# GRI Index

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| **GRI 1: Foundation** | | |
| **1-1** | Foundation 2021 | Aptar has reported in accordance with the GRI Standards for the period January 1 through December 31, 2022. While in past years we have obtained limited assurance of our eco-efficiency data, this year we have acquired a reasonable level of assurance verifying the accuracy of carbon emissions and associated absolute energy, waste and water data. The table below shows Aptar's general disclosures, material topics, and specific standard disclosure. |

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| **GRI 2: General Disclosures** | | |
| **2-1** | a. report its legal name;<br>b. report its nature of ownership and legal form;<br>c. report the location of its headquarters;<br>d. report its countries of operation. | a. AptarGroup, Inc.<br>b. AptarGroup 2022 Annual Report (PDF: page 8)<br>c. Crystal Lake, Illinois, USA<br>d. AptarGroup 2022 Annual Report (PDF: page 25) |
| **2-2** | a. list all its entities included in its sustainability reporting;<br>b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting;<br>c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including:<br>i. whether the approach involves adjustments to information for minority interests;<br>ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities;<br>iii. whether and how the approach differs across the disclosures in this Standard and across material topics. | AptarGroup 2022 Annual Report (PDF: page 25) Geographic breakdown of these locations can also be found within the AptarGroup 2022 Annual Report (PDF: page 25). |
| **2-3** | a. specify the reporting period for, and the frequency of, its sustainability reporting;<br>b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;<br>c. report the publication date of the report or reported information;<br>d. specify the contact point for questions about the report or reported information. | a. This report covers activities from January 1, 2022 to December 31, 2022 unless otherwise noted.<br>b. Reporting Period for financial reporting is the same as above<br>c. Report Published: May 30, 2023<br>d. Beth Holland<br>Vice President, Global Sustainability<br>Beth.Holland@aptar.com<br><br>Taylor Price<br>Senior Manager, Global Sustainability<br>Taylor.Price@aptar.com |

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| **2-4** | a. report restatements of information made from previous reporting periods and explain:<br>i. the reasons for the restatements;<br>ii. the effect of the restatements. | Our disclosures are verified in multiple ways including internal and external audits. The following restatements were made upon discovering a discrepancy which resulted in a +/-5% variance, as compared to a previous disclosure:<br>• 305-4: We discovered a typo in a formula used to populate the emissions tables for our 2021 Corporate Sustainability Report (page 55) whereby the formula for the 2021 value for Total Emissions (Scope 1 + Scope 2 market + Scope 3) Intensity was normalized on the wrong denominator (using the year 2019 production value instead of the value from year 2021). This has been corrected. The result is a +14% increase in what was originally reported.<br>• 306-4: We discovered an error in the value reported, due to a misclassification of waste by a site in LATAM, in the 2021 Corporate Sustainability Report (page 57) for hazardous waste total in 2020. This has been corrected. The result is a -86% difference in what was originally reported.<br>• 306-4: Due to the error described above, the total waste reported in 2020 was also affected. This has been corrected. The result is a -9% difference in what as originally reported. |
| **2-5** | a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved;<br>b. if the organization's sustainability reporting has been externally assured:<br>i. provide a link or reference to the external assurance report(s) or assurance statement(s);<br>ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;<br>iii. describe the relationship between the organization and the assurance provider. | About This Report<br>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. While in past years we have obtained limited assurance of our eco-efficiency data, this year we obtained reasonable external assurance from SGS do Brasil Ltda for our Scope 1, 2 and 3 GHG emissions based in accordance with the UNI EN ISO 14064-1:2012 Standard. Additional information was verified, on a sample basis. In addition to GHG emissions, this 2022 verification includes our metrics on renewable energy, waste and water:<br>• 2022 Verification Statement for ISO 14064-1 Compliant Greenhouse Gas Emissions (Categories 1-6)<br>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. |

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| **2-6** | a. report the sector(s) in which it is active;<br>b. describe its value chain, including:<br>i. the organization's activities, products, services, and markets served;<br>ii. the organization's supply chain;<br>iii. the entities downstream from the organization and their activities;<br>c. report other relevant business relationships;<br>d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period. | a. AptarGroup 2022 Annual Report (PDF: pages 11-15)<br>b. AptarGroup 2022 Annual Report (PDF: pages 11-15)<br>Aptar sources raw materials, components, equipment, services and nonproduction items (e.g., energy and transportation) from suppliers around the world. The sourcing strategy is primarily regional thus limiting intercontinental transportations of products. In 2022, 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.<br>c. Aptar global locations: https://www.aptar.com/global-locations/<br>d. Not applicable |

**TABLE 2-7: TOTAL NUMBER OF EMPLOYEES**

| | | 2022 HEADCOUNT | | | 2022 | 2021 | 2020 |
|---|---|---|---|---|---|---|---|
| HUMAN RESOURCES REGION | EMPLOYEE CATEGORY | MALE | FEMALE | TOTAL | TOTAL | TOTAL | TOTAL |
| EMEA | Unlimited term Contract | 4,888 | 2,534 | 7,422 | 8,153 | 7,813 | 7,674 |
| | Fixed Term Contract | 445 | 286 | 731 | | | |
| | Temporary (Agency) | 1,081 | 666 | 1,747 | 1,747 | 1,515 | 1,164 |
| North America | Unlimited term Contract | 1,532 | 982 | 2,514 | 2,545 | 2,389 | 2,432 |
| | Fixed Term Contract | 20 | 11 | 31 | | | |
| | Temporary (Agency) | 160 | 98 | 258 | 258 | 357 | 172 |
| LATAM | Unlimited term Contract | 839 | 538 | 1,377 | 1,388 | 1,337 | 1,292 |
| | Fixed Term Contract | 9 | 2 | 11 | | | |
| | Temporary (Agency) | 27 | 40 | 67 | 67 | 29 | 161 |
| Asia | Unlimited term Contract | 624 | 412 | 1,036 | 1,409 | 1,334 | 1,228 |
| | Fixed Term Contract | 222 | 151 | 373 | | | |
| | Temporary (Agency) | 304 | 301 | 605 | 605 | 703 | 608 |
| Aptar Total | Unlimited term Contract | 7,883 | 4,466 | 12,349 | 13,495 | 12,873 | 12,626 |
| | Fixed Term Contract | 696 | 450 | 1,146 | | | |
| | Temporary (Agency) | 1,572 | 1,105 | 2,677 | 2,677 | 2,604 | 2,105 |
| Aptar Total | Full Time | 8,059 | 4,347 | | | | |
| | Part Time | 148 | 319 | | | | |

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| **2-7** | a. report the total number of employees, and a breakdown of this total by gender and by region;<br>b. report the total number of:<br>i. permanent employees, and a breakdown by gender and by region;<br>ii. temporary employees, and a breakdown by gender and by region;<br>iii. non-guaranteed hours employees, and a breakdown by gender and by region;<br>iv. full-time employees, and a breakdown by gender and by region;<br>v. part-time employees, and a breakdown by gender and by region;<br>c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:<br>i. in head count, full-time equivalent (FTE), or using another methodology;<br>ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;<br>d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;<br>e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods. | Total number of employees: approximately 13,500. Please note that headcount include active internal employees only. Employees on long-term leave, retired, external and interns and temporary workers are excluded.<br>Please see **Table 2-7**, of employees by region, gender and employee type for 2022, 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. |
| **2-8** | a. report the total number of workers who are not employees and whose work is controlled by the organization and describe:<br>i. the most common types of worker and their contractual relationship with the organization;<br>ii. the type of work they perform;<br>b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:<br>i. in head count, full-time equivalent (FTE), or using another methodology;<br>ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;<br>c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods. | 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, 2022 data includes employee headcount for our Voluntis, Digital Health, Libertyville and Noble HF acquisitions. |

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| **2-9** | a. describe its governance structure, including committees of the highest governance body;<br>b. list the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people;<br>c. describe the composition of the highest governance body and its committees by:<br>i. executive and non-executive members;<br>ii. independence;<br>iii. tenure of members on the governance body;<br>iv. number of other significant positions and commitments held by each member, and the nature of the commitments;<br>v. gender;<br>vi. under-represented social groups;<br>vii. competencies relevant to the impacts of the organization;<br>viii. stakeholder representation. | a. See AptarGroup Governance Highlights and 2023 Proxy Filing (PDF Pages: 21-22)<br>b. See Aptar's 2023 Proxy Filing (PDF Pages: 23-29). More information, specifically related Board oversight to ESG topics can be found within Aptar's 2022 CDP Climate Change Questionnaire Response.<br>c. See Aptar's 2023 Proxy Filing (PDF Page: 12 and Pages 26-27) |
| **2-10** | a. describe the nomination and selection processes for the highest governance body and its committees;<br>b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:<br>i. views of stakeholders (including shareholders);<br>ii. diversity;<br>iii. independence;<br>iv. competencies relevant to the impacts of the organization. | See Aptar's 2023 Proxy Filing (PDF Pages: 14-21)<br>Also See Aptar's Corporate Governance Principles |
| **2-11** | a. report whether the chair of the highest governance body is also a senior executive in the organization;<br>b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated. | See Aptar's 2023 Proxy Filing (PDF Page 4 and Page 15) |
| **2-12** | a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;<br>b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:<br>i. whether and how the highest governance body engages with stakeholders to support these processes;<br>ii. how the highest governance body considers the outcomes of these processes;<br>c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review. | See Aptar's 2023 Proxy Filing (PDF Pages: 14-21)<br>See GRI 2-13 for more information |

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| **2-13** | a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including:<br>i. whether it has appointed any senior executives with responsibility for the management of impacts;<br>ii. whether it has delegated responsibility for the management of impacts to other employees;<br>b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people. | 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 the Science Based Targets Initiative and plans along our energy road map.<br><br>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.<br><br>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 2022 progress toward public sustainability targets. More information can be found with Aptar's CDP Climate Change Questionnaire Response. |

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| **2-14** | a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;<br>b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this. | The Board of Directors Governance Committee participated in the most recent materiality assessment and reviewed year-end 2022 progress toward public sustainability targets. More information can be found with Aptar's CDP Climate Change Questionnaire Response. See GRI 2-13 for more information. |
| **2-15** | a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;<br>b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:<br>i. cross-board membership;<br>ii. cross-shareholding with suppliers and other stakeholders;<br>iii. existence of controlling shareholders;<br>iv. related parties, their relationships, transactions, and outstanding balances. | 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.<br>Additional information and recommendation on this topic are found within our internal Code of Conduct and regular training is provided on this topic.<br>An independent third-party SAAS whistleblower hotline is in place to enable anonymous reporting of potential conflicts.<br>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.<br>Potential conflicts of interests can also be reported to the Compliance Officer and relevant processes are then put in place to mitigate the risks.<br>Also see Aptar's Director Independence Standards |
| **2-17** | a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development. | 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. |
| **2-18** | a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people;<br>b. report whether the evaluations are independent or not, and the frequency of the evaluations;<br>c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices. | See Aptar's Corporate Governance Principles |

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| **2-19** | a. describe the remuneration policies for members of the highest governance body and senior executives, including:<br>i. fixed pay and variable pay;<br>ii. sign-on bonuses or recruitment incentive payments;<br>iii. termination payments;<br>iv. clawbacks;<br>v. retirement benefits;<br>b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people. | See Aptar's 2023 Proxy Filing (PDF Pages 30-31) |
| **2-20** | a. describe the process for designing its remuneration policies and for determining remuneration, including:<br>i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;<br>ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;<br>iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives;<br>b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable. | See Aptar's 2023 Proxy Filing (PDF Pages 30-31) |
| **2-21** | a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual);<br>b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual);<br>c. report contextual information necessary to understand the data and how the data has been compiled. | See Aptar's 2023 Proxy Filing (PDF Pages 71-72) |
| **2-22** | a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development." | See CEO Letter on page 7-8 |

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| **2-23** | a. describe its policy commitments for responsible business conduct, including:<br>i. the authoritative intergovernmental instruments that the commitments reference;<br>ii. whether the commitments stipulate conducting due diligence;<br>iii. whether the commitments stipulate applying the precautionary principle;<br>iv. whether the commitments stipulate respecting human rights;<br>b. describe its specific policy commitment to respect human rights, including:<br>i. the internationally recognized human rights that the commitment covers;<br>ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment;<br>c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;<br>d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;<br>e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships;<br>f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties. | a. The Code of Conduct summarizes the long-standing principles that Aptar and its subsidiaries follow to ensure integrity and compliance with the law.<br>b. 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. As detailed in our Code of Business Conduct & Ethics, each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors and employees. Since 2016, Aptar has offered a phone and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified).<br>c. See more about our policies: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy.<br>d. See more about our policies: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy.<br>e. See more about our policies: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy.<br>f. See more about our policies: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy. |
| **2-24** | a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:<br>i. how it allocates responsibility to implement the commitments across different levels within the organization;<br>ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures;<br>iii. how it implements its commitments with and through its business relationships;<br>iv. training that the organization provides on implementing the commitments. | Every product manufactured by Aptar must comply with applicable regulations in the regions where it is produced. To ensure compliance, full transparency and better protect consumers and the environment, Aptar has set up dedicated regulatory and quality policies and control departments tasked with:<br>• Carrying out continuous regulatory monitoring and selecting key relevant requirements<br>• Anticipating upcoming laws and regulations<br>• Providing customers with relevant material data<br>• Proactively collaborating with the supply chain to phase out potentially hazardous substances<br>• Meeting customer-specific needs regarding substances of interest<br>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. For more details, see our Strategy on Page 4, and See more about our policies: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy. |

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| **2-25** | a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;<br>b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;<br>c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;<br>d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;<br>e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback. | a. As detailed in our Code of Business Conduct & Ethics, each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors and employees. Since 2016, Aptar has offered a phone- and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified). See more about our policies: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy.<br>b. Since 2016, Aptar has offered a phone- and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified).<br>c. The Compliance Officer and/or the Audit Committee investigates all reports of violations. Employees are not involved int the investigation of their own reported grievances, and are encouraged to leave such investigation to the appropriate persons, as identified by the Compliance Officer and/or the Audit Committee. Persons investigating are of a limited number and bound by an enhanced obligation of confidentiality. In addition, access to the data processing and to the reports is limited and protected in accordance with the applicable law and regulation.<br>d. Further, to protect the reporting individual and potential witnesses, the written investigation report is not provided to the reporting individual, person(s) of concern, witnesses or other interviewed employees. Only verbal conclusions are provided to the reporting individual and the person(s) of concern. If the result of an investigation indicates that corrective action is required, Aptar or the Audit Committee will decide the course of action, including, when appropriate, legal proceedings and disciplinary procedure, which may lead to sanctions in accordance with applicable law and regulation, up to and including termination, to rectify the problem and avoid the likelihood of its recurrence.<br>e. As an opportunity for improvement to the system and process is identified, Aptar implements the necessary change. This is an on-going evaluation and not a formal assessment of the system. |

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| **2-26** | a. describe the mechanisms for individuals to:<br>i. seek advice on implementing the organization's policies and practices for responsible business conduct;<br>ii. raise concerns about the organization's business conduct. | Aptar has an internal Legal Affairs department with global representation. Employees are encouraged to seek advice about ethical and lawful behavior, and organization integrity, by contacting a member of the Legal department. Aptar has several alternatives for reporting concerns about unethical or unlawful behavior:<br>• 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.<br>• Second, employees also have the ability to report through Aptar's Compliance Officers.<br>• Third, employees can report through their managers or through their local human resources department.<br>• Fourth, employees can report directly to the Audit Committee Chairman (contact info is listed in Aptar's Code of Conduct). |
| **2-27** | a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:<br>i. instances for which fines were incurred;<br>ii. instances for which non-monetary sanctions were incurred;<br>b. report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:<br>i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;<br>ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;<br>c. describe the significant instances of non-compliance;<br>d. describe how it has determined significant instances of non-compliance. | a. Aptar experienced no significant fines or non-monetary sanctions for noncompliance with environmental laws and/or regulations during the reporting year.<br>b. Above and beyond legal requirements, employee representation is encouraged through varying location-specific initiatives.<br>i. Not applicable |
| **2-28** | a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role. | 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 Aptar's Circular Economy (page 40). |

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|---|---|---|
| **GRI 2: General Disclosures** | | |
| **2-29** | a. describe its approach to engaging with stakeholders, including:<br>i. the categories of stakeholders it engages with, and how they are identified;<br>ii. the purpose of the stakeholder engagement;<br>iii. how the organization seeks to ensure meaningful engagement with stakeholders. | 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. In 2020 Corporate Sustainability Report, we went into extensive detail about our most recent formal stakeholder engagement exercise within the GRI 3 indicator. We encourage you to view this information for more details on this stakeholder engagement and a summary of our findings.<br>**Internal:**<br>• 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.<br>• Board of Directors: Important to provide experiential oversight that is relevant to our end markets and regions.<br>**External:**<br>• Customers: Customers play an important role as a stakeholder. Much of our engagement with customers is through collaboration and feedback.<br>• 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.<br>• 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.<br>• 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.<br>• 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.<br>• Communities: Aptar strives to support the communities in which we live and work. Community engagement is managed at the local and site level.<br>Refer to GRI 3 for the list of stakeholders and selection process. In 2021 and 2022, Aptar validated results from the 2020 materiality assessment process and confirmed no major changes. At the time of this report release we have launched an ambitious double-materiality assessment, including evaluation and gap analysis against the European Taxonomy. This activity aligns to the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the results will be made publicly available within the timeline required by the Directive. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 2: General Disclosures** | | |
| **2-30** | a. report the percentage of total employees covered by collective bargaining agreements;<br>b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations. | Please see **Table 2-30** below. We believe this information to be accurate +/-10%. |

**TABLE 2-30: PERCENTAGE OF TOTAL EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS**

| HUMAN RESOURCES REGION | 2022 (%) | 2021 (%) | 2020 (%) |
|---|---|---|---|
| Central Europe | 67% | 67% | 66% |
| West Europe | | | |
| South Europe | | | |
| North America | 0% | 0% | 2% |
| China | 100% | 100% | 100% |
| Southeast Asia and India | 0% | 0% | 0% |
| Latin America | 84% | 83% | 86% |
| Aptar Total | 57% | 50% | 49% |

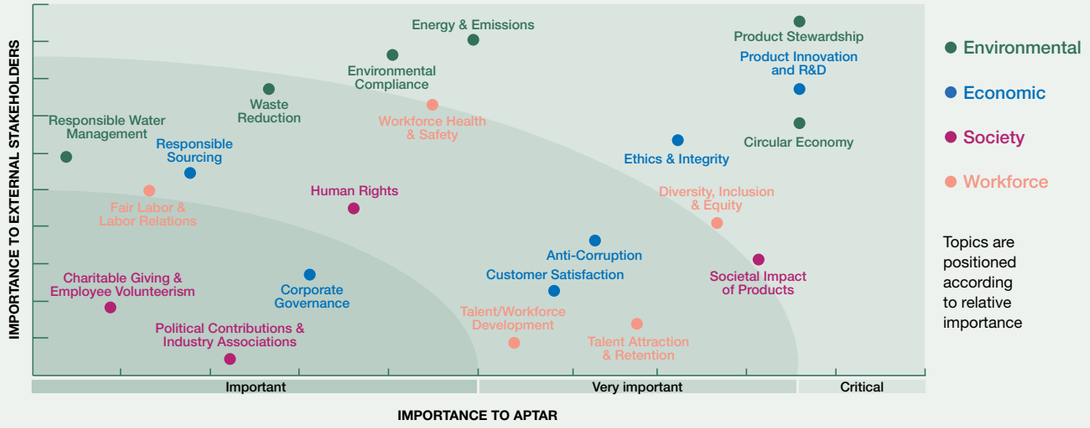
| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 3: Material Topics** | | |
| **3-1** | a. describe the process it has followed to determine its material topics, including:<br>i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;<br>ii. how it has prioritized the impacts for reporting based on their significance;<br>b. specify the stakeholders and experts whose views have informed the process of determining its material topics. | a. Aptar completed a thorough materiality assessment in 2020. The materiality assessment is used to inform our sustainability strategy, to structure our sustainability reporting, and to further engage both internal and external stakeholders. An overview of the results are provided on page 54, and more details can be found within the 2020 Corporate Sustainability Report. In 2021 and 2022, Aptar validated results from the 2020 materiality assessment process and confirmed no major changes.<br>i. Aptar conducted benchmarking of various sources including peers, customers, industry associations and investors. We developed a high-level view of the overall value chain and this information helped us identify a list of priority topics under four main themes: environment, economic, society and workforce.<br>ii. Following data collection and interviews, topics were scored across sources via fact-based modeling. Insights from stakeholder engagement and value chain were synthesized and prioritized accordingly. Topics are positioned on our matrix according to relative importance as scored by both internal and external stakeholders.<br>b. As was provided in detail in the 2020 report, the following stakeholders and experts informed the process of determining the material topics:<br>• Internal:<br>• Employees, including corporate leadership and core sustainability teams<br>• Board of Directors<br>• External:<br>• Customers<br>• Investors<br>• Peers<br>• Industry Associations, NGOs and Research Organizations<br>• Regulatory Bodies<br>• Communities<br>In 2023, by the time this 2022 Corporate Sustainability Report was released, Aptar had launched an ambitious double-materiality assessment, including evaluation and gap analysis against the European Taxonomy. This activity aligns to the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the results will be made publicly available within the timeline required by the Directive. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 3: Material Topics** | | |
| **3-2** | a. list its material topics;<br>b. report changes to the list of material topics compared to the previous reporting period. | a. Aptar completed a thorough materiality assessment in 2020. This materiality assessment is used to inform our sustainability strategy, to structure our sustainability reporting and to further engage both internal and external stakeholders. An overview of the results is provided on page 54, and more details can be found within the 2020 Corporate Sustainability Report. In 2021 and 2022, Aptar validated results from the 2020 materiality assessment process and confirmed no major changes.<br>Topics identified as critical to Aptar, are as follows:<br>• Environmental Compliance<br>• Management of Energy & Emissions, including sourcing renewable electricity and decarbonization<br>• Ethics & Integrity<br>• Diversity, Equity and Inclusion<br>• Designing Products for Sustainability<br>  • Product Stewardship, including environmental and societal impacts<br>  • Improving Circularity, including offering products with recycled materials and that are recyclable, reusable or compostable<br>b. In 2023, by the time this 2022 Corporate Sustainability Report was released, Aptar had launched an ambitious double-materiality assessment, including evaluation and gap analysis against the European Taxonomy. While we do not anticipate any of our current material topics will drop from the list provided above for 2022, it is possible that the 2023 assessment, as compared to our previous materiality assessments, will show a heightened importance on phasing out chemicals of concern such as PFAS (see page 41), biodiversity and/or water - topics for which we have already begun increasing focus. This materiality assessment activity aligns to the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the results will be made publicly available within the timeline required by the Directive. |

| Environment | Economic | Society | Workforce |
|---|---|---|---|
| • Circular Economy | • Anti-Corruption | • Charitable Giving and Employee Volunteerism | • Diversity, Inclusion and Equity |
| • Energy and Emissions | • Corporate Governance | • Human Rights | • Fair Labor and Labor Relations |
| • Environmental Compliance | • Customer Satisfaction | • Political Contributions and Industry Associations | • Talent Attraction and Retention |
| • Product Stewardship | • Ethics and Integrity | • Societal Impact of Products | • Talent and Workforce Development |
| • Responsible Water Management | • Product Innovation and R&D | | • Workforce Health and Safety |
| • Waste Reduction | • Responsible Sourcing | | |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 3: Material Topics** | | |
| **3-3** | a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;<br>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;<br>c. describe its policies or commitments regarding the material topic;<br>d. describe actions taken to manage the topic and related impacts, including:<br>  i. actions to prevent or mitigate potential negative impacts;<br>  ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;<br>  iii. actions to manage actual and potential positive impacts;<br>e. report the following information about tracking the effectiveness of the actions taken:<br>  i. processes used to track the effectiveness of the actions;<br>  ii. goals, targets, and indicators used to evaluate progress;<br>  iii. the effectiveness of the actions, including progress toward the goals and targets;<br>  iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;<br>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | a.-d. Aptar's Public Sustainability Commitments can be found on page 9. Each of these commitments are aligned to topics that are of high material importance to Aptar and our stakeholders. We use the entirety of our annual Corporate Sustainability Reports to report on these topics, where Aptar is involved (both positive and negative impacts), our policies, and the actions we have taken to manage the topics during the reporting year.<br>e. We have disclosed the effectiveness of the actions we are taking toward our material topics and public commitments throughout this report.<br>f. We rely on our collaborative relationships to inform our sustainability strategy, to identify our strategic roadmaps for addressing material topics, and to set our public targets. |

**Topics for Prioritization**



# Specific Standard Disclosures

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 201: Economic Disclosures** | | |
| **Management** | The reporting organization shall report how it manages economic performance using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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:<br>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'.<br>b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance. | a. AptarGroup 2022 Annual Report (PDF: page 44)<br>b. We collect and evaluate this information, but we do not publicly disclose.<br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 201: Economic Disclosures** | | |
| **201-2** | a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:<br>i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;<br>ii. a description of the impact associated with the risk or opportunity;<br>iii. the financial implications of the risk or opportunity before action is taken;<br>iv. the methods used to manage the risk or opportunity;<br>v. the costs of actions taken to manage the risk or opportunity. | Aptar responds to the CDP Climate Change questionnaire on an annual basis. Detailed information about our risks and opportunities posed by climate change are included within our response, a copy of which is available on the Aptar website. The response is made in accordance to the Task Force on Climate-related Financial Disclosures (TCFD). Aptar also publishes standalone TCFD every year.<br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 201: Economic Disclosures** | | |
| **201-3** | a. If the benefit plan obligations and other retirement plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.<br>b. If a separate fund exists to pay the plan's pension liabilities:<br>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<br>ii. the basis on which that estimate has been arrived at<br>iii. when that estimate was made.<br>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.<br>d. Percentage of salary contributed by employee or employer.<br>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. | See the AptarGroup 2022 Annual Report (PDF: pages 65-70). We maintain our funding within the legal threshold.<br><br>SUSTAINABLE DEVELOPMENT GOALS 13 CLIMATE ACTION |
| **201-4** | a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:<br>i. tax relief and tax credits;<br>ii. subsidies;<br>iii. investment grants, research and development grants, and other relevant types of grant;<br>iv. awards;<br>v. royalty holidays;<br>vi. financial assistance from Export Credit Agencies (ECAs);<br>vii. financial incentives;<br>viii. other financial benefits received or receivable from any government for any operation.<br>b. The information in 201-4-a by country.<br>c. Whether, and the extent to which, any government is present in the shareholding structure. | a.<br>i. Tax credits estimated to be received for 2022 from various states and countries (listed in b below) = $13,779,500. More information is provided in **Table 201-4**.<br>ii. Not applicable<br>iii. Investment and other incentive grants estimated to be received for 2022 is $78,000<br>iv-viii. Not applicable<br>b. U.S.A., Switzerland, and France. More information is provided in **Table 201-4**.<br>c. Not applicable<br><br>SUSTAINABLE DEVELOPMENT GOALS 13 CLIMATE ACTION |

**TABLE 201-4: SUMMARY OF GLOBAL TAX CREDITS**

| | | AMOUNT BY STATE | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| TYPE | FEDERAL | CT | IL | NY | WI | TOTAL US | SWITZERLAND | FRANCE | GLOBAL TOTAL |
| Human Capital/Payroll Tax Credits | – | 500 | – | – | – | 500 | – | – | 500 |
| Electronic Data Processing | – | 8,000 | – | – | – | 8,000 | – | – | 8,000 |
| Fixed Capital Investment Credit | – | 10,000 | 49,000 | 250,000 | – | 309,000 | – | – | 309,000 |
| Research & Development Tax Credit | 900,000 | 6,000 | 8,000 | – | 57,000 | 971,000 | 94,000 | 11,631,000 | 12,696,000 |
| Manufacturing Sales Tax Credit | – | – | – | – | 38,000 | 38,000 | – | – | 38,000 |
| Illinois EDGE Credit | – | – | 650,000 | – | – | 650,000 | – | – | 650,000 |
| Total Corporate Income Tax Credits | 900,000 | 24,500 | 707,000 | 250,000 | 95,000 | 1,976,500 | 94,000 | 11,631,000 | 13,701,500 |
| Empire State Development - Excelsior Jobs Credit | – | – | – | 78,000 | – | – | – | – | – |
| Incentive Tax Credits | – | – | – | 78,000 | – | 78,000 | – | – | 78,000 |
| Aptar Total | 900,000 | 24,500 | 707,000 | 328,000 | 95,000 | 2,054,500 | 94,000 | 11,631,000 | 13,779,500 |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 202: Market Presence** | | |
| **Management** | The reporting organization shall report how it manages economic performance using Disclosure 3-1 in GRI 3: Material Topics 2021. | 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. In 2020 Corporate Sustainability Report, we went into extensive detail about this materiality assessment process within the GRI 102-40 indicator. 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. 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 9. |
| **202-1** | a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.<br>b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.<br>c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.<br>d. The definition used for 'significant locations of operation'. | Aptar does not have any significant proportion of our population paid at minimum wage levels. Rates of compensation are derived based on a thorough review of the local external marketplace, in order to ensure fair, equitable and competitive pay levels.<br>SUSTAINABLE DEVELOPMENT GOALS |
| **202-2** | a. Percentage of senior management at significant locations of operation that are hired from the local community.<br>b. The definition used for 'senior management'.<br>c. The organization's geographical definition of 'local'.<br>d. The definition used for 'significant locations of operation'. | Generally speaking, our recruitment practices will consider candidates who are locally-based (considering where the position is located) as a first/top consideration.<br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 204: Procurement Practices** | | |
| **Management** | The reporting organization shall report how it manages procurement practices using Disclosure 3-3 in GRI 3: Material Topics 2021. | Aptar's main commodity spend is on resin. In 2022, resin purchases accounted for approximately 16 percent of annual purchasing spend. For this reason we are providing our response with regard to resin purchases only, which we believe will give a representative picture of the overall purchasing strategy. Aptar's purchasing strategy, consistent with Aptar's reporting alignment, considers four main regions: North America, Europe, Latin America and Asia. |
| **204-1** | a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).<br>b. The organization's geographical definition of 'local'.<br>c. The definition used for 'significant locations of operation'. | The majority of Aptar's global resin spend is local. In 2022, around 2 percent of this spend was non-local.<br>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.<br>We consider all of our manufacturing facilities significant locations of operation.<br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 205: Anti-Corruption** | | |
| **Management** | The reporting organization shall report how it manages anti-corruption using Disclosure 3-3 in GRI 3: Material Topics 2021. | Aptar has several alternatives for reporting allegations of corruption.<br>• 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.<br>• Second, employees also have the ability to report allegations of corruption through Aptar's Compliance Officers.<br>• Third, employees can report allegations of corruption through their managers or through their local human resources department.<br>• Fourth, employees can report allegations of corruption to the Audit Committee Chairman. Contact info is listed in Aptar's Code of Conduct. These compliance metrics are audited every quarter. Additionally, an external audit is completed each year to ensure that all targeted employees complete the compliance certification. |
| **205-1** | a. Total number and percentage of operations assessed for risks related to corruption.<br>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.<br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 205: Anti-Corruption** | | |
| **205-2** | a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.<br>b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.<br>c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.<br>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.<br>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region. | **Table 205-2** 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 2022 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.<br>SUSTAINABLE DEVELOPMENT GOALS |

**TABLE 205-2 ANTI-CORRUPTION TRAINING**

| | | 2022 | | | | | | | | 2021 | | | | | | | | 2020 | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Asia (includes India, Indonesia, Thailand, China & 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 & 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 & 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 |
| METRIC | SOURCE | TOTAL # | % | TOTAL # | % | TOTAL # | % | TOTAL # | % | 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 | 23 | 100 | 2 | 100 | 5 | 100 | 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 | 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 | 447 | 100 | 2,596 | 100 | 593 | 100 | 798 | 100 | 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 | 614 | 100 | N/A | N/A | 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.<br>b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.<br>c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.<br>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<br>b. Aptar does not have any confirmed incidents in which employees were dismissed or disciplined for corruption.<br>c. Aptar does not have any confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.<br>d. Aptar does not have any public legal cases regarding corruption brought against the organization or its employees during the reporting period.<br><br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 206: Anti-competitive Behavior** | | |
| **Management** | The reporting organization shall report how it manages anti-competitive behavior using Disclosure 3-3 in GRI 3: Material Topics 2021. | Aptar has several alternatives for reporting allegations of anti-competitive behavior.<br>• 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.<br>• Second, employees also have the ability to report allegations of anti-competitive behavior through Aptar's Compliance Officers.<br>• Third, employees can report allegations of anti-competitive behavior through their managers or through their local human resources department.<br>• Finally, employees can report allegations of anti-competitive behavior to the Audit Committee Chairman. Contact info is listed in Aptar's Code of Conduct. |
| **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.<br>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.<br>b. Not applicable<br><br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 207: Tax** | | |
| **Management** | The reporting organization shall report how it manages tax using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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. |
| **207-1** | a. A description of the approach to tax, including:<br>i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available;<br>ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review;<br>iii. the approach to regulatory compliance;<br>iv. how the approach to tax is linked to the business and sustainable development strategies of the organization. | See Aptar's 2022 Annual Report and UK Tax Strategy Information. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 301: Materials** | | |
| **Management** | The reporting organization shall report how it manages materials using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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:<br>• Phasing out chemicals of concern<br>• Designing products to include more recycled or reclaimed content<br>• Sourcing efforts to increase recycled content in raw materials<br>• Increasing reusability and recyclability<br>• Decreasing the product life cycle impact<br>• Increasing efficiency of product use<br>Aptar maintains a Regulatory Policy, which supports our commitment to improve the quality, safety and environmental impact of our products. This policy is available on the Aptar.com. Resin continues to be an important material, and recent focus has shifted to more sustainable resin offerings. Within our Innovation Excellence department, our Product Sustainability Team focuses on the following: Design for Sustainability, Resin Conversion, Reuse, Recycle & Purify, Chemical Phase-out, and collaboration with suppliers & partners.<br>The Product Sustainability Team leads our efforts globally on conversion to more recycled resins and other material changes. In 2019, we established a baseline of products that can quickly shift to recycled content and identified a 2025 recycled content target by evaluating the availability and compatibility of recycled material given current constraints and standards, specifically regarding material interactions. These targets can be found on page 9 of the report. Further information about our chemical phase out progress is presented on page 41.<br>Through our participation in groups like the CE100, New Plastics Economy and WBCSD, we aim to work on this topic with other thought leaders through new regulations, improved testing and product quality or new technologies. In the interim, we believe there is an opportunity to convert conventional resins to post-industrial recycled resins, which tend to have higher quality. In addition, Aptar continues to utilize eco-design principles and life-cycle assessment methodologies to understand and improve on environmental and social impacts. Aptar seeks 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.<br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 301: Materials** | | |
| **301-1** | a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:<br>i. non-renewable materials used; | Aptar's main raw materials for its dispensing solutions is food grade resin material. In 2022, we have used more than 99% of conventional resin.<br>SUSTAINABLE DEVELOPMENT GOALS |
| **301-2** | a. Percentage of recycled input materials used to manufacture the organization's primary products and services. | In 2022, Aptar achieved 0.80% recycled resin content for its dispensing solutions for the beauty, personal care, home care, food and beverage markets.<br>SUSTAINABLE DEVELOPMENT GOALS |
| **301-3** | a. Percentage of reclaimed products and their packaging materials for each product category.<br>b. How the data for this disclosure have been collected. | Using the bill of materials (BOM), recycled content in resin are identified in our production system. We have a specific PowerBI report using the BOM and the quantities sold on the market to build this KPI. Data are reviewed monthly by the Product Sustainability Team. Data collection and reporting processes are reviewed on an annual basis by Internal Audit.<br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 302: Energy** | | |
| **Management** | The reporting organization shall report how it manages energy using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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.<br><br>We have a Global Energy Management Team that identifies our strategy and assists sites in implementing our energy roadmap. We conduct energy audits to identify consumption reduction opportunities, and we have Green Building Guidelines. Our 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. During this event, we review our performance progress along our science-based targets as well as share energy/emissions reduction project information.<br><br>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 percent 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.<br><br>Within the first year of validation, we surpassed our original Scope 1 + 2 science-based target, which was set on baseline year 2019 and aligned to the well-below 2°C scenario. For this reason, in 2022 we began the process to update the Scope 1 + 2 SBT target to align to the more aggressive 1.5°C scenario. This update was officially validated with SBTi in March of 2023. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 302: Energy** | | |
| **302-1** | a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.<br>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.<br>c. In joules, watt-hours or multiples, the total:<br>i. Electricity consumption<br>ii. Heating consumption<br>iii. Cooling consumption<br>iv. Steam consumption<br>d. In joules, watt-hours or multiples, the total:<br>i. electricity sold<br>ii. heating sold<br>iii. cooling sold<br>iv. steam sold<br>e. Total energy consumption within the organization, in joules or multiples.<br>f. Standards, methodologies, assumptions, and/or calculation tools used.<br>g. Source of the conversion factors used. | The 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 2022).<br><br>Please refer to **Table 302-1** for absolute energy consumption. In 2022, we again increased our purchases of renewable electrical energy as compared to previous years. At year-end, renewable purchases accounted for 97 percent of our total electricity consumption. More information on our renewable electricity purchasing progress can be found on page 68.<br><br>Total absolute energy consumption has increased in 2022 as compared to both 2019 and 2021. This increase is mostly attributed to an increase of Natural Gas consumption. We have six sites in Aptar that consume approximately 65% of our global Natural Gas. Reduction projects have been identified along our energy roadmap to address this topic.<br><br>During the third-party assurance process, we identified two off-site warehouses near our Mukwonago, WI location, which were not considered in Mukwonago's consumption totals. We added the Electricity and Natural gas usage data. The usage impact on our overall data was negligible, and within our -/+5% restatement threshold.<br><br>SUSTAINABLE DEVELOPMENT GOALS |

**TABLE 302-1 ABSOLUTE ENERGY CONSUMPTION (KWH)**

| | 2030 TARGET | % VARIANCE 2022 VS 2021 | % VARIANCE 2022 VS 2019 | 2022 | 2021 | 2020 | 2019 |
|---|---|---|---|---|---|---|---|
| Renewable Electricity Purchase Coverage | 100% | – | – | 97% | 96% | 85% | 57% |
| Electricity (renewable) | – | – | – | 557,934,433 | 541,453,305 | 474,280,768 | 316,062,697 |
| Electricity (non-renewable) | – | – | – | 15,937,248 | 21,608,274 | 82,199,057 | 237,144,918 |
| Total electricity | – | 2% | 4% | 573,871,681 | 563,061,579 | 556,479,825 | 553,207,615 |
| Natural gas | – | 13% | 17% | 114,004,495 | 101,080,874 | 83,985,995 | 97,225,369 |
| Fuels | – | 6% | 6% | 8,200,247 | 7,722,731 | 9,018,652 | 7,729,763 |
| **Total energy consumption (absolute)** | **–** | **4%** | **6%** | **696,076,423** | **671,865,184** | **649,484,472** | **658,162,747** |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 302: Energy** | | |
| **302-2** | a. Energy consumption outside of the organization, in joules or multiples.<br>b. Standards, methodologies, assumptions, and/or calculation tools used.<br>c. Source of the conversion factors used. | 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 and our responses are cataloged within the ESG reporting center on Aptar.com. Information about energy consumption outside of the organization are included within our response.<br><br>SUSTAINABLE DEVELOPMENT GOALS |
| **302-3** | a. Energy intensity ratio for the organization.<br>b. Organization-specific metric (the denominator) chosen to calculate the ratio.<br>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.<br>d. Whether the ratio uses energy consumption within the organization, outside of it, or both. | a. Energy intensity is provided in **Table 302-3**.<br>b. When evaluating intensity, our energy metrics are normalized to total production, which we calculate to be the quantity of finished and semi finished 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 percent. Recognizing the need to reduce actual consumption, we have a public electricity intensity target: "By year-end 2025, Aptar will achieve a 15 percent reduction in electricity intensity (measured as KWH/Total Production) from baseline year 2020."<br>c. Aptar considers total energy consumption to be electricity + fuel sources + natural gas.<br>d. We consider the energy consumption within the organization.<br><br>SUSTAINABLE DEVELOPMENT GOALS |

**TABLE 302-3 INTENSITY ENERGY CONSUMPTION (KWH/TOTAL PRODUCTION(TH))**

| | REDUCTION | TARGET YEAR | BASELINE YEAR | % VARIANCE 2022 VERSUS 2021 | % VARIANCE 2022 VERSUS 2020 | 2022 | 2021 | 2020 | 2019 |
|---|---|---|---|---|---|---|---|---|---|
| Electricity intensity (renewable) | – | – | – | – | – | 6.9 | 6.8 | 5.7 | 3.5 |
| Electricity intensity (non-renewable) | – | – | – | – | – | 0.2 | 0.3 | 1.0 | 2.6 |
| Total electricity intensity | -15% | 2025 | 2020 | 1% | 6% | 7.1 | 7.1 | 6.7 | 6.1 |
| Natural gas intensity | – | – | – | 12% | 39% | 1.4 | 1.3 | 1.0 | 1.1 |
| Fuels intensity | – | – | – | 5% | -7% | 0.10 | 0.10 | 0.11 | 0.09 |
| **Total energy consumption (intensity)** | **–** | **–** | **–** | **-1%** | **6%** | **8.3** | **8.4** | **7.9** | **7.3** |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 302: Energy** | | |
| **302-4** | The reporting organization shall report the following information:<br>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.<br>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.<br>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.<br>d. Standards, methodologies, assumptions, and/or calculation tools used. | a. Per Segment, we have dedicated CapEx envelops and strategically plan energy savings projects along our energy roadmap. In 2022 we implemented energy conservation projects that allow us to avoid an estimated 6.4 million KWH of energy consumption. Project implementation is an on-going process which must be evaluated over a period of several years in order to fully realize the benefit.<br>b. From our energy savings projects in 2022, we mainly achieved site-level reductions in electricity and natural gas, however, these reductions are not large enough to be visible at the global level.<br>c. 2019 is the baseline year for our Science Based targets, but on the electricity intensity target, the baseline year is 2020 - the year it was introduced as a public commitment. For this reason, we have provided the year-over-year comparison of 2022 energy intensity performance to 2020 and 2021.<br>d. This information is provided in 302-1. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 303: Water and Effluents** | | |
| **Management** | The reporting organization shall report how it manages water and effluents using Disclosure 3-3 in GRI 3: Material Topics 2021. | Water is not identified as a critically material indicator by our stakeholders because it 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 ecosystem is often at a better quality than what was drawn, due to these internal closed loop and water treatment processes.<br><br>We collect withdrawal and discharge water metrics from all sites monthly and report this information annually within the CDP Water questionnaire. Based on the water risk assessment using the WWF Water Risk Filter tool, Aptar also maps its locations relative to regions of water scarcity and disclose this within our CDP Water response. With this, we have identified four Aptar sites located in high risk stress areas. Our most recent data-assurance activities included an evaluation of our water withdrawal and discharge metrics. As with the CDP Climate Change responses, we also maintain a catalogue of responses to the CDP Water assessment within the ESG reporting center of Aptar.com.<br><br>More information about water is provided on page 16 of this report.<br><br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 303: Water and Effluents** | | |
| **303-1** | 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).<br>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.<br>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.<br>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. | 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 and in residual part used in cooling towers, but does not come in contact with product.<br>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 wastewater treatment process located on-site, and treated previous to discharge.<br>b. In advance of disclosure to CDP, we execute a water risk assessment annually using the WWF Water Risk Filter tool.<br>c. Operations leaders 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.<br>d. We track attendance in the water risk training module to ensure site leaders from all sites located in stressed areas have completed it. Additionally, although not required by our global program, some other Aptar sites have adopted water targets. |
| **303-2** | a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:<br>i. how standards for facilities operating in locations with no local discharge requirements were determined;<br>ii. any internally developed water quality standards or guidelines;<br>iii. any sector-specific standards considered;<br>iv. whether the profile of the receiving waterbody was considered. | 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. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 303: Water and Effluents** | | |
| **303-3** | a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:<br>i. Surface water;<br>ii. Groundwater;<br>iii. Seawater;<br>iv. Produced water;<br>v. Third-party water.<br>b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:<br>i. Surface water;<br>ii. Groundwater;<br>iii. Seawater;<br>iv. Produced water;<br>v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.<br>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:<br>i. Freshwater (≤1,000 mg/L Total Dissolved Solids);<br>ii. Other water (>1,000 mg/L Total Dissolved Solids).<br>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. | a. Refer to **Table 303-3**<br>b. Information about water stress is disclosed within our CDP Water response.<br>c. While this information is not currently available for 2022, we upgraded the EHStar reporting system in 2023 and will begin reporting this in future years.<br>d. Information is compiled in alignment to CDP Water assessment reporting requirements. |

**TABLE 303-3: ABSOLUTE WATER WITHDRAWAL**

| | 2022 | | | | | |
|---|---|---|---|---|---|---|
| **REGION** | **SURFACE WATER (MEGALITER)** | **GROUND WATER (MEGALITER)** | **SEA WATER (MEGALITER)** | **PRODUCED WATER (MEGALITER)** | **THIRD-PARTY WATER (MEGALITER)** | **TOTAL (MEGALITER)** |
| Europe | 2,910 | 78 | 0 | 0 | 423 | 3,411 |
| Latin America | 0 | 17 | 0 | 0 | 152 | 169 |
| North America | 0 | 64 | 0 | 0 | 135 | 199 |
| Northeast Asia | 0 | 0 | 0 | 0 | 123 | 123 |
| Southeast Asia | 0 | 0 | 0 | 0 | 12 | 12 |
| Total | **2,910** | **159** | **0** | **0** | **845** | **3,914** |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 303: Water and Effluents** | | |
| **303-4** | a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable:<br>i. Surface water;<br>ii. Groundwater;<br>iii. Seawater;<br>iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable.<br>b. A breakdown of total water discharge to all areas in megaliters by the following categories:<br>i. Freshwater (≤1,000 mg/L Total Dissolved Solids);<br>ii. Other water (>1,000 mg/L Total Dissolved Solids).<br>c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories:<br>i. Freshwater (≤1,000 mg/L Total Dissolved Solids);<br>ii. Other water (>1,000 mg/L Total Dissolved Solids).<br>d. Priority substances of concern for which discharges are treated, including:<br>i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used;<br>ii. the approach for setting discharge limits for priority substances of concern;<br>iii. number of incidents of non-compliance with discharge limits.<br>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. | a. Refer to Table 303-4<br>b. Information about water stressed is disclosed within our CDP Water response.<br>c. While this information is not currently available for 2022, we upgraded the EHStar reporting system in 2023 and will begin reporting this in future years.<br>d. Information is compiled in alignment to CDP Water assessment reporting requirements. |

**TABLE 303-4: ABSOLUTE WATER DISCHARGE**

| | 2022 | | | | |
|---|---|---|---|---|---|
| Region | Surface water (megaliter) | Ground water (megaliter) | Sea water (megaliter) | Third-party water (megaliter) | Total (megaliter) |
| Europe | 2,988 | 10 | 0 | 362 | 3,360 |
| Latin America | 0 | 12 | 0 | 121 | 133 |
| North America | 0 | 0 | 0 | 178 | 178 |
| Northeast Asia | 0 | 0 | 0 | 123 | 123 |
| Southeast Asia | 0 | 0 | 0 | 12 | 12 |
| **Total** | **2,988** | **22** | **0** | **796** | **3,806** |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 303: Water and Effluents** | | |
| **303-5** | a. Total water consumption from all areas in megaliters.<br>b. Total water consumption from all areas with water stress in megaliters.<br>c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.<br>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors. | a. Refer to Table 303-5.<br>b. This is disclosed within our CDP Water response.<br>c. Not applicable.<br>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 2022, we realized a 0.5% reduction in water consumption as compared to 2021. In 2023 we have increased our focus on water risk by improving the training we provide to site leaders as well as the information we are tracking per each site. |

**TABLE 303-5: ABSOLUTE WATER CONSUMPTION**

| Region | % Variance of Water Consumption 2022 versus 2021 | Water Consumed as Percentage of Water Withdrawn (%) | 2022 Water Consumed (megaliter) | 2021 Water Consumed (megaliter) | 2020 Water Consumed (megaliter) |
|---|---|---|---|---|---|
| Europe | – | – | 51 | 41 | – |
| Latin America | – | – | 36 | 31 | – |
| North America | – | – | 21 | 37 | – |
| Northeast Asia | – | – | 0 | 0 | – |
| Southeast Asia | – | – | 0 | 0 | – |
| **Total** | **-0.5%** | **2.8%** | **108** | **109** | **116** |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 304: Biodiversity** | | |
| **Management** | The reporting organization shall report how it manages biodiversity using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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. In addition, during the reporting year 2022 we have joined Science Based Target Network - SBTN - supporting the development of the first technical guidance for business related to the setting of science based targets for nature, and focusing on the biodiversity topics. |
| **304-1** | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | While this information is not currently available for reporting year 2022, Aptar is using the SBTN guidelines mentioned above to formulate our biodiversity roadmap in 2023. |
| **304-2** | Significant impacts of activities, products, and services on biodiversity | Aptar identified and quantified the impact on the terrestrial and freshwater ecosystem due to climate change effects for the production of electrical energy, fuels and natural gas used in our direct processes. The impact assessment methodology used is ReCiPe (version 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.<br>In 2022, Aptar increased the sourcing of renewable electrical energy to 97%, adding renewables in China. In addition, during the reporting year 2022 we have joined Science Based Target Network - SBTN - supporting the development of the first technical guidance for business related to the setting of science based targets for nature, and focusing on the biodiversity topics.<br>SUSTAINABLE DEVELOPMENT GOALS |
| **304-3** | Habitats protected or restored | Aptar currently does not protect or restore any habitat areas or work with any partnerships focused on implementing restoration of protection measures. While this information is not currently available for reporting year 2022, Aptar is using the SBTN guidelines mentioned above to formulate our biodiversity roadmap in 2023.<br>SUSTAINABLE DEVELOPMENT GOALS |
| **304-4** | IUCN Red List species and national conservation list species with habitats in areas affected by operations | See response above.<br>SUSTAINABLE DEVELOPMENT GOALS |

**TABLE 304-2 DAMAGE TO ECOSYSTEMS - CLIMATE CHANGE**

| | | DAMAGE TO FRESHWATER SPECIES | | DAMAGE TO TERRESTRIAL SPECIES | | TOTAL DAMAGE TO SPECIES |
|---|---|---|---|---|---|---|
| **INPUT USED BY APTAR PROCESSES** | **TOTAL KWH** | **SPECIES.YR / KWH** | **TOTAL IMPACT (SPECIES.YR)** | **SPECIES.YR / KWH** | **TOTAL IMPACT (SPECIES.YR)** | **(SPECIES.YR)** |
| Electrical energy (renewable source): FR | 169,791,424 | 4.38E-15 | 7.44E-07 | 1.61E-10 | 2.73E-02 | 2.73E-02 |
| Electrical energy (renewable source): IN | 7,774,504 | 4.75E-15 | 3.69E-08 | 1.74E-10 | 1.35E-03 | 1.35E-03 |
| Electrical energy (renewable source): IT | 18,294,649 | 4.64E-15 | 8.49E-08 | 1.70E-10 | 3.11E-03 | 3.11E-03 |
| Electrical energy (renewable source): DE | 71,380,677 | 4.03E-15 | 2.88E-07 | 1.48E-10 | 1.06E-02 | 1.06E-02 |
| Electrical energy (renewable source): CH | 2,932,906 | 4.48E-15 | 1.31E-08 | 1.64E-10 | 4.81E-04 | 4.81E-04 |
| Electrical energy (renewable source): ES | 5,790,713 | 5.16E-15 | 2.99E-08 | 1.89E-10 | 1.09E-03 | 1.09E-03 |
| Electrical energy (renewable source): UK | 5,038,710 | 3.67E-15 | 1.85E-08 | 1.34E-10 | 6.75E-04 | 6.75E-04 |
| Electrical energy (renewable source): CZK | 11,163,037 | 4.25E-15 | 4.74E-08 | 1.56E-10 | 1.74E-03 | 1.74E-03 |
| Electrical energy (renewable source): US | 174,393,734 | 4.20E-15 | 7.32E-07 | 1.54E-10 | 2.69E-02 | 2.69E-02 |
| Electrical energy (renewable source): LATAM | 48,106,084 | 4.20E-15 | 2.02E-07 | 1.54E-10 | 7.41E-03 | 7.41E-03 |
| **Electrical energy (renewable source): CHINA** | **43,267,995** | **4.20E-15** | **1.82E-07** | **1.54E-10** | **6.66E-03** | **6.66E-03** |
| Natural gas | 114,004,495 | 3.73E-13 | 4.25E-05 | 1.34E-08 | 1.53 | 1.53 |
| Fuels: gasoline | 1,112,720 | 6.85E-13 | 7.62E-07 | 2.51E-08 | 0.03 | 0.03 |
| Fuels: diesel | 1,676,043 | 4.31E-13 | 7.22E-07 | 1.61E-08 | 0.03 | 0.03 |
| Fuels: heating oil, industrial vehicles, LPG | 8,200,246 | 3.81E-13 | 3.12E-06 | 1.39E-08 | 0.11 | 0.11 |
| **Total** | | | | | | **1.78** |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 305: Emissions** | | |
| **Management** | 1.1. The reporting organization shall report how it manages emissions using Disclosure 3-3 in GRI 3: Material Topics 2021.<br>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. | 1.1 The information provided in GRI 302 informs our emissions reporting and management. We calculate greenhouse gas emissions according to the accounting standards ISO 14064 for Carbon Accounting Practices. For the reporting year 2022 emissions, we have applied location-based emission factors from the eGRID standards, published in 2022, to our sites in the United States. We have applied location-based emissions factors from International Energy Agency 2022 to our sites (such as operations, sales offices and corporate offices) located in the other regions and countries. For the sites using renewable electricity we have considered market-based emission factors from Renewable Energy Certificates and Guarantees of Origin. We have estimated emissions from refrigerants sources reported by sites as minimal releases from units such as air conditioning systems and chillers. This emissions factor applied is taken from the 5th IPCC Assessment Report of the Greenhouse Gas Protocol.<br>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."<br>As related to Scope 3 emissions, Aptar updated the internal screening and assessment identifying additional categories to the main categories following principles based on the size (significant contributions), influence (emission reduction actions influenced by Aptar) and risk (company's risks exposure). With this approach, Aptar, in compliance with SBT regulation and GHG Protocol Scope 3 Guidance, is reporting additional Scope 3 categories such as Downstream transportation and distribution, Employee commuting, Processing of sold products, End of Life of sold products and Investments.<br>In addition, in compliance with GHG Protocol Scope 2 guidance, we updated our Scope 2 market-based data hierarchy for the period 2019-2022 including in the calculation the location-based information from sites where suppliers/utilities market-based emission rates are not available. The layout of our Scope 1 table has changed slightly as compared to previous reports. As of 2022, we are reporting emissions from biogenic fuels and non-Kyoto refrigerants separately.<br>These changes were important as we updated our science-based targets and achieved new validation from SBTi in March 2023.<br>1.2 Aptar utilizes European Energy Certificate System (EECS) and Renewable Energy Certificates (RECs). The volume of these are disclosed in Table 305-1&2. Aptar does not currently use carbon offsets to meet targets.<br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 305: Emissions** | | |
| **305-1** | a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.<br>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.<br>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.<br>d. Base year for the calculation, if applicable, including:<br>i. the rationale for choosing it;<br>ii. emissions in the base year;<br>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.<br>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.<br>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.<br>g. Standards, methodologies, assumptions, and/or calculation tools used.<br>SUSTAINABLE DEVELOPMENT GOALS | a. Please see GRI-305-1 and **Table 305-1&2**. As a result of the third-party assurance audit for this report, we have added a breakdown in types of refrigerants (Kyoto Protocol versus Not).<br>Additionally, and as was mentioned in GRI 302, we saw an increase in Natural Gas consumption which also resulted an increase in Scope 1 emissions. From the perspective of our science-based targets, however, and thanks to the our renewable purchases, we still have a significant reduction (-75%) in absolute Scope 1 + Scope 2 as compared to baseline year 2019.<br>b. AptarGroup considers all of these GHGs emissions expressed as CO2 equivalent.<br>c. See **Table 305-1&2**.<br>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<br>e. We used the following sources for emission factors: DEFRA database (version 2020) AR5 report from IPCC for fugitive emissions coming from refrigerants.<br>Regarding the GWP100, the characterization factors are in compliance with the most recent IPCC report (based on AR5 report).<br>f. Operational control<br>g. Calculations were made according to the standard ISO 14064-1 Quantification and Reporting of Greenhouse Gas Emissions and Removals |

**TABLE 305-1 & 2 ABSOLUTE GHGS EMISSIONS (T CO2E) - SCOPES 1 & 2**

| | | SBT TARGET INFORMATION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **REGION** | Reduction (New target validated in 2023) | Reduction (Original target validated in 2020) | Target Year | Baseline Year | % Variance 2022 vs 2019 | **2022** | **2021** | **2020** | **2019** |
| **Scope 2** | Location-Based | – | – | – | – | 11% | 197,632 | 185,339 | 181,766 | 178,400 |
| | Total Scope 2 (market-based (including RECs)) | – | – | – | – | -92% | 8,644 | 11,024 | 50,741 | 112,703 |
| **Scope 1** | Natural Gas | – | – | – | – | 16% | 23,029 | 20,594 | 17,111 | 19,861 |
| | Fuels (Fossil) | – | – | – | – | -2% | 1,988 | 1,914 | 2,286 | 2,034 |
| | Refrigerants (Kyoto Protocol) | – | – | – | – | -31% | 773 | 766 | 932 | 1,127 |
| | Total Scope 1 | – | – | – | – | 12% | 25,790 | 23,274 | 20,329 | 23,022 |
| | Fuels (Biogenic) | – | – | – | – | -3% | 62 | 56 | 60 | 64 |
| | Refrigerants (Non-Kyoto Protocol) | – | – | – | – | 98% | 847 | 604 | 429 | 428 |
| **Total** | Scope 1 + Scope 2 (market-based) | **-82%** | **-28%** | **2030** | **2019** | **-75%** | **34,434** | **34,298** | **71,070** | **135,725** |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 305: Emissions** | | |
| **305-2** | a. Gross direct (Scope 2) GHG emissions in metric tons of CO2 equivalent.<br>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.<br>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.<br>d. Base year for the calculation, if applicable, including:<br>i. the rationale for choosing it;<br>ii. emissions in the base year;<br>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.<br>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.<br>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.<br>g. Standards, methodologies, assumptions, and/or calculation tools used.<br>SUSTAINABLE DEVELOPMENT GOALS | a. Please see GRI-305-1 and Table 305-1&2. With increases in renewable energy purchases in 2022, we have realized a 92 percent decrease of Scope 2 market-based GHG emissions as compared to 2019.<br>b. AptarGroup considers all of these GHGs emissions expressed as CO2 equivalent.<br>c. Not applicable<br>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.<br>e. Aptar calculates greenhouse gas emissions according to the accounting standards ISO 14064-1 for Carbon Accounting Practices. For the reporting year 2022 emissions, we have applied location-based emission factors from the eGRID standards, published in 2022, to our sites in the United States. We have applied location-based emission factors from International Energy Agency 2022 to our sites (such as operations, sales offices and corporate offices) located in the other regions and countries. For the sites using renewable electricity we have considered market-based emission factors from Renewable Energy Certificates and Guarantees of Origin.<br>f. Operational control<br>g. Calculations were made according to the ISO 14064-1 standards. |
| **305-3** | a. Gross other indirect (Scope 3) GHG emissions in metric tons of $CO_2$ equivalent.<br>b. If available, the gases included in the calculation; whether $CO_2$, CH4, N2O, HFCs, PFCs, SF6, NF3 or all.<br>c. Biogenic $CO_2$ emissions in metric tons of $CO_2$ equivalent.<br>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.<br>e. Base year for the calculation, if applicable, including:<br>i. the rationale for choosing it;<br>ii. emissions in the base year;<br>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.<br>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.<br>g. Standards, methodologies, assumptions, and/or calculation tools used.<br>SUSTAINABLE DEVELOPMENT GOALS | Please see **Table 305-3**. In 2022, we have identified additional inputs to our original 2019 baseline Scope 3 data, as data collection processes improved throughout the year in compliance with SBT regulation and GHG Scope 3 Protocol. We mapped additional categories such as Downstream transportation and distribution, Employee commuting, Processing of sold products, End of Life of sold products and Investments. The main GHG impact is coming from Purchased goods and services that are 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.<br>In 2022, the increase in emissions is attributed to the product mix as well as an increase in downstream transportation, specifically air shipments. Our Carbon Transition Plan (and product sustainability strategy) addresses both of these topics.<br>b. Aptar considered GHGs emissions expressed as CO2 equivalent including $CO_2$, CH4, N2O, HFCs, PFCs, SF6, NF3<br>c. Not applicable<br>d. Please see **Table 305-3**.<br>e. Baseline year for SBTs is 2019. However, given that we have increased capabilities year by year to measure more of our raw materials, in 2022 we began working with SBTi to revise our Scope 3 baseline considering specific raw materials categories (covering minimum threshold ambition defined by SBTi). Table 305-3 shows the baseline that was approved by SBTi and assured by a third-party previously plus the additional material inputs we have identified.<br>f. Emission factors source is based on the database DEFRA 2022 and GaBi Professional dataset 2022. GWP rates are in compliance with the IPCC AR5 report.<br>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. |

**TABLE 305-3 ABSOLUTE GHGS EMISSIONS (T CO2E) - SCOPE 3**

| Region | REDUCTION (Original 2030 SBT target validated in 2020) | % VARIANCE 2022 VS 2019 | 2022 GHG impact (t CO2e) | 2021 GHG impact (t CO2e) | 2020 GHG impact (t CO2e) | 2019 GHG impact (t CO2e) |
|---|---|---|---|---|---|---|
| Raw materials - plastics | – | 10% | 269,192 | 284,274 | 257,232 | 245,761 |
| Raw material - aluminum | – | 19% | 59,559 | 56,529 | 50,568 | 49,842 |
| Raw materials - steel | – | -11% | 6,521 | 6,957 | 6,160 | 7,316 |
| Raw materials - rubber | – | -21% | 3,981 | 4,878 | 6,347 | 5,018 |
| Auxiliaries materials - acid | – | – | 34 | 34 | not included | not included |
| Raw materials from CSP (plastics + chemicals) | – | 38% | 44,812 | 34,453 | 32,066 | 32,589 |
| Total Purchased goods and services | – | 13% | 384,099 | 387,125 | 352,373 | 340,526 |
| Imported electricity | – | -88% | 955 | 884 | 5,989 | 7,972 |
| Imported energy | – | 22% | 4,274 | 3,866 | 5,420 | 3,505 |
| Total Fuel and energy related activities | – | -54% | 5,229 | 4,750 | 11,409 | 11,477 |
| Upstream transportation & distribution | – | 4% | 14,069 | 17,214 | 10,993 | 13,567 |
| Downstream transportation & distribution | – | 75% | 15,865 | 11,543 | 11,442 | 9,045 |
| Waste generated in operations | – | -4% | 15,530 | 16,386 | 15,247 | 16,133 |
| Business travel | – | -78% | 1,097 | 316 | - | 4,982 |
| Employee commuting | – | -17% | 6,440 | 6,440 | 6,440 | 7,735 |
| Processing of sold products | – | 0% | 4,833 | 4,833 | 4,833 | 4,833 |
| End of Life sold products | – | -4% | 3,923 | 3,923 | 3,502 | 4,067 |
| Investments | – | 27% | 19 | 15 | 15 | 15 |
| Water withdrawn from third party sources | – | -58% | 126 | 127 | 150 | 301 |
| Water discharged to third party sources | – | -59% | 216 | 217 | 234 | 531 |
| Aptar Scope 3 Total | **-14%** | **9%** | **451,446** | **452,889** | **416,638** | **413,212** |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 305: Emissions** | | |
| **305-4** | a. GHG emissions intensity ratio for the organization.<br>b. Organization-specific metric (the denominator) chosen to calculate the ratio.<br>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).<br>d. Gases included in the calculation; whether $CO_2$, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.<br>SUSTAINABLE DEVELOPMENT GOALS | a. See **Table 305-4**. When reviewing our metrics, we discovered a typo in our 2021 Corporate Sustainability Report whereby the formula for the 2021 value for Total Emissions (Scope 1 + Scope 2 market + Scope 3) Intensity was normalized on the wrong denominator (using the year 2019 production value instead of the value from year 2021). This has been corrected.<br>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 semi finished 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 2022 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.<br>c. Aptar includes Scope 1, Scope 2 and Scope 3 emissions in our reporting processes and science-based targets.<br>d. Aptar considered GHGs emissions expressed as $CO_2$ equivalent including $CO_2$, CH4, N2O, HFCs, PFCs, SF6, NF3. |
| **305-5** | a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of $CO_2$ equivalent.<br>SUSTAINABLE DEVELOPMENT GOALS | 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. Our annual CDP Climate Change responses are cataloged within the ESG reporting center of Aptar.com. |
| **305-6** | a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.<br>SUSTAINABLE DEVELOPMENT GOALS | 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." In 2022, we report R22 refrigerant separately because it is not considered in the list of Kyoto Protocol |
| **305-7** | a. Significant air emissions of nitrogen oxides (NOX), sulfur oxides (SOX), and others.<br>SUSTAINABLE DEVELOPMENT GOALS | The emission of nitrogen oxides and sulfur oxides has been considered and calculated as $CO_2$ equivalent. |

**TABLE 305-4 INTENSITY GHG EMISSIONS (T CO2 E / TOTAL PRODUCTION (MILLIONS))**

| | % VARIANCE 2022 VERSUS 2019 | 2022 | 2021 | 2020 | 2019 |
|---|---|---|---|---|---|
| Scope 1 total, natural gas + fuels + refrigerants | 25% | 0.32 | 0.29 | 0.25 | 0.26 |
| Scope 2 total, market-based (including RECs) | -91% | 0.11 | 0.14 | 0.61 | 1.25 |
| Scope 3 total, other indirect | 22% | 5.59 | 5.67 | 5.04 | 4.58 |
| **Total Emissions (Scope 1 + Scope 2 market + Scope 3)** | **-1.0%** | **6.02** | **6.10** | **5.90** | **6.08** |

**SITES WITH 100% RENEWABLE ELECTRICITY SOURCES**

| COUNTRY | APTAR SITE | RENEWABLE SOURCE | COUNTRY | APTAR SITE | RENEWABLE SOURCE |
|---|---|---|---|---|---|
| AL, U.S.A. | CSP Technologies Auburn | Windpower | France | Annecy | Hydropower / Windpower |
| CA, U.S.A. | Fusion Los Angeles | Windpower | France | Brecey | Hydropower / Windpower |
| GA, U.S.A. | CSP Technologies Atlanta | Windpower | France | Charleval | Hydropower / Windpower |
| IL, U.S.A. | Cary North | Windpower | France | Chavanod (Reboul) | Hydropower / Windpower |
| IL, U.S.A. | Cary South | Windpower | France | CSP Technologies Neiderbronn | Hydropower / Windpower |
| IL, U.S.A. | Crystal Lake Distribution Center | Windpower | France | Granville | Hydropower / Windpower |
| **IL, U.S.A.** | **Crystal Lake Headquarters** | **Windpower** | France | Le Neubourg | Hydropower / Windpower |
| **IL, U.S.A.** | **Elgin Distribution Center** | **Windpower** | France | Le Vaudreuil | Hydropower / Windpower |
| IL, U.S.A. | Libertyville | Windpower | France | Oyonnax | Hydropower / Windpower |
| IL, U.S.A. | McHenry | Windpower | France | Poincy | Hydropower / Windpower |
| MI, U.S.A. | Midland | Windpower | France | Val De Reuil | Hydropower / Windpower |
| NC, U.S.A. | Lincolnton | Windpower | France | Verneuil | Hydropower / Windpower |
| NJ, U.S.A. | Eatontown | Windpower | France | Villepinte | Hydropower / Windpower |
| NJ, U.S.A. | Fusion Paramus | Windpower | Germany | Dortmund | Hydropower / Windpower |
| NY, U.S.A. | Congers | Windpower | Germany | Eigeltingen | Hydropower / Windpower |
| NY, U.S.A. | CSP Technologies Amsterdam | Windpower | Germany | Freyung | Hydropower / Windpower |
| **PA, U.S.A.** | **Gateway Analytical** | **Windpower** | Germany | Menden | Hydropower / Windpower |
| TX, U.S.A. | Fusion Dallas | Windpower | Germany | Radolfzell | Hydropower / Windpower |
| **WI, U.S.A.** | **East Troy 1** | **Biomass** | Germany | Villingen | Hydropower / Windpower |
| **WI, U.S.A.** | **East Troy 2** | **Biomass** | India | Hyderabad | Hydropower |
| WI, U.S.A. | Mukwonago | Windpower | India | Mumbai | Hydropower |
| Brazil | Cajamar | Windpower | Italy | Chieti | Hydropower / Windpower |
| **Brazil** | **Camacari*** | **Windpower** | Italy | Pescara | Hydropower / Windpower |
| Brazil | Jundiai | Windpower | Mexico | Queretaro | Windpower |
| Brazil | Maringa | Windpower | Spain | Torello | Hydropower / Windpower |
| China | Suzhou | Windpower | Switzerland | Mezzovico | Hydropower |
| **China** | **Hengyu** | **Hydropower** | UK | Leeds | Hydropower / Windpower |
| Czech | Ckyne | Hydropower | | | |

* REC covers 93% of this site's electricity consumption

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 306: Waste** | | |
| **Management** | The reporting organization shall report how it manages waste using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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.<br><br>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 percent or greater ownership.<br><br>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. Queretaro passed the annual third-party review of their 2020 landfill free ratio at the time of that audit event. However, after the audit, in 2021 the supplier made a correction to an invoice, which influenced the historic 2020 landfill free ratio in that site. At the time of the next two third-party audits of Queretaro, the ratio was again above 90%.<br><br>Although we are not a large producer, and although the landfill avoidance metric continues to improve from year to year, the total amount of hazardous waste increased from 2021 to 2022 due to the fact that some sites implemented new production processes. Also, we had an extraordinary disposal of batteries in one of our LATAM sites. For the new production processes we have planned an optimization of maintenance activities.<br><br>During the data assurance activity, we discovered an error in the value reported in the 2021 Corporate Sustainability Report for hazardous waste total in 2020, and thus the total waste volume for 2020. These has been corrected. |
| **306-1** | a. For the organization's significant actual and potential waste-related impacts, a description of:<br>i. the inputs, activities, and outputs that lead or could lead to these impacts;<br>ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain. | Aptar core processes related to the injection molding, assembling and anodization generates hazardous and non-hazardous waste. The major part of waste generated are classified as non-hazardous and they are recovered with a disposal avoidance ratio up to 90% for the sites Landfill Free certified. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 306: Waste** | | |
| **306-2** | a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.<br>b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.<br>c. The processes used to collect and monitor waste-related data. | a. Aptar promotes circularity best practices for the waste management, especially for the production scraps in our injection molding processes on which we are able to reuse plastic scraps as by-product in the same molding process. In our operations we are able to reuse secondary and tertiary packaging coming from our upstream value chain, for example the reuse and/or return of boxes and pallets. Regarding the management of waste generated from anodization process, we are able to recycle up to 95% of chemicals into the wastewater produced by process.<br>b. Aptar's wastes are managed in compliance with national regulations. Waste management processes are reviewed within the annual EHS audit process as well as the Landfill Free certification audits. A review of waste transportation and vendors are included in the auditing process.<br>c. Wastes, both hazardous and non-hazardous, are reported monthly for Aptar operations, within the EHStar system. The reporting process is managed directly from local EHS and supervised by global EHS team. |
| **306-3** | a. Total weight of waste generated in metric tons, and a breakdown of this total bycomposition of the waste.<br>b. Contextual information necessary to understand the data and how the data has been compiled. | See **Table 306-4**. |
| **306-4** | a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.<br>b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:<br>i. Preparation for reuse;<br>ii. Recycling;<br>iii. Other recovery operations.<br>c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:<br>i. Preparation for reuse;<br>ii. Recycling;<br>iii. Other recovery operations.<br>d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal:<br>i. onsite;<br>ii. offsite.<br>e. Contextual information necessary to understand the data and how the data has been compiled. | See **Table 306-4**. |

**TABLE 306-2A&B DISPOSAL AVOIDANCE RATIO PER EACH LANDFILL FREE CERTIFIED SITE (%)**

| APTAR SITE | COUNTRY | SUSTAINABILITY REGION | CERTIFICATION YEAR | 2022 | 2021 | 2020 |
|---|---|---|---|---|---|---|
| Leeds | UK | Europe | 2022 | 90% | - | - |
| CSP Atlanta | U.S.A., GA | North America | 2021 | 100% | 100% | - |
| Berazategui | Argentina | Latin America | 2021 | 100% | 92% | - |
| Suzhou F+B | China | North East Asia | 2021 | 96% | 96% | - |
| Congers | U.S.A., NY | North America | 2020 | 90% | 92% | 91% |
| Midland | U.S.A., MI | North America | 2020 | 91% | 90% | 91% |
| Brecey | France | Europe | 2019 | 92% | 99% | 96% |
| Granville | France | Europe | 2019 | 95% | 99% | 98% |
| Radolfzell | Germany | Europe | 2018 | 95% | 95% | 96% |
| Eigeltingen | Germany | Europe | 2018 | 98% | 97% | 100% |
| Freyung | Germany | Europe | 2018 | 98% | 100% | 91% |
| Cali | Colombia | Latin America | 2017 | 99% | 100% | 98% |
| Cajamar | Brazil | Latin America | 2016 | 100% | 100% | 100% |
| Maringa | Brazil | Latin America | 2016 | 98% | 97% | 98% |
| Cary Campus | U.S.A., IL | North America | 2016 | 97% | 91% | 90% |
| Lincolnton | U.S.A., NC | North America | 2016 | 91% | 91% | 91% |
| Ckyne | Czech Republic | Europe | 2015 | 93% | 95% | 94% |
| Le Neubourg | France | Europe | 2015 | 98% | 98% | 92% |
| Le Vaudreuil | France | Europe | 2015 | 98% | 97% | 99% |
| Val De Reuil | France | Europe | 2015 | 96% | 99% | 96% |
| Mezzovico | Switzerland | Europe | 2015 | 94% | 94% | 95% |
| Queretaro | Mexico | Latin America | 2015 | 100% | 92% | 89% |
| Mukwonago | U.S.A., WI | North America | 2015 | 96% | 95% | 97% |
| Charleval | France | Europe | 2014 | 98% | 96% | 97% |
| Poincy | France | Europe | 2014 | 96% | 94% | 97% |
| Verneuil | France | Europe | 2014 | 98% | 99% | 95% |
| Dortmund | Germany | Europe | 2014 | 100% | 100% | 100% |
| Menden | Germany | Europe | 2014 | 100% | 100% | 95% |
| Chieti | Italy | Europe | 2014 | 98% | 99% | 95% |
| Pescara | Italy | Europe | 2014 | 94% | 97% | 91% |
| Torello | Spain | Europe | 2014 | 94% | 95% | 95% |

**TABLE 306-4: HAZARDOUS VS NON-HAZARDOUS WASTE (METRIC TONS)**

| | 2022 TARGET | %VARIANCE 2022 VS 2021 | 2022 | 2021 | 2020 |
|---|---|---|---|---|---|
| Landfill Free Certified Sites (%) | 65% | - | 65% | 63% | 53% |
| Total Landfill Avoidance Ratio (%) | 83% | - | 86% | 83% | 77% |
| Hazardous Waste | - | 225% | 16,573 | 5,105 | 4,007 |
| Non-Hazardous Waste | - | -6% | 33,973 | 36,187 | 33,254 |
| **Total Waste** | **-** | **22%** | **50,546** | **41,292** | **37,261** |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 306: Waste** | | |
| **306-5** | a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.<br>b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:<br>i. Incineration (with energy recovery);<br>ii. Incineration (without energy recovery);<br>iii. Landfilling;<br>iv. Other disposal operations.<br>c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:<br>i. Incineration (with energy recovery);<br>ii. Incineration (without energy recovery);<br>iii. Landfilling;<br>iv. Other disposal operations.<br>d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal:<br>i. onsite;<br>ii. offsite.<br>e. Contextual information necessary to understand the data and how the data has been compiled. | See **Table 306-4**. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 307: Environmental Compliance** | | |
| **Management** | The reporting organization shall report how it manages environmental compliance using Disclosure 3-3 in GRI 3: Material Topics 2021<br> | 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.<br>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, on-site, by a third-party using the Aptar EHS Management System requirements and ENHESA protocol each year.<br>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. |
| **307-1** | a. Significant fines and non-monetary sanctions for noncompliance with environmental laws and/or regulations<br> | Aptar experienced no significant fines or non-monetary sanctions for noncompliance with environmental laws and/or regulations during the reporting year. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 308: Supplier Environmental Assessment** | | |
| **Management** | The reporting organization shall report how it manages supplier environmental assessment using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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 at the end of 2020 to advance our supplier screening capabilities. As of February 2023, 71% of our spend with Scope-3 suppliers and 37% of our spend with non-Scope-3 suppliers are in our EcoVadis network, and our goal is to grow those numbers up to 75% and 40% by the end of 2023.<br>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) and was updated in February 2023.<br>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.<br>One of Aptar's Purchasing Committee key strategic 2023 objective is to build supplier sustainability roadmaps for four key categories (energy, resin, metal and transportation). |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 308: Supplier Environmental Assessment** | | |
| **308-1** | a. Percentage of new suppliers that were screened using environmental criteria. | Previous to 2018, we selected 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.<br>In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to establish a standardized, global program. Piloted in 2019, in 2020 Aptar entered into partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process. At the time the 2020 Corporate Sustainability Report was finalized, it was too early to provide details from the EcoVadis assessments of our suppliers.<br>In 2021, we launched several initiatives to onboard suppliers in 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. As of February 2023, we had an EcoVadis score for 396 suppliers, representing 55% of our total 2022 spend (71%+ of Scope 3 suppliers & 37%+ of non-Scope 3 suppliers). In 2023 we are onboarding suppliers with the target to reach 75% of Scope 3 suppliers spend and 40% of non-scope 3 suppliers. 82% of those rated have a score above 50 within the EcoVadis platform. |
| **308-2** | a. Number of suppliers assessed for environmental impacts.<br>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.<br>c. Significant actual and potential negative environmental impacts identified in the supply chain.<br>d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.<br>e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why. | Through EcoVadis, 396 of our suppliers have been assessed on environmental topics. In 2023, 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. For environmental topics, 82% of our suppliers evaluated by EcoVadis score 50/100 or higher on environmental topics. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 401: Employment** | | |
| **Management** | The reporting organization shall report how it manages employment using Disclosure 3-3 in GRI 3: Material Topics 2021. | For information related to Aptar's Careers and Talent Management, see the Careers section of Aptar.com. Our teams are comprised 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.<br>**Table 401-1** 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.<br>Employee related information is maintained in a global HR database and is reviewed monthly by the human resource team with oversight by the Digital HR and Analytics and the Audit Team. There is additional review and updates given by regional HR Leaders on a quarterly basis. |

SUSTAINABLE DEVELOPMENT GOALS

### TABLE 401-1: EMPLOYEE NEW HIRE AND TURNOVER RATES

| | | 2022 | | | | | | | | 2021 | 2020 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Region | Type | Ages <26yr | Ages 26-34 | Ages 35-44 | Ages 45-54 | Ages 55+ | Male | Female | Total | Total | Total |
| EMEA | New Employee Hires | 424 | 322 | 226 | 129 | 23 | 651 | 473 | 1124 | 890 | 779 |
| | External Recruitment Rate | 59.4% | 21.5% | 10.5% | 5.5% | 1.5% | 12.2% | 16.3% | 13.7% | 12.4% | 10.0% |
| | Terminations | 228 | 174 | 128 | 104 | 169 | 468 | 335 | 803 | 674 | 695 |
| | Employee Turnover | 32.0% | 11.6% | 6.0% | 4.5% | 11.0% | 8.8% | 11.6% | 9.8% | 8.8% | 8.9% |
| North America | New Employee Hires | 182 | 239 | 245 | 173 | 99 | 598 | 340 | 938 | 789 | 692 |
| | External Recruitment Rate | 80.80% | 45.8% | 39.1% | 27.8% | 17.4% | 38.2% | 33.9% | 36.6% | 33.1% | 27.7% |
| | Terminations | 155 | 202 | 173 | 148 | 135 | 506 | 307 | 813 | 811 | 659 |
| | Employee Turnover | 68.8% | 38.7% | 27.6% | 23.8% | 23.8% | 32.4% | 30.6% | 31.7% | 34.0% | 26.4% |
| LATAM | New Employee Hires | 77 | 96 | 66 | 16 | 3 | 157 | 101 | 258 | 294 | 293 |
| | External Recruitment Rate | 58.3% | 23.9% | 12.2% | 6.4% | 6.0% | 18.4% | 19.1% | 18.7% | 22.1% | 23.4% |
| | Terminations | 43 | 83 | 59 | 20 | 4 | 141 | 68 | 209 | 231 | 193 |
| | Employee Turnover | 32.5% | 20.7% | 10.9% | 8.0% | 8.0% | 16.6% | 12.9% | 15.2% | 17.3% | 15.4% |
| Asia | New Employee Hires | 56 | 131 | 109 | 15 | 1 | 179 | 133 | 312 | 260 | 164 |
| | External Recruitment Rate | 59.7% | 31.7% | 19.1% | 6.3% | 2.1% | 22.0% | 24.2% | 22.9% | 20.0% | 13.4% |
| | Terminations | 41 | 85 | 77 | 38 | 11 | 138 | 114 | 252 | 224 | 166 |
| | Employee Turnover | 43.7% | 20.6% | 13.5% | 15.9% | 23.1% | 16.9% | 20.7% | 18.5% | 17.2% | 13.6% |
| Aptar Total | New Employee Hires | 739 | 788 | 646 | 333 | 126 | 1,585 | 1047 | 2,632 | 2,233 | 1,929 |
| | External Recruitment Rate | 63.4% | 27.8% | 16.6% | 9.7% | 5.7% | 18.5% | 21.0% | 19.4% | 18.3% | 15.4% |
| | Terminations | 467 | 544 | 437 | 310 | 319 | 1253 | 824 | 2077 | 1940 | 1713 |
| | Employee Turnover | 40.1% | 19.2% | 11.2% | 9.0% | 14.5% | 14.7% | 16.5% | 15.4% | 15.3% | 13.4% |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 401: Employment** | | |
| **401-1** | a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.<br>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region. | Please see **Table 401-1**. 2020-2022 data has been summarized in the table. Historic data can be found within our past sustainability reports.<br>Continuing from 2020, the reported data is based on headcount numbers. The higher number of hiring has been due to a combination of new acquisitions in France (Voluntis) and North America (Digital Health, Libertyville and Noble HF) as well as the continued expansion of our French Injectable production capacity, and the expansion of the Aptar Daqing-Technology site in Asia. We believe these figures to be accurate +/- ten percent.<br>SUSTAINABLE DEVELOPMENT GOALS |
| **401-2** | a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:<br>i. life insurance;<br>ii. health care;<br>iii. disability and invalidity coverage;<br>iv. parental leave;<br>v. retirement provision;<br>vi. stock ownership;<br>vii. others.<br>b. The definition used for 'significant locations of operation'. | 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. See pages 26-27 for more details.<br>SUSTAINABLE DEVELOPMENT GOALS |
| **401-3** | a. Total number of employees that were entitled to parental leave, by gender.<br>b. Total number of employees that took parental leave, by gender.<br>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender<br>d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.<br>e. Return to work and retention rates of employees that took parental leave, by gender. | We encourage all eligible employees to take parental leave. Due to varying regulatory environments, parental leave policies are aligned with, and in some cases exceed, those regional requirements or best practices. Aptar does not currently track retention rates after parental leave consistently in all regions.<br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 402: Labor/Management Relations** | | |
| **Management** | The reporting organization shall report its management approach for labor/management relations using Disclosure 3-3 in GRI 3: Material Topics 2021. | Notice is given to employees in most regions in compliance with the local law or site-specific agreements. |
| **402-1** | a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.<br>b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements. | a. **Table 402-1** 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.<br>b. Notice is given to employees regions in compliance with the local law, and site-specific agreements reflect these requirements. |

TABLE 402-1: NOTICE GIVEN FOR SIGNIFICANT OPERATIONAL CHANGES

| | 2022 | | 2021 | | 2020 | |
|---|---|---|---|---|---|---|
| **Region** | Minimum number of weeks' notice | Notice period specified in collective agreements | Minimum number of weeks' notice | Notice period specified in collective agreements | Minimum number of weeks' notice | Notice period specified in collective agreements |
| **EMEA** | 12-16 weeks | Collective agreement established by the European Works Council | 12-16 weeks | Collective agreement established by the European Works Council | 1-28 weeks | Dependent on the country |
| **North America** | 0-8 weeks | Not applicable | 0-8 weeks | Not applicable | 0-8 weeks | Although not specifically stated, most sites follow the country norm of 2 weeks. |
| **China** | 30 days | No | 30 days | No | 30 days | No |
| **Latin America** | 30 days | No | 30 days | No | 30 days | No |
| **Southeast Asia & India** | 4-5 weeks | No | 4-5 weeks | No | 4-5 weeks | No |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 403: Occupational Health and Safety** | | |
| **Management** | The reporting organization shall report its management approach for occupational health and safety using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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.<br>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 compliance and audit results. Among other initiatives, a key focus area for the EHS pillar was to initiate a self-assessment process of the Aptar global EHS Management System (EHS MS). This management system sets minimum standard requirements in key areas of safety and environment.<br>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.<br>In 2022 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 22-23. |
| **403-1** | a. The level at which each formal joint management-worker health and safety committee typically operates within the organization.<br>b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees. | a. 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.<br>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. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 403: Occupational Health and Safety** | | |
| **403-2** | a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by:<br>i. region;<br>ii. gender.<br>b. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by:<br>i. region;<br>ii. gender.<br>c. The system of rules applied in recording and reporting accident statistics. | See **Table 403-2a** and **Table 403-2b**. 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.<br>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** shows the most prevalent lost time injury types from 2021. |
| | | Our goal at Aptar is to provide a safe workplace and to send every Aptar employee home, each and every day, injury free. In general, employees working in our anodizing facilities 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 illness/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. 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. |
| **403-3** | a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases. | SUSTAINABLE DEVELOPMENT GOALS |
| **403-4** | a. Whether formal agreements (either local or global) with trade unions cover health and safety.<br>b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements. | a. We do not currently have mechanisms in place to be able to report the extent to which formal agreements (either local or global) with trade unions cover health and safety. However, local agreements do include health and safety topics.<br>b. We do not currently have mechanisms in place to track and report the extent, as a percentage, to which various health and safety topics are covered by these agreements.<br>SUSTAINABLE DEVELOPMENT GOALS |

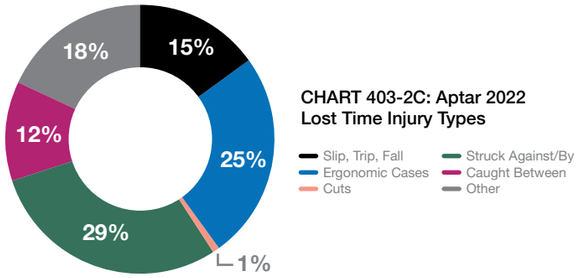
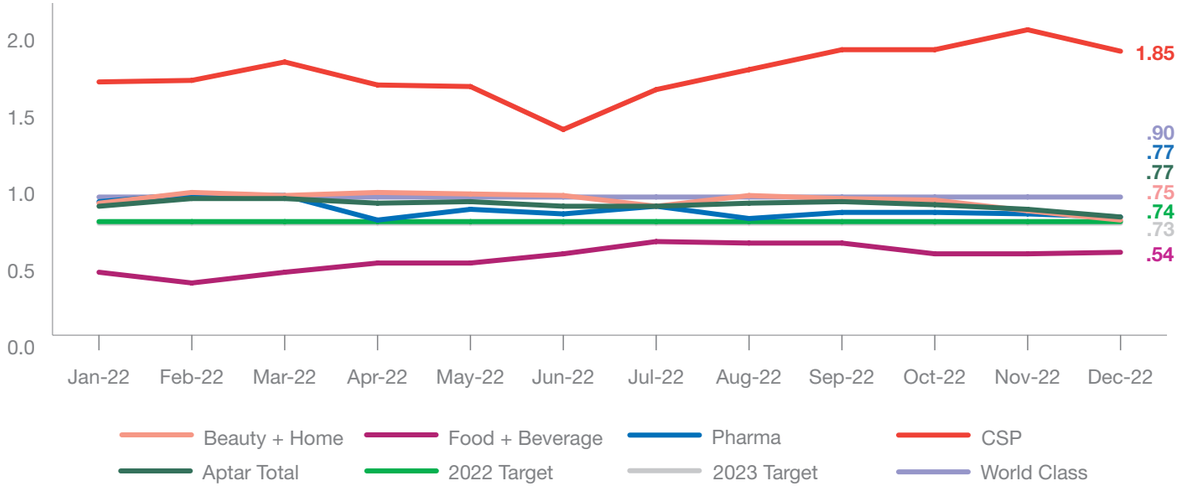



**CHART 403-2C: Aptar 2022 Lost Time Injury Types**

**TABLE 403-2a: TOTAL RECORDABLE INCIDENT RATE (TRIR)**

| | | % CHANGE FROM 2021 | 2022 | 2021 | 2020 |
|---|---|---|---|---|---|
| **Beauty + Home** | | -12% | 0.75 | 0.85 | 0.94 |
| | **EMEA** | -34% | 0.69 | 1.05 | 1.07 |
| | **LATAM** | -15% | 0.29 | 0.34 | 0.52 |
| | **North America** | Increase | 2.15 | 1.75 | 1.61 |
| | **Northeast Asia** | -80% | 0.13 | 0.66 | 0.67 |
| | **Southeast Asia** | -5% | 0.19 | 0.20 | 0.50 |
| **Corporate & 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** | | Increase | 0.54 | 0.39 | 0.70 |
| | **EMEA** | -34% | 0.29 | 0.44 | 0.40 |
| | **North America** | Increase | 1.40 | 0.60 | 1.35 |
| | **Northeast Asia** | Increase | 0.23 | 0.00 | 0.66 |
| **Pharma** | | -10% | 0.77 | 0.86 | 1.10 |
| | **EMEA** | -3% | 0.94 | 0.97 | 1.31 |
| | **North America** | -51% | 0.29 | 0.59 | 0.28 |
| | **Northeast Asia** | same | 0.00 | 0.00 | 0.00 |
| | **Southeast Asia** | Increase | 2.21 | 0.00 | 0.00 |
| **CSP** | | Increase | 1.85 | 1.53 | 1.97 |
| | **EMEA** | -6% | 2.65 | 2.82 | 4.12 |
| | **North America** | Increase | 1.65 | 1.21 | 1.36 |
| **Aptar Total** | | -6% | 0.77 | 0.82 | 1.00 |

**CHART 403-2a**



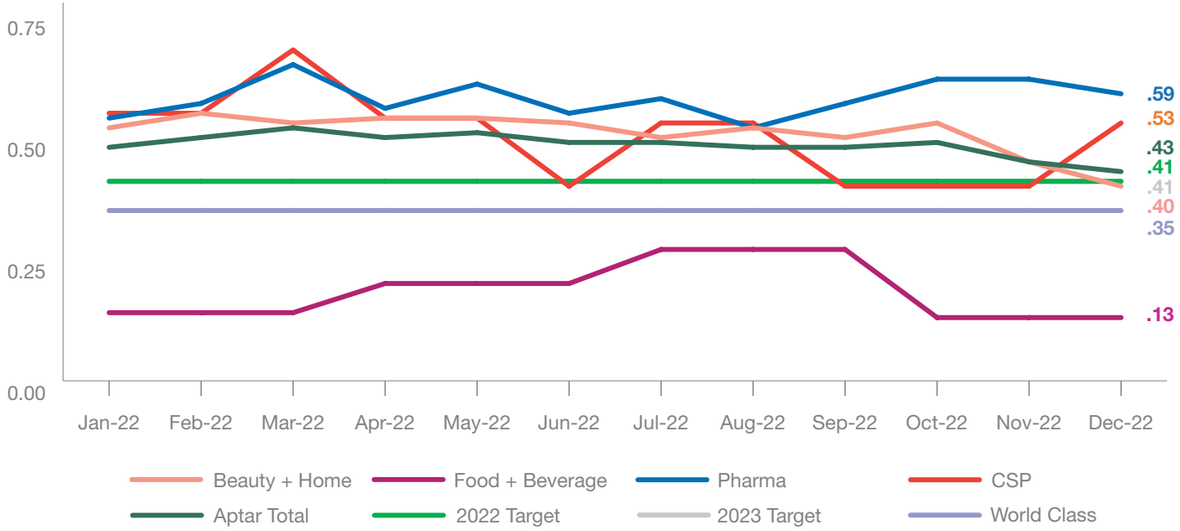

The Industry Standard (U.S. Bureau of Labor Statistics 2019) for 2022 was 3.6

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 403: Occupational Health and Safety** | | |
| **403-5** | a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations. | As a part of the implementation of the EHS Management System, training for specific topics as video modules, was provided as a supplement to the policy documents. This training was tracked at the global and site level for key management, EHS leaders and site-level HR representatives.<br>In addition to this global training, EHS-related training is provided to employees at the site and regional level. These activities are coordinated and tracked locally. |
| **403-6** | a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.<br>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs. | At the site and regional 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.<br>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. |
| **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:<br>i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;<br>ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;<br>iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.<br>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.<br>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. | a. 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.<br>b. All workers are included.<br>c. Aptar's EHS Management System is an aggregation of the most strict standards from the countries where we operate. (i.e. OSHA, EPA). |

**TABLE 403-2b: LOST TIME FREQUENCY RATE (LTFR)**

| | | % CHANGE FROM 2021 | 2022 | 2021 | 2020 |
|---|---|---|---|---|---|
| **Beauty + Home** | | -22% | 0.40 | 0.51 | 0.50 |
| | **EMEA** | -46% | 0.48 | 0.89 | 0.67 |
| | **LATAM** | Increase | 0.23 | 0.11 | 0.40 |
| | **North America** | Increase | 1.00 | 0.44 | 0.44 |
| | **Northeast Asia** | -100% | 0.00 | 0.50 | 0.17 |
| | **Southeast Asia** | -100% | 0.00 | 0.10 | 0.40 |
| **Corporate & 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** | | -35% | 0.13 | 0.20 | 0.28 |
| | **EMEA** | -34% | 0.29 | 0.44 | 0.40 |
| | **North America** | Same | 0.00 | 0.00 | 0.00 |
| | **Northeast Asia** | Same | 0.00 | 0.00 | 0.33 |
| **Pharma** | | Increase | 0.59 | 0.53 | 0.74 |
| | **EMEA** | Increase | 0.66 | 0.60 | 0.88 |
| | **North America** | -3% | 0.29 | 0.30 | 0.28 |
| | **Northeast Asia** | Same | 0.00 | 0.00 | 0.00 |
| | **Southeast Asia** | Increase | 2.21 | 0.00 | 0.00 |
| **CSP** | | Increase | 0.53 | 0.42 | 0.45 |
| | **EMEA** | -6% | 1.32 | 1.41 | 1.37 |
| | **North America** | Increase | 0.33 | 0.17 | 0.19 |
| **Aptar Total** | | -7% | 0.43 | 0.46 | 0.53 |

**CHART 403-2b**




The Industry Standard (U.S. Bureau of Labor Statistics 2019) for 2022 was 1.0

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 403: Occupational Health and Safety** | | |
| **403-9** | a. For all employees:<br>i. The number and rate of fatalities as a result of work-related injury;<br>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);<br>iii. The number and rate of recordable work-related injuries;<br>iv. The main types of work-related injury;<br>v. The number of hours worked.<br>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:<br>i. The number and rate of fatalities as a result of work-related injury;<br>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);<br>iii. The number and rate of recordable work-related injuries;<br>iv. The main types of work-related injury;<br>v. The number of hours worked.<br>c. The work-related hazards that pose a risk of high-consequence injury, including:<br>i. how these hazards have been determined;<br>ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;<br>iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.<br>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.<br>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.<br>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.<br>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. | a-c. See **Table 403-9**. 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. A snapshot of the last three years shows that our work-related fatality rate is zero.<br>d. See page 22-23.<br>e. The rates have been calculated based on 200,000 hours worked.<br>f. All workers are included.<br>g. Aptar's EHS Management System is an aggregation of the most strict standards from the countries where we operate. (i.e. OSHA, EPA). |

TABLE 403-9

| SAFETY STATISTICS | 2022 | 2021 | 2020 |
|---|---|---|---|
| **Lost-time Injury Frequency Rate (LTFR)** | 0.43 | 0.46 | 0.53 |
| **Total Recordable Injuries Rate (TRIR)** | 0.77 | 0.82 | 1.00 |
| **Lost Time Severity rate (LTSR)** | 10.23 | 11.85 | 13.71 |
| **Work-related fatalities** | 0 | 0 | 0 |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 403: Occupational Health and Safety** | | |
| **403-10** | a. For all employees:<br>i. The number of fatalities as a result of work-related ill health;<br>ii. The number of cases of recordable work-related ill health;<br>iii. The main types of work-related ill health.<br>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:<br>i. The number of fatalities as a result of work-related ill health;<br>ii. The number of cases of recordable work-related ill health;<br>iii. The main types of work-related ill health.<br>c. The work-related hazards that pose a risk of ill health, including:<br>i. how these hazards have been determined;<br>ii. which of these hazards have caused or contributed to cases of ill health during the reporting period;<br>iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.<br>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.<br>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. | a-c. See **Table 403-10**. 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. In the last three years, our work-related fatality rate is zero.<br>d. All workers are included.<br>e. Aptar's EHS Management System is an aggregation of the most strict standards from the countries where we operate. (i.e. OSHA, EPA). " |

TABLE 403-10

| WORK-RELATED ILL HEALTH STATISTICS | 2022 |
|---|---|
| **# of fatalities as a result of work-related ill health** | 0 |
| **# of cases of recordable work-related ill health** | 0 |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 404: Training and Education** | | |
| **Management** | The reporting organization shall report its management approach for training and education using Disclosure 3-3 in GRI 3: Material Topics 2021. | Transformation of entire Aptar Learning & Development into a Hybrid working environment already before the pandemic, Aptar Corporate University had most of our programs ready running in the virtual environment supported by a variety of learning formats, which are still available in all Aptar's business regions.<br>In 2022, the new ways of learning continues as we develop our virtual trainings into hybrid programs, which include online sessions, 1:1 coaching, transfer and experiential workshops.<br>Aptar's transformation journey from face to face to online demonstrated a huge agility to manage the crisis. Nevertheless, we realize more and more a desire of our employees for interaction, talking, time to exchange in order to bridge the isolation in the home offices. Aptar CU reacted on that needs by offering new programs as you see below and increase room for more human experiences.<br>This hybrid environment connects the methodologies of pre-COVID, face-to-face training with all that we have developed and learned during the pandemic so far. It combines online learning (through online sessions, 1:1s, Micro Learning) with experiential face-to-face workshops, where participants learn through experience and all their senses.<br>Alongside the CU's eGuides, CU continues to offer all employees access to LinkedIn Learning content, available in seven languages, to enhance their knowledge and support new ways of working, including Remote Working, Leading Teams Remotely and many more.<br>In 2022, L&D completed a strategy check to define a long-term picture, clarify strategic directions, and define the first strategic projects for the future. |
| **404-1** | a. Average hours of training that the organization's employees have undertaken during the reporting period, by:<br>i. gender;<br>ii. employee category. | **Table 404-1** illustrates the average hours of training per year per employee by region and by gender for reporting year 2022. Historic information can be found within our previous sustainability reports.<br>Training hours for 2022 are slightly higher than the previous year also thanks to offering new ways of learning such as developing our virtual trainings into hybrid programs.<br>SUSTAINABLE DEVELOPMENT GOALS |

TABLE 404-1: AVERAGE TRAINING HOURS PER EMPLOYEE

| | 2022 | | | 2021 | | | 2020 | | |
|---|---|---|---|---|---|---|---|---|---|
| **Region** | Females | Males | ALL | Females | Males | ALL | Females | Males | ALL |
| **EMEA** | 13.41 | 16.81 | - | 9.82 | 10.97 | - | 6.84 | 9.42 | - |
| **North America** | 21.90 | 23.73 | - | 26.03 | 32.15 | - | 26.51 | 25.63 | - |
| **Latin America** | 15.62 | 19.41 | - | 30.81 | 30.81 | - | 31.69 | 31.69 | - |
| **Asia** | 16.21 | 15.76 | - | 11.88 | 10.31 | - | 14 | 15.25 | - |
| **Aptar Total** | 16.99 | 17.47 | 17.29 | 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** | a. Type and scope of programs implemented and assistance provided to upgrade employee skills.<br>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.<br><br>SUSTAINABLE DEVELOPMENT GOALS | **Hybrid Learning Formula:** In general, Hybrid learning is seen as a combination of the traditional, face to face learning, integrated with technology. That is not wrong, but is still too much focus on the learning venue, classroom or distance learning from home.<br><br>Learning is so much more than face-to-face- or distance learning. Learning is very diversified, human and cultural. We might miss an opportunity to limit our self to the location and technology. For Hybrid learning, the use of technology is crucial. However, simply having access to technology is not enough to encourage trainer to integrate it into their learning journey. Learning & Development is undergoing a major transformation driven by "business needs, cultural changes and technology".<br><br>The global implementation of Horizon offers a shared learning experience platform for knowledge- and content management and diversified learning formats spanning online, hybrid, and face-to-face.<br><br>For good reasons, most trainings today are site-owned without any major global processes or governance in learning.<br><br>**L&D Governance:** We are going to leverage standardization and deployment of training across sites, regions, and segments when advantageous. We see numerous opportunities to reduce duplication of efforts.<br><br>Today, Aptar's training environment is managed by different stakeholders in HR, the Excellence pillars and within the business. Horizon offers a great opportunity to increase efficiency by leveraging digitalization, sharing experiences among the segments, regions and sites.<br><br>We see an opportunity to achieve savings by 15% of the total trainings costs by leveraging technologies, increasing the entire learning experience and clarifying the roles in HR and business together.<br><br>We are aligning stakeholder interests, while ensuring that learning initiatives map back to and are in support of organizational goals, shaping good Learning and Development (L&D) governance practices.<br><br>In a nutshell, the Governance document attached defines the following three roles:<br>1. Expertise: L&D is collaborating with all Excellence areas and functional leads to define a "best practice database for Aptar".<br>2. Learning Hub: A hub structure empowers Aptar functions to share critical expertise while following a defined governance and methodology to guarantee standardization of purchasing, content quality, and deployment while reducing costs and administrative workload. A Learning Hub manages the catalogue in Horizon and is in charge of developing the learning content or programs.<br>3. Learning Provider: This role will be supported by the digital format and efficiency of the Horizon system. The HR business partner will be responsible and accountable in offering learning services globally, regionally and locally. In some cases, learning hubs could also be as in charge of the delivery. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 404: Training and Education** | | |
| **404-3** | a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period. | We use a digital software solution for managing objectives, performance appraisals and formal succession planning. 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.<br><br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 405: Diversity and Equal Opportunity** | | |
| **Management** | The reporting organization shall report its management approach for diversity and equal opportunity using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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, development planning and leader accountability.<br><br>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.<br><br>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 20% identify as persons of color at the year-end 2022.<br><br>Our public target, which is to increase the percentage of Women in senior 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. At year-end 2022, 24.4% of leaders occupying positions of Vice President or above were women.<br><br>We continue our work with the Gender and Diversity Key Performance Indicator (KPI) Alliance, 2022 was a year of foundational development and growth for our three Employee Resource Groups: ALIGN, championing the development and upward progression of women across all regions/countries, BOLD, the Black Organization for Leadership, Diversity & Development and ARC, the Aptar Rainbow Community supporting our LGBTQ+ community and its allies. We celebrated International Women's Day in March with panel discussions and internal and external keynote speakers. We held our first Diversity, Equity and Inclusion week in October.<br><br>Our first male was added to the Global ALIGN Leadership Team in 2023. We continue to conduct Unconscious Bias to Inclusive Leader training sessions. We also have launched self-enrollment DEI training on our Horizons learning platform. More information on our 2022 progress on DE&I can be found on pages 18-21.<br><br>Aptar's DE&I topic is included the annual employee performance appraisal since 2020 to prompt employees and their managers to discuss and exchange their thoughts about DEI. Beginning in 2023, all leaders and professional employees are required to have at least one DEI objective.<br><br>We look forward to reporting on our future progress. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 405: Diversity and Equal Opportunity** | | |
| **405-1** | The reporting organization shall report the following information:<br>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:<br>i. Gender;<br>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;<br>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).<br>b. Percentage of employees per employee category in each of the following diversity categories:<br>i. Gender;<br>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;<br>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). | a. As of year-end 2022, Aptar's Executive Committee was compromised of eight members, three of which are women (37 percent) and 3 (37 percent) identify as persons of color. In addition, our Board of Directors is comprised of ten members, with four being women (40 percent) and two directors (20 percent) identify as persons of color. At year-end 2022, 24.4% 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-a details the Aptar governance bodies and employees including gender and age.<br>b. Employee breakdown per employee category by gender can be found in **Table 405-1**. As it is ever-changing, the data presented in the table is a snapshot as of year-end 2022. The definitions of employee categories are provided in the Appendix. In addition, **Table 405-1** 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. Aptar is committed to reporting transparently on equal employee opportunity (EEO), per regulations established in the United States for our American population. Table 405-b shows a snapshot, at December 31st, for years 2020, 2021, and 2022 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 2022 U.S. Equal Employment Opportunity Report will be submitted in late 2023.<br><br>SUSTAINABLE DEVELOPMENT GOALS |

## TABLE 405-1a: GOVERNANCE BODY DIVERSITY

| | | 2022 | | | | | | | | | | | | | | | | 2021 | | | | | | | | | | | | 2020 | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Gender | | | | | People of Color* | | | | | | Age | | | | | | 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 (#/%) | | Total | Male (#/%) | | Female (#/%) | | Total | | Male (#/%) | | Female (#/%) | | <30 (#/%) | | 30-50 (#/%) | | >50 (#/%) | |
| | a. Governance bodies** | # | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | # | % | # | % | # | % | # | % | # | % | # | % |
| Board of Directors | Board of Directors | 10 | 6 | 60 | 4 | 40 | 2 | 20 | 0 | 0 | 2 | 20 | 0 | 0 | 0 | 0 | 10 | 100 | 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 | 8 | 5 | 63 | 3 | 37 | 3 | 37 | 1 | 12 | 2 | 25 | 0 | 0 | 2 | 25 | 6 | 75 |

| | | 2022 | | | | | | | | | | 2021 | | | | | | | | | | 2020 | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Gender | | | | | Age | | | | | Gender | | | | | Age | | | | | Gender | | | | | Age | | | | |
| GRI REQUEST | APTAR CATEGORIES | Total | Male (#/%) | | Female (#/%) | | <30 (#/%) | | 30-50 (#/%) | | >50 (#/%) | | 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 | 90 | 75.6 | 29 | 24.4 | 0 | 0 | 56 | 47 | 63 | 53 | 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 | 3,345 | 2,116 | 63 | 1,229 | 37 | 356 | 11 | 2,052 | 61 | 937 | 28 | 3,112 | 1,989 | 64 | 1,123 | 36 | 287 | 9 | 1,912 | 61 | 913 | 29 | 2,956 | 1,876 | 63 | 1,080 | 37 | 271 | 9 | 1,831 | 62 | 854 | 29 |
| Non M&P - Unlimited Term Contract | Non M&P - Unlimited Term Contract | 9,125 | 5,831 | 64 | 3,294 | 36 | 1,320 | 14 | 5,337 | 58 | 2,468 | 27 | 8,941 | 5,731 | 64 | 3,210 | 36 | 1,305 | 15 | 5,140 | 57 | 2,496 | 28 | 9,014 | 5,721 | 63 | 3,293 | 37 | 1,331 | 15 | 5,186 | 58 | 2,497 | 28 |
| Non M&P - Fixed Term Contract | Non M&P - Fixed Term Contract | 1,025 | 632 | 62 | 393 | 38 | 621 | 61 | 354 | 35 | 50 | 5 | 820 | 487 | 59 | 333 | 41 | 444 | 54 | 300 | 37 | 76 | 9 | 692 | 418 | 60 | 274 | 40 | 423 | 61 | 215 | 31 | 54 | 8 |
| Temporary | Temporary | 2,677 | NO DATA | | | | NO DATA | | | | | 2,604 | 1,531 | 59 | 1,073 | 41 | NO DATA | | | | | 2,105 | NO DATA | | | | 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, ***P and above does not include ExCom or BoD, Note: System updated after 2019, therefore only two years of data is presented here.

## TABLE 405-1b: EMPLOYEE DIVERSITY (U.S. EMPLOYEES)

| | 2022 | | | | | | | | 2021* | | | | | | | | 2020* | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 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 | 9 | 0 | 0.2 | 1 | | 1 | 8 | 5 | 3 | 6 | 0.2 | 0.2 | 1 | 0 | 1 | 5 | 2 | 3 | 6 | 0.2 | 0.2 | 1 | 0 | 1 | 5 | 2 | 3 |
| Asian | 107 | 4 | 1.7 | 5 | 3 | 2 | 102 | 60 | 42 | 107 | 4.2 | 1.5 | 3 | 2 | 1 | 104 | 66 | 38 | 116 | 4.6 | 1.7 | 2 | 1 | 1 | 114 | 72 | 42 |
| Black or African American | 400 | 16 | 7.1 | 1 | | 1 | 399 | 219 | 180 | 393 | 15.6 | 7.5 | 1 | 0 | 1 | 392 | 204 | 188 | 396 | 15.5 | 7.5 | 1 | 0 | 1 | 395 | 206 | 189 |
| Hispanic or Latino | 321 | 13 | 5.8 | 0 | 0 | 0 | 321 | 174 | 147 | 253 | 10.0 | 4.8 | 1 | 1 | 0 | 252 | 131 | 121 | 267 | 10.5 | 5.1 | 1 | 1 | 0 | 266 | 136 | 130 |
| Native Hawaiian Or Pacific Islander | 1 | 0 | 0.0 | 0 | 0 | 0 | 1 | 1 | | 0 | 0.0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0 |
| White | 1,505 | 59 | 21.3 | 37 | 27 | 10 | 1,468 | 935 | 533 | 1,627 | 64.6 | 22.9 | 38 | 29 | 9 | 1,589 | 1,021 | 568 | 1,662 | 65.2 | 23.7 | 37 | 29 | 8 | 1,625 | 1,030 | 595 |
| Two or More Races | 13 | 1 | 0.0 | 0 | 0 | 0 | 13 | 12 | 1 | 11 | 0.4 | 0.1 | 0 | 0 | 0 | 11 | 9 | 2 | 8 | 0.3 | 0.0 | 0 | 0 | 0 | 8 | 7 | 1 |
| Other | 189 | 7 | 2.9 | 8 | 6 | 2 | 181 | 110 | 71 | 123 | 4.9 | 2.3 | 9 | 8 | 1 | 114 | 58 | 56 | 93 | 3.6 | 2.1 | 11 | 9 | 2 | 82 | 30 | 52 |
| U.S. Total | 2,545 | – | 39.0 | 52 | 36 | 16 | 2,493 | 1,516 | 977 | 2,520 | – | 39.2 | 53 | 40 | 13 | 2,467 | 1,491 | 976 | 2,548 | – | 40.2 | 53 | 40 | 13 | 2,495 | 1,483 | 1,012 |

* Senior Management includes Vice President and above; workforce includes all else, Note: Headcount include active internal employees only. Employees on long term leave, retired, external and interns and temporary workers are excluded.

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 406: Non-Discrimination** | | |
| **Management** | The reporting organization shall report its management approach for non-discrimination using Disclosure 3-3 in GRI 3: Material Topics 2021. | As detailed in our Code of Business Conduct & Ethics, each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors and employees. Since 2016, Aptar has launched a phone- and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified). |
| **406-1** | a. Total number of incidents of discrimination during the reporting period.<br>b. Status of the incidents and actions taken with reference to the following:<br>i. Incident reviewed by the organization;<br>ii. Remediation plans being implemented;<br>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;<br>iv. Incident no longer subject to action. | a. Aptar did not receive any substantiated complaints concerning discrimination.<br>b.<br>i. Not applicable<br>ii. Not applicable<br>iii. Not applicable<br>iv. Not applicable<br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 407: Freedom of Association and Collective Bargaining** | | |
| **Management** | The reporting organization shall report its management approach for freedom of association and collective bargaining using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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.<br>Please see **Table 2-30** for a breakdown of the total employees covered by collective bargaining agreements. |
| **407-1** | a. Total number of incidents of discrimination during the reporting period.<br>b. Status of the incidents and actions taken with reference to the following:<br>i. Incident reviewed by the organization;<br>ii. Remediation plans being implemented;<br>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;<br>iv. Incident no longer subject to action. | a. Aptar did not receive any substantiated complaints concerning discrimination.<br>b.<br>i. Not applicable<br>ii. Not applicable<br>iii. Not applicable<br>iv. Not applicable |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 408: Child Labor** | | |
| **Management** | The reporting organization shall report its management approach for child labor using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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.<br>SUSTAINABLE DEVELOPMENT GOALS |
| **408-1** | a. Operations and suppliers considered to have significant risk for incidents of:<br>i. child labor;<br>ii. young workers exposed to hazardous work.<br>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:<br>i. type of operation (such as manufacturing plant) and supplier;<br>ii. countries or geographic areas with operations and suppliers considered at risk.<br>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor. | Due to the nature of our business and industry, the risk of incidents of child labor are low.<br>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."<br>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.:<br>• Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education;<br>• Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees."<br>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. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 409: Forced or Compulsory Labor** | | |
| **Management** | The reporting organization shall report its management approach for forced or compulsory labor using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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 towards responsible business practices and principles and strategic actions to advance broader societal goals derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.<br><br>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's ethical trade service, and by suppliers as detailed within our Sustainable Purchasing Charter.<br><br>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. |
| **409-1** | a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:<br>i. type of operation (such as manufacturing plant) and supplier;<br>ii. countries or geographic areas with operations and suppliers considered at risk.<br>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor. | Due to the nature of our business and industry, the risk of incidents of forced or compulsory labor are low. Within our Modern Slavery Policy under the Aptar's 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."<br><br>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.:<br>• Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education;<br>• Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees."<br>In 2021, Aptar also released a new Human Rights Policy to further address these areas.<br><br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 410: Security Practices** | | |
| **Management** | The reporting organization shall report how it manages security practices using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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 towards responsible business practices and principles and strategic actions to advance broader societal goals derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. |
| **410-1** | a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.<br>b. Whether training requirements also apply to third-party organizations providing security personnel. | Aptar has a global compliance-training program that requires selected employees to attend compliance training on a biennial schedule. This training covers various corporate policies. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 411: Rights of Indigenous Peoples** | | |
| **Management** | The reporting organization shall report how it manages rights of indigenous peoples using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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 towards responsible business practices and principles and strategic actions to advance broader societal goals derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. |
| **411-1** | a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.<br>b. Status of the incidents and actions taken with reference to the following:<br>i. Incident reviewed by the organization;<br>ii. Remediation plans being implemented;<br>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;<br>iv. Incident no longer subject to action. | There were no incidents or violations involving the rights of indigenous people during 2022. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 413: Local Communities** | | |
| **Management** | The reporting organization shall report its management approach for local communities using Disclosure 3-3 in GRI 3: Material Topics 2021. | Aptar recognizes the importance of social responsibility within our local communities and beyond. Aptar has developed a three-tiered approach to community involvement:<br>• AptarGroup Inc. Charitable Foundation<br>• Global Charitable Giving<br>• Employee Volunteerism<br>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.<br>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.<br>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.<br>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.<br>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 humanitarian efforts in Ukraine in 2023.<br>In 2020, Aptar released a Community Engagement and Global Giving Policy to set a global standard for community engagement. Aptar Charitable Foundation giving info can be found at **Table 413**. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 413: Local Communities** | | |
| **413-1** | The reporting organization shall report the following information:<br>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:<br>i. social impact assessments, including gender impact assessments, based on participatory processes;<br>ii. environmental impact assessments and ongoing monitoring;<br>iii. public disclosure of results of environmental and social impact assessments;<br>iv. local community development programs based on local communities' needs;<br>v. stakeholder engagement plans based on stakeholder mapping;<br>vi. broad based local community consultation committees and processes that include vulnerable groups;<br>vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;<br>viii. formal local community grievance processes. | 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.<br>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 35-36. |
| **413-2** | a. Operations with significant actual and potential negative impacts on local communities, including:<br>i. the location of the operations;<br>ii. the significant actual and potential negative impacts of operations. | Aptar does not consider any of our operations to have significant actual or potential negative impacts on local communities. |

TABLE 413: APTAR CHARITABLE FOUNDATION GIVING

| | TOTAL CORPORATE GIVING |
|---|---|
| **2022** | $504,632 |
| **2021** | $536,411 |
| **2020** | $311,975 |
| **Total** | $1,353,018 |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 414: Supplier Social Assessment** | | |
| **Management** | The reporting organization shall report how it manages supplier social assessment using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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.<br><br>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).<br><br>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.<br><br>One of Aptar's Purchasing Committee key strategic 2023 objective is to build supplier sustainability roadmaps for 4 key categories (energy, resin, metal and transportation).<br><br>Finally, as part of the Business Review process set-up at Purchasing level, a yearly meeting with strategic suppliers, the sustainability criteria are mandatory to be reviewed, including the supplier's EcoVadis score and its improvement areas. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 414: Supplier Social Assessment** | | |
| **414-1** | New suppliers that were screened using social criteria. | Previous to 2018, we selected a few strategic suppliers in North America and Europe to receive a social and environmental screening audit; all of our new suppliers were screened as well. At that time, other regions also screened suppliers for environmental and social impacts, but these results were not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to coordinate a standardized, global program. Piloted in 2019, in 2020 Aptar entered into partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process. At the time the 2020 Corporate Sustainability Report was finalized, it was too early in the roll-out to provide details from the EcoVadis assessments of our suppliers, but we look forward to share more on this progress, including participation and performance statistics, as the program progresses in 2021 and beyond.<br><br>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. As of February 2023, we have 396 suppliers with an EcoVadis score that are representing 55% of our total 2022 spend (71%+ of Scope 3 suppliers & 37%+ of non-scope 3 suppliers). In 2023 we will continue to onboard suppliers to reach 75%+ of Scope 3 suppliers spend and 40%+ of non-scope 3 suppliers. 82% of vendors rated have a score above 50 within the EcoVadis platform.<br><br>In 2021, we initiated the definition of a Supplier Diversity program consistent with Aptar DE&I strategy & which supports the requirements of the markets in which we operate. In 2022 we will launch Aptar Supplier Diversity program with specific targets per region.<br><br>The Supplier Diversity program has the objective to measure and grow the portion of small businesses and woman and/or minority-owned companies with which Aptar does business with. Aptar partnered with Supplier IO in order to gather diversity information about our vendors. We have ambitious targets : by 2033, we want to meet the following targets:<br>• 5% of Aptar spend with woman or minority-owned business (US) & inclusive enterprises (specific targets per geography depending on local regulations)<br>• 20% of our spend with Small Business Companies<br>• 50% of our spend with suppliers rated "Engaged" or "Advanced" on DE&I indicators within EcoVadis<br><br>Within the Purchasing function, the creation and follow-up of a sustainable roadmap per macro-category is part of the Category Directors yearly objectives.<br><br>As part of the Business Review process, a yearly meeting with our strategic suppliers, the sustainability criteria are mandatory to be reviewed, including the supplier's EcoVadis score and its improvement areas. |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 414: Supplier Social Assessment** | | |
| **414-2** | Negative social impacts in the supply chain and actions taken. | In 2021, through a combination or 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.<br><br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 415: Public Policy** | | |
| **Management** | The reporting organization shall report how it manages public policy using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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.<br>b. If applicable, how the monetary value of in-kind contributions was estimated. | Not applicable |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 416: Customer Health and Safety** | | |
| **Management** | The reporting organization shall report how it manages customer health and safety using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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.<br><br>We want our products to have the safest materials. 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 started to phase out of PFAS (Per and polyfluoroalkyl substances). See page 41 for more information on this topic. The company is involved at various levels in strategically relevant multi-organizational forums covering a wide range of topics related to this topic.<br><br>Aptar is in tune with industry, consumers, NGOs and legislators awareness of chemicals of concern. Our customers increasingly have standards for the use of certain chemicals that they want their suppliers to follow. Aptar engages closely with all stakeholders to keep standards high and set the right shared priorities. |
| **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 its 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.<br><br>Our products go through rigorous regulatory, safety and quality gateways throughout development, manufacturing and post-market. This ensure us that they consistently meet our high safety and quality standards. |
| **416-2** | Incidents of non-compliance concerning the health and safety impacts of products and services. | Aptar experienced no significant incidents of non-compliance concerning the health and safety impacts of products during the reporting year. 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.<br><br>All customer complaints are carefully reviewed. If necessary, corrective measures are taken and their execution is carefully monitored.<br><br>As a result of these efforts, Aptar was not aware of any cases in 2022 in which it has been accused of not having acted essentially in compliance with laws, regulations, and voluntary codes of practice. As such, Aptar did not have to pay any substantial fines or non-monetary penalties for non-compliance with laws and regulations.<br><br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 417: Marketing and Labeling** | | |
| **Management** | The reporting organization shall report how it manages marketing and labeling using Disclosure 3-3 in GRI 3: Material Topics 2021. | Aptar does not provide product and service information and labeling. Our customers provide labeling on their total packaging solutions. In 2020 Aptar developed a greenwashing avoidance training module for sales and marketing professionals, and this topic was addressed during a recent summit with the Commercial Excellence people. We have an EHS and Sustainability Communications Policy to guide sales and marketing professionals through sustainability related claims. |
| **417-1** | a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling:<br>ii. Content, particularly with regard to substances that might produce an environmental or social impact;<br>iii. Safe use of the product or service;<br>iv. Disposal of the product and environmental or social impacts;<br>v. Other (explain).<br>b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures. | Not applicable<br>SUSTAINABLE DEVELOPMENT GOALS |
| **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.<br>SUSTAINABLE DEVELOPMENT GOALS |

| TOPIC | REPORTING REQUIREMENT | APTAR'S RESPONSE |
|---|---|---|
| **GRI 418: Customer Privacy** | | |
| **Management** | The reporting organization shall report how it manages customer privacy using Disclosure 3-3 in GRI 3: Material Topics 2021. | 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.<br>SUSTAINABLE DEVELOPMENT GOALS |

# Appendix

## EMPLOYEE CATEGORY DEFINITIONS

| M&P = MANAGERS & PROFESSIONALS | OTHER EMPLOYEES CATEGORIES | TEMPORARY EMPLOYEE |
|---|---|---|
| Executives, managers, experts, engineers and specialists who meet the following criteria:<br>• Possess a bachelor's degree or above (or equivalent academic degree) which corresponds with at least three years of University level (or equivalent) education<br>• Hold a position within the organization which requires a bachelor's degree or above in order for the position to be considered appropriately staffed<br>In exceptional cases, possession of relevant skills and experience for a position may be considered as an equivalent level to a bachelor's degree. | **Technicians, Foremen and Administrative employees (TFA):**<br>Employee who is included neither in the category of Managers and Professionals nor in the category of Operators and Workers. In some countries such employees are paid on a monthly basis (e.g., secretaries, assistants, foremen).<br>**Operators/Workers (OW):**<br>Employee (direct labor or indirect labor) directly involved in the industrial process (manufacturing, maintenance, etc.). In some countries they are paid on an hourly basis.<br>**Unlimited Term Contract:**<br>Employees having a work contract with Aptar with no expiration date.<br>**Fixed Term Contract Employees:**<br>Have a work contract with an expiration date. | An individual not registered as an employee paid directly by the company, but who is recruited though a temporary work agency. |

**APTAR'S USE OF THE TERM CONVENTIONAL VERSUS VIRGIN:**

Although it is a widely accepted industry term, we understand that the term "virgin resin" can be perceived in some cultures as provocative and insensitive.

In an effort to be more inclusive of all cultures, we are using the term "conventional resin" to describe these newly extracted fossil-based resins.

Aptar