



The background of the slide features a large circular graphic composed of two overlapping rings, one green and one blue. The left side of the slide shows various Aptar sustainable packaging products, including a white bottle with a green cap labeled 'I CARE! YOUR BODY OUR PLANET I'M FULLY RECYCLABLE future.' and a white tube labeled 'Purity HDPE Low Profile + Recyclable\* Tube Top'. The right side shows a close-up of a person's face using a white spray bottle.

Aptar

# Purpose Takes Shape

2022  
Corporate  
Sustainability  
Report

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# Introduction



# Our Strategy

Sustainability is a priority in Aptar's business strategy. We incorporate economic, environmental, and social factors into our policies, practices, and processes to create long-term benefits for the company and our employees while also being mindful of conserving and protecting resources. We manage our sustainability-related risks through an enterprise risk management (ERM) process. We include climate risks as financial risks which are disclosed in our annual report and in our Task Force on Climate-Related Financial Disclosures (TCFD) reporting.

We're committed to a more sustainable and equitable future for our employees, consumers, customers, and community partners. To accomplish this, we've developed a sustainability strategy supported by three pillars:



## Care

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



## Collaboration

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



## Circularity

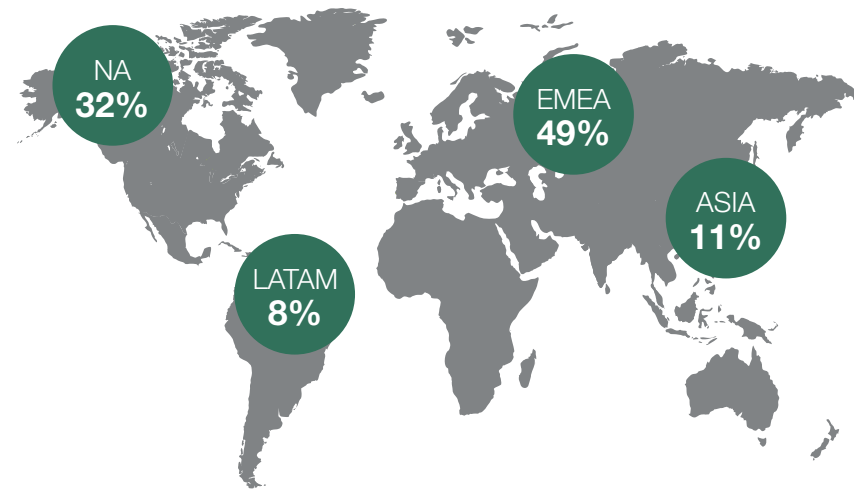
We're helping the industry advance system-scale change that will benefit people today and for generations to come by addressing climate change and the waste crisis.

Aptar believes transparency is necessary for a responsible company. We publish an annual sustainability report according to the Global Reporting Initiative (GRI) standards, highlighting our efforts toward the UN Sustainable Development Goals (SDG), and we provide a supplemental overview in line with the Sustainability Accounting Standards Board (SASB) as well. We include our Climate-related Financial Disclosures within our annual CDP (formerly Carbon Disclosure Project) responses, and we publish a stand-alone Task Force on Climate-related Financial Disclosures (TCFD) summary as well. We also publish an annual overview of our progress according to the United Nations Global Compact requirements. These disclosures can be found on the ESG page of the Aptar website at [www.aptar.com](http://www.aptar.com).

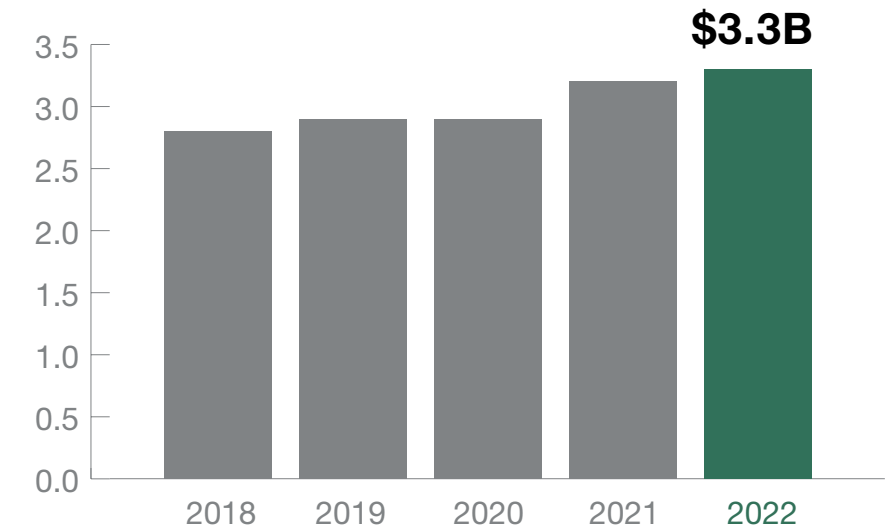
# About Aptar

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

## Net Sales by Shipping Destination



## Sales (in Billions)





# About Aptar's 2022 Corporate Sustainability Report

*This report highlights activities across Aptar global operations from January 1 through December 31, 2022. As in previous reports, this year's report summarizes milestones measured and achieved in the key areas of our global sustainability strategy as well as the challenges we are continuing to work through. Our scope encompasses initiatives undertaken by Aptar and its subsidiaries during the calendar year unless otherwise indicated. As of January 2023, our segments names were realigned to be Aptar Pharma, which was unchanged by the realignment, Aptar Beauty and Aptar Closures. The results within this report reflect the structure in place throughout 2022.*

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. Since 2020, Aptar has held the International Organization for Standardization (ISO) 14064 certification for energy and greenhouse gas (GHG) emission reporting, highlighting the accuracy of our energy and emissions data within this report as well as our annual CDP responses.

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 14064-1:2018 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.

- [2022 Verification Statement for ISO 14064-1 Compliant Greenhouse Gas Emissions \(Categories 1-6\)](#)

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.





# A Letter from Our CEO



*I am pleased to share our many Environmental, Social and Governance (ESG) highlights from 2022 – a year where we took key steps to advance our collective progress towards a more sustainable future.*

*Aptar’s purpose is as important as ever, and we remain focused on transforming ideas into solutions that improve everyday life. Our commitment to sustainability — demonstrated across three strategic pillars — ensures that we will continue to deliver value to stakeholders and take advantage of growth opportunities as they emerge.*

## Our Commitment to Care

Caring for people and the environment is the first of our three-pillar approach to sustainability. We care deeply for our employees and their families, and we are focused on establishing the “next normal” as the pandemic moves further into the rear-view mirror in most regions. This includes selective workplace flexibility, an enhanced focus on employee health and wellness, and an ever-vibrant diverse, equitable and inclusive culture.

The report highlights several employee- and community-focused initiatives, but I want to emphasize that our goal is to promote a diverse, equitable and inclusive culture. 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. These three employee resource groups collaborated to host DEI Week for the employee population. Aptar is also a participant in the Catalyst CEO Champions for Change and the Gender and Diversity KPI Alliance. Aptar was named #70 on the World’s Top Female-Friendly Companies for 2022 by

Forbes. Additionally, SHero has recognized Aptar Greater China as one of the Best Companies for Female Executives 2022.

When it comes to caring for the environment, we rely on metrics and science to guide our decision-making. Back in 2020, we formalized our science-based targets, setting a Scope 1 and Scope 2 emissions reduction goal consistent with requirements to keep global warming well below 2° Celsius by 2030, and a Scope 3 reduction goal consistent with requirements to keep global warming at 2° Celsius by 2030. We surpassed our original Scope 1 and Scope 2 reduction target within the first year of validation by the Science Based Targets Initiative (SBTi). Therefore, in 2022 we began working with SBTi to revise the Scope 1 and Scope 2 target to a more aggressive ambition, and to align it with requirements to keep global warming at 1.5° Celsius by 2030. We received official validation of this new ambition in March of 2023.

## Our Focus on Collaboration

At Aptar, we have talented and ambitious teams that set high goals. Yet, we are part of larger industry and market ecosystems beyond our control. Thus, Collaboration is another pillar of our strategy for influencing the adoption of increasingly higher levels of sustainability.

As a partner to many of the world’s leading brands, we can collaborate in the design of products and processes that take better care of people and the planet. Our focus on the sustainable design of products and science-based targets is in step with that of our partners at the Ellen MacArthur Foundation, the World Business Council for Sustainable Development and many other collaborative organizations. Aptar is also an active member of the United Nations Global Compact and the CE100 Network.

We also recognize our opportunity to collaborate with our suppliers to achieve a broader impact on society and the environment. To that end, we are actively developing Scope 3 initiatives for reducing emissions and waste in our supply chain, in addition to our existing programs that ensure safe and fair working conditions. We are also actively working on our Supplier Diversity Program, another important step on our Roadmap as we work to expand DE&I beyond our organization.

### Our Belief in Circularity

The third pillar of our sustainability strategy is based on our belief in the concept of Circularity. Our planet can no longer sustain a linear, take-make-and-waste model for consumer goods. We see circularity as an opportunity for us to work across sectors and geographies on systems change. By rethinking systems to be designed for reuse, use less energy, produce less waste, preserve natural resources and nurture people as an outcome, we can benefit consumers today and for generations to come.

We've set near-term targets for sustainable product design. For instance by 2025, we aim to include 10% recycled resin content and achieve 100% recyclable, reusable or compostable solutions in our personal care, beauty, home care, and food and beverage solutions. Several of our innovative, sustainable products are recognized in the markets we serve. Our SimpliCycle™ recyclable valve received the 2022 WorldStar Global Packaging award and the Institute of Packaging Professionals recognized Aptar with four AmeriStar awards, three in the sustainability category and one in cosmetics. Aptar was also recognized with several awards for our partnership with Dermalogica®, a beauty and skincare brand, on the fully recyclable mono-material pump, 'Future,' and FusionPKG was recognized for its Repeat Refillable Airless package.

Our Pharma team also launched our first Activ-Vial™ featuring post-consumer recycled (PCR) content, which is now part of Aptar CSP Technologies' Activ-Vial™ solutions. Incorporating PCR content into our Activ-Vial™ solutions is another step toward material circularity.

In early 2023, we announced our first metal-free nasal pump, APF Futurity™. When used in combination with a high-density polyethylene or polypropylene container, this pump can be recycled as one piece. All of this is made possible by the sustainability expertise within our consumer-facing businesses.

Yet, despite these ambitious goals and progress, we remain part of larger systems that ultimately determine the supply for, and demand of, these products. Therefore, we are encouraged by the progress of circular-economy regulations coming into effect, and together with our customers we will be prepared.

In conclusion, we continue to be recognized for our progress in our sustainability journey. In Newsweek's most recent list of America's Most Responsible Companies, Aptar ranked #10, including #1 in our industry. In France, we were recognized for the third time by Le Point magazine as "One of the Most Responsible Companies" in the country, and in Asia, we received the "Green Sustainable Development Contribution" Award for our efforts in carbon reduction, technology innovation, and commitment to protecting the environment.

I'm also pleased to share that at the start of 2023, we again achieved the EcoVadis Platinum level rating in recognition of our sustainability efforts, placing us among the top 1% of the nearly 85,000 companies rated by EcoVadis across all industries.

On behalf of Aptar's leadership team, thank you for your interest in our sustainability work. I invite you to explore in greater detail all that this report has to offer.

Sincerely,


























**STEPHAN B. TANDA**  
**APTAR PRESIDENT AND CEO**





# Our Sustainability Progress

## Positioned to Make a Difference

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

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

UN SDG	GOAL	TARGET YEAR	2022 PROGRESS
  	Earn Landfill Free certification through our internal program for 65% of sites	2022	65%
   	Avoid disposing 83% of operational waste through reduction, recycling and reuse		86%
 	Increase women leaders at VP level and above to greater than 30% (2025), with an interim target of 25% by the end of 2022		24.4%
 	10% recycled resin content in personal care, beauty, home care and food/beverage solutions	2025	0.80%
  	100% recyclable, reusable or compostable solutions in personal care, beauty, home care and food/beverage solutions		54.6%
 	Eliminate 100% of formaldehyde (POM), styrene (ABS, SAN), vinyl chloride (PVC), and Bisphenol A (PC, epoxy) in personal care, beauty, home care and food/beverage solutions		0%*
  	Achieving 15% lower electricity intensity from baseline year 2020	2030	6%
 	Sourcing 100% electricity from renewable sources		97%
	Reduce Scope 1 + 2 emissions by 28% from 2019 baseline (In March 2023, this updated to 82%)		75%
	Reducing Scope 3 absolute emissions 14% from a 2019 baseline		9%**

KEY:  = Goal met or exceeded  = Goal on track  = Goal at risk  = Goal regressed

\* For more information, please view page 41.

\*\* We have improved our Scope 3 accounting and transparency, lending more accuracy each year. This resulted in an 9% increase in total Scope 3 emissions in 2022.



## Care

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



## Collaboration

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



## Circularity

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



# ESG Recognitions

At Aptar, we develop more efficient ways to deliver critical medicine. We’re also enabling families to recycle more plastic with greater convenience, and we’re running our operations with respect for the environment that nourishes us all. Here are our most recent ESG recognitions.



**Barron’s**  
In the Top 100  
**Most Sustainable Companies**  
from 2019-2023

**Forbes**  
One of the  
**World’s Top Female Friendly Companies**  
from 2021-2022

**Newsweek**  
In the Top 100  
**America’s Most Responsible Companies**  
2020-2023

**CDP**  
Recognized as a  
**Supplier Engagement Leader**  
2020-2022

**EcoVadis**  
Sustainability Rating  
**Platinum**  
Top 1% since 2021

**3BL Media**  
One of the  
**100 Best Corporate Citizens**  
from 2021-2022

**ISS ESG**  
Achieved  
**Prime Status**  
from 2020-2023

**USA Today**  
One of the Top  
**25 of America’s Climate Leaders**  
2023

**Le Point**  
One of the Most  
**Responsible Companies in France**  
2020-2023



# Shaping a Better Future: Macrotrends

At Aptar, our purpose — to transform ideas into solutions that improve everyday life — drives everything we do. In 2022, our teams continued to deliver on our purpose to our customers, investors, and other stakeholders. Despite the continuing variability and uncertainty of global demand during the year, Aptar took key steps to evolve with the world around us to ensure long-term company success. Adaptation is at the center of who we are as a company, and is, in fact, the root of our name — the Latin word aptare. As the world around us evolves, so must we. This agility and comfort with adaptation is who we are.



*Our recent approaches to sustainability have been informed by the following macrotrends:*

# 1

## Increased Need for Transparent Disclosure and Due Diligence

We have seen the increased need for governance, policies, and procedures around sustainability and environmental, social and governance (ESG) topics. Due diligence on sustainability topics like human rights, climate, water, and waste, are emerging topics that require companies to identify impacts, act upon the findings, track company performance, and communicate their efforts. We use guidance from the Task Force on Climate-Related Financial Disclosures (TCFD) framework to inform our disclosure and associated environmental risks with company decisions.

Public disclosure of progress towards sustainability topics is also increasing in importance with our stakeholders. Regulations in the United States and in Europe is increasing the priority of reporting on Aptar's ESG performance and governance structures on our material topics. Regulatory teams monitor new and emerging regulations on an ongoing basis and use our participation in trade associations and other similar groups to continue raising the issue of sustainability. Activity from the U.S. Securities and Exchange Commission (SEC) and regulations like the Corporate Sustainability Reporting Directive (CSRD) in Europe, are creating changes in reporting standards for sustainability topics. This is something our teams are considering as we look towards the future of sustainability reporting, including upcoming materiality assessments and internal audit processes, which will include more formal oversight of these topics.

# 2

## Mitigating Climate Risks

The UN's Climate Change 2023: Synthesis Report outlines that the 1.5°C limit on warming is still achievable if all economic sectors take critical action. However, the repercussions of climate change are significant if not addressed, so we incorporate them into our strategic planning. These considerations include mandates on, and regulation of, certain products; carbon tax dynamics and impact; increased cost of raw materials, such as recycled content or post-consumer recycled (PCR); and changing customer expectations in terms of availability and environmental impact. Aptar's carbon transition plan includes actions that align with climate science and support the transition to a low-carbon economy. In addition, we developed an ISO 14064 compliant energy management system to map global greenhouse gas emissions and ensure accurate carbon accounting and reporting.

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

# 3

## Addressing Water Risks

Water is an increasingly important and threatened resource globally. Aptar abides by all discharge regulations and anodizing operations guidelines in the countries where we operate. Water is not identified as a critically material indicator by our stakeholders because it is not a key raw material component in our processes. Nonetheless, Aptar facilities return water to the source cleaner than when it was drawn and used closed-loop water systems to reduce consumption. Annual water risk assessments allow Aptar to share our results with stakeholders, aid in short and long-term business planning, and support our Water Roadmap to ensure that our water strategy is effective.

During our most recent water risk assessment, we mapped all of our manufacturing locations relative to regions of water risk, focusing on the physical risk category, as these factors present the most immediate and potentially disruptive threat to business continuity. In addition to these risk assessments, Aptar conducts regular training on water scarcity and water circularity across the company. While some information is shared herein, more details of our water strategy are disclosed within our annual CDP Water assessment.

# 4

## Managing Biodiversity Risks

In 2022, countries from around the world reached an agreement that aims to slow biodiversity loss through expanded protection of land and marine habitats by 2030. The Kunming-Montreal global biodiversity framework established at the UN Biodiversity Conference COP15 in Montreal recognizes the imperiled state of global biodiversity. Aptar collaborated with the Science Based Target Network in 2021 to establish initial guidance on science-based targets (SBTs) for nature, as a first step toward integrated SBTs for all aspects of nature: biodiversity, climate, freshwater, land and ocean. We recognize the importance of biodiversity and its intersection with climate and water topics. The use of life-cycle approaches allows us to quantify the environmental impacts of our production processes on biodiversity, both terrestrial and freshwater.



# 5

## Advancing Resource Efficiency and Circularity



In recent years, our stakeholders have placed an increased focus on moving away from the make-take-waste model and moving towards a more circular economy. A circular economy is only viable if every sector and every actor steps up to work together on solutions such as recycling, reuse and alternative resins. For Aptar, circularity and eco-efficiency are both internal and external. Managing our energy, water, and waste efficiently is critical.

As consumer behavior signals a shift to being more sustainability-minded in their consumption and purchase habits, it is important for us to enable this transition with solutions that balance sustainability with convenience.





# Care



# Care: Our Approach

Care is what motivates Aptar’s work. In everything we do, we want to meet the needs of our customers, consumers, employees and communities in more effective and efficient ways.

As a result, brands count on our products and services to make a positive change. For example, we develop faster ways to deliver critical medicine. We enable families to recycle more plastic, and we continuously improve our operations to reduce greenhouse gas emissions and avoid sending operational wastes to landfill. At Aptar, caring for each other and the planet is how we build a better future.

GOAL	PROGRESS
Maintain safe and healthy workplaces	Reduced Total Recordable Incident Rate by 6% and Lost Time Frequency Rate by 7% in 2022
Nurture a culture in which everyone is valued and included, and diversity is celebrated	Continued our commitment to diversity, equity and inclusion through our three Employee Resource Groups
Increase women leaders at VP level and above to >25% by 2022 and >30% by 2025	24.4% of leaders at the VP level and above are women as of 2022. Read more on page 21
Empower employees to develop professionally	Progressed our Corporate University Programs to support our global workforce. Read more on page 24
Validated revised targets, in line with the 1.5°C ambition, with SBTi in March of 2023	Reduced greenhouse gas emissions 75% from our 2019 baseline in 2022
Validated revised targets, which focus effort on four main categories of Scope 3, with SBTi in March of 2023	Due to increased ability to measure these emissions, we increased Scope 3 emissions by 9% in 2022 from 2019 baseline. Read more on page 15
Source 100% electricity from renewables by 2030	Reached 97% in 2022
Reduce electricity intensity 15% from baseline year 2020 by year-end 2025	Electricity intensity increased 6% in 2022. Read more on page 62
Continue to earn Landfill Free site certification	65% of Aptar sites were certified landfill free by end of 2022
Continue to increase the amount of operational waste we recycle or reuse	Recycled or reused 86% of our operational waste in 2022
Design new products and services that brands use to create positive social impact, especially in the pharma/healthcare market	Read about our products that create positive social impact on page 28

BOARD OF DIRECTORS

90%

Directors are Independent

40%

Directors are Women

EXECUTIVE COMMITTEE

37%

Members are Women

37%

Identify as Person of Color

\* The figures shown above reflect year-end 2022 information. These numbers have shifted slightly following the appointment of a new female board member in early 2023.



# Caring for Environment

## Emissions

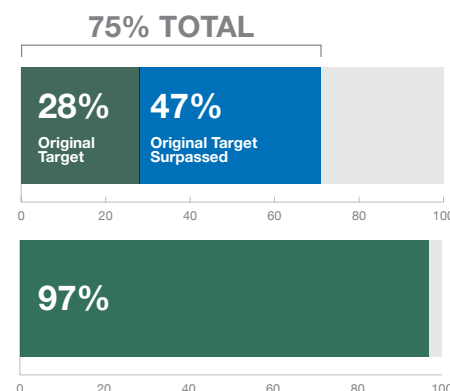
Driven by purpose, we continuously innovate to meet the world's evolving sustainability needs in more efficient and effective ways. We partner with our suppliers and customers to enable consumers to recycle more plastic; we introduce recycled materials in our products where possible; we frequently identify opportunities to reduce greenhouse gas emissions in our operations; and we source renewables where available.

Our climate commitments are part of how we care for the environment. In 2020, Aptar formalized its original science-based targets (SBTs), setting a Scope 1 and Scope 2 emissions reduction goal consistent with well below 2° Celsius (WB2°C); a renewable electricity target and a Scope 3 target in alignment to 2°C – all by 2030.

We surpassed our original Scope 1 and Scope 2 reduction target within the first year of validation by the Science Based Targets Initiative (SBTi). Therefore, in 2022 we began working with SBTi to revise the Scope 1 and Scope 2 target to a more aggressive ambition, and to align it with requirements to keep global warming at 1.5° Celsius by 2030.

**Scope 1 + Scope 2 emissions reductions in 2022 from 2019 baseline**

**97% of energy sourced from renewable sources, up from 57% in 2019**



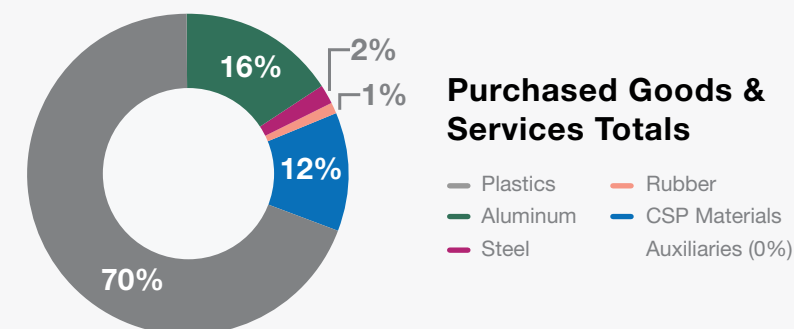
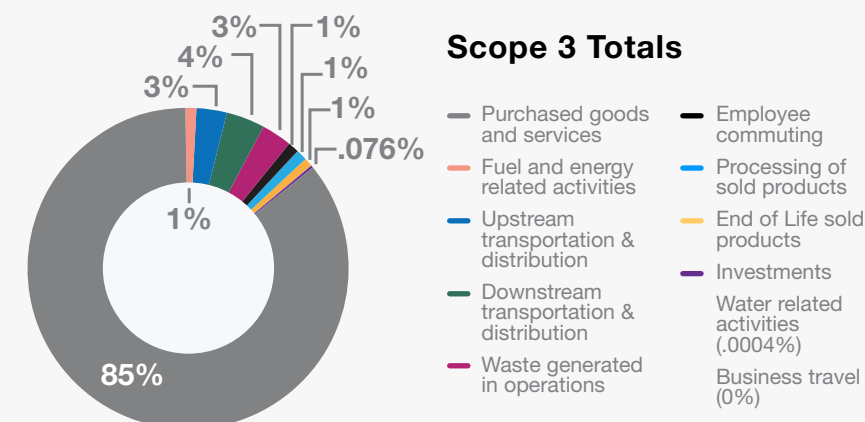
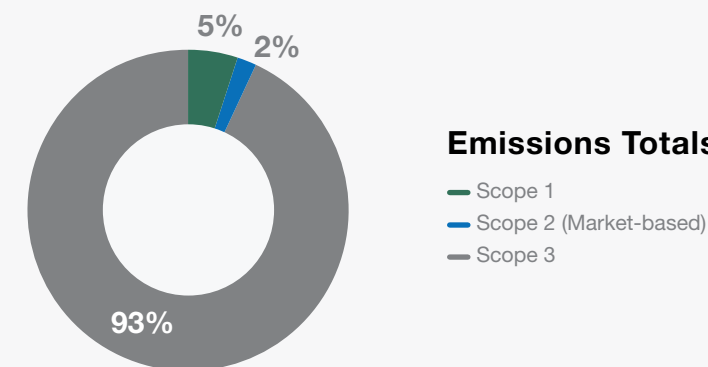
In March of 2023, Aptar's revised targets were officially validated by SBTi. They are as follows:

- Aptar commits to reduce absolute Scope 1 and 2 GHG emissions 82% by 2030 from a 2019 base year.
- Aptar commits to reduce absolute Scope 3 GHG emissions from purchased goods and services, upstream transportation and distribution, waste generated in operations, and downstream transportation and distribution 14% by 2030 from a 2019 base year.
- Aptar also commits to increase annual sourcing of renewable electricity from 57% in 2019 to 100% by 2030.

Aptar's carbon transition plan includes actions that align with climate science and support the transition to a low-carbon economy. In addition, Aptar developed an ISO 14064 compliant energy management system to map global greenhouse gas emissions and ensure accurate carbon accounting and reporting.

*“Driven by purpose, we continuously innovate to meet the world's evolving sustainability needs in more efficient and effective ways. We partner with our suppliers and customers to enable consumers to recycle more plastic, we introduce recycled materials in our products where possible, we frequently identify opportunities to reduce greenhouse gas emissions in our operations and we source renewables where available.”*

**BETH HOLLAND**  
VICE PRESIDENT, GLOBAL SUSTAINABILITY



## Landfill Free Program Expands

Aptar's internal Landfill Free (LFF) Program was one of our first established operational sustainability programs. Based on the Zero Waste International Alliance protocol, this internal program has helped improve operational eco-efficiencies since 2013.

To obtain and maintain the certification, sites are required to prove, through a third-party audit, that they reuse or recycle at least 90% of operational wastes. In 2022, Aptar Leeds was certified Landfill Free, bringing Aptar's global total to 65% of sites. View our global progress toward this and other sustainability-related certifications [here](#).

The Landfill Free program encourages continuous improvement of Aptar production processes by reducing waste production and promoting reuse and return of waste along the value chain. These aspects contribute to proactive behavior for environmental sustainability efforts.



Recycling and reuse help lower emissions associated with landfills and ensure compliance with waste management regulations. Since 2020, all Aptar sites use the digital waste tracking module within our EHStar platform, which was developed by cross-functional collaborations among the Aptar Sustainability Team, EHS Team, and IS department. The module enables sites to track their wastes according to the landfill free calculations and protocol. It also helps sites that are not yet certified understand how closely they are progressing toward certification.

We are working with global partners to expand the Landfill Free program in North and Southeast Asia where recycling opportunities, and waste tracking processes, are less available. We look forward to sharing our progress in the future.

## Disposal Avoidance

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

Waste disposal targets have been cascaded to each Aptar site. At year-end 2022, Aptar avoided disposal to landfill by reusing, recycling, and recovering 86% of waste from our operations.

## Water Scarcity Awareness Training

In conjunction with Earth Week, Aptar's Global Sustainability Team launched a training to provide business leaders with insights into water scarcity and how it applies to the organization. Annual water risk assessments allow Aptar to share our results with stakeholders, aid in short- and long-term business planning, and support our Water Roadmap to ensure an effective water stewardship strategy. During our most recent water-risk assessment, we mapped all of Aptar's manufacturing locations relative to regions of water risk via the World Wildlife Fund's Water Risk Filter, with particular attention on the physical-risk category, which poses the most immediate and potentially disruptive threats to business continuity. Through this assessment, four sites were identified as medium-high or very-high physical risk. In previous years, we performed this assessment using the World Resources Institute's Aqueduct Water Risk Atlas and the results of that assessment showed that 20 sites were in extremely high, high, or

medium water stress. While our focus will be on the four sites we found to be at high physical risk, many sites are benefiting from consumption reduction projects and closed loop systems to help reduce our water risks. As reported via the CDP Water assessment, these water-scarce sites are developing contingency plans in case local water supplies fall below the level needed to maintain operations. The training provides examples of actions site leaders can take to reduce water consumption, to help reduce water risks at all of our sites, and to help measure, monitor, and report on their water use. We believe that now is the time to act and plan to address potential water risks and stay ahead of risk and potential legislation in this area.



Aptar Pharma's Le Vaudreuil site in France received the Showcase Industry of the Future trophy by the Alliance Industrie du Futur (AIF) in 2022. The award recognizes companies that have successfully developed and implemented innovative, human-centered industrial projects. The award recognized the work Le Vaudreuil has done in recent years to evolve the organization of workspaces alongside real-time evaluation of performance data to increase industrial efficiency.



*“The Aptar Green Building Guidelines enable us to make an impact in several different ways. These guidelines will help our company to continue to protect the environment and employees by saving energy and reducing waste while at the same time providing a work environment that will assist with the well-being of our employees”*

**JOSEPH FRANK**

**GLOBAL DIRECTOR,  
OPERATIONAL EXCELLENCE EHS**

## Aptar’s Green Building Guidelines

Because Aptar has facilities around the globe, we developed our own detailed set of green building guidelines aligned with the requirements of numerous regional certification programs. The guidelines aim to achieve the following benefits:

- Reduced power demand in our factory buildings
- Reduced GHG emissions
- Reduced potable water consumption
- Increased green cover in new factory premises, thereby reducing heat island effect
- Enhanced indoor air quality and wellbeing

The most recent Aptar site to achieve green building recognition is Oyonnax in France. By following Aptar’s guidelines, the site was also able to achieve LEED v4 silver-level certification from the U.S. Green Building Council. LEED is a green-building certification that promotes

lower-impact material selections and energy efficient systems and architecture. This certification targets Oyonnax as a whole and not only the materials used for its construction. The site covers 25,000 square meters and is expected to deliver 45% savings in energy and 58% reduction of CO2 emissions, compared to 2018 performance.

## Science Based Targets for Nature & Biodiversity

In 2022, Aptar joined the Science Based Targets Network (SBTN), a key initiative of the Global Commons Alliance that draws on scientific expertise to develop measurable, actionable and time-bound methodologies to support companies setting targets that are aligned with Earth’s limits and societal sustainability goals. SBTN is focused not only on climate change, but also freshwater, natural land, oceans, and biodiversity species — all topics of importance to Aptar’s entire value chain, investors, and communities.

Since joining SBTN, we have been working to understand the SBTN framework principles and have followed the development of technical guidelines to be released in 2023. We also have begun the foundational work to assess our material issues, interpret the data, and prioritize our action steps. Our work with SBTN is aligned with the new EU Directive for the Corporate Sustainability Reporting Directive (CSRD), which includes KPI for biodiversity and ecosystems.

## Earth Week & Biodiversity

During Earth Week 2022, Aptar put out a call to action to combat the accelerating species loss and degradation of the natural world. The theme for the week, “Invest in Our Planet,” focused on biodiversity, and Aptar employees and their families around the globe documented the actions they took in an Earth Week library that will serve as an ongoing repository for the sharing of project ideas. On behalf of participating employees, the AptarGroup Charitable Foundation donated \$20,000 to Ocean Conservancy.

The majority of Aptar locations and office sites celebrated Earth Week together, either virtually or onsite. In addition to biodiversity loss, local activities focused on waste disposal, deforestation, water scarcity and pollution. In total, Aptar locations hosted more than 55 Earth Week activities, which included more than 2,500 acts of participation by Aptar employees and family members together with more than 350 local Aptar facility suppliers, customers, and community leaders.

## Aptar is Moving Away from Business Cards

As part of our efforts to become a more sustainable organization, we encourage employees to transition to paperless work processes. In 2022, for example, we began moving away from business cards, opting instead for digital solutions that can swap contact info and reduce office waste.





# Developing a Strong Culture of Diversity

At Aptar, we care for our employees by valuing the diversity of our organization and fostering a culture of inclusion and respect. The third phase of our Diversity, Equity & Inclusion (DE&I) Roadmap concluded in 2022. The three-year phase focused on full integration of DE&I through metrics, policy development, strong governance, training, partnerships and more. Previous phases focused on leadership culture and embedding DE&I into strategic priorities. The next phase of the Roadmap (2023-2026) aims for diversity, equity and inclusion (DEI) to become Aptar's culture.

Aptar was proud to receive recognition on national and global levels for our DEI progress. For instance, at the time when we release the report, our Board of Directors includes 45% women, and all board committees are chaired by women directors. All managers and professionals (see role descriptions on p. 86) at Aptar will be required to have at least one mandatory DEI-related objective in their individual 2023 business objectives. Lastly, 2022 was a year of foundational development for Aptar's Employee Resource Groups (ERG), which began to lead company culture through regular forums and networking opportunities.

## Employee Resource Groups (ERG)

Employee Resource Groups (ERG) are an important part of Aptar's DE&I Roadmap. These voluntary, employee-led groups raise awareness for DEI-related issues in the workplace, while also creating internal networking opportunities for the personal and career development of diverse talent. 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.



## Aptar Lead Inspire Grow Now (ALIGN)

ALIGN champions the development and continued progress of women while celebrating every woman, man, and gender-neutral employee. Among other activities in 2022, the North American regional ALIGN group began holding monthly open meetings. Themes included the impact of COVID, menopause and andropause, self-care for anxiety, and regional diversity (and biases) in North America. ALIGN Italy launched a newsletter and began sponsoring an ongoing training for managers and supervisors focused on the role that leadership plays in cultivating diversity and inclusion in the workplace. ALIGN France Ambassadors assessed a survey of employees' opinions on the topics of professional and personal life balance, career satisfaction, and gender-related limitations and advantages. The group then developed and presented an action plan to increase awareness



on the issues, promote gender balance, and maximize employee engagement. ALIGN continues to expand its reach with support from Executive Sponsor, Hedi Tlili, Aptar's President of Closures. In 2023, ALIGN hosted the third annual Aptar's women's conference in alignment with International Women's Day.

In 2022, Aptar's current President of Beauty, Marc Prieur, joined the Catalyst Europe Advisory Board. In 2023, Aptar will launch Men Advocating Real Change (MARC), a Catalyst program designed to inspire and equip men to leverage their experiences to be advocates for equity in the workplace.

*“Aptar has made great progress on our DEI initiatives over the past year. Engagement of senior leadership and our ERGs will propel us to the next level as we increase our global outreach on extended dimensions of diversity categories. It is the ‘small wins’ that make the ‘largest impact’.”*

**MARCIA THOMAS**  
DIRECTOR,  
GLOBAL DIVERSITY & INCLUSION





## Black Organization for Leadership, Diversity & Development (BOLD)

BOLD works to ensure that employees who identify as Black/ African American and African descent are networked to resources for professional development at Aptar. In doing so, BOLD supports Aptar in increasing the hiring and retention of diverse talent. In 2022, BOLD established its leadership team and the executive sponsorship of Aptar's EVP, Chief Legal Officer and Corporate Secretary, Kim Chainey. In advance of Aptar's DEI Week in October, BOLD encouraged employees company wide to take Harvard University's online Implicit Association Test (IAT), which measures attitudes and beliefs that people may be unwilling or unable to report. The test then served as a reference point for BOLD's keynote speaker, who addressed the impacts of implicit and explicit stereotypes and how they can be overcome in the workplace. BOLD is working to set goals for the coming years that include annual celebrations of Martin



Luther King Jr. Day, Black History Month and Juneteenth. BOLD also established a private Microsoft Teams channel where members share information and organize activities.



## Aptar Rainbow Community (ARC)

The mission of ARC is to ensure that LGBTQ+ employees are comfortable in bringing their whole selves to work at Aptar. The ERG met monthly in 2022 and established an integrated calendar with Aptar's communications team. In addition, the group created an app that allows any Aptar employee to anonymously ask difficult questions or share personal stories. The purpose of the Safe Space app is to increase dialogue and understanding within the Aptar community for LGBTQ+ issues. ARC became active on social media in 2022, and for Pride Month in June, the ERG posted daily facts to Aptar's Mosaic intranet, created a toolkit to assist sites in hosting their own activities, and encouraged Aptar employees to share their photos and a version of Aptar's logo updated with the pride rainbow. ARC also established a private Microsoft Teams channel where members share information and organize activities.



***“As the executive sponsor for ARC, I will help foster a more diverse, equitable and inclusive work environment where employees who identify as LGBTQ+ can express their individuality.”***



**GAEL TOUYA**  
PRESIDENT OF APTAR PHARMA

## DEI Week

Aptar's Employee Resource Groups (ERG) organized the company's annual DEI Week in 2022. The week aimed to promote DEI culture at Aptar through a series of global and regional events focused on advancing diversity, equity and inclusion practices in our organization. Following an opening day that featured a keynote by author, comedian and TV host, Dr. Bertice Berry, each ERG hosted a separate day of the week, bringing together internal and external speakers to convene town-hall discussions, lead educational activities and offer best practices.

On Day Two, ARC led two hours of live discussions. Among the most impactful was an interview with two Aptar executive leaders who shared their experiences of being out as a member of the LGBTQ community in the workplace. Another session explored resources available through the Employee Assistance Program (EAP) and flexible work scheduling, which were utilized by an ARC member to address mental health challenges experienced by a child

who came out as gay in high school. ARC reported that its membership grew by 25 percent immediately following DEI Week, as employees who viewed the discussions were inspired to get involved.

BOLD hosted keynote speaker Damon Williams on Day Three. Williams is the Associate Dean for Inclusive Excellence at Georgia Institute of Technology in Atlanta, Georgia. He shared a unique perspective on the benefits of diversity, equity and inclusion, and how to overcome the barriers that implicit bias presents to professional growth and development in the workplace. BOLD members from around the globe introduced themselves and aspects of their local cultures in a video that shined a light on Aptar's connections to communities in Cameroon, Ghana, Rwanda, and the Southeastern U.S.

On Day Four, ALIGN hosted a panel discussion with Elisabeth Moreno, the former French Minister for Gender Equality, Diversity and Equal Opportunities. The discussion covered topics relating to DEI and answered questions about the

Women's movement in Iran, women in Africa, inspiring countries around the globe, the advantages of DEI in organizations, and how to accelerate gender equity. ALIGN regional ambassadors gave updates from China, Southeast Asia, Latin America, North America and EMEA, and the day ended with a call to action for global allyship in support of all three ERGs.

DEI week concluded with an opportunity for employees to replay sessions they were unable to attend. In total, more than 1,000 employees participated in live events throughout the week, and many more viewed recorded sessions on their own schedules.

***"I am very proud to work for such a caring and conscious company. Great content has been shared during this DEI week! Let's keep these conversations going. A diverse world/company, is a richer world/company!"***

**GABRIELLA UMENEI**

**SENIOR MANAGER OF TECHNICAL ACCOUNTING & EXTERNAL REPORTING**

## Women's Day Conference

On March 8, 2022, Aptar held its 2nd Annual Women's Day Conference on the theme "Gender Equality Today for a Sustainable Tomorrow." The online event was in concert with International Women's Day #BreakTheBias campaign, and dozens of Aptar employees posted images of themselves with arms crossed, in a pose of solidarity with the message.

Candace Matthews, who joined Aptar's Board of Directors in 2022 with over 30 years of experience developing and marketing products for the healthcare, cosmetics, food and beverage industries, was among the many featured speakers. She shared her views on women and leadership, emphasizing the importance of understanding cultural differences as a first step towards empowering women. "Women, no matter where they are, they are strong, they are resilient, they are leaders and they are undervalued," she said. Aptar's Strategy & Market Intelligence Director, Amira Ghazali, interviewed Veronique Morali, Former President of Women's Forum for

the Economy and Society. They discussed her journey as a woman in business, and Morali offered a piece of advice to attendees: "Women should be comfortable with their own choices. It's tough out there. Choose your destiny, but don't forget to be happy."

Other events from the day included a panel discussion with ALIGN Champions Alok Dutta, Adam Shain, Xavier Susterac and Kanwal Tikoo.



**Aptar ranked 70th out of 400 companies on Forbes 2022 list of the "World's Top Female-Friendly Companies." In addition, Aptar China received a sHero award for "Best Companies for Female Executives".**



## Gender Equality

Gender equality is an important element of our diversity and inclusion goals, and we are continually taking steps to improve in this area. We focus on supporting, mentoring, recruiting, and career planning for women at Aptar so they feel included and can assume a greater number of leadership roles at all levels. This will in turn enhance our vibrant work culture and help deliver stronger business results.

Our goal is for women to comprise 30% of our leadership team (VP level and above) by 2025, with an interim target of 25% by the end of 2022. At 24.4%, we were slightly under our 25% target for 2022, yet we remain on track to achieve our 2025 goal. In 2023 and beyond we will continue to work on gender equity through our ALIGN employee resource group and our partnership with Catalyst.org, increasing the level of resources to support and develop all women in the workplace and build alliances with employees of all genders. We look forward to sharing our progress along the way.

## Communicating Our DEI Culture

Aptar's Global Communications team plays an important role in establishing the organization's DEI culture. In 2022, the team published approximately 50 articles to the "Cultural and Diversity Corner" of Aptar's intranet promoting diversity, fostering cross-cultural understanding, celebrating cultural events, encouraging employee engagement and raising up campaigns such as Black History Month, Women's History Month and Pride Month.

A separate "Employee Spotlight" video series showcased employee accomplishments, skills and experiences, while also providing them a platform to share their unique stories and perspectives. The aim of the ongoing series is to promote diversity and inclusion in the workplace and support talent retention through the celebration of our dedicated and talented employees.

Following DEI Week, the Communications Team also produced a documentary series, titled "Women in the New Normal." The series included 20 episodes with women and men speaking about the impacts of COVID and the post-COVID world on the lives of women. In addition to these special content series, Aptar's intranet features a DEI Resources platform that shares information, webinars, reading materials and other resources from Catalyst.org

**In 2022, and for the first time in the company's history, Aptar North America added a company holiday to the holiday calendar in observance of Martin Luther King Jr. Day. This celebration of the legacy of the renowned civil rights leader served as a milestone in Aptar's culture of Diversity, Equity and Inclusion.**

## Catalyst Conference

In 2022, a group of employees joined the Catalyst Conference & Awards event in New York. Additionally, ten employees participated in the conference virtually. The annual event is an opportunity for companies to learn best practices for DEI and gain insights from award-winning companies. It is also an opportunity to network with others and share opportunities for accelerating progress for women in the workplace and continuous improvement for ERGs. "Catalyst has been a huge part of our success in DEI efforts. It is through their research and best-practice sharing that we have made significant progress in our DEI initiatives in Aptar," Marcia Thomas, Global Diversity & Inclusion Director said.





# Health, Safety and Well-being

## Employee Well-being

Aptar cares for the well-being of our many employees and their families. Our Employee Assistance Program (EAP) is central to providing support when needed. It offers practical information and counseling on a variety of topics in an employee's local language and at the time and location most convenient. The program provides free counseling sessions that are available 24 hours a day, 7 days a week. It also provides references for services such as childcare or eldercare services, attorneys, and debt management. Life coaching is also available to help employees maximize their personal and professional well-being while also focusing on personal growth, stress reduction, or work-life balance, for example.

In 2022, Aptar continued the Health & Wellbeing Town Halls begun in 2021. The first town hall addressed the topic "Strengthen Your Resilience in a Changing World." The virtual event suggested strategies for reducing stress and anxiety despite major disruptions like COVID and the war in Ukraine. The second town hall, held on World Mental Health Day, continued the focus on personal resilience, addressing personal finance concerns in a time of inflation, among other topics.

## Employee Health and Safety (EHS)

Aptar aims to maintain a safe workplace and send every employee home, injury-free, each day. We have a network of global and regional EHS professionals that lead sites through Operational Excellence EHS activity with a focus on moving from lagging to leading EHS indicators. We publish monthly safety performance packages that include global views and performances by segment, region and site. Additionally, we set annual targets for Total

Recordable Incident Rate (TRIR) and Lost Time Frequency Rate (LTFR) at the company, region, segment and site levels. Data includes information about lost time, total recordables and severity rate. Some regions also publish detailed information about near misses and ergonomics, all of which are monitored at the site level.

In collaboration with our global EHS network, our segment presidents host monthly safety review calls, which are frequently attended by the CEO, CHRO and other members of our Global Leadership Teams. During the calls, the sites that incurred a lost time incident discuss the incident's root cause and EHS Management System implementation progress and share best practices.

**For three years  
in a row, Aptar's  
Total Recordable  
Incident Rate (TRIR)  
has been well below  
the industry safety  
standards (3.6)  
in U.S., and less  
than 1.0.**





## Behavior-based Safety

Mission Engage (ME) is the name of Aptar's Behavior-Based Safety (BBS) program, which promotes a culture of workplace safety based on caring and accountability. The initials "ME" of the Mission Engage logo serve as a visual cue around our facilities that safety is the responsibility of every employee, and all employees are encouraged to:

- Speak up if they see an unsafe or at-risk behavior
- Help each other identify risks by encouraging open and transparent conversations
- Ensure we follow through with feedback and actions when appropriate

Aptar uses a digital EHS management system to capture BBS observations and action plans and track incidents, near misses, and concerns. A mobile app allows senior leadership to give real-time, on-site observational feedback, and employees use the app to perform audits and self-assessments, or flag safety concerns.

## Ergonomics

In 2022, we also completed the implementation of the Humantech at all manufacturing locations to conduct standardized ergo-risk assessments. Humantech is a world-leader in ergonomics consulting services, software and expertise, to aid in reducing musculoskeletal disorders (MSDs). The full implementation follows a successful pilot program, and EHS leaders at all Aptar sites received training in using Humantech's tools to complete job assessments and make improvements as needed.

## Aptar workers received ergonomic consultations from local experts to discuss best practices for physical health in their specific work environments and tasks.



As part of the EU-OSHA Healthy Workplaces Campaign, Aptar Čkyně is educating employees on the effects of mental health on musculoskeletal disorders (MSDs). Psychosocial factors that can contribute to MSDs include excessive workload stress, poorly managed organizational change, job insecurity, and ineffective communication. Our "EHS with a Smile" campaign urges employees to be aware of these factors and reach out for support when needed. Because of these efforts, Aptar Čkyně ranked third in the national Czech Republic Healthy Workplaces Good Practice Awards.

In 2022, EHS leaders for Aptar's EMEA region developed a methodology to assess the progress of individual Aptar sites towards proactive safety management. The goal is for sites to move away from reactive, supervised behaviors towards the interdependent action of teams.



# Professional Development Resources

*Aptar cares for its employees by helping develop their professional skills and careers. Since 2009, the Aptar Corporate University (ACU) has provided award-winning programs developed by and for Aptar employees across segments and regions, as well as in several languages.*

*The training portfolio is divided into four pillars: Leadership, Leadership & Management Skills, Sales, and Business Oriented Programs.*

ACU continuously develops training programs with agile, hybrid formats that combine online and classroom sessions, 1:1 tutoring, self-learning, and upskilling. The formats go hand in hand with experiential training. In 2022, ACU delivered 113 courses to 1,557 participants for a total of 22,386 participant-learning hours.



Aptar primarily uses a single online platform, Horizon, for both mandatory and voluntary online training. Horizon enhances the partnership between Aptar's business and human resources department, supporting our Learning & Development goals and providing data analytics to support organizational decision making. It also enables employees to manage their own learning journeys and career paths. In 2022, Horizon was available and active for all 14,000 internal Aptar employees, covering both our office and manufacturing employees, as well as our temporary workforce. The Horizon catalog currently includes more than 400 trainings available globally.

eLearnings teach specific topics such as how to give and receive feedback on performance in work settings and how to use job design to match an individual's strengths and motivations with strategic challenges within the organization.

Other trainings respond to requests such as "Finance for Non-Finance," which was developed to teach financial terminology and principles to employees who wanted to improve their financial acumen to better collaborate with colleagues.

On-demand and customized trainings use online tutoring and small-group workshops. Examples include sales training on developing a customer-centric mindset and value-selling approaches or enhancing customer-service skills.

Game-based learning formats provide interactive experiences for successful leadership, maximizing sales, influential communication, and effective communication.

Other trainings include sustainability awareness, circularity, and greenwashing avoidance, as well as other topics related to environment, health and safety, legal, and operations.

## Mentoring at Aptar

Aptar encourages formal and informal mentoring for employees throughout the organization. It's our belief that mentors, mentees and the organization benefit from the personal exchange of career information, advice and encouragement. Early-stage employees in Aptar's Corporate University sponsored 'Greenhouse' program are matched with mentors, based on their roles and future goals, and the ALIGN employee resource group also offers mentoring for women employees throughout the organization. Aptar Mentors can be mentees themselves, too, learning from more senior Aptar employees, or through reverse-mentoring, in which they learn about social media or other digital-native skills from Aptar's younger employees. Any Aptar employee can request mentoring, and in 2022, Aptar's HR team produced a mini-series of podcasts about mentoring and coaching at the company, called "My Career Journey," which helped to spread the message about these opportunities to employees across the organization.



## Our Six Sigma Commitment

Aptar launched a more formal Six Sigma program in 2019 as part of a global strategy to improve operational results and cost efficiency across the Organization.

The Six Sigma methodology is focused on process variability reduction. A structured training and certification program teaches core principles of quality-control and promotes the concept that all business processes can be measured and optimized.

The program has launched more than 150 projects, leading to \$3 million in savings through efficiency improvement, reduction of process variability, customer complaints and scraps.

At the end of 2022, Aptar had more than 100 employees Green Belt and Black Belt certified through this program.

We look forward to expanding the number of certified employees over the next five years.

## Retention & Succession

Aptar recognizes the importance of developing and retaining high-potential talent and planning for the succession of organizational roles as employees move through stages of their careers. Aptar has a carefully designed talent ecosystem to assist employees in developing successful careers at Aptar while also helping the organization thrive. The ecosystem has seven defined elements, including talent attraction, onboarding, performance management, learning & upskilling, and talent review.

Individual development plans (IDP), talent reviews and succession planning are three important elements of our talent ecosystem.

We run on average 150 talent reviews per year across the organization to calibrate the potential of our employees and discuss development and succession. Succession planning includes identifying the readiness level of the available talent pool, ensuring that organizational needs are coupled with opportunities of career progression for internal talent. In this context, career development initiatives are put in place to ensure the progress of talent through training and hands-on experience, hence helping employees set goals for professional growth and determine appropriate steps for achieving it. This can be done during the yearly Performance review discussions or through specific individual development plans under advisement with an employee's manager and HR talent managers. Plans are typically specific to the individual's aspirations, strengths and skill gaps, as well as the strategic needs of the organization.

## Investing in the Next Generation of Talent

Aptar runs apprentice and intern programs around the globe to continuously establish connections with the next generation of talented professionals. In Germany and Switzerland, for instance, 45 apprentices spent two months gaining experience at six different Aptar sites in 2022. Each site organized special onboarding activities in the first week to promote teamwork and collaboration and give the newcomers insight into the company. Apprentices from Aptar Dortmund and Menden met at a climbing park for team-building exercises and a day of challenging themselves in the treetops. Trainees from Aptar Villingen visited a machine manufacturer to learn about the manufacturing of injection molding machines before taking a canoe trip down the Neckar River.

Similarly, in North America, interns in accounting and HR departments spent a day touring the production floor at Aptar Cary Campus to better understand the core activity of the business. They learned about



the different roles of operators, material handlers and mechanics, as well as the workings of assembly machines. In Italy, where demand for skilled professionals is especially high, Aptar Italia runs a special, year-long internship. Designed for undergraduate and graduate students, the 'Inspire Me' program gives each intern the opportunity to select a project to work on during his or her journey at Aptar. Examples include a value-stream mapping approach to risk analysis developed by an intern in Quality Systems and an evaluation of restrictions on the use of recycled resins by a Sustainability intern.





## Employee Feedback

Aptar is in its sixth year of using the anonymous Leadership for Growth Survey (LGS) to better understand our organizational health around the globe. The survey, which had a 72% response rate among employees in 2022, benchmarks and tracks real-time topics of internal importance, such as knowledge sharing, talent development and employee involvement, to allow management and HR to develop and assess improvement actions.

The results of the most recent survey showed that a significant number of employees, more than 80%, felt that things at Aptar were the same or better as compared to 2021. Most respondents also shared that they consider Aptar a great place to work and that even with the challenges in various working environments, they feel their workload is manageable. Of note, over 33,000 comments were submitted and reviewed as a part of this most recent survey. Looking ahead, Aptar leadership is working to refine our key priority practices to continue our LGS journey and make Aptar a better place to work for all employees.

## Compensation and Benefits

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

## Variable Pay

The vast majority of non-executive officer employees at Aptar are part of a variable, short-term incentive program. These incentive schemes help drive the achievement of critical performance goals. Detailed information on the Aptar Short-Term Incentive (STI) program and Local/Plant Bonus programs is available in our [2021 Sustainability Report](#) (page 21).

In addition, Aptar offers long-term incentive opportunities to senior leadership to reward exceptional company performance and promote executive retention. Information on our Long-Term Incentive Compensation Program (LTIP) is also available in the [2021 Sustainability Report](#) (page 21).



## Benefits and Well-being Programs

Aptar offers a variety of competitive benefit programs to meet the needs of our employees. Some of the benefit programs include, but are not limited to: Employer-sponsored healthcare for employees, spouses and families (including, in some areas, domestic partner benefits); employer-sponsored retirement plans; wellness programs; life insurance; disability coverage; flexible spending accounts; paid time off; parental leave; adoption assistance; flexible schedules; education assistance; and stock ownership for our senior leaders. In addition to these programs, we have an employee assistance program that provides employees and their dependents with access to mental health counseling and a multitude of resources for the stress that comes with life's day-to-day challenges, such as COVID-19-related stress, parenting, death/loss, divorce, finances, and work stress. The Employee Assistance Program is available to all our employees around the globe.

**In the United States**, specifically, Aptar also offers a matching gift program through the AptarGroup Charitable Foundation. Other U.S. benefits include:

### Parental Leave

Aptar offers six weeks of 100% paid parental leave for an employee to care for and bond with a newborn or newly adopted child. Parental leave can be taken at any time during the first six months after birth or adoption.

### Adoption Assistance

Aptar provides employees with a lump sum payment to assist with the costs of adoption.

### Holidays

Aptar observes 11 paid holidays each year. A schedule listing the specific holidays to be observed during the year is posted annually.

### Vacation

Employees are provided with vacation time to rest and relax without loss of pay or benefits. An employee accrues two weeks of annual vacation upon hire, three weeks upon their five-year anniversary, four weeks upon their 12-year anniversary, and five weeks upon their 20-year anniversary. The accrual is pro-rated for part-time employees.

### Sick Time

Employees are provided with paid sick time. The amount of time depends on the employee's work site and employment classification.

### Tuition reimbursement

Aptar provides opportunities for growth so employees can build the careers they want, focused on roles that provide autonomy and promote learning and development. Our personalized approach to career development begins with ongoing dialogue on performance, career planning tools, as well as a full suite of education and training options that include tuition assistance at both the undergraduate and graduate levels.



# Caring for Patients

## A Digital Solution for Respiratory Medicine

Aptar Digital Health's mission is to enhance patient experiences with connected technologies at every stage of the treatment journey. Our conviction is that empowered patients are better able to take control of their health, interact more effectively with their care teams, and adhere more consistently to therapy. Ultimately, the goal is to improve patient outcomes and increase the efficiency of healthcare systems.

A prime example of how we intend to achieve this goal is through our connected device platform in respiratory care. The treatments for chronic respiratory conditions such as asthma, COPD and Cystic Fibrosis require patients to follow daily dosing regimens that can be challenging to maintain. To address this issue, Aptar developed HeroTracker® Sense, a digital health solution that transforms a metered dose inhaler (pMDI) into a connected healthcare device capable of providing analytics, timely alerts, and real-time feedback. This device can improve medication compliance through dosing reminders, real-time data sharing, and even scoring of a patient's inhalation technique.

The device syncs with the BreatheSmart® mobile app, which seamlessly delivers messages and information to the patient's phone. Through the secure BreatheSmart® Connect Portal, healthcare providers can access patient insights that support onboarding, patient training, and treatment monitoring.







# Collaboration



# Collaboration: Our Approach

Aptar's purpose is to transform ideas into solutions that improve everyday life. We do this through collaboration with customers, suppliers, industry coalitions and nonprofits who share our motivation to care for people and the planet. Together with these partners we innovate solutions that deliver better economic, performance, and environmental value.

GOAL	PROGRESS
Cultivate an innovative supply chain that is both socially inclusive and environmentally conscious to meet customer and consumer needs	Executing our Supplier Diversity Program throughout 2022. Read more on page 31
Focus our technical, laboratory and regulatory expertise on getting increasingly impactful products to market quickly and seamlessly for our customers	Find out more about our efforts to get impactful products to market on pages 32-33 & 42-45
Deliver optimal economic and performance value with sustainability	Aptar ranked No. 10 of 500 U.S. companies as one of the America's Most Responsible Companies 2022 by Newsweek
Participate in high-impact coalitions and initiatives	Aptar supports the Ellen MacArthur Foundation's New Plastics Economy and CE100 Network, UN Global Compact, World Business Council for Sustainable Development and other regionally focused organizations
Partner with nonprofits that align with our purpose, values and mission to further D&I and support our communities	Aptar continued partnerships with CARE®, Catalyst and other organizations. Read more on page 36
Implement Social Organizational Life Cycle Assessment to understand and act on our social/socio-economic impacts	First company to share our Social Organizational Life Cycle Assessment (SO-LCA) pilot project results. In 2022, Aptar began to develop a roadmap to further apply SO-LCA to our products

# Supplier Engagement

## Social and Environmental Screenings with EcoVadis

Aptar collaborates with suppliers to achieve more sustainable outcomes. Our EcoVadis Supplier Screening Program reached several milestones in 2022. EcoVadis is a trusted provider of business sustainability ratings with a methodology covering more than 200 spend categories and more than 175 countries. As of February 2023, 396 of our suppliers had been scored by the EcoVadis platform and shared their score card with Aptar. These assessed suppliers represent 55% of our total 2022 spend and 71% of suppliers that affect our Scope 3 emissions. Additionally, 82% of these rated suppliers received a score above 50, putting them in the top half of all EcoVadis respondents and achieving a Bronze-level score or higher for the year.

Formally integrating social and environmental screenings into our existing purchasing program allows us to better understand risks and performance areas, increase transparency and work on continuous improvement with our suppliers. We frequently collaborate with suppliers to set goals, evaluate social and environmental activities, and identify areas for deeper, cross-sector partnerships and interventions. In 2023, we will continue to onboard additional suppliers to increase visibility within our supply chain and assess the performance of our portfolio in key areas, including suppliers that directly influence our Scope 3 emissions. In addition, Aptar's Global Purchasing Team is working with suppliers to build roadmaps, focused on our key Scope 3 emissions categories, to address emissions within our supply chain.

## New Supplier Diversity Program

We are actively working on our Supplier Diversity Program, an important step in Aptar's DEI Roadmap to expand DEI beyond our organization to our full value chain. We are partnering with EcoVadis and other data providers to gather information on the diversity of our suppliers globally with the intention of increasing our spend with diverse suppliers in the years ahead. Our 10-year goals include:

- 20% of spend with small businesses
- 5% of Aptar spend with woman or minority-owned business (US) & inclusive enterprises (specific targets per geography depending on local regulations)
- 50% of spend with suppliers rated "engaged" or "advanced" on the DEI indicators within EcoVadis

To achieve these goals, the Global Purchasing Team has established strong program governance and identified four categories of improvement levers that Aptar can influence. These are Supplier Selection, Supplier Management, Supplier Development and Communication. Initiatives in these categories include gaining access to diverse supplier databases, integrating DEI in contractual documents, incentivizing vendors to improve DEI scores, and promoting diverse suppliers internally. In 2023, we are raising awareness of the program through changes to the Aptar Supplier website, training for all members of Aptar's purchasing team, and hosting our 5th Global Supplier Summit to further engage our suppliers in June of 2023.



## Aptar Named to CDP Supplier Engagement Leaderboard

For the third consecutive year, Aptar was named to the CDP Supplier Engagement Leaderboard for our contribution to emissions reductions throughout the value chain. This recognition places Aptar among the top 8% assessed for supplier engagement on climate change, based on our 2022 CDP disclosure.

Aptar also received an 'A' supplier engagement rating from CDP, which is higher than the North America regional average of 'C', and higher than the plastic product manufacturing sector average of 'C-'. Aptar collaborates with suppliers, especially those supplying raw materials, to identify lower-carbon options and source materials with more recycled content and more recyclable materials.



## Scope 3 Environmental Initiatives

Aptar is developing several new programs to reduce environmental impacts in our supply chain. See Scope 3 goal and progress on page 15 & 67.



### Resin GHG Footprint

Scope 3 emissions make up more than 90% of our total emissions, and of our Scope 3 emissions, more than 80% come from purchased goods and services – raw materials. To make progress on our most material category, emissions from plastics/resins, we piloted a program in 2022 to collect more specific data, including primary greenhouse gas (GHGs) emissions, from our resin suppliers. Building on what we learned, we developed a set of reporting standards to share with suppliers in 2023 and are executing roadmaps for Scope 3 engagement program.



### Logistics

In 2022, Aptar collaborated with major transportation suppliers (both upstream and downstream) to investigate solutions and a roadmap for reducing emissions from the transportation of raw materials, components, and finished products. The investigation enables Aptar to define clear activities for reducing Scope 3 transportation emissions. The investigation considered two approaches: “burn less” and “burn more.” Burn less involves switching to more efficient transportation modes, while burn more considers the use of biofuel and other lower carbon fuels.



### Waste

Aptar increased the percentage of sites certified as Landfill Free to 65%, thereby achieving our 2022 target. The goal of the Landfill Free program is to reduce the volume of wastes coming from our operations and avoid sending wastes to landfills or incineration by promoting reduction and recycle processes. The adoption of these best practices for waste reduction also supports the reduction of Scope 3 GHG emissions associated with external waste treatments.

# Product Responsibility

## Customer Engagement

Aptar collaborates with customers to better understand their sustainability needs and our ability to meet them. In 2022, we commissioned a third-party survey of our customers to drive top- and bottom-line performance across all three of Aptar's business segments. Responses were analyzed with net promoter score (NPS) methodology, which tracks our customers' attitude towards our brand, services, and company in general. Aptar's overall NPS score (including B+H, F+B, and Pharma segments) continued to improve.

## Social LCA Program Update

Aptar collaborates with stakeholders throughout our value chain to measure and reduce an negative social impacts associated with our products. We developed the work to develop a roadmap through 2030 that will guide Aptar in applying Social Organizational Life Cycle Assessment (SO-LCA) to our products. The progress builds on our previous pilot of guidelines put forward by the United Nations Environment Programme (UNEP). It also considers the new EU Directive for the Corporate Sustainability Reporting Directive (CSRD), which defined key performance indicators (KPI) for social standards related to company employees, workers in the value chain, affected communities, and consumers and end-users. We have identified the main stakeholder categories and have defined a research plan that will help drive decision-making between now and 2030.



## PureCycle's FDA Milestone

In September 2022, Aptar and PureCycle achieved an important milestone in the commercialization of Ultra-Pure Recycled Polypropylene (UPRP) resin. PureCycle received notification of a Letter of No Objection (LNO) from the U.S. Federal Drug Administration (FDA) clearing the way for the use of UPRP for certain food contact applications. In addition to familiarizing the FDA with PureCycle's purification technology, we established a future testing methodology to expand LNO to a wider array of food contact conditions and feedstocks. The targeted material will include curbside and other underutilized feedstocks which helps reduce landfilling and incineration of materials that can instead be recovered and reused.

PureCycle's ground-breaking, patented recycling process fully closes the loop in the reuse of recycled plastics while aiming to make recycled plastics more accessible at scale to companies desiring to use a sustainable, recycled resin. The company's first production facility in Ohio is scheduled to be operationally ready in 2023 and a second facility in Georgia is under construction.

Aptar was honored to be a Supporting Partner at ChangeNOW 2022, a three-day international summit that brought together innovative solutions, business leaders, and policymakers. Xavier Joseph, Vice President of Marketing and Innovation for Aptar Beauty + Home, spoke on the "Circular Economy" panel, highlighting our work to create solutions that respect the environment, conserve natural resources, and improve life on earth.

Aptar is providing technical capabilities through a new strategic partnership with Siklus, an Indonesian startup with a more sustainable business model for distributing popular consumer products.



## The Partnership for Carbon Transparency (PACT)

Around the world, there is a growing realization that companies are key to the rapid reductions in greenhouse gas emissions needed to mitigate the worst impacts of climate change. Considering this, Aptar joined other World Business Council for Sustainable Development (WBCSD) members, in developing the Partnership for Carbon Transparency (PACT). The initiative developed a new framework and network for exchanging supplier-specific product carbon footprint (PCF) data across value chains in different industry sectors.

Aptar helped establish the Pathfinder Framework, methodological guidelines that leverage the GHG Protocol and other existing standards to enable consistent product-level emissions accounting. In addition, we helped test the Pathfinder Network, which established the technical

specifications needed for the secure exchange of data across technology solutions and data platforms.

PACT seeks to turn the Scope 3 emissions challenge into an opportunity for companies and organizations to gain more granular, comparable, and consistent emissions data. Ultimately, better data and transparency will allow for improved decision making on the path to climate change mitigation.



## FusionPKG Webinar with APR

In September, Aptar's FusionPKG hosted a webinar in collaboration with The Association of Plastics Recyclers (APR). The webinar showcased FusionPKG's airless packaging solutions and their technical compatibility with the plastics recycling stream.

## FUSIONPKG

an Aptar beauty company

Joined by the Vice President of Communications and Public Affairs at APR, the webinar also highlighted the APR Design® Guide for Plastics Recyclability, which Aptar uses to help ensure our product designs work with today's recycling infrastructure to advance the circular economy.

## Business Coalition for a Global Plastics Treaty

In 2022, the United Nations began working through negotiations for the UN Treaty on Plastic Pollution. It is being compared to the Paris Agreement as potentially one of the biggest landmark global agreements. The Business Coalition for a Global Plastics Treaty, convened by the Ellen MacArthur Foundation and WWF International, brings together businesses and financial institutions from across the plastics value chain with NGOs that support the development of an effective global treaty to end plastic pollution. Aptar was one of the initial endorsers of the Coalition's vision for a more circular economy and has joined as a supporter.

Importantly, the Coalition will develop policy recommendations aligned with the vision and engage treaty negotiators as they define an agreement that considers the entire lifecycle of plastics to help drive a transition to a global circular



economy. To further underscore our commitment to this effort, Aptar is an active member of the Ellen MacArthur Foundation's New Plastics Economy Global Commitment and the CE100 Network. We are also regional members of organizations like the Association of Plastics Recyclers (APR), UK Plastics Pact (WRAP), and others that are aligned with the vision for a more circular economy for plastics.

## Award-winning Collaboration

In 2022, packaging company TricorBraun named Aptar its Sustainability Supplier of the Year. The award recognized not only the 5 million PCR units we delivered to TricorBraun in 2022, but also our collaborative relationship with TricorBraun's Design Center and our success in combining both sustainability and e-commerce market drivers into our dispensing solutions.

# Giving and Volunteerism

*Aptar is continually working to identify additional non-profit organizations to collaborate with in alignment with our purpose and mission. Signature Causes that we support include such subjects as sustainability, DEI, and Healthcare. In addition, Aptar's Community Engagement and Global Giving policy details how we support the communities where we operate through the AptarGroup Charitable Foundation and Employee Volunteerism.*

## AptarGroup Charitable Foundation

The AptarGroup Charitable Foundation provides Corporate Grants to qualifying organizations, and has an Employee Matching Gift Program that has helped support more than 140 nonprofits, donating more than \$1.3 million in total from 2020 to 2022. For the Employee Matching Gift Program the Foundation gives two times employees' eligible gifts to higher education institutions, cultural organizations, health and human services organizations, and other tax-exempt entities.

Included in its' scope, the Foundation awards special \$25,000 grants to non-profit partners nominated by Aptar sites in North America. Two partner organizations received donations in 2022. Aptar Midland nominated The Diaper Alliance, which works with volunteers from Aptar and other local businesses to provide diapers to low-income infants, children and adults in the area. Aptar Mukwonago nominated The International Institute of Wisconsin (IIW), a nonprofit that assists immigrants and refugees settling into the community.

## Employee Volunteerism & Regional Giving

Aptar is committed to supporting local communities through employee volunteerism and financial giving. Specific volunteering policies and opportunities are developed at the site level and take place at all our locations around the globe. Unique initiatives from 2022 included:

- Aptar Suzhou employees volunteered to help with COVID-19 testing locations at the beginning of 2022.
- Aptar Louveciennes corporate employees volunteered with the French Food Bank in support of a nationwide holiday food drive.
- Aptar Midland employees helped sort, package and deliver supplies to all public schools with the United Way of Midland County.
- Aptar continued our support for The Vatsalya Foundation, funding three projects to provide street children with safety, healthcare, counseling, and other social services in India.
- Employees from Aptar Leeds participated in the Leeds 10K run to help raise funds for numerous charities.
- Employees from across Aptar North America participated in person and virtually in the 14th annual Sky Rise Chicago Challenge, helping raise more than \$1 million for rehabilitation patients at the Shirley Ryan AbilityLab.
- Collaborating with the American Chamber of Commerce in Shanghai, Aptar China donated refurbished computers to the "Green IT Classroom" project, providing children with needed resources and helping divert e-waste in the country.



## War in Ukraine

Our hearts and solidarity go out to all the people caught unfairly in the tragic events in Ukraine. The war was an unexpected and deeply personal shock to many of our colleagues and business partners. At the start of the conflict our top priority was to care for our people across the region. We asked contractors based in Ukraine to stop work and seek shelter. We created a “Ukraine Crisis Information Area” on our company intranet to provide relevant information. We continue to monitor the situation closely and adapt our approach as necessary to serve patients, consumers and customers to the best of our abilities, while complying with all applicable sanctions. We currently have a task force with members from all areas of our business meeting regularly to discuss the status of our operations in the area, update our communications to customers and employees, and discuss next steps.

## Ukraine Relief

Aptar deepened its relationship with international aid organization CARE in response to the Ukraine war. In 2022, we donated more than \$172,000 to CARE, including employee donations of more than \$40,000. CARE’s Ukraine Crisis Fund has a goal to reach 4 million people with food, water, hygiene kits, psychosocial support, and cash assistance — prioritizing women and girls, families, and the elderly. On the Slovakia-Ukraine border, CARE supported heated aid stations that provided warm meals and sanitation facilities to arriving refugees. In Romania, CARE supported the training of 200 psychologists to provide emergency support to help refugees overcome the effects of trauma. In Poland, CARE is employing Ukrainian refugees to work in Polish schools to help bridge the language gap for displaced school children.

**The government of the Czech Republic did away with visa requirements to allow faster employment of Ukrainian refugees arriving in the country. As a result, Aptar Ckyne hired eight Ukrainian women who had to leave their homes. We wish our new colleagues from Ukraine every success and we are here to support them.**

Separately, many Aptar sites organized their own efforts to support Ukraine.

- Pharma North America collected soccer balls, jerseys, cleats, cones and other equipment to send to refugee children.
- Aptar Torello collected medicines and personal care products for donation and hired Ukrainians to support operations during the summer holidays.

- Aptar Radolfzell took up donations for a local aid convoy and provided a bus to pick up arriving family members of a service provider in Ukraine.
- More than 70 colleagues at Aptar le Vaudreuil & Val de Reuil created a Help Group that is organizing donations with local and international charities.
- Aptar Le Neubourg and Aptar Charleval gathered donations of food, clothing, and other necessities for delivery to Ukraine’s border with Poland and other collection points in the region.



## Afghan Refugee Recruitment

Aptar is a proud member of Tent Coalition, a network of diverse companies across the U.S. working to integrate Afghan refugees. In collaboration with the Tent Coalition and the International Institute of Wisconsin (IIW), Aptar Mukwonago implemented an Afghan refugee recruiting program in January 2022.

The site has hired 21 new employees through the program to date, and the Mukwonago Afghan Refugee Program Team received the 2022 CEO Award of Aptar Excellence for overcoming numerous logistical and cultural challenges along the way.



# Circularity



# Circularity: Our Approach

Aptar recognizes circularity as the concept with the greatest potential for improving the sustainability of our organization and industry. By integrating circularity principles, we can address climate change and the waste crisis, while benefiting consumers today and for generations to come. However, as part of a larger market ecosystem, we cannot achieve circularity alone. We need broadscale partnerships and industry alignment to overcome collective barriers and achieve system-level change.

GOAL	PROGRESS
Achieve 10% recycled resin content by 2025 in personal care, beauty, home care, food and beverage solutions	Reached to 0.80% recycled resin content in 2022 in personal care, beauty, home care, food and beverage solutions
Reach 100% recyclable, reusable or compostable solutions by 2025 in personal care, beauty, home care and food/ beverage solutions	Achieved 54.6% in 2022 and are working to increase our progress with our new and existing products. Read more on pages 42-45
Embed circular design into our product innovation	Majority of product families have an LCA built into the design process
Eliminate 100% of formaldehyde, styrene, vinyl chloride, and Bisphenol A by 2025	Please see details on our chemical phaseout plan on page 41
Build our employees’ skills and expertise in the circular economy and empowering their leadership	Continued sustainability-related training models, including sustainability awareness, circularity, greenwashing avoidance, and water management
Lead conversations on circular business models	Continued to develop partnerships along our value chain to improve plastics manufacturing and promote more circular business models
Devise products and business models enabling reuse	Review our progress on pages 39-45
Promote new technologies and regulatory policies that build the market and infrastructure for recycling/recycled content and that address climate change through lower-carbon recycling processes	Please see details within the Circularity Diagram on page 40

# Foundational Pillars of Product Sustainability

Aptar believes the packaging industry must move beyond the “make, use, dispose” behaviors of the past and actively work toward a circular economy. To this end, our approach to improving product sustainability is built on four foundational pillars.

1

## Design for Sustainability

We believe all products must be designed with people and the planet in mind. This means understanding the lifecycle impacts of our products and innovating to deliver optimal economic and performance value throughout the value chain and product life cycle.

2

## Resin Conversion

We believe the introduction of conventional resins into the value stream must be reduced. This means increasing and maximizing the use of more sustainable, alternative resins for existing products and improving the recycled content within our products.

3

## Reuse

We believe consumer products must be reusable. This means adapting existing products and business models, or developing new ones, to be suitable for multiple uses.

4

## Recycle & Purify

We believe plastic packaging should be recycled and purified for reuse in high-value applications. This means identifying and improving the Material Circularity Index of our products and designing products such that all materials can be recycled.

Aptar’s near-term product sustainability goals for 2025 include:

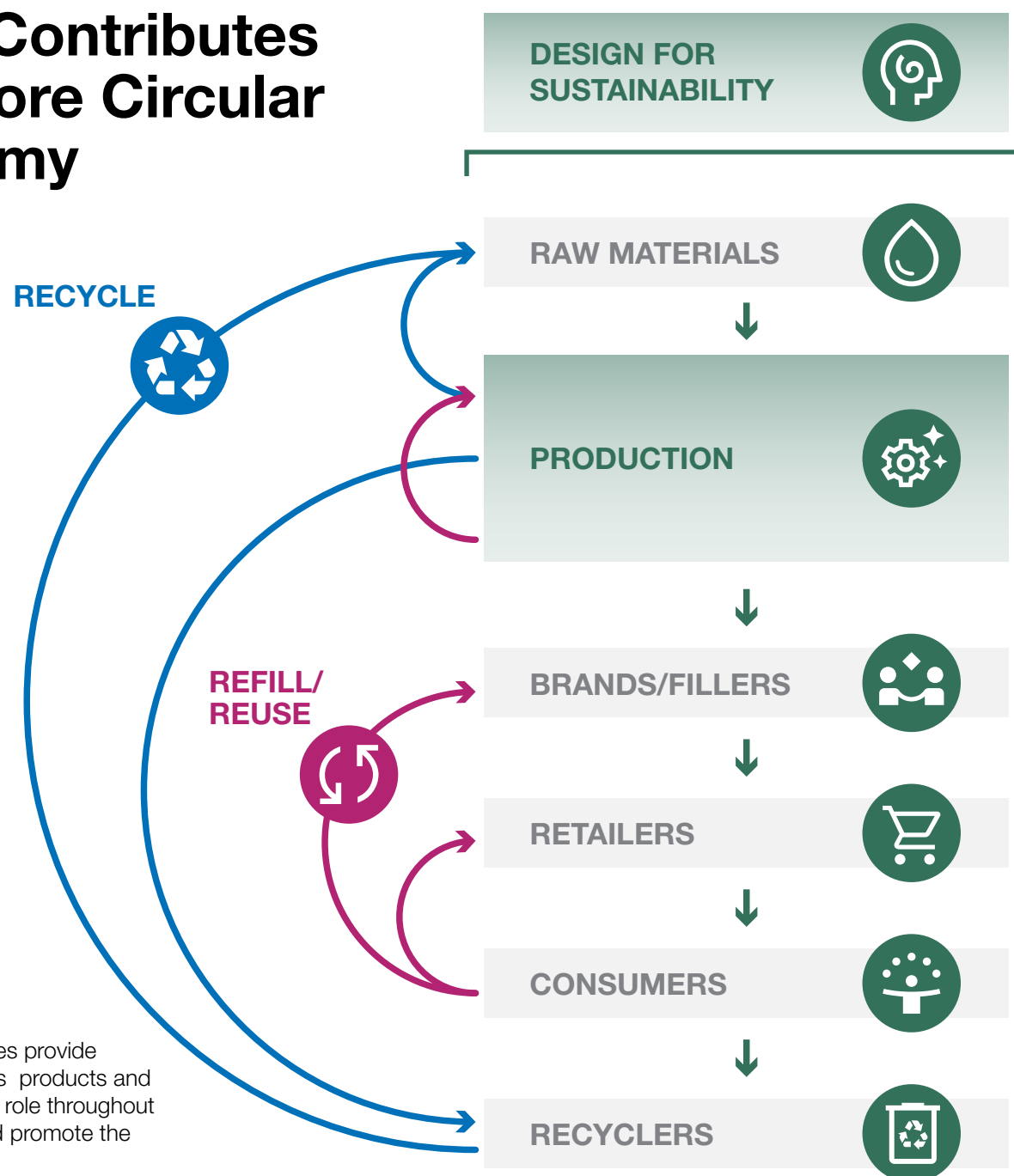
- Achieve 10% recycled resin content in personal care, beauty, home care, and food/beverage solutions
- Reach 100% recyclable, reusable or compostable solutions in personal care, beauty, home care, and food/beverage solutions
- Eliminate 100% of formaldehyde (POM), styrene (ABS, SAN), vinyl chloride (PVC) and Bisphenol (PC, epoxy) in personal care, beauty, home care, and food/beverage solutions

In 2022, Aptar continued the conversion to recycled resin content in our personal care, beauty, home care, food and beverage solutions, ending the year with 0.80% of our total resin volume sales being recycled resin content. Increasing this volume in the future is a key priority across our entire organization. Currently, the biggest challenge is the lack of food-grade, post-consumer recycled resin on the market. Greater availability is expected in the coming years, which will support our progress.

In 2022, 54.6% of our solutions in personal care, beauty, home care, and food/beverage were recyclable, reusable or compostable. Changes in the product mix of what was sold account for a small year-over-year change in this percentage, but we remain on track with an increasing number of our products being recyclable in these categories. Due to report timing and sales volumes, the introduction of products like the Future mono-material pump and the SimpliCycle, recyclable valve, is not yet visible within this indicator but will soon be a part of our reporting aligned to the Ellen MacArthur Foundation’s New Plastics Economy Global Commitment.



# Aptar Contributes to a More Circular Economy



The following articles provide examples of Aptar's products and actions that play a role throughout the value chain and promote the circular economy.

With innovation and design for sustainability at the forefront, Aptar utilizes tools like product life cycle assessments to design products and processes that contribute to a more circular economy.

Our eco-design tools help Aptar and our customers select more sustainable materials. We also work with our suppliers to identify lower carbon solutions and processes.

Aptar minimizes the impact of our production through operational eco-efficient programs that mitigate climate, water, and biodiversity risks as well as advance resource efficiency and circularity.

- We are committed to minimizing our Scope 1, 2 and 3 emissions
- Our Landfill Free program helps reduce our operational wastes
- Our sites have contingency plans to address water stress and have closed loop systems to manage water responsibly.
- We follow green building guidelines to further reduce the impacts of our operations.

Our innovative solutions and eco-efficient operations enable our customers: brands, retailers and consumers, to meet their sustainability targets.

Aptar works with numbers of organizations to understand recycling stream process, limit barriers to recycling, and optimize design recycling guidance.

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

## Memberships



## Partnerships



# Regulating Chemicals

Regulation of chemicals in consumer products is on the rise worldwide. The EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulation, with its new ambitious toxic-free environment program, is currently the front runner. While EU chemical restrictions have gained limited traction in U.S. federal regulations, many state laws in the U.S. increasingly rely on chemical hazard criteria and analyses from EU laws and regulations. The EU chemical regulation footprint is also strong in the rest of the world. Several countries in Asia, including China, are developing national chemical regulatory programs strongly influenced by the EU’s design.

**Aptar has identified substances of concern that we aim to phase out of our products well in advance of the introduction of regulatory bans on these chemicals for use in product packaging.**

## Chemical Phase-out

Aptar is taking a proactive approach to phasing out chemicals of concern from our products. While some of these substances are banned as ingredients in cosmetic formulation, their use as ingredients in product packaging components is currently authorized. Aptar’s products comply with current regulations. Nonetheless, we are attempting to anticipate future bans from product packaging components and acting now in order to improve the recyclability of our packaging. We follow local regulation, and our phase-out plan goes beyond what local laws require.

In 2022, Aptar began introducing alternative materials to POM. We decreased the quantity of some POM-containing skin-care cartridges on the market by 65%. Additionally, we continued testing several alternative materials to replace other materials we have identified for phase-out.

These technical materials have specific properties to ensure product performance, and suitable replacements compatible with existing recycling streams are limited, therefore the development of new production tools may be required. For this reason, as we identify potential substitutions, multiple trials are conducted to ensure product-process performance and robustness. Furthermore, many of the products containing these materials are custom to specific customers; therefore, we must collaborate with those customers to find acceptable replacements and obtain approval to make the substitutions.

In 2022, we launched a process to identify PFAS in our products so that we have clear visibility on which of our products are impacted. This process is not linear. As we seek alternative materials, we must consider existing recycling streams, product performance, and customer needs.

We made steady progress on chemical phase out activities in 2022. We focused our efforts on two materials (the largest contributors to this category) PFAS and POM, with successful pilot testing of alternative materials for our main product category contributors.

In 2023, we are entering the industrial-deployment and customer-testing phases. Regarding PFAS (Per– and Polyfluoroalkyl substances), we have identified phase-out programs to switch to PFAS-Free solutions with our customers. Progress on this plan will be more visible in 2023 and beyond.

**Our chemical phase-out commitment was established using 2020 as the baseline year. Phasing out these materials will help us operate in the best interest of consumers and the environment while mitigating supply chain risks and staying ahead of regulations.**

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



# Sustainable Solutions

Aptar's vision is to design products and processes with people and the planet in mind. Our approach to circularity is built on the principle of starting with and learning from Life Cycle Assessments (LCAs). Since 2021, we began to fully integrate LCAs into our product design. Today, most of our product families in the market have an LCA build into the design process. The methodology, which is aligned with ISO 14040:2006, evaluates potential environmental impacts, including global warming potential, freshwater consumption, land use, energy demand and fossil depletion — and can analyze the materials simultaneously for circularity and recyclability.

In 2022, we continued driving more sustainable solutions forward across all our business segments and geographic markets.



Aptar Food + Beverage began transitioning customers to tethered closures ahead of the Single-Use Plastics (SUP) directive going into effect across Europe in 2024. This included introducing the UNO 1881 Stay-With one-piece fliptop cap with FoodCare in Poland and a custom two-piece fliptop with Aproz in Switzerland.



Aptar CSP Technologies previewed its first-ever active bottle with PCR content. As with the rest of the active packaging portfolio, the company's proprietary 3-Phase Activ-Polymer™ platform technology is fully integrated into the bottle to create a microclimate to protect against moisture and other environmental conditions that can impact product stability.



Natura&Co launched fragrance refills in Latin America. The refillable packaging, made by Aptar, offers 39% less waste and 50% fewer carbon emissions than standard packaging. Plus, up to 45% of the glass is recycled and the overcap is made from 100% PCR.



Clarins entrusted Aptar with the development of the full package for its new lipstick with an exclusive, made-to-measure, decorated casing and Private Refill mechanism. The casing contains PCR and the mechanism is free of POM, styrene and silicone. When compared to the first use cycle, the subsequent refill shows a 45% reduction of carbon emissions, and this main pack can be used repeatedly.

# New Solutions

## Aptar Pharma's Branded Sustainability Platform

Futurity™ is Aptar Pharma's new branded platform for sustainable solutions. Moving forward, all existing and future solutions developed for greater circularity and sustainability will be branded with a Futurity™ name. All Futurity™ products will be available globally and will put our customers well ahead of pharmaceutical packaging regulations (still at the draft level) taking effect in Europe in 2035.

Development continued in 2022 for several new solutions, such as APF Futurity™, a highly recyclable, metal-free nasal spray pump which was launched in early 2023.

In 2022, a second Aptar Pharma manufacturing site received ISCC Plus certification, which allows for the use of mass balance accounting in claims for recycled or renewable content. Additionally, all Futurity™ Airless+ and BOV products are expected to be recyclable certified by the Institute cyclos-HTP.



## pMDIs Devices with Sustainable Solutions

For more than half a century, we have had the advantage of using the pressurized metered dose inhaler (pMDI) as a convenient, effective device for providing relief and controlling conditions such as Asthma and Chronic Obstructive Pulmonary Disease (COPD). At Aptar, our Pharma segment is committed to supporting our pharmaceutical partners on their sustainability journeys, as these inhalers have an environmental impact associated with their production and use.

At Aptar we have focused our research on understanding the fundamental physics and chemistry of the alternative, more sustainable propellants (152a and 1234ze) and applying this knowledge to develop formulations and optimize the metering valves. This has resulted in Aptar's optimized valves, both capillary retention and primeless, which are compatible across a range of formulation platforms containing both sustainable propellants.

Drawing on the expertise within our R&D team, we are evaluating multiple model formulations and valve configurations, working collaboratively with our pharmaceutical partners and other key stakeholders.

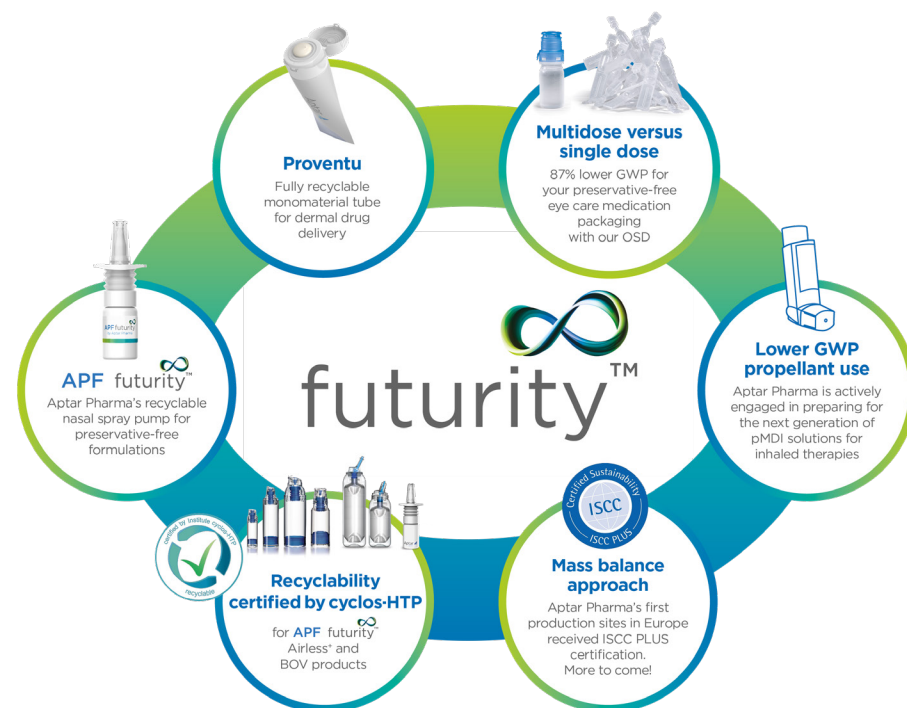
Aptar are part of the International Pharmaceutical Aerosol Consortium on Regulation & Science (IPAC-RS), which includes all the key industry players of the pMDI community and which seeks to provide guidance on the transition to more sustainable pMDI products. By working together with these key industry players, we set the foundations of a solid group of likeminded companies committed to developing end-to end solutions covering all aspects of pMDIs, from components and formulations, through to filling, supply and recycling.

## SimpliCycle Debuts in European Market

Aptar's SimpliCycle valve appeared on the European market with Breitsamer Honey in 2022. Made of a low-density thermoplastic elastomers (TPE) material, the valve is completely

recyclable while maintaining the same high performance, cleanliness, control, and convenience of silicone valves. The innovative valve is easily separated from the polyethylene terephthalate (PET) stream and ultimately recycled within the polypropylene (PP) and polyethylene (PE) olefin stream.

In addition to the Association for Plastic Recyclers (APR) recognition in North America in 2021, SimpliCycle is now recognized by RecyClass in Europe as fully compatible in the PET, PP, and high-density polyethylene (HDPE) recycling streams. RecyClass is a non-profit, cross-industry initiative helping to lead the transition toward a circular plastic economy. Aptar expects the SimpliCycle valve to debut in the Latin America market in 2023.





## FusionPKG Achieves Mono-material Breakthrough

Aptar's FusionPKG took another big step with its airless line of packaging, introducing an all-plastic spring-driven pump. With the introduction of the Airless-One™ pump, the entire packaging line is now made of a single material, making it simpler than ever to recycle.

The new generation of FusionPKG packaging was certified by The Association of Plastic Recyclers (APR) with Meets Preferred Guidance Recognition. FusionPKG also received an AmeriStar Award in the cosmetics category from the



Institute of Packaging Professionals (IOPP). The award recognized the innovative patent-pending design that allows consumers to change and replace the product without compromising the formula while also improving recycling compatibility. Other sustainability benefits of the FusionPKG Airless-One line include:

- minimal product waste with evacuation rates near 100%
- formula preservation with 100% airless protection
- available in up to 100% PP PCR



## Quadpack Partnership Brings a Sustainable Twist to Lipstick

Aptar Beauty + Home partnered with Quadpack on a refillable lipstick that achieves a more circular product model, limits the use of raw materials, and advances towards Aptar's goal of 100% reusable, recyclable or compostable products in beauty. The Iconic Woodacity® Lipstick is a premium pack designed for minimal impact and maximum consumer engagement. It incorporates Aptar's Iconic mechanism, recognized as the quality standard by leading makeup brands and compatible with most filling lines without any adjustments.

The mechanism is contained in a casing made of 100% certified ash wood from sustainably managed forests. Custom-designed and manufactured by Quadpack, the wood lends natural beauty and adds a sensory dimension to the pack. The lipstick is refillable with ease.

Consumers simply pull out the used mechanism and snap in a new one or switch the bullet mid-use, further reducing the pack's environmental impact.



Aptar Beauty + Home shares progress made towards creating dispensing solutions designed to address the demand for omnichannel and more sustainable packaging. This represents the company's response to the increase in e-commerce sales driven initially by the COVID-19 pandemic, but a trend that is clearly here to stay. The three-pronged approach, "Adapt, Integrate, Rethink" is driving packaging innovation in omnichannel dispensing solutions, designed to meet the needs of both in-store purchasing and e-commerce shipments, while working toward recyclability. Additionally, Aptar Beauty + Home is also an official participant in the Amazon Packaging Support and Supplier Network (APASS) program, ensuring our omnichannel dispensing solutions are ISTA-6 Amazon certified. For more details, please check out this [link](#).

## Future Pump Makes a Big Entrance

Dermalogica® chose Aptar Beauty + Home's fully recyclable mono-material pump, Future, for their latest cleansing line, marking the packaging solution's entrance in the skincare market. Because the Future pump is made from Polyethylene (PE) only, which aligns with the most common materials used to make bottles – PE and Polyethylene Terephthalate (PET) — the complete packaging, including pump and bottle, are more efficiently recycled.

Prior to launch, the Future pump received multiple industry certifications and earned recognition from the Association of Plastics Recyclers Meets Preferred Guidance Program and RecyClass. With its debut on the market, the sustainable packaging solution earned numerous industry awards:

- Lisbon Sustainable Packaging Summit: Sustainability Award in the E-Commerce
- Formes de Luxe Awards: Winner, Dispensing Category



- 2022 AmeriStar Awards: Winner, Sustainable Packaging
- Plastics Recyclers Europe: Finalist, Product Technology Innovation of the Year

The Future pump, first produced at Aptar Pescara (Italy), is now also in production by Aptar North America at our Cary campus.

## Regulatory Knowledge Exchange

Regulatory initiatives for greater product circularity are increasing around the world. Europe is a front-runner, with new requirements for packaging recyclability that will soon take effect. Examples include a new tax on single-use plastic packaging in Spain and mandatory labeling of a packaging's recyclability in France. Meanwhile, in Asia, both Korea and India authorized the use of recycled plastics for food contact, and India passed a law addressing extended producer responsibility (EPR). Similarly, in the U.S., Maine and Colorado passed state laws on EPR and recycled content, and the U.S. Plastic Pact published a list of packaging materials that are problematic to the recycling stream and need to be phased out by 2025.

At Aptar, we continuously monitor new and upcoming public policy, legislation and regulations pertaining to our industry and products. We commit to comply with or exceed

the requirements of global, national, state, and local regulations and sustainability standards. Aptar's regulatory team helps employees throughout the organization understand which regulations apply to and influence our business. To this end, the Regulatory Team conducts routine regulatory webinars for global business leaders across Aptar to stay informed on current, and potential, legislative impacts.





# GRI Index



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-1	a. report its legal name; b. report its nature of ownership and legal form; c. report the location of its headquarters; d. report its countries of operation.	a. AptarGroup, Inc. b. <a href="#">AptarGroup 2022 Annual Report (PDF: page 8)</a> c. Crystal Lake, Illinois, USA d. <a href="#">AptarGroup 2022 Annual Report (PDF: page 25)</a>
2-2	a. list all its entities included in its sustainability reporting; 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; c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; 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 <a href="#">AptarGroup 2022 Annual Report (PDF: page 25)</a> .
2-3	a. specify the reporting period for, and the frequency of, its sustainability reporting; 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; c. report the publication date of the report or reported information; 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. b. Reporting Period for financial reporting is the same as above c. Report Published: May 30, 2023 d. Beth Holland Vice President, Global Sustainability <a href="mailto:Beth.Holland@aptar.com">Beth.Holland@aptar.com</a>  Taylor Price Senior Manager, Global Sustainability <a href="mailto:Taylor.Price@aptar.com">Taylor.Price@aptar.com</a>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-4	a. report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements.	<p>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:</p> <ul style="list-style-type: none"><li>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.</li><li>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.</li><li>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.</li></ul>
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; b. if the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); 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; iii. describe the relationship between the organization and the assurance provider.	<p>About This Report</p> <p>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 &amp; 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:</p> <ul style="list-style-type: none"><li><a href="#">2022 Verification Statement for ISO 14064-1 Compliant Greenhouse Gas Emissions (Categories 1-6)</a></li></ul> <p>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.</p>



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GRI 2: General Disclosures		
2-6	<p>a. report the sector(s) in which it is active;</p> <p>b. describe its value chain, including:</p> <p>i. the organization's activities, products, services, and markets served;</p> <p>ii. the organization's supply chain;</p> <p>iii. the entities downstream from the organization and their activities;</p> <p>c. report other relevant business relationships;</p> <p>d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.</p>	<p>a. <a href="#">AptarGroup 2022 Annual Report (PDF: pages 11-15)</a></p> <p>b. <a href="#">AptarGroup 2022 Annual Report (PDF: pages 11-15)</a> 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.</p> <p>c. Aptar global locations: <a href="https://www.aptar.com/global-locations/">https://www.aptar.com/global-locations/</a></p> <p>d. Not applicable</p>

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			
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			
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			
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			
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			
Aptar Total	Full Time	8,059	4,347		2,677	2,604	2,105
	Part Time	148	319				

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-7	<p>a. report the total number of employees, and a breakdown of this total by gender and by region;</p> <p>b. report the total number of:</p> <p>i. permanent employees, and a breakdown by gender and by region;</p> <p>ii. temporary employees, and a breakdown by gender and by region;</p> <p>iii. non-guaranteed hours employees, and a breakdown by gender and by region;</p> <p>iv. full-time employees, and a breakdown by gender and by region;</p> <p>v. part-time employees, and a breakdown by gender and by region;</p> <p>c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:</p> <p>i. in head count, full-time equivalent (FTE), or using another methodology;</p> <p>ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;</p> <p>d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;</p> <p>e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods.</p>	<p>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.</p> <p>Please see <b>Table 2-7</b>, 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.</p>
2-8	<p>a. report the total number of workers who are not employees and whose work is controlled by the organization and describe:</p> <p>i. the most common types of worker and their contractual relationship with the organization;</p> <p>ii. the type of work they perform;</p> <p>b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:</p> <p>i. in head count, full-time equivalent (FTE), or using another methodology;</p> <p>ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;</p> <p>c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.</p>	<p>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.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-9	a. describe its governance structure, including committees of the highest governance body; 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; c. describe the composition of the highest governance body and its committees by: i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation.	a. See <a href="#">AptarGroup Governance Highlights and 2023 Proxy Filing (PDF Pages: 21-22)</a> b. See <a href="#">Aptar's 2023 Proxy Filing (PDF Pages: 23-29)</a> . More information, specifically related Board oversight to ESG topics can be found within Aptar's 2022 CDP Climate Change Questionnaire Response. c. See <a href="#">Aptar's 2023 Proxy Filing</a> (PDF Page: 12 and Pages 26-27)
2-10	a. describe the nomination and selection processes for the highest governance body and its committees; b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization.	See <a href="#">Aptar's 2023 Proxy Filing (PDF Pages: 14-21)</a> Also See <a href="#">Aptar's Corporate Governance Principles</a>
2-11	a. report whether the chair of the highest governance body is also a senior executive in the organization; 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 <a href="#">Aptar's 2023 Proxy Filing</a> (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; 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: i. whether and how the highest governance body engages with stakeholders to support these processes; ii. how the highest governance body considers the outcomes of these processes; 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 <a href="#">Aptar's 2023 Proxy Filing</a> (PDF Pages: 14-21) See GRI 2-13 for more information

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-13	a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees; 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.	<p>One of the responsibilities of Aptar's Corporate Governance Committee is to develop and recommend to the Board a set of corporate governance principles applicable to the Company. As environmental, social and governance topics (ESG) have increased in importance, the Committee frequently receives and reviews ESG information. The Corporate Governance Committee is actively involved in the annual sustainability reporting process, evaluating targets, data and public disclosures before they are published, especially within the Corporate Sustainability Report and Annual Report. Since we do have public commitments that need to be reviewed frequently, the EVP, Chief Legal Officer and Corporate Secretary, Kim Chainey, from the Executive Committee serves as the liaison between the Global Sustainability Team and the Board of Directors. Aptar's President and Chief Executive Officer (CEO), Stephan Tanda, supports and promotes the entire Aptar sustainability strategy including social, environmental and economic pillars. This is a board-level position. The CEO manages processes to incorporate the sustainability initiatives within business standards, rules and guidelines. The CEO receives monthly updates on specific initiatives including progress on goals, targets, emerging sustainability trends, risks and opportunities surrounding material sustainability issues and climate change. The CEO leads the Executive Committee to decide on strategic climate-related decisions such as our commitment to the Science Based Targets Initiative and plans along our energy road map.</p> <p>Economic topics are governed by our Chief Financial Officer, Bob Kuhn, who sits on the Executive Committee and reports directly to the CEO. Labor topics are governed by our Chief Human Resources Officer, Shiela Vinczeller, who sits on the Executive Committee and reports directly to the CEO. In addition, Beth Holland, Vice President, Global Sustainability leads sustainability strategy globally for Aptar. In addition, through Aptar's Innovation Excellence pillar, Christophe Marie, Director, Product Sustainability, leads Aptar and the Product Sustainability Steering committee through product-related sustainability topics within the organization carrying out the Solutions Pillar of Aptar's sustainability strategy. Similarly, this position reports through our Innovation Excellence organization, which reports directly to the Executive Committee.</p> <p>Also members of the Executive Committee, each segment president oversees a unique excellence pillar or Subject Matter: Operational Excellence, Innovation Excellence, Commercial Excellence, Global Purchasing, Global Sustainability. Direct line of reporting for the Global Sustainability Team is to the president responsible for the Beauty + Home (B+H) segment. Led by our Vice President of Sustainability, the Global Sustainability Team is composed of industry experts that develop and implement our programs. The Executive Committee members hear from the VP Sustainability and the Product Sustainability Director during monthly meetings. All three Segment Presidents and the President Aptar Asia are responsible to scale sustainability actions into the regions, business units and operations. The Board of Directors Governance Committee participated in the most recent materiality assessment and reviewed year-end 2022 progress toward public sustainability targets. More information can be found with <a href="#">Aptar's CDP Climate Change Questionnaire Response</a>.</p>



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-14	<div>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;</div> <div>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.</div>	<p>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 <a href="#">Response</a>. See GRI 2-13 for more information.</p>
2-15	<div>a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;</div> <div>b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:<div><div>i. cross-board membership;</div><div>ii. cross-shareholding with suppliers and other stakeholders;</div><div>iii. existence of controlling shareholders;</div><div>iv. related parties, their relationships, transactions, and outstanding balances.</div></div></div>	<p>Business decisions must be made in the best interest of Aptar, not motivated by personal interest or gain. Therefore, as a matter of policy, all employees, officers and directors must avoid any actual or perceived conflict of interest.</p> <p>Additional information and recommendation on this topic are found within our internal Code of Conduct and regular training is provided on this topic.</p> <p>An independent third-party SAAS whistleblower hotline is in place to enable anonymous reporting of potential conflicts.</p> <p>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.</p> <p>Potential conflicts of interests can also be reported to the Compliance Officer and relevant processes are then put in place to mitigate the risks.</p> <p>Also see <a href="#">Aptar's Director Independence Standards</a></p>
2-17	<div>a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.</div>	<p>The Global Sustainability Organization provides regular updates to the Executive Committee and Board of Directors on relevant sustainability topics. During these meetings, the Executive Committee receives an update and hosts a discussion regarding strategy, performance, goals and targets. In addition, for topics like Diversity &amp; Inclusion, Aptar partners with external organizations like Catalyst, Inc. to train the Aptar Executive Committee and Board on these issues.</p>
2-18	<div>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;</div> <div>b. report whether the evaluations are independent or not, and the frequency of the evaluations;</div> <div>c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.</div>	<p>See <a href="#">Aptar's Corporate Governance Principles</a></p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-19	<div>a. describe the remuneration policies for members of the highest governance body and senior executives, including:<div><div>i. fixed pay and variable pay;</div><div>ii. sign-on bonuses or recruitment incentive payments;</div><div>iii. termination payments;</div><div>iv. clawbacks;</div><div>v. retirement benefits;</div></div></div> <div>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.</div>	<p>See <a href="#">Aptar's 2023 Proxy Filing</a> (PDF Pages 30-31)</p>
2-20	<div>a. describe the process for designing its remuneration policies and for determining remuneration, including:<div><div>i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;</div><div>ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;</div><div>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;</div></div></div> <div>b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.</div>	<p>See <a href="#">Aptar's 2023 Proxy Filing</a> (PDF Pages 30-31)</p>
2-21	<div>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);</div> <div>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);</div> <div>c. report contextual information necessary to understand the data and how the data has been compiled.</div>	<p>See <a href="#">Aptar's 2023 Proxy Filing</a> (PDF Pages 71-72)</p>
2-22	<div>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."</div>	<p>See CEO Letter on page 7-8</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-23	<p>a. describe its policy commitments for responsible business conduct, including:</p> <p>i. the authoritative intergovernmental instruments that the commitments reference;</p> <p>ii. whether the commitments stipulate conducting due diligence;</p> <p>iii. whether the commitments stipulate applying the precautionary principle;</p> <p>iv. whether the commitments stipulate respecting human rights;</p> <p>b. describe its specific policy commitment to respect human rights, including:</p> <p>i. the internationally recognized human rights that the commitment covers;</p> <p>ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment;</p> <p>c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;</p> <p>d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;</p> <p>e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships;</p> <p>f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.</p>	<p>a. The Code of Conduct summarizes the long-standing principles that Aptar and its subsidiaries follow to ensure integrity and compliance with the law.</p> <p>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 &amp; 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).</p> <p>c. See more about <a href="#">our policies</a>: 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.</p> <p>d. See more about <a href="#">our policies</a>: 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.</p> <p>e. See more about <a href="#">our policies</a>: 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.</p> <p>f. See more about <a href="#">our policies</a>: 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.</p>
	<p>2-24</p> <p>a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <p>i. how it allocates responsibility to implement the commitments across different levels within the organization;</p> <p>ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures;</p> <p>iii. how it implements its commitments with and through its business relationships;</p> <p>iv. training that the organization provides on implementing the commitments.</p>	<p>Every product manufactured by Aptar must comply with applicable regulations in the regions where it is produced. To ensure compliance, full transparency and better protect consumers and the environment, Aptar has set up dedicated regulatory and quality policies and control departments tasked with:</p> <ul style="list-style-type: none"><li>• Carrying out continuous regulatory monitoring and selecting key relevant requirements</li><li>• Anticipating upcoming laws and regulations</li><li>• Providing customers with relevant material data</li><li>• Proactively collaborating with the supply chain to phase out potentially hazardous substances</li><li>• Meeting customer-specific needs regarding substances of interest</li></ul> <p>To achieve these aims, Aptar establishes strong relationships with supply chain partners and professional associations, defines specific regulatory specifications for each type of material, collects and analyzes supplier declarations information, additionally Aptar collaborates to create on-demand Regulatory Information Declarations. For more details, see our Strategy on Page 4, and See more about <a href="#">our policies</a>: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-25	<p>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;</p> <p>b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;</p> <p>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;</p> <p>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;</p> <p>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.</p>	<p>a. As detailed in our Code of Business Conduct &amp; 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 <a href="#">our policies</a>: 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.</p> <p>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).</p> <p>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.</p> <p>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.</p> <p>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.</p>



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-26	<div>a. describe the mechanisms for individuals to:<div><div>i. seek advice on implementing the organization's policies and practices for responsible business conduct;</div><div>ii. raise concerns about the organization's business conduct.</div></div></div>	<p>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:</p> <ul style="list-style-type: none"><li>• 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.</li><li>• Second, employees also have the ability to report through Aptar's Compliance Officers.</li><li>• Third, employees can report through their managers or through their local human resources department.</li><li>• Fourth, employees can report directly to the Audit Committee Chairman (contact info is listed in Aptar's Code of Conduct).</li></ul>
2-27	<div>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:<div><div>i. instances for which fines were incurred;</div><div>ii. instances for which non-monetary sanctions were incurred;</div></div></div> <div>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:<div><div>i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;</div><div>ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;</div></div></div> <div>c. describe the significant instances of non-compliance;</div> <div>d. describe how it has determined significant instances of non-compliance.</div>	<div>a. Aptar experienced no significant fines or non-monetary sanctions for noncompliance with environmental laws and/or regulations during the reporting year.</div> <div>b. Above and beyond legal requirements, employee representation is encouraged through varying location-specific initiatives.<div><div>i. Not applicable</div></div></div>
2-28	<div>a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.</div>	<p>Aptar may join via financial support or advocate particular viewpoints on public policy via trade associations that add value to our company, stockholders and employees. Many of these organizations have diverse industry members and cover various relevant issues. These associations and memberships vary by country, region and business segment. As it relates to sustainability, details on partner organizations and memberships can be found in Aptar's Circular Economy (page 40).</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-29	<div>a. describe its approach to engaging with stakeholders, including:<div><div>i. the categories of stakeholders it engages with, and how they are identified;</div><div>ii. the purpose of the stakeholder engagement;</div><div>iii. how the organization seeks to ensure meaningful engagement with stakeholders.</div></div></div>	<p>Aptar is committed to maintaining positive relationships with stakeholder groups across our entire value chain. Annually, we formally review our Environmental, Social and Governance (ESG) materiality assessment and conduct varying levels of engagement to validate material issues and Aptar's sustainability strategy. This engagement informs Aptar's reporting process and helps the Global Sustainability Team better understand emerging trends. 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.</p> <p><b>Internal:</b></p> <ul style="list-style-type: none"><li>• Employees, including corporate leadership and core sustainability team: Aptar annually surveys all employees globally via the “Leadership for Growth Survey” (LGS). In addition to the LGS, as a part of our most recent materiality assessment, key corporate leaders and the core sustainability team were interviewed for internal insights.</li><li>• Board of Directors: Important to provide experiential oversight that is relevant to our end markets and regions.</li></ul> <p><b>External:</b></p> <ul style="list-style-type: none"><li>• Customers: Customers play an important role as a stakeholder. Much of our engagement with customers is through collaboration and feedback.</li><li>• Investors: Aptar often engages with investors on ESG-related topics. In addition to responses to CDP, GRI and other public responses, the global sustainability team in collaboration with the Investor Relations and Communications team often responds directly to ESG-related questions.</li><li>• 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.</li><li>• 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.</li><li>• 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.</li><li>• Communities: Aptar strives to support the communities in which we live and work. Community engagement is managed at the local and site level.</li></ul> <p>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.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-30	<div>a. report the percentage of total employees covered by collective bargaining agreements;</div> <div>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.</div>	Please see <b>Table 2-30</b> 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			
West Europe	67%	67%	66%
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%

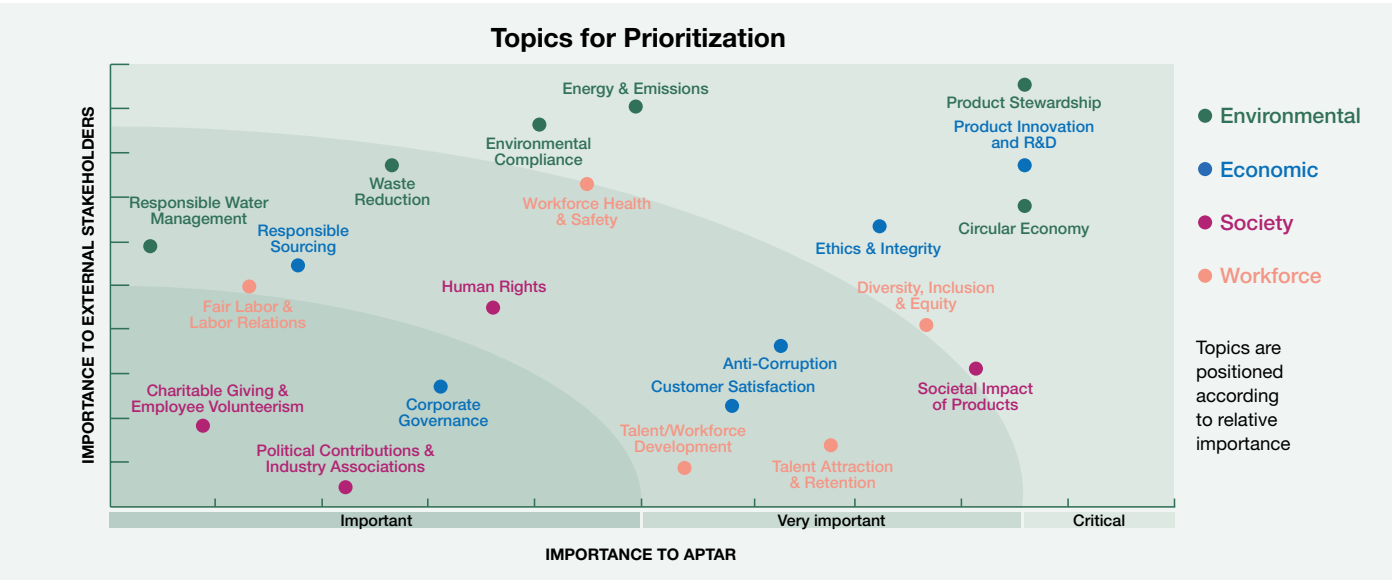
TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 3: Material Topics		
3-1	<div>a. describe the process it has followed to determine its material topics, including:<div><div>i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;</div><div>ii. how it has prioritized the impacts for reporting based on their significance;</div></div></div> <div>b. specify the stakeholders and experts whose views have informed the process of determining its material topics.</div>	<div>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.</div> <div>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.</div> <div>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.</div> <div>b. As was provided in detail in the 2020 report, the following stakeholders and experts informed the process of determining the material topics:<div><div>• Internal:<div><div>• Employees, including corporate leadership and core sustainability teams</div><div>• Board of Directors</div></div></div><div>• External:<div><div>• Customers</div><div>• Investors</div><div>• Peers</div><div>• Industry Associations, NGOs and Research Organizations</div><div>• Regulatory Bodies</div><div>• Communities</div></div></div></div></div> <div>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.</div>




TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 3: Material Topics		
3-2	<p>a. list its material topics;</p> <p>b. report changes to the list of material topics compared to the previous reporting period.</p>	<p>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. Topics identified as critical to Aptar, are as follows:</p> <ul style="list-style-type: none"><li>• Environmental Compliance</li><li>• Management of Energy &amp; Emissions, including sourcing renewable electricity and decarbonization</li><li>• Ethics &amp; Integrity</li><li>• Diversity, Equity and Inclusion</li><li>• Designing Products for Sustainability<ul style="list-style-type: none"><li>• Product Stewardship, including environmental and societal impacts</li><li>• Improving Circularity, including offering products with recycled materials and that are recyclable, reusable or compostable</li></ul></li></ul> <p>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.</p>


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

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 3: Material Topics		
3-3	<p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>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;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <ul style="list-style-type: none"><li>i. actions to prevent or mitigate potential negative impacts;</li><li>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</li><li>iii. actions to manage actual and potential positive impacts;</li></ul> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"><li>i. processes used to track the effectiveness of the actions;</li><li>ii. goals, targets, and indicators used to evaluate progress;</li><li>iii. the effectiveness of the actions, including progress toward the goals and targets;</li><li>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</li></ul> <p>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).</p>	<p>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.</p> <p>e. We have disclosed the effectiveness of the actions we are taking toward our material topics and public commitments throughout this report.</p> <p>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.</p>





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	<p>a. Direct economic value generated and distributed (EVG&amp;D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <p>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'.</p> <p>b. Where significant, report EVG&amp;D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	<p>a. <a href="#">AptarGroup 2022 Annual Report</a> (PDF: page 44)</p> <p>b. We collect and evaluate this information, but we do not publicly disclose.</p> <div></div>

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



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
<b>GRI 201: Economic Disclosures</b>		
<b>201-3</b>	<p>a. If the benefit plan obligations and other retirement plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.</p> <p>b. If a separate fund exists to pay the plan's pension liabilities:</p> <p>i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them</p> <p>ii. the basis on which that estimate has been arrived at</p> <p>iii. when that estimate was made.</p> <p>c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.</p> <p>d. Percentage of salary contributed by employee or employer.</p> <p>e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.</p>	<p>See the AptarGroup 2022 Annual Report (PDF: pages 65-70). We maintain our funding within the legal threshold.</p> <p><b>SUSTAINABLE DEVELOPMENT GOALS</b></p> 
<b>201-4</b>	<p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</p> <p>i. tax relief and tax credits;</p> <p>ii. subsidies;</p> <p>iii. investment grants, research and development grants, and other relevant types of grant;</p> <p>iv. awards;</p> <p>v. royalty holidays;</p> <p>vi. financial assistance from Export Credit Agencies (ECAs);</p> <p>vii. financial incentives;</p> <p>viii. other financial benefits received or receivable from any government for any operation.</p> <p>b. The information in 201-4-a by country.</p> <p>c. Whether, and the extent to which, any government is present in the shareholding structure.</p>	<p>a.</p> <p>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 <b>Table 201-4</b>.</p> <p>ii. Not applicable</p> <p>iii. Investment and other incentive grants estimated to be received for 2022 is \$78,000</p> <p>iv-viii. Not applicable</p> <p>b. U.S.A., Switzerland, and France. More information is provided in <b>Table 201-4</b>.</p> <p>c. Not applicable</p> <p><b>SUSTAINABLE DEVELOPMENT GOALS</b></p> 

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

TYPE	FEDERAL	AMOUNT BY STATE				TOTAL US	SWITZERLAND	FRANCE	GLOBAL TOTAL
		CT	IL	NY	WI				
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
<b>Total Corporate Income Tax Credits</b>	<b>900,000</b>	<b>24,500</b>	<b>707,000</b>	<b>250,000</b>	<b>95,000</b>	<b>1,976,500</b>	<b>94,000</b>	<b>11,631,000</b>	<b>13,701,500</b>
Empire State Development - Excelsior Jobs Credit	–	–	–	78,000	–	–	–	–	–
<b>Incentive Tax Credits</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>78,000</b>	<b>–</b>	<b>78,000</b>	<b>–</b>	<b>–</b>	<b>78,000</b>
<b>Aptar Total</b>	<b>900,000</b>	<b>24,500</b>	<b>707,000</b>	<b>328,000</b>	<b>95,000</b>	<b>2,054,500</b>	<b>94,000</b>	<b>11,631,000</b>	<b>13,779,500</b>

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	<ul style="list-style-type: none"><li>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.</li><li>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.</li><li>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.</li><li>d. The definition used for 'significant locations of operation'.</li></ul>	<p>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.</p> <div><p>SUSTAINABLE DEVELOPMENT GOALS</p><div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div>
202-2	<ul style="list-style-type: none"><li>a. Percentage of senior management at significant locations of operation that are hired from the local community.</li><li>b. The definition used for 'senior management'.</li><li>c. The organization's geographical definition of 'local'.</li><li>d. The definition used for 'significant locations of operation'.</li></ul>	<p>Generally speaking, our recruitment practices will consider candidates who are locally-based (considering where the position is located) as a first/top consideration.</p> <div><p>SUSTAINABLE DEVELOPMENT GOALS</p><div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div>

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	<ul style="list-style-type: none"><li>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).</li><li>b. The organization's geographical definition of 'local'.</li><li>c. The definition used for 'significant locations of operation'.</li></ul>	<p>The majority of Aptar's global resin spend is local. In 2022, around 2 percent of this spend was non-local.</p> <p>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.</p> <p>We consider all of our manufacturing facilities significant locations of operation.</p> <div><p>SUSTAINABLE DEVELOPMENT GOALS</p><div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div></div>



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.	<p>Aptar has several alternatives for reporting allegations of corruption.</p> <ul style="list-style-type: none"><li>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.</li><li>Second, employees also have the ability to report allegations of corruption through Aptar's Compliance Officers.</li><li>Third, employees can report allegations of corruption through their managers or through their local human resources department.</li><li>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.</li></ul>
205-1	<p>a. Total number and percentage of operations assessed for risks related to corruption.</p> <p>b. Significant risks related to corruption identified through the risk assessment.</p>	<p>Our operations are assessed for risks related to corruption through screening and due diligence.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 205: Anti-Corruption		
205-2	<p>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.</p> <p>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.</p> <p>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.</p> <p>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	<p><b>Table 205-2</b> 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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

TABLE 205-2 ANTI-CORRUPTION TRAINING

		2022								2021								2020							
		Asia (includes India, Indonesia, Thailand, China & Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America		Asia (includes India, Indonesia, Thailand, China & Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America		Asia (includes India, Indonesia, Thailand, China & Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America	
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	<p>a. Total number and nature of confirmed incidents of corruption.</p> <p>b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.</p>	<p>a. Aptar does not have any confirmed incidents of corruption</p> <p>b. Aptar does not have any confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>c. Aptar does not have any confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. Aptar does not have any public legal cases regarding corruption brought against the organization or its employees during the reporting period.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

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.	<p>Aptar has several alternatives for reporting allegations of anti-competitive behavior.</p> <ul style="list-style-type: none"><li>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.</li><li>Second, employees also have the ability to report allegations of anti-competitive behavior through Aptar's Compliance Officers.</li><li>Third, employees can report allegations of anti-competitive behavior through their managers or through their local human resources department.</li><li>Finally, employees can report allegations of anti-competitive behavior to the Audit Committee Chairman. Contact info is listed in Aptar's <a href="#">Code of Conduct</a>.</li></ul>
206-1	<p>a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.</p> <p>b. Main outcomes of completed legal actions, including any decisions or judgments.</p>	<p>a. Aptar does not have any legal actions pending or completed regarding anti-competitive behavior or violations of anti-trust and monopoly legislation.</p> <p>b. Not applicable</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

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	<p>a. A description of the approach to tax, including:</p> <p>i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available;</p> <p>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;</p> <p>iii. the approach to regulatory compliance;</p> <p>iv. how the approach to tax is linked to the business and sustainable development strategies of the organization.</p>	See <a href="#">Aptar's 2022 Annual Report</a> and <a href="#">UK Tax Strategy Information</a> .



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.	<p>Product Stewardship remains a high material topic as evidenced by the results of Aptar's most recent materiality assessment. Designing products to reduce negative environmental, health and safety impacts is critical. This includes:</p> <ul style="list-style-type: none"><li>• Phasing out chemicals of concern</li><li>• Designing products to include more recycled or reclaimed content</li><li>• Sourcing efforts to increase recycled content in raw materials</li><li>• Increasing reusability and recyclability</li><li>• Decreasing the product life cycle impact</li><li>• Increasing efficiency of product use</li></ul> <p>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 &amp; Purify, Chemical Phase-out, and collaboration with suppliers &amp; partners.</p> <p>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.</p> <p>Through our participation in groups like the CE100, New Plastics Economy and WBCSD, we aim to work on this topic with other thought leaders through new regulations, improved testing and product quality or new technologies. 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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>9</div>INDUSTRY INNOVATION AND INFRASTRUCTURE</div><div><div>12</div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div><div>14</div>LIFE BELOW WATER</div></div>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 301: Materials		
301-1	<p>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:</p> <p>i. non-renewable materials used;</p>	<p>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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>9</div>INDUSTRY INNOVATION AND INFRASTRUCTURE</div><div><div>12</div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div><div>14</div>LIFE BELOW WATER</div></div>
301-2	<p>a. Percentage of recycled input materials used to manufacture the organization's primary products and services.</p>	<p>In 2022, Aptar achieved 0.80% recycled resin content for its dispensing solutions for the beauty, personal care, home care, food and beverage markets.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>9</div>INDUSTRY INNOVATION AND INFRASTRUCTURE</div><div><div>12</div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div><div>14</div>LIFE BELOW WATER</div></div>
301-3	<p>a. Percentage of reclaimed products and their packaging materials for each product category.</p> <p>b. How the data for this disclosure have been collected.</p>	<p>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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>9</div>INDUSTRY INNOVATION AND INFRASTRUCTURE</div><div><div>12</div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div><div>14</div>LIFE BELOW WATER</div></div>

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.	<p>Aptar has an operational eco-efficiency module within our EHStar metrics platform. This module tracks energy, emissions, waste and water metrics throughout our organization. All manufacturing facilities, corporate offices and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to defined procedures and using utility invoices and purchasing records. At least quarterly, the information is reviewed at the corporate level. We have internal targets set at the site and regional levels which support our global sustainability commitments, including our public electricity intensity target and our science-based targets. Energy targets are incorporated into location-specific performance objectives with accountability present at several levels of the business, including those of our Segment Presidents.</p> <p>We have a Global Energy Management Team that identifies our strategy and assists sites in implementing our energy 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.</p> <p>KPIs and custom reports are accessible by internal stakeholders to promote visual performance management. Aptar tracks metrics for all manufacturing facilities, corporate offices, warehouses and joint ventures in which Aptar holds 51 percent or greater ownership. There are a few exceptions regarding our research and development (R&amp;D) labs which support our operations. These R&amp;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&amp;D entities are encouraged to use it, we do not require eco-efficiency metrics from these locations. These exceptions include: Next Breath, Baltimore Maryland, Noble, and Gateway Analytical.</p> <p>Within the first year 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.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 302: Energy		
302-1	<p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total:</p> <p>i. Electricity consumption</p> <p>ii. Heating consumption</p> <p>iii. Cooling consumption</p> <p>iv. Steam consumption</p> <p>d. In joules, watt-hours or multiples, the total:</p> <p>i. electricity sold</p> <p>ii. heating sold</p> <p>iii. cooling sold</p> <p>iv. steam sold</p> <p>e. Total energy consumption within the organization, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>g. Source of the conversion factors used.</p>	<p>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).</p> <p>Please refer to <b>Table 302-1</b> 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.</p> <p>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.</p> <p>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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>7</div>7 AFFORDABLE AND CLEAN ENERGY</div><div><div>8</div>8 DECENT WORK AND ECONOMIC GROWTH</div><div><div>12</div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div><div>13</div>13 CLIMATE ACTION</div></div>

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	<div>a. Energy consumption outside of the organization, in joules or multiples.</div> <div>b. Standards, methodologies, assumptions, and/or calculation tools used.</div> <div>c. Source of the conversion factors used.</div>	<div>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 <b>Table 305-3</b>. In addition, Aptar responds to the <a href="#">CDP Climate Change questionnaire</a> 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.</div> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div></div>
302-3	<div>a. Energy intensity ratio for the organization.</div> <div>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</div> <div>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</div> <div>d. Whether the ratio uses energy consumption within the organization, outside of it, or both.</div>	<div>a. Energy intensity is provided in <b>Table 302-3</b>.</div> <div>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 <a href="#">CDP Climate Change response</a>, 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.”</div> <div>c. Aptar considers total energy consumption to be electricity + fuel sources + natural gas.</div> <div>d. We consider the energy consumption within the organization.</div> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div></div>

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	<div>The reporting organization shall report the following information:</div> <div>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</div> <div>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</div> <div>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</div> <div>d. Standards, methodologies, assumptions, and/or calculation tools used.</div>	<div>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.</div> <div>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.</div> <div>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.</div> <div>d. This information is provided in 302-1.</div>

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.	<div>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.</div> <div>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 <a href="#">CDP Water assessment</a> within the ESG reporting center of Aptar.com.</div> <div>More information about water is provided on page 16 of this report.</div> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>6 CLEAN WATER AND SANITATION</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div></div>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 303: Water and Effluents		
303-1	<div>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).</div> <div>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.</div> <div>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.</div> <div>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.</div>	<div>a. Aptar locations report water withdraw and discharge metrics, according to the categories defined within the <a href="#">CDP Water assessment</a>, 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.  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.</div> <div>b. In advance of disclosure to CDP, we execute a water risk assessment annually using the WWF Water Risk Filter tool.</div> <div>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.</div> <div>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.</div>
	<div>303-2</div> <div>a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:<div><div>i. how standards for facilities operating in locations with no local discharge requirements were determined;</div><div>ii. any internally developed water quality standards or guidelines;</div><div>iii. any sector-specific standards considered;</div><div>iv. whether the profile of the receiving waterbody was considered.</div></div></div>	<div>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.</div>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 303: Water and Effluents		
303-3	<div>a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:<div><div>i. Surface water;</div><div>ii. Groundwater;</div><div>iii. Seawater;</div><div>iv. Produced water;</div><div>v. Third-party water.</div></div></div> <div>b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:<div><div>i. Surface water;</div><div>ii. Groundwater;</div><div>iii. Seawater;</div><div>iv. Produced water;</div><div>v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.</div></div></div> <div>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:<div><div>i. Freshwater (≤1,000 mg/L Total Dissolved Solids);</div><div>ii. Other water (&gt;1,000 mg/L Total Dissolved Solids).</div></div></div> <div>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</div>	<div>a. Refer to <b>Table 303-3</b></div> <div>b. Information about water stress is disclosed within our <a href="#">CDP Water response</a>.</div> <div>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.</div> <div>d. Information is compiled in alignment to CDP Water assessment reporting requirements.</div>

TABLE 303-3: ABSOLUTE WATER WITHDRAWAL

REGION	2022					
	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	<p>a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable:</p> <p>i. Surface water;</p> <p>ii. Groundwater;</p> <p>iii. Seawater;</p> <p>iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable.</p> <p>b. A breakdown of total water discharge to all areas in megaliters by the following categories:</p> <p>i. Freshwater (≤1,000 mg/L Total Dissolved Solids);</p> <p>ii. Other water (&gt;1,000 mg/L Total Dissolved Solids).</p> <p>c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories:</p> <p>i. Freshwater (≤1,000 mg/L Total Dissolved Solids);</p> <p>ii. Other water (&gt;1,000 mg/L Total Dissolved Solids).</p> <p>d. Priority substances of concern for which discharges are treated, including:</p> <p>i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used;</p> <p>ii. the approach for setting discharge limits for priority substances of concern;</p> <p>iii. number of incidents of non-compliance with discharge limits.</p> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>a. Refer to Table 303-4</p> <p>b. Information about water stressed is disclosed within our <a href="#">CDP Water response</a>.</p> <p>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.</p> <p>d. Information is compiled in alignment to CDP Water assessment reporting requirements.</p>

TABLE 303-4: ABSOLUTE WATER DISCHARGE

Region	2022				
	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	<p>a. Total water consumption from all areas in megaliters.</p> <p>b. Total water consumption from all areas with water stress in megaliters.</p> <p>c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.</p> <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.</p>	<p>a. Refer to Table 303-5.</p> <p>b. This is disclosed within our <a href="#">CDP Water response</a>.</p> <p>c. Not applicable.</p> <p>d. Water consumption is calculated by subtracting water discharged from water withdrawn, as reported by all Aptar sites on a monthly basis into our EHStar system. In 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.</p>

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	<p>Aptar identified and quantified the impact on the terrestrial and freshwater ecosystem due to climate change effects for the production of electrical energy, fuels and natural gas used in our direct processes. The impact assessment methodology used is ReCiPe (version 2020) and where possible, the identification of the ecosystem quality expressed as 'local species loss integrated over time (species year)'. This information can be found in Table 304-2.</p> <p>In 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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>6</div>CLEAN WATER AND SANITATION</div><div><div>14</div>LIFE BELOW WATER</div><div><div>15</div>LIFE ON LAND</div></div>
304-3	Habitats protected or restored	<p>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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>6</div>CLEAN WATER AND SANITATION</div><div><div>14</div>LIFE BELOW WATER</div><div><div>15</div>LIFE ON LAND</div></div>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>See response above.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>6</div>CLEAN WATER AND SANITATION</div><div><div>14</div>LIFE BELOW WATER</div><div><div>15</div>LIFE ON LAND</div></div>

TABLE 304-2 DAMAGE TO ECOSYSTEMS - CLIMATE CHANGE

INPUT USED BY APTAR PROCESSES	TOTAL KWH	DAMAGE TO FRESHWATER SPECIES		DAMAGE TO TERRESTRIAL SPECIES		TOTAL DAMAGE TO SPECIES
		SPECIES.YR / KWH	TOTAL IMPACT (SPECIES.YR)	SPECIES.YR / KWH	TOTAL IMPACT (SPECIES.YR)	(SPECIES.YR)
Electrical energy (renewable source): 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	<div>1.1. The reporting organization shall report how it manages emissions using Disclosure 3-3 in GRI 3: Material Topics 2021.</div> <div>1.2. When reporting on GHG emissions targets, the reporting organization shall explain whether offsets were used to meet the targets, including the type, amount, criteria or scheme of which the offsets are part.</div>	<div>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.</div> <div>Ozone Depleting Substances are not identified as a critically material indicator by our stakeholders. Nevertheless, we collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information to the global level. Our metrics collection system identifies various types of refrigerants: R22, R407C, R410, R134, R404 and “other.”</div> <div>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.</div> <div>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.</div> <div>These changes were important as we updated our science-based targets and achieved new validation from SBTi in March 2023.</div> <div>1.2 Aptar utilizes European Energy Certificate System (EECS) and Renewable Energy Certificates (RECs). The volume of these are disclosed in Table 305-1&amp;2. Aptar does not currently use carbon offsets to meet targets.</div> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div><div>14 LIFE BELOW WATER</div><div>15 LIFE ON LAND</div></div></div>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 305: Emissions		
305-1	<div><div>a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.</div><div>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</div><div>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</div><div>d. Base year for the calculation, if applicable, including:<div><div>i. the rationale for choosing it;</div><div>ii. emissions in the base year;</div><div>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</div></div></div><div>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</div><div>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</div><div>g. Standards, methodologies, assumptions, and/or calculation tools used.</div></div>	<div><div>a. Please see GRI-305-1 and <b>Table 305-1&amp;2</b>. As a result of the third-party assurance audit for this report, we have added a breakdown in types of refrigerants (Kyoto Protocol versus NPT).</div><div>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.</div><div>b. AptarGroup considers all of these GHGs emissions expressed as CO2 equivalent.</div><div>c. See <b>Table 305-1&amp;2</b>.</div><div>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</div><div>e. We used the following sources for emission factors: DEFRA database (version 2020) AR5 report from IPCC for fugitive emissions coming from refrigerants.</div><div>Regarding the GWP100, the characterization factors are in compliance with the most recent IPCC report (based on AR5 report).</div><div>f. Operational control</div><div>g. Calculations were made according to the standard ISO 14064-1 Quantification and Reporting of Greenhouse Gas Emissions and Removals</div></div>

SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH AND WELL-BEING

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

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

		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	<div><div>a. Gross direct (Scope 2) GHG emissions in metric tons of CO2 equivalent.</div><div>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</div><div>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</div><div>d. Base year for the calculation, if applicable, including:<div><div>i. the rationale for choosing it;</div><div>ii. emissions in the base year;</div><div>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</div></div></div><div>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</div><div>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</div><div>g. Standards, methodologies, assumptions, and/or calculation tools used.</div></div>	<div><div>a. Please see GRI-305-1 and Table 305-1&amp;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.</div><div>b. AptarGroup considers all of these GHGs emissions expressed as CO2 equivalent.</div><div>c. Not applicable</div><div>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.</div><div>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.</div><div>f. Operational control</div><div>g. Calculations were made according to the ISO 14064-1 standards.</div></div>
	<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>13</div><div>CLIMATE ACTION</div></div><div><div>14</div><div>LIFE BELOW WATER</div></div><div><div>15</div><div>LIFE ON LAND</div></div></div>	
305-3	<div><div>a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</div><div>b. If available, the gases included in the calculation; whether CO<sub>2</sub>, CH4, N2O, HFCs, PFCs, SF6, NF3 or all.</div><div>c. Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent.</div><div>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</div><div>e. Base year for the calculation, if applicable, including:<div><div>i. the rationale for choosing it;</div><div>ii. emissions in the base year;</div><div>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</div></div></div><div>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</div><div>g. Standards, methodologies, assumptions, and/or calculation tools used.</div></div>	<div><div>Please see <b>Table 305-3</b>. 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.</div><div>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.</div><div>b. Aptar considered GHGs emissions expressed as CO2 equivalent including CO<sub>2</sub>, CH4, N2O, HFCs, PFCs, SF6, NF3</div><div>c. Not applicable</div><div>d. Please see <b>Table 305-3</b>.</div><div>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.</div><div>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.</div><div>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.</div></div>
	<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>13</div><div>CLIMATE ACTION</div></div><div><div>14</div><div>LIFE BELOW WATER</div></div><div><div>15</div><div>LIFE ON LAND</div></div></div>	

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

	REDUCTION	% VARIANCE 2022 VS 2019	2022	2021	2020	2019
Region	(Original 2030 SBT target validated in 2020)		GHG impact (t CO2e)	GHG impact (t CO2e)	GHG impact (t CO2e)	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	<div>a. GHG emissions intensity ratio for the organization.</div> <div>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</div> <div>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</div> <div>d. Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</div>	<div>a. See <b>Table 305-4</b>. 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.</div> <div>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.</div> <div>c. Aptar includes Scope 1, Scope 2 and Scope 3 emissions in our reporting processes and science-based targets.</div> <div>d. Aptar considered GHGs emissions expressed as CO<sub>2</sub> equivalent including CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>.</div>
305-5	<div>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent.</div>	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	<div>a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.</div>	Ozone Depleting Substances are not identified as a critically material indicator by our stakeholders. Nevertheless, we collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information to the global level. Our metrics collection system identifies various types of refrigerants: R22, R407C, R410, R134, R404 and “other.” In 2022, we report R22 refrigerant separately because it is not considered in the list of Kyoto Protocol
305-7	<div>a. Significant air emissions of nitrogen oxides (NOX), sulfur oxides (SOX), and others.</div>	The emission of nitrogen oxides and sulfur oxides has been considered and calculated as CO <sub>2</sub> 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.	<p>Aptar has an operational eco-efficiency module within our EHStar metrics platform. This module tracks energy, emissions, waste and water metrics throughout our organization. All manufacturing facilities, corporate offices and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to defined procedures and using utility invoices and purchasing records. At least quarterly, the information is reviewed at the corporate level. We have internal targets for disposal avoidance and landfill free certification set at the site and regional levels.</p> <p>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.</p> <p>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%.</p> <p>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.</p> <p>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.</p>
306-1	<p>a. For the organization's significant actual and potential waste-related impacts, a description of:</p> <p>i. the inputs, activities, and outputs that lead or could lead to these impacts;</p> <p>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.</p>	<p>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.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 306: Waste		
306-2	<p>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.</p> <p>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.</p> <p>c. The processes used to collect and monitor waste-related data.</p>	<p>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.</p> <p>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.</p> <p>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.</p>
306-3	<p>a. Total weight of waste generated in metric tons, and a breakdown of this total bycomposition of the waste.</p> <p>b. Contextual information necessary to understand the data and how the data has been compiled.</p>	See Table 306-4.
306-4	<p>a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.</p> <p>b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <p>i. Preparation for reuse;</p> <p>ii. Recycling;</p> <p>iii. Other recovery operations.</p> <p>c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <p>i. Preparation for reuse;</p> <p>ii. Recycling;</p> <p>iii. Other recovery operations.</p> <p>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:</p> <p>i. onsite;</p> <p>ii. offsite.</p> <p>e. Contextual information necessary to understand the data and how the data has been compiled.</p>	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%
Torrello	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	<p>a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.</p> <p>b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <p>i. Incineration (with energy recovery);</p> <p>ii. Incineration (without energy recovery);</p> <p>iii. Landfilling;</p> <p>iv. Other disposal operations.</p> <p>c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <p>i. Incineration (with energy recovery);</p> <p>ii. Incineration (without energy recovery);</p> <p>iii. Landfilling;</p> <p>iv. Other disposal operations.</p> <p>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:</p> <p>i. onsite;</p> <p>ii. offsite.</p> <p>e. Contextual information necessary to understand the data and how the data has been compiled.</p>	See Table 306-4.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 307: Environmental Compliance		
Management	<p>The reporting organization shall report how it manages environmental compliance using Disclosure 3-3 in GRI 3: Material Topics 2021</p>	<p>The Global EHS Organization is made up of a representative from each region, and each region has a team of representatives from each site. Environmental compliance is managed at the site level, in alignment with Aptar's Global EHS Management system.</p> <p>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.</p> <p>Audited sites are provided an audit report and required to establish corrective actions to close each finding. Status check-in calls are conducted frequently between the Regional EHS leaders and the plant management as findings are closed and tracked. More information about EHS topics can be found in GRI 403.</p>
307-1	<p>a. Significant fines and non-monetary sanctions for noncompliance with environmental laws and/or regulations</p>	<p>Aptar experienced no significant fines or non-monetary sanctions for noncompliance with environmental laws and/or regulations during the reporting year.</p>
<div><div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>14 LIFE BELOW WATER</div><div>15 LIFE ON LAND</div></div></div><div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div>		
TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 308: Supplier Environmental Assessment		
Management	<p>The reporting organization shall report how it manages supplier environmental assessment using Disclosure 3-3 in GRI 3: Material Topics 2021.</p>	<p>Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we entered into a partnership with EcoVadis 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.</p> <p>We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. <u>This charter</u> is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa) and was updated in February 2023.</p> <p>In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba provides alerts on more than 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.</p> <p>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).</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 308: Supplier Environmental Assessment		
308-1	<p>a. Percentage of new suppliers that were screened using environmental criteria.</p>	<p>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.</p> <p>In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS &amp; 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.</p> <p>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 &amp; GHGs, diversity &amp; inclusion activity, employee safety &amp; working conditions, corruption &amp; 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 &amp; 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.</p>
308-2	<p>a. Number of suppliers assessed for environmental impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>c. Significant actual and potential negative environmental impacts identified in the supply chain.</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</p>	<p>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.</p>



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.	<p>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.</p> <p><b>Table 401-1</b> illustrates the total number and rate of new employee hires by age group, gender and region, and the rate of employee turnover, by age group, gender and region.</p> <p>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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5</div><div>GENDER EQUALITY</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div>

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	<p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</p>	<p>Please see <b>Table 401-1</b>. 2020-2022 data has been summarized in the table. Historic data can be found within our past sustainability reports.</p> <p>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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5</div><div>GENDER EQUALITY</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div>
401-2	<p>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:</p> <p>i. life insurance;</p> <p>ii. health care;</p> <p>iii. disability and invalidity coverage;</p> <p>iv. parental leave;</p> <p>v. retirement provision;</p> <p>vi. stock ownership;</p> <p>vii. others.</p> <p>b. The definition used for 'significant locations of operation'.</p>	<p>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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5</div><div>GENDER EQUALITY</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div>
401-3	<p>a. Total number of employees that were entitled to parental leave, by gender.</p> <p>b. Total number of employees that took parental leave, by gender.</p> <p>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender</p> <p>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.</p> <p>e. Return to work and retention rates of employees that took parental leave, by gender.</p>	<p>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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5</div><div>GENDER EQUALITY</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div>

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	<div>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.</div> <div>b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.</div>	<div>a. <b>Table 402-1</b> 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.</div> <div>b. Notice is given to employees regions in compliance with the local law, and site-specific agreements reflect these requirements.</div>

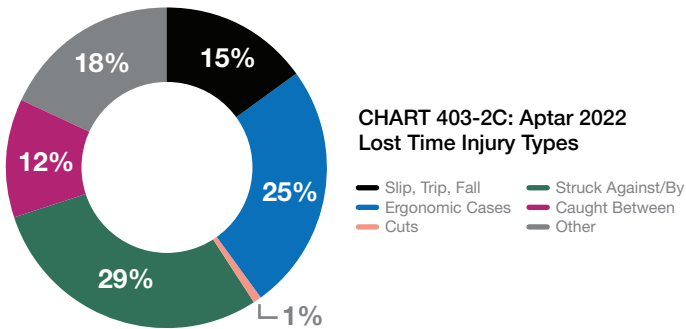
TABLE 402-1: NOTICE GIVEN FOR SIGNIFICANT OPERATIONAL CHANGES

	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.	<p>We have a network of global and regional Environmental Health and Safety (EHS) professionals that lead sites through Operational Excellence EHS activity. This activity is coordinated globally by the Global Director, Environmental, Health &amp; Safety (EHS) with who reports into the Vice President, Operational Excellence.</p> <p>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.</p> <p>As part of the EHS MS, the Aptar digital solution is utilized to manage the various aspects of our EHS and operational ecoefficiency topics. Included in the digital tool is incident management, behavior-based safety, audits and inspections and environmental metrics.</p> <p>In 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.</p>
403-1	<div>a. The level at which each formal joint management-worker health and safety committee typically operates within the organization.</div> <div>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.</div>	<div>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.</div> <div>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.</div>



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 403: Occupational Health and Safety		
403-2	<p>a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by:</p> <p>i. region;</p> <p>ii. gender.</p> <p>b. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by:</p> <p>i. region;</p> <p>ii. gender.</p> <p>c. The system of rules applied in recording and reporting accident statistics.</p>	<p>See <b>Table 403-2a</b> and <b>Table 403-2b</b>. A safe working environment for our employees is a top priority. We also celebrate a continued trend of decreasing injury rates with an ambition of zero injuries. The EHStar system enables us to track injuries by type, body part, Aptar location; and includes information about days missed, root cause analysis and corrective action. However, we only publish our Total Recordable Incident Rates and Lost Time Frequency Rates. A snapshot of the last three years shows that our work-related fatality rate is zero.</p> <p>We have provided data on recordable and lost time incident rates by region. It is important to note that this data has not been externally verified. Due to privacy concerns and the European Union's General Data Protection Regulation (EU GDPR), we do not collect or disclose gender information. <b>Chart 403-2c</b> shows the most prevalent lost time injury types from 2021.</p>



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.

SUSTAINABLE DEVELOPMENT GOALS



403-3	<p>a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases.</p>	
403-4	<p>a. Whether formal agreements (either local or global) with trade unions cover health and safety.</p> <p>b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.</p>	<p>a. We do not currently have mechanisms in place to be able to report the extent to which formal agreements (either local or global) with trade unions cover health and safety. However, local agreements do include health and safety topics.</p> <p>b. We do not currently have mechanisms in place to track and report the extent, as a percentage, to which various health and safety topics are covered by these agreements.</p>

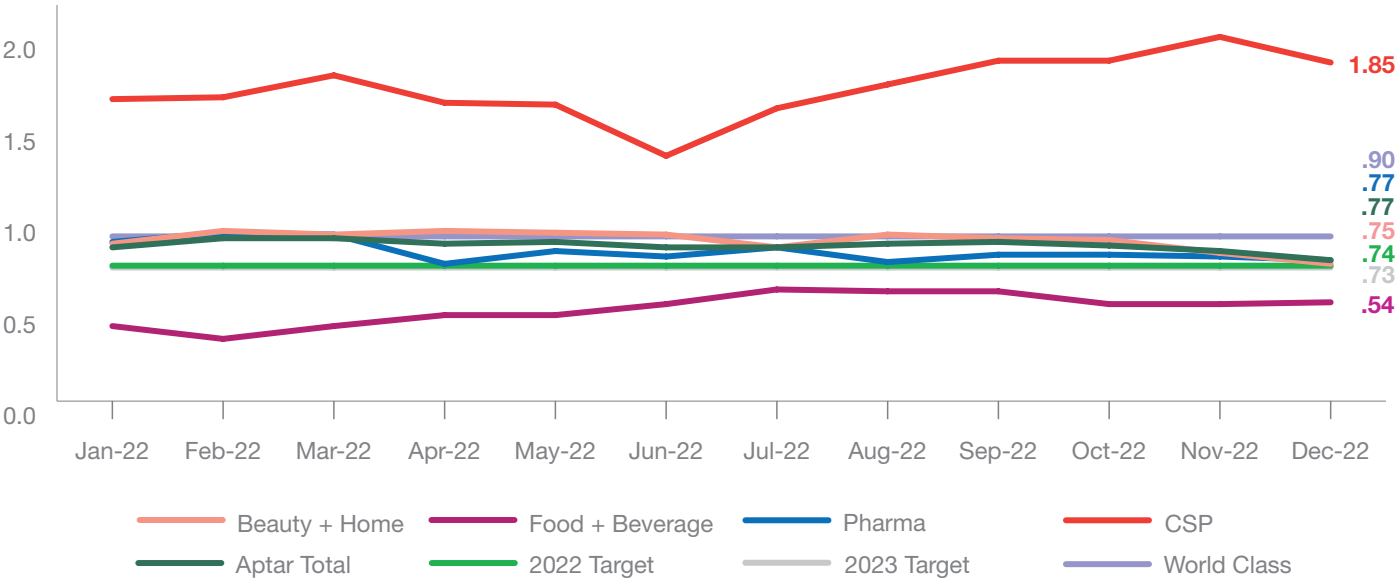
SUSTAINABLE DEVELOPMENT GOALS



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

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

CHART 403-2a



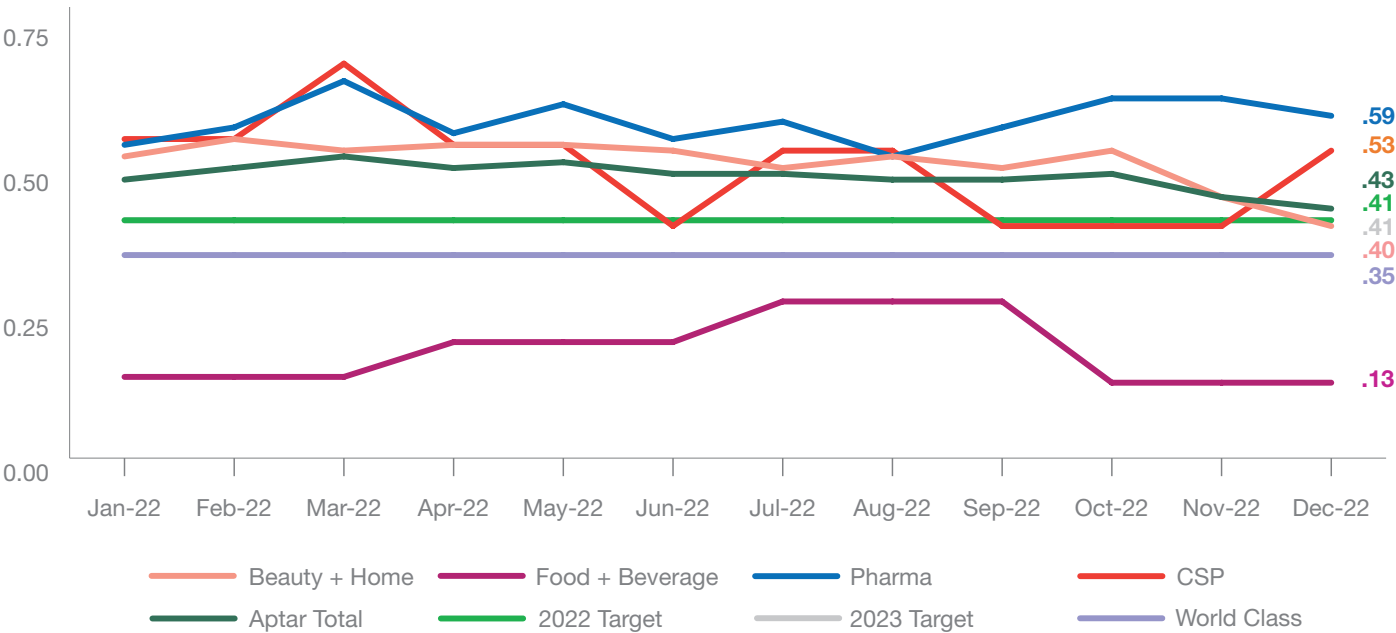
The Industry Standard (U.S. Bureau of Labor Statistics 2019) for 2022 was 3.6

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.	<p>As a part of the implementation of the EHS Management System, training for specific topics as video modules, was provided as a supplement to the policy documents. This training was tracked at the global and site level for key management, EHS leaders and site-level HR representatives.</p> <p>In addition to this global training, EHS-related training is provided to employees at the site and regional level. These activities are coordinated and tracked locally.</p>
403-6	a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.  b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	<p>At the site and regional levels, there are often healthcare services and programs offered to employees. For example, in North America, employees can participate in the Vitality health program, a voluntary health engagement platform that rewards individuals for living a healthy lifestyle. This program offers biometric screenings, wellness incentives and access to health services.</p> <p>In addition, many sites around the globe offer voluntary health promotion programs and services to employees at all levels. However, we currently do not have a standard way to track and report on activity at the global level.</p>
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.	<p>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.</p>
403-8	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:  i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;  ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;  iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.  b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.  c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	<p>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 <a href="#">Aptar.com</a>.</p> <p>b. All workers are included.</p> <p>c. Aptar's EHS Management System is an aggregation of the most strict standards from the countries where we operate. (i.e. OSHA, EPA).</p>

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

	% CHANGE FROM 2021	2022	2021	2020
Beauty + Home		-22%	0.40	0.51
	EMEA	-46%	0.48	0.89
	LATAM	Increase	0.23	0.11
	North America	Increase	1.00	0.44
	Northeast Asia	-100%	0.00	0.50
	Southeast Asia	-100%	0.00	0.10
Corporate & Others		Same	0.00	0.00
	EMEA	Same	0.00	0.00
	North America	Same	0.00	0.00
Food & Beverage		-35%	0.13	0.20
	EMEA	-34%	0.29	0.44
	North America	Same	0.00	0.00
	Northeast Asia	Same	0.00	0.33
Pharma		Increase	0.59	0.53
	EMEA	Increase	0.66	0.60
	North America	-3%	0.29	0.30
	Northeast Asia	Same	0.00	0.00
	Southeast Asia	Increase	2.21	0.00
CSP		Increase	0.53	0.42
	EMEA	-6%	1.32	1.41
	North America	Increase	0.33	0.17
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	<p>a. For all employees:</p> <p>i. The number and rate of fatalities as a result of work-related injury;</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>v. The number of hours worked.</p> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>i. The number and rate of fatalities as a result of work-related injury;</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>v. The number of hours worked.</p> <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <p>i. how these hazards have been determined;</p> <p>ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;</p> <p>iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</p> <p>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>a-c. See <b>Table 403-9</b>. 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.</p> <p>d. See page 22-23.</p> <p>e. The rates have been calculated based on 200,000 hours worked.</p> <p>f. All workers are included.</p> <p>g. Aptar's EHS Management System is an aggregation of the most strict standards from the countries where we operate. (i.e. OSHA, EPA).</p>

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

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.	<p>Transformation of entire Aptar Learning &amp; 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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>In 2022, L&amp;D completed a strategy check to define a long-term picture, clarify strategic directions, and define the first strategic projects for the future.</p>
404-1	<p>a. Average hours of training that the organization's employees have undertaken during the reporting period, by:</p> <p>i. gender;</p> <p>ii. employee category.</p>	<p><b>Table 404-1</b> 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.</p> <p>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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>4 QUALITY EDUCATION</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div></div>

TABLE 404-1: AVERAGE TRAINING HOURS PER EMPLOYEE

Region	2022			2021			2020		
	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	<div>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</div> <div>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</div>	<p><b>Hybrid Learning Formula:</b> 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.</p> <p>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 &amp; Development is undergoing a major transformation driven by “business needs, cultural changes and technology”.</p> <p>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.</p> <p>For good reasons, most trainings today are site-owned without any major global processes or governance in learning.</p> <p><b>L&amp;D Governance:</b> 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.</p> <p>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.</p> <p>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.</p> <p>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&amp;D) governance practices.</p> <p>In a nutshell, the Governance document attached defines the following three roles:</p> <div><div>1. Expertise: L&amp;D is collaborating with all Excellence areas and functional leads to define a “best practice database for Aptar”.</div><div>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.</div><div>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.</div></div>

SUSTAINABLE DEVELOPMENT GOALS

8

DECENT WORK AND ECONOMIC GROWTH

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 404: Training and Education		
404-3	<div>a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</div>	<p>We use a digital software solution for managing objectives, performance appraisals and formal succession planning. This software, SuccessFactors, allows to tracking of annual objectives, facilitates the annual performance review process and tracks other employee level data. We have project plans to provide additional access to all employees, by enabling access through shared devices available for employee use at the site to allow for employee self-service functions within the platform.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5</div><div>GENDER EQUALITY</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div>

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.	<p>Diversity Equity and Inclusion (DE&amp;I) is one of Aptar's five strategic priorities under the umbrella of Talent &amp; Leadership. We continue to strive for better support, better mentoring and networking opportunities, development planning and leader accountability.</p> <p>Our President and CEO works with our Chief Human Resources Officer as Aptar's co-champions of Diversity, Equity and Inclusion, along with our Global Director of Diversity &amp; Inclusion.</p> <p>We are proud to lead in diversity on our Executive Committee and Board of Directors. As we value fresh perspectives, 50% of our Board of Directors have been renewed since 2017, 40% of our directors are women and 20% identify as persons of color at the year-end 2022.</p> <p>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.</p> <p>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 &amp; 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.</p> <p>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&amp;I can be found on pages 18-21.</p> <p>Aptar's DE&amp;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.</p> <p>We look forward to reporting on our future progress.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 405: Diversity and Equal Opportunity		
405-1	<p>The reporting organization shall report the following information:</p> <p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p> <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p>	<p>a. As of year-end 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.</p> <p>b. Employee breakdown per employee category by gender can be found in <b>Table 405-1</b>. 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, <b>Table 405-1</b> details the total number, age range and gender of our new employee hires and the rate of employee turnover by the same categories. However, age data for our global employee workforce is not currently aggregated. 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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5</div><div>GENDER EQUALITY</div><div></div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div></div>



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 Fe-male (%)	Senior Management*			Workforce			U.S. Total Employees (#)	"Percentage of U.S. Total (%)	Percentage of U.S. Total That are Fe-male (%)	Senior Management*			Workforce			U.S. Total Employees (#)	Percentage of U.S. Total (%)	Percentage of U.S. Total That are Fe-male (%)	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
<b>GRI 406: Non-Discrimination</b>		
<b>Management</b>	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 <a href="#">Code of Business Conduct &amp; Ethics</a> , 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).
<b>406-1</b>	<p>a. Total number of incidents of discrimination during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <p>i. Incident reviewed by the organization;</p> <p>ii. Remediation plans being implemented;</p> <p>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</p> <p>iv. Incident no longer subject to action.</p>	<p>a. Aptar did not receive any substantiated complaints concerning discrimination.</p> <p>b.</p> <p>i. Not applicable</p> <p>ii. Not applicable</p> <p>iii. Not applicable</p> <p>iv. Not applicable</p> <div><b>SUSTAINABLE DEVELOPMENT GOALS</b><div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
<b>GRI 407: Freedom of Association and Collective Bargaining</b>		
<b>Management</b>	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.	<p>Freedom of association and collective bargaining at Aptar are recognized as lawful employee rights. We comply with employment and applicable laws of every country in which we operate.</p> <p>Please see <b>Table 2-30</b> for a breakdown of the total employees covered by collective bargaining agreements.</p>
<b>407-1</b>	<p>a. Total number of incidents of discrimination during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <p>i. Incident reviewed by the organization;</p> <p>ii. Remediation plans being implemented;</p> <p>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</p> <p>iv. Incident no longer subject to action.</p>	<p>a. Aptar did not receive any substantiated complaints concerning discrimination.</p> <p>b.</p> <p>i. Not applicable</p> <p>ii. Not applicable</p> <p>iii. Not applicable</p> <p>iv. Not applicable</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
<b>GRI 408: Child Labor</b>		
<b>Management</b>	The reporting organization shall report its management approach for child labor using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>Aptar complies with the International Labor Organization standards in that regard (Convention N° 138). We are committed to ensuring that child labor is not taking place in our company, as child labor deprives children of their childhood, their potential and their dignity and can be harmful to their physical and mental development.</p> <div><b>SUSTAINABLE DEVELOPMENT GOALS</b><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>
<b>408-1</b>	<p>a. Operations and suppliers considered to have significant risk for incidents of:</p> <p>i. child labor;</p> <p>ii. young workers exposed to hazardous work.</p> <p>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p>	<p>Due to the nature of our business and industry, the risk of incidents of child labor are low.</p> <p>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.”</p> <p>Within our <a href="#">Sustainable Purchasing Charter</a>, it is detailed that Aptar expects our suppliers to “Not employ child labor or allow any form of exploitation of children, i.e.:</p> <ul style="list-style-type: none"><li>Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education;</li><li>Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees.”</li></ul> <p>None of these activities are tolerated by our company, and we similarly expect that our suppliers prohibit this conduct. Aptar takes these prohibitions seriously and may impose significant penalties for violations of these rules, which could result in discharge of employees, subcontractors, or agents. Employees having knowledge of such violations must report them immediately. Aptar is committed to cooperation with law enforcement or government authorities relating to violations of these rules.</p>



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 409: Forced or Compulsory Labor		
Management	The reporting organization shall report its management approach for forced or compulsory labor using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>Aptar is committed to respecting and promoting human rights everywhere in the world. We have signed the United Nations Global Compact in 2020, which is a step further 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.</p> <p>Aptar prohibits the use of forced labor, child labor, human trafficking and modern day slavery. We are committed to wider efforts to prohibit and eliminate such practices from our global supply chains by communicating our policy to all suppliers and taking all reasonable action to ensure compliance. Aptar sites are annually audited by Sedex organization leading world's ethical trade service, and by suppliers as detailed within our <a href="#">Sustainable Purchasing Charter</a>.</p> <p>Aptar takes these prohibitions seriously and may impose significant penalties for violations of these rules, which could result in discharge of employees, subcontractors, or agents. Employees having knowledge of such violations must report them immediately. Aptar is committed to cooperation with law enforcement or government authorities relating to violations of these rules.</p>
409-1	<p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.</p>	<p>Due to the nature of our business and industry, the risk of incidents of forced or compulsory labor are low. Within our Modern Slavery Policy under the <a href="#">Aptar's Code of Conduct</a>, 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."</p> <p>Within our <a href="#">Sustainable Purchasing Charter</a>, it is detailed that Aptar expects our suppliers to "Not employ child labor or allow any form of exploitation of children, i.e.:</p> <ul style="list-style-type: none"><li>Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education;</li><li>Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees."</li></ul> <p>In 2021, Aptar also released a new <a href="#">Human Rights Policy</a> to further address these areas.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>8</div>DECENT WORK AND ECONOMIC GROWTH</div></div>

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	<p>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.</p> <p>b. Whether training requirements also apply to third-party organizations providing security personnel.</p>	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	<p>a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <p>i. Incident reviewed by the organization;</p> <p>ii. Remediation plans being implemented;</p> <p>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</p> <p>iv. Incident no longer subject to action.</p>	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.	<p>Aptar recognizes the importance of social responsibility within our local communities and beyond. Aptar has developed a three-tiered approach to community involvement:</p> <ul style="list-style-type: none"><li>• AptarGroup Inc. Charitable Foundation</li><li>• Global Charitable Giving</li><li>• Employee Volunteerism</li></ul> <p>The AptarGroup Charitable Foundation was established to provide funding and support for charitable organizations. At a regional, country and local level, Aptar sites and employees are encouraged to give back to their communities through donations and volunteering. Much of this activity is coordinated by local Human Resources Teams at the location.</p> <p>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.</p> <p>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.</p> <p>The AptarGroup Charitable Foundation also sponsors the Ervin J. LeCoque Leadership Scholars Program, designed to provide financial assistance for higher education to sons and daughters of AptarGroup North America employees. The scholarship program is administered by Scholarship Management Services®, a division of Scholarship America®. Offering these opportunities is a way for the AptarGroup Charitable Foundation to identify talented future leaders among the children of its employees and help them achieve their goals.</p> <p>In addition, Aptar has partnered with CARE®, a 501(c) organization who works around the globe to save lives, defeat poverty and achieve social justice. CARE's mission aligns with our purpose, values and mission to further diversity and inclusion, empower women and to support the communities where we live and work, along with global communities who are the most marginalized and the most in need. Through our ongoing sponsorship, Aptar will support CARE's mission, including education programming, women's economic empowerment efforts, and humanitarian efforts in Ukraine in 2023.</p> <p>In 2020, Aptar released a <a href="#">Community Engagement and Global Giving Policy</a> to set a global standard for community engagement. Aptar Charitable Foundation giving info can be found at <b>Table 413</b>.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 413: Local Communities		
413-1	<p>The reporting organization shall report the following information:</p> <p>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <p>i. social impact assessments, including gender impact assessments, based on participatory processes;</p> <p>ii. environmental impact assessments and ongoing monitoring;</p> <p>iii. public disclosure of results of environmental and social impact assessments;</p> <p>iv. local community development programs based on local communities' needs;</p> <p>v. stakeholder engagement plans based on stakeholder mapping;</p> <p>vi. broad based local community consultation committees and processes that include vulnerable groups;</p> <p>vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;</p> <p>viii. formal local community grievance processes.</p>	<p>Aptar allows employees to engage on a variety of different levels in communities where we operate as well as where they reside. Aptar believes in supporting our communities and we treat all stakeholders and partners fairly.</p> <p>Due to the heterogeneous nature of local communities, Aptar considers the differentiated nature of communities and the distinct and specific vulnerabilities these groups can suffer as a result of Aptar's activities. Aptar recognizes its social responsibility to reduce the negative impacts and increase the positive impacts our business has on our local communities and beyond. At a regional, country, and local level, Aptar sites and employees are encouraged to give back to their communities through charitable donations and volunteering, and this is managed through a series of site and regional specific programs. All actions taken within a facility must be aligned with local, state and/or country guidelines. In light of this, many of our social policies are governed at the local or regional level. In 2020, the Community Engagement and Global Giving Policy, helped to make a global standard of our three-tiered approach to community involvement. Examples of community involvement at our global Aptar locations can be found on pages 35-36.</p>
413-2	<p>a. Operations with significant actual and potential negative impacts on local communities, including:</p> <p>i. the location of the operations;</p> <p>ii. the significant actual and potential negative impacts of operations.</p>	<p>Aptar does not consider any of our operations to have significant actual or potential negative impacts on local communities.</p>

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.	<p>Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we entered into a partnership with EcoVadis end of 2020 to advance our supplier screening capabilities.</p> <p>We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on <a href="#">Aptar.com</a> in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa).</p> <p>In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba provides alerts on more than 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.</p> <p>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).</p> <p>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.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria.	<p>Previous to 2018, we selected a few strategic suppliers in North America and Europe to receive a social and environmental screening audit; all of our new suppliers were screened as well. At that time, other regions also screened suppliers for environmental and social impacts, but these results were not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS &amp; Sustainability Pillars came together to coordinate a standardized, global program. Piloted in 2019, in 2020 Aptar entered into partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process. At the time the 2020 Corporate Sustainability Report was finalized, it was too early in the roll-out to provide details from the EcoVadis assessments of our suppliers, but we look forward to share more on this progress, including participation and performance statistics, as the program progresses in 2021 and beyond.</p> <p>In 2021, we launched several initiatives to onboard suppliers on EcoVadis. Based on EcoVadis data, we are assessing the supplier portfolio performance on key EHS domains: conflict minerals, energy consumption &amp; GHGs, diversity &amp; inclusion activity, employee safety &amp; working conditions, corruption &amp; 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 &amp; 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.</p> <p>In 2021, we initiated the definition of a Supplier Diversity program consistent with Aptar DE&amp;I strategy &amp; 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.</p> <p>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:</p> <ul style="list-style-type: none"><li>• 5% of Aptar spend with woman or minority-owned business (US) &amp; inclusive enterprises (specific targets per geography depending on local regulations)</li><li>• 20% of our spend with Small Business Companies</li><li>• 50% of our spend with suppliers rated “Engaged” or “Advanced” on DE&amp;I indicators within EcoVadis</li></ul> <p>Within the Purchasing function, the creation and follow-up of a sustainable roadmap per macro-category is part of the Category Directors yearly objectives.</p> <p>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.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 414: Supplier Social Assessment		
414-2	Negative social impacts in the supply chain and actions taken.	<p>In 2021, through a combination of on-site, remote and self audits, more than 50 suppliers were audited on environmental, energy, sustainability, and safety topics. These audits are in addition to scheduled quality audits. Additionally, through the EcoVadis program, data on social and environmental topics are collected from our key suppliers. In the coming years, we are looking to develop a more robust, harmonized, program with additional metrics for reporting within our supply chain.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5</div><div>GENDER EQUALITY</div></div><div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div>

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	<div>a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.</div> <div>b. If applicable, how the monetary value of in-kind contributions was estimated.</div>	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.	<p>Due to the highly regulated nature of our industry, Aptar products are subject to strict compliance checks (compositional screening, risk assessment, regulatory conformity controls, etc.). The goal is to protect workers, consumers and the environment. Aptar does not sell any products that are banned in certain markets or are the subject of stakeholder questions or public debate.</p> <p>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.</p> <p>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.</p>
416-1	Assessment of the health and safety impacts of product and service categories.	<p>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.</p> <p>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.</p>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	<p>Aptar experienced no significant incidents of non-compliance concerning the health and safety impacts of products during the reporting year. All of these events are on the basis that we are monitoring towards full compliance. The intensive cooperation between our regulatory teams, the purchasing and sales teams ensures that no violations or complaints arise in connection with health and safety impacts. Legislative changes are closely monitored and promptly implemented using a proactive approach.</p> <p>All customer complaints are carefully reviewed. If necessary, corrective measures are taken and their execution is carefully monitored.</p> <p>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.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div>



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	<p>a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling:</p> <p>ii. Content, particularly with regard to substances that might produce an environmental or social impact;</p> <p>iii. Safe use of the product or service;</p> <p>iv. Disposal of the product and environmental or social impacts;</p> <p>v. Other (explain).</p> <p>b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.</p>	<p>Not applicable</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div>
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.	<p>Aptar experienced no significant incidents of non-compliance concerning marketing communications during the reporting year. We control greenwashing through adherence to an internal EHS &amp; Sustainability Communications Policy. In 2020, we developed a greenwashing avoidance training module for sales and marketing professionals to help advance Aptar's sustainability communications.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

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	<p>There have been no material incidents concerning privacy breaches or a loss of customer data during the reporting year.</p> <div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

Appendix

EMPLOYEE CATEGORY DEFINITIONS

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

APTAR'S USE OF THE TERM CONVENTIONAL VERSUS VIRGIN:

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

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