. Aptar includes Scope 1, Scope 2 and Scope 3 emissions in our reporting processes and science-based targets.</p> <p>d. Aptar considered GHGs emissions expressed as CO₂ equivalent including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃.</p>

TABLE 305-4: Intensity GHG emissions (t CO₂e/Total Production (millions))

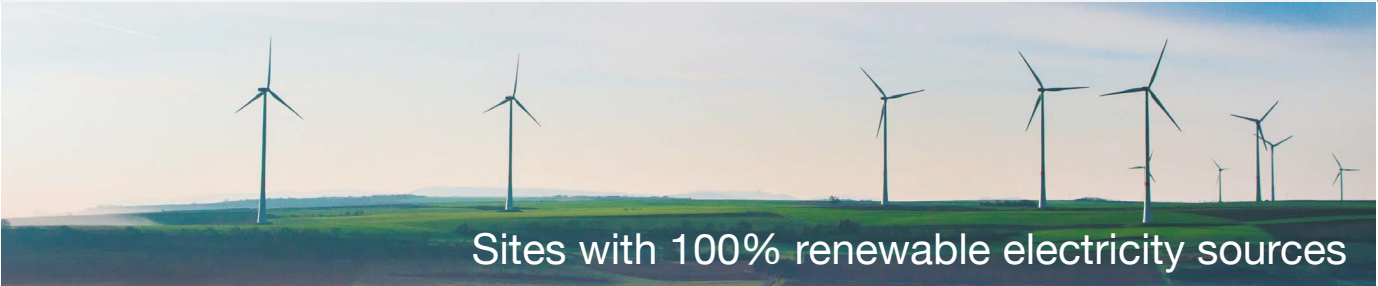
	% Variance 2021 versus 2019	2021	2020	2019
Scope 1 total, natural gas + fuels + refrigerants	15%	0.30	0.25	0.26
Scope 2 total, market - based (including RECs)	-89%	0.14	0.61	1.25
Scope 3 total, other indirect	25%	5.49	4.85	4.39
Total Emissions (Scope 1 + Scope 2 market + Scope 3)	-11%	5.25	5.72	5.90

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



Topic	Reporting Requirement	Aptar's Response
GRI 305: EMISSIONS		
305-6	<div>Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.</div> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>3GOOD HEALTH AND WELL-BEING</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13CLIMATE ACTION</div></div></div>	<div>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. Our metrics collection system identifies various types of refrigerants: R22, R407C, R410, R134, R404 and “other.”</div>
305-7	<div>Significant air emissions of nitrogen oxides (NOX), sulfur oxides (SOX), and others.</div> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>3GOOD HEALTH AND WELL-BEING</div><div>13CLIMATE ACTION</div><div>14LIFE BELOW WATER</div><div>15LIFE ON LAND</div></div></div>	<div>The emission of nitrogen oxides and sulfur oxides has been considered and calculated as CO₂ equivalent.</div>
GRI 306: EFFLUENTS AND WASTE		
	<div>Management Approach</div> <div>The reporting organization shall report its management approach for effluents and waste using GRI 103: Management Approach.</div> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>3GOOD HEALTH AND WELL-BEING</div><div>6CLEAN WATER AND SANITATION</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13CLIMATE ACTION</div><div>14LIFE BELOW WATER</div><div>15LIFE ON LAND</div></div></div>	<div>Aptar has an operational eco-efficiency module within our EHStar metrics platform. This module tracks energy, emissions, 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 defined procedures and using utility invoices and purchasing records. At least quarterly, the information is reviewed at the corporate level. We have internal targets for disposal avoidance and landfill free certification set at the site and regional levels.</div> <div>The monthly data collection includes total non-hazardous waste and total hazardous waste to recovery and to disposal treatments. Records specific to each waste stream are maintained at the site level. The waste management module was created in alignment to the protocol of our internal landfill free certification process, which is based on the Zero Waste International Alliance. The module enables sites to track their wastes and to understand disposal avoidance ratios. The module also helps sites that are not yet certified as landfill free, to 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% or greater ownership.</div> <div>Sites that are landfill free certified are required to undergo a third-party audit on an annual basis to prove compliance to the program. After a site is certified, the following two years of audits are conducted virtually. In the third year, the site undergoes an on-site audit of their landfill free program. This cycle repeats thereafter. Additionally, we have added a review of the waste data into our third-party data assurance process.</div> <div>During a review of 2021 waste data, in comparing volumes reported per site in 2020 to the volumes reported in 2021, we identified a discrepancy in the Aptar Chieti hazardous waste data. An in-depth review revealed the EHStar system was missing seven waste codes for Chieti from 2020. We added these codes, along with the respective disposal volumes, into the 2020 EHStar campaign for the site, and updated the 2020 hazardous waste and total waste totals as presented in the GRI 306 tables. This discrepancy did not effect the site's landfill free certification review in 2020 because, at the time of the review, EHStar was not the system used for waste tracking and therefore the third-party landfill free auditor reviewed record, including all waste streams, outside of the EHStar system.</div> <div>Because the waste tracking module was enhanced in late 2020, and because our global waste data was not included in our data assurance process in 2019, we are omitting waste data from 2019 from the GRI table.</div>



Country	Aptar Site	Renewable Source
AL, USA	CSP Technologies Auburn	Windpower
CA, USA	Fusion Los Angeles	Windpower
GA, USA	CSP Technologies Atlanta	Windpower
IL, USA	Cary North	Windpower
IL, USA	Cary South	Windpower
IL, USA	Crystal Lake Distribution Center	Windpower
IL, USA	Libertyville	Windpower
IL, USA	Mchenry	Windpower
MI, USA	Midland	Windpower
NC, USA	Lincolnton	Windpower
NJ, USA	Eatontown	Windpower
NJ, USA	Fusion Paramus	Windpower
NY, USA	Congers	Windpower
NY, USA	CSP Technologies Amsterdam	Windpower
TX, USA	Fusion Dallas	Windpower
WI, USA	Mukwonago	Windpower
Brazil	Cajamar	Hydropower
Brazil	Jundiai	Hydropower
Brazil	Maringa	Hydropower
China	Suzhou	Windpower
Czech	Ckyne	Hydropower
France	Annecy	Hydropower
France	Brecey	Hydropower
France	Charleval	Hydropower

* New 2021 sites shown in **bold** above

Country	Aptar Site	Renewable Source
France	Chavanod (Reboul)	Hydropower
France	CSP Technologies Niederbronn	Hydropower
France	Granville	Hydropower
France	Le Neubourg	Hydropower
France	Le Vaudreuil	Hydropower
France	Oyonnax	Hydropower
France	Poincy	Hydropower
France	Val De Reuil	Hydropower
France	Verneuil	Hydropower
France	Villepinte	Hydropower
Germany	Dortmund	Hydropower
Germany	Eigeltingen	Hydropower
Germany	Freyung	Hydropower
Germany	Menden	Hydropower
Germany	Radolfzell	Hydropower
Germany	Villingen	Hydropower
India	Hyderabad	Hydropower
India	Mumbai	Hydropower
Italy	Chieti	Hydropower
Italy	Pescara	Hydropower
Mexico	Queretaro	Windpower
Spain	Torello	Hydropower
Switzerland	Mezzovico	Hydropower
UK	Leeds	Hydropower

Topic	Reporting Requirement	Aptar's Response
GRI 306: EFFLUENTS AND WASTE		
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 our GRI index and our annual CDP Water response . See additional water details in GRI 303 and on page 25.
306-2	<p>a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <p>i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization)</p> <p>b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <p>i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization)</p> <p>c. How the waste disposal method has been determined:</p> <p>i. Disposed of directly by the organization, or otherwise directly confirmed ii. Information provided by the waste disposal contractor iii. Organizational defaults of the waste disposal contractor</p>	<p>Established in 2013, and based off of the Zero Waste International Alliance protocol, Aptar's internal Landfill Free (LFF) program 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.</p> <p>The 2021 landfill free target was for at least 60%of all Aptar sites to be certified as LFF. As of year-end 2021 , we surpassed that target with 63% of all sites certified to the LFF program. These sites have proven, by third-party verification audit, to have at least 90% recycle/reuse of operational wastes.</p> <p>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. We monitor waste disposal avoidance in all sites. At year-end 2021, Aptar sites achieved 83% disposal avoidance, surpassing our 2021 target of at least 80%. We are working with global partners to expand the Landfill Free program to North and Southeast Asia where recycling opportunities and waste tracking processes are less available.</p> <p>Refer to Table 306-2a&b for more information.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>3</div>GOOD HEALTH AND WELL-BEING</div><div><div>6</div>CLEAN WATER AND SANITATION</div><div><div>12</div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div><div>13</div>CLIMATE ACTION</div><div><div>14</div>LIFE BELOW WATER</div><div><div>15</div>LIFE ON LAND</div></div>

Table 306-2a&b Disposal Avoidance Ratio per Landfill Free Certified Site (%)

Aptar Site	Country	Sustainability Region	Certification Year	2021	2020
CSP Atlanta	USA	North America	2021	100%	–
Berazategui	Argentina	Latin America	2021	92%	–
Suzhou F+B	China	North East Asia	2021	96%	–
Congers	USA	North America	2020	92%	91%
Midland	USA	North America	2020	90%	91%
Brecey	France	Europe - Pharma	2019	99%	96%
Granville	France	Europe - Pharma	2019	99%	98%
Radolfzell	Germany	Europe - Pharma	2018	95%	96%
Eigeltingen	Germany	Europe - Pharma	2018	97%	100%
Freyung	Germany	Europe - F+B	2018	100%	91%
Cali	Colombia	Latin America	2017	100%	98%
Cajamar	Brazil	Latin America	2016	100%	100%
Maringa	Brazil	Latin America	2016	97%	98%
Cary Campus	U.S.A., IL	North America	2016	91%	90%
Lincolnton	U.S.A., NC	North America	2016	91%	91%
Ckyne	Czech Republic	Europe - F+B	2015	95%	94%
Le Neubourg	France	Europe - B+H	2015	98%	92%
Le Vaudreuil	France	Europe - Pharma	2015	97%	99%
Val De Reuil	France	Europe - Pharma	2015	99%	96%
Mezzovico	Switzerland	Europe - Pharma	2015	94%	95%
Queretaro	Mexico	Latin America	2015	92%	89%
Mukwonago	U.S.A., WI	North America	2015	95%	97%
Charleval	France	Europe - B+H	2014	96%	97%
Poincy	France	Europe - B+H	2014	94%	97%
Verneuil	France	Europe - B+H	2014	99%	95%
Dortmund	Germany	Europe - B+H	2014	100%	100%
Menden	Germany	Europe - B+H	2014	100%	95%
Chieti	Italy	Europe - B+H	2014	99%	95%
Pescara	Italy	Europe - B+H	2014	97%	91%
Torello	Spain	Europe - B+H	2014	95%	95%

Table 306-4: Hazardous vs Non-Hazardous Waste (metric tons)

	2021 Target	% Variance 2021 vs 2020	2021	2020
Total Waste [ton]	–	2%	41,313	40,699
Hazardous Waste	–	-31%	5,105	7,444
Non-Hazardous Waste	–	9%	36,208	33,255
Total Landfill Avoidance Ratio [%]	80	–	83	77

Topic	Reporting Requirement	Aptar's Response
GRI 307: ENVIRONMENTAL COMPLIANCE		
	<p>Management Approach</p> <p>The reporting organization shall report its management approach for environmental compliance using GRI 103: Management Approach.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>12</div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div><div>14</div>LIFE BELOW WATER</div><div><div>15</div>LAND BIOLOGICAL RESOURCES</div></div>	<p>The Global EHS Organization is made up of a representative from each region, and each region has a team of representatives from each site. Environmental compliance is managed at the site level, in alignment with Aptar's Global EHS Management system Aptar subscribes to compliance protocol offered through ENHESA. All sites are expected to use the protocol from their country/location to conduct a self-audit at least annually. Approximately one-third of Aptar sites are audited by a third-party using the Aptar EHS Management System requirements and ENHESA protocol each year. In 2021, the audit process entailed both on site and virtual audits due to the COVID-19 pandemic. The EHS Management System includes the topic Environmental Permits and, as part of that requirement, sites must maintain a permitted systems capability tracker. Audited sites are provided an audit report and required to establish corrective actions to close each finding. Status check-in calls are conducted frequently between the Regional EHS leaders and the plant management as findings are closed and tracked. More information about EHS topics can be found in GRI 403.</p>
307-1	<p>a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>16</div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>	<p>Aptar experienced no significant fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations during the reporting year.</p>
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		

	<p>Management Approach</p> <p>The reporting organization shall report its management approach for supplier environmental assessment using GRI 103: Management Approach.</p>	<p>Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we entered into a partnership with EcoVadis end of 2020 to advance our supplier screening capabilities. We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa). In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba provides alerts on more than 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.</p>
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Topic	Reporting Requirement	Aptar's Response
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	<p>a. Percentage of new suppliers that were screened using environmental criteria.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>8</div>DECENT WORK AND TIMELY WAGES</div></div>	<p>Previous to 2018, we selected a few strategic suppliers in North America and Europe to receive a social and environmental screening audit; all of our new suppliers were screened as well. At that time, other regions also screened suppliers for environmental and social impacts, but these results were not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to coordinate a standardized, global program. Piloted in 2019, in 2020 Aptar entered into partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process.</p> <p>In 2021, we launched several initiatives to onboard suppliers on EcoVadis. Based on EcoVadis data, we are assessing the supplier portfolio performance on key EHS domains: conflict minerals, energy consumption & GHGs, diversity & inclusion activity, employee safety & working conditions, corruption & human rights, sustainable procurement. At this stage (February 2022), we have 308 suppliers with an EcoVadis score that are representing 46% of our total 2021 spend (60%+ of Scope 3 suppliers & 30%+ of non-Scope 3 suppliers). In 2022 we will continue to onboard suppliers to reach 65%+ of Scope 3 suppliers spend. 79% of vendors rated have a score above 45 within the EcoVadis platform. In 2022, one of our objectives is to build supplier sustainability roadmaps for key categories like energy, resin, metal, and transportation. We have provided information about these EcoVadis screenings and the performance of our targeted suppliers throughout this report.</p>

308-2	<p>a. Number of suppliers assessed for environmental impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>c. Significant actual and potential negative environmental impacts identified in the supply chain.</p> <p>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.</p> <p>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.</p>	<p>In 2021, through a combination of on-site, remote and self audits, more than 50 suppliers were audited on environmental, energy, sustainability, and safety topics. These audits are in addition to scheduled quality audits. Additionally, through the EcoVadis program, data on social and environmental topics are collected from our key suppliers.</p>
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Topic	Reporting Requirement	Aptar's Response
GRI 401: EMPLOYMENT		
	Management Approach The reporting organization shall report its management approach for employment using GRI 103: Management Approach.	<p>For information related to Aptar's Careers and Talent Management, see the Careers section of Aptar.com. Our teams are composed of diverse talents and experience. Together, we make a real difference to improve everyday life for people everywhere. Our workplace is an exciting environment of innovative thought, initiative, trust and teamwork. We challenge our people to develop to their full potential and to find new approaches and better solutions. We provide our employees with the opportunity to interact with colleagues from around the world on a daily basis.</p> <p>Table 401-1 below illustrates the total number and rate of new employee hires by age group, gender and region, and the rate of employee turnover, by age group, gender and region.</p> <p>Aptar Employment data is measured by Human Resources Teams globally. This information is entered into a global metrics tracking system and is reviewed monthly by the HR Information Systems and Analytics Team with oversight by the Audit Team. There is additional review and updates given by regional HR Leaders on a quarterly basis.</p>

TABLE 401-1: Employee New Hire and Turnover Rates

Region	Type	2021								2020
		Ages <26yr	Ages 26-34	Ages 35-44	Ages 45-54	Ages 55+	Male	Female	Total	Total
EMEA	New Employee Hires	316	244	188	113	29	522	368	890	779
	External Recruitment Rate	48.9%	18.1%	9.0%	5.1%	2.0%	11.3%	14.2%	12.4%	10.0%
	Terminations	167	161	99	89	158	410	264	674	695
	Employee Turnover	25.8%	12.0%	4.7%	4.0%	11.3%	8.1%	10.0%	8.8%	8.9%
North America	New Employee Hires	203	206	167	131	82	503	286	789	692
	External Recruitment Rate	92.7%	43.7%	29.5%	22.7%	14.9%	35.0%	30.2%	33.1%	27.7%
	Terminations	169	171	165	132	174	489	322	811	659
	Employee Turnover	77.2%	36.3%	29.1%	22.9%	31.6%	34.0%	34.0%	34.0%	26.4%
LATAM	New Employee Hires	82	117	83	11	1	193	101	294	293
	External Recruitment Rate	64.0%	28.8%	16.1%	4.6%	2.3%	23.4%	19.8%	22.1%	23.4%
	Terminations	46	86	64	25	10	153	78	231	193
	Employee Turnover	35.9%	21.2%	12.4%	10.4%	22.5%	18.6%	15.3%	17.3%	15.4%
Asia	New Employee Hires	71	101	62	21	5	166	94	260	164
	External Recruitment Rate	68.8%	25.2%	11.8%	9.2%	11.7%	21.9%	17.4%	20.0%	13.4%
	Terminations	47	91	55	29	2	127	97	224	166
	Employee Turnover	45.5%	22.7%	10.5%	12.7%	4.7%	16.7%	18.0%	17.2%	13.6%
Aptar Total	New Employee Hires	672	668	500	276	117	1,384	849	2,233	1,929
	External Recruitment Rate	61.3%	25.5%	13.5%	8.4%	5.7%	18.1%	18.5%	18.3%	15.4%
	Terminations	429	509	383	275	344	1179	761	1940	1713
	Employee Turnover	39.1%	19.4%	10.4%	8.4%	16.9%	14.6%	16.4%	15.3%	13.4%

Topic	Reporting Requirement	Aptar's Response
GRI 401: EMPLOYMENT		
401-1	<p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div>	<p>Please see Table 401-1 below. 2020 data has been summarized in the last column of the table. Historic data can be found within our past sustainability reports.</p> <p>Starting in 2020, the reported data is based on headcount numbers. Prior data was based on percentages and on the total of Full Time Equivalents (FTEs) per region. The higher number of hiring has been due to a combination of new acquisition in China (Hengyu) and the expansion of our French Injectable production capacity. We believe these figures to be accurate +/-10%.</p>
GRI 402: LABOR/MANAGEMENT RELATIONS		
	Management Approach The reporting organization shall report its management approach for labor/management relations using GRI 103: Management Approach.	Notice is given to employees in most regions in compliance with the local law or site-specific agreements.
402-1	<p>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.</p> <p>b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.</p>	<p>a. Table 402-1 below illustrates the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them. The notice period depends on the company seniority and on the level of employment. The establishment of the European Work Council increased the number of weeks as a result of the required consultation. We believe this data to be accurate +/-10%.</p> <p>b. Notice is given to employees regions in compliance with the local law, and site-specific agreements reflect these requirements.</p>

TABLE 402-1: Notice Given for Significant Operational Changes

2021			2020		
Region	Minimum number of weeks' notice	Notice period specified in collective agreements	Region	Minimum number of weeks' notice	Notice period specified in collective agreements
EMEA	12-16 weeks	Collective agreement established by the European Works Council	EMEA	1-28 weeks	Dependent on the country
North America	0-8 weeks	Not applicable	North America	0-8 weeks	Although not spiefically stated, most sites follow the country norm of 2 weeks.
China	30 days	No	China	30 days	No
Latin America	30 days	No	Latin America	30 days	No
Southeast Asia and India	4-5 weeks	No	Southeast Asia and India	4-5 weeks	No

Topic	Reporting Requirement	Aptar's Response
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
	<p>Management Approach</p> <p>The reporting organization shall report its management approach for occupational health and safety using GRI 103: Management Approach.</p>	<p>We have a network of global and regional Environmental Health and Safety (EHS) professionals that lead sites through Operational Excellence EHS activity. This activity is coordinated globally by the Global Director, Environmental Health & Safety (EHS) with who reports into the Vice President, Operational Excellence. This organization publishes safety performance packages monthly that includes a view of performance at the global level and 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 finalize the development of the Aptar global EHS Management System (EHS MS). This management system sets minimum standard requirements in key areas of safety and environment. As part of the EHS MS, the Aptar digital solution is utilized to manage the various aspects of our EHS and operational ecoefficiency topics. Included in the digital tool is incident management, behavior-based safety, audits and inspections and environmental metrics.</p> <p>In 2020 we developed a COVID-19 incident reporting process using the existing incident management system. All COVID-19 events (Confirmed cases, Presumptive cases and Unconfirmed cases) are recorded in the system and communicated globally to company leadership. In 2021 Aptar continued the implementation of a digital solution for the management and risk assessments pertaining to ergonomics. This new solution will further improve the ergonomic risk reductions and provide a standardized platform for conducting ergonomic assessments globally. Additional digital solutions are planned to further streamline EHS processes. More information on safety can be found on pages 19-20.</p>

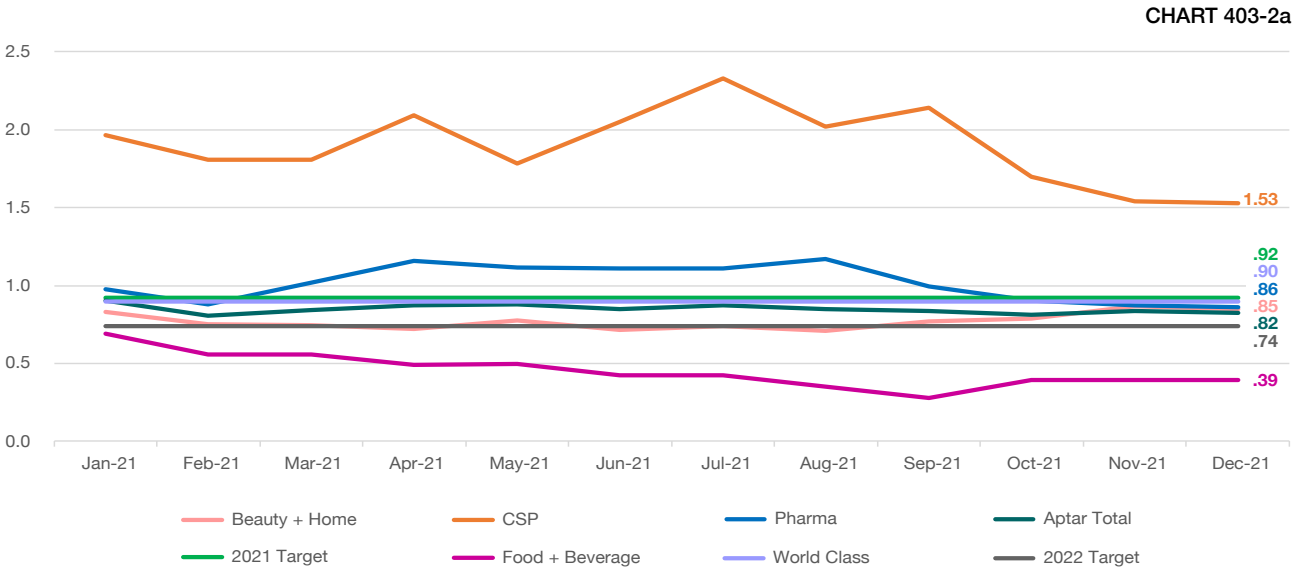
CHART 403-2C: Aptar 2020 Lost Time Injury Types

Injury Type	Percentage
Ergonomic Cases	34%
Other	18%
Stuck Against/By	15%
Caught Between	11%
Cuts	10%
Slip, Trip Falls	12%

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

		% Variance 2020 to 2021	2021	2020	2019
Beauty + Home		-10%	0.85	0.94	1.48
	EMEA	-2%	1.05	1.07	2.20
	LATAM	-35%	0.34	0.52	0.66
	North America	Increase	1.75	1.61	2.06
	Northeast Asia	-1%	0.66	0.67	0.54
	Southeast Asia	-60%	0.20	0.50	0.00
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		-44%	0.39	0.70	1.03
	EMEA	Increase	0.44	0.40	0.63
	North America	-56%	0.60	1.35	2.75
	Northeast Asia	-100%	0.00	0.66	0.00
Pharma		-22%	0.86	1.10	1.38
	EMEA	-26%	0.97	1.31	1.56
	North America	Increase	0.59	0.28	0.98
	Northeast Asia	Same	0.00	0.00	0.00
	Southeast Asia	Same	0.00	0.00	0.00
CSP		-22%	1.53	1.97	1.77
	EMEA	-32%	2.82	4.12	5.32
	North America	-11%	1.21	1.36	0.81
Aptar Total		-19%	0.82	1.00	1.40

Topic	Reporting Requirement	Aptar's Response
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
403-1	<p>a. The level at which each formal joint management-worker health and safety committee typically operates within the organization.</p> <p>b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.</p>	<p>a. Health and Safety Committees or Teams are hosted at the site level. These committees typically consist of a combination of local management representatives, (elected) employee representatives and labor union representatives (where applicable). These teams are led by local EHS leaders and results are driven at the regional and global level. Committees help to create and improve a culture of safety at the site level.</p> <p>b. Site-level safety and environmental leaders are identified in all Aptar locations as part of the EHS Management system process. At Aptar, we consider EHS personnel, Plant/Operations leaders and local Human Resources leaders as key stakeholders in the success of our EHS programs. The cooperation between site leadership and other representatives that make up the local safety committees is essential to local implementation and sustainability.</p>
403-2	<p>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:</p> <p>i. region;</p> <p>ii. gender.</p> <p>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:</p> <p>i. region;</p> <p>ii. gender.</p> <p>c. The system of rules applied in recording and reporting accident statistics.</p>	<p>See Table 403-2a below and Table 403-2b on the following page. A safe working environment for our employees is a top priority. We also celebrate a continued trend of decreasing injury rates with an ambition of zero injuries. The EHStar system enables us to track injuries by type, body part, Aptar location; and includes information about days missed, root cause analysis and corrective action. However, we only publish our Total Recordable Incident Rates and Lost Time Frequency Rates. A snapshot of the last three years shows that our work-related fatality rate is zero.</p> <p>We have provided data on recordable and lost time incident rates by region. It is important to note that this data has not been externally verified. Due to privacy concerns and the European Union's General Data Protection Regulation (EU GDPR), we do not collect or disclose gender information. Chart 403-2c below shows the most prevalent lost time injury types from 2021.</p>



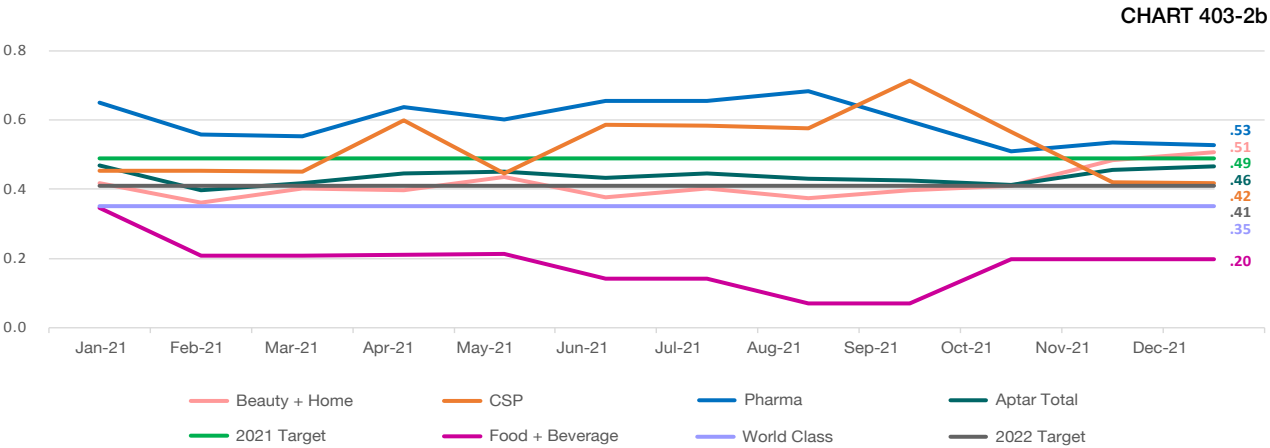
The Industry Standard (U.S. Bureau of Labor Statistics 2019) for 2021 was 3.6.

Topic	Reporting Requirement	Aptar's Response
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
403-3	<p>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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>3</div>GOOD HEALTH AND WELL-BEING</div><div><div>8</div>DECENT WORK AND ECONOMIC GROWTH</div></div>	<p>Our goal at Aptar is to provide a safe workplace and to send every Aptar employee home, each and every day, injury free.</p> <p>In general, employees working in our anodizing facilities in Annecy, France and Jundiai, Brazil are exposed to more hazards in the process as compared to our other facilities, but we have not observed any increase in incidence of diseases as a result of this activity. Monthly sites with lost time incident occurrences and/or high incident rates are identified. These sites are then required to participate in safety review calls with the plant managers of these sites, the Segment and Regional Business Presidents/Vice Presidents and the Vice President of Operational Excellence. This serves to promote open dialogue, best practice sharing, and to hold ourselves accountable for safety improvements.</p> <p>In an effort to ensure that all Aptar employees are practicing safe behaviors, Aptar has deployed a Behavior Based Safety (BBS) program through our EHS Management System. This program, Mission Engage, involves employees to determine what drives at-risk and safe behaviors. Focus on safety promotes a culture of caring where we demonstrate dedication to ourselves through self-accountability as well as to coworkers through team accountability. Increased safety conversations help site leaders target and prioritize key initiatives and process improvement. Aptar sites have also determined top safe and top at-risk behaviors through this program.</p>

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

		% Variance 2020 to 2021	2021	2020	2019
Beauty + Home		Increase	0.51	0.50	0.82
	EMEA	Increase	0.89	0.67	1.50
	LATAM	-73%	0.11	0.40	0.27
	North America	same	0.44	0.44	0.59
	Northeast Asia	Increase	0.50	0.17	0.18
	Southeast Asia	-75%	0.10	0.40	0.00
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		-29%	0.20	0.28	0.34
	EMEA	Increase	0.44	0.40	0.38
	North America	same	0.00	0.00	0.55
	Northeast Asia	-100%	0.00	0.33	0.00
Pharma		-28%	0.53	0.74	0.83
	EMEA	-32%	0.60	0.88	0.93
	North America	Increase	0.30	0.28	0.65
	Northeast Asia	same	0.00	0.00	0.00
	Southeast Asia	same	0.00	0.00	0.00
CSP		-7%	0.42	0.45	1.12
	EMEA	Increase	1.41	1.37	3.80
	North America	-11%	0.17	0.19	0.41
Aptar Total		-15%	0.46	0.53	0.77

Topic	Reporting Requirement	Aptar's Response
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
403-4	<p>a. Whether formal agreements (either local or global) with trade unions cover health and safety.</p> <p>b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>3</div>GOOD HEALTH AND WELL-BEING</div><div><div>8</div>DECENT WORK AND ECONOMIC GROWTH</div></div>	<p>We do not currently have mechanisms in place to be able to report the extent to which formal agreements (either local or global) with trade unions cover health and safety. However, local agreements do include health and safety topics.</p> <p>We do not currently have mechanisms in place to track and report the extent, as a percentage, to which various health and safety topics are covered by these agreements.</p>
403-5	<p>a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>3</div>GOOD HEALTH AND WELL-BEING</div><div><div>8</div>DECENT WORK AND ECONOMIC GROWTH</div></div>	<p>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.</p> <p>In addition to this global training, EHS-related training is provided to employees at the site and regional level. These activities are coordinated and tracked locally.</p>
403-6	<p>a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.</p> <p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>3</div>GOOD HEALTH AND WELL-BEING</div><div><div>8</div>DECENT WORK AND ECONOMIC GROWTH</div></div>	<p>At the site and regional levels, there are often healthcare services and programs offered to employees. For example, in North America, employees can participate in the Vitality health program, a voluntary health engagement platform that rewards individuals for living a healthy lifestyle. This program offers biometric screenings, wellness incentives and access to health services. In addition, many sites around the globe offer voluntary health promotion programs and services to employees at all levels. However, we currently do not have a standard way to track and report on activity at the global level.</p>



The Industry Standard (U.S. Bureau of Labor Statistics 2019) for 2021 was 1.0.

Topic	Reporting Requirement	Aptar's Response
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
403-7	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	Contractor safety is a part of our EHS Management System. This requirement sets a global standard for the selection and management of purchased service contractors at our sites. Currently this is managed at the site or regional level. All sites must at a minimum meet the global requirement, and where local regulations are more stringent, those may supersede the global standard.
403-8	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	As we operate globally, these systems often vary by site and region. However, in addition to Aptar's global EHS Management System, there are Aptar sites certified to the OHSAS 18001 standard and to the ISO 45001 standard. This Occupational Health and Safety Management Certification provides the framework to identify, control and decrease risks associated with workplace health and safety. A full list of certifications can be found on Aptar.com .

Table 403-1: 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	Cranes Hoists & Lifting Equipment	Respiratory Protection
Hot Work	Land Pollution Control	
Lockout Tagout Tryout (LOTOTO)	Behavioral Based Safety	
Powered Industrial Vehicles	Ergonomics and Manual Material Handling	
Ladders and Scaffolding	Contractor Safety	
Motor Vehicle Safety	Audit Program	

Topic	Reporting Requirement	Aptar's Response
GRI 404: TRAINING AND EDUCATION		
	Management Approach The reporting organization shall report its management approach for training and education using GRI 103: Management Approach.	Learning & Development was undergoing a major transformation driven by business needs, cultural changes, and technology. This was even accelerated by the COVID-19 pandemic. Learning in the digital age must - be concrete, and available wherever and whenever learners need it - foster interactions between peers, managers and senior leadership and must be social, the science of education is evolving - be connected, a commonly accepted learning theory is moving toward a more sociocultural model of learning Furthermore, Learning & Development will be a key enabler in Aptar's Future of Work. The global implementation of HORIZON offers a shared learning experience platform for knowledge and content management as well as diversified learning formats spanning online, hybrid, and face to face. HORIZON offers a great opportunity to increase efficiency by leveraging digitalization, sharing experiences among the segments, regions, and sites. We are aligning stakeholder interests, while ensuring that learning initiatives map back to and are in support of organizational goals, shaping good Learning & Development (L&D) governance practices.
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 by gender for reporting year 2021. 2021 data is the second year that we have chosen to disclose training information by gender. Historic information can be found within our previous sustainability reports. In previous years we have disclosed this information by employee types. Training hours for 2021 were slightly higher than the previous year, even within the persistent impacts of the COVID-19 pandemic where the face-to-face training continued to not be allowed.



Table 404-1: Average Training Hours per Employee

Region	2021			2020		
	Females	Males	All Employees	Females	Males	All Employees
EMEA	9.82	10.97	–	6.84	9.42	–
North America	26.03	32.15	–	26.51	25.63	–
Latin America	30.81	30.81	–	31.69	31.69	–
Asia	11.88	10.31	–	14.00	15.25	–
Aptar Total	15.63	16.81	16.39	14.59	15.31	15.05

Topic	Reporting Requirement	Aptar's Response
GRI 404: TRAINING AND EDUCATION		
404-2	<p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>8</div>DECENT WORK AND ECONOMIC GROWTH</div></div>	<p>Due to the pandemic, Aptar Corporate University needed to rapidly transform from face to face to a virtual and globally accessible resource. This included all programs and methodologies alongside with developing new ways of learning. Existing as well as new custom programs were translated into a fully distance learning approach utilizing a variety of learning formats to support employees keep their flow of learning and self-improvement.</p> <p>Time is evolving and Aptar Corporate University realized more and more the desire of our training participants for interaction, talking and time to exchange in order to bridge the isolation in home offices. Aptar Corporate University responded to those needs by transforming once again from a virtual to a hybrid training offering. A hybrid training concept combines online learning (online classroom as well as self-learning) with experiential face-to-face workshops where participants learn through experience and all their senses.</p> <p>The fast-changing and complex, world as well as the new way of working accelerated the request for new training. To meet this demand Aptar Corporate University developed in addition to the existing programs (Leadership, Leadership & Management Skills, Market Oriented & Business Oriented Programs) new training on Resilience/Self-Organization, Emotional Intelligence, DEI and Upskilling.</p> <p>In 2021 Aptar Corporate University ended up with over 20 different standard training programs and several on-demand programs resulting in over 18,000 total participant learning hours.</p> <p>Furthermore in 2021 Aptar Corporate University won the Global CCU AWARD GOLD Trophy — first place in the Culture & Technology category. Aptar received an outstanding recognition “as an amazing Corporate University aligned to support the business and to unite employees about the Aptar Way, having found the right balance between strategy, structure, culture and changing world vision... as a venue where employees meet Aptar for networking, learning, discovery and celebrating Aptar... as an outstanding learning ecosystem operating in seven languages around the world, respecting the local cultures, uniting generations with the support of retired employees, including former and existing CEOs and executives, as storytellers... as a crucible of high professionalism and strategic thinking, learning experiences, and innovation all with a warm human touch in its programs which are very well designed and illustrated.</p>
404-3	<p>a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5</div>GENDER EQUALITY</div><div><div>8</div>DECENT WORK AND ECONOMIC GROWTH</div><div><div>10</div>REDUCED INEQUALITIES</div></div>	<p>We use a digital software solution for managing objectives, performance appraisals and formal succession planning. This software, SuccessFactors, allows to tracking of annual objectives, facilitates the annual performance review process and tracks other employee level data. We have project 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.</p>

Topic	Reporting Requirement	Aptar's Response
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
	<p>Management Approach</p> <p>The reporting organization shall report its management approach for diversity and equal opportunity using GRI 103: Management Approach.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5</div>GENDER EQUALITY</div><div><div>8</div>DECENT WORK AND ECONOMIC GROWTH</div></div>	<p>Diversity, Equity and Inclusion (DE&I) is one of Aptar's five strategic priorities under the umbrella of Talent & Leadership. We continue to strive for better support, better mentoring and networking opportunities and development planning.</p> <p>Our President and CEO works with our Chief Human Resources Officer as Aptar's co-champions of Diversity, Equity and Inclusion, along with our Global Director of Diversity & Inclusion.</p> <p>We are proud to lead in diversity on our Executive Committee and Board of Directors. As we value fresh perspectives, 50% of our Board of Directors have been renewed since 2017, 40% of our directors are women and 30% identify as persons of color.</p> <p>In May of 2021, we welcomed Candace Matthews to our Board of Directors. Candace is a highly accomplished business leader with over 30 years of experience developing and marketing products for the healthcare, cosmetics, food and beverage industries. She is a valuable addition to Aptar's Board with deep, contemporary knowledge of our markets and a formidable business network.</p> <p>With great sadness, we mourned the passing of longtime board member, Dr. Joanne Smith in September. Dr. Smith served on our Board since 1999 and chaired the Governance Committee for many years. We are very grateful for her long service and tremendous contributions to the Company and she is deeply missed.</p> <p>Our public target, which is to increase the percentage of Women in Leadership positions, is cascaded through the organization from the top down, with each Executive Committee member having a target within their own objectives. The Executive Committee members have cascaded their targets into their teams and so forth throughout Aptar.</p> <p>We continue our work with the Gender and Diversity Key Performance Indicator (KPI) Alliance, and, in addition to the ALIGN Women's Network, in 2021 we announced two more employee resource groups (ERG) to better support Black/African American and/or African descent employees and employees who are part of the LGBTQ+ community. We celebrated International Women's Day in March and we held our first Diversity, Equity and Inclusion week in October. We also added DEI questions to our annual Leadership for Growth survey, expanding the benchmark to lend additional improvement perspective.</p> <p>In June, DE&I was included as a full day of learning and dialogue during our annual Aptar Dialogue Summit, which is attended by the top leaders in the organization. We also provided additional Unconscious Bias to Inclusive Leader training sessions. More information on our 2021 progress on DE&I can be found on pages 14-15.</p> <p>Aptar's DE&I topic has been listed in the annual employee performance appraisal since 2020 to prompt employees and their managers to discuss and exchange their thoughts about DEI. In 2022, we are investigating additional activities, including diverse and inclusive hiring practices. We look forward to reporting on our future progress.</p>

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 2021, Aptar's Executive Committee was composed of eight members, three of whom are women (37.5%) and three (37.5%) identify as persons of color. In addition, our Board of Directors is composed of 10 members, with four being women (40%) and three directors (3%) identify as persons of color. At year-end 2021, 20% of leaders occupying positions of Vice President or above were women. We are proud to be among the companies leading the way towards gender balance. Table 405-1a details the Aptar governance bodies and employees including gender and age.</p> <p>b. Employee breakdown per employee category by gender can be found in Table 102-8. As it is ever-changing, the data presented in the table is a snapshot as of year-end 2021. The definitions of employee categories are provided in the Appendix. In addition, Table 401-1 details the total number, age range and gender of our new employee hires and the rate of employee turnover by the same categories. However, age data for our global employee workforce is not currently aggregated.</p> <p>Aptar is committed to reporting transparently on equal employee opportunity (EEO), per regulations established in the United States for our American population. Table 405-1b shows a snapshot, at December 31st, for years 2019, 2020, and 2021 for our employees based in the United States only. These totals vary from what is reported within the U.S. Equal Employment Opportunity report as the EEO data is accumulated across the entire year and is inclusive of employees that have been terminated or have resigned. The 2021 U.S. Equal Employment Opportunity Report will be submitted in late 2022.</p>

SUSTAINABLE DEVELOPMENT GOALS

5

GENDER EQUALITY

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES

Table 405-1a: Governance Body Diversity


Table 405-1a: Governance Body Diversity		2021																2020																	
		Gender					People of Color*						Age					Gender						People of Color*						Age					
GRI Request	Aptar Categories	Total	Male (#/%)		Female (#/%)		Total		Male (#/%)		Female (#/%)		<30 (#/%)		30-50 (#/%)		>50 (#/%)		Total	Male (#/%)		Female (#/%)		Total		Male (#/%)		Female (#/%)		<30 (#/%)		30-50 (#/%)		>50 (#/%)	
	a. Governance bodies**	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Board of Directors	Board of Directors	10	6	60	4	40	3	30	1	10	2	20	0	0	0	0	10	100	10	6	60	4	40	2	20	1	10	1	10	0	0	0	0	10	100
Executive Leadership Team	Executive Committee	8	5	63	3	37	3	37	1	12	2	25	0	0	2	25	6	75	8	5	63	3	37	3	37	1	12	2	25	0	0	2	25	6	75


		2021											2020										
		Gender					Age						Gender					Age					
GRI Request	Aptar Categories	Total	Male (#/%)		Female (#/%)		<30 (#/%)		30-50 (#/%)		>50 (#/%)		Total	Male (#/%)		Female (#/%)		<30 (#/%)		30-50 (#/%)		>50 (#/%)	
	b. Employees	#	#	%	#	%	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%
Vice President and above***	Vice President and above***	119	95	80%	24	20%	0	0%	52	44	67	56	114	93	82%	21	18%	0	0%	51	45%	63	55%
Management & Professionals	Management & Professionals	3112	1989	64%	1123	36%	287	9%	1912	61%	913	29%	2956	1876	63%	1080	37%	271	9%	1831	62%	854	29%
Non M&P - Unlimited Term Contract	Non M&P - Unlimited Term Contract	8941	5731	64%	3210	36%	1305	15%	5140	57%	2496	28%	9014	5721	63%	3293	37%	1331	15%	5186	58%	2497	28%
Non M&P - Fixed Term Contract	Non M&P - Fixed Term Contract	820	487	59%	333	41%	444	54%	300	37%	76	9%	692	418	60%	274	40%	423	61%	215	31%	54	8%
Temporary	Temporary	2604	1531	59%	1073	41%	NO DATA						2105	NO DATA									

*Persons of color combines all ethnicities except white and non-disclosed, **CEO Stephan Tanda is counted within both the Board of Directors and the Executive Committee, ***VP and above does not include ExCom or BoD, The data for temporary (agency) employees represents an average count over the entire 2021 year.

		2021*									2020*									2019*								
		U.S. Total Employees (#)	*Percentage of U.S. Total (%)	Percentage of U.S. Total That are Female (%)	Senior Management*			Workforce			U.S. Total Employees (#)	Percentage of U.S. Total (%)	Percentage of U.S. Total That are Female (%)	Senior Management*			Workforce			U.S. Total Employees (#)	Percentage of U.S. Total (%)	Percentage of U.S. Total That are Female (%)	Senior Management*			Workforce		
U.S. Ethnicity (Count)					Total	Male	Female	Total	Male	Female				Total	Male	Female	Total	Male	Female				Total	Male	Female	Total	Male	Female
American Indian/Alaska Native	6	0.2	0.2		1	0	1	5	2	3	6	0.2	0.2	1	0	1	5	2	3	7	0.3	0.2	1	0	1	6	3	3
Asian	107	4.2	1.5		3	2	1	104	66	38	116	4.6	1.7	2	1	1	114	72	42	127	5.0	1.9	2	1	1	125	79	46
Black or African American	393	15.6	7.5		1	0	1	392	204	188	396	15.5	7.5	1	0	1	395	206	189	380	15.0	7.1	1	0	1	379	200	179
Hispanic or Latino	253	10.0	4.8		1	1	0	252	131	121	267	10.5	5.1	1	1	0	266	136	130	250	9.9	4.7	1	1	0	249	129	120
Native Hawaiian Or Pacific Islander	0	0.0	0.0		0	0	0	0	0	0	0	0.0	0.0	0	0	0	0	0	0	1	0.0	0.0	0	0	0	1	1	0
White	1627	64.6	22.9		38	29	9	1589	1021	568	1662	65.2	23.7	37	29	8	1625	1030	595	1658	65.5	23.4	37	29	8	1621	1037	584
Two or More Races	11	0.4	0.1		0	0	0	11	9	2	8	0.3	0.0	0	0	0	8	7	1	6	0.2	0.0	0	0	0	6	5	1
Other	123	4.9	2.3		9	8	1	114	58	56	93	3.6	2.1	11	9	2	82	30	52	101	4.0	2.5	11	9	2	90	28	62
U.S. Total	2520	–	39.2		53	40	13	2467	1491	976	2548	–	40.2	53	40	13	2495	1483	1012	2530		39.8	53	40	13	2477	1482	995

*Senior Management includes Vice President and above; workforce includes all else

Topic	Reporting Requirement	Aptar's Response
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
	Management Approach The reporting organization shall report its management approach for freedom of association and collective bargaining using GRI 103: Management Approach.	Freedom of association and collective bargaining at Aptar are recognized as lawful employee rights. We comply with employment and applicable laws of every country in which we operate. Please see Table 102-41 for a breakdown of the total employees covered by collective bargaining agreements.
407-1	a. Operations and suppliers in which workers’ rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights	While we have not identified any suppliers as high risk in this area, within Aptar's Sustainable Purchasing Charter , we expect our suppliers to “Preserve the freedom of association and the right to collective bargaining and allow for a representative elect representative to handle conflict.”
GRI 408: CHILD LABOR		
	Management Approach The reporting organization shall report its management approach for child labor using GRI 103: Management Approach. 	Aptar complies with the International Labor Organization standards in that regard (Convention N° 138). We are committed to ensuring that child labor is not taking place in our company, as child labor deprives children of their childhood, their potential and their dignity and can be harmful to their physical and mental development.
408-1	a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work.” b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk.” c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.”	<p>Due to the nature of our business and industry, the risk of incidents of child labor are low. Within our Modern Slavery Policy within the Aptar Code of conduct it is detailed that “the Company is committed to a work environment that is free from Human Trafficking, Forced and Compulsory Labor and Child Labor.” Within our Sustainable Purchasing Charter, it is detailed that Aptar expects our suppliers to “Not employ child labor or allow any form of exploitation of children, i.e.:</p> <ul style="list-style-type: none">• Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education;• Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees.” <p>None of these activities are tolerated by our company, and we similarly expect that our suppliers prohibit this conduct. Aptar takes these prohibitions seriously and may impose significant penalties for violations of these rules, which could result in discharge of employees, subcontractors, or agents. Employees having knowledge of such violations must report them immediately. Aptar is committed to cooperation with law enforcement or government authorities relating to violations of these rules.</p>

Topic	Reporting Requirement	Aptar's Response
GRI 409: FORCED or COMPULSORY LABOR		
	Management Approach The reporting organization shall report its management approach for forced or compulsory labor using GRI 103: Management Approach.	<p>Aptar is committed to respecting and promoting human rights everywhere in the world. We have signed the United Nations Global Compact in 2020, which is a step further toward responsible business practices and principles and strategic actions to advance broader societal goals derived from the Universal Declaration of Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.</p> <p>Aptar prohibits the use of forced labor, child labor, human trafficking and modern day slavery. We are committed to wider efforts to prohibit and eliminate such practices from our global supply chains by communicating our policy to all suppliers and taking all reasonable action to ensure compliance. Aptar sites are annually audited by Sedex organization leading world'sethical trade service, and by suppliers as detailed withinour Sustainable Purchasing Charter.</p> <p>Aptar takes these prohibitions seriously and may impose significant penalties for violations of these rules, which could result in discharge of employees, subcontractors, or agents. Employees having knowledge of such violations must report them immediately. Aptar is committed to cooperation with law enforcement or government authorities relating to violations of these rules.</p>
409-1	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor. 	<p>Due to the nature of our business and industry, the risk of incidents of forced or compulsory labor are low. Within our Modern Slavery Policy under the Aptar Compliance Manual, it is detailed that “the Company is committed to a work environment that is free from Human Trafficking, Forced and Compulsory Labor and Child Labor.” Within our Sustainable Purchasing Charter, it is detailed that Aptar expects our suppliers to “Not employ child labor or allow any form of exploitation of children, i.e.:</p> <ul style="list-style-type: none">• Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education;• Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees.” <p>In 2021, Aptar also released a new Human Rights Policy to further address these areas.</p>

Topic	Reporting Requirement	Aptar's Response
GRI 412: HUMAN RIGHTS ASSESSMENT		
	<p>Management Approach</p> <p>The reporting organization shall report its management approach for human rights assessment using GRI 103: Management Approach.</p>	<p>Aptar is committed to respecting and promoting human rights everywhere in the world. In 2020, Aptar announced that we joined the United Nations (UN) Global Compact as a signatory. The UN Global Compact is the world's largest citizenship initiative, which focuses on universal principles in the areas of human rights, labor, environment and anti-corruption. Through our efforts as a member company of the World Business Council for Sustainable Development, and our commitments to create a more circular and sustainable world, we commit to upholding the Global Compact principles and deepening our efforts in these areas. Annually, we release an annual Communication of Progress as detailed by the organization to disclose our continued support of the principles, describe our practical actions toward implementation and measure our outcomes. Please see our most recent <u>UN Global Compact Communication of Progress</u>.</p> <p>Aptar communicates its expectations that all employees respect all applicable laws, including laws regarding human rights, through its <u>Code of Conduct</u>. On an annual basis, the Code of conduct is distributed to all managers and professionals and each recipient is required to sign their agreement to abide by the Code or note where they cannot comply. In 2021, Aptar also released a new <u>Human Rights Policy</u> to further address these areas.</p>

412-1	Employee training on human rights policies or procedures	Human Rights issues are addressed through our Compliance training program, whether with during face-to-face training sessions or within the new e-learning we recently launched.
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Topic	Reporting Requirement	Aptar's Response
GRI 413: LOCAL COMMUNITIES		


	<p>Management Approach</p> <p>The reporting organization shall report its management approach for local communities using GRI 103: Management Approach.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>1NO POVERTY</div><div>2ZERO HUNGER</div></div></div>	<p>Aptar recognizes the importance of social responsibility within our local communities and beyond.</p> <p>Aptar has developed a three-tiered approach to community involvement:</p> <ul style="list-style-type: none">-AptarGroup Inc. Charitable Foundation-Global Charitable Giving-Employee Volunteerism <p>The AptarGroup Charitable Foundation was established to provide funding and support for charitable organizations. At a regional, country and local level, Aptar sites and employees are encouraged to give back to their communities through donations and volunteering. Much of this activity is coordinated by local Human Resources Teams at the location. Through the Corporate Grant Program and the Employee Matching Gift Program, the Foundation supports eligible 501(c)(3) organizations in the fields of Health and Human Services, Higher Education and Culture and the Arts. On a bi-annual basis, the Foundation Board carefully reviews and selects eligible organizations for grant funding, concentrating on Health and Human Service agencies located where our employees live and work. The Matching Gift Program supports eligible organizations who receive donations by our employees with a two for one match. The donations through the Foundation are restricted to U.S. organizations, based on the U.S. IRS tax-exempt status of the Foundation. The AptarGroup Charitable Foundation also sponsors the Ervin J. LeCoque Leadership Scholars Program, designed to provide financial assistance for higher education to sons and daughters of AptarGroup North America employees. The scholarship program is administered by Scholarship Management Services®, a division of Scholarship America®. Offering these opportunities is a way for the AptarGroup Charitable Foundation to identify talented future leaders among the children of its employees and help them achieve their goals.</p> <p>In addition, Aptar has partnered with CARE®, a 501(c) organization who works around the globe to save lives, defeat poverty and achieve social justice. CARE's mission aligns with our purpose, values and mission to further diversity and inclusion, empower women and to support the communities where we live and work, along with global communities who are the most marginalized and the most in need. Through our ongoing sponsorship, Aptar will support CARE's mission, including education programming, women's economic empowerment efforts, and CARE's Crisis Response Campaign, sponsoring the Fast + Fair COVID-19 Vaccine Response Campaign. Aptar is also supporting CARE's humanitarian efforts in Ukraine in 2022.</p> <p>In 2020, Aptar released a <u>Community Engagement and Global Giving Policy</u> to set a global standard for community engagement. From 2017 to 2021, the Aptar Charitable Foundation has given almost \$1.9 million in matching gifts and corporate grants.</p>
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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>Aptar allows employees to engage on a variety of different levels in communities where we operate as well as where they reside. Aptar believes in supporting our communities and we treat all stakeholders and partners fairly.</p> <p>Due to the heterogeneous nature of local communities, Aptar considers the differentiated nature of communities and the distinct and specific vulnerabilities these groups can suffer as a result of Aptar's activities. Aptar recognizes its social responsibility to reduce the negative impacts and increase the positive impacts our business has on our local communities and beyond. At a regional, country, and local level, Aptar sites and employees are encouraged to give back to their communities through charitable donations and volunteering, and this is managed through a series of site and regional specific programs. All actions taken within a facility must be aligned with local, state and/or country guidelines. In light of this, many of our social policies are governed at the local or regional level. In 2020, the Community Engagement and Global Giving Policy, helped to make a global standard of our three-tiered approach to community involvement. Examples of community involvement at our global Aptar locations can be found on pages 22-23.</p>
GRI 414: SUPPLIER SOCIAL ASSESSMENT		

	<p>Management Approach</p> <p>New suppliers that were screened using social criteria.</p>	<p>Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we entered into a partnership with EcoVadis end of 2020 to advance our supplier screening capabilities. We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa). In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba provides alerts on more than 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.</p>
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Topic	Reporting Requirement	Aptar's Response
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
414-1	New suppliers that were screened using social criteria.	<p>Previous to 2018, we selected a few strategic suppliers in North America and Europe to receive a social and environmental screening audit; all of our new suppliers were screened as well. At that time, other regions also screened suppliers for environmental and social impacts, but these results were not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to coordinate a standardized, global program. Piloted in 2019, in 2020 Aptar entered into partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process.</p> <p>In 2021, we launched several initiatives to onboard suppliers on EcoVadis. Based on EcoVadis data, we are assessing the supplier portfolio performance on key EHS domains: conflict minerals, energy consumption & GHGs, diversity & inclusion activity, employee safety & working conditions, corruption & human rights, sustainable procurement. At this stage (February 2022), we have 308 suppliers with an EcoVadis score that are representing 46% of our total 2021 spend (60%+ of Scope 3 suppliers & 30%+ of non-Scope 3 suppliers). In 2022 we will continue to onboard suppliers to reach 65%+ of Scope 3 suppliers spend. Of vendors rated, 79% have a score above 45 within the EcoVadis platform.</p> <p>In 2021, we initiated the definition of a Supplier Diversity program consistent with Aptar DE&I strategy and supportive of the requirements of the markets in which we operate. In 2022 we will launch Aptar Supplier Diversity program with specific targets per region. In 2022, one of our objectives is to build supplier sustainability roadmaps for key categories like energy, resin, metal and transportation.</p>



414-2	<p>Negative social impacts in the supply chain and actions taken.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5 GENDER EQUALITY</div><div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div></div></div>	<p>In 2021, through a combination of on-site, remote and self audits, more than 50 suppliers were audited on environmental, energy, sustainability, and safety topics. These audits are in addition to scheduled quality audits. Additionally, through the EcoVadis program, data on social and environmental topics are collected from our key suppliers. In the coming years, we are looking to develop a more robust, harmonized, program with additional metrics for reporting within our supply chain.</p>
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Topic	Reporting Requirement	Aptar's Response
GRI 415: PUBLIC POLICY		
	Management Approach The reporting organization shall report its management approach for public policy using GRI 103: Management Approach.	Aptar does not associate with any political groups, nor does the company make any political contributions, either directly or indirectly.
415-1	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated.	Not applicable
GRI 416: CUSTOMER HEALTH AND SAFETY		
	Management Approach The reporting organization shall report its management approach for customer health and safety using GRI 103: Management Approach.	<p>Due to the highly regulated nature of our industry, Aptar products are subject to strict compliance checks (compositional screening, risk assessment, regulatory conformity controls, etc.). The goal is to protect workers, consumers and the environment. Aptar does not sell any products that are banned in certain markets or are the subject of stakeholder questions or public debate. Please see GRI 102-11 for information about how Aptar uses the precautionary principle.</p> <p>In 2020, we started 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). Since the end of 2021 Aptar has undertaken to phase out of PFAS (Per and polyfluoroalkyl substances). See page 30 for more information on this topic. The company is involved at various levels in strategically relevant multiorganizational forums covering a wide range of topics related to this topic.</p>
416-1	Assessment of the health and safety impacts of product and service categories.	Over the past few years, Aptar has taken a range of significant actions to eliminate chemicals of concern within our own product lines. All of Aptar products are assessed for health and safety impacts and improvement. Defined KPIs are currently in place to monitor these actions.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services. 	<p>Aptar experienced no significant incidents of non-compliance concerning the health and safety impacts of products during the reporting year. All of these events are on the basis that we are monitoring towards full compliance. The intensive cooperation between our regulatory teams, the purchasing and sales teams ensures that no violations or complaints arise in connection with health and safety impacts. Legislative changes are closely monitored and promptly implemented using a proactive approach.</p> <p>All customer complaints are carefully reviewed. If necessary, corrective measures are taken and their execution is carefully monitored.</p>
GRI 417: MARKETING AND LABELING		

Management Approach

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

Aptar does not provide product and service information and labeling. Our customers provide labeling on their total packaging solutions. In 2020 Aptar developed a greenwashing 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.

Topic	Reporting Requirement	Aptar's Response
GRI 417: MARKETING AND LABELING		
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: ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures. 	Not applicable
417-2	Incidents of non-compliance concerning product and service information and labeling.	Aptar experienced no significant incidents of non-compliance concerning product and service information and labeling during the reporting year.
417-3	Incidents of non-compliance concerning marketing communications.	Aptar experienced no significant incidents of non-compliance concerning marketing communications during the reporting year. We control greenwashing through adherence to an internal EHS & Sustainability Communications Policy. In 2020, we developed a greenwashing avoidance training module for sales and marketing professionals to help advance Aptar's sustainability communications.
GRI 418: CUSTOMER PRIVACY		
	Management Approach The reporting organization shall report its management approach for customer privacy using GRI 103: Management Approach.	Aptar is mindful of the protection of the privacy of each Internet user and complies with data protection laws and considers it essential to inform user(s) in a clear and transparent way about the use of cookies while browsing on the Aptar's website. Further information on privacy topics can be found within Aptar's General Terms and Conditions of Use, Privacy and Cookies Policy on Aptar.com (Latest updated in April 2022). In April 2022, Aptar entered into partnership with CyberVadis, a third-party supplier assessment organization for cybersecurity, to monitor, manage and report our cybersecurity for our customers.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 	There have been no material incidents concerning privacy breaches or a loss 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> <p>i. total monetary value of significant fines;</p> <p>ii. total number of non-monetary sanctions;</p> <p>iii. cases brought through dispute resolution mechanisms.</p> <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>	Not applicable

SUSTAINABLE
DEVELOPMENT
GOALS

16
PEACE, JUSTICE
AND
STRONG
INSTITUTIONS

GRI APPENDIX

Employee Category Definitions

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

