Progress Takes Shape

future.
byAptar

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RECYC

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Introduction

Our Strategy

Sustainability is a priority in Aptar's business strategy. Because of this, we incorporate economic, environmental and social factors into our policies, practices and processes The aim is 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 Discourses (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.

About Aptar

Aptar is a global leader in drug and consumer product dosing, dispensing and protection technologies. Aptar serves a number of attractive end markets including pharmaceutical, beauty, food, beverage, personal care and home care. Using market expertise, proprietary design, engineering and science to create innovative solutions for many of the world's leading brands, Aptar in turn makes a meaningful difference in the lives, looks, health and homes of millions of patients and consumers around the world.

Headquartered in Crystal Lake, Illinois, Aptar has manufacturing facilities in North America, Europe, Asia and Latin America.

Net Sales by Shipping Destination

NA
33%

LATAM
8%

EMEA
49%

ASIA
10%

Sales (in Billions)

$3.5B

	2019	2020	2021	2022	2023
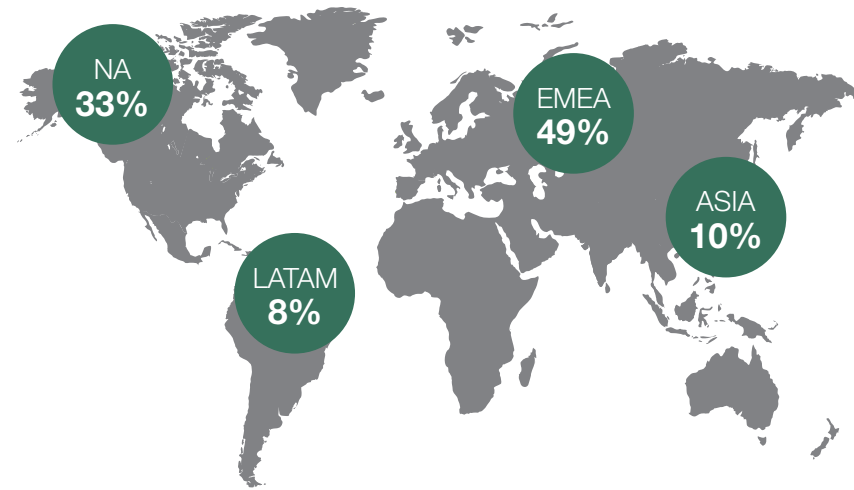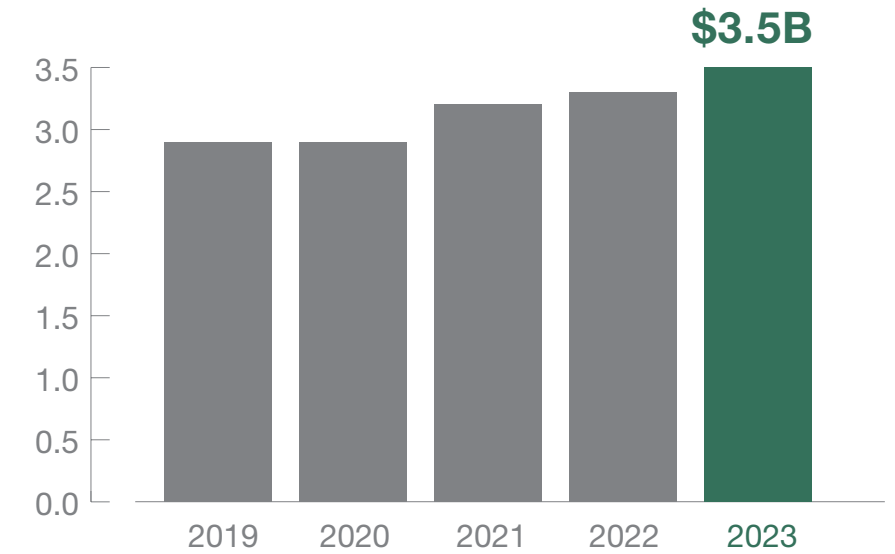
About Aptar's 2023 Corporate Sustainability Report

This report highlights activities across Aptar global operations from January 1 through December 31, 2023. 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 continue to address. Our scope encompasses initiatives undertaken by Aptar and its subsidiaries during the calendar year unless otherwise indicated. As of January 2023, our segment names were realigned to be Aptar Pharma, which was unchanged by the realignment, Aptar Beauty and Aptar Closures. The results within this report reflect that new structure.

Aptar has reported in accordance with the GRI Standards for the period January 1 through December 31, 2023.

Since 2020, Aptar has held the International Organization for Standardization (ISO) 14064-1 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 and 2 and limited* external assurance for Scope 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 2023 verification includes our metrics on renewable energy, waste and water.

- 2023 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.

* **The materiality required of the verification was considered by SGS to be below 5% for reasonable level of assurance and 10% for limited level of assurance, based on the needs of the intended user of the GHG Statement.**

A Letter from Our CEO

I am proud to share our environmental, social and governance (ESG) highlights from 2023. Our keen focus on sustainability, both in the way we run our business and in the solutions we provide, affords us a strong competitive advantage. The world's leading brands turn to Aptar because we run our company in a sustainable manner with more than 90% of our energy coming from renewable sources and over 60% of our facilities certified as landfill free through our internal program. In addition, many of our products are more sustainable, including fully recyclable and mono-material solutions, components that are reusable and products made from recycled materials.

For the fifth consecutive year, we ranked among the Top 30, and first in our industry category, on *Newsweek's* most recent list of "America's Most Responsible Companies". We also were recognized by USA Today as "One of America's Climate Leaders," and in February 2024, Aptar was named one of *Barron's* "100 Most Sustainable U.S. Companies" for the sixth straight year.

These accolades demonstrate our ongoing commitment to sustainability, which we organize into three strategic pillars for creating stakeholder value and recognizing opportunities for growth.

Caring for People and the Environment

We are committed to caring for each other and for the environment. Our goal is always zero injuries. We want all team members to return home safe to their loved ones and so we have furthered our focus risk reduction. As of year-end 2023, we reduced the Total Recordable Incident Rate (TRIR) by 31% and Lost Time Frequency Rate (LTFR) by 35% from year-end 2022, outperforming the world class benchmarks for both TRIR and LTFR.

Our continued focus on diversity, equity and inclusion (DEI) encourages our employees to bring their true selves to work, and we actively promote, "Be You, Be Aptar". Our employee resource groups actively provide networking,

support and celebration opportunities during our annual DEI Week, International Women's Day and much more. We are progressing toward a diversity goal where, by 2025, at least 30% of all Aptar leaders at the vice president level and above should be women. As of year-end 2023, 25.4% of our leadership team at the vice president level and above are women, up significantly from years past. Our focus on gender equality is underscored by our listing among the top 15 of the "World's Top Companies for Women" by *Forbes* in 2023.

Caring for the environment is equally important to our sustainability strategy and a major driver of innovation at Aptar. During 2023, we updated our Scope 1 and 2 science-based targets, validating an emissions reduction goal consistent with the requirements to limit the global temperature rise to 1.5° Celsius by year 2030. With this update, Aptar's Scope 3 ambition remains the same, as does our commitment to increase annual sourcing of renewable electricity to 100% by 2030. At year-end 2023, more than 60% of our sites were certified as Landfill Free through our internal program, and we are currently sourcing 97% of our electricity from renewable sources.

Collaborating for Success

We are committed to improving the sustainability of our own operations, but we also strive to influence the broader industry through collaboration. We held our fifth Global Supplier Summit in 2023 focused on four topic areas: supply chain resilience, decarbonization, competitiveness and supplier diversity. The summit included the evaluation of more than 140 collaborative project proposals from suppliers, and nearly two dozen of these advanced to proof-of-concept or deep-dive analysis from our Aptar teams.

We also deepened visibility into our supply chain in 2023 through our supplier diversity program. With additional data from our suppliers, we better understand our goals for collaboration with small vendors, diversity-owned businesses and with suppliers actively addressing DEI. At the same time, we continued to onboard suppliers to the EcoVadis platform, which gives

us greater transparency for collaborating on both social and environmental outcomes. We again achieved the EcoVadis Platinum level rating in recognition of our internal sustainability efforts, placing us among the top 1% of the nearly 85,000 companies rated by EcoVadis across all industries. In addition, CDP, formerly known as the Carbon Disclosure Project, recognized us as a "Supplier Engagement Leader" for the fourth time. Aptar is among over 450 companies that have made it onto CDP's most recent Supplier Engagement Leaderboard based on its 2023 CDP disclosures and was cited for its contributions to emissions reductions throughout the value chain.

During the year, we were also awarded a contract with the U.S. Food and Drug Administration (FDA) to study the challenges with developing low Global Warming Potential (low-GWP) propellant metered dose inhalers (MDIs). With this study, we will support the FDA with our industry-leading research and development center and respiratory team, which is enhanced by state-of-the-art technologies and the know-how to develop complex orally inhaled and nasal drug products.

Working towards Circularity

Circularity is an important way in which we live up to our purpose of transforming ideas into solutions that improve everyday life. Our sustainability strategy includes a focus on increasing the circularity of the materials in our products. Rethinking current models of consumption and waste is an opportunity for industries around the globe to become more resource efficient, while also improving social and environmental outcomes. At Aptar, we are committed to designing our products to fit larger circular ecosystems that produce less waste, encourage reuse, consume less energy and preserve natural resources for the benefit of generations to come.

In terms of product sustainability, we have continued to introduce more post-consumer recycled resin (PCR) and will reach, for the first time, more than 1% of recycled content for Beauty and Closures. In addition, we completed more than 170 life cycle analysis studies during the year, further evidence that sustainability, as a key to circular design, is being considered more and more during product development across all three segments of Aptar's business. Our Material Science and Innovation Excellence teams have evaluated dozens of new and emerging materials that could lend options to Aptar customers, enabling them to move closer to their ambitions for more sustainable packaging.

Throughout 2023, we launched many new sustainable solutions. Aptar Pharma launched two new products in 2023 that are designed for greater circularity. The first is a metal-free nasal spray pump that can be recycled as a single piece when paired with a high-density polyethylene (HDPE) or polypropylene (PP) container bottle. The second is an airless dispensing system made entirely of medical grade polyethylene to protect dermal drugs from air exposure and enable easy recyclability. Our other segments celebrated similar product launches, such as "Mono Micro", our mono-material and fully recyclable airless dispenser for beauty products; and "Embrace", our next generation closure for e-commerce. Other highlights from the year include winning the "Oscar of Packaging" with "Nuxe" for our spray-pump innovation that eliminates the need for a wasteful overcap. In March 2023, Aptar Thailand launched five solutions to the Asian market that were designed with sustainability in mind.

It has been a year of strong progress towards our sustainability goals. On behalf of our leadership team, I would like to thank you for your interest in Aptar and I invite you to explore our progress and achievements outlined in this report in greater detail.

Sincerely,

Stephan B. Tanda

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	2023 RESULTS
	Avoid disposing 84% of operational waste through reduction, recycling and reuse	2023	86%
	Earn Landfill Free certification through our internal program for 67% of sites	2025	63%*
	Increase women leaders at VP level and above to greater than 30% (2025), with an interim target of 25% by the end of 2022		25.4%
	Achieve 10% recycled resin content in personal care, beauty, home care and food/beverage solutions		(1.46%) 1.64%**
	Achieve 100% recyclable, reusable or compostable solutions in personal care, beauty, home care and food/beverage solutions		(57.1%) 69.2%**
	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		(7%) 16.2%**
	Achieve 15% lower electricity intensity from baseline year 2020		18%
	Source 100% electricity from renewable sources	2030	97%
	Reduce Scope 1 + 2 emissions by 82% from 2019 baseline		77%
	Reduce Scope 3 absolute emissions 14% from a 2019 baseline		2%

SCIENCE BASED TARGETS

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

* Due to the inclusion of newly acquired sites into our calculations the percentage of our certified sites has slightly decreased. For more information, please see our response to GRI 306 on pages 73 and 74.

** (Calculation of results applying more conservative assumptions of the Ellen MacArthur (EMF) Plastic Packaging Guidelines) Calculation of results using direct application of Ellen MacArthur Plastic Packaging guidelines. Please see our response to GRI 301 on page 64 for more information.

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	**Forbes**	**Newsweek**	**CDP**	**EcoVadis**	**3BL Media**	**ISS ESG**	**USA Today**	**Le Point**
In the Top 100	One of the	In the Top 100	Recognized as a	Sustainability Rating	One of the	Achieved	One of the Top	One of the Most
Most Sustainable Companies	**World's Top Female Friendly Companies**	**America's Most Responsible Companies**	**Supplier Engagement Leader**	**Platinum**	**100 Best Corporate Citizens**	**Prime Status**	**25 of America's Climate Leaders**	**Responsible Companies in France**
from 2019-2024	from 2021-2023	2020-2024	2020-2023	Top 1% since 2021	from 2021-2023	from 2020-2023	2023-2024	2020-2023

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SHAPING A BETTER FUTURE:

Macrotrends

At Aptar, our purpose — to transform ideas into solutions that improve everyday life — drives everything we do. In 2023, 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 have increased the priority of reporting on Aptar's ESG performance and governance structures on our material topics. Our 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. Recently passed legislation like the Corporate Sustainability Reporting Directive (CSRD) in Europe and the U.S. Securities and Exchange Commission (SEC) Climate Disclosure Rules, have created changes in reporting standards that will change how Aptar reports on sustainability topics moving forward. More information on how Aptar is working toward these reporting changes can be found on page 57.

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 14064-1 Compliant Greenhouse Gas Emissions (GHG) management system to map 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.

The concept of net-zero has gained momentum and acceptance as the next level of committing to near- and long-term decarbonization. When Aptar updated and revalidated our science-based targets, we were keenly aware of the ongoing debate on the practice of including offsets and carbon biogenic credits in Scope 3 totals. We made the informed decision to maintain our original ambition on Scope 3 until the accounting protocol is finalized so that we may achieve accurate planning, accounting and disclosures toward this topic.

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. In most cases, Aptar facilities return water to the source cleaner than when it was drawn, and uses 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. Detailed information on our water strategy is disclosed within our annual CDP Water assessment.

Aptar regularly assesses water risk, and we map 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 and in 2023 our internal Earth Week celebration was focused on water risk and water scarcity. During this week, employees at all levels and at all sites were engaged on the topic of water and their role in protecting this important natural resource.

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. Since 2021, Aptar has collaborated with the Science Based Targets Network to establish initial guidance on science-based targets (SBTs) for nature, as a first step toward integrated SBTs for all aspects of nature: biodiversity, climate, freshwater, land and ocean. In 2023, Aptar drafted a Nature Positive road map with the aim to investigate the main biodiversity nature pressures in compliance with Science Based Targets Network (SBTN) method. This road map is aligned to the latest international frameworks and guidelines, like The Taskforce on Nature-related Financial Disclosures (TNFD) for the management of nature related risks and opportunities. Our work with SBTN is aligned with the new EU Directive for the Corporate Sustainability Reporting Directive (CSRD), which includes KPI forbiodiversity and ecosystems.

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. Efficient management of our energy, water and waste is critical.

The commitments Aptar and other companies made towards the Ellen MacArthur Foundation's New Plastics Economy Commitment are nearing of their initial deadline. While we are steadily progressing towards our targets, we have not made progress fast enough, due to changes in customer preferences and the limited availability of post-consumer recycled (PCR) resins for use in our product innovations. Nevertheless, they remain a priority for Aptar moving forward, and we will continue working on and advocating for these important strategic advances.

In the meantime, protocol and technology within the packaging industry is changing rapidly, along with continued shifts in consumer mindset. We expect this will help accelerate resource efficiency, recycling and reuse in the future.

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 31% and Lost Time Frequency Rate by 35% in 2023
Nurture a culture in which everyone is valued and included, and diversity is celebrated	Pages 19 and 20 highlight activities from our three Employee Resources Groups (ERG)
Increase women leaders at VP level and above to >30% by 2025	25.4% of leaders at the VP level and above are women as of 2023. Read more on pages 22 and 83-84
Empower employees to develop professionally	Progressed our Learning & Development organization to support our global workforce. Read more on page 25
Validate and progress toward our new Scope 1 and Scope 2 absolute emission reduction goals aligned to 1.5°C	At year-end 2023, we reduced greenhouse gas emissions by 77% from our 2019 baseline, in accordance to our validated SBTs
Update our 2019 baseline values, through SBTi, to more accurately reflect our improved Scope 3 carbon accounting processes, as compared to our original values which were first validated in 2020	We successfully updated and revalidated our Scope 3 baseline values. Read more on page 15
Source 100% electricity from renewables by 2030	Reached 97% in 2023
Reduce electricity intensity 15% from baseline year 2020 by year-end 2025	Reached 18% in 2023, exceeding our goal
Continue to earn Landfill Free site certification	63% of Aptar sites were certified landfill free by end of 2023. Read more on page 16
Continue to increase the amount of operational waste we recycle or reuse	Recycled or reused 86% of our operational waste in 2023
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 30

BOARD OF DIRECTORS

90%
Directors are Independent

50%
Directors are Women

EXECUTIVE COMMITTEE

37%
Members are Women

37%
Identify as Person of Color

* The figures shown above reflect year-end 2023 information.

Aptar◢ 14

Caring for Environment

Emissions Performance

Aptar recognizes that caring for the environment means reducing climate emissions. To this end, 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. In addition, we investigate all 15 categories of Scope 3 emissions and report on those that are relevant to our business.

Our climate commitments are part of how we care for the environment. Aptar has set science-based targets (SBTs) for Scope 1 and Scope 2 emissions reductions that are in line with requirements to keep global warming at 1.5° Celsius by 2030. In addition, we have a renewable electricity target, as well as a Scope 3 target.

Aptar's targets have been validated by the Science Based Targets Initiative (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 climate transition plan includes actions that align with climate science and support the transition to a low-carbon economy. In addition, Aptar developed an ISO 14064-1 Compliant Greenhouse Gas Emissions (GHG) management system to map and ensure accurate carbon accounting and reporting.

Please refer to pages 35 and 36 to learn how we collaborate with suppliers to achieve reductions in Scope 3.

Aptar's Scope 1 and Scope 2 Emissions (tCO$_2$e) Reduction Roadmap

Legend:
- SC1: Natural Gas
- SC1: Refrigerant
- SC1: Fuels
- SC2: Electricity (w/renewables)
- Ambition: 1.5°C (-82%)

77%
75%
74%
57%

Planned Improvement Projects:

MECHANICAL COMPRESSION	
AIR COMPRESSOR	HEAT RECOVERY
HEAT PUMPS	GAS BOILER REPLACEMENT

Ambition: 1.5°C (-82%)

2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 TARGET YEAR 2030

| 57% | 85% | 96% | 97% | 97% | Sourced Renewable Electricity |

Emissions Totals

5% 2%
93%
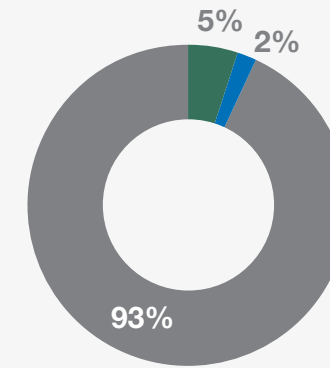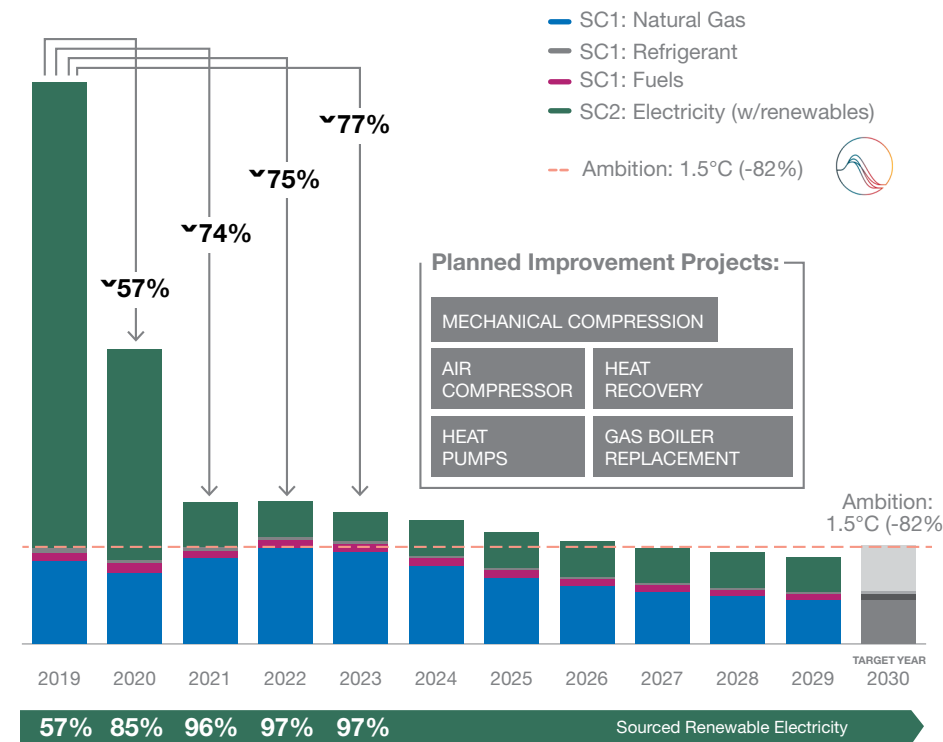
- Scope 1
- Scope 2 (Market-based)
- Scope 3

Scope 3 Totals

4% 2%
3% 1%
4% 1%
1%
85%
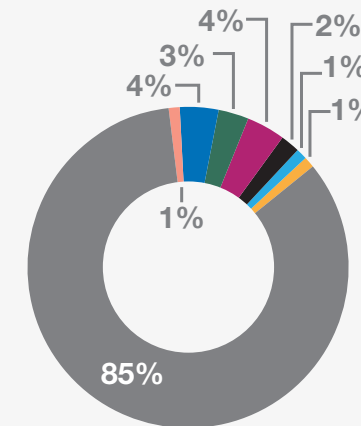
- Purchased goods and services
- Fuel and energy related activities
- Upstream transportation & distribution
- Downstream transportation & distribution
- Waste generated in operations
- Employee commuting
- Processing of sold products
- End of Life sold products
- Investments (0%)
- Water related activities (0%)
- Business travel (0%)
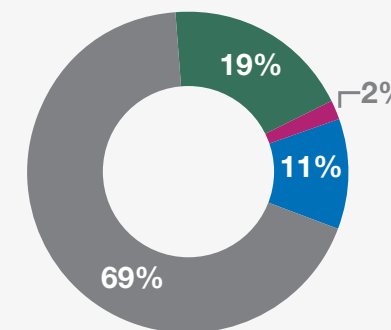
Purchased Goods & Services Totals

19% 2%
11%
69%

- Plastics
- Aluminum
- Steel
- CSP Materials
- Rubber (0%)
- Auxiliaries (0%)

Landfill Free Program Expands

Reducing waste is another important way in which we can care for the environment. Based on the Zero Waste International Alliance protocol, Aptar's internal Landfill Free (LFF) Program – instituted in 2013 – was one of our first established operational sustainability programs. 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 waste.

Thirty-two sites have achieved LFF certification, which translates to 63% of our locations. The drop in percentage as compared to 2022 is due to the fact that we acquired new locations and therefore have more sites accounted for in the denominator of this calculation. 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 waste according to the landfill free calculations and

protocol. It also helps sites that are not yet certified to understand how well 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 are cascaded to each Aptar site. At year-end 2023, Aptar avoided disposal to landfill by reusing, recycling and recovering 86% of waste from our operations.

Science Based Targets for Nature & Biodiversity

In 2023, Aptar continued participation in the Science Based Targets Network (SBTN), a key initiative of the Global Commons Alliance. SBTN draws on scientific expertise to develop measurable, actionable and timebound methodologies to support companies setting targets that are aligned with Earth's limits and society's sustainability goals. SBTN is focused not only on climate change, but also freshwater, natural land, oceans and biodiversity — 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 released

in 2023. We also have begun the foundational work to assess our material issues, interpret the data and prioritize our action steps. In 2023, Aptar drafted a Nature Positive road map with the aim to investigate the main biodiversity nature pressures in compliance with SBTN method. This road map is aligned to the latest international frameworks and guidelines, like TNFD for the management of nature related risks and opportunities. 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.

Water Management and Circularity Training

Because water is one of Earth's most important natural resources, Aptar has developed careful practices for managing water at all our sites. We report on these practices annually via the CDP Water Questionnaire. To further strengthen our water stewardship and biodiversity strategy, the Global Sustainability Team and Global EHS Team developed a new training program in conjunction with Earth Week 2023, called the "Water Management and Circularity Training".

The first part of the training introduces Aptar employees to the issues of water risk and scarcity. The second half of the training provides information on the standardized key performance indicators (KPIs) Aptar uses, and reports, to measure water withdrawals and discharges. By the end of 2023 operation site leaders at our water-scarce sites had completed the training and more of our business leaders are now aware of water scarcity issues.

Earth Week Celebration

Aptar continued its tradition of celebrating Earth Week in 2023, encouraging employees to learn, act and share. Most Aptar sites hosted special events and activities, and more than two dozen employees completed both the water management and biodiversity awareness trainings online and shared the actions they took in the Earth Week Library hosted on Aptar's Intranet.

On behalf of all participating employees, the AptarGroup Charitable Foundation donated almost $25,000 to Ocean Conservancy to protect marine habitats, reduce human impact on ecosystems and restore sustainable fisheries.

Energy & Efficiency

At Aptar, we're committed to measuring and understanding our energy consumption to find more efficient and cost-effective operational solutions. For example, a focus on energy management helped Aptar Pharma prioritize energy efficiency investments across numerous sites in recent years. Some of the projects completed in 2023 include the replacement of three older generation chillers at Aptar Le Vaudreuil and Val de Reuil and upgrades to cleanroom ventilation systems and industrial air compressors in Mezzovico, Switzerland. Since 2019, initiatives like this have allowed Aptar Pharma to reduce electricity consumption by 7% and natural gas consumption by 27%, even while increasing production volumes.

Aptar also made substantial solar power investments in 2023. Rooftop systems installed at three production

sites in Switzerland, Germany and Italy have a combined peak capacity of 1.2 megawatts (MWp). The systems are expected to reduce carbon emissions by more than 420 metric tons (mt) per year, and additional solar installations are scheduled for 2024.

In 2023, Aptar identified and ranked 15 operational sites across the company with the greatest natural gas consumption. To meet our 2030 target for reducing Scope 1 and 2 emissions by 82%, we've mapped out plans for rapid reduction of natural gas usage at these sites.

In 2023, Aptar Pharma launched a decarbonization roadmap for its La Vaudreuil and Val De Reuil campus. Currently, 30 initiatives are underway across six pillars of operations with the goal of reducing emissions by 2030.

Growing Our 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 next period of our four-phase roadmap for Diversity, Equity & Inclusion (DEI) began in 2023. The first three phases focused on developing a strong leadership culture for DEI, embedding DEI into Aptar's strategic priorities and fully integrating DEI. This next phase sets out key milestones on the way to making DEI Aptar's default culture. For example, all managers and professionals (see role descriptions on p. 90) at Aptar were required to have at least one mandatory DEI-related objective in their individual 2023 business objectives.

Aptar was proud to receive recognition on national and global levels for our DEI progress. For instance, our Board of Directors now includes 50% women and is chaired by a woman. In addition, 2023 was a year of continued growth for Aptar's Employee Resource Groups (ERG), which now play a leading role in company culture.

Employee Resource Groups (ERG)

Employee Resource Groups (ERG) are an important part of Aptar's DEI 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. Aptar's ERGs are: ALIGN, which champions the development and upward progression of women across all regions/countries; ARC, the Aptar Rainbow Community supporting our LGBTQ+ community and its allies; and BOLD, the Black Organization for Leadership, Diversity & Development, supporting the development of Black and African descent employees. All three ERGs expanded their scopes of activity and influence in 2023, and we expect the launch of additional ERGs in the future.

Aptar stockholders elected Candace Matthews independent chairperson of the company's Board of Directors in 2023, succeeding George Fotiades, who will remain on the Board. In addition, Julie Xing and Sarah Glickman joined the Board, which is now comprised of 50% women.

Diversity Woman Magazine named Aptar's Executive Vice President and Chief Legal Officer, Kimberly Chainey, to its "Elite 100" class of 2023. The list highlights 100 Black women who are changing the face of corporate America through executive leadership.

A new three-year leadership team took the reins for ALIGN in 2023, chaired by Rosangela Schneider, VP Head of Global HR Service Delivery, and co-chair Patricia Raffoul, Director, Global Internal Communications. The leadership team emphasized gender equity through Pink October and Blue November campaigns that raised awareness on breast cancer and prostate cancer. In addition to numerous local events, ALIGN hosted Aptar Digital Health Oncology experts Arthur Dubois and Fanny Sennechael for an Awareness Talk and invited employees to share their stories. ALIGN also launched a global survey in 2023 to hear from all employees what Aptar could do to further promote gender equity, facilitate work-life balance and enhance equal opportunities for career growth. ALIGN also produced a nine-episode docuseries, following up on the "New Normal" documentary, which highlighted the challenges many women faced balancing work and home life during the pandemic. Dozens of ALIGN Café events and ambassador meetings were held at Aptar sites around the globe to create opportunities for networking, knowledge-sharing and inclusion. ALIGN continues to host annual International Women's Day activities in March, in alignment with the national celebration.

Aptar signed the UN's Women's Empowerment Principles (WEPs) in 2023. The seven principles include promoting gender equality through leadership and culture, ensuring fair and equal opportunities, incorporating gender considerations into supply chain practices, and measuring and reporting progress. Aptar is committed to implementing the principles across our operations and ALIGN is actively integrating the WEPs into its workplace initiatives.

In March of 2023, ARC celebrated its first full year of activity at Aptar. Throughout the remainder of the year, the ERG continued to hold monthly meetings and create new networking opportunities with the launch of a virtual book club and its first online Coffee & Conversation event. ARC also led an array of virtual celebrations for Pride month. All the celebrations encouraged employees to act, learn, discuss and show support to those in the LGBTQ+ community. Employees were also encouraged to show their pride by using #PrideMonth backgrounds online. During the month, ARC also conducted a series of four interviews with Aptar's Global Leadership on what it means to be an ally. The interviews were complemented by a webinar called "Allyship in Action," which presented ideas for building relationships within and across groups to drive positive structural change. ARC also presented a short, three-minute awareness training on "Using Pronouns in the Workplace," and Aptar's Charitable Foundation made a $13,500 donation to OutRightInternational.org on behalf of the Aptar employees who completed an ARC-sponsored event. ARC also extended its reach beyond Aptar when executive sponsor Touya Gael, President of Aptar Pharma, interviewed an executive from a well-known Aptar customer about his experiences as part of the LGBTQ+ community and how his company has a culture that celebrates diversity.

BOLD

BOLD completed a full year of activity and engagement in 2023. At the beginning of the year, BOLD's leadership team and members shared reflections on the significance of Martin Luther King Day. As Aptar employees celebrated the paid holiday on January 16, BOLD encouraged employees to use the day as a day of service. In preparation for Black History Month, BOLD educated Aptar employees about the Historically Black College and University campuses (HBCUs) across the U.S. During Black History Month, BOLD presented a Black History Awareness Journey, a two-week series of daily content that highlighted inspirational stories and pivotal moments from Black history. BOLD also took the lead in celebrating freedom and the end of American slavery on Juneteenth Freedom Day, June 19th. The ERG group shared backgrounds for Aptar employees to use online and aired a special "DEI Matters" podcast in which BOLD's co-chairs discussed the historical context and importance of the holiday. BOLD also introduced a new Spotlight Series in 2023. Every episode features a different BOLD member and sheds light on their stories and achievements within Aptar and beyond.

International Women's Day

Aptar held its third Annual International Women's Day Conference, sponsored by ALIGN, on March 8, 2023. The theme for this year's conference was "Embrace Equity", which inspired a powerful social media campaign in which Aptar employees posted images of themselves in a pose of embrace and shared their commitments to action, such as educating themselves on various forms of bias and speaking up when witnessing inequality.

As in past years, the online conference hosted a variety of panels and interviews featuring remarkable women from within Aptar and beyond. Keynote speakers included female executives from the French headquarters of two global tech companies. Other highlights included a conversation with Mary Skafidas, Senior Vice President, Investor Relations and Communications at Aptar, who has written about numerous successful women in her work as an author.

The reach of the conference extended to affiliated events in conjunction with International Women's Day. In China, Aptar collaborated with sHero to present a webinar titled "Embrace Equity, Speak Up for Women." Shiela Vinczeller, Aptar Chief Human Resources Officer, and Marcia Thomas, Senior Director, Aptar Global Diversity, Equity & Inclusion, both shared insights and stories, followed by a panel discussion with six male colleagues about effective allyship. The Aptar Le Vaudreuil & Val de Reuil campus took the opportunity to simultaneously celebrate both International Women's Day and International Women in Science Day. Interviews with five women colleagues explored their diverse educations and career paths followed by an open and animated discussion during the lunchtime event.

Aptar China was recognized alongside ADM, Reckitt and Sanofi in the "DE&I China Best Practices Guide" published by Shanghai-based advocacy organization, sHero.

Aptar China President, Yao Xin, spoke at the Lean In 2023 Annual Women's Impact Forum in Shanghai. She joined executives from DuPont and JLL China to discuss the topic of personal resilience. Aptar Asia President, Xiangwei Gong, also attended the panel along with numerous members of China ALIGN.

DEI Week

DEI Week 2023 continued its focus on advancing diversity, equity and inclusion practices across the organization. Aptar President and CEO, Stephan Tanda, kicked off Day 1 by asserting that diversity, equity and inclusion are not just buzzwords, but rather the "foundation of an innovative, thriving and harmonious workplace." A webinar format followed with presentations on the cultural impacts of DEI, supporting disabilities in the workplace, and the role of Aptar's supplier base in contributing to DEI objectives.

ARC hosted Day 2 of DEI Week with an opening statement by Chris Gaul, VP of Finance for Aptar Closures, on the importance of feeling that one belongs within the culture and community of Aptar. LaTonya Wilkins was the keynote speaker, leading a pre-recorded session followed by a live Q&A with Aptar employees. Wilkins specializes in coaching executives on leading "below the surface" to build psychologically safe relationships with their teams across differences. Aptar joins companies like Google, GE and

The New York Times that have also worked with Wilkins with the aim of creating cultures of belonging and motivational work environments.

Under the theme "DEI is in our DNA: Impacting People's Lives Everywhere," ALIGN hosted Day 3. A roundtable discussion brought together women at Aptar who work in manufacturing to share their experiences and challenges. Day 3 keynote featured Jerrie Ueberle, Founder & CEO of the World Academy for the Future of Women. She shared new insights and expertise for her organization's work to promote women's leadership in business and society worldwide.

Day 4, hosted by BOLD, featured a workshop on Imposter Syndrome with May Snowden, a Senior Fellow in Human Capital for The Conference Board and an independent diversity and inclusion strategist and current strategic advisor for PepsiCo. The day's presentations also included an update on diversity recruitment efforts in the U.S. and a historical overview of historically Black colleges and universities (HBCUs).

Marcia Thomas, Senior Director, Aptar Global Diversity, Equity & Inclusion, concluded the week with a message of accountability for progress towards the Aptar DEI Roadmap. DEI week concluded with an opportunity for employees to replay sessions they were unable to attend. In total, approximately 1,000 employees participated in live events throughout the week, and many more viewed recorded sessions on their own schedules.

Out of 6,000 participating companies, Aptar was ranked 96th by French economic magazine *Capital* for the effectiveness of our policies and initiatives in promoting equity and inclusion within the workplace. Aptar Pharma was also ranked number 4th out of 162 companies assessed in the pharma industry.

Gender Equity

We continued to make important progress on gender equity in 2023. With the addition of two new board members, women now represent 50% of Aptar's Board of Directors, making us one of just 78 Fortune 1000 and S&P 500 companies to achieve this mark, and recognition from the Women's Forum of New York. Aptar also was among the top 15 on *Forbes'* list of the "World's Top Companies for Women in 2023".

Our goal is for women to comprise at least 30% of our leadership team (VP level and above) by 2025. At the end of 2023, the percentage stood at 25.4%. To achieve our goal, Aptar is focused 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. Aptar also will continue to work on gender equity through our ALIGN employee resource group and our partnership with Catalyst.org and Paradigm for Parity.

Supporting Workers with Disabilities

Aptar is committed to Equal Employment Opportunity (EEO) and bases its recruitment, employment, compensation, development and promotion decisions solely on a person's ability and potential in relation to the job's needs. When notified by the employee, Aptar makes reasonable job-related accommodations for any qualified employee or employee with a disability.

Disability was the topic of two presentations during DEI Week 2023, and Aptar Corporate University launched a new eLearning module to guide Aptar teams in removing barriers to inclusion for colleagues with disabilities. In addition, the global marketing and innovation teams at Aptar Beauty have initiated a partnership with APF France Handicap to co-create, test and validate a new range of beauty solutions that cater to the needs of people with disabilities. As a kick-off to the relationship, they co-hosted a webinar, titled "When Disability Inspires Innovation", in which they presented a range of well-known product innovations that were inspired by disabilities.

Aptar Val de Reuil also welcomed six people with disabilities as part of DuoDay, an annual initiative launched by the French government to promote disability inclusion. The main objective of Duoday is to raise awareness among employers, employees and the public about the importance of professional inclusion for individuals with disabilities. Each visitor was paired with an Aptar mentor with whom they could discuss the responsibilities and necessary skills of various jobs at Aptar.

Health, Safety and Well-being

Our TRIR and LTFR rates have remained below 1.00 for three consecutive years, and our 2023 results mark our lowest rates ever recorded by Aptar globally.

Employee Well-being

Aptar continues to care 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 most convenient time and location. The program provides free counseling sessions 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 focusing on personal growth, stress reduction or work-life balance, for example.

In 2023, Aptar continued raising awareness on health and well-being topics. This year instead of holding global town halls, the aim was to provide more focused exchanges with experts that interested employees could join. The new, more interactive format increased participation, and attendees shared experiences, tips and tricks with one another. Three events took place in 2023 in step with World Alzheimer's Day on September 21, breast cancer awareness in October and menopause in November.

In addition to those events, Workplace Option, our external provider supporting the EAP, also led webinars on other topics for any interested Aptar employees. Topics included how to be a good listener, how to live a more sustainable lifestyle and setting boundaries to boost well-being.

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.

Hand Safety

Aptar's global EHS team brought a year-long focus to hand safety in 2023. Hand injuries are among the most common in manufacturing environments, so a task force of local and regional EHS leaders collaborated on the development of a new safety campaign for use at all sites globally. In 2024, the Global EHS team will be initiating a new campaign which focuses on walking and working surfaces, work platforms and the importance of maintaining a clean and orderly work environment.

New posters highlight key messages for each category and are now used in safety training and during one-to-one interviews in our Behavior-Based Safety program (more information on the 'Mission Engage' Behavior-Based Safety program is available on page. 23 of <u>Aptar's 2022 Sustainability Report</u>). The hand-safety information also went into a series of 12 short videos that were shared and

promoted on Aptar's Intranet. Both the posters and videos have been translated into nine different languages, and the campaign is already seeing positive results. From the end of the first phase of the campaign in June 2023 to end of the year, we saw an 8% decrease in hand injuries. The video training program was launched near the end of 2023, and we expect additional decreases in hand related injuries in 2024. Aptar's focus on hand safety will continue into 2024, and a new campaign will bring similar attention to the importance of maintaining clean and orderly work environments for safety.

Petr Pavlíček, EHS Lead for Aptar Czech Republic, won a national competition for the success of three projects he led to improve the safety of Aptar employees. In its seventh year, the competition recognizes the individual contributions of people who work in the field to promote the culture of work safety. Pavlíček said the achievement would not have been possible without the active participation and cooperation of all Aptar Czech Republic employees in building and using a functional EHS system.

Professional Development Resources

Aptar cares for its employees by helping develop their professional skills and careers. Since 2009, Aptar Corporate University (ACU) has been central to this effort, providing award-winning programs on Leadership & Management, Management Skills, Sales & Marketing and Business Processes. In the course of 2022 and 2023, the internal organization managing ACU expanded and reorganized to support a broader focus on the learning and development of all Aptar employees. The Learning & Development (L&D) organization's work now encompasses three main areas.

Aptar Corporate University (ACU)

ACU remains an important focus for L&D, and in 2023, ACU worked closely with business leaders to meet a growing number of requests for customized and on-demand training programs in different formats such as experiential learning, online as well as presence and hybrid training and self-learning. In total, ACU delivered 77 courses to 882 participants for a total of 20,032 participant learning hours.

Learning & Development Catalog Management

Harmonizing a single catalog of Aptar training content is another important focus of L&D. The work involves evaluating common and mandatory trainings from Aptar's sites around the globe and standardizing the content, as appropriate, for global or regional application to improve consistency and efficiency.

Content Development

The L&D content production team continues to develop leadership and management modules for ACU. But in addition, it also now creates learning nuggets on other topics of importance, such as safety procedures or the use of new IS applications. To do so, the team works with internal and external subject matter experts, as needed, to collect and present the necessary information in compelling formats.

The work of L&D is facilitated by Aptar's use of a single online platform, Horizon, for both mandatory and voluntary training. Horizon enhances the partnership between Aptar's business and human resources department by supporting our learning and development goals and providing data analytics for organizational decision-making. It also enables the growth of an open learning culture at Aptar in which employees can manage their own learning journeys. In 2023, Horizon was used to train employees around the world on 2,412 different courses for a total of 223,940 learning hours globally.

Talent Management at Aptar

Aptar recognizes the importance of developing and planning for the talent bench of organizational roles as employees move through stages of their careers. Aptar's Talent Management team broadly categorizes the work into three categories: attraction, career development and engagement.

Our talent attraction got a big boost in 2023 with the launch of new employer branding. The branding unifies the image and messaging that Aptar puts forward globally to our employees and prospective employees. In addition to a visual language of colors and fonts, the refreshed branding highlights Aptar's inclusive culture as a satisfying and rewarding environment in which to build a career.

For career development, Aptar continues to invest time and resources in the advancement of our employees. To this end, we had a 10% increase in the number of talent reviews and plans conducted in 2023. During these reviews,
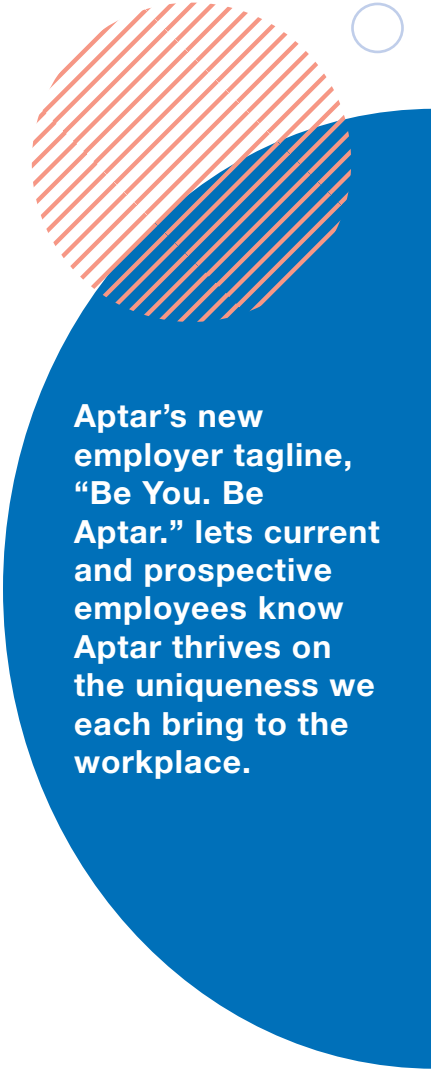
Aptar leaders meet to discuss how employees' interests and development opportunities best align with Aptar's future needs. In 2023, the Talent Management team developed and started rolling out digital tools and dashboards to create an integrated and automatized Talent Management ecosystem.

Through a program called "My Career Journey," the Talent Management team works to educate all employees about the resources available to them for growing their skills and taking ownership over their career development at Aptar. Resources include (but are not limited to) the courses offered through Aptar Corporate University plus access to digital solutions like 360-degree feedback, talent assessments, mentoring and coaching programs. (For more detailed information on mentoring at Aptar, see p. 24 of our 2022 Sustainability Report). Specifically regarding "digital coaching," Aptar began a coaching pilot program in 2023 that aims to help our employees unlock their full potentials.

Our Six Sigma Development

Six Sigma Foundation training became available in 2023 via Aptar's online training platform, Horizon. The series of six short videos introduces the basics of Six Sigma methodology for process measurement and optimization and aims to inspire employees to pursue advanced certifications. At the end of 2023, Aptar had more than 115 employees certified through the program at the Green Belt or Black Belt level — up from approximately 100 a year earlier.

Six Sigma was a key part of our Strategic Priorities in 2023 with a goal of achieving cost reductions through process optimization. Over the course of the year, our Six Sigma program included 129 projects across 33 sites, leading to $4.6 million in savings through efficiency improvement and reduction of process variability, customer complaints and scrap.

Aptar's new employer tagline, "Be You. Be Aptar." lets current and prospective employees know Aptar thrives on the uniqueness we each bring to the workplace.

Employee Recognition

Aptar believes that employee recognition can transform an organization, ignite enthusiasm, increase innovation and drive bottom-line results – while also increasing talent retention. Each half year, the CEO Award of Aptar Excellence highlights accomplishments by employees who exemplify Aptar's core values. Recipients of this award have been recognized for achievements ranging from breakthrough product innovations to honorable leadership efforts in difficult business situations. This prestigious award celebrates excellence and ensures significant, senior-level recognition for its outstanding recipients.

Additionally, local and regional recognition is also an important part of the Aptar culture. Although not

exhaustive, some recent examples include the following: Aptar Radolfzell recently celebrated their long-term employees, expressing gratitude for their incredible dedication and combined experience of more than 1,500 years. The Aptar Beauty LATAM Team held their very first Safety Recognition Awards, congratulating sites that closed the previous year without any Lost Time Accidents. The Aptar Mukwonago Leadership Team presented quarterly Recognition Awards for employees in four different categories – Change Agent, Innovative Thinking, Team Player and Safety Champion.

Connecting with the Next Generation of Talent

Recognizing that today's students are tomorrow's workforce, Aptar runs apprentice and intern programs around the globe to continuously establish connections with the next generation of talented professionals. For example, the SemeAptar program in Brazil provided 250 mentoring sessions to 40 apprentices and interns in 2023. Mentors were drawn from various levels of Aptar leadership and helped to achieve an 85% retention rate, including promotions for 38% of the young workers.

Aptar recognized National Intern Day in July by celebrating the efforts and accomplishments of the young people contributing to Aptar's success. President and CEO, Stephan Tanda, and Chief Human Resources Officer, Sheila Vinczeller, sent out a special video message to all Aptar's interns thanking them for their valuable contributions. In the video, Tanda also shared how internships contributed to his own career development while a university student. Furthermore, for International Intern Day on November 10, all Aptar interns around the globe were invited to a virtual event where they could get to know each other, learn about different topics like career development, mentoring and recruiting tips, and hear success stories from former interns who began their careers at Aptar.

Aptar České Budějovice welcomed a group of students from the University of South Bohemia to introduce them to internship opportunities and give them insight into what a career at Aptar could look like in their futures. In France, the Vaudreuil and Val de Reuil campus welcomed an even younger group of laboratory science students from the Augustin Fresnel High School in Bernay. Students got a glimpse into the day-to-day work life of a Quality Control Analysis Laboratory Technician and the interesting aspects of the job.

Aptar France SAS sites employ more than 180 long-term apprentices for whom numerous initiatives were rolled out in 2023, including a video about various study paths and experiences to be had with Aptar. But even more notably, Aptar France SAS sites are proud to be one of three winners in a regional competition promoting good apprenticeship practices. As the only large, industrial company on the podium — and following a complex and demanding selection process — this award not only acknowledges our strong contribution to employment in France but also gives well-deserved recognition to the collaborative efforts of all who support apprentices at Aptar France.

Employee Feedback

For six years Aptar used the anonymous Leadership for Growth Survey (LGS) to better understand our organizational health around the globe. While Aptar did not conduct a survey for all employees in 2023, we did launch several smaller pulse surveys, defining survey groups to provide more targeted feedback on topics of strategic interest. Aptar will conduct its next global survey in 2024 after incorporating the employee feedback process for greater engagement.

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

Most employees at Aptar are part of a variable, short-term incentive program, to drive achievement of performance goals deemed critical to the business. These incentive schemes include but are not limited to:

The Aptar Short-Term Incentive (STI) program

This variable pay program considers financial achievement relative to EBITDA and core sales growth targets at the corporate, segment, division/business unit, and/or regional level, as well as a financial metric associated with controllable fixed costs as a percentage of revenue. Additionally, the STI program also considers individual employee performance for most

roles below senior leadership. The financial component of this plan is based on improvements in performance from the prior year, to motivate improvement in company performance.

Local/Plant Bonus programs

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

Long-Term Incentive Plan (LTIP)

In addition, Aptar believes that our LTIP strongly aligns with the interests of our employees and our stockholders. We generally seek to provide LTIP opportunities to senior leadership that are consistent with our compensation philosophy (with the potential for larger payments for

exceptional company performance). We also believe that LTIP equity awards are an essential tool in promoting executive retention.

Our LTIP is granted annually and consists of the following: restricted stock units (RSUs) and stock options, each weighted at 25% of an annual award, and performance-based restricted stock units (PSUs), weighted at 50% of an annual award. RSUs and stock options are both time-based awards and vest in three equal installments over a three-year period. PSUs are based on the achievement of pre-established company performance goals and vest at the end of a three-year performance period. An employee can earn 0% to 250% of target performance, based on the actual company results as compared to the pre-established goals.

Benefits and Well-being Programs

To meet the needs of our employees, Aptar offers a variety of competitive benefit programs. 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.

Aptar also offers an Employee Assistance Program (EAP) 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 parenting, death/loss, divorce, finances and work stress. The 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

iPUMP® Helps Children with Allergy Treatments

In 2023, Aptar Digital Health launched iPUMP®, the first connected device for assisting Stallergenes Greer's allergen immunotherapy treatment (AIT). Developed in collaboration with Stallergenes Greer, iPUMP® is designed to overcome a few major challenges in the day-to-day management of AIT.

Treatment is primarily for children who suffer from allergies, and is delivered via liquid drops underneath the tongue. The number of drops typically increases over the course of treatment, and it can be difficult for children or their parents to adhere to the regimen provided.

iPUMP® relieves these concerns by providing digital support, enabling the patient/family member to know if the medication has been taken that day. It also gives audible feedback that lets the user know when the pump mechanism is compressed a defined force level. The device syncs via Bluetooth to a smartphone where the patient can review their performance and also see their prescribed protocol.

iPUMP® is designed to improve both the patient experience and treatment outcomes. During the pilot phase*, 74% of patients under 15 years of age successfully adopted iPUMP®, and almost two-thirds of them said it was a real support in taking their liquid sublingual AIT.

Claire Raynal-Olive, Aptar's VP of Global Market Development Injectables, was made a Knight of the Legion of Honor in 2023 for her career and work during the COVID-19 pandemic. The Legion of Honor is the highest French order of distinction for civil and military merit.

*Stallergenes Greer's internal data from pilot study 1 iPUMP. June 2023. N = 60

Caring for Innovation

Caring for Aptar and its stakeholders means doing the best with the tools and resources at our disposal. But it also means continually innovating new technologies and processes that can help us achieve even better outcomes.

New VR and AR Applications

The COVID pandemic accelerated Aptar's development of digital innovations that allow us to operate with greater care. For instance, we began using virtual reality (VR) simulations for safety training in 2023. Aptar's European EHS team first tested the technology, which immerses workers in high-risk, virtual environments and allows them the freedom to move about, discovering and handling hazards and emergency situations. It's a safe and memorable way to improve skills, and the training method will expand to additional sites in 2024.

Aptar also is deploying augmented reality (AR) applications to improve efficiency and knowledge sharing in our manufacturing operations. Our Global Operational Excellence (OE) team collaborated with Aptar's internal Information Systems teams (IS) to develop AR guides for machine setup procedures on the shop floor that help to improve training and accelerate process execution. Operators put on AR-enhanced goggles and view step-by-step instructions as overlays to the environment around them. The technology even recognizes what is being viewed and can generate holographic pointers and guidelines to assist understanding, streamline workflow and help avoid human errors.

The OE Team is deploying the AR guides at Aptar sites in the context of our Lights Out Factory program. When combined with the implementation of Lean Manufacturing methodologies, the team has seen set-up times reduced by up to 50%. Our Digital Innovation team is actively discussing and prototyping other cutting-edge VR and AR applications that may have direct effects on Aptar's sustainability outcomes. We look forward to sharing those in the future.

Innovation Culture

Aptar's Innovation Excellence Team is responsible for nurturing and facilitating innovation across segments. In November 2023, the team gathered 20 Aptar innovation leaders in Berlin for a two-day workshop with guest speakers, technology startups and venture capitalists — all focused on exploring sustainability and emerging trends.

Throughout the year, the team also hosted events at the InVision Lab housed at Aptar's Customer Experience Centre near Paris. In addition to in-person events, several Innovation@Aptar Webinars shared inspiration more broadly. In January 2023, tech entrepreneur Christian Kromme led a webinar for Aptar's managers and professionals examining AI innovations and opportunities, ranging from virtual coaches and intelligent products to new approaches for customer experience and service.

While AI made the biggest industry headlines of the year, it was another Innovation@Aptar topic that drew the greatest webinar participation in 2023. More than 660 attendees logged on to see Professor Julien Bras from the University of Grenoble present trends in cellulose-based materials that could reduce Aptar's dependence on fossil resources in the future.

Aptar Pharma Breaks Ground for New R&D

In March 2023, Aptar Pharma celebrated the groundbreaking of an extension to the R&D building in Le Vaudreuil and Val de Reuil, France. The building's design aims to promote collaboration through open, sky-lit spaces and an incubator area for partner companies. The new 3000-square-meter building will host 180 employees and every detail has been designed to encourage agility, flexibility and operational efficiency to consolidate our industrial leadership.

The facility will be equipped with rooftop solar panels capable of meeting 30% of its anticipated power needs. In addition, building systems will include a heat recovery unit and a rainwater harvesting system, as well as other features in line with our green building guidelines. (More information on those guidelines can be found on p.17 of Aptar's 2022 Sustainability Report.)
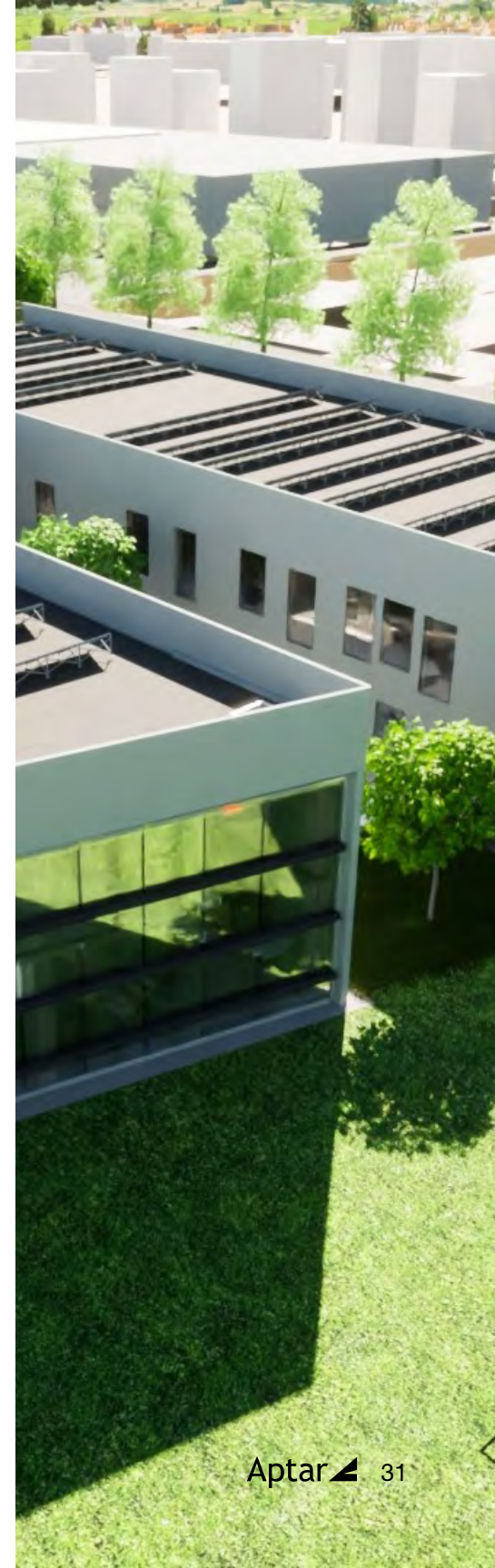
Collaboration

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	Progressed our Supplier EcoVadis program and Supplier Diversity Program to sustain our global supply chain. Read more on page 34
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 37-38
Deliver optimal economic and performance value with sustainability	For the fifth consecutive year, Aptar ranked among the Top 30, and first in our industry category, on *Newsweek's* most recent list of "America's Most Responsible Companies"
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 39
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 2023, Aptar completed the first version of a roadmap through 2030 that will guide Aptar in applying SO-LCA methodology to our products

Supplier Engagement

Social and Environmental Screenings with EcoVadis

Collaboration with responsible suppliers is one of the ways Aptar achieves more sustainable outcomes. We work with EcoVadis, a trusted provider of business sustainability ratings, to obtain data for our Supplier Screening Program. Formally integrating social and environmental screenings into our existing purchasing program allows us to better understand risks and performance areas, increase transparency and work on continuous improvement with our suppliers. We frequently collaborate with suppliers to set goals, evaluate social and environmental activities, and identify areas for deeper, cross-sector partnerships and interventions.

As of December 2023, 458 of our suppliers had been scored by the EcoVadis platform.

87% of our partners who shared their scorecard 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.

Specific Focus for North America in EcoVadis

In North America, 79 partners evaluated have an overall score on EcoVadis of 56.3 (+10.3 compared with the benchmark).

In 2024, we will continue to onboard additional suppliers to EcoVadis to increase visibility within our supply chain and assess the performance of our portfolio in key areas, including Scope 3 emissions. In addition, Aptar's Global Purchasing Team is working with suppliers to build improvement roadmaps for addressing Scope 3 emissions within our supply chain. At the same

time, the entire purchasing team is engaged in DEI (Diversity, Equity and Inclusion) actions across each procurement category. We will also develop automations with our reporting partners, like EcoVadis and Supplier IO, to streamline the tracking and assessment of responses.

Benchmarking our Supplier Diversity Program

With the aim of expanding DEI to our full value chain, we continued to develop our Supplier Diversity Program in 2023. It was our first full year of collecting data on the diversity of our existing suppliers for components, raw material, logistics, production equipment, facility, services, information systems, energy and other indirect goods or services.

Data collected through EcoVadis and Supplier IO demonstrate that:

10-YEAR GOALS (2022 BASELINE YEAR)	2023 PROGRESS
20% of spend with small businesses	27% of Aptar global spend is with small vendors
5% of Aptar spend with woman or minority-owned business (U.S.) & inclusive enterprises (specific targets per geography depending on local regulations)	5.4% of U.S. spend is with diversity-owned business
50% of spend with suppliers rated "engaged" or "advanced" on the DEI indicators within EcoVadis	Just under 25% of spend with suppliers rated by EcoVadis is with vendors "engaged" or "advanced" on DEI

To achieve our goals for supplier diversity, we will continue to focus on supplier selection, management, development and communication. To this end, we continuously made changes to the Aptar Supplier website in 2023 that will help raise awareness of our diversity program, and we conducted training for all members of Aptar's Global Purchasing team. The Global Purchasing team also participated in DEI/Diversity workshops with vendors during the 2023 Supplier Summit in Paris.

Aptar Le Vaudreuil increased its spend in 2023 with vendors that provide employment opportunities for individuals with disabilities. APF France Handicap Enterprise and ESAT (établissement et service d'accompagnement par le travail) employees perform a range of valuable services at the site, including the maintenance of green spaces and administrative duties.

Partnering in Support of DEI

A new partnership with the Edion Group demonstrates how Aptar is bringing together innovation, economic performance and social benefits. Aptar Annecy began contracting Edion for services in 2023, because of the company's strong commitment to DEI criteria. In particular, the company is focused on hiring refugees, people with disabilities and people who have been affected by long-term unemployment.

Aptar worked closely with Edion to address practical concerns like language barriers and reliable transportation for shift workers. Aptar's HR team conducted special training to help managers integrate the diverse workforce with existing employees. The integration went smoothly, with no impact on production key performance indicators (KPI) at the site.

"The collaboration surrounding the Summit has been instrumental in identifying those proposals that hold the greatest potential for advancing Aptar's objectives."

MATTHIEU CAMERINI
APTAR'S GLOBAL PURCHASING INNOVATION DIRECTOR

Global Supplier Summit

Aptar held its 5th Global Supplier Summit in 2023 with a focus on four distinct areas: Supply Chain Resilience, Decarbonization, Competitiveness and Supplier Diversity. In advance of the Summit, a team of experts from across Aptar submitted more than 100 suggestions for specific challenges to be addressed by the Summit. These were evaluated and reduced to 41 formal "Challenge Briefs" in several categories, including raw materials, equipment and operations, transportation and digitization. The briefs were issued to scores of suppliers who returned 144 proposals. Of those proposals, Aptar's team of experts selected 24 for presentation on the first day of the Summit.

The chosen suppliers had 15 minutes to present their project proposals, which ranged from a low-energy chemical recycling process for PP and PE, to processes for improving the lead-time of key components supply, and an Internet of Things (IoT) system for energy monitoring. Q&A sessions and debriefs followed each presentation, and ultimately 21 proposals advanced to a proof of concept (POC) or deep-dive analysis phase.

Workshops on supply chain resilience, decarbonization and competitiveness took place on the second day of the event, and during it, suppliers shared commitments to help Aptar to achieve its objectives. At the end of the event, suppliers received awards for each of the three topics, recognizing their outstanding achievement during last year. The Summit, which was titled "Partnering for Success," drew nearly 200 attendees, 99% of whom ranked their overall satisfaction with the event as at least three out of four stars in a brief survey.

As a follow-up to a proposal presented during our Global Supplier Summit, Aptar completed a proof of concept (POC) for tracking CO_2 emissions from transportation. The POC revealed new ideas and initiatives for reducing these emissions and will inform future decision-making on our sustainable transportation journey.

Scope 3 Environmental Initiatives

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 category Purchased Goods and Services – raw materials. During year 2023, Aptar continued the involvement process of the main suppliers that are generating a major part of our indirect GHGs impact, such as raw materials plastics and metals. We have refined our process of engaging with raw material vendors to collect primary emissions data in support of our carbon footprint accounting by identifying improved, standardized tools. In early 2024 we commenced our participation in the Carbon Disclosure Project Supply Chain Program, which enables us to utilize CDP to collaborate further with our suppliers.

Logistics

In 2023, Aptar collaborated with major upstream and downstream transportation suppliers 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 low carbon fuels.

Waste

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, reuse and recycling processes. Developed in alignment to the Zero Waste International Alliance, the program also supports the reduction of Scope 3 GHG emissions associated with external waste treatments.

In 2023, one additional site achieved certification. However, due to the fact that we acquired several new sites in 2023, the percentage of total sites certified has dropped - this is because these newly acquired sites have been added into the denominator of the ratio calculation.

Further, as explained in GRI 306, we have identified the need to improve the third-party auditing guidelines to require auditors review at least a rolling-twelve months of historical disposal data rather than assuming a certified site will record a waste avoidance ratio of at least 90% on December 31st.

In advance of our Global Supplier Summit in 2023, Aptar published and distributed a "Supplier Sustainability Engagement Playbook" to help our trading partners better understand our sustainability strategies and targets (as detailed in this report) so they can more successfully collaborate with us. The Playbook also articulated five expectations we have or our suppliers:

- Comply with Aptar's Sustainable Purchasing Charter
- Register with Aptar as a small or diverse supplier, if applicable
- Measure, report and share carbon emissions and other eco-efficiency metrics.
- Participate in EcoVadis annually and share scorecards with Aptar
- Earn "engaged" or "advanced" rating for DEI practices via the EcoVadis scorecard

Collaboration Towards Responsible Products

Social LCA Program Update

Aptar collaborates with stakeholders throughout our value chain to measure the social footprint (negative impact) and social handprint (positive impact) associated with our products. In 2023 we completed the first version of a roadmap through 2030 that will guide Aptar in applying Social Organizational Life Cycle Assessment (SO-LCA) methodology 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 identification of stakeholders' categories in reference to 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. Aptar's Product Sustainability Team identified the main stakeholder categories and defined a research plan that will help drive decision-making about product solutions between now and 2030. This process also involved the teams from across the organization in defining key aspects of the road map, identifying product portfolio and development actions to be completed in the coming years.

Refill Deliveries in Indonesia

Aptar announced a strategic partnership with Siklus, an Indonesian startup that delivers a combination of Fast-Moving Consumer Goods (FMCG) products, with a combined coverage of recycle, reuse and refill solutions that connects Indonesian suppliers and wholesalers to the doorsteps of consumers. Aptar contributes its technical capabilities for creating fast and hygienic dispensing solutions to accelerate the technical and operational development of Siklus' business model, improving overall user convenience around reusable solutions and reducing single-use plastics. Customers simply place an order on Siklus' mobile app and a mobile refill and delivery station will come to their doorstep. Customers simply place their orders online or via mobile and a Siklus refill and delivery electric vehicle will come to their doorstep. Currently, Siklus is servicing supermarkets, hotels, as well as expanding the coverage area for high-density apartment blocks. The business is now evolving to become a one-stop solution for all types of sustainable commerce, including curated eco-friendly products and refill-swap-recycle programs to close the loop on single use plastic in the region.

Aptar customer Grupo Boticário won the Grandes Cases de Embalagem 2023 Brazilian Packaging Award for a product designed in collaboration with Aptar Brazil. Arbo Botanic Men's Fragrance uses a refillable pump with a custom overcap made of 100% PCR and is decorated to resemble a leaf.

Aptar

Aptar Joins L'Oréal's Exhibition at the 2023 Shanghai Carbon Neutrality Expo

The first Shanghai Carbon Neutrality Expo took place in 2023 to show green technologies and applications. L'Oréal made a notable appearance and invited Aptar China to be the sole packaging supplier in its presentation. We showcased our full-plastic Eden cartridge, which is used in two L'Oréal products, as well as other sustainable product solutions from both the Beauty segment and the Closures segment.

Aptar Beauty Leads Industry Dialogues

Aptar Beauty released two white papers on topics related to ESG in 2023. The first was co-authored with Eva Lagarde, an external industry expert and opinion leader on sustainability matters. Available on Aptar.com, the paper explores how materials and dispensing solutions are key to transitioning beauty packaging to a more circular economy. Aptar Beauty launched the paper with Lagarde during the CosmetiqueMag Forum RSE in Paris to an audience of industry peers and clients.

WHITE PAPER
SUSTAINABILITY

HOW THE MATERIALS FROM DISPENSING SOLUTIONS CAN

TRANSFORM BEAUTY PACKAGING FROM A LINEAR TO CIRCULAR ECONOMY
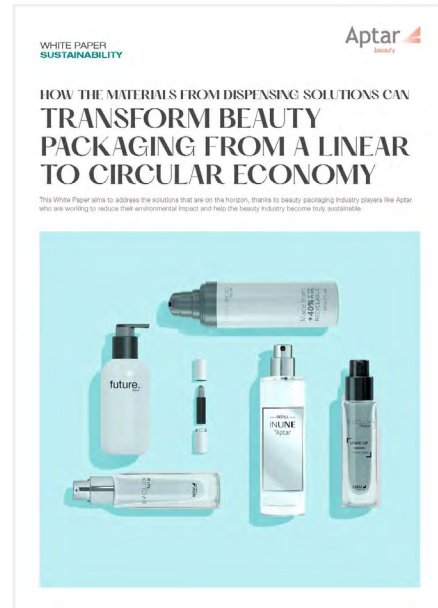
The second paper came out during Aptar's DEI Week to spark discussions within the industry and encourage beauty brands to reevaluate their packaging design strategies for greater inclusivity. The paper sheds light on the role packaging and dispensing can play in catering to the needs of individuals with disabilities, notably those with fine-motor disorders. The paper asserts that beauty brands can connect with these underserved customers by embracing universal design principles and implementing accessible features. Available on Aptar.com, we expect the paper will be a valuable resource for designers, marketers and decision-makers in the beauty sector.

Aptar Wins FDA Contract

Aptar received a prestigious contract with the U.S. Food and Drug Administration (FDA) in 2023 to study the challenges with developing low global warming potential (low-GWP) propellant metered dose inhalers (MDIs). We will provide the FDA with information related to the formulation, manufacture, device-design and quality aspects necessary to replace existing propellants used in MDIs that treat respiratory illnesses, like asthma. The work will be led by Aptar's respiratory team, and the results will be reviewed and discussed with the FDA as detailed case studies, which can then be published as scientific publications and conference presentations.

Giving and Volunteerism

Aptar is continually working to identify additional non-profit organizations with which to collaborate 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 180 nonprofits, donating more than $1.5 million in total from 2021 to 2023. 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 in the U.S.

The Foundation also awards special $25,000 grants to non-profit partners nominated by Aptar sites in North America. In 2023, Aptar Midland nominated ShelterHouse, a non-profit agency offering shelter, safety, support, advocacy and counseling services to survivors of domestic violence and sexual assault in Midland and the surrounding counties.

Aptar and CARE.org

Aptar has a longstanding collaboration with CARE.org and together with our employees we donated nearly $155,000 to the international aid organization in 2023. This included $20,000 in earthquake relief after a magnitude 7.8 earthquake struck Turkey and Syria in February 2023. Thousands of buildings collapsed, and freezing weather conditions further endangered survivors and rescue efforts. CARE's team in Turkey delivered critical supplies, such as water, sanitation, tents, blankets and food to those who were affected by the devastating earthquake.

Much of CARE's work involves "winterization" support in countries that have been devastated by crisis and disaster. CARE gathers funds to provide weather-resistant, safe and dignified shelter; blankets; mattresses, sleeping bags; warm clothes; tarpaulins and other essential items to displaced and devastated people in ongoing humanitarian crises. In 2023, Aptar also contributed to CARE's Global Hunger Crisis Campaign and their Ukraine Crisis Fund. (Page 36 of our 2022 Sustainability Report has more information on how these funds were utilized.)

Employee Volunteerism & Regional Giving

In collaboration with our employees, Aptar supports local communities through 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 2023 included:

- Aptar's Executive Committee built computers and donated them to Computers for Kids.
- Employees at Aptar Villepinte teamed up in a race that raised EUR 50,000 for people with disabilities.
- Aptar Le Vaudreuil employees raised funds for local students who traveled to Madagascar to supply and fit prosthetics for people with limb amputations.
- Aptar IS and Digitalization sponsored a cybersecurity competition for students in Italy to showcase their work, learn and network.

- Employees of Aptar Czech Republic organized a fundraiser to help refurbish a garden used by people with chronic illnesses or disabilities.
- The Crystal Lake Global Business Services Team packed 147 boxes of food with the non-profit organization Feed My Starving Children.
- Aptar Ceske Budejovice employees raised 19,773 CZK (USD 900) for a local home hospice group through a Christmas gift fair featuring local artists.

Afghan Refugee Program Update

In collaboration with the Tent Coalition and the International Institute of Wisconsin (IIW), Aptar Mukwonago implemented an Afghan refugee recruiting program in January 2022. To date, the program has employed 21 Afghans at Aptar. While some have moved on to other opportunities, we continue to recruit and hire additional Afghans who are referred by our current active Afghan employees.

Circularity

Circularity: Our Approach

Aptar recognizes circularity as a concept with the potential to improve 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 (1.46%) 1.64%* recycled resin content in 2023 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 (57.1%) 69.2%* in 2023 according to updated and harmonized guidelines from the Ellen MacArthur Foundation. Read more on page 43
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	Aptar has reduced the amount of formaldehyde (POM) and styrene (ABS, SAN) in personal care, beauty, home care and food/beverage solutions by (7%) 16.2%* in 2023 since our baseline. Read more on pages 45-46
Build our employees' skills and expertise in the circular economy and empower 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 recycling and promote more circular business models
Devise products and business models enabling reuse	Review our progress on pages 47-49
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 44

* (Calculation of results applying more conservative assumptions of the Ellen MacArthur (EMF) Plastic Packaging Guidelines) Calculation of results using direct application of Ellen MacArthur Plastic Packaging guidelines. Please see our response to GRI 301 on page 64 for more information.

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

We completed more than 170 lifecycle analysis studies during the year, further evidence that sustainability, as a key to circular design, is being considered more and more during product development across all three segments of Aptar's business. In addition, our Material Science and Innovation Excellence teams have evaluated dozens of new and emerging materials that could give greater choice to Aptar customers, enabling them to move closer to their ambitions for more sustainable packaging.

In previous years, due to limited harmonization from groups like the Ellen Mac Arthur Foundation, Recyclass, and The Association of Plastics Recyclers (APR), Aptar has reported on recyclability and recycled content progress using a more conservative approach. In 2023, we have observed harmonization initiatives between recycling institutes like APR and Recyclass and additional visibility on future regulation. With this new alignment and additional visibility, Aptar is reporting in alignment with Ellen MacArthur Foundation plastic packaging reporting guidelines. You can find details on more conservative numbers within GRI 301. In addition, many of our customers are using the same guidelines to report on recyclability and reusability of plastic packaging, further increasing comparability of progress among companies.

In 2023, Aptar continued the conversion to recycled resin content in our personal care, beauty, home care, food and beverage solutions, ending the year with 1.64% of our total resin volume sales being recycled resin content*. Increasing the volume of recycled materials in the future is a key priority across our entire product portfolio. 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 2023, 69.2% of our solutions in personal care, beauty, home care, and food/beverage were recyclable, reusable or compostable according to the Ellen MacArthur Foundation guidelines*. 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.

* Results from Ellen MacArthur Foundation Plastic Packaging Guidelines. Please see our response to GRI 301 on page 64 for additional information on the harmonization of our reported numbers.

Aptar Contributes to a More Circular Economy

DESIGN FOR SUSTAINABILITY

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.

RECYCLE

RAW MATERIALS

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.

PRODUCTION

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

REFILL/ REUSE

BRANDS/FILLERS

RETAILERS

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

CONSUMERS

RECYCLERS

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

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

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

SPICE
SUSTAINABLE PACKAGING INITIATIVE FOR COSMETICS

wrap

WBCSD
World Business Council for Sustainable Development

CE100

CACE

REDE DE COOPERAÇÃO PARA O PLÁSTICO

RecyClass

APR

Partnerships

NEXTLOOPP
CLOSING THE LOOP ON FOOD GRADE PP

ELLEN MACARTHUR FOUNDATION

Loop

Aptar 44

Regulating Chemicals

Chemical Phase-out

Aptar is taking a proactive approach to phasing out chemicals of concern from our products, using 2020 as a 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. While some of these substances are banned as ingredients in cosmetic formulation, their use as ingredients in product packaging components is currently authorized. Nonetheless, we are attempting to anticipate future bans from product packaging components and acting now to improve the recyclability of our packaging.

Some of the substances that are a focus of our phase-out initiatives are a part of technical materials ingredients that provide specific properties to ensure product performance. Because of this 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 their approval to make the substitutions.

Aptar's products comply with current regulations. We follow local regulations, and our phase-out plan goes beyond what local laws require.

PFAS (Per– and Polyfluoroalkyl) substances

In 2023, while complying with applicable regulations, Aptar began an intensive effort to accelerate the phase-out of PFAS (Per– and Polyfluoroalkyl) substances. Due to their wide-ranging use in both products and production processes, eliminating these substances is a significant challenge for the entire industry. Aptar has a global, cross-segment task force with weekly meetings dedicated to steering a compliance and consumer exposure risk-based approach to the phase-out of PFAS. This taskforce evaluated various regulations and came up with a definition of intention and unintentional usage to be as follows: intentional PFAS is substance that serves an intended function in the product/component while intentional is related to degradation, impurities, contamination or in some cases processing agent.

The approach includes three simultaneous efforts:

- Identifying all intentional and unintentional uses of PFAS in the materials we buy, and the processes used to produce them
- Identifying or developing suitable replacements or reformulations for affected materials
- Identifying all potential use of PFAS material as processing aids or maintenance agent in our manufacturing sites

Aptar made significant progress on these efforts in 2023. We launched a PFAS supplier survey covering the materials contained in our products and have started to receive responses. While we proactively started to replace or remove some materials impacted by PFAS, we understand it will take time to collect feedback from more than 600 suppliers who need to run their own investigations on thousands of products and materials, and propose suitable alternatives. We have also engaged all Aptar sites globally to determine whether they use PFAS as a processing agent. At the same time, Aptar's R&D teams worked throughout the year on alternatives for components known to include PFAS for functionality or processing and started to replace some of them.
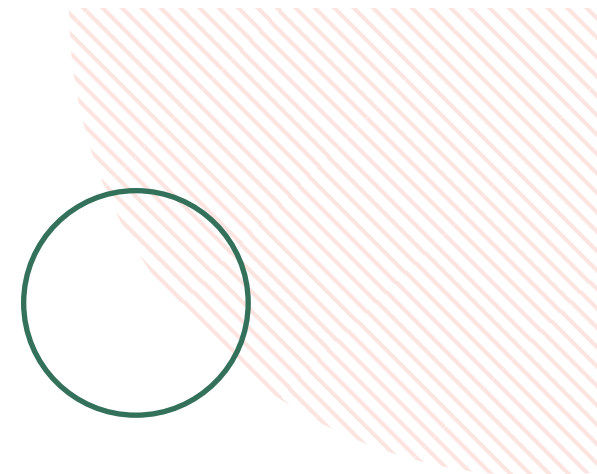
Formaldehyde

Formaldehyde, or PolyOxyMethylene (POM), is one such category of compounds requiring a collaborative approach. In 2023, Aptar continued to qualify and propose alternatives to POM material in multiple product ranges. We have observed increased orders for products containing POM resulting in a slight increase of POM material put on the market last year. However, thanks to the implementation of POM free platforms like our PZ, VP3, Evolution and Evolux poducts, this increase has been significantly limited in comparison to a business-as-usual scenario. The strategic deployment of our products that are POM-free have mitigated the negative impact of these orders in 2023, and we expect acceleration of the program to reduce the amount of POM material used and ordered in future years.

Styrenics

ABS Tonnage

Contrary to the trajectory observed in POM tonnage, acrylonitrile-butadiene-styrene (ABS) tonnage experienced a decline in 2023. However, it's noteworthy that sales of customized solutions with ABS remained steady, reflecting a certain level of stability within this segment despite the tonnage decrease.

SAN Tonnage

Styrene-acrylonitrile (SAN) tonnage saw the most significant decline in 2023, plummeting by 55% from the prior year. Correspondingly, sales also experienced a substantial decrease of 29%. This downturn underscores the need for a comprehensive reassessment of strategies and market dynamics within the SAN segment.

As a result of these efforts, Aptar has reduced the amount of formaldehyde (POM) and styrene (ABS, SAN) in personal care, beauty, home care and food/beverage solutions by more than (7%) 16.2%* in 2023 versus 2022.

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

* (Calculation of results applying more conservative assumptions of the Ellen MacArthur (EMF) Plastic Packaging Guidelines) Calculation of results using direct application of Ellen MacArthur Plastic Packaging guidelines. Please see our response to GRI 301 on page 64 for more information.
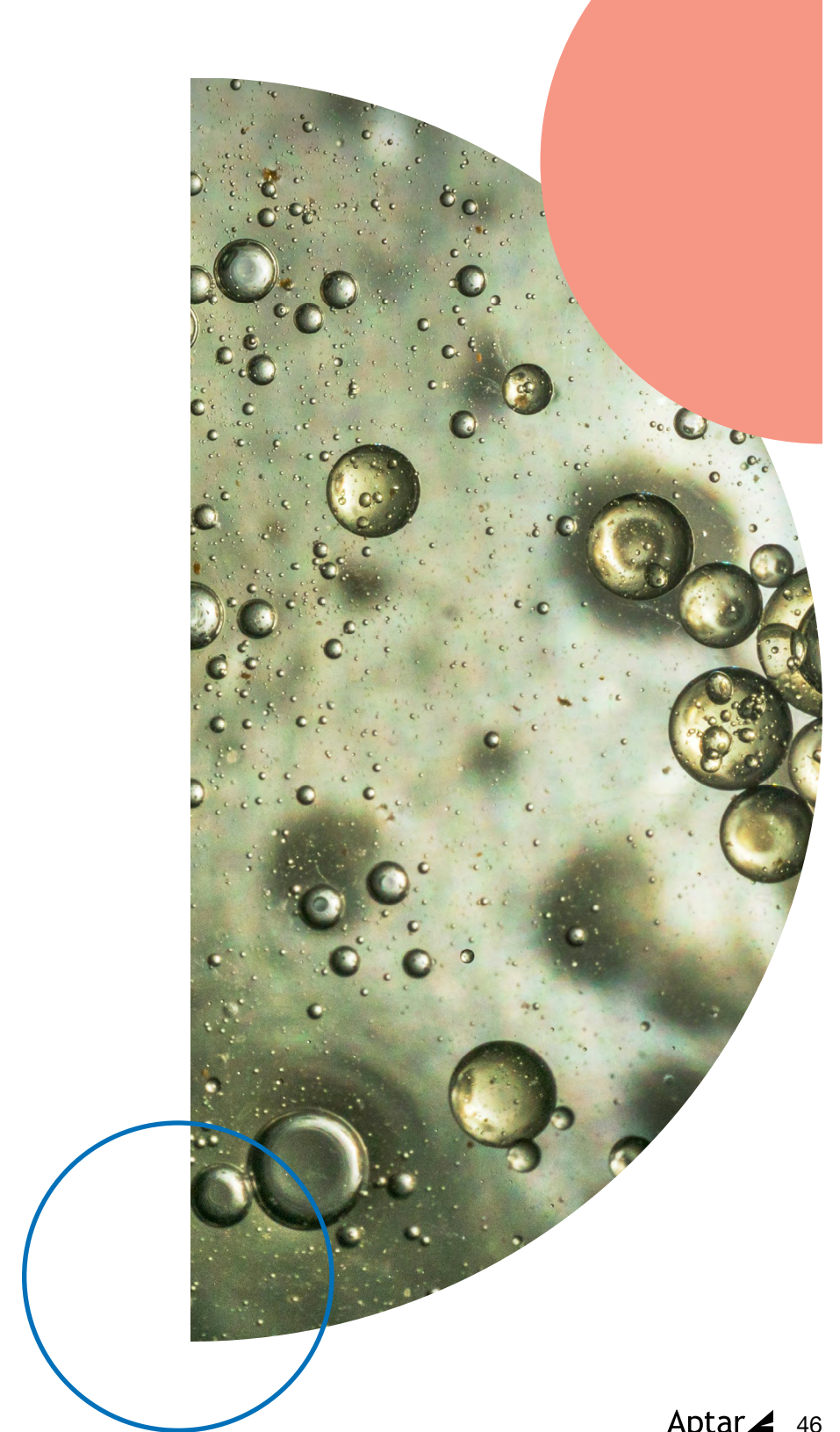
Products with Sustainability Features

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

Protecting Shelf Life

Aptar CSP Technologies achieved several milestones in 2023 with solutions that are designed to protect the shelf life of products. This includes the launch of the first CSP Activ-Vial™ Screw-Top PCR bottle to market for probiotics. The entire outer body is constructed of PCR, replacing traditional PP resin. Plus, as with the rest of the active packaging portfolio, the company's proprietary 3-Phase Activ-Polymer™ platform technology is integrated into the bottle to create a microclimate that protects against moisture and other environmental conditions that can impact product stability and reduce shelf life.

Aptar Beauty's Portfolio Continues to Grow

The demand for more sustainable solutions in the beauty industry continues to grow, and Aptar Beauty continued to expand its portfolio offerings in 2023. Highlights included the launch of Mono Micro, Aptar's first mono-material airless dispenser. The whole pack – including the outer cap, container, actuator, interior piston mechanism and label (if used) – is made entirely of PE for enhanced circularity and easy recycling. Mono Micro received a 100% recyclability score from cyclos-HTP. Additionally, Aptar Beauty is focused on converting the entire Micro and Mezzo range of airless products to mono-material to increase the recyclability of the packaging. Micro and Mezzo are currently available in PCR, PCR Plus and International Sustainability & Carbon Certification (ISCC) Plus certified resin. More information regarding ISCC certified resin can be found on page 37 of our 2021 Sustainability Report.

In collaboration with Pinard Beauty Pack, Aptar Beauty also revealed Future Airless PET®, the first recyclable** and e-commerce-capable* high-capacity airless packaging solution. The recyclability is due to the combination of Aptar's Future PE pump and the patented Airless PET bottle-in-bottle by Pinard. The PET (polyethylene terephthalate) bottle and PE pump are also available with PCR resin.

In 2023, Aptar acquired iD SCENT, an expert in fragrance sampling solutions that offer multiple sustainability features. iD SCENT is a recognized player in the beauty industry, and has received several awards such as a Formes de Luxe Award in 2020 and a Cosmetiquemag Award in 2021 for its patented innovation, SCENTOUCH®, which launched in 2019. The paper used in SCENTOUCH meets a certain number of commitments, including Forest Stewardship Council (FSC) certification. iD SCENT specializes in 100% paper-based products, customizable to beauty brands and fully e-commerce capable.* The sample perfume card Scentouch® - the most technical product in the iD SCENT range - was submitted and successfully passed the cyclos-HTP recyclability assessment, demonstrating that the other versions of the product, less complex, are also recyclable.

Mono-Material Pumps Poised for Breakthrough

FusionPKG's mono-material pump engine technology received the 2023 BeautyMatter NEXT Award for Best Breakthrough Technology. Both the Airless-One™ and Atmos-One™ pumps were recognized for their potential impact on the beauty value chain. In addition, both pumps are now certified by the Association of Plastic Recyclers (APR) with "Meets Preferred Guidance" in the APR Design Recognition Program, which informs brands about high-performance, recyclable packaging options.

* Ista-6 Overbox Testing Compliant. Test results may vary based on container shape, container size and sample formula.
** With transparent PET. According Design for Recyclability Guidelines Available.

FusionPKG is integrating the Airless-One™ and Atmos-One™ pump engine technology with its entire portfolio of polypropylene packaging to further expand the availability of fully mono-material solutions for beauty brands in North America with a focus on skincare and complexion products. FusionPKG already offers more than 175 mono-material packaging options, including bottles, jars, tubes lipsticks and more. In 2023, FusionPKG increased its usage of PCR resin, and several portfolio products can now be made with 100% PCR.

In 2023, FusionPKG began manufacturing airless packaging in Queretaro, Mexico. By regionalizing the supply chain for more recyclable, PCR compatible packaging in Latin America, we can further lower the environmental impact and achieve faster turnaround times. Aptar Queretaro is a Landfill Free certified site and sources 100% of electricity through renewable windpower.

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New Product Features

Futurity™ Meets Environmental Sustainability Needs in Pharmaceuticals

During 2023, Aptar Pharma launched two new products in the Futurity™ sustainable solutions platform.

The platform meets the growing need for recyclable packaging and drug delivery solutions in the pharmaceutical industry. The APF Futurity™ Nasal Spray Pump is our first metal-free pump and earned the "highly recyclable" (Class AA) designation from European certification group, cyclos-HTP. The multidose pump was developed to deliver nasal saline and other comparable over-the-counter (OTC) formulations. When used in combination with a high-density polyethylene (HDPE) or polypropylene (PP) container bottle, the APF Futurity pump can be conveniently recycled as one piece after use, with no need to separate or detach any parts or materials before disposal.

Aptar Pharma also launched Micro+ Futurity, an airless dispensing system that received Class AAA+ designation for "completely recyclable" by cyclos-
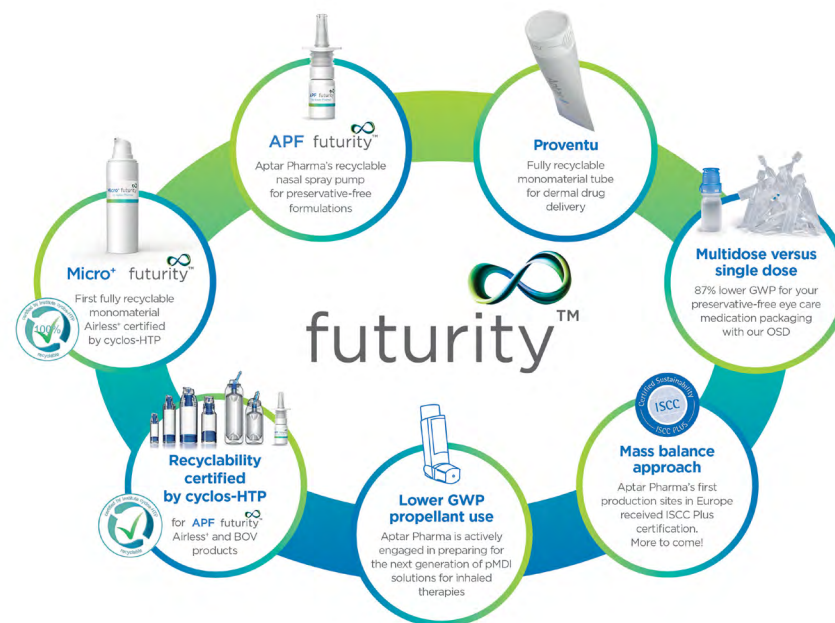
HTP. Because the system is made entirely of a single material — medical grade polyethylene (PE) — it can be fully recycled in existing recycling streams without disassembly or component separation. Micro+ Futurity is the first of Aptar Pharma's Airless+ systems to achieve this mark. It was designed to take sustainability to the next level for the delivery of dermal drugs, which often have fragile formulations that must be protected from exposure to air before use.

In addition to enabling the circularity of pharmaceutical packaging, the Futurity platform aims to

reduce the CO_2 footprint of drug delivery solutions. We do this by favoring designs for multidose packaging over single dose and by using renewable feedstock for our technology platforms when possible. The drive to reduce the CO_2 footprint of pressurized metered-dose inhalers (pMDI) is now in the advanced stages of development, with the first pMDI products looking to reach the marketplace by 2026. Aptar is actively working with multiple pharmaceutical clients and collaborative partners to bring these programs to fruition. Aptar has optimized its metering-valve technology platforms to be

compatible with the two alternative propellants, which have CO_2 footprints 90% to 99% lower than the current HFA propellants.

Aptar Pharma will continue the development of further solutions under the umbrella of Futurity in 2024 and looks forward to sharing them in the future.

PZ Twist Wins Oscar of Packaging

In collaboration with Nuxe, our PZ Twist spray pump innovation won the 2023 Oscar de l'Emballage (Oscar of Packaging) in the Usability Features category. Nuxe turned to Aptar Beauty to help design a more sustainable solution for its line of sun products. PZ Twist is POM-free and features twist-to-lock technology, which requires no overcap, reducing waste, as there are no removeable parts. Launched in Europe, Asia and South America, our dispensing solution has been paired with a PET bottle, and the formula is touted as non-toxic to marine ecosystems.

Mega Launch in Thailand

In March 2023, Aptar Thailand held a gala event launching five solutions to the Asian market. More than 100 customers and partners attended the event and learned first-hand about the value of the new products' designs, aesthetics and functionalities. The products included:

- Minia, a PE spout with mono PE film, designed for small pack sizes
- Quick Flip, a PE spout with mono PE film, designed for 400ml+ pack sizes
- Nouvelle, a revolutionary three-piece airless pump
- Droppe, an all-PP dropper
- PCR resin solutions across a series of disc-top and pump designs

In addition to receiving samples, attendees visited tables throughout the venue staffed by Aptar employees who answered questions and gave demonstrations. The launch represents a monumental step forward for Aptar's sustainable offerings in the market.

Three Paths to More Sustainable Closures

Aptar Closures is keenly focused on meeting the growing need for sustainable packaging solutions in the food and beverage, beauty, personal and home care industries. In 2023, we continued to see increasing demand in three strategic areas.

1

Lighter Closures

Reducing the amount of material in a closure is a direct way to improve resource efficiency, and "Light by Design" is our objective for all new closure development. Purity Lite, for example, launched in 2023 and is 22% lighter than our Purity R tube top. Plus, it is made of PE, enabling mono-material, e-commerce capable solution that is ready for recycling.

Similarly, Embrace, our new flip-top closure designed specifically for e-commerce applications, does away with the need for liners, shrink brands and other excess packaging waste. It's also fully recyclable and available in PCR. "Reducing overall packaging waste and materials and having it fully recyclable are major milestones on the road to a circular economy for plastic packaging," said Christophe Marie, Aptar's Director of Product Sustainability.

In addition to designing new, lightweight products, we also continually transition existing portfolio products to lighter designs. In 2023, we completed transitions for two portfolio products and have numerous others in the queue for 2024 and beyond.

2

Higher Recyclability

Advances to numerous Aptar closures will improve the likelihood and ease of package recycling both in quantity and quality. For instance, the new Future Disc Top is mono-material and fully recyclable when paired with a PE or PET bottle. It is also PCR compatible and e-commerce capable thanks to its incorporated locking/unlocking ring.

Our award-winning SimpliCycle™ flow-control valves are now available in a full range of sizes and configurations in North America, EMEA and Latin America. When assembled into an Aptar closure, SimpliCycle™ contributes to a fully recyclable solution for use with PET, PE or PP containers.

Aptar also began supplying our Rocket sport cap to Italian beverage maker Ferrero for its leading brand Esthaté. Aptar developed the tethered, child-safe closure in collaboration with Ferrero, and in advance of new EU regulations on single-use plastics (SUP) entering force in 2024.

3

More Recycled Content

Ultimately, to close the loop on packaging and reduce associated CO_2 emissions, the industry must make greater use of post-consumer recycled (PCR) resin by integrating more recycled plastic into products. In North America, 80% of Aptar's stock molds for beauty, personal care and home care closures can incorporate PCR material, if available and requested by customers.

In LATAM, Aptar Closures and Unilever recently partnered with a Brazilian waste management and recovery company to collect and recycle biaxially-oriented polypropylene (BOPP). The material, which previously would have been sent to landfills, is now processed into plastic resin pellets. Aptar uses the pellets to produce closures for Unilever's TRESemmé® hair care product lines.

In Europe, Aptar began supplying closures to Andrélon in 2023, which became the first major haircare brand in the Netherlands to switch to 100% PCR plastic caps for its shampoo and conditioner bottles. The caps, which Aptar designed to withstand repeated opening and closing despite the lack of conventional resin, are expected to save an additional 160,000 kg of conventional plastic annually.

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, 2023. This year we have again acquired a reasonable* level of assurance for Scope 1 and Scope 2 and a limited* level of assurance for Scope 3 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 disclosures.

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. AptarGroup 2023 Annual Report (PDF: page 8) c. Crystal Lake, Illinois, USA d. AptarGroup 2023 Annual Report (PDF: page 27)

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.
		a. A geographic breakdown of these locations can be found within the AptarGroup 2023 Annual Report (PDF: page 27)

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, 2023 to December 31, 2023 unless otherwise noted. b. Reporting Period for financial reporting is the same as above c. Report Published: May 30, 2023 d. Beth Holland Chief Sustainability Officer Beth.Holland@aptar.com Taylor Price Senior Manager, Global Sustainability Taylor.Price@aptar.com Wen Zhang Manager, Global Sustainability Wen.Zhang@aptar.com

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.
		Our disclosures are verified in multiple ways including internal and external audits. There is no restatement for Aptar 2023 Sustainability Report.

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.
		a. 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 Chief Sustainability Officer, Aptar's Operational Excellence, EHS & Sustainability Regional Leaders, Aptar's Senior Vice President of Investor Relations and other functional leaders throughout the organization.
		b. We obtained reasonable* external assurance from SGS do Brasil Ltda for our Scope 1 and 2 and limited* external assurance for Scope 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 2023 verification includes our metrics on renewable energy, waste and water:
		  • 2023 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, and Water Management; and including water consumption metrics and safety rates.

* **The materiality required of the verification was considered by SGS to be below 5% for reasonable level of assurance and 10% for limited level of assurance, based on the needs of the intended user of the GHG Statement.**

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 2: General Disclosures

| 2-6 | a. report the sector(s) in which it is active;
b. describe its value chain, including:
  i. the organization's activities, products, services, and markets served;
  ii. the organization's supply chain;
  iii. the entities downstream from the organization and their activities;
c. report other relevant business relationships;
d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period. | a. AptarGroup 2023 Annual Report (PDF: pages 11-14)
b. AptarGroup 2023 Annual Report (PDF: pages 11-14) 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. 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.
c. Aptar global locations: https://www.aptar.com/global-locations/
d. Not applicable |

TABLE 2-7: TOTAL NUMBER OF EMPLOYEES

HUMAN RESOURCES REGION	EMPLOYEE CATEGORY	2023 HEADCOUNT			2023	2022	2021
		MALE	FEMALE	TOTAL	TOTAL	TOTAL	TOTAL
EMEA	Unlimited term Contract	5,043	2,727	7,770	8,564	8,153	7,813
	Fixed Term Contract	483	311	794			
	Temporary (Agency)	819	483	1,301	1,301	1,747	1,515
North America	Unlimited term Contract	1,466	944	2,410	2,435	2,545	2,389
	Fixed Term Contract	17	8	25			
	Temporary (Agency)	178	115	293	293	258	357
LATAM	Unlimited term Contract	855	581	1,436	1,472	1,388	1,337
	Fixed Term Contract	15	21	36			
	Temporary (Agency)	9	8	17	17	67	29
Asia	Unlimited term Contract	580	364	944	1,271	1,409	1,334
	Fixed Term Contract	185	142	327			
	Temporary (Agency)	324	215	539	539	605	703
Aptar Total	Unlimited term Contract	7,944	4,616	12,560	13,742	13,495	12,873
	Fixed Term Contract	700	482	1,182			
	Temporary (Agency)	1,331	820	2,151	2,151	2,677	2,604
Aptar Total	Full Time	8,427	4,702				
	Part Time	217	396				

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 2: General Disclosures

| 2-7 | a. report the total number of employees, and a breakdown of this total by gender and by region;
b. report the total number of:
  i. permanent employees, and a breakdown by gender and by region;
  ii. temporary employees, and a breakdown by gender and by region;
  iii. non-guaranteed hours employees, and a breakdown by gender and by region;
  iv. full-time employees, and a breakdown by gender and by region;
  v. part-time employees, and a breakdown by gender and by region;
c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:
  i. in head count, full-time equivalent (FTE), or using another methodology;
  ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;
d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;
e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods. | The total workforce consists of around 13,700 employees. This headcount figure specifically accounts for internal employees only. In 2023, there is a modification as we now also incorporate employees on long-term leave, deviating from the approach used in previous years. Notably, retired individuals, external employees, interns, and temporary workers continue to be excluded, aligned with the approach followed in previous years. Additionally, 2023 data includes employee headcount for our Gulf Closures acquisition.

Please see **Table 2-7**, of employees by region, gender and employee type for 2023, 2022 and 2021. Historical data can be found within our previous sustainability reports. As it is ever-changing, the data presented in the table is a snapshot of the situation as of the end of December for the respective year for our fixed and unlimited term contract employees. |
| 2-8 | a. report the total number of workers who are not employees and whose work is controlled by the organization and describe:
  i. the most common types of worker and their contractual relationship with the organization;
  ii. the type of work they perform;
b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:
  i. in head count, full-time equivalent (FTE), or using another methodology;
  ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;
c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods. | The count of non-Aptar employee workers encompasses temporary resources obtained through various agencies. To represent this fluctuating figure consistently throughout the reporting period, we applied the full-time equivalent methodology. |

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 AptarGroup Governance Highlights and 2024 Proxy Filing (PDF Pages: 23-24) b. See Aptar's 2024 Proxy Filing (PDF Pages: 23-29). More information, specifically related Board oversight to ESG topics can be found within Aptar's 2023 CDP Climate Change Questionnaire Response. c. See Aptar's 2024 Proxy Filing (PDF Page: 12 and Pages 26-27)
2-10	a. describe the nomination and selection processes for the highest governance body and its committees; 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 Aptar's 2024 Proxy Filing (PDF Pages: 14-22), Please also See Aptar's Corporate Governance Principles
2-11	a. report whether the chair of the highest governance body is also a senior executive in the organization; b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	See Aptar's 2024 Proxy Filing (PDF Page 5-6 and Page 17-23)
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 Aptar's 2024 Proxy Filing (PDF Pages: 14-22) and 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. | 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.

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, Chief Sustainability Officer, 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.

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 segment. Led by our Chief Sustainability Officer, the Global Sustainability Team is composed of industry experts that develop and implement our programs. The Executive Committee members hear from the Chief Sustainability Officer 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 participates in the materiality assessments and reviews Aptar progress toward public sustainability commitments. More information can be found with Aptar's CDP Climate Change Questionnaire Response. |

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		
2-14	a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information; b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	The Board of Directors Governance Committee participates in the materiality assessments and reviews Aptar progress toward public sustainability commitments. In advance of disclosure, the Corporate Sustainability Report is reviewed by a third-party financial firm as well as the members of the Governance Committee and Executive Committee. More information can be found with Aptar's CDP Climate Change Questionnaire Response. See GRI 2-13 for more information.

2-15	a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;
	
	b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:
	  i. cross-board membership;
	  ii. cross-shareholding with suppliers and other stakeholders;
	  iii. existence of controlling shareholders;
	  iv. related parties, their relationships, transactions, and outstanding balances.
		Business decisions must be made in the best interest of Aptar, not motivated by personal interest or gain. Therefore, as a matter of policy, all employees, officers and directors must avoid any actual or perceived conflict of interest. Additional information and recommendation on this topic are found within our internal Code of Conduct and regular training is provided on this topic.
		
		An independent third-party SAAS whistleblower hotline is in place to enable anonymous reporting of potential conflicts. Furthermore, during the annual attestation process for the Code of conduct review, employees are prompted to confirm whether or not they are aware of potential conflicts. Potential conflicts of interests can also be reported to the Compliance Officer and relevant processes are then put in place to mitigate the risks.
		
		Also see Aptar's Director Independence Standards

2-16	a. describe whether and how critical concerns are communicated to the highest governance body; b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	The Compliance Department presents to the Audit Committee every quarter the alerts received via the compliance hotline during the quarter concerned. The most sensitive cases are reviewed in detail. The nature and number of these cases are confidential and cannot be disclosed.
2-17	a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	The Global Sustainability Team provides regular updates to the Executive Committee and Board of Directors on relevant sustainability topics. During these meetings, the Executive Committee receives an update and hosts a discussion regarding strategy, performance, goals and targets. In addition, for topics like Diversity & Inclusion, Aptar partners with external organizations like Catalyst, Inc. to train the Aptar Executive Committee and Board on these issues.
2-18	a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people; b. report whether the evaluations are independent or not, and the frequency of the evaluations; c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.	See Aptar's Corporate Governance Principles

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		

2-19	a. describe the remuneration policies for members of the highest governance body and senior executives, including:
	  i. fixed pay and variable pay;
	  ii. sign-on bonuses or recruitment incentive payments;
	  iii. termination payments;
	  iv. clawbacks;
	  v. retirement benefits;
	b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.
		See Aptar's 2024 Proxy Filing (PDF Pages 33-34)

2-20	a. describe the process for designing its remuneration policies and for determining remuneration, including:
	  i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;
	  ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;
	  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;
	b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.
		See Aptar's 2024 Proxy Filing (PDF Pages 33-34)

2-21	a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual); 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); c. report contextual information necessary to understand the data and how the data has been compiled.	See Aptar's 2024 Proxy Filing (PDF Pages 71-76)
2-22	a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development."	See CEO Letter on page 7-8

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		

2-23

a. describe its policy commitments for responsible business conduct, including:
   i. the authoritative intergovernmental instruments that the commitments reference;
   ii. whether the commitments stipulate conducting due diligence;
   iii. whether the commitments stipulate applying the precautionary principle;
   iv. whether the commitments stipulate respecting human rights;
b. describe its specific policy commitment to respect human rights, including:
   i. the internationally recognized human rights that the commitment covers;
   ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment;
c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;
d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;
e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships;
f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.

APTAR'S RESPONSE

a. The Code of Conduct summarizes the long-standing principles that Aptar and its subsidiaries follow to ensure integrity and compliance with the law.
b. The Code of Conduct also references supplemental information and policies on ESG topics like antitrust, anti-bribery and corruption, modern slavery, conflict minerals, data protection and other relevant corporate policies. As detailed in our Code of Business Conduct & Ethics, each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors and employees. Since 2016, Aptar has offered a phone and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified).
c-f. See more about our policies: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy

2-24

a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:
   i. how it allocates responsibility to implement the commitments across different levels within the organization;
   ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures;
   iii. how it implements its commitments with and through its business relationships;
   iv. training that the organization provides on implementing the commitments.

APTAR'S RESPONSE

Every product manufactured by Aptar must comply with applicable regulations in the regions where it is produced. To ensure compliance, full transparency and better protect consumers and the environment, Aptar has set up dedicated regulatory and quality policies and control departments tasked with:

- Carrying out continuous regulatory monitoring and selecting key relevant requirements
- Anticipating upcoming laws and regulations
- Providing customers with relevant material data
- Proactively collaborating with the supply chain to phase out potentially hazardous substances
- Meeting customer-specific needs regarding substances of interest

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 additional information within our policies: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		

2-25

a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;
b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;
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;
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;
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.

APTAR'S RESPONSE

a. As detailed in our Code of Business Conduct & Ethics, each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors and employees. Since 2016, Aptar has offered a phone- and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified). See more about our policies: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy
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).
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.
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.
e. As an opportunity for improvement to the system and process is identified, Aptar implements the necessary change. This is an ongoing evaluation and not a formal assessment of the system.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		

2-26	a. describe the mechanisms for individuals to:
	   i. seek advice on implementing the organization's policies and practices for responsible business conduct;
	   ii. raise concerns about the organization's business conduct.
		Aptar has an internal Legal Affairs department with global representation. Employees are encouraged to seek advice about ethical and lawful behavior, and organization integrity, by contacting a member of the Legal department. Aptar has several alternatives for reporting concerns about unethical or unlawful behavior:
		• First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously.
		• Second, employees also have the ability to report through Aptar's Compliance Officers.
		• Third, employees can report through their managers or through their local human resources department.
		• Fourth, employees can report directly to the Audit Committee Chairman. (Contact can be found within Aptar's Code of Conduct).

2-27	a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:
	   i. instances for which fines were incurred;
	   ii. instances for which non-monetary sanctions were incurred;
	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:
	   i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;
	   ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;
	c. describe the significant instances of non-compliance;
	d. describe how it has determined significant instances of non-compliance.
		a. Aptar experienced no significant fines or non-monetary sanctions for noncompliance with environmental laws and/or regulations during the reporting year.
		b. Above and beyond legal requirements, employee representation is encouraged through varying location-specific initiatives.
		   i. Not applicable

2-28	a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.	Aptar may join via financial support or advocate particular viewpoints on public policy via trade associations that add value to our company, stockholders and employees. Many of these organizations have diverse industry members and cover various relevant issues. These associations and memberships vary by country, region and business segment. As it relates to sustainability, details on partner organizations and memberships can be found in Aptar's Circular Economy (page 44).

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 2: General Disclosures		

2-29	a. describe its approach to engaging with stakeholders, including:
	   i. the categories of stakeholders it engages with, and how they are identified;
	   ii. the purpose of the stakeholder engagement;
	   iii. how the organization seeks to ensure meaningful engagement with stakeholders.
		Aptar is committed to maintaining positive relationships with stakeholder groups across our entire value chain. Annually, we formally review our Environmental, Social and Governance (ESG) materiality assessment and conduct varying levels of engagement to validate material issues and Aptar's sustainability strategy. This engagement informs Aptar's reporting process and helps the Global Sustainability Team better understand emerging trends.
		
		For the past three years we have disclosed details about our formal stakeholder engagement and materiality analysis processes within the GRI 3 indicator. At the end of 2023, and through Q2 of 2024, we conducted a double materiality assessment (DMA) in preparation for the EU Corporate Sustainability Reporting Disclosures (CSRD). The DMA includes an evaluation and gap analysis against the EU Taxonomy and a survey of stakeholders.
		
		Including but not limited to the DMA, we engage with the following stakeholders:
		
		Internal:
		• Employees, including corporate leadership and core sustainability team: Aptar surveys all employees globally via an employee engagement survey. In addition, as a part of our most recent materiality assessment, key corporate leaders and the core sustainability team were interviewed for internal insights.
		• Board of Directors: Important to provide experiential oversight that is relevant to our end markets and regions.
		External:
		• Customers: Customers play an important role as a stakeholder. Much of our engagement with customers is through collaboration and feedback.
		• Investors: Aptar often engages with investors on ESG-related topics. In addition to responses to CDP, GRI and other public responses, the global sustainability team in collaboration with the Investor Relations and Communications team often responds directly to ESG-related questions.
		• Peers: Other companies in the packaging sector also remain an important stakeholder for Aptar. Many of our peers are also customers or partners. Understanding their priorities and challenges helps Aptar understand our industry.
		• Industry Associations, NGOs and Research Organizations: As a part of the materiality process, there was a heavy focus on information from NGOs, Industry Associations and Research Organizations. This input is important to Aptar as we work to move toward a more circular economy, reduce risks to our business and transform the industry.
		• Regulatory Bodies: Complying with all laws and regulations is expected and is core to Aptar business principles. Relevant policy from global regulatory bodies is monitored and tracked.
		• Communities: Aptar strives to support the communities in which we live and work. Community engagement is managed at the local and site level.
		
		Refer to GRI 3 for the list of stakeholders and selection process.

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

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

HUMAN RESOURCES REGION	2023 (%)	2022 (%)	2021 (%)
Central Europe			
West Europe	66%	67%	67%
South Europe			
North America	0%	0%	0%
China	84%	100%	100%
Southeast Asia and India	0%	0%	0%
Latin America	83%	84%	83%
Aptar Total	55%	57%	50%

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 3: Material Topics		
3-1	a. describe the process it has followed to determine its material topics, including: 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; ii. how it has prioritized the impacts for reporting based on their significance; b. specify the stakeholders and experts whose views have informed the process of determining its material topics.	a. In preparation for the upcoming EU CSRD reporting obligation, Aptar has conducted a double materiality assessment (DMA) in line with the European Sustainability Reporting Standards (ESRS). The evaluation, conducted with the assistance of a third-party firm, included the following components: - Confirmation of Aptar's historical Taskforce for Climate-related Financial Disclosures (TCFD), with an additional, deeper evaluation into our operations in EMEA. - CSRD Module I: Baseline Assessment and confirmation of our historical materiality assessments. - An analysis of topics affecting Aptar upcoming on the ESG Regulatory Horizon. - CSRD Module II: Double Materiality Assessment. At the time of the release of the 2023 Corporate Sustainability Report, our DMA was still ongoing. Therefore, for the purpose of this report, we are summarizing the materiality based of the information we have collected to this point. Although the nomenclature is slightly different, the DMA presently confirms the results of our historical materiality assessments remain valid. i. Aptar identified impacts on the environment and people (inside out - impact materiality) as well as how sustainability matters may affect the company's financial performance (outside-in - financial materiality). The materiality has been assessed both retrospectively and forward-looking, informed by the company's stakeholder engagement and due diligence process. Results were achieved through successful stakeholder engagement with over 80 stakeholder survey responses returned; multiple workshops and meetings with internal stakeholders to assess, confirm and define material topics, risks and opportunities. The identified sustainability matters that are considered material for affected stakeholders or users of Aptar's sustainability statement are presented in **Table GRI 3**, on the following page. ii. The survey results were weighted based on the stakeholders' relevance and influence (stakeholder mapping matrix) and the participation per stakeholder group. In addition to quantitative survey results, a qualitative method was taken to analyze more than 90 comments received during the process. b. The stakeholders and experts whose views have informed this materiality process include: Internal: Global and Regional Human Resources Leads, Global Purchasing and Commodity Leads, Regional Environment, Health and Safety Leaders, the Global Sustainability Team. External: Suppliers including resin, metal and raw material vendors, Representatives from five sustainability-focused customers from each segment, a representative from our membership with World Business Council for Sustainable Development (WBCSD - Nature Action Leader), recurring themes noted in ESG assessments conducted by investors.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 3: Material Topics		
3-2	a. list its material topics; b. report changes to the list of material topics compared to the previous reporting period.	a. The identified sustainability matters that are considered material for affected stakeholders or users of Aptar's sustainability statement are presented in **Table GRI 3** and the graphical illustration to the right. Aptar considers those in the top right quadrant of the illustration to be most critical. We have included references to sections within this report where further details on these topics and our actions are described. b. While analysis of the DMA is still ongoing, Aptar expects to see heightened importance on the phasing out of forever chemicals (per- and polyfluoroalkyl substances; PFAS) and on biodiversity (water and/or species conservation). Please see pages 45 and 16, respectively, for more information on these anticipated topics. In addition, please see GRI 3 within Aptar's 2022 Corporate Sustainability Report for additional information on our prior materiality assessment.

3-3	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;
	
	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;
	
	c. describe its policies or commitments regarding the material topic;
	
	d. describe actions taken to manage the topic and related impacts, including:
	  i. actions to prevent or mitigate potential negative impacts;
	  ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;
	  iii. actions to manage actual and potential positive impacts;
	
	e. report the following information about tracking the effectiveness of the actions taken:
	  i. processes used to track the effectiveness of the actions;
	  ii. goals, targets, and indicators used to evaluate progress;
	  iii. the effectiveness of the actions, including progress toward the goals and targets;
	  iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;
	
	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).
		a.-d. Aptar's Public Sustainability Commitments and materiality assessment can be found on pages 9 and to the right, respectively. Each of these public 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, our impacts (both positive and negative), our policies, and the actions we have taken to manage the topics during the reporting year.
		
		e. We have disclosed the effectiveness of the actions we are taking toward our material topics and public commitments throughout this report, with location references provided in **Table GRI 3**.
		
		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.

TABLE GRI 3: DOUBLE MATERIALITY ASSESSMENT RESULTS

ESRS TOPIC	IMPACT SCORE	FINANCIAL SCORE	GRI REFERENCES
E1 Climate Change	2.01	4.00	2, 3, 201, 302 and 305
E2 Pollution	0.73	0.20	2, 3, 303 and 305
E3 Water and marine resources	0.40	0.20	3 and 303
E4 Biodiversity and ecosystems	2.10	1.40	3 and 304
E5 Circular Economy	2.16	3.24	3, 301 and 306
S1 Own workforce	0.40	1.63	2, 3, 202, 401-409
S2 Workers in the value chain	1.56	N/A	2, 3, 204, 403, 408 and 409
S4 Consumers and end-users	0.90	3.24	2, 3, 416-418
G1 Business Conduct	2.45	0.20	2, 3, 204, 205, 308 and 414
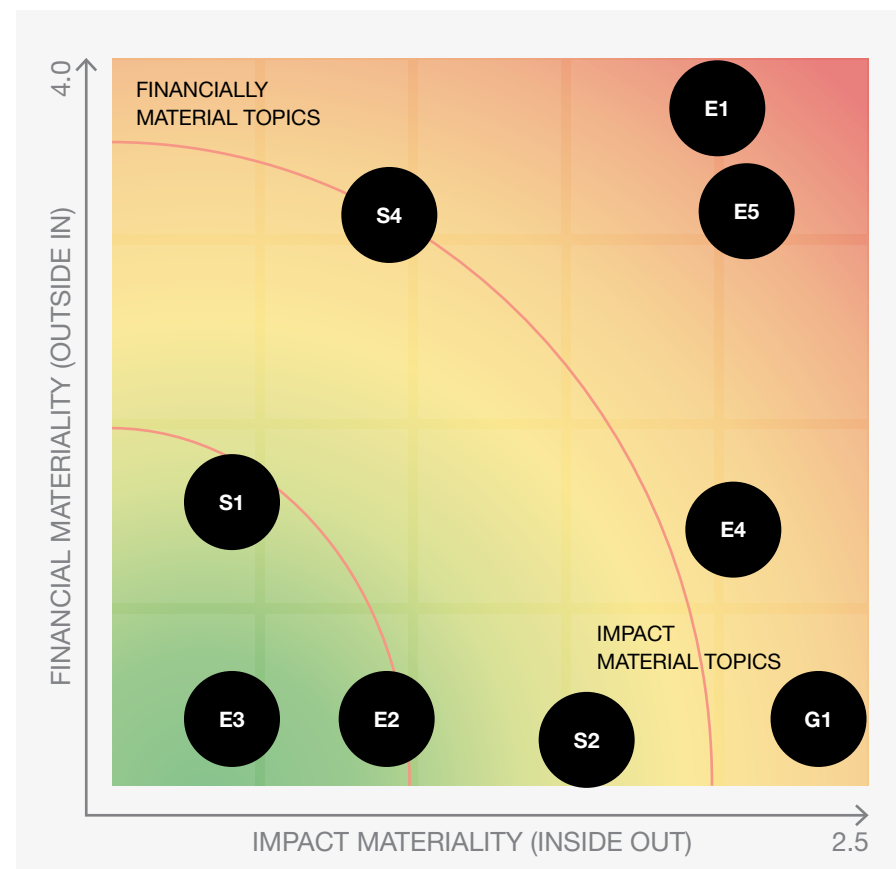
This Double Materiality Assessment has built upon our prior materiality assessments, which followed the GRI 2021 standard and focused on the identification of sustainability-related impacts of Aptar's operations and value chain on the environment and society (inside-out impact materiality). Additionally, we have conducted a qualitative financial assessment (outside-in financial materiality) of the sustainability-related risks and opportunities.

Going forward, we will further refine our DMA process and methodology based on the regulatory requirements as well as available implementation guidance.

Specific Standard Disclosures

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 201: Economic Disclosures		
Management	The reporting organization shall report how it manages economic performance using Disclosure 3-3 in GRI 3: Material Topics 2021.	As a public company, we are required to report our results and file them with the U.S. Securities and Exchange Commission. We issue annual and quarterly financial statements that are filed publicly. Public financial statements are prepared on the accrual basis Generally Accepted Accounting Principles. We maintain processes and controls to collect, summarize and report financial transactions. Our processes and controls also support our tax filing requirements. We file annual tax returns for each legal entity or reporting group. The basis for reporting on our tax returns vary by jurisdiction.
201-1	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	a. AptarGroup 2023 Annual Report (PDF: pages 46-50) b. We collect and evaluate this information, but we do not publicly disclose. SUSTAINABLE DEVELOPMENT GOALS

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

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 201: Economic Disclosures

201-3

a. If the benefit plan obligations and other retirement plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.

b. If a separate fund exists to pay the plan's pension liabilities:
   i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them
   ii. the basis on which that estimate has been arrived at
   iii. when that estimate was made.

c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.

d. Percentage of salary contributed by employee or employer.

e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.

APTAR'S RESPONSE: See the AptarGroup 2023 Annual Report (PDF: pages 67-73). We maintain our funding within the legal threshold.

201-4

a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:
   i. tax relief and tax credits;
   ii. subsidies;
   iii. investment grants, research and development grants, and other relevant types of grant;
   iv. awards;
   v. royalty holidays;
   vi. financial assistance from Export Credit Agencies (ECAs);
   vii. financial incentives;
   viii. other financial benefits received or receivable from any government for any operation.

b. The information in 201-4-a by country.

c. Whether, and the extent to which, any government is present in the shareholding structure.

APTAR'S RESPONSE:

a.
   i. Tax credits estimated to be received for 2023 from various states and countries (listed in **Table 201-4**) = $15,846,750. More information is provided in **Table 201-4**.
   ii. Not applicable
   iii. Investment and other incentive grants estimated to be received for 2023 is $78,000
   iv-viii. Not applicable

b. U.S.A. and France. More information is provided in **Table 201-4**

c. Not Applicable

TABLE 201-4: SUMMARY OF GLOBAL TAX CREDITS

TYPE	FEDERAL	AMOUNT BY STATE				TOTAL US	FRANCE	GLOBAL TOTAL
		CT	IL	NY	WI			
Human Capital/Payroll Tax Credits	–	500	–	–	–	500	–	500
Electronic Data Processing	–	8,250	–	–	–	8,250	–	8,250
Fixed Capital Investment Credit	–	10,000	–	150,000	–	160,000	–	160,000
Research & Development Tax Credit	1,200,000	40,000	60,000	–	–	1,300,000	14,300,000	15,600,000
Total Corporate Income Tax Credits	1,200,000	58,750	60,000	150,000	–	1,468,750	14,300,000	15,768,750
Empire State Development - Excelsior Jobs Credit	–	–	–	78,000	–	–	–	–
Incentive Tax Credits	–	–	–	78,000	–	78,000	–	78,000
Aptar Total	1,200,000	58,750	60,000	228,000	–	1,546,750	14,300,000	15,846,750

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 2023, in anticipation of new disclosure regulations, Aptar launched a Double Materiality Assessment (DMA) in line with the European Union's Corporate Sustainability Reporting Directive (CSRD). More information about this process and results can be found in GRI 3.

Aptar uses these materiality assessments to identify the main risk and opportunity drivers that could impact our business, markets and customer's expectations, and we determine a timeline for each topic. All climate- and DEI- related risks identified during the DMA are included in our Enterprise Risk Management system, which is overseen by our Executive Committee and Board of Directors. We consider Environmental, Social and Governance (ESG) topics to be important to our general business practices and therefore integrate them into the management of economic performance overall.

As described in detail in our CDP responses, the potential size and scope of identified risks and opportunities are quantified considering the severity of the impact to cash flow, earnings and to strategic business objectives. Once a risk or opportunity is recognized to have a substantive financial and/or strategic impact on Aptar's business, Aptar develops key performance metrics and a governance process for addressing the topic. |
| **202-1** | a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.
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.
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.
d. The definition used for 'significant locations of operation'. | Aptar does not have any significant proportion of our population paid at minimum wage levels. Rates of compensation are derived based on a thorough review of the local external marketplace, in order to ensure fair, equitable and competitive pay levels.

SUSTAINABLE DEVELOPMENT GOALS 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS |
| **202-2** | a. Percentage of senior management at significant locations of operation that are hired from the local community.
b. The definition used for 'senior management'.
c. The organization's geographical definition of 'local'.
d. The definition used for 'significant locations of operation'. | Generally speaking, our recruitment practices will consider candidates who are locally-based (considering where the position is located) as a first/top consideration.

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

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 2023, resin purchases accounted for approximately 12.5 percent of annual purchasing spend. For this reason we are providing our response with regard to resin purchases only, which we believe will give a representative picture of the overall purchasing strategy. Aptar's purchasing strategy, consistent with Aptar's reporting alignment, considers four main regions: North America, Europe, Latin America and Asia.
204-1	a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. The organization's geographical definition of 'local'. c. The definition used for 'significant locations of operation'.	The majority of Aptar's global resin spend is local. In 2023, around 2 percent of this spend was non-local. 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. We consider all of our manufacturing facilities significant locations of operation.

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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 205: Anti-Corruption		
Management	The reporting organization shall report how it manages anti-corruption using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar has several alternatives for reporting allegations of corruption. • First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. • Second, employees also have the ability to report allegations of corruption through Aptar's Compliance Officers. • Third, employees can report allegations of corruption through their managers or through their local human resources department. • Fourth, employees can report allegations of corruption to the Audit Committee Chairman. Contact info is listed in Aptar's Code of Conduct. These compliance metrics are audited every quarter. Additionally, an external audit is completed each year to ensure that all targeted employees complete the compliance certification.
205-1	a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	Our operations are assessed for risks related to corruption through screening and due diligence. SUSTAINABLE DEVELOPMENT GOALS — 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 205: Anti-Corruption		
205-2	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	**Table 205-2** 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. 2023 compliance trainings were conducted through face-to-face and online sessions. SUSTAINABLE DEVELOPMENT GOALS — 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

TABLE 205-2: ANTI-CORRUPTION TRAINING

		2023								2022								2021							
		Asia (includes India, Indonesia, Thailand, China & Japan)	Completion rate out of targeted employees	Continental Europe (includes Switzerland and Russia)	Completion rate out of targeted employees	Latin America (includes Mexico)	Completion rate out of targeted employees	North America	Completion rate out of targeted employees	Asia (includes India, Indonesia, Thailand, China & Japan)	Completion rate out of targeted employees	Continental Europe (includes Switzerland and Russia)	Completion rate out of targeted employees	Latin America (includes Mexico)	Completion rate out of targeted employees	North America	Completion rate out of targeted employees	Asia (includes India, Indonesia, Thailand, China & Japan)	Completion rate out of targeted employees	Continental Europe (includes Switzerland and Russia)	Completion rate out of targeted employees	Latin America (includes Mexico)	Completion rate out of targeted employees	North America	Completion rate out of targeted employees
METRIC	SOURCE	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%
Governance body members that anti-corruption policies and procedures have been communicated to	Communication occurs every year	3	100	26	100	3	100	7	100	4	100	23	100	2	100	5	100	4	100	21	100	2	100	10	100
Governance body members that have received training on anti-corruption	Face to face training (Training sessions suspended due to the pandemic)	2	40	–	–	1	33	1	14	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	370	100	2,765	100	476	100	766	100	447	100	2,596	100	593	100	798	100	411	100	2,488	100	380	100	964	100
Employees that have received training on anti-corruption	Face to face training (Training sessions suspended due to the pandemic)	253	100	116	100	643	100	1,725	100	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

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

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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 206: Anti-competitive Behavior		
Management	The reporting organization shall report how it manages anti-competitive behavior using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar has several alternatives for reporting allegations of anticompetitive behavior. • First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. • Second, employees also have the ability to report allegations of anti-competitive behavior through Aptar's Compliance Officers. • Third, employees can report allegations of anti-competitive behavior through their managers or through their local human resources department. • Finally, employees can report allegations of anti-competitive behavior to the Audit Committee Chairman. Contact info is listed in Aptar's Code of Conduct.
206-1	a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments.	a. Aptar does not have any legal actions pending or completed regarding anti-competitive behavior or violations of anti-trust and monopoly legislation. b. Not applicable

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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.

207-1	a. A description of the approach to tax, including:
	
	  i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available;
	
	  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;
	
	  iii. the approach to regulatory compliance;
	
	  iv. how the approach to tax is linked to the business and sustainable development strategies of the organization.
		See AptarGroup 2023 Annual Report and UK Tax Strategy Information.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 301: Materials

Management	The reporting organization shall report how it manages materials using Disclosure 3-3 in GRI 3: Material Topics 2021.	Product Stewardship remains a high priority topic for Aptar. Designing products to reduce negative environmental, health and safety impacts is critical. This includes:

- Phasing out chemicals of concern
- Designing products to include more recycled or reclaimed content
- Sourcing efforts to increase recycled content in raw materials
- Increasing reusability and recyclability
- Decreasing the product life cycle impact
- Increasing efficiency of product use

Aptar maintains a Regulatory Policy, which supports its commitment to improve the quality, safety and environmental impact of its products. This policy is available on the Aptar website.

Plastic resin continues to be an important material, and recent focus has shifted to more sustainable resin offerings that comply with relevant regulations and meet safety standards. Within our Innovation Excellence department, our Product Sustainability Team focuses on the following: Design for Sustainability, Resin Conversion, Reuse, Recycle & Purify, Chemical Phase-out, and collaboration with suppliers & partners. 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 potentially 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 pages 45-46.

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 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.

In previous years, due to limited harmonization from groups like the Ellen Mac Arthur Foundation, Recyclass, and The Association of Plastics Recyclers (APR), Aptar has reported on recyclability and recycled content progress using a more conservative approach. In 2023, we have observed harmonization initiatives between recycling institutes like APR and Recyclass and additional visibility on future regulation. With this new alignment and additional visibility, Aptar is continuing to report in alignment with Ellen MacArthur Foundation Plastic Packaging reporting guidelines. In our GRI responses below, you will see we have reported applying both our more conservative approach and the harmonized approach. In addition, many of our customers are using the same guidelines to report on recyclability and reusability of plastic packaging, further increasing comparability of progress among companies.

SUSTAINABLE DEVELOPMENT GOALS

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 301: Materials

301-1	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used;	Aptar's main raw materials for its dispensing solutions is food grade resin material. In 2023, we have used approximately 98% of conventional resin.
		SUSTAINABLE DEVELOPMENT GOALS
301-2	a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	In 2023, Aptar achieved 1.64% recycled resin content for its dispensing solutions for the beauty, personnal care, home care, food and beverage markets used for plastic packaging using Ellen MacArthur Foundation Plastic Packaging reporting guidelines. With the more conservative approach, as used in prior years, this would be around 1.46% reycled resin content in all packaging type for the same markets as above.
		SUSTAINABLE DEVELOPMENT GOALS
301-3	a. Percentage of reclaimed products and their packaging materials for each product category. b. How the data for this disclosure have been collected.	Using the bill of materials (BOM), recycled content in resin are identified in our production system. We have a specific PowerBI report using the BOM and the quantities sold on the market to build this KPI. Data are reviewed monthly by the Product Sustainability Team. Data collection and reporting processes are reviewed on an annual basis by Internal Audit.
		SUSTAINABLE DEVELOPMENT GOALS

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 302: Energy

Management — The reporting organization shall report how it manages energy using Disclosure 3-3 in GRI 3: Material Topics 2021.

Aptar has an operational eco-efficiency module within our EHStar metrics platform. This module tracks energy, emissions, waste and water metrics throughout our organization. All manufacturing facilities, corporate offices and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to defined procedures and using utility invoices and purchasing records. At least quarterly, the information is reviewed at the corporate level. We have internal targets set at the site and regional levels which support our global sustainability commitments, including our public electricity intensity target and our science-based targets. Energy targets are incorporated into location-specific performance objectives with accountability present at several levels of the business, including those of our Segment Presidents. 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.

KPIs and custom reports are accessible by internal stakeholders to promote visual performance management. Aptar tracks metrics for all manufacturing facilities, corporate offices, warehouses and joint ventures in which Aptar holds 51 percent or greater ownership. There are a few exceptions regarding our research and development (R&D) labs which support our operations. These R&D labs occupy a small fraction of a larger building that houses occupants from other companies, and the spaces are leased. In these situations, consumption values are minimal compared to Aptar global values, and we cannot currently isolate Aptar performance from the total building. Although EHStar is available and R&D entities are encouraged to use it, we do not require eco-efficiency metrics from these locations. These exceptions include: Next Breath, Baltimore (Maryland), Noble, and Gateway Analytical.

Within the first year of validation, we surpassed our original Scope 1 + 2 science-based target, which was set on baseline year 2019 and aligned to the well-below 2°C scenario. For this reason, in 2022 we began the process to update the Scope 1 + 2 SBT target to align to the more aggressive 1.5°C scenario. This update was officially validated with SBTi in March of 2023.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

302-1

a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.

b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.

c. In joules, watt-hours or multiples, the total:
   i. Electricity consumption
   ii. Heating consumption
   iii. Cooling consumption
   iv. Steam consumption

d. In joules, watt-hours or multiples, the total:
   i. electricity sold
   ii. heating sold
   iii. cooling sold
   iv. steam sold

e. Total energy consumption within the organization, in joules or multiples.

f. Standards, methodologies, assumptions, and/or calculation tools used.

g. Source of the conversion factors used.

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 2023). Please refer to **Table 302-1** for absolute energy consumption.

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 72.

Total absolute energy consumption has decreased in 2023 as compared to 2022, and increased as compared to baseline 2019. The decrease compared to year 2022 is mostly attributed to the implementation of energy conservation measures in our opeations. To address this topic, reduction projects have been identified along our energy roadmap. In 2023 we also acquired a new manufacturing site in Bahrain, on which we have 80% of operational control, and have added the consumption from this site into our totals.

SUSTAINABLE DEVELOPMENT GOALS: 7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION

TABLE 302-1: ABSOLUTE ENERGY CONSUMPTION (KWH)
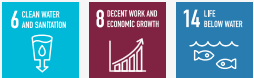
	% VARIANCE 2023 VS 2022	% VARIANCE 2023 VS 2019	2023	2022	2021	2020	2019
Renewable Electricity Purchase Coverage	–	–	97%	97%	96%	85%	57%
Electricity (renewable)	–	–	529,984,823	557,934,433	541,453,305	474,280,768	316,062,697
Electricity (non-renewable)	–	–	16,153,960	15,937,248	21,608,274	82,199,057	237,144,918
Total electricity	-5%	-1%	546,138,783	573,871,681	563,061,579	556,479,825	553,207,615
Natural gas	-4%	12%	109,127,844	114,004,495	101,080,874	83,985,995	97,225,369
Fuels	2%	8%	8,355,452	8,200,247	7,722,731	9,018,652	7,729,763
Total energy consumption (absolute)	-5%	1%	663,622,079	696,076,423	671,865,184	649,484,472	658,162,747

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 302: Energy

302-2
a. Energy consumption outside of the organization, in joules or multiples.
b. Standards, methodologies, assumptions, and/or calculation tools used.
c. Source of the conversion factors used.

Energy consumption outside of the organization is tracked as part of our Scope 3 emissions for our science-based targets. Details on our Scope 3 emissions can be found in **Table 305-3**. In addition, Aptar responds to the CDP Climate Change questionnaire on an annual basis and our responses are cataloged within the ESG reporting center on Aptar.com. Details regarding energy consumption outside of the organization are included within our response.

SUSTAINABLE DEVELOPMENT GOALS — 7 AFFORDABLE AND CLEAN ENERGY, 8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION

302-3
a. Energy intensity ratio for the organization.
b. Organization-specific metric (the denominator) chosen to calculate the ratio.
c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.
d. Whether the ratio uses energy consumption within the organization, outside of it, or both.

a. Energy intensity is provided in **Table 302-3**.
b. When evaluating intensity, our energy metrics are normalized to total production, which we calculate to be the quantity of finished and semi finished products produced. Within our CDP Climate Change response, we also provide additional normalization by revenue and Full Time Equivalents (FTEs). Accuracy of our production data reported through the metrics collection system is approximately +/-5 percent. Recognizing the need to reduce actual consumption, we have a public electricity intensity target: "By year-end 2025, Aptar will achieve a 15 percent reduction in electricity intensity (measured as KWH/Total Production) from baseline year 2020." We surpassed this target in 2023, due to the implementation of energy savings projects.
c. Aptar considers total energy consumption to be electricity + fuel sources + natural gas.
d. We consider the energy consumption within the organization.

SUSTAINABLE DEVELOPMENT GOALS — 7 AFFORDABLE AND CLEAN ENERGY, 8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION

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

	2025 TARGET FROM 2020 BASELINE	% VARIANCE 2023 VERSUS 2022	% VARIANCE 2023 VERSUS 2020	2023	2022	2021	2020
Electricity intensity (renewable)		–	–	5.4	6.9	6.8	5.7
Electricity intensity (non-renewable)		–	–	0.2	0.2	0.3	1.0
Total electricity intensity	-15%	-22%	-18%	5.5	7.1	7.1	6.7
Natural gas intensity		-22%	9%	1.1	1.4	1.3	1.0
Fuels intensity		-17%	-23%	0.08	0.10	0.10	0.11
Total energy consumption (intensity)	**-15%**	**-15%**	**-10%**	**7.0**	**8.3**	**8.4**	**7.9**

GRI 302: Energy

302-4
The reporting organization shall report the following information:
a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
d. Standards, methodologies, assumptions, and/or calculation tools used.

a. Aptar dedicates CapEx envelops and plans energy reduction projects along our energy roadmap. In 2023 we implemented energy conservation projects that allow us to to further reduce our energy consumption. Implementation of these projects are an on-going process and will be evaluated over a period of several years in order to fully realize the benefit.
b. Due to implementd projects, we achieved targeted site-level reductions in electricity and natural gas.
c. The baseline year for our science-based targets is 2019, and 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 2023 energy intensity performance to both 2019 and 2020.
d. This information is provided in 302-1.

GRI 303: Water and Effluents

Management
The reporting organization shall report how it manages water and effluents using Disclosure 3-3 in GRI 3: Material Topics 2021.

Water is not identified as a critically material indicator by our stakeholders because it is not a key raw material component in our processes. Most of our manufacturing facilities have closed loop water systems. 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.

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. Further, when we evaluate a company for acquisition, we map the locations into the tool as part of our due dilligence process.

Our most recent data-assurance activities included an evaluation of our water withdrawal and discharge metrics. As with the CDP Climate Change responses, we also maintain a catalogue of responses to the CDP Water assessment within the ESG reporting center of Aptar.com.

SUSTAINABLE DEVELOPMENT GOALS — 6 CLEAN WATER AND SANITATION, 8 DECENT WORK AND ECONOMIC GROWTH, 14 LIFE BELOW WATER

GRI 303: Water and Effluents

303-1
a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff).
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.
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.
d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.

a. Aptar locations report water withdraw and discharge metrics, according to the categories defined within the CDP Water assessment, on a monthly basis into the EHStar system. In most locations, water is not a major input into the manufacturing process and is mostly used in closed loops to aid with cooling molds and in residual part used in cooling towers, but does not come in contact with product. 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.
b. In advance of disclosure to CDP, we execute a water risk assessment annually using the WWF Water Risk Filter tool, in addition, in 2023 we performed a water audit in collaboration with third-party specialists. Through this audit, our sites located in water stressed areas in Mexico, India and Thailand were involved.
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.
d. We track attendance in the water risk training module to ensure site leaders from water stressed areas have completed it. Additionally, although not required by our global program some additional Aptar sites have adopted internal water targets.

303-2
a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:
   i. how standards for facilities operating in locations with no local discharge requirements were determined;
   ii. any internally developed water quality standards or guidelines;
   iii. any sector-specific standards considered;
   iv. whether the profile of the receiving waterbody was considered.

a. Water management standards are determined in alignment to local operating permits. Additionally, all Aptar sites must implement the Water Management requirement within our Global EHS Management System.
   i. 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.

303-3
a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
   i. Surface water;
   ii. Groundwater;
   iii. Seawater;
   iv. Produced water;
   v. Third-party water.
b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:
   i. Surface water;
   ii. Groundwater;
   iii. Seawater;
   iv. Produced water;
   v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.
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:
   i. Freshwater (≤1,000 mg/L Total Dissolved Solids);
   ii. Other water (>1,000 mg/L Total Dissolved Solids).
d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

a. Refer to **Table 303-3**
b. Information about water stress is disclosed within our CDP Water response.
c. Refer to **Table 303-3**
d. Information is compiled in alignment to CDP Water assessment reporting requirements.

TABLE 303-3: ABSOLUTE WATER WITHDRAWAL

REGION	SURFACE WATER (MEGALITER)	GROUND WATER (MEGALITER)	SEA WATER (MEGALITER)	PRODUCED WATER (MEGALITER)	THIRD-PARTY WATER (MEGALITER)	TOTAL (MEGALITER)
	2023					
Europe	2,997	0	0	0	359	3,356
Latin America	0	88	0	0	158	246
North America	0	0	0	0	219	219
Northeast Asia	0	0	0	0	164	164
Southeast Asia	0	0	0	0	16	16
Total	2,997	88	0	0	916	4,001

GRI Index

Circularity

Collaboration

Care

Introduction

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 303: Water and Effluents		

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

TABLE 303-4: ABSOLUTE WATER DISCHARGE

	2023				
Region	Surface water (megaliter)	Ground water (megaliter)	Sea water (megaliter)	Third-party water (megaliter)	Total (megaliter)
Europe	2,997	5	0	213	3,215
Latin America	0	0	0	124	124
North America	0	0	0	149	149
Northeast Asia	0	0	0	164	164
Southeast Asia	0	0	0	7	7
Total	**2,997**	**5**	**0**	**657**	**3,659**

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 303: Water and Effluents		

303-5	a. Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.	a. Refer to **Table 303-5**. b. This is disclosed within our CDP Water response. c. Not applicable. 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 2023, we saw a significant increase in water consumption as compared to the prior year, but upon investigation found that much of this increase was due to unique operational events. For example, when molds are moved to localize or increase the efficiency of our operations, there are often increases in water usage as molds are cleaned during this process. Other activities in 2023 that contributed to this increase include, additional interior and exterior cleanings, increases in employees back on site and installation of employee showers. In general, Aptar still has fairly low water consumption globally as less than 10% of what we withdraw is consumed. In 2023 we 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. We also utilized third-party experts to help identify areas for improvement in our water management processes and have improved the metering processes at some sites.

TABLE 303-5: ABSOLUTE WATER CONSUMPTION

Region	% Variance of Water Consumption 2023 versus 2022	Water Consumed as Percentage of Water Withdrawn (%)	2023 Water Consumed (megaliter)	2022 Water Consumed (megaliter)	2021 Water Consumed (megaliter)
Europe	–	–	141	51	41
Latin America	–	–	122	36	31
North America	–	–	70	21	37
Northeast Asia	–	–	0	0	0
Southeast Asia	–	–	9	0	0
Total	**216.5%**	**8.5%**	**342**	**108**	**109**

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. Aptar continued the investigation of the environmental impact of our production processes on biodiversity, both terrestrial and freshwater. The use of Life Cycle approaches allows us to quantify impacts from our direct energy consumption (electrical energy, natural gas and fuels oil).

The life cycle impact assessment methodology, as included in the LCA tool, allows the identification of environmental impact indicators for the protection of biodiversity. During reporting year 2023 we continued to support the Science Based Target Network (SBTN) in the development of the first technical guidance for businesses setting science-based targets for nature, and focusing on biodiversity topics. We also collaborated in the working group for the Taskforce for Nature-related Financial Disclosures (TNFD) to establish accounting methodology for nature-related risks and opportunities. Based on these collaborations in 2023, Aptar drafted a Nature Positive road map with the aim to investigate the main biodiversity nature pressures in compliance with SBTN method. This is based on the value chain mapping and materiality assessment, involving procurement data analysis and internal data collection for operations impact, defining risk scoring approach based on TNFD method. |
| 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 available for reporting year 2023, Aptar, during reporting year developed a Nature Positive road map based on the the SBTN guidelines and TNFD nature-related risks method. The goal of road map is to investigate nature pressures and plan actions considering our operations and upstream value chain engagement. |
| 304-2 | Significant impacts of activities, products, and services on biodiversity | Aptar quantified the impact on the terrestrial and freshwater ecosystem due to climate change resulting from 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 is expressed as 'local species loss integrated over time (species year)'. This information can be found in **Table 304-2**.

In 2023, Aptar confirmed the sourcing of renewable electrical energy to 97% of our total electricity consumption, adding renewables for a newly acquired site in Bahrain. During reporting year 2023 we continued to support the Science Based Target Network (SBTN) in the development of the first technical guidance for businesses setting science-based targets for nature, and focusing on biodiversity topics. We also collaborated in the working group for the Taskforce for Nature-related Financial Disclosures (TNFD) to establish accounting methodology for nature-related risks and opportunities. Based on these collaborations in 2023, Aptar drafted a Nature Positive road map with the aim to investigate the main biodiversity nature pressures in compliance with SBTN method. This is based on the value chain mapping and materiality assessment, involving procurement data analysis and internal data collection for operations impact, defining risk scoring approach based on TNFD method.

SUSTAINABLE DEVELOPMENT GOALS |

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 304: Biodiversity		
304-3	Habitats protected or restored	During reporting year 2023 we continued to support the Science Based Target Network (SBTN) in the development of the first technical guidance for businesses setting science-based targets for nature, and focusing on biodiversity topics. We also collaborated in the working group for the Taskforce for Nature-related Financial Disclosures (TNFD) to establish accounting methodology for nature-related risks and opportunities. Based on these collaborations in 2023, Aptar drafted a Nature Positive road map with the aim to investigate the main biodiversity nature pressures in compliance with SBTN method. This is based on the value chain mapping and materiality assessment, involving procurement data analysis and internal data collection for operations impact, defining risk scoring approach based on TNFD method.

SUSTAINABLE DEVELOPMENT GOALS |
| 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | See response above. SUSTAINABLE DEVELOPMENT GOALS |

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 2023	TOTAL DAMAGE TO SPECIES 2022
		SPECIES.YR / KWH	TOTAL IMPACT (SPECIES. YR)	SPECIES.YR / KWH	TOTAL IMPACT (SPECIES. YR)	(SPECIES.YR)	(SPECIES.YR)
Electrical energy (renewable source): FR	160,457,000	4.38E-15	7.03E-07	1.61E-10	2.58E-02	2.58E-02	2.73E-02
Electrical energy (renewable source): IN	8,120,000	4.75E-15	3.86E-08	1.74E-10	1.41E-03	1.41E-03	1.35E-03
Electrical energy (renewable source): IT	16,020,000	4.64E-15	7.43E-08	1.70E-10	2.72E-03	2.72E-03	3.11E-03
Electrical energy (renewable source): DE	69,370,000	4.03E-15	2.80E-07	1.48E-10	1.03E-02	1.03E-02	1.06E-02
Electrical energy (renewable source): CH	3,170,000	4.48E-15	1.42E-08	1.64E-10	5.20E-04	5.20E-04	4.81E-04
Electrical energy (renewable source): ES	6,799,000	5.16E-15	3.51E-08	1.89E-10	1.29E-03	1.29E-03	1.09E-03
Electrical energy (renewable source): UK	4,979,000	3.67E-15	1.83E-08	1.34E-10	6.67E-04	6.67E-04	6.75E-04
Electrical energy (renewable source): CZK	9,087,000	4.25E-15	3.86E-08	1.56E-10	1.42E-03	1.42E-03	1.74E-03
Electrical energy (renewable source): US	166,829,000	4.20E-15	7.01E-07	1.54E-10	2.57E-02	2.57E-02	2.69E-02
Electrical energy (renewable source): LATAM	49,900,000	4.20E-15	2.10E-07	1.54E-10	7.68E-03	7.68E-03	7.41E-03
Electrical energy (renewable source): CHINA	31,829,000	4.20E-15	1.34E-07	1.54E-10	4.90E-03	4.90E-03	6.66E-03
Electrical energy (renewable source): BAHRAIN	**3,425,000**	**4.20E-15**	**1.44E-08**	**1.54E-10**	**5.27E-04**	**5.27E-04**	**–**
Natural gas	109,127,844	3.73E-13	4.07E-05	1.34E-08	1.46	1.46	1.53
Fuels: gasoline	1,794,461	6.85E-13	1.23E-06	2.51E-08	0.05	0.05	0.03
Fuels: diesel	1,313,452	4.31E-13	5.66E-07	1.61E-08	0.02	0.02	0.03
Fuels: heating oil, industrial vehicles, LPG	5,247,539	3.81E-13	2.00E-06	1.39E-08	0.07	0.07	0.11
Total						**1.68**	**1.78**

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 305: Emissions

Management

1.1. The reporting organization shall report how it manages emissions using Disclosure 3-3 in GRI 3: Material Topics 2021.

1.2 When reporting on GHG emissions targets, the reporting organization shall explain whether offsets were used to meet the targets, including the type, amount, criteria or scheme of which the offsets are part.

1.1 The information provided in GRI 302 informs our emissions reporting and management. We calculate greenhouse gas emissions according to ISO-14064-1 for Carbon Accounting Practices.

For the reporting year 2023 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. 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."
- 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 protocol 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.

In compliance with GHG Protocol Scope 2 guidance, we updated our Scope 2 market-based data hierarchy to include the location-based information from sites where suppliers/utilities market-based emission rates are not available. As of 2022, we are reporting emissions from biogenic fuels and non-Kyoto refrigerants separately. These changes were important as we updated our science-based targets and achieved new validation from SBTi in March of 2023.

1.2 Aptar utilizes European Energy Certificate System (EECS) and Renewable Energy Certificates (RECs). The volume of these are disclosed in **Table 305-1&2**. Aptar does not use carbon offsets.

SUSTAINABLE DEVELOPMENT GOALS

12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | 14 LIFE BELOW WATER | 15 LIFE ON LAND

GRI 305: Emissions

305-1

a. Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent.

b. Gases included in the calculation; whether CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.

c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent.

d. Base year for the calculation, if applicable, including:
   i. the rationale for choosing it;
   ii. emissions in the base year;
   iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

f. Consolidation approach for emissions; whether equity share, financial control, or operational control.

g. Standards, methodologies, assumptions, and/or calculation tools used.

a. Please see GRI-305-1 and **Table 305-1&2**. As was mentioned in GRI 302, we realized a decrease in Natural Gas consumption, from 2022 to 2023, which resulted in a decrease in Scope 1 emissions. From the perspective of our science-based targets, and thanks to the renewable electricity purchases, we have a significant reduction (-77%) in absolute Scope 1 + Scope 2 as compared to baseline year 2019.

b. Aptar considers all of these GHGs emissions expressed as CO_2 equivalent.

c. See **Table 305-1&3**.

d. Aptar's baseline is year 2019, as included in our validated science-based target. This baseline includes data from Aptar's operations, sales and corporate offices.

e. We used the following sources for emission factors: DEFRA database (version 2022) AR5 report from IPCC for fugitive emissions coming from refrigerants. Regarding the GWP100, the characterization factors are in compliance with the most recent IPCC report (based on AR5 report).

f. Operational control

g. Calculations were made according to the standard ISO 14064-1 Quantification and Reporting of Greenhouse Gas Emissions and Removals.

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 CO$_2$E) - SCOPES 1 & 2

	REGION	2030 TARGET FROM 2019 BASELINE	% Variance 2023 vs 2022	% Variance 2023 vs 2019	2023	2022	2021	2020	2019
Scope 2	Location-Based		-4%	6%	189,709	197,632	185,339	181,766	178,400
	Total Scope 2 (market-based) (including RECs))		-17%	-94%	7,169	8,644	11,024	50,741	112,703
Scope 1	Natural Gas		-4%	12%	22,153	23,029	20,594	17,111	19,861
	Fuels (Fossil)		1%	-1%	2,006	1,988	1,914	2,286	2,034
	Refrigerants (Kyoto Protocol)		-35%	-56%	501	773	766	932	1,127
	Total Scope 1		-4%	7%	24,660	25,790	23,274	20,329	23,022
	Fuels (Biogenic)		-13%	-16%	54	62	56	60	64
	Refrigerants (Non-Kyoto Protocol)		-16%	67%	715	847	604	429	428
Total	Scope 1 + Scope 2 (market-based)	-82%	-8%	-77%	31,829	34,434	34,298	71,070	135,725

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 305: Emissions

305-2

a. Gross direct (Scope 2) GHG emissions in metric tons of CO_2 equivalent.

b. Gases included in the calculation; whether CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.

c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent.

d. Base year for the calculation, if applicable, including:
   i. the rationale for choosing it;
   ii. emissions in the base year;
   iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

f. Consolidation approach for emissions; whether equity share, financial control, or operational control.

g. Standards, methodologies, assumptions, and/or calculation tools used.

SUSTAINABLE DEVELOPMENT GOALS

APTAR'S RESPONSE (305-2):

a. Please see GRI-305-1 and **Table 305-1&2**. With the implementation of consumption reduction projects and confirmation of renewable electrical energy purchases in 2023, we have realized a 94 percent decrease of Scope 2 market-based GHG emissions as compared to 2019.

b. AptarGroup considers all of these GHGs emissions expressed as CO2 equivalent.

c. Not applicable

d. Aptar's baseline is year 2019, as included in our validatd science-based target. This baseline includes data from Aptar's operations, sales and corporate offices.

e. Aptar calculates greenhouse gas emissions according to the accounting standards ISO 14064-1 for Carbon Accounting Practices. For the reporting year 2023 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.

f. Operational control

g. Calculations were made according to the ISO 14064-1 standards.

305-3

a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalent.

b. If available, the gases included in the calculation; whether CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all.

c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent.

d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.

e. Base year for the calculation, if applicable, including:
   i. the rationale for choosing it;
   ii. emissions in the base year;
   iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

g. Standards, methodologies, assumptions, and/or calculation tools used.

SUSTAINABLE DEVELOPMENT GOALS

APTAR'S RESPONSE (305-3):

Please see **Table 305-3**.

The majority GHG impact is from Purchased goods and services that are based on the total quantity of raw materials purchased by Aptar (not on the total quantity of raw materials consumed by operations to produce finished products sold to the customers). The 2023 decrease in Scope 3 emissions, as compared to 2022, is attributed to the reduction of raw material volumes and different production mix as compared to previous years. Our Carbon Transition Plan (and product sustainability strategy) addresses both of these topics.

b. Aptar considered GHGs emissions expressed as CO_2 equivalent including CO2 , CH4, N2O, HFCs, PFCs, SF6, NF3

c. Not applicable

d. Please see **Table 305-3**.

e. Our baseline year for SBTs is 2019. However, given that we have increased capabilities to measure our raw materials year by year, 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 with the update, which was validated in March of 2023.

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.

g. Scope 3 calculation complies with Corporate Value Chain (Scope 3) Accounting and Reporting Standard and ISO 14064-1 standards for energy data assurance process.

TABLE 305-3: ABSOLUTE GHGS EMISSIONS (T CO_2E) - SCOPE 3

Region	2030 Target from 2019 Baseline	% Variance 2023 vs 2019	2023 GHG impact (t CO_2e)	2022 GHG impact (t CO_2e)	2021 GHG impact (t CO_2e)	2020 GHG impact (t CO_2e)	2019 GHG impact (t CO_2e)
Raw materials - plastics		-1%	244,032	269,192	284,274	257,232	245,761
Raw materials - aluminum		37%	68,168	59,559	56,529	50,568	49,842
Raw materials - steel		-26%	5,388	6,521	6,957	6,160	7,316
Raw materials - rubber		-90%	491	3,981	4,878	6,347	5,018
Auxiliaries materials - acid		-	33	34	34	not included	not included
Raw materials from CSP (plastics + chemicals)		15%	37,419	44,812	34,453	32,066	32,589
Total Purchased goods and services		4%	355,531	384,099	387,125	352,373	340,526
Imported electricity		-89%	894	955	884	5,989	7,972
Imported energy		19%	4,156	4,274	3,866	5,420	3,505
Total Fuel and energy related activities		-56%	5,050	5,229	4,750	11,409	11,477
Upstream transportation & distribution		20%	16,240	14,069	17,214	10,993	13,567
Downstream transportation & distribution		33%	12,034	15,865	11,543	11,442	9,045
Waste generated in operations		-9%	14,718	15,530	16,386	15,247	16,133
Business travel		-73%	1,323	1,097	316	-	4,982
Employee commuting		-17%	6,440	6,440	6,440	6,440	7,735
Processing of sold products		0%	4,833	4,833	4,833	4,833	4,833
End of Life sold products		-4%	3,923	3,923	3,923	3,502	4,067
Investments		-40%	9	19	15	15	15
Water withdrawn from third party sources		-47%	163	126	127	150	301
Water discharged to third party sources		-75%	132	216	217	234	531
Aptar Scope 3 Total	-14%	2%	420,396	451,446	452,889	416,638	413,212

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 305: Emissions		

305-4	a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. SUSTAINABLE DEVELOPMENT GOALS	a. See **Table 305-4**. 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 2023 data, we completed an uncertainties analysis on our GHG inventory and the overall accuracy for direct and indirect emissions, in accordane to ISO 14064-1. c. Aptar includes Scope 1, Scope 2 and Scope 3 emissions in our reporting processes and science-based targets. d. Aptar considers GHGs emissions expressed as CO_2 equivalent including CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3.
305-5	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO_2 equivalent. SUSTAINABLE DEVELOPMENT GOALS	Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about the specific initiatives that enable us to achieve reduction in carbon emissions are included within our response. Our annual CDP Climate Change responses are cataloged within the ESG reporting center of Aptar.com.
305-6	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. SUSTAINABLE DEVELOPMENT GOALS	Ozone Depleting Substances are not identified as a critically material indicator by our stakeholders. Nevertheless, we collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information to the global level. Our metrics collection system identifies various types of refrigerants: R22, R407C, R410, R134, R404 and "other."
305-7	a. Significant air emissions of nitrogen oxides (NOX), sulfur oxides (SOX), and others. SUSTAINABLE DEVELOPMENT GOALS	The emission of nitrogen oxides and sulfur oxides has been considered and calculated as CO2 equivalent.

TABLE 305-4: INTENSITY GHG EMISSIONS (T CO$_2$ E / TOTAL PRODUCTION (MILLIONS))

	% VARIANCE 2023 VERSUS 2022	% VARIANCE 2023 VERSUS 2019	2023	2022	2021	2020	2019
Scope 1 total, natural gas + fuels + refrigerants	-22%	-2%	0.25	0.32	0.29	0.25	0.26
Scope 2 total, market-based (including RECs)	-32%	-94%	0.07	0.11	0.14	0.61	1.25
Scope 3 total, other indirect	-24%	-7%	4.25	5.59	5.67	5.04	4.58
Total Emissions (Scope 1 + Scope 2 market + Scope 3)	**-6%**	**-7%**	**5.66**	**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	Czech	Ckyne	Hydropower
CA, U.S.A.	Fusion Los Angeles	Windpower	France	Annecy	Solar / Windpower
GA, U.S.A.	CSP Technologies Atlanta	Windpower	France	Brecey	Solar / Windpower
IL, U.S.A.	Cary North	Windpower	France	Charleval	Solar / Windpower
IL, U.S.A.	Cary South	Windpower	France	Chavanod (Reboul)	Solar / Windpower
IL, U.S.A.	Crystal Lake Distribution Center	Windpower	France	CSP Technologies Neiderbronn	Solar / Windpower
IL, U.S.A.	Crystal Lake Headquarters	Windpower	France	Granville	Solar / Windpower
IL, U.S.A.	Elgin Distribution Center	Windpower	France	Le Neubourg	Solar / Windpower
IL, U.S.A.	Libertyville	Windpower	France	Le Vaudreuil	Solar / Windpower
IL, U.S.A.	McHenry	Windpower	France	Oyonnax	Solar / Windpower
MI, U.S.A.	Midland	Windpower	France	Poincy	Solar / Windpower
NC, U.S.A.	Lincolnton	Windpower	France	Val De Reuil	Solar / Windpower
NJ, U.S.A.	Eatontown	Windpower	France	Verneuil	Solar / Windpower
NJ, U.S.A.	Fusion Paramus	Windpower	France	Villepinte	Solar / Windpower
NY, U.S.A.	Congers	Windpower	Germany	Dortmund	Solar / Windpower
NY, U.S.A.	CSP Technologies Amsterdam	Solar & Wind	Germany	Eigeltingen	Solar / Windpower
PA, U.S.A.	Gateway Analytical	Windpower	Germany	Freyung	Solar / Windpower
TX, U.S.A.	Fusion Dallas	Windpower	Germany	Menden	Solar / Windpower
WI, U.S.A.	East Troy 1	Windpower	Germany	Radolfzell	Solar / Windpower
WI, U.S.A.	East Troy 2	Windpower	Germany	Villingen	Solar / Windpower
WI, U.S.A.	Mukwonago	Windpower	India	Hyderabad	Hydropower
Bahrain	Gulf Closures	Solar	India	Mumbai	Hydropower
Brazil	Cajamar	Windpower	Italy	Chieti	Solar / Windpower
Brazil	Camacari*	Windpower	Italy	Pescara	Solar / Windpower
Brazil	Jundiai	Windpower	Mexico	Queretaro	Windpower
Brazil	Maringa	Windpower	Spain	Torello	Hydropower / Windpower
China	Suzhou	Hydropower	Switzerland	Mezzovico	Hydropower
China	Hengyu	Hydropower	UK	Leeds	Hydropower / Windpower

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 306: Waste		
Management	The reporting organization shall report how it manages waste using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar has an operational eco-efficiency module within our EHStar metrics platform. This module tracks energy, emissions, waste and water metrics throughout our organization. All manufacturing facilities, corporate offices and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to defined procedures and using utility invoices and purchasing records. At least quarterly, the information is reviewed at the corporate level.

We have internal targets for disposal avoidance and landfill free certification set at the site and regional levels. 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. 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 onsite 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.

During the 2023 verification audit for our Landfill Free Program, we discovered improvement areas for our third-party audit process. We have started to instruct auditors to evaluate the LFF ratio based on a rolling twelve month analysis, as we found that in a few instances the auditor made assumptions that the site would reach 90% ratio by year-end. For example in 2023, the Cary Campus site was re-certified based on documents and protocol on the year-to-date data, however by the end of 2023, the site did not reach the 90% which we require to maintain the LFF certification. Beginning 2024 this process improvement has been implemented.

Although we are not a large producer of waste and our landfill avoidance metric continues to improve from year to year, the total amount of hazardous waste increased from 2022 to 2023 due to the fact that some sites implemented new production processes. |
| **306-1** | a. For the organization's significant actual and potential waste-related impacts, a description of:
  i. the inputs, activities, and outputs that lead or could lead to these impacts;
  ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain. | Aptar core processes related to the injection molding, assembling and anodization generates hazardous and non-hazardous waste. The major part of waste generated are classified as non-hazardous and they are recovered with a disposal avoidance ratio up to 90% for the sites that are Landfill Free certified. |

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 306: Waste		
306-2	a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. 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. c. The processes used to collect and monitor waste-related data.	a. Aptar promotes circularity best practices for the waste management, especially for the production scraps in our injection molding processes. We are able to reuse plastic scraps as by-product in the same molding process. Additionally, in our operations, we are able to reuse secondary and tertiary packaging coming from our upstream value chain. For example, sites can easily 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. 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. 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 the Global EHS Team.
306-3	a. Total weight of waste generated in metric tons, and a breakdown of this total bycomposition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled.	See **Table 306-4**.

306-4	a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.
	
	b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:
	  i. Preparation for reuse;
	  ii. Recycling;
	  iii. Other recovery operations.
	
	c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:
	  i. Preparation for reuse;
	  ii. Recycling;
	  iii. Other recovery operations.
	
	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:
	  i. onsite;
	  ii. offsite.
	
	e. Contextual information necessary to understand the data and how the data has been compiled.
		See **Table 306-4**.

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

APTAR SITE	COUNTRY	SUSTAINABILITY REGION	CERTIFICATION YEAR	2023	2022	2021
Jundiai	Brazil	Latin America	2023	99%	–	–
Leeds	UK	Europe	2022	100%	90%	–
CSP Atlanta	U.S.A., GA	North America	2021	95%	100%	100%
Berazategui	Argentina	Latin America	2021	90%	100%	92%
Suzhou F+B	China	North East Asia	2021	100%	96%	96%
Congers	U.S.A., NY	North America	2020	92%	90%	92%
Midland	U.S.A., MI	North America	2020	92%	91%	90%
Brecey	France	Europe	2019	96%	92%	99%
Granville	France	Europe	2019	93%	95%	99%
Radolfzell	Germany	Europe	2018	94%	95%	95%
Eigeltingen	Germany	Europe	2018	97%	98%	97%
Freyung	Germany	Europe	2018	100%	98%	100%
Cali	Colombia	Latin America	2017	100%	99%	100%
Cajamar	Brazil	Latin America	2016	100%	100%	100%
Maringa	Brazil	Latin America	2016	98%	98%	97%
Cary Campus	U.S.A., IL	North America	2016	86%*	97%	91%
Lincolnton	U.S.A., NC	North America	2016	94%	91%	91%
Ckyne	Czech Republic	Europe	2015	95%	93%	95%
Le Neubourg	France	Europe	2015	98%	98%	98%
Le Vaudreuil	France	Europe	2015	100%	98%	97%
Val De Reuil	France	Europe	2015	99%	96%	99%
Mezzovico	Switzerland	Europe	2015	94%	94%	94%
Queretaro	Mexico	Latin America	2015	90%	100%	92%
Mukwonago	U.S.A., WI	North America	2015	99%	96%	95%
Charleval	France	Europe	2014	99%	98%	96%
Poincy	France	Europe	2014	99%	96%	94%
Verneuil	France	Europe	2014	98%	98%	99%
Dortmund	Germany	Europe	2014	100%	100%	100%
Menden	Germany	Europe	2014	100%	100%	100%
Chieti	Italy	Europe	2014	98%	98%	99%
Pescara	Italy	Europe	2014	94%	94%	97%
Torello	Spain	Europe	2014	91%	94%	95%

* Please see GRI 306 for more information

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

	TARGET YEAR	TARGET %	%VARIANCE 2023 VS 2022	2023	2022	2021
Landfill Free Certified Sites (%)	2025	67%		63%	65%	63%
Total Landfill Avoidance Ratio (%)	2023	84%		86%	86%	83%
Hazardous Waste			8%	17,926	16,573	5,105
Non-Hazardous Waste			-4%	32,729	33,973	36,187
Total Waste			**0.2%**	**50,655**	**50,546**	**41,292**
% Non-hazardous to Recycle				42%	46%	58%
% Non-hazardous to Thermal Recovery				7%	7%	9%
% Non-hazardous to Landfill				6%	7%	6%
% Non-hazardous to Incineration				1%	0%	1%

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 306: Waste

306-5	a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations. c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations. 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: i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled.	See **Table 306-4**.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 307: Environmental Compliance

Management	The reporting organization shall report how it manages environmental compliance using Disclosure 3-3 in GRI 3: Material Topics 2021	The Global EHS Organization is made up of a representative from each region, and each region has a team of representatives from each site. Environmental compliance is managed at the site level, in alignment with Aptar's Global EHS Management system. Aptar subscribes to compliance protocol offered through ENHESA. All sites are expected to use the protocol from their country/location to conduct a self-audit at least annually. Approximately one-third of Aptar sites are audited, on-site, by a third-party using the Aptar EHS Management System requirements and ENHESA protocol each year. Audited sites are provided an audit report and required to establish corrective actions to close each finding. Status check-in calls are conducted frequently between the Regional EHS leaders and the plant management as findings are closed and tracked. More information about EHS topics can be found in GRI 403.
07-1	a. Significant fines and non-monetary sanctions for noncompliance with environmental laws and/or regulations	Aptar experienced no significant fines or non-monetary sanctions for noncompliance with environmental laws and/or regulations during the reporting year.

GRI 308: Supplier Environmental Assessment

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
Management	The reporting organization shall report how it manages supplier environmental assessment using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we entered into a partnership with EcoVadis at the end of 2020 to advance our supplier screening capabilities.

As of December 2023, 458 of our suppliers had been scored by the EcoVadis platform. 87% of our partners who shared their scorecard 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. Looking at North America specifically, 79 partners evaluated have an overall score on Ecovadis of 56.3. This is significantly above th EcoVadis benchmark for companies in this region.

In 2024, continue to onboard additional suppliers to EcoVadis to increase visibility within our supply chain and assess the performance of our portfolio in key areas, including Scope 3 emissions. In addition, Aptar's Global Purchasing Team is working with suppliers to build improvement roadmaps for addressing Scope 3 emissions within our supply chain. At the same time, the entire purchasing team is engaged in DEI (Diversity, Equity, and Inclusion) actions across each procurement category. We are also working to develop more automated reporting with our reporting partners, like EcoVadis and Supplier IO, to streamline the tracking and assessment of responses.

We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa) and was last updated in February 2023.

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. One of Aptar's Purchasing Committee key strategic objectives in 2023 was to build supplier sustainability roadmaps for four key categories (energy, resin, metal and transportation). |

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
308-1	a. Percentage of new suppliers that were screened using environmental criteria.	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 December 2023, 458 of our suppliers had been scored by the EcoVadis platform. 87% of our partners who shared their scorecard 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. We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa) and was last updated in February 2023.

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. In 2023, Aptar's Purchasing Committee worked to build supplier sustainability roadmaps for four key categories (energy, resin, metal and transportation). |
| **308-2** | a. Number of suppliers assessed for environmental impacts.
b. Number of suppliers identified as having significant actual and potential negative environmental impacts.
c. Significant actual and potential negative environmental impacts identified in the supply chain.
d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.
e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why. | 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. In 2021, we launched several initiatives to onboard suppliers in EcoVadis. Based on EcoVadis data, we are assessing the supplier portfolio performance on key EHS domains: conflict minerals, energy consumption & GHGs, diversity & inclusion activity, employee safety & working conditions, corruption & human rights, sustainable procurement.

As of December 2023, 458 of our suppliers had been scored by the EcoVadis platform. 87% of our partners who shared their scorecard 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. |

GRI 401: Employment

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
Management	The reporting organization shall report how it manages employment using Disclosure 3-3 in GRI 3: Material Topics 2021.	For information related to Aptar's Careers and Talent Management, see the Careers section of Aptar.com. Our teams are comprised of diverse talents and experience. Together, we make a real difference to improve everyday life for people everywhere. Our workplace is an exciting environment of innovative thought, initiative, trust and teamwork. We challenge our people to develop to their full potential and to find new approaches and better solutions. We provide our employees with the opportunity to interact with colleagues from around the world on a daily basis. **Table 401-1** illustrates the total number and rate of new employee hires by age group, gender and region, and the rate of employee turnover, by age group, gender and region. Employee related information is maintained in a global HR database and is reviewed monthly by the human resource team with oversight by the Digital HR and Analytics and the Audit Team. There is additional review and updates given by regional HR Leaders on a quarterly basis. **SUSTAINABLE DEVELOPMENT GOALS**

TABLE 401-1: EMPLOYEE NEW HIRE AND TURNOVER RATES

Region	Type	2023								2022	2021
		Ages <26yr	Ages 26-34	Ages 35-44	Ages 45-54	Ages 55+	Male	Female	Total	Total	Total
EMEA	New Employee Hires	360	252	194	117	25	594	354	948	1124	890
	External Recruitment Rate	47.7%	16.1%	8.9%	4.9%	1.6%	10.8%	11.8%	11.1%	13.7%	12.4%
	Terminations	228	181	158	121	197	561	324	885	803	674
	Employee Turnover	30.2%	11.5%	7.2%	5.0%	12.3%	10.2%	10.8%	10.4%	9.8%	8.8%
North America	New Employee Hires	146	166	135	114	69	393	237	630	938	789
	External Recruitment Rate	77.6%	33.5%	21.6%	19.2%	12.1%	26.1%	24.5%	25.5%	36.6%	33.1%
	Terminations	123	194	167	152	134	479	291	770	813	811
	Employee Turnover	65.3%	39.1%	26.7%	25.5%	23.6%	31.8%	30.1%	31.1%	31.7%	34.0%
LATAM	New Employee Hires	102	98	83	24	5	151	161	312	258	294
	External Recruitment Rate	69.2%	25.1%	14.7%	8.8%	8.7%	17.6%	28.0%	21.8%	18.7%	22.1%
	Terminations	60	79	67	35	12	141	112	253	209	231
	Employee Turnover	40.7%	20.2%	11.9%	12.9%	20.8%	16.5%	19.5%	17.7%	15.2%	17.3%
Asia	New Employee Hires	21	37	48	9	0	76	39	115	312	260
	External Recruitment Rate	25.5%	9.6%	8.0%	3.8%	0.0%	9.3%	7.2%	8.5%	22.9%	20.0%
	Terminations	28	77	82	53	14	157	97	254	252	224
	Employee Turnover	34.0%	20.1%	13.7%	22.3%	30.0%	19.4%	17.9%	18.8%	18.5%	17.2%
Aptar Total	New Employee Hires	629	553	460	264	99	1214	791	2005	2,632	2,233
	External Recruitment Rate	53.7%	19.5%	11.6%	7.5%	4.3%	14.0%	15.5%	14.6%	19.4%	18.3%
	Terminations	439	531	474	361	357	1338	824	2162	2077	1940
	Employee Turnover	37.5%	18.7%	11.9%	10.3%	15.7%	15.4%	16.2%	15.7%	15.4%	15.3%

GRI 401: Employment

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
401-1	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Please see **Table 401-1** for summarized data for years 2021-2023. Historical data can be found within our past sustainability reports. Reported data is based on headcount numbers. We believe these figures to be accurate +/- ten percent. **SUSTAINABLE DEVELOPMENT GOALS**
401-2	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for 'significant locations of operation'.	Our reward programs are rooted in the main tenets of our Core Values: trust and respect. We are committed to fair, competitive and equitable compensation that strives to motivate, reward and retain our valuable employees. Our benefit programs are designed to offer marketcompetitive, 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 28-29 for more details. **SUSTAINABLE DEVELOPMENT GOALS**
401-3	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender 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. e. Return to work and retention rates of employees that took parental leave, by gender.	We encourage all eligible employees to take parental leave. Due to varying regulatory environments, parental leave policies are aligned with, and in some cases exceed, those regional requirements or best practices. Aptar does not currently track retention rates after parental leave consistently in all regions. **SUSTAINABLE DEVELOPMENT GOALS**

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 and/or state-specific agreement.

402-1
a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.
b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.

a. **Table 402-1** 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.
b. Notice is given to employees in compliance with the local law and/or state-specific agreement and/or the respective collective bargaining agreement (if exists).

TABLE 402-1: NOTICE GIVEN FOR SIGNIFICANT OPERATIONAL CHANGES

Region	2023		2022		2021	
	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	12-16 weeks	Collective agreement established by the European Works Council
North America	0-8 weeks	Not applicable	0-8 weeks	Not applicable	0-8 weeks	Not applicable
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

GRI 403: Occupational Health and Safety

Management — The reporting organization shall report its management approach for occupational health and safety using Disclosure 3-3 in GRI 3: Material Topics 2021.

We have a network of global and regional Environmental Health and Safety (EHS) professionals that lead sites through Operational Excellence EHS activity. This activity is coordinated globally by the Global Director, Environmental, Health & Safety (EHS) who reports into the Vice President, Operational Excellence.

This organization publishes safety performance packages monthly that include 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.

As part of the EHS MS, a 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.

In 2022 Aptar finalized the implementation of a digital solution for the management and risk assessments pertaining to ergonomics. This new solution assists with the ergonomic risk reductions and provides 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 23-24.

403-1
a. The level at which each formal joint management-worker health and safety committee typically operates within the organization.
b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.

a. 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.
b. Site-level safety and environmental leaders are identified in all Aptar locations as part of the EHS Management system process. At Aptar, we consider EHS personnel, Plant/Operations leaders and local Human Resources leaders as key stakeholders in the success of our EHS programs. The cooperation between site leadership and other representatives that make up the local safety committees is essential to local implementation and sustainability.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 403: Occupational Health and Safety

403-2

a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by:
  i. region;
  ii. gender.
b. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by:
  i. region;
  ii. gender.
c. The system of rules applied in recording and reporting accident statistics.

See **Table 403-2a** and **Table 403-2b**. A safe working environment for our employees is a top priority. We also celebrate a continued trend of decreasing injury rates with an ambition of zero injuries. The EHStar system enables us to track injuries by type, body part, Aptar location; and includes information about days missed, root cause analysis and corrective action. However, we only publish our Total Recordable Incident Rates and Lost Time Frequency Rates. A snapshot of the last three years shows that our work-related fatality rate is zero.

We have provided data on recordable and lost time incident rates by region. It is important to note that this data has not been externally verified. Due to privacy concerns and the European Union's General Data Protection Regulation (EU GDPR), we do not collect or disclose gender information. Chart 403-2c shows the most prevalent lost time injury types from 2023.

CHART 403-2C: Aptar 2023 Lost Time Injury Types

- Slip, Trip, Fall — 17%
- Ergonomic Cases — 20%
- Cuts — 19%
- Struck Against/By — 17%
- Caught Between — 13%
- Other — 13%
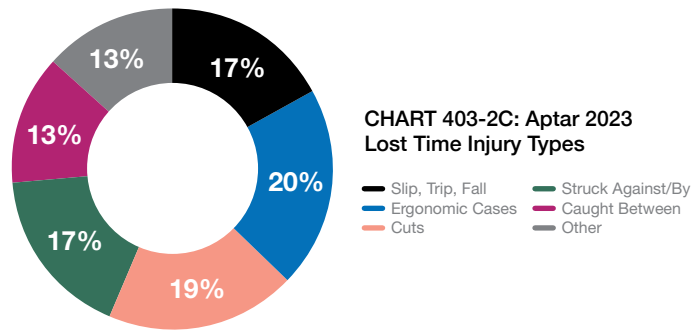
Our goal at Aptar is to provide a safe workplace and to send every Aptar employee home, each and every day, injury free. In general, employees working in our anodizing facilities in Annecy, France and Jundiai, Brazil are exposed to more hazards in the process as compared to our other facilities, but we have not observed any increase in incidence of illness/diseases as a result of this activity. On a monthly basis, sites with lost time incident occurrences and/or high incident rates are identified. These sites are then required to participate in safety review calls with the plant managers of these sites, the Segment and Regional Business Presidents/Vice Presidents and the Vice President of Operational Excellence. This serves to promote open dialogue, best practice sharing, and to hold ourselves accountable for safety improvements. In an effort to ensure that all Aptar employees are practicing safe behaviors, Aptar has deployed a Behavior Based Safety (BBS) program through our EHS Management System. This program, Mission Engage, involves employees to determine what drives at-risk and safe behaviors. Focus on safety promotes a culture of caring where we demonstrate dedication to ourselves through self accountability as well as to coworkers through team accountability. Increased safety conversations help site leaders target and prioritize key initiatives and process improvement. Aptar sites have also determined top safe and top at risk behaviors through this program.

403-3

a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases.

SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH AND WELL-BEING | 8 DECENT WORK AND ECONOMIC GROWTH

403-4

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

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

SUSTAINABLE DEVELOPMENT GOALS

8 DECENT WORK AND ECONOMIC GROWTH

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

		% CHANGE 2022 TO 2023	2023	2022	2021
Beauty		-53%	0.34	0.72	0.85
	EMEA	-29%	0.49	0.69	1.05
	LATAM	-62%	0.11	0.29	0.34
	North America	-67%	0.72	2.15	1.75
	Northeast Asia	-100%	0.00	0.13	0.66
	Southeast Asia	-100%	0.00	0.19	0.20
Corporate & Others		Same	0.00	0.00	0.00
	EMEA	Same	0.00	0.00	0.00
	North America	Same	0.00	0.00	0.00
Closures		Increase	0.68	0.54	0.39
	EMEA	Increase	0.43	0.29	0.44
	LATAM	New	0.25	--	--
	North America	Increase	1.43	1.40	0.60
	Northeast Asia	Increase	0.69	0.23	0.00
Pharma		-23%	0.62	0.81	0.86
	EMEA	-29%	0.67	0.94	0.97
	North America	-21%	0.23	0.29	0.59
	Northeast Asia	Increase	0.61	0.00	0.00
	Southeast Asia	-100%	0.00	2.21	0.00
CSP		-27%	1.35	1.85	1.53
	EMEA	-41%	1.57	2.65	2.82
	North America	-21%	1.31	1.65	1.21
Aptar Total		-31%	0.53	0.77	0.82

CHART 403-2a

- 1.35 (CSP)
- .90 (World Class)
- .73 (2023 Target)
- .68 (Closures)
- .62 (Pharma)
- .53 (Aptar Total)
- .48 (2024 Target)
- .34 (Beauty)

Legend: Beauty, Closures, Pharma, CSP, Aptar Total, 2023 Target, 2024 Target, World Class

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

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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 403: Occupational Health and Safety

| 403-5 | a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations. | As a part of the implementation of the EHS Management System, training for specific topics as video modules, was provided as a supplement to the policy documents. This training was tracked at the global and site level for key management, EHS leaders and site-level HR representatives.

In addition to this initial global training, Aptar has a new online training system (Horizon) that provides sites access to training modules on various EHS topics. EHS-related training is also provided to employees at the site and regional level. These activities are coordinated and tracked locally. |
| 403-6 | a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.

b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs. | At the site and regional levels, there are often healthcare services and programs offered to employees. For example, in North America, employees can participate in the Vitality health program, a voluntary health engagement platform that rewards individuals for living a healthy lifestyle. This program offers biometric screenings, wellness incentives and access to health services.

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

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

		% CHANGE 2022 TO 2023	2023	2022	2021
Beauty		-46%	0.21	0.40	0.51
	EMEA	-19%	0.39	0.48	0.89
	LATAM	-100%	0.00	0.23	0.11
	North America	-86%	0.14	1.00	0.44
	Northeast Asia	Same	0.00	0.00	0.50
	Southeast Asia	Same	0.00	0.00	0.10
Corporate & Others		Same	0.00	0.00	0.00
	EMEA	Same	0.00	0.00	0.00
	North America	Same	0.00	0.00	0.00
Closures		Increase	0.34	0.13	0.20
	EMEA	Increase	0.43	0.29	0.44
	LATAM	New	0.25	–	–
	North America	Increase	0.39	0.00	0.00
	Northeast Asia	Increase	0.23	0.00	0.00
Pharma		-32%	0.43	0.59	0.53
	EMEA	-35%	0.43	0.66	0.60
	North America	-21%	0.23	0.29	0.30
	Northeast Asia	Increase	0.61	0.00	0.00
	Southeast Asia	-100%	0.00	2.21	0.00
CSP		-53%	0.25	0.53	0.42
	EMEA	-100%	0.00	1.32	1.41
	North America	-12%	0.29	0.33	0.17
Aptar Total		-35%	0.28	0.43	0.46

CHART 403-2b
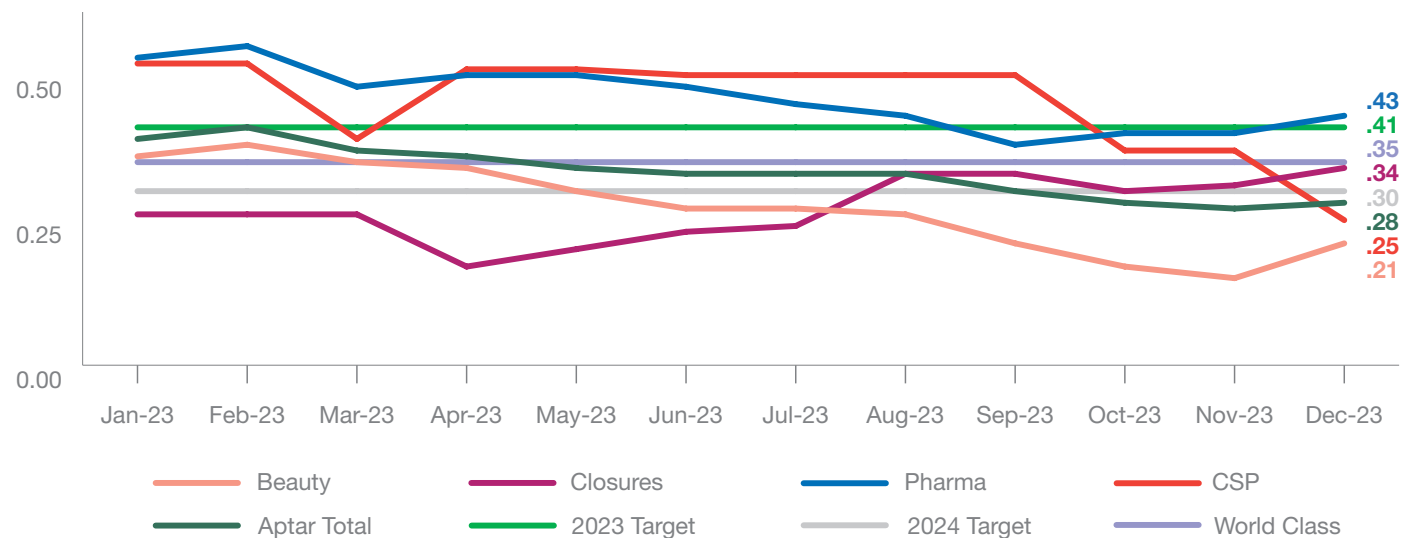
The Industry Standard (U.S. Bureau of Labor Statistics 2019) was 1.0

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 403: Occupational Health and Safety		

403-9	a. For all employees:
	  i. The number and rate of fatalities as a result of work-related injury;
	  ii. The number and rate of high-consequence work-related injuries (excluding fatalities);
	  iii. The number and rate of recordable work-related injuries;
	  iv. The main types of work-related injury;
	  v. The number of hours worked.
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:
	  i. The number and rate of fatalities as a result of work-related injury;
	  ii. The number and rate of high-consequence work-related injuries (excluding fatalities);
	  iii. The number and rate of recordable work-related injuries;
	  iv. The main types of work-related injury;
	  v. The number of hours worked.
	c. The work-related hazards that pose a risk of high-consequence injury, including:
	  i. how these hazards have been determined;
	  ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;
	  iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.
	d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.
	e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.
	f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.
	g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.
		a-c. **See Table 403-9.** Safe working environment for our employees is a top priority. We also celebrate a continued trend of decreasing injury rates with an ambition of zero injuries. A snapshot of the last three years shows that our work-related fatality rate is zero.
		d. See pages 23-24.
		e. The rates have been calculated based on 200,000 hours worked.
		f. All workers are included.
		g. Aptar's EHS Management System is an aggregation of the most strict standards from the countries where we operate. (i.e. OSHA, EPA).

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 403: Occupational Health and Safety		

403-10	a. For all employees:
	  i. The number of fatalities as a result of work-related ill health;
	  ii. The number of cases of recordable work-related ill health;
	  iii. The main types of work-related ill health.
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:
	  i. The number of fatalities as a result of work-related ill health;
	  ii. The number of cases of recordable work-related ill health;
	  iii. The main types of work-related ill health.
	c. The work-related hazards that pose a risk of ill health, including:
	  i. how these hazards have been determined;
	  ii. which of these hazards have caused or contributed to cases of ill health during the reporting period;
	  iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.
	d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.
	e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.
		a-c. **See Table 403-10.** Safe working environment for our employees is a top priority. We also celebrate a continued trend of decreasing injury rates with an ambition of zero injuries. In the last three years, our work-related fatality rate is zero.
		d. All workers are included.
		e. Aptar's EHS Management System is an aggregation of the most strict standards from the countries where we operate. (i.e. OSHA, EPA).

TABLE 403-9:

SAFETY STATISTICS	2023	2022	2021
Lost Time Frequency Rate (LTFR)	0.28	0.42	0.46
Total Recordable Incident Rate (TRIR)	0.53	0.77	0.82
Lost Time Severity Rate (LTSR)	7.71	10.23	11.85
Work-related fatalities	0.00	0.00	0.00

TABLE 403-10:

WORK-RELATED ILL HEALTH STATISTICS	2023	2022
# of fatalities as a result of work-related ill health	0.00	0.00
# of cases of recordable work-related ill health	0.00	0.00

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. | At Aptar we recognize that continuous learning is the cornerstone of growth, innovation, and success. Therefore, we have a strong focus on Learning & Development globally. Our Learning Management Platform Horizon supports the distribution of trainings to everyone in the organization and enables our employees to embark on a learning journey every day.

All training initiatives, ranging from mandatory safety and compliance elements to self-learning programs are offered through our Horizon Learning Experience environment to all Aptar employees. The learning and development team supports training initiatives globally and helps to harmonize and standardize training approaches cross-segment and cross-regionally.

In the spirit of an open learning culture, where everyone at Aptar is encouraged to continuously improve their skills and knowledge, the Learning & Development organization also established a content production team. DEI in learning is an essential part of our open learning culture and to achieve this we are offering more and more self-created learning programs. All content is available on Horizon in several languages.

The overall strategic direction is to move into a hybrid mode of learning and supporting all different methodologies of learning accessible through one common and global Learning Experience Platform. Also moving from a more push learning culture to a more open pull learning culture, allowing and offering every employee the freedom to learn.

A key element will also be the capturing of knowledge from our various experts in the organization and make this knowledge available to everyone in the organization. Futhermore bringing the work and learn environment closer together and integrated with each other is another strategic projects to be worked on.

The Corporate University focused on transforming from pure Online training into Hybrid training formats. Hybrid training formats are a combination of different training and learning formats put together in so-called learning joruney where the Face-to-Face session is designed to practice and experience the different learning contents. The personal interaction between the participants, the opportunity to network and exchange in a direct way is critical for effective learning. But in addition, the new technology allows a variety of further learning opportunities such as 1:1 Tutorings, Self Learning, Webinars or Podcasts.

Aptar CU underlines the idea of DEI in learning by investing in the development of Self Learning published through Horizon to give all our employees access to the internal contents available.

Furthermore there is an increasing request for Custom / OnDemand Training in all kinds of categories (leadership, team development, team alignment, Core Values, Insights, Customer Value Management etc.) in these cases, Aptar Corporate University is working closely together with the business to meet their individual training needs and to offer a customized solution.

SUSTAINABLE DEVELOPMENT GOALS

4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 404: Training and Education

404-1 | a. Average hours of training that the organization's employees have undertaken during the reporting period, by:
  i. gender;
  ii. employee category. | **Table 404-1** illustrates the average hours of training per year per employee by region and by gender for reporting year 2023 mainly utilizing our learning platform database. Historical information can be found within our previous sustainability reports.

TABLE 404-1: AVERAGE TRAINING HOURS PER EMPLOYEE

Region	2023			2022			2021		
	Females	Males	ALL	Females	Males	ALL	Females	Males	ALL
EMEA	14.44	15.94	–	13.41	16.81	–	9.82	10.97	–
North America	23.90	22.72	–	21.90	23.73	–	26.03	32.15	–
Latin America	15.93	17.61	–	15.62	19.41	–	30.81	30.81	–
Asia	12.12	14.18	–	16.21	15.76	–	11.88	10.31	–
Aptar Total	16.15	17.11	16.75	16.99	17.47	17.29	15.63	16.81	16.39

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 404: Training and Education

404-2

a. Type and scope of programs implemented and assistance provided to upgrade employee skills.

b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

Hybrid Learning Formula: In general, Hybrid learning is seen as a combination of the traditional, face to face learning, integrated with technology. That is not wrong, but is still too much focus on the learning venue, classroom or distance learning from home.

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 people to integrate it into their learning journey. Learning & Development is undergoing a major transformation driven by "business needs, cultural changes and technology". 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. To be able to share diversified methodologies and training offers through our Learning Experience Platfomr we also invest in the localization and translation of learning content. This allows us to reach a big target group of Aptar employees.

We leverage standardization and deployment of training across sites, regions, and segments when advantageous. We see numerous opportunities to reduce duplication of efforts. 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.

We see an opportunity of harmonization and standardization by leveraging technologies and therfore increasing the entire learning experience for Aptar's employees.

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 governance practices. This involves a big network of people and stakeholders with various roles.

Starting from our knowledge experts who owns the knowledge and is working with an organization that transfers the knowledge into a learning format (Learning Hub) to finally an organization that is delivering the learning content to our learners (Learning Provider) and is therefore closing the loop of learning.

This network ensures that we are looking through the full value chain and are able to offer harmonized, standardized and state of the art learning programs to our workforce of Aptar.

SUSTAINABLE DEVELOPMENT GOALS

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 404: Training and Education

404-3

a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

We use a digital software solution for managing objectives, performance appraisals and formal succession planning. This software, SAP SuccessFactors, allows the 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.

SUSTAINABLE DEVELOPMENT GOALS

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 405: Diversity and Equal Opportunity

Management The reporting organization shall report its management approach for diversity and equal opportunity using Disclosure 3-3 in GRI 3: Material Topics 2021.

Diversity Equity and Inclusion (DEI) is one of Aptar's five strategic priorities under the umbrella of Talent & Leadership. We continue to strive for better support, better mentoring and networking opportunities, development planning and leader accountability. Our President and CEO works with our Chief Human Resources Officer as Aptar's co-champions of Diversity, Equity and Inclusion, along with our Senior Director of Global Diversity, Equity & Inclusion. 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 2018, 50% of our directors are women and 20% identify as persons of color at the year-end 2023.

Our public target, 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 DEI objectives for their respective business segment, which are then cascaded to teams throughout Aptar. At year-end 2023, 25.4% of leaders occupying positions of Vice President or above were women. We continue our work with the Gender and Diversity Key Performance Indicator (KPI) Alliance.

In addition, 2023 was a year of continuous 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, supporting our Black/African-America and African descent employees 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 and hosted our annual DEI Week in October, led by joint collaboration of our Employee Resource Groups. Notably, our first male was added to the Global ALIGN Leadership Team in 2023. We celebrate Black History Month in February and Pride month in June.

Aptar continues to conduct Unconscious Bias to Inclusive Leader training sessions and recently launched a self-enrollment DEI training on our Horizon learning platform. More information on our 2023 progress on DEI can be found on pages 18-22. Aptar's DEI topic is included in the annual employee performance appraisal to prompt employees and their managers to discuss and exchange their thoughts about DEI. As of 2023, all leaders and professional employees are required to have at least one DEI objective. We look forward to reporting on our future progress.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 405: Diversity and Equal Opportunity

405-1 The reporting organization shall report the following information:

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

b. Employee breakdown per employee category by gender can be found in **Table 405-1**. As it is ever-changing, the data presented in the table is a snapshot as of year-end 2023. The definitions of employee categories are provided in the Appendix. In addition, **Table 405-1** details the total number, age range and gender of our new employee hires and the rate of employee turnover by the same categories. However, age data for our global employee workforce is not currently aggregated. Aptar is committed to reporting transparently on Equal Employee Opportunity (EEO), per regulations established in the United States for our American population. **Table 405-b** shows a snapshot, at December 31st, for years 2021, 2022, and 2023 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. Aptar's 2023 U.S. Equal Employment Opportunity Report will be submitted in late 2024, as required by law.

SUSTAINABLE DEVELOPMENT GOALS

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

TABLE 405-1a: GOVERNANCE BODY DIVERSITY

a. Governance bodies** — 2023
GRI REQUEST	APTAR CATEGORIES	Gender Total	Male #	Male %	Female #	Female %	POC Total	POC Male #	POC Male %	POC Female #	POC Female %	Age <30 #	<30 %	30-50 #	30-50 %	>50 #	>50 %
Board of Directors	Board of Directors	10	5	50	5	50	2	20	0	0	2	20	–	–	–	–	10	100
Executive Leadership Team	Executive Committee	8	5	63	3	37	3	37	1	12	2	25	–	–	2	25	6	75

a. Governance bodies** — 2022
GRI REQUEST	APTAR CATEGORIES	Gender Total	Male #	Male %	Female #	Female %	POC Total	POC Male #	POC Male %	POC Female #	POC Female %	Age <30 #	<30 %	30-50 #	30-50 %	>50 #	>50 %
Board of Directors	Board of Directors	10	6	60	4	40	2	20	0	0	2	20	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

a. Governance bodies** — 2021
GRI REQUEST	APTAR CATEGORIES	Gender Total	Male #	Male %	Female #	Female %	POC Total	POC Male #	POC Male %	POC Female #	POC Female %	Age <30 #	<30 %	30-50 #	30-50 %	>50 #	>50 %
Board of Directors	Board of Directors	10	6	60	4	40	3	30	1	10	2	20	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

b. Employees — 2023
GRI REQUEST	APTAR CATEGORIES	Total	Male #	Male %	Female #	Female %	<30 #	<30 %	30-50 #	30-50 %	>50 #	>50 %
Vice President and above***	Vice President and above***	114	85	74.6	29	25.4	–	0.0%	47	41.2%	67	58.8%
Management & Professionals	Management & Professionals	3,308	2,045	61.8	1,263	38.2	341	10.3%	2,043	61.8%	924	27.9%
Non M&P - Unlimited Term Contract	Non M&P - Unlimited Term Contract	9,251	5,873	63.5	3,378	36.5	1,251	13.5%	5,360	57.9%	2,640	28.5%
Non M&P - Fixed Term Contract	Non M&P - Fixed Term Contract	1,069	641	60.0	428	40.0	651	60.9%	366	34.2%	52	4.9%
Temporary	Temporary	2,151	NO DATA				NO DATA					

b. Employees — 2022
GRI REQUEST	APTAR CATEGORIES	Total	Male #	Male %	Female #	Female %	<30 #	<30 %	30-50 #	30-50 %	>50 #	>50 %
Vice President and above***	Vice President and above***	119	90	75.6	29	24.4	0	0	56	47	63	53
Management & Professionals	Management & Professionals	3,345	2,116	63	1,229	37	356	11	2,052	61	937	28
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
Non M&P - Fixed Term Contract	Non M&P - Fixed Term Contract	1,025	632	62	393	38	621	61	354	35	50	5
Temporary	Temporary	2,677	NO DATA				NO DATA					

b. Employees — 2021
GRI REQUEST	APTAR CATEGORIES	Total	Male #	Male %	Female #	Female %	<30 #	<30 %	30-50 #	30-50 %	>50 #	>50 %
Vice President and above***	Vice President and above***	119	95	80	24	20	0	0	52	44	67	56
Management & Professionals	Management & Professionals	3,112	1,989	64	1,123	36	287	9	1,912	61	913	29
Non M&P - Unlimited Term Contract	Non M&P - Unlimited Term Contract	8,941	5,731	64	3,210	36	1,305	15	5,140	57	2,496	28
Non M&P - Fixed Term Contract	Non M&P - Fixed Term Contract	820	487	59	333	41	444	54	300	37	76	9
Temporary	Temporary	2,604	1,531	59	1,073	41	NO DATA					

**Persons of color combines all ethnicities except white and non-disclosed, **CEO Stephan Tanda is counted within both the Board of Directors and the Executive Committee, ***VP and above does not include ExCom or BoD, Note: System updated after 2019, therefore only two years of data is presented here.

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

2023
U.S. ETHNICITY (COUNT)	U.S. Total Employees (#)	Percentage of U.S. Total (%)	Percentage of U.S. Total That are Female (%)	Sr. Mgmt Total	Sr. Mgmt Male	Sr. Mgmt Female	Workforce Total	Workforce Male	Workforce Female
American Indian/Alaska Native	10	0.4%	0.2%	1	–	1	9	6	3
Asian	111	4.6%	1.7%	5	3	2	106	66	40
Black or African American	403	16.6%	7.4%	1	–	1	402	222	180
Hispanic or Latino	283	11.6%	5.5%	2	1	1	281	148	133
Native Hawaiian Or Pacific Islander	0	0.0%	0.0%	0	0	0	–	–	
White	1,481	60.8%	22.0%	41	27	14	1,440	919	521
Two or More Races	17	0.7%	0.1%	0	–	–	17	14	3
Other	130	5.3%	2.2%	0	–	–	130	77	53
U.S. Total	2,435	–	39%	50	31	19	2,385	1,452	933

2022
U.S. ETHNICITY (COUNT)	U.S. Total Employees (#)	Percentage of U.S. Total (%)	Percentage of U.S. Total That are Female (%)	Sr. Mgmt Total	Sr. Mgmt Male	Sr. Mgmt Female	Workforce Total	Workforce Male	Workforce Female
American Indian/Alaska Native	9	0	0.2	1		1	8	5	3
Asian	107	4	1.7	5	3	2	102	60	42
Black or African American	400	16	7.1	1		1	399	219	180
Hispanic or Latino	321	13	5.8	0	0	0	321	174	147
Native Hawaiian Or Pacific Islander	1	0	0.0	0	0	0	1	1	
White	1,505	59	21.3	37	27	10	1,468	935	533
Two or More Races	13	1	0.0	0	0	0	13	12	1
Other	189	7	2.9	8	6	2	181	110	71
U.S. Total	2,545	–	39.0	52	36	16	2,493	1,516	977

2021*
U.S. ETHNICITY (COUNT)	U.S. Total Employees (#)	Percentage of U.S. Total (%)	Percentage of U.S. Total That are Female (%)	Sr. Mgmt Total	Sr. Mgmt Male	Sr. Mgmt Female	Workforce Total	Workforce Male	Workforce Female
American Indian/Alaska Native	6	0.2	0.2	1	0	1	5	2	3
Asian	107	4.2	1.5	3	2	1	104	66	38
Black or African American	393	15.6	7.5	1	0	1	392	204	188
Hispanic or Latino	253	10.0	4.8	1	1	0	252	131	121
Native Hawaiian Or Pacific Islander	0	0.0	0.0	0	0	0	0	0	0
White	1,627	64.6	22.9	38	29	9	1,589	1,021	568
Two or More Races	11	0.4	0.1	0	0	0	11	9	2
Other	123	4.9	2.3	9	8	1	114	58	56
U.S. Total	2,520	–	39.2	53	40	13	2,467	1,491	976

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

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 406: Non-Discrimination		
Management	The reporting organization shall report its management approach for non-discrimination using Disclosure 3-3 in GRI 3: Material Topics 2021.	As detailed in our Code of Business Conduct & Ethics, each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors and employees. Since 2016, Aptar has launched a phone- and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report (anonymously or identified) issues to the Compliance Officer.

406-1	a. Total number of incidents of discrimination during the reporting period.
	b. Status of the incidents and actions taken with reference to the following:
	  i. Incident reviewed by the organization;
	  ii. Remediation plans being implemented;
	  iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
	  iv. Incident no longer subject to action.
		a. Aptar did not receive any substantiated complaints concerning discrimination
		b.
		  i. Not applicable
		  ii. Not applicable
		  iii. Not applicable
		  iv. Not applicable
		
		SUSTAINABLE DEVELOPMENT GOALS
		5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 407: Freedom of Association and Collective Bargaining		
Management	The reporting organization shall report its management approach for freedom of association and collective bargaining using Disclosure 3-3 in GRI 3: Material Topics 2021.	Freedom of association and collective bargaining at Aptar are recognized as lawful employee rights. We comply with employment and applicable laws of every country in which we operate.

407-1	a. Total number of incidents of discrimination during the reporting period.
	b. Status of the incidents and actions taken with reference to the following:
	  i. Incident reviewed by the organization;
	  ii. Remediation plans being implemented;
	  iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
	  iv. Incident no longer subject to action.
		a. Aptar did not receive any substantiated complaints concerning discrimination.
		b.
		  i. Not applicable
		  ii. Not applicable
		  iii. Not applicable
		  iv. Not applicable

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 408: Child Labor		
Management	The reporting organization shall report its management approach for child labor using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar complies with the International Labor Organization standards (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. SUSTAINABLE DEVELOPMENT GOALS 8 DECENT WORK AND ECONOMIC GROWTH

408-1	a. Operations and suppliers considered to have significant risk for incidents of:
	  i. child labor;
	  ii. young workers exposed to hazardous work.
	b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:
	  i. type of operation (such as manufacturing plant) and supplier;
	  ii. countries or geographic areas with operations and suppliers considered at risk.
	c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.
		Due to the nature of our business and industry, the risk of incidents of child labor are low. Within our Modern Slavery Policy within the Aptar Code of Conduct it is detailed that "the Company is committed to a work environment that is free from Human Trafficking, Forced and Compulsory Labor and Child Labor".
		
		Within our Sustainable Purchasing Charter, it is detailed that Aptar expects our suppliers to "Not employ child labor or allow any form of exploitation of children, i.e.:
		• Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education;
		• Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees".
		
		Child labor is not tolerated by our company, and we similarly expect that our suppliers prohibit this conduct. Aptar takes these prohibitions seriously and may impose significant penalties for violations of these rules, which could result in discharge of employees, subcontractors, or agents. Employees having knowledge of such violations must report them immediately. Aptar is committed to cooperation with law enforcement or government authorities relating to violations of these rules.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 409: Forced or Compulsory Labor		
Management	The reporting organization shall report its management approach for forced or compulsory labor using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar is committed to respecting and promoting human rights everywhere in the world. We have signed the United Nations Global Compact in 2020, which is a step further towards responsible business practices and principles and strategic actions to advance broader societal goals derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. Aptar prohibits the use of forced labor, child labor, human trafficking and modern day slavery. We are committed to wider efforts to prohibit and eliminate such practices from our global supply chains by communicating our policy to all suppliers and taking all reasonable action to ensure compliance. Aptar sites are annually audited by Sedex organization leading world's ethical trade service, and by suppliers as detailed within our Sustainable Purchasing Charter. Aptar takes these prohibitions seriously and may impose significant penalties for violations of these rules, which could result in discharge of employees, subcontractors, or agents. Employees having knowledge of such violations must report them immediately. Aptar is committed to cooperation with law enforcement or government authorities relating to violations of these rules.

409-1	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:
	   i. type of operation (such as manufacturing plant) and supplier;
	   ii. countries or geographic areas with operations and suppliers considered at risk.
	b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.
		Due to the nature of our business and industry, the risk of incidents of forced or compulsory labor are low. Within our Modern Slavery Policy under the Aptar's Code of Conduct, it is detailed that "the Company is committed to a work environment that is free from Human Trafficking, Forced and Compulsory Labor and Child Labor".
		
		Within our Sustainable Purchasing Charter, it is detailed that Aptar expects our suppliers to "Not employ child labor or allow any form of exploitation of children, i.e.:
		
		• Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education;
		• Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees." In 2021, Aptar also released a new Human Rights Policy to further address these areas.
		
		SUSTAINABLE DEVELOPMENT GOALS **8 DECENT WORK AND ECONOMIC GROWTH**

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 410: Security Practices		
Management	The reporting organization shall report how it manages security practices using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar is committed to respecting and promoting human rights everywhere in the world. We have signed the United Nations Global Compact in 2020, which is a step further towards responsible business practices and principles and strategic actions to advance broader societal goals derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.
410-1	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security. b. Whether training requirements also apply to third-party organizations providing security personnel.	Aptar has a global compliance-training program that requires selected employees to attend compliance training on a biennial schedule. This training covers various corporate policies.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 411: Rights of Indigenous Peoples		
Management	The reporting organization shall report how it manages rights of indigenous peoples using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar is committed to respecting and promoting human rights everywhere in the world. We have signed the United Nations Global Compact in 2020, which is a step further towards responsible business practices and principles and strategic actions to advance broader societal goals derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.

411-1	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.
	b. Status of the incidents and actions taken with reference to the following:
	   i. Incident reviewed by the organization;
	   ii. Remediation plans being implemented;
	   iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
	   iv. Incident no longer subject to action.
		There were no incidents or violations involving the rights of indigenous people during 2023.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 413: Local Communities

Management	The reporting organization shall report its management approach for local communities using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar recognizes the importance of social responsibility within our local communities and beyond. Aptar has developed a three-tiered approach to community involvement:

- AptarGroup Inc. Charitable Foundation
- Global Charitable Giving
- Employee Volunteerism

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 our Aptar locations.

Through the Corporate Grant Program and the Employee Matching Gift Program, the Foundation supports eligible 501(c)(3) organizations in the fields of Health and Human Services, Higher Education and Culture and the Arts. On a bi-annual basis, the Foundation Board carefully reviews and selects eligible organizations for grant funding, concentrating on Health and Human Service agencies located where our employees live and work.

The Matching Gift Program supports eligible organizations who receive donations by our employees with a two for one match. The donations through the Foundation are restricted to U.S. organizations, based on the U.S. IRS tax-exempt status of the Foundation.

The AptarGroup Charitable Foundation also sponsors the Ervin J. LeCoque Leadership Scholarship 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.

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 continue to support CARE's mission, including education programming, women's economic empowerment efforts, and humanitarian efforts across the globe.

In 2020, Aptar released a Community Engagement and Global Giving Policy to set a global standard for community engagement. Aptar Charitable Foundation giving info can be found within **Table 413**.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE

GRI 413: Local Communities

413-1	The reporting organization shall report the following information:
	
	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:
	  i. social impact assessments, including gender impact assessments, based on participatory processes;
	  ii. environmental impact assessments and ongoing monitoring;
	  iii. public disclosure of results of environmental and social impact assessments;
	  iv. local community development programs based on local communities' needs;
	  v. stakeholder engagement plans based on stakeholder mapping;
	  vi. broad based local community consultation committees and processes that include vulnerable groups;
	  vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;
	  viii. formal local community grievance processes.
		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.
		
		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 39-40.

413-2	a. Operations with significant actual and potential negative impacts on local communities, including:
	  i. the location of the operations;
	  ii. the significant actual and potential negative impacts of operations.
		Aptar does not consider any of our operations to have significant actual or potential negative impacts on local communities.

TABLE 413: APTAR CHARITABLE FOUNDATION GIVING

	TOTAL CORPORATE GIVING
2023	$442,067
2022	$504,632
2021	$536,411
TOTAL	$1,483,110

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 414: Supplier Social Assessment		
Management	The reporting organization shall report how it manages supplier social assessment using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we entered a partnership with EcoVadis end of 2020 to advance our supplier screening capabilities.

We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa). In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba provides alerts on more than 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.

In 2023, Aptar's Purchasing Committee worked to build supplier sustainability roadmaps for four key categories (energy, resin, metal and transportation). Finally, as part of the Business Review process set-up at Purchasing level, a yearly meeting with strategic suppliers, the sustainability criteria are mandatory to be reviewed, including the supplier's EcoVadis score and its improvement areas.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria.	In 2020 Aptar entered a partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process. Based on EcoVadis data, we are assessing the supplier portfolio performance on key EHS domains: conflict minerals, energy consumption & GHGs, diversity & inclusion activity, employee safety & working conditions, corruption & human rights, sustainable procurement. As 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.

As of December 2023, 458 of our suppliers had been scored by the EcoVadis platform. 87% of our partners who shared their scorecard 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. In addition, just under 25% of spend with suppliers rated by EcoVadis is with vendors "engaged" or "advanced" on DEI.

In 2023, we continued to develop our Supplier Diversity program consistent with Aptar DEI strategy. More information on this program can be found on page 34.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 414: Supplier Social Assessment		
414-2	Negative social impacts in the supply chain and actions taken.	Aptar periodically audits suppliers on environmental, energy, sustainability, and safety topics through a combination of on-site, remote and self audits. 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.

SUSTAINABLE DEVELOPMENT GOALS

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 415: Public Policy		
Management	The reporting organization shall report how it manages public policy using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar does not associate with any political groups, nor does the company make any political contributions, either directly or indirectly.
415-1	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated.	Not applicable

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 416: Customer Health and Safety		
Management	The reporting organization shall report how it manages customer health and safety using Disclosure 3-3 in GRI 3: Material Topics 2021.	Due to the highly regulated nature of our industry, Aptar products are subject to strict compliance checks (compositional screening, risk assessment, regulatory conformity controls, etc.). The goal is to protect workers, consumers and the environment. Aptar aims to use 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 2021, Aptar has worked on the phase out of PFAS (Per and polyfluoroalkyl substances). See page 45-46 for detailed information on this topic. The company is involved at various levels in strategically relevant forums related to this topic. Aptar is aligned with industry, consumer, NGO and legislative awareness of chemicals of concern. Customers increasingly have standards for the use of certain chemicals to be followed by their suppliers. Aptar works closely with all stakeholders to maintain high standards and set shared priorities.
416-1	Assessment of the health and safety impacts of product and service categories.	Over the past few years, Aptar has taken a range of significant actions to eliminate chemicals of concern within its product lines. Aptar products are assessed for health and safety impacts and improvement. Defined KPIs are currently in place to monitor these actions. Our products go through rigorous regulatory, safety and quality gateways throughout development, manufacturing and post-market. This ensures that they consistently meet our high safety and quality standards.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	Aptar experienced no significant incidents of non-compliance concerning the health and safety impacts of products during the reporting year. All these events are monitored on the basis of ensuring full compliance. The intensive cooperation between our Regulatory organization along with the Purchasing and Sales organizations ensure 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. All customer complaints are carefully reviewed. If necessary, corrective measures are taken and their execution is carefully monitored. As a result of these efforts, Aptar is not aware of any cases in 2023 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 nonmonetary penalties for non-compliance with laws and regulations.

SUSTAINABLE DEVELOPMENT GOALS

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 417: Marketing and Labeling		
Management	The reporting organization shall report how it manages marketing and labeling using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar does not provide product and service information and labeling. Our customers provide labeling on their total packaging solutions. In 2020, Aptar developed a greenwashing avoidance training module for sales and marketing professionals, and this topic was addressed during a recent summit with the Commercial Excellence people. We have an EHS and Sustainability Communications Policy to guide sales and marketing professionals through sustainability related claims.
417-1	a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	Not applicable SUSTAINABLE DEVELOPMENT GOALS 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
417-2	Incidents of non-compliance concerning product and service information and labeling.	Aptar experienced no significant incidents of non-compliance concerning product and service information and labeling during the reporting year.
417-3	Incidents of non-compliance concerning marketing communications.	Aptar experienced no significant incidents of non-compliance concerning marketing communications during the reporting year. We control greenwashing through adherence to an internal EHS & Sustainability Communications Policy. In 2020, we developed a greenwashing avoidance training module for sales and marketing professionals to help advance Aptar's sustainability communications. SUSTAINABLE DEVELOPMENT GOALS 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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). Since 2022, Aptar has entered into partnership with CyberVadis, a third-party supplier assessment organization for cybersecurity, to monitor, manage and report our cybersecurity for our customers.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no material incidents concerning privacy breaches or a loss of customer data during the reporting year. SUSTAINABLE DEVELOPMENT GOALS 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Appendix

EMPLOYEE CATEGORY DEFINITIONS

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

APTAR'S USE OF THE TERM CONVENTIONAL VERSUS VIRGIN:

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

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