

# GRI Index

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 1: Foundation		
1-1	Foundation 2021	<p>Aptar has reported in accordance with the GRI Standards for the period January 1 through December 31, 2024.</p> <p>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.</p> <p>The following GRI disclosure shows Aptar’s general disclosures, material topics, and specific standard disclosures. The materiality required of the verification was considered by SGS do Brasil Ltda 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.</p>

TOPIC	REPORTING REQUIREMENT	APTAR 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.	<p>a. AptarGroup, Inc.</p> <p>b. <a href="#">AptarGroup 2024 Annual Report</a> (PDF: page 8)</p> <p>c. Crystal Lake, Illinois, USA</p> <p>d. <a href="#">AptarGroup 2024 Annual Report</a> (PDF: page 27)</p>
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.	<p>a. A geographic breakdown of these locations can be found within the <a href="#">AptarGroup 2024 Annual Report</a> (PDF: page 27)</p>

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
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.	<p>a. This report covers activities from January 1, 2024 to December 31, 2024 unless otherwise noted.</p> <p>b. Reporting Period for financial reporting is the same as above</p> <p>c. Report Published: May 29, 2025</p> <p>d. Beth Holland, Chief Sustainability Officer <a href="mailto:Beth.Holland@aptar.com">Beth.Holland@aptar.com</a></p> <p>Michele Del Grosso, Director, Global Sustainability <a href="mailto:Michele.Delgrosso@aptar.com">Michele.Delgrosso@aptar.com</a></p> <p>Taylor Price, Senior Manager, Global Sustainability <a href="mailto:Taylor.Price@aptar.com">Taylor.Price@aptar.com</a></p> <p>Wen Zhang, Manager, Global Sustainability <a href="mailto:Wen.Zhang@aptar.com">Wen.Zhang@aptar.com</a></p>
2-4	a. report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements.	<p>Our disclosures are verified in multiple ways including internal and external audits. There is no restatement for Aptar's 2024 Corporate Sustainability Report.</p>
2-5	a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; b. if the organization’s sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provider.	<p>a. In addition to the energy, emissions, waste and water data that was externally verified, report information was reviewed by the Corporate Governance Committee of the Board of Directors, Aptar’s Chief Sustainability Officer, Aptar’s Operational Excellence, EHS Leaders, Aptar’s Senior Vice President of Investor Relations and other functional leaders throughout the organization.</p> <p>b. We obtained reasonable external assurance from SGS do Brazil 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 2024 verification includes our metrics on renewable energy, waste and water:</p> <p>• <a href="#">2024 Verification Statement for ISO 14064-1 Compliant Greenhouse Gas Emissions (Categories 1-6)</a></p> <p>As a compliment to the external assurance process, Aptar’s Internal Audit Team conducted a review of the metrics collection processes and systems that feed our public sustainability targets on Product Sustainability, landfill avoidance and safety rates.</p>
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.	<p>a. <a href="#">AptarGroup 2024 Annual Report</a> (PDF: pages 11-14)</p> <p>b. <a href="#">AptarGroup 2024 Annual Report</a> (PDF: pages 11-14). Aptar sources raw materials, components, equipment, services and non-production items (e.g., energy and transportation) from suppliers around the world. The sourcing strategy is primarily regional thus limiting intercontinental 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.</p> <p>c. View Aptar global locations <a href="#">here</a>.</p> <p>d. Not applicable</p>



TABLE 2-7: TOTAL NUMBER OF EMPLOYEES							
2024 HEADCOUNT					2024	2023	2022
HUMAN RESOURCES REGION	EMPLOYEE CATEGORY	MALE	FEMALE	TOTAL	TOTAL	TOTAL	TOTAL
EMEA	Unlimited term Contract	5,029	2,767	7,796	8,526	8,564	8,153
	Fixed Term Contract	420	310	730			
	Temporary (Agency)	743	455	1,199			
North America	Unlimited term Contract	1,450	931	2,381	2,396	2,435	2,545
	Fixed Term Contract	7	8	15			
	Temporary (Agency)	186	120	306			
LATAM	Unlimited term Contract	782	559	1,341	1,385	1,472	1,388
	Fixed Term Contract	17	27	44			
	Temporary (Agency)	24	25	50			
Asia	Unlimited term Contract	536	345	881	1,210	1,271	1,409
	Fixed Term Contract	182	147	329			
	Temporary (Agency)	368	252	620			
Aptar Total	Unlimited term Contract	7,797	4,602	12,399	13,517	13,742	13,495
	Fixed Term Contract	626	492	1,118			
	Temporary (Agency)	1,321	853	2,174			
Aptar Total	Full Time	8,199	4,668				
	Part Time	224	426				

TOPIC	REPORTING REQUIREMENT	APTAR 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.	<p>The total workforce consists of around 13,500 employees. This headcount figure accounts for internal employees only, including employees on long-term leave. Retired individuals, external employees, interns, and temporary workers continue to be excluded, aligned with the approach followed in previous years. We see a decrease in our headcount numbers versus last year due to our efforts to optimize resources.</p> <p>Please see <b>Table 2-7</b>, of employees by region, gender and employee type for 2024, 2023 and 2022. Historic data can be found within our previous sustainability reports. As it is ever-changing, the data presented in the table is a snapshot of the situation as of the end of December for the respective year for our fixed and unlimited term contract employees.</p>

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
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.
2-9	a. describe its governance structure, including committees of the highest governance body; b. list the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization’s impacts on the economy, environment, and people; c. describe the composition of the highest governance body and its committees by: i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation.	a. See <a href="#">AptarGroup Governance Documents</a> and <a href="#">2025 Proxy Filing</a> (PDF Pages: 20-30) b. See <a href="#">Aptar’s 2025 Proxy Filing</a> (PDF Pages: 20-30). More information, specifically related Board oversight of these topics can be found within the Governance Committee Charter. c. See <a href="#">Aptar’s 2025 Proxy Filing</a> (PDF Page: 10 and Pages 22-27)
2-10	a. describe the nomination and selection processes for the highest governance body and its committees;  b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:  i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization.	See <a href="#">Aptar’s 2025 Proxy Filing</a> (PDF Pages: 13-30). Please also See <a href="#">Aptar’s Corporate Governance Principles</a> .
2-11	a. report whether the chair of the highest governance body is also a senior executive in the organization;  b. if the chair is also a senior executive, explain their function within the organization’s management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	See <a href="#">Aptar’s 2025 Proxy Filing</a> (PDF Page 4-5 and Page 20-30)

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
2-12	<p>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;</p> <p>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:</p> <p>i. whether and how the highest governance body engages with stakeholders to support these processes;</p> <p>ii. how the highest governance body considers the outcomes of these processes;</p> <p>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.</p>	<p>See <a href="#">Aptar’s 2025 Proxy Filing</a> (PDF Pages: 20-30) and GRI 2-13 for more information</p>
2-13	<p>a. describe how the highest governance body delegates responsibility for managing the organization’s impacts on the economy, environment, and people, including:</p> <p>i. whether it has appointed any senior executives with responsibility for the management of impacts;</p> <p>ii. whether it has delegated responsibility for the management of impacts to other employees;</p> <p>b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization’s impacts on the economy, environment, and people.</p>	<p>The following excerpts from the Board of Directors <a href="#">Governance Committee Charter</a> describe roles and responsibilities as related to economic, environmental and people-related impacts:</p> <p>“12. Review the Company’s efforts with regard to environmental, social and governance matters, including with respect to the Company’s annual sustainability report.</p> <p>13. Review the Company’s sustainability and climate-related strategic goals and objectives, including periodically reviewing the Company’s performance against these goals and objectives, as well as other relevant and appropriate sustainability and corporate responsibility scorecards and rankings.”</p> <p>Aside from the Board of Directors, Aptar’s President and Chief Executive Officer (CEO) holds ultimate responsibility for the management of these economic, environmental and people-related impacts and incorporates sustainability initiatives within business standards, rules and guidelines. Economic topics are governed by the Chief Financial Officer, who sits on the Executive Committee and reports directly to the CEO. People topics are governed by the Chief Human Resources Officer, who sits on the Executive Committee and reports directly to the CEO. Environmental topics are managed within our products/services and our operations by the Innovation Excellence and Operational Excellence Teams. Supply chain due diligence topics are managed by our Global Purchasing Team. The Chief Sustainability Officer (CSO) coordinates Aptar’s global sustainability strategy, performance and disclosures. Leader of the Global Sustainability Team, the CSO provides sustainability-related updates to the Board, Governance Committee (at least bi-annually) and Executive Committee (at least bi-monthly), on topics that could materially impact Aptar’s business proceedings. As members of the Executive Committee, the Segment Presidents and the President Aptar Asia are responsible to leverage the Global Leadership Team to scale sustainability actions into the regions, business units and operations.</p>

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
2-14	<p>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;</p> <p>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.</p>	<p>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 and material topics are reviewed by the Governance Committee and Executive Committee. Additionally, to support regulatory compliance, Aptar has employed a disclosure management system that supports collaborative workflows and ensures transparency and traceability. This enables multiple stakeholders to collect, review, and report data and ensures that all data remains consistent and up to date. Further, this system provides data lineage capabilities, that enable control of data across various disclosures.</p> <p>See GRI 2-13 for more information.</p>
2-15	<p>a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;</p> <p>b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <p>i. cross-board membership;</p> <p>ii. cross-shareholding with suppliers and other stakeholders;</p> <p>iii. existence of controlling shareholders;</p> <p>iv. related parties, their relationships, transactions, and outstanding balances.</p>	<p>Business decisions must be made in the best interest of Aptar, not motivated by personal interest or gain. Therefore, as a matter of policy, all employees, officers and directors must avoid any actual or perceived conflict of interest. Additional information and recommendation on this topic are found within our internal Code of Conduct and regular training is provided on this topic.</p> <p>An independent third-party SAAS whistleblower hotline is in place to enable anonymous reporting of potential conflicts. Furthermore, during the annual attestation process for the Code of Conduct review, employees are prompted to confirm whether or not they are aware of potential conflicts. Potential conflicts of interests can also be reported to the Compliance Officer and relevant processes are then put in place to mitigate the risks.</p> <p>Also see <a href="#">Aptar’s Director Independence Standards</a></p>
2-16	<p>a. describe whether and how critical concerns are communicated to the highest governance body;</p> <p>b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.</p>	<p>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.</p>
2-17	<p>a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.</p>	<p>As described in GRI 2-13, the Global Sustainability Team provides regular updates to the Executive Committee, Governance Committee and Board of Directors. Measures to advance the collective knowledge, skills and experience is provided in form of presentation, group discussion and informal knowledge assessment.</p>
2-18	<p>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;</p> <p>b. report whether the evaluations are independent or not, and the frequency of the evaluations;</p> <p>c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.</p>	<p>See <a href="#">Aptar’s Corporate Governance Principles</a></p>

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
2-19	<p>a. describe the remuneration policies for members of the highest governance body and senior executives, including:</p> <p>i. fixed pay and variable pay;</p> <p>ii. sign-on bonuses or recruitment incentive payments;</p> <p>iii. termination payments;</p> <p>iv. clawbacks;</p> <p>v. retirement benefits;</p> <p>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.</p>	See <a href="#">Aptar's 2025 Proxy Filing</a> (PDF Pages 29-30)
2-20	<p>a. describe the process for designing its remuneration policies and for determining remuneration, including:</p> <p>i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;</p> <p>ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;</p> <p>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;</p> <p>b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.</p>	See <a href="#">Aptar's 2025 Proxy Filing</a> (PDF Pages 29-30)
2-21	<p>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);</p> <p>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);</p> <p>c. report contextual information necessary to understand the data and how the data has been compiled.</p>	See <a href="#">Aptar's 2025 Proxy Filing</a> (PDF Pages 72-77)
2-22	<p>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."</p>	See CEO Letter on page 7-8.

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
2-23	<p>a. describe its policy commitments for responsible business conduct, including:</p> <p>i. the authoritative intergovernmental instruments that the commitments reference;</p> <p>ii. whether the commitments stipulate conducting due diligence;</p> <p>iii. whether the commitments stipulate applying the precautionary principle;</p> <p>iv. whether the commitments stipulate respecting human rights;</p> <p>b. describe its specific policy commitment to respect human rights, including:</p> <p>i. the internationally recognized human rights that the commitment covers;</p> <p>ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment;</p> <p>c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;</p> <p>d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;</p> <p>e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships;</p> <p>f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.</p>	<p>a. The Code of Conduct summarizes the long-standing principles that Aptar and its subsidiaries follow to ensure integrity and compliance with the law.</p> <p>b. The Code of Conduct also references supplemental information and policies on ESG topics like antitrust, anti-bribery and corruption, modern slavery, conflict minerals, data protection and other relevant corporate policies. As detailed in our Code of Business Conduct &amp; Ethics, each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors and employees. Since 2016, Aptar has offered a phone and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified).</p> <p>c-f. See more about <a href="#">our policies</a>: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy.</p>
2-24	<p>a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <p>i. how it allocates responsibility to implement the commitments across different levels within the organization;</p> <p>ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures;</p> <p>iii. how it implements its commitments with and through its business relationships;</p> <p>iv. training that the organization provides on implementing the commitments.</p>	<p>Every product manufactured by Aptar must comply with applicable regulations in the regions where it is produced. To ensure compliance, full transparency and better protect consumers and the environment, Aptar has set up dedicated regulatory and quality policies and control departments tasked with:</p> <ul style="list-style-type: none"><li>• Carrying out continuous regulatory monitoring and selecting key relevant requirements</li><li>• Anticipating upcoming laws and regulations</li><li>• Providing customers with relevant material data</li><li>• Proactively collaborating with the supply chain to phase out potentially hazardous substances</li><li>• Meeting customer-specific needs regarding substances of interest</li></ul> <p>To achieve these aims, Aptar establishes strong relationships with supply chain partners and professional associations, defines specific regulatory specifications for each type of material, collects and analyzes supplier declarations information, additionally Aptar collaborates to create on-demand Regulatory Information Declarations.</p> <p>For more details, see our Strategy on Page 5, and additional information within <a href="#">our policies</a>: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy.</p>

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
2-25	<p>a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;</p> <p>b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;</p> <p>c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;</p> <p>d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;</p> <p>e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.</p>	<p>a. As detailed in our Code of Business Conduct &amp; Ethics, each employee, officer and director must endeavor to deal fairly and in good faith with Aptar’s customers, suppliers, competitors and employees. Since 2016, Aptar has offered a phone- and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified). See more about <u>our policies</u>: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy.</p> <p>b. Since 2016, Aptar has offered a phone- and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified).</p> <p>c. The Compliance Officer and/or the Audit Committee investigates all reports of violations. Employees are not involved into the investigation of their own reported grievances, and are encouraged to leave such investigation to the appropriate persons, as identified by the Compliance Officer and/or the Audit Committee. Persons investigating are of a limited number and bound by an enhanced obligation of confidentiality. In addition, access to the data processing and to the reports is limited and protected in accordance with the applicable law and regulation.</p> <p>d. Further, to protect the reporting individual and potential witnesses, the written investigation report is not provided to the reporting individual, person(s) of concern, witnesses or other interviewed employees. Only verbal conclusions are provided to the reporting individual and the person(s) of concern. If the result of an investigation indicates that corrective action is required, Aptar or the Audit Committee will decide the course of action, including, when appropriate, legal proceedings and disciplinary procedure, which may lead to sanctions in accordance with applicable law and regulation, up to and including termination, to rectify the problem and avoid the likelihood of its recurrence.</p> <p>e. As an opportunity for improvement to the system and process is identified, Aptar implements the necessary change. This is an ongoing evaluation and not a formal assessment of the system.</p>
2-26	<p>a. describe the mechanisms for individuals to:</p> <p>i. seek advice on implementing the organization’s policies and practices for responsible business conduct;</p> <p>ii. raise concerns about the organization’s business conduct.</p>	<p>Aptar has an internal Legal Affairs department with global representation. Employees are encouraged to seek advice about ethical and lawful behavior, and organization integrity, by contacting a member of the Legal department. Aptar has several alternatives for reporting concerns about unethical or unlawful behavior:</p> <ul style="list-style-type: none"><li>• First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously.</li><li>• Second, employees also have the ability to report through Aptar’s Compliance Officers.</li><li>• Third, employees can report through their managers or through their local human resources department.</li><li>• Fourth, employees can report directly to the Audit Committee Chairman. (Contact can be found within Aptar’s Code of Conduct).</li></ul>

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
2-27	<p>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:</p> <p>i. instances for which fines were incurred;</p> <p>ii. instances for which non-monetary sanctions were incurred;</p> <p>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:</p> <p>i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;</p> <p>ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;</p> <p>c. describe the significant instances of non compliance;</p> <p>d. describe how it has determined significant instances of noncompliance.</p>	<p>a. Aptar experienced no significant fines or non-monetary sanctions for noncompliance with environmental laws and/or regulations during the reporting year.</p> <p>b. Above and beyond legal requirements, employee representation is encouraged through varying location-specific initiatives.</p> <p>i. Not applicable</p>
2-28	<p>a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.</p>	<p>Aptar may join via financial support or advocate particular viewpoints on public policy via trade associations that add value to our company, stockholders and employees. Many of these organizations have diverse industry members and cover various relevant issues. These associations and memberships vary by country, region and business segment.</p> <p>As it relates to sustainability, details on partner organizations and memberships can be found in Aptar’s Circular Economy (page 37).</p>

TOPIC	REPORTING REQUIREMENT	APTAR 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.	<p>Aptar is committed to maintaining positive relationships with stakeholder groups across our entire value chain. We 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.</p> <p>Details about our formal stakeholder engagement and materiality analysis processes are disclosed 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 Directive (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:</p> <ul style="list-style-type: none"><li>• 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.</li><li>• Board of Directors: Important to provide experiential oversight that is relevant to our end markets and regions.</li></ul> <p>External:</p> <ul style="list-style-type: none"><li>• Customers: Customers play an important role as a stakeholder. Much of our engagement with customers is through collaboration and feedback.</li><li>• Investors: Aptar often engages with investors on ESG-related topics. In addition to responses to CDP, GRI and other public responses, the global sustainability team in collaboration with the Investor Relations and Communications team often responds directly to ESG-related questions.</li><li>• Peers: Other companies in the packaging sector also remain an important stakeholder for Aptar. Many of our peers are also customers or partners. Understanding their priorities and challenges helps Aptar understand our industry.</li><li>• Industry Associations, NGOs and Research Organizations: As a part of the materiality process, there was a heavy focus on information from NGOs, Industry Associations and Research Organizations. This input is important to Aptar as we work to move toward a more circular economy, reduce risks to our business and transform the industry.</li><li>• Regulatory Bodies: Complying with all laws and regulations is expected and is core to Aptar business principles. Relevant policy from global regulatory bodies is monitored and tracked.</li><li>• Communities: Aptar strives to support the communities in which we live and work. Community engagement is managed at the local and site level. Refer to GRI 3 for the list of stakeholders and selection process.</li></ul>

TOPIC	REPORTING REQUIREMENT	APTAR 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 <b>Table 2-30</b> below. We believe this information to be accurate +/-10%.

TABLE 2-30: PERCENTAGE OF TOTAL EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS			
HUMAN RESOURCES REGION	2024 (%)	2023 (%)	2022 (%)
Central Europe	65%	66%	67%
West Europe			
South Europe			
North America	0%	0%	0%
China	89%	84%	100%
Southeast Asia and India	0%	0%	0%
Latin America	81%	83%	84%
Aptar Total	55%	55%	57%



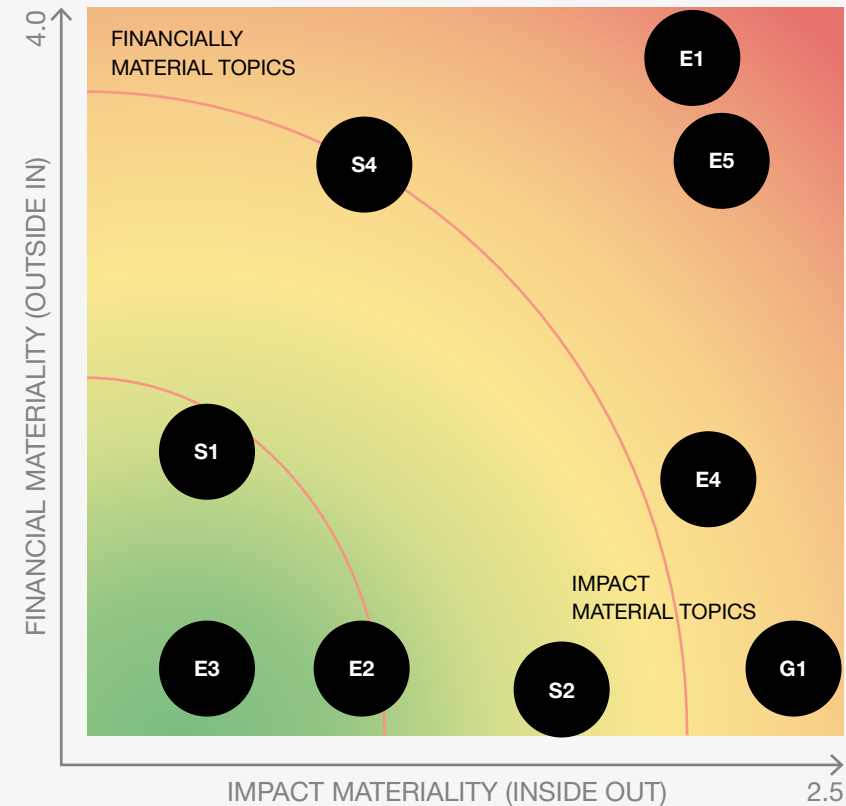
TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 3: Material Topics		
3-1	<p>a. describe the process it has followed to determine its material topics, including:</p> <p>i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;</p> <p>ii. how it has prioritized the impacts for reporting based on their significance;</p> <p>b. specify the stakeholders and experts whose views have informed the process of determining its material topics.</p>	<p>a. In preparation for the 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:</p> <ul style="list-style-type: none"><li>• Confirmation of Aptar's historical Task Force for Climate-related Financial Disclosures (TCFD), with an additional, deeper evaluation into our operations in EMEA.</li><li>• CSRD Module I: Baseline Assessment and confirmation of our historical materiality assessments.</li><li>• An analysis of topics affecting Aptar upcoming on the ESG Regulatory Horizon.</li><li>• CSRD Module II: Double Materiality Assessment.</li></ul> <p>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 <b>Table GRI 3</b>, on the following page.</p> <p>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.</p> <p>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) and recurring themes noted in ESG assessments conducted by investors.</p>
3-2	<p>a. list its material topics;</p> <p>b. report changes to the list of material topics compared to the previous reporting period.</p>	<p>a. The identified sustainability matters that are considered material for affected stakeholders or users of Aptar's sustainability statement are presented in <b>Table GRI 3</b> 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.</p> <p>b. There have been no changes to the list of material topics compared to the previous reporting period.</p>

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 3: Material Topics		
3-3	<p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a.-d. Aptar's Public Sustainability Commitments and materiality assessment can be found on pages 9 and 49. 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.</p> <p>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 <b>Table GRI 3</b>.</p> <p>f. We rely on our collaborative relationships to inform our sustainability strategy, to identify our strategic roadmaps for addressing material topics, and to set our public targets.</p>



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.

We anticipate a need to further refine our DMA process and methodology as regulatory requirements and implementation guidance documents emerge.

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 201: Economic Disclosures		
Management	The reporting organization shall report how it manages economic performance using Disclosure 3-3 in GRI 3: Material Topics 2021.	As a public company, we are required to report our results and file them with the U.S. Securities and Exchange Commission. We issue annual and quarterly financial statements that are filed publicly. Public financial statements are prepared on the accrual basis Generally Accepted Accounting Principles. We maintain processes and controls to collect, summarize and report financial transactions. Our processes and controls also support our tax filing requirements. We file annual tax returns for each legal entity or reporting group. The basis for reporting on our tax returns vary by jurisdiction.
201-1	<p>a. Direct economic value generated and distributed (EVG&amp;D) on an accruals basis, including the basic components for the organization’s global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <p>i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;</p> <p>iii. Economic value retained: ‘direct economic value generated’ less ‘economic value distributed’.</p> <p>b. Where significant, report EVG&amp;D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	<p>a. <a href="#">AptarGroup 2024 Annual Report</a> (PDF: pages 46-52)</p> <p>b. We collect and evaluate this information, but we do not publicly disclose.</p>
201-2	<p>a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:</p> <p>i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;</p> <p>ii. a description of the impact associated with the risk or opportunity;</p> <p>iii. the financial implications of the risk or opportunity before action is taken;</p> <p>iv. the methods used to manage the risk or opportunity;</p> <p>v. the costs of actions taken to manage the risk or opportunity.</p>	Aptar responds to the <a href="#">CDP Corporate Questionnaire</a> 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) and the Taskforce on Nature-related Financial Disclosure (TNFD). Aptar also publishes a <a href="#">stand-alone TCFD and TNFD report</a> .
201-3	<p>a. If the benefit plan obligations and other retirement plan’s liabilities are met by the organization’s general resources, the estimated value of those liabilities. 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.</p>	See the <a href="#">AptarGroup 2024 Annual Report</a> (PDF: pages 67-73). We maintain our funding within the legal threshold.

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 201: Economic Disclosures		
201-4	<p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</p> <p>i. tax relief and tax credits;</p> <p>ii. subsidies;</p> <p>iii. investment grants, research and development grants, and other relevant types of grant;</p> <p>iv. awards;</p> <p>v. royalty holidays;</p> <p>vi. financial assistance from Export Credit Agencies (ECAs);</p> <p>vii. financial incentives;</p> <p>viii. other financial benefits received or receivable from any government for any operation.</p> <p>b. The information in 201-4-a by country.</p> <p>c. Whether, and the extent to which, any government is present in the shareholding structure.</p>	<p>a. i. Tax credits estimated to be received for 2024 from various states and countries are listed in <b>Table 201-4</b>.</p> <p>ii. Not applicable</p> <p>iii. Investment and other incentive grants estimated to be received for 2024 is provided in <b>Table 201-4</b>.</p> <p>iv-viii. Not applicable</p> <p>b. U.S.A. and France. More information is provided in <b>Table 201-4</b>.</p> <p>c. Not Applicable</p>

TABLE 201-4: SUMMARY OF GLOBAL TAX CREDITS 2024									
		AMOUNT BY STATE							
TYPE	FEDERAL	CT	IL	NY	WI	TX	TOTAL US	FRANCE	GLOBAL TOTAL
Human Capital/ Payroll Tax Credits	—	—	—	—	—	—	—	\$298,000	\$298,000
Electronic Data Processing	—	—	—	—	—	—	—	—	—
Fixed Capital Investment Credit	—	—	—	—	—	—	—	—	—
Research & Development Tax Credit	\$1,500,000	\$55,000	—	—	\$20,000	\$37,000	\$1,612,000	\$16,700,000	\$18,312,000
Total Corporate Income Tax Credits	\$1,500,000	\$55,000	—	—	\$20,000	\$37,000	\$1,612,000	\$16,998,000	\$18,610,000
Empire State Development - Excelsior Jobs Credit	—	—	—	\$78,000	—	—	\$78,000	—	\$78,000
Incentive Tax Credits	—	—	—	\$78,000	—	—	\$78,000	—	\$78,000
Aptar Total	\$1,500,000	\$55,000	\$—	\$78,000	\$20,000	\$37,000	\$1,690,000	\$16,998,000	\$18,688,000

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.	<p>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.</p> <p>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. Environmental- and social- 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.</p> <p>As described within our CDP Corporate Questionnaire, TCFD and TNFD disclosures, 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.</p>
202-1	<p>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.</p> <p>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.</p> <p>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'.</p>	Aptar does not have any significant proportion of our population paid at minimum wage levels. Rates of compensation are derived based on a thorough review of the local external marketplace, in order to ensure fair, equitable and competitive pay levels.
202-2	<p>a. Percentage of senior management at significant locations of operation that are hired from the local community.</p> <p>b. The definition used for 'senior management'.</p> <p>c. The organization's geographical definition of 'local'.</p> <p>d. The definition used for 'significant locations of operation'.</p>	Generally speaking, our recruitment practices will consider candidates who are locally-based (considering where the position is located) as a first/top consideration.

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 2024, resin purchases accounted for approximately 12.3 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	<p>a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).</p> <p>b. The organization's geographical definition of 'local'.</p> <p>c. The definition used for 'significant locations of operation'.</p>	The majority of Aptar's global resin spend is local. In 2024, 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.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 205: Anti-Corruption		
Management	The reporting organization shall report how it manages anti-corruption using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>Aptar has several alternatives for reporting allegations of corruption.</p> <ul style="list-style-type: none"><li>• First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously.</li><li>• Second, employees also have the ability to report allegations of corruption through Aptar's Compliance Officers.</li><li>• Third, employees can report allegations of corruption through their managers or through their local human resources department.</li><li>• Fourth, employees can report allegations of corruption to the Audit Committee Chairman. Contact info is listed in Aptar's Code of Conduct.</li></ul> <p>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.</p>
205-1	<p>a. Total number and percentage of operations assessed for risks related to corruption.</p> <p>b. Significant risks related to corruption identified through the risk assessment.</p>	Our operations are assessed for risks related to corruption through screening and due diligence.
205-2	<p>a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</p> <p>b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p> <p>c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.</p> <p>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	<p><b>Table 205-2</b> illustrates the total number and percentage of governance body members and targeted employees to which the organization's anti-corruption policies and procedures have been communicated, as broken down by region. 2024 compliance trainings were conducted through face-to-face and online sessions.</p>
205-3	<p>a. Total number and nature of confirmed incidents of corruption.</p> <p>b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.</p>	<p>a. Aptar does not have any confirmed incidents of corruption.</p> <p>b. Aptar does not have any confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>c. Aptar does not have any confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. Aptar does not have any public legal cases regarding corruption brought against the organization or its employees during the reporting period.</p>

TABLE 205-2: ANTI-CORRUPTION TRAINING									
		2024							
		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 #	%
Governance body members that anti-corruption policies and procedures have been communicated to	Communication occurs every year	5	100%	91	91%	3	100%	6	86%
Governance body members that have received training on anti-corruption	Face to face training (Training sessions suspended due to the pandemic)	—	— %	2	7%	—	— %	14	14%
Employees that Aptar's anti-corruption policies and procedures have been communicated to	Communication occurs every year	292	100%	2,550	100%	397	100%	923	100%
Employees that have received training on anti-corruption	Face to face training (Training sessions suspended due to the pandemic)	43	100%	2,311	100%	0	— %	88	100%



		2023								
		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 #	%	
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%	
Governance body members that have received training on anti- corruption	Face to face training	2	40%	—	— %	1	33%	1	14%	
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%	
Employees that have received training on anti- corruption	Face to face training	253	100%	116	100%	643	1	1,725	100%	

		2022								
		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 #	%	
Governance body members that anti- corruption policies and procedures have been communicated to	Communication occurs every year	4	100%	23	100%	2	100%	5	100%	
Governance body members that have received training on anti- corruption	Face to face training (Training sessions suspended due to the pandemic)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Employees that Aptar's anti-corruption policies and procedures have been communicated to	Communication occurs every year	447	100%	2596	100%	593	100%	798	100%	
Employees that have received training on anti- corruption	Face to face training (Training sessions suspended due to the pandemic)	n/a	n/a	n/a	n/a	614	100%	n/a	n/a	

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 206: Anti-competitive Behavior		
Management	The reporting organization shall report how it manages anticompetitive behavior using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar has several alternatives for reporting allegations of anticompetitive behavior. <ul style="list-style-type: none"><li>• First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously.</li><li>• Second, employees also have the ability to report allegations of anti-competitive behavior through Aptar's Compliance Officers.</li><li>• Third, employees can report allegations of anti-competitive behavior through their managers or through their local human resources department.</li><li>• Finally, employees can report allegations of anti-competitive behavior to the Audit Committee Chairman. Contact info is listed in Aptar's Code of Conduct.</li></ul>
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

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 <a href="#">AptarGroup 2024 Annual Report</a> and <a href="#">UK Tax Strategy</a> 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.	<p>Product Stewardship remains a high priority topic for Aptar. Designing products to reduce negative environmental, health and safety impacts is critical.</p> <p>This includes:</p> <ul style="list-style-type: none"><li>• Phasing out chemicals of concern</li><li>• Designing products to include more recycled or reclaimed content</li><li>• Sourcing efforts to increase recycled content in raw materials</li><li>• Increasing reusability and recyclability</li><li>• Decreasing the product life cycle impact</li><li>• Increasing efficiency of product use</li></ul> <p>Aptar maintains a Regulatory Policy, which supports its commitment to improve the quality, safety and environmental impact of its products. This policy is available on the Aptar website.</p> <p>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 &amp; Purify, Chemical Phase-out, and Collaboration with Suppliers &amp; Partners. The Product Sustainability Team leads our efforts globally on conversion to more recycled resins and other material changes.</p> <p>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 38. 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.</p> <p>In previous years, due to limited harmonization from groups like the Ellen Mac Arthur Foundation, Recyclclass, and The Association of Plastics Recyclers (APR), Aptar has reported on recyclability and recycled content progress using a more conservative approach. In recent years, we have observed harmonization initiatives between recycling institutes like APR and Recyclclass 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.</p>

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 2024, we have used approximately 98% of conventional resin.
301-2	a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	In 2024, Aptar achieved 1.7% recycled resin content for its dispensing solutions for the beauty, personal 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 1.5% recycled resin content in all packaging type for the same markets as above.
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 is 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. The process to review data collection and the associated reporting processes were reviewed by Internal Audit.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 302: Energy		
Management	The reporting organization shall report how it manages energy using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>Aptar has an operational eco-efficiency module within our EHStar metrics platform. This module tracks energy, emissions, waste and water metrics throughout our organization. All manufacturing facilities, corporate offices and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to defined procedures and using utility invoices and purchasing records. At least quarterly, the information is reviewed at the corporate level. We have internal targets set at the site and regional levels which support our global sustainability commitments, including our public electricity intensity target and our science-based targets. Energy targets are incorporated into location-specific performance objectives with accountability present at several levels of the business, including those of our Segment Presidents. We have a Global Energy Management Team that identifies our strategy and assists sites in implementing our energy roadmap.</p> <p>We conduct energy audits to identify consumption reduction opportunities, and we have Green Building Guidelines. Our Global Energy Manager, along with the Global Energy Team, Global Sustainability Team, Global Purchasing Team and a few other stakeholders host a quarterly Energy and Emissions Performance review call which all employees are welcome to attend, but is targeted toward operations leaders. During this event, we review our performance progress along our science-based targets as well as share energy/ emissions reduction project information.</p> <p>KPIs and custom reports are accessible by internal stakeholders to promote visual performance management. Aptar tracks metrics for all manufacturing facilities, corporate offices, warehouses and joint ventures in which Aptar holds 51 percent or greater ownership. There are a few exceptions regarding our research and development (R&amp;D) labs which support our operations. These R&amp;D labs occupy a small fraction of a larger building that houses occupants from other companies, and the spaces are leased. In these situations, consumption values are minimal compared to Aptar global values, and we cannot currently isolate Aptar performance from the total building. Although EHStar is available and R&amp;D entities are encouraged to use it, we do not require eco-efficiency metrics from these locations. These exceptions include: Next Breath, Baltimore (Maryland), Noble, and Gateway Analytical.</p> <p>In 2022 we updated our Scope 1 + 2 target to align to the 1.5°C scenario. This update was officially validated with SBTi in March of 2023.</p>



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 302: Energy		
302-1	a. Total fuel consumption within the organization from nonrenewable 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.	<p>Aptar has an operational eco-efficiency module within our EHStar metrics platform. This module tracks energy, emissions, waste and water metrics throughout our organization. All manufacturing facilities, corporate offices and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to defined procedures and using utility invoices and purchasing records. At least quarterly, the information is reviewed at the corporate level. We have internal targets set at the site and regional levels which support our global sustainability commitments, including our public electricity intensity target and our science-based targets. Energy targets are incorporated into location-specific performance objectives with accountability present at several levels of the business, including those of our Segment Presidents. We have a Global Energy Management Team that identifies our strategy and assists sites in implementing our energy roadmap.</p> <p>We conduct energy audits to identify consumption reduction opportunities, and we have Green Building Guidelines. Our Global Energy Manager, along with the Global Energy Team, Global Sustainability Team, Global Purchasing Team and a few other stakeholders host a quarterly Energy and Emissions Performance review call which all employees are welcome to attend, but is targeted toward operations leaders. During this event, we review our performance progress along our science-based targets as well as share energy/ emissions reduction project information.</p> <p>KPIs and custom reports are accessible by internal stakeholders to promote visual performance management. Aptar tracks metrics for all manufacturing facilities, corporate offices, warehouses and joint ventures in which Aptar holds 51 percent or greater ownership. There are a few exceptions regarding our research and development (R&amp;D) labs which support our operations. These R&amp;D labs occupy a small fraction of a larger building that houses occupants from other companies, and the spaces are leased. In these situations, consumption values are minimal compared to Aptar global values, and we cannot currently isolate Aptar performance from the total building. Although EHStar is available and R&amp;D entities are encouraged to use it, we do not require eco-efficiency metrics from these locations. These exceptions include: Next Breath, Baltimore (Maryland), Noble, and Gateway Analytical.</p> <p>In 2022 we updated our Scope 1 + 2 target to align to the 1.5°C scenario. This updated target was officially validated with SBTi in March of 2023.</p>
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.	<p>Energy consumption outside of the organization is tracked as part of our Scope 3 emissions for our science-based targets. Details on our Scope 3 emissions can be found in Table 305-3. In addition, Aptar responds to the CDP Corporate 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.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 302: Energy		
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.	<p>a. Energy intensity is provided in Table 302-3.</p> <p>b. When evaluating intensity, our energy metrics are normalized to total production, which we calculate to be the quantity of finished and semi finished products produced. Within our CDP Corporate Questionnaire, we also provide additional normalization by revenue and Full Time Equivalents (FTEs).</p> <p>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.”</p> <p>c. Aptar considers total energy consumption to be electricity + fuel sources + natural gas.</p> <p>d. We consider the energy consumption within the organization.</p>
302-4		<p>a. Segments have capital expenditure envelopes to fund energy-saving projects that align to our energy roadmap and Climate Transition Plan. In 2024, we leveraged our Operational Excellence 360 Deep Dive methodology, a co-construction/collaborative effort to identify and initiate energy and emissions saving projects. The site-level steering committee identifies the projects that receive funding. In 2024, identified projects were estimated to reduce over 5 million kWh of energy consumption. Some projects that were implemented include adding high efficiency oil-free air compressors and chillers with newer technology and lower-impact refrigerant.</p> <p>b. Natural gas consumption has been a recent focus topic. In 2024 we achieved a global natural gas reduction compared to 2023 by implementing systems such as heat recovery for air compressors and chillers.</p> <p>c. Our electricity intensity target was introduced after our Science-based targets were validated and therefore the baseline year is different.</p> <p>d. This information is provided in 302-1.</p>

TABLE 302-1: ABSOLUTE ENERGY CONSUMPTION (KWH)						
	% VARIANCE 2024 vs 2023	% VARIANCE 2024 vs 2019	2024	2023	2020	2019
Renewable Electricity Purchase Coverage			97.5%	97%	85%	57%
Electricity (renewable)			547,840,252	529,984,823	474,280,768	316,062,697
Electricity (non-renewable)			14,092,646	16,153,960	82,199,057	237,144,918
Total electricity	3%	2%	561,932,898	546,138,783	556,479,825	553,207,615
Natural gas	-3%	9%	105,961,477	109,127,844	83,985,995	97,225,369
Fuels	-7%	1%	7,771,370	8,355,452	9,018,652	7,729,763
Total energy consumption (absolute)	2%	3%	675,665,745	663,622,079	649,484,472	658,162,747

TABLE 302-3: INTENSITY ENERGY CONSUMPTION (KWH/TOTAL PRODUCTION(TH))							
	2025 TARGET FROM 2020 BASELINE	% VARIANCE 2024 vs 2023	% VARIANCE 2024 vs 2020	2024	2023	2020	2019
Electricity intensity (renewable)		—	—	5.8	5.4	5.7	3.5
Electricity intensity (non-renewable)		—	—	0.1	0.2	1.0	2.6
Total electricity intensity	-15%	8%	-11%	6	5.5	6.7	6.1
Natural gas intensity		2%	11%	1.13	1.10	1.0	1.1
Fuels intensity		-2%	-24%	0.083	0.084	0.11	0.09
Total energy consumption (intensity)		2%	-8%	7.2	7.0	7.9	7.3

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 303: Water and Effluents		
Management	The reporting organization shall report how it manages water and effluents using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>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.</p> <p>We collect withdrawal and discharge water metrics from all sites monthly and report this information annually within the CDP Corporate 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 Corporate 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 diligence process.</p> <p>Our most recent data-assurance activities included an evaluation of our water withdrawal and discharge metrics. As with the CDP Corporate responses, we also maintain a catalogue of responses to the CDP Corporate Questionnaire within the ESG reporting center of Aptar.com.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 303: Water and Effluents		
303-1	<p>a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff).</p> <p>b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.</p> <p>c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.</p> <p>d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.</p>	<p>a. Aptar locations report water withdraw and discharge metrics, according to the categories defined within the CDP Corporate Questionnaire, 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 Jundiaí, 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 prior to discharge.</p> <p>b. In advance of disclosure to CDP, we execute a water risk assessment annually using the WWF Water Risk Filter tool, in addition, 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.</p> <p>c. Water risk awareness training, which teaches about conservation and contingency planning, is provided to operations leaders. In our anodizing facilities, special attention is given to water management as part of the operations planning.</p> <p>d. Although not required by our global management system, some Aptar sites have adopted internal water targets. As we continue to develop our biodiversity roadmap, we anticipate additional controls may emerge.</p>
303-2	<p>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;</p> <p>ii. any internally developed water quality standards or guidelines;</p> <p>iii. any sector-specific standards considered;</p> <p>iv. whether the profile of the receiving water body was considered.</p>	<p>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.</p> <p>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.</p>

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

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 303: Water and Effluents		
303-4	<p>a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable:</p> <p>i. Surface water;</p> <p>ii. Groundwater;</p> <p>iii. Seawater;</p> <p>iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable.</p> <p>b. A breakdown of total water discharge to all areas in megaliters by the following categories:</p> <p>i. Freshwater (<math>\leq</math>1,000 mg/L Total Dissolved Solids);</p> <p>ii. Other water (<math>&gt;</math>1,000 mg/L Total Dissolved Solids).</p> <p>c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories:</p> <p>i. Freshwater (<math>\leq</math>1,000 mg/L Total Dissolved Solids);</p> <p>ii. Other water (<math>&gt;</math>1,000 mg/L Total Dissolved Solids).</p> <p>d. Priority substances of concern for which discharges are treated, including:</p> <p>i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used;</p> <p>ii. the approach for setting discharge limits for priority substances of concern;</p> <p>iii. number of incidents of non-compliance with discharge limits.</p> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>a. Refer to <b>Table 303-4</b>.</p> <p>b. Information about water stress is disclosed within our CDP Corporate Questionnaire.</p> <p>c. Refer to <b>Table 303-4</b>.</p> <p>d. Information is compiled in alignment to CDP Corporate assessment reporting requirements.</p>
303-5	<p>a. Total water consumption from all areas in megaliters.</p> <p>b. Total water consumption from all areas with water stress in megaliters.</p> <p>c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.</p> <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.</p>	<p>a. Refer to Table 303-5.</p> <p>b. This is disclosed within our CDP Corporate Questionnaire.</p> <p>c. Not applicable.</p> <p>d. Water consumption is calculated by subtracting water discharged from water withdrawn, as reported by all Aptar sites every month, into our EHStar system. Aptar has relatively low water consumption globally, as less than 10% of what we withdraw is consumed.</p>



TABLE 303-3: ABSOLUTE WATER WITHDRAWAL						
	2024					
REGION	SURFACE WATER (MEGALITER)	GROUND WATER (MEGALITER)	SEA WATER (MEGALITER)	PRODUCED WATER (MEGALITER)	THIRD-PARTY WATER (MEGALITER)	TOTAL (MEGALITER)
Europe	3397	65	0	0	344	3806
Latin America	0	21	0	0	171	192
North America	0	13	0	0	275	288
Northeast Asia	0	11	0	0	135	146
Southeast Asia	0	0	0	0	27	27
Total	3397	109	0	0	952	4458

TABLE 303-4: ABSOLUTE WATER DISCHARGE					
	2024				
REGION	SURFACE WATER (MEGALITER)	GROUND WATER (MEGALITER)	SEA WATER (MEGALITER)	THIRD-PARTY WATER (MEGALITER)	TOTAL (MEGALITER)
Europe	3397	15	0	189	3397
Latin America	0	13	0	137	150
North America	0	0	0	213	213
Northeast Asia	0	0	0	135	135
Southeast Asia	0	0	0	10	10
Total	3397	28	0	684	4109

TABLE 303-5: ABSOLUTE WATER CONSUMPTION				
	2024			
REGION	% Variance of Water Consumption 2024 versus 2023	Water Consumed as Percentage of Water Withdrawn (%)	2024 Water Consumed (megaliter)	2023 Water Consumed (megaliter)
Europe	–	–	205	141
Latin America	–	–	42	122
North America	–	–	75	70
Northeast Asia	–	–	11	0
Southeast Asia	–	–	17	8.8
Total	2%	8%	349	342

GRI 304: Biodiversity		
Management	The reporting organization shall report how it manages biodiversity using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>Our sustainability commitments play an increasingly important role toward the protection of biodiversity. Aptar investigates 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).</p> <p>The life cycle impact assessment methodology, as included in the LCA tool, allows the identification of environmental impact indicators for the protection of biodiversity. We 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 collaborate in the working group for the Taskforce for Nature-related Financial Disclosures (TNFD) to establish accounting methodology for nature-related risks and opportunities.</p>
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Aptar developed a Nature Positive roadmap based on the the SBTN guidelines and TNFD 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	<p>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 <b>Table 304-2</b>.</p> <p>In 2024, Aptar confirmed the sourcing of renewable electrical energy to 97.5% of our total electricity consumption, adding renewables for our site in Bahrain (100% operational control) and corporate offices. In addition, during the reporting year 2024 we continued to follow the Science Based Target Network SBTN - supporting the development of the first technical guidance for business related to the setting of science based targets for nature, and focusing on the biodiversity topics. We have also collaborated within the TNFD working group related to the methodology nature-related risks and opportunities.</p> <p>For the reporting year 2024, Aptar investigated the main nature pressures in compliance with SBTN method. The investigation utilized value chain mapping and our materiality assessment, involving procurement data analysis and a defining risk scoring approach based on TNFD method.</p>
304-3	Habitats protected or restored	Aptar is using the SBTN guidelines mentioned above to develop our biodiversity roadmap. Restoration and/or protection measures will likely be considered within the next phase of the roadmap planning, but have not commenced as of 2024.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	See response above.

TABLE 304-2: DAMAGE TO ECOSYSTEMS - CLIMATE CHANGE							
		DAMAGE TO FRESHWATER SPECIES		DAMAGE TO TERRESTRIAL SPECIES		TOTAL DAMAGE TO SPECIES 2024	TOTAL DAMAGE TO SPECIES 2023
INPUT USED BY APTAR PROCESSES	TOTAL KWH	SPECIES. YR / KWH	TOTAL IMPACT (SPECIES. YR)	SPECIES.YR / KWH	TOTAL IMPACT (SPECIES.YR)	(SPECIES.YR)	(SPECIES.YR)
Electrical energy (renewable source): FR	140,905,631	4.38E-15	6.17E-07	1.61E-10	2.27E-02	0.0227	0.0258
Electrical energy (renewable source): IN	8,275,476	4.75E-15	3.93E-08	1.74E-10	1.44E-03	0.00144	0.00141
Electrical energy (renewable source): IT	16,931,266	4.64E-15	7.86E-08	1.7E-10	2.88E-03	0.00288	0.00272
Electrical energy (renewable source): DE	75,058,258	4.03E-15	3.02E-07	1.48E-10	1.11E-02	0.0111	0.0103
Electrical energy (renewable source): CH	3,170,752	4.48E-15	1.42E-08	1.64E-10	5.20E-04	0.00052	0.00052
Electrical energy (renewable source): ES	6,800,837	5.16E-15	3.51E-08	1.89E-10	1.29E-03	0.00129	0.00129
Electrical energy (renewable source): UK	5,602,473	3.67E-15	2.06E-08	1.34E-10	7.51E-04	0.000751	0.000667
Electrical energy (renewable source): CZK	10,426,965	4.25E-15	4.43E-08	1.56E-10	1.63E-03	0.00163	0.00142
Electrical energy (renewable source): US	170,759,033	4.2E-15	7.17E-07	1.54E-10	2.63E-02	0.0263	0.0257
Electrical energy (renewable source): LATAM	53,605,009	4.2E-15	2.25E-07	1.54E-10	8.26E-03	0.00826	0.00768
Electrical energy (renewable source): CHINA	50,613,053	4.2E-15	2.13E-07	1.54E-10	7.79E-03	0.00779	0.0049
Electrical energy (renewable source): BAHRAIN	5,691,500	4.2E-15	2.39E-08	1.54E-10	8.76E-04	0.000877	0.000527
Natural gas	105,961,477	3.73E-13	3.95E-05	1.34E-08	1.42	1.42	1.46
Fuels: gasoline	1,296,853	6.85E-13	8.88E-07	2.51E-08	0.03	0.03	0.05
Fuels: diesel	1,091,144	4.31E-13	4.7E-07	1.61E-08	0.02	0.02	0.02
Fuels: heating oil, industrial vehicles, LPG	5,967,455	3.81E-13	2.27E-06	0.08	0.08	0.08	0.07
Total						1.63	1.68

GRI 305: Emissions		
Management	<p>1.1. The reporting organization shall report how it manages emissions using Disclosure 3-3 in GRI 3: Material Topics 2021.</p> <p>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.</p>	<p>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 2024 emissions:</p> <ul style="list-style-type: none"><li>• We have applied location-based emission factors from the eGRID standards, published in 2024, to our sites in the United States; we have applied location-based emissions factors from International Energy Agency 2024 to our sites (such as operations, sales offices and corporate offices) located in the other regions and countries.</li><li>• For the sites using renewable electricity, we have considered market-based emission factors from Renewable Energy Certificates and Guarantees of Origin.</li><li>• 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.”</li><li>• 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.</li></ul> <p>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.</p> <p>1.2 Aptar utilizes European Energy Certificate System (EECS) and Renewable Energy Certificates (RECs). The volume of these are disclosed in <b>Table 305-1&amp;2</b>. Aptar does not use carbon offsets.</p>

GRI 305: Emissions		
305-1	<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>a. Please see <b>GRI-305-1 and Table 305-1&amp;2</b>. We identified additional sources of renewable electricity coverage and realized a significant reduction on Scope 2 (market-based), contributing to an overall Scope 1 + Scope 2 reduction of 76% from baseline.</p> <p>b. Aptar considers all of these GHGs emissions expressed as CO2 equivalent.</p> <p>c. See <b>Table 305-1&amp;3</b>.</p> <p>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.</p> <p>e. We used the following sources for emission factors: DEFRA database (version 2024) 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).</p> <p>f. Operational control</p> <p>g. Calculations were made according to the standard ISO 14064-1 Quantification and Reporting of Greenhouse Gas Emissions and Removals.</p>
305-2	<p>a. Gross direct (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>a. Please see <b>GRI-305-1 and Table 305-1&amp;2</b>. With confirmation of renewable energy purchases in 2024, we have realized a 93% decrease of Scope 2 market-based GHG emissions as compared to 2019.</p> <p>b. AptarGroup considers all of these GHGs emissions expressed as CO2 equivalent.</p> <p>c. Not applicable</p> <p>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.</p> <p>e. Aptar calculates greenhouse gas emissions according to the accounting standards ISO 14064-1 for Carbon Accounting Practices. For reporting year 2024 emissions, we have applied location-based emission factors from the eGRID standards, published in 2024,to our sites in the United States. We have applied location-based emission factors from International Energy Agency 2024 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</p> <p>f. Operational control</p> <p>g. Calculations were made according to the ISO 14064-1 standards.</p>

GRI 305: Emissions		
305-3	<p>a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p> <p>e. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>Please see <b>Table 305-3</b>. Aptar's majority emissions are from Purchased goods and services. We calculate this based on the total quantity of raw materials purchased by Aptar. In 2024 we realized a decrease in this category as compared to baseline.</p> <p>While we realized a decrease in total Scope 3 emissions, three of the four categories included in our science-based target increased relative to our baseline year. The increases are explained as follows:</p> <ul style="list-style-type: none"><li>• While waste generated in operations increased year-over-year, the reason for the increase lends a more favorable sustainability impact in the longer term. A customer changed a styrene-based product to a more recyclable material. The management of change process detailed within the contract required the remaining inventory of the former product to be incinerated, thus producing a short term spike in that disposal process within one of our operations.</li><li>• Upstream and downstream transportation has increased due to the use of different routes and the increase of shipping numbers. This impact resulted in an increase respect to our baseline year. Our Carbon Transition Plan (and product sustainability strategy) addresses both of these topics.</li></ul> <p>b. Aptar considered GHGs emissions expressed as CO2 equivalent including CO2 , CH4, N2O, HFCs, PFCs, SF6, NF3</p> <p>c. Not applicable</p> <p>d. Please see <b>Table 305-3</b>.</p> <p>e. The baseline year for our SBTs is 2019.</p> <p>f. Emission factors source is based on both primary data for resins and secondary database DEFRA 2024 and GaBi Professional dataset 2024 for other categories. GWP rates are in compliance with the IPCC AR5 report.</p> <p>g. Scope 3 calculation complies with Corporate Value Chain (Scope 3) Accounting and Reporting Standard and ISO 14064-1 standards for energy data assurance process.</p>
305-4	<p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p>	<p>a. See <b>Table 305-4</b>.</p> <p>Respect to baseline year 2019, the intensity value for Scope 1 emissions had increased 3% due to an additional mapping of refrigerants within our operations. Intensity value for Scope 2 market-based decreased 93% due to the increase of renewables sources for the electricity used in our core processes. The intensity value for Scope 3 decreased 9% in part due to the eco-design actions related to use of alternative materials, chemical phase-out, and other light-weighting of our product solutions that optimized the use of raw materials.</p> <p>b. To achieve intensity figures, our environmental energy and emissions data are normalized to total production, which we calculate to be the number of finished and semi finished products and molded components produced. Within our CDP Corporate Questionnaire, we also provide additional views of normalization by revenue and Full Time Equivalents (FTEs). For 2024 data, we completed an uncertainties analysis on our GHG inventory and the overall accuracy for direct and indirect emissions as requested by ISO 14064-1.</p> <p>c. Aptar includes Scope 1, Scope 2 and Scope 3 emissions in our reporting processes and science-based targets.</p> <p>d. Aptar considered GHGs emissions expressed as CO2 equivalent including CO2, CH4, N2O, HFCs, PFCs, SF6, NF3.</p>
305-5	<p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.</p>	<p>Aptar responds to the CDP Corporate 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 Corporate responses are cataloged within the ESG reporting center of Aptar.com.</p>

GRI 305: Emissions		
305-6	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	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.	The emission of nitrogen oxides and sulfur oxides has been considered and calculated as CO2 equivalent.

TABLE 305-1 & 2: ABSOLUTE GHGS EMISSIONS (T CO2E) - SCOPES 1 & 2							
	REGION	2023 TARGET FROM 2019 BASELINE	% Variance 2024 vs 2019	2024	2023	2020	2019
Scope 2	Location-Based		-8%	164,367	189,709	181,766	178,400
	Total Scope 2 (market-based (including RECs))		-93%	8,174	7,169	50,741	112,703
Scope 1	Natural Gas		8%	21,511	22,153	17,111	19,861
	Fuels (Fossil)		-9%	1,851	2,006	2,286	2,034
	Refrigerants (Kyoto Protocol)		28%	1,443	501	932	1,127
	Total Scope 1		8%	24,805	24,660	20,329	23,022
	Fuels (Biogenic)		-23%	49	54	60	64
	Refrigerants (Non-Kyoto Protocol)		18%	506	715	429	428
Total	Scope 1 + Scope 2 (market-based)	-82%	-76%	32,979	31,829	71,070	135,725

TABLE 305-3: ABSOLUTE GHGS EMISSIONS (T CO2E) - SCOPE 3					
REGION	2030 TARGET FROM 2019 BASELINE	% Variance 2024 vs 2019	2024 - GHG impact (t CO2e)	2023- GHG impact (t CO2e)	2019- GHG impact (t CO2e)
Raw materials - plastics		-3%	237,986	244,032	245,761
Raw materials - aluminum		-16%	41,874	68,168	49,842
Raw materials - steel		0%	7,323	5,388	7,316
Raw materials - rubber		-89%	576	491	5,018
Auxiliaries materials - acid		—	601	33	Not Included
Raw materials from CSP (plastics + chemicals)		4%	33,870	37,419	32,589
Total Purchased goods and services		-5%	322,230	355,531	340,526
Imported electricity		-90%	769	894	7,972
Imported energy		14%	3,981	4,156	3,505
Total Fuel and energy related activities		-59%	4,750	5,050	11,477
Upstream transportation & distribution		17%	15,890	16,240	13,567
Downstream transportation & distribution		56%	14,092	12,034	9,045
Waste generated in operations		6%	17,066	15,530	16,133
Business travel		-67%	1,663	1,323	4,982
Employee commuting		-17%	6,440	6,440	7,735
Processing of sold products		0%	4,833	4,833	4,833
End of Life sold products		-15%	3,465	3,923	4,067
Investments		-13%	13	9	15
Water withdrawn from third party sources		-51%	146	163	301
Water discharged to third party sources		-76%	127	132	531
Aptar Scope 3 Total		-5%	390,715	420,396	413,212
Aptar SBT Scope 3 Totals - Categories included in target	-14%	0.2%	285,034	287,836	284,506

TABLE 305-4 INTENSITY GHG EMISSIONS (T CO2 E / TOTAL PRODUCTION (MILLIONS))					
	% VARIANCE 2024 VERSUS 2019	2024	2023	2020	2019
Scope 1 total, natural gas + fuels + refrigerants	-3%	0.255	0.25	0.25	0.264
Scope 2 total, market-based (including RECs)	-93%	0.09	0.07	0.61	1.25
Scope 3 total, other indirect	-9%	4.15	4.26	5.04	4.58
Total Emissions (Scope 1 + Scope 2 market + Scope 3)	-26%	4.51	5.67	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	Solar / Windpower	Czech	Ckyne	Solar / Windpower
CA, U.S.A.	Fusion Los Angeles	Solar / Windpower	France	Annecy	Solar / Windpower
GA, U.S.A.	CSP Technologies Atlanta	Solar / Windpower	France	Brecey	Solar / Windpower
IL, U.S.A.	Cary North	Solar / Windpower	France	Charleval	Solar / Windpower
IL, U.S.A.	Cary South	Solar / Windpower	France	Chavanod (Reboul)	Solar / Windpower
IL, U.S.A.	Crystal Lake Distribution Center	Solar / Windpower	France	CSP Technologies Neiderbronn	Solar / Windpower
IL, U.S.A.	Crystal Lake Headquarters	Solar / Windpower	France	Granville	Solar / Windpower
IL, U.S.A.	Elgin Distribution Center	Solar / Windpower	France	Le Neubourg	Solar / Windpower
IL, U.S.A.	Libertyville	Solar / Windpower	France	Le Vaudreuil	Solar / Windpower
IL, U.S.A.	McHenry	Solar / Windpower	France	Oyonnax	Solar / Windpower
MI, U.S.A.	Midland	Solar / Windpower	France	Poincy	Solar / Windpower
NC, U.S.A.	Lincolnton	Solar / Windpower	France	Val De Reuil	Solar / Windpower
NJ, U.S.A.	Eatontown	Solar / Windpower	France	Verneuil	Solar / Windpower
NJ, U.S.A.	Fusion Paramus	Solar / Windpower	France	Villepinte	Solar / Windpower
NY, U.S.A.	Congers	Solar / Windpower	Germany	Dortmund	Solar / Windpower
NY, U.S.A.	CSP Technologies Amsterdam	Solar / Windpower	Germany	Eigeltingen	Solar / Windpower
PA, U.S.A.	Gateway Analytical	Solar / Windpower	Germany	Freyung	Solar / Windpower
TX, U.S.A.	Fusion Dallas	Solar / Windpower	Germany	Menden	Solar / Windpower
WI, U.S.A.	East Troy 1	Solar / Windpower	Germany	Radolfzell	Solar / Windpower
WI, U.S.A.	East Troy 2	Solar / Windpower	Germany	Villingen	Solar / Windpower
WI, U.S.A.	Mukwonago	Solar / Windpower	India	Hyderabad	Solar / Windpower
Bahrain	Gulf Closures	Solar	India	Mumbai	Solar / Windpower
Brazil	Cajamar	Hydro-electric	Italy	Chieti	Solar / Windpower
Brazil	Camacari*	Hydro-electric	Italy	Pescara	Solar / Windpower
Brazil	Jundiai	Hydro-electric	Mexico	Queretaro	Windpower
Brazil	Maringa	Hydro-electric	Spain	Torello	Hydropower / Windpower
China	Suzhou	Hydropower / Windpower	Switzerland	Mezzovico	Hydropower
China	Hengyu	Hydropower / Windpower	UK	Leeds	Hydropower / Windpower

GRI 306: Waste		
Management	<p>The reporting organization shall report how it manages waste using Disclosure 3-3 in GRI 3: Material Topics 2021.</p>	<p>Aptar has an operational eco-efficiency module within our EHStar metrics platform. This module tracks energy, emissions, waste and water metrics throughout our organization. All manufacturing facilities, corporate offices and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to defined procedures and using utility invoices and purchasing records. At least quarterly, the information is reviewed at the corporate level.</p> <p>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.</p> <p>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.</p> <p>In recent verification audits for our Landfill Free Program, we discovered improvement areas for our third-party audit process. As a result in 2024, 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.</p> <p>Although we are not a large producer of waste and our landfill avoidance metric continues to improve from year to year.</p>
306-1	<p>a. For the organization's significant actual and potential waste-related impacts, a description of:</p> <p>i. the inputs, activities, and outputs that lead or could lead to these impacts;</p> <p>ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.</p>	<p>Aptar core processes related to injection molding, assembling and anodization generate hazardous and non-hazardous wastes. The major part of waste generated is classified as non-hazardous and are recovered. Sites that are certified as Landfill free through our internal program must prove, through third-party audit, that they avoid sending at least 90% of their operational wastes to landfill — this is what we refer to as the “disposal avoidance ratio”.</p>

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

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

TABLE 306-2A&B: DISPOSAL AVOIDANCE RATIO PER EACH LANDFILL FREE CERTIFIED SITE (%)				
APTAR SITE	COUNTRY	SUSTAINABILITY REGION	CERTIFICATION YEAR	2024
Camaçari	Brazil	Latin America	2024	100%
Jundiaí	Brazil	Latin America	2023	100%
Leeds	UK	Europe	2022	100%
Berazategui	Argentina	Latin America	2021	86%
Suzhou	China	North East Asia	2021	99%
Congers	U.S.A., NY	North America	2020	92%
Midland	U.S.A., MI	North America	2020	94%
Brecey	France	Europe	2019	99%
Granville	France	Europe	2019	98%
Radolfzell	Germany	Europe	2018	94%
Eigeltingen	Germany	Europe	2018	97%
Freyung	Germany	Europe	2018	100%
Cali	Colombia	Latin America	2017	100%
Cajamar	Brazil	Latin America	2016	100%
Maringa	Brazil	Latin America	2016	98%
Cary Campus	U.S.A., IL	North America	2016	92%
Lincolnton	U.S.A., NC	North America	2016	93%
Ckyne	Czech Republic	Europe	2015	94%
Le Neubourg	France	Europe	2015	99%
Le Vaudreuil	France	Europe	2015	100%
Val De Reuil	France	Europe	2015	99%
Mezzovico	Switzerland	Europe	2015	93%
Queretaro	Mexico	Latin America	2015	95%
Mukwonago	U.S.A., WI	North America	2015	100%
Charleval	France	Europe	2014	98%
Verneuil	France	Europe	2014	97%
Dortmund	Germany	Europe	2014	100%
Menden	Germany	Europe	2014	100%
Chieti	Italy	Europe	2014	97%
Pescara	Italy	Europe	2014	94%
Torello	Spain	Europe	2014	91%
* Please see GRI 306 for more information				

TABLE 306-4: HAZARDOUS VS NON-HAZARDOUS WASTE (METRIC TONS)					
	2025 TARGET %	% VARIANCE 2024 V 2023	2024	2023	2022
Landfill Free Certified Sites (%)	67%		62%	63%	65%
Total Landfill Avoidance Ratio (%)	85%		86%	86%	86%
Hazardous Waste		-4%	17,135	17,926	16,573
Non-Hazardous Waste		10%	35,843	32,729	33,973
Total Waste		5%	52,978	50,655	50,546
% Non-hazardous to Recycle			43%	42%	46%
% Non-hazardous to Thermal Recovery			7%	7%	7%
% Non-hazardous to Landfill			8%	6%	7%
% Non-hazardous to Incineration			1%	1%	0%

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	<p>The Global EHS Organization is made up of a representative from each region, and each region has a team of representatives from each site. Environmental compliance is managed at the site level, in alignment with Aptar's Global EHS Management system.</p> <p>Aptar subscribes to the compliance protocol offered through ENHESA. All sites are expected to use the protocol from their country/location to conduct a self-audit at least annually. Approximately one-third of Aptar sites are audited, on-site, by a third-party using the Aptar EHS Management System requirements and ENHESA protocol each year.</p> <p>Audited sites are provided an audit report and required to establish corrective actions to close each finding. Status check-in calls are conducted frequently between the Regional EHS leaders and the plant management as findings are closed and tracked. More information about EHS topics can be found in GRI 403.</p>
307-1	a. Significant fines and nonmonetary 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		
Management	The reporting organization shall report how it manages supplier environmental assessment using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we entered into a partnership with EcoVadis at the end of 2020 to advance our supplier screening capabilities.</p> <p>As of December 2024, 484 of our suppliers had been scored by the EcoVadis platform. 87% of our partners' latest scorecard received a score above 50, putting them in the top half of all EcoVadis respondents.</p> <p>We 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. 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.</p> <p>We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa) and was last updated in February 2023.</p> <p>In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba provides alerts on more than 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.</p>
308-1	a. Percentage of new suppliers that were screened using environmental criteria.	<p>a. In 2024, based on the last 12 months from latest EcoVadis publish date, we added approximately 2.5% of new suppliers into the program. This represents 12 suppliers of our total list.</p> <p>Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we entered into a partnership with EcoVadis at the end of 2020 to advance our supplier screening capabilities.</p>

GRI 308: Supplier Environmental Assessment		
308-2	<p>a. Number of suppliers assessed for environmental impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>c. Significant actual and potential negative environmental impacts identified in the supply chain.</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</p>	<p>a. 299 of our suppliers were assessed for environmental impacts in EcoVadis, at year-end 2024.</p> <p>b. 12 suppliers had a partial or insufficient environment score in EcoVadis, at year-end 2024.</p> <p>c-e. This information is not yet ready. We look to provide more information in future years as we improve our capabilities to track and report this data.</p> <p>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 &amp; GHGs, diversity &amp; inclusion activity, employee safety &amp; working conditions, corruption &amp; human rights, sustainable procurement.</p> <p>As of December 2024, 484 of our suppliers had been scored by the EcoVadis platform. 87% of our partners' latest scorecard received a score above 50, putting them in the top half of all EcoVadis respondents for the year.</p>



GRI 401: Employment		
Management	The reporting organization shall report how it manages employment using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>For information related to Aptar's Careers and Talent Management, see the Careers section of Aptar.com. Our teams are comprised of diverse talents and experience. Together, we make a real difference to improve everyday life for people everywhere. Our workplace is an exciting environment of innovative thought, initiative, trust and teamwork. We challenge our people to develop to their full potential and to find new approaches and better solutions. We provide our employees with the opportunity to interact with colleagues from around the world on a daily basis.</p> <p><b>Table 401-1</b> illustrates the total number and rate of new employee hires by age group, gender and region, and the rate of employee turnover, by age group, gender and region.</p> <p>Employee related information is maintained in a global HR database and is reviewed monthly by the human resource team with oversight by the Digital HR and Analytics and the Audit Team. There is additional review and updates given by regional HR Leaders on a quarterly basis.</p>
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 <b>Table 401-1</b> for summarized data for years 2022-2024. 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.
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 market competitive, meaningful assistance to our employees based generally on local and cultural norms. Ultimately, these programs are meant to reward and engage our talented employees to enable us to achieve our strategic priorities and build shareholder value. See pages 21-25 for more details.
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.

TABLE 401-1: EMPLOYEE NEW HIRE AND TURNOVER RATES											
2024										2023	2022
REGION	TYPE	Ages <26yr	Ages 26-34	Ages 35-44	Ages 45-54	Ages 55+	Male	Female	Total	Total	Total
EMEA	New Employee Hires	353	228	165	103	32	520	361	881	948	1,124
	External Recruitment Rate	48.3%	14.4%	7.6%	4.3%	1.9%	9.4%	11.7%	10.3%	11.1%	13.7%
	Terminations	265	179	167	127	194	602	330	932	885	8
	Employee Turnover	36.2%	11.3%	7.7%	5.3%	11.4%	10.9%	10.7%	10.9%	10.4%	9.8%
North America	New Employee Hires	154	178	136	74	66	400	208	608	630	938
	External Recruitment Rate	88.7%	37.6%	22.3%	13.1%	11.7%	27.6%	22.3%	25.5%	25.5%	36.6%
	Terminations	117	159	157	96	123	430	222	652	770	813
	Employee Turnover	67.4%	33.6%	25.8%	17.1%	21.9%	29.7%	23.8%	27.4%	31.1%	31.7%
LATAM	New Employee Hires	109	122	93	28	3	167	188	355	312	258
	External Recruitment Rate	66.7%	30.6%	16.7%	9.5%	4.4%	19.5%	30.1%	24.0%	21.8%	18.7%
	Terminations	96	133	144	58	14	238	207	445	253	209
	Employee Turnover	58.7%	33.4%	25.9%	19.7%	20.6%	27.7%	33.2%	30.0%	17.7%	15.2%
Asia	New Employee Hires	21	50	45	3	1	76	44	120	115	312
	External Recruitment Rate	42.0%	15.1%	7.9%	1.2%	2.6%	10.3%	8.8%	9.7%	8.5%	22.9%
	Terminations	22	46	67	37	11	128	55	183	254	252
	Employee Turnover	44.0%	13.9%	11.8%	14.8%	29.1%	17.3%	11.0%	14.8%	18.8%	18.5%
Aptar Total	New Employee Hires	637	578	439	208	102	1163	801	1964	2005	2632
	External Recruitment Rate	57.0%	20.7%	11.3%	5.9%	4.3%	13.6%	15.6%	14.4%	14.6%	19.4%
	Terminations	500	517	535	318	342	1398	814	2212	2162	2077
	Employee Turnover	44.7%	18.5%	13.7%	9.1%	14.4%	16.3%	15.9%	16.2%	15.7%	15.4%

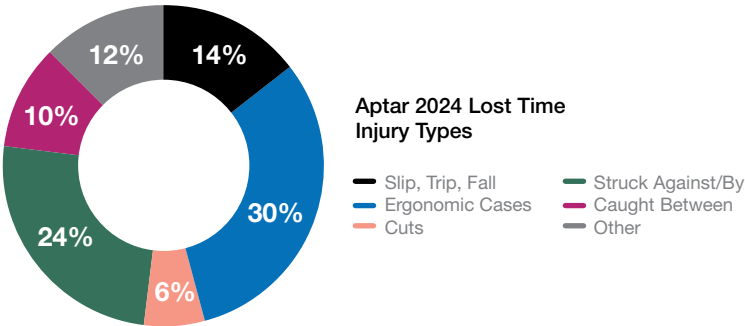
GRI 402: Labor/Management Relations		
Management	The reporting organization shall report its management approach for labor/management relations using Disclosure 3-3 in GRI 3: Material Topics 2021.	Notice is given to employees in most regions, in compliance with the local law and/or state-specific agreement.
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. <b>Table 402-1</b> illustrates the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them. The notice period depends on the company seniority and on the level of employment. 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						
	2024		2023		2022	
Region	Minimum number of weeks' notice	Notice period specified in collective agreements	Minimum number of weeks' notice	Notice period specified in collective agreements	Minimum number of weeks' notice	Notice period specified in collective agreements
EMEA	12-16 weeks	12-16 weeks	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	0-8 weeks	0-8 weeks	Not applicable	0-8 weeks	Not applicable
China	30 days	30 days	30 days	No	30 days	No
Latin America	30 days	30 days	30 days	No	30 days	No
Southeast Asia & India	4-5 weeks	4-5 weeks	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.	<p>We have a network of global and regional Environmental Health and Safety (EHS) professionals that lead sites through Operational Excellence EHS activity. This activity is coordinated globally by the Global Director, Environmental, Health &amp; Safety (EHS) who reports into the Vice President, Operational Excellence.</p> <p>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.</p> <p>As part of the EHS MS, a digital solution is utilized to manage the various aspects of our EHS and operational eco-efficiency topics. Included in the digital tool is incident management, behavior-based safety, audits and inspections and environmental metrics.</p> <p>Aptar utilizes a digital solution for the management and risk assessments pertaining to ergonomics. This new solution assists with the reduction of 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 19-20.</p>

GRI 403: Occupational Health and Safety		
403-1	<p>a. The level at which each formal joint management-worker health and safety committee typically operates within the organization.</p> <p>b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.</p>	<p>a. Health and Safety Committees or Teams are hosted at the site level. These committees typically consist of a combination of local management representatives, (elected) employee representatives and labor union representatives (where applicable). These teams are led by local EHS leaders and results are driven at the regional and global level. Committees help to create and improve a culture of safety at the site level.</p> <p>b. Site-level safety and environmental leaders are identified in all Aptar locations as part of the EHS Management System process. At Aptar, we consider EHS personnel, Plant/Operations leaders and local Human Resources leaders as key stakeholders in the success of our EHS programs. The cooperation between site leadership and other representatives that make up the local safety committees is essential to local implementation and sustainability.</p>
403-2	<p>a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by: i. region; ii. gender.</p> <p>b. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by: i. region; ii. gender.</p> <p>c. The system of rules applied in recording and reporting accident statistics.</p>	<p>See <b>Table 403-2a</b> and <b>Table 403-2b</b>. A safe working environment for our employees is a top priority. We also celebrate a continued trend of decreasing injury rates with an ambition of zero injuries. The EHStar system enables us to track injuries by type, body part, Aptar location; and includes information about days missed, root cause analysis and corrective action. However, we only publish our Total Recordable Incident Rates and Lost Time Frequency Rates. A snapshot of the last three years shows that our work-related fatality rate is zero.</p> <p>We have provided data on recordable and lost time incident rates by region. It is important to note that this data has not been externally verified. Due to privacy concerns and the European Union's General Data Protection Regulation (EU GDPR), we do not collect or disclose gender information. <b>Chart 403-2c</b> shows the most prevalent lost time injury types from 2024.</p>

CHART 403-2c



## GRI 403: Occupational Health and Safety

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.	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.
403-4	a. Whether formal agreements (either local or global) with trade unions cover health and safety.  b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.	a. We do not currently have mechanisms in place to be able to report the extent to which formal agreements (either local or global) with trade unions cover health and safety. However, local agreements do include health and safety topics.  b. We do not currently have mechanisms in place to track and report the extent, as a percentage, to which various health and safety topics are covered by these agreements.
403-5	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	As a part of the implementation of the EHS Management System, training for specific topics as video modules, was provided as a supplement to the policy documents. This training was tracked at the global and site level for key management, EHS leaders and site-level HR representatives.  In addition to this initial global training, Aptar has an 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.

## GRI 403: Occupational Health and Safety

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 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 <a href="#">list of certifications</a> 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).
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. <b>See Table 403-9.</b> Safe working environment for our employees is a top priority. We also celebrate a continued trend of decreasing injury rates with an ambition of zero injuries. A snapshot of the last three years shows that our work-related fatality rate is zero.  d. See pages 19-20.  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).

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.	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).
	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.	

CHART 403-2a

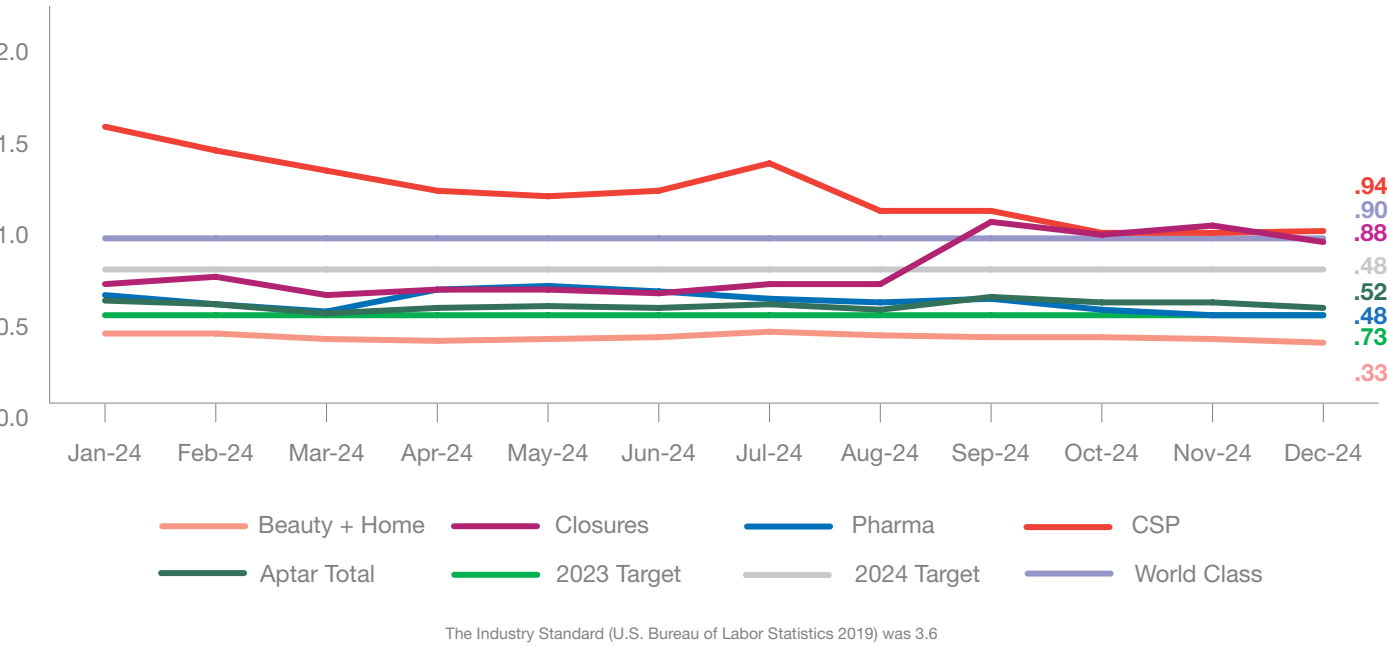
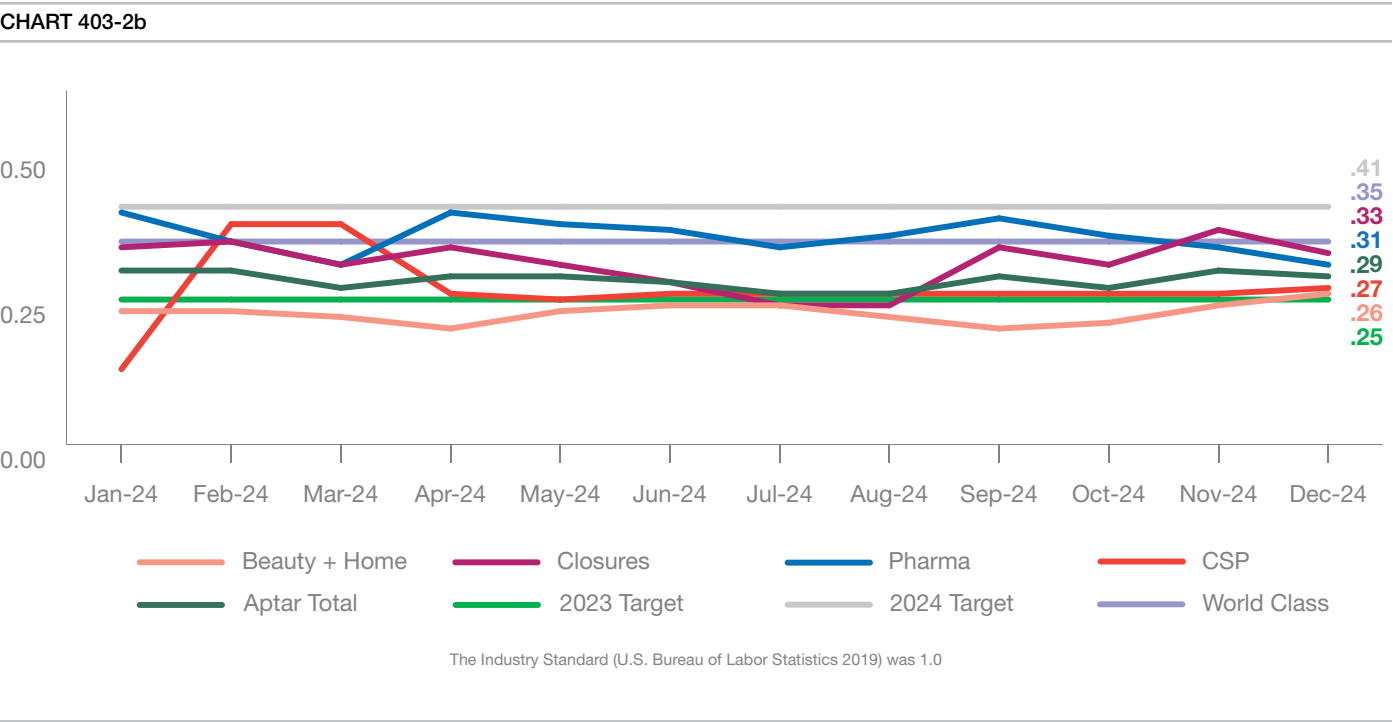


TABLE 403-2a: TOTAL RECORDABLE INCIDENT RATE (TRIR)

		% CHANGE 2023 TO 2024	2024	2023	2022
Beauty		-3%	0.33	0.34	0.72
	EMEA	-12%	0.43	0.49	0.69
	LATAM	Same	0.11	0.11	0.29
	North America	Increase	0.79	0.72	2.15
	Northeast Asia	Increase	0.15	0.00	0.13
Corporate & Others		Same	0.00	0.00	0.19
	EMEA	Same	0.00	0.00	0.00
	North America	Same	0.00	0.00	0.00
		Increase	0.88	0.68	0.54
	EMEA	-2%	0.42	0.43	0.29
Closures		Increase	1.05	0.25	0.00
	LATAM	Increase	1.62	1.43	1.40
	North America	Increase	1.62	1.43	1.40
	Northeast Asia	-100%	0.00	0.69	0.23
		-23%	0.48	0.62	0.81
Pharma		-16%	0.56	0.67	0.94
	EMEA	-16%	0.56	0.67	0.94
	North America	Same	0.23	0.23	0.29
	Northeast Asia	-66%	0.21	0.61	0.00
	Southeast Asia	Same	0.00	0.00	2.21
CSP		-30%	0.94	1.35	1.85
	EMEA	-50%	0.78	1.57	2.65
	North America	-25%	0.98	1.31	1.65
Aptar Total		-5%	0.52	0.53	0.77



TABLE 403-2b: LOST TIME FREQUENCY RATE (LTFR)					
		% CHANGE 2023 TO 2024	2024	2023	2022
Beauty		Increase	0.26	0.21	0.40
	EMEA	Increase	0.43	0.39	0.48
	LATAM	Increase	0.11	0.00	0.23
	North America	Increase	0.32	0.14	1.00
	Northeast Asia	Same	0.00	0.00	0.00
	Southeast Asia	Same	0.00	0.00	0.00
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		-3%	0.33	0.34	0.13
	EMEA	-26%	0.32	0.43	0.29
	LATAM	Increase	0.31	0.25	–
	North America	Increase	0.50	0.39	0.00
	Northeast Asia	-100%	0.00	0.23	0.00
Pharma		-28%	0.31	0.43	0.59
	EMEA	-12%	0.38	0.43	0.66
	North America	-100%	0.00	0.23	0.00
	Northeast Asia	-66%	0.21	0.61	2.21
	Southeast Asia	Same	0.00	0.00	2.21
CSP		Increase	0.27	0.25	0.53
	EMEA	Increase	0.78	0.00	1.32
	North America	-45%	0.16	0.29	0.33
Aptar Total		4%	0.29	0.28	0.43



GRI 404: Training and Education		
Management	<p>The reporting organization shall report its management approach for training and education using Disclosure 3-3 in GRI 3: Material Topics 2021.</p>	<p>At Aptar, we recognize that continuous learning is fundamental to growth, innovation, and success. Consequently, we maintain a strong global focus on Learning &amp; Development. Our Learning Management Platform, Horizon, facilitates the distribution of training to all employees, enabling them to engage in learning journeys.</p> <p>Our Horizon Learning Experience environment offers a comprehensive range of training initiatives, from mandatory safety and compliance modules to self-directed learning resources, accessible to all Aptar employees. The Learning and Development team supports these initiatives globally, ensuring the harmonization and standardization of training approaches across segments and regions.</p> <p>In fostering an open learning culture, where continuous skill and knowledge enhancement is encouraged, our Learning &amp; Development organization also produces digital content through a dedicated content development team. Inclusion, Equity, and Belonging (IE&amp;B) in learning are integral to our culture, and we are increasingly offering self-created learning resources. All content is available on Horizon in multiple languages.</p> <p>Our strategic direction is to transition to a hybrid learning model, supporting diverse learning methodologies through a unified, global Learning Experience Platform. We aim to shift from a push learning culture to an open pull learning culture, granting employees the autonomy to pursue their learning interests.</p> <p>A key element of our strategy is capturing and disseminating knowledge from our experts across the organization, making this expertise accessible to all employees. Additionally, we strive to integrate work and learning environments more closely together.</p> <p>The Corporate University (CU) built on the strong best practices of hybrid learning journeys, which integrate various training and learning formats into comprehensive experiences. These journeys include face-to-face sessions designed to practice and experience different learning contents, fostering personal interaction, networking, and direct exchange among participants, along with self-learning opportunities, 1:1 tutoring, webinars, and more. Building on this best practice, new programs were developed, including L'Atelier Leadership, Emotional Agility, Finance for Non-Finance, and Project Management.</p> <p>Aptar CU underlines the idea of Inclusion, Equity &amp; Belonging (IE&amp;B) in learning by investing in self-learning content through Horizon, ensuring all employees have access to internal resources in different languages. Furthermore new learning initiatives have been implemented including the Gaming Championships and Taster Tuesday. Championships: In collaboration with our partner GameLearn, focused on personal effectiveness and emotion &amp; stress management, featuring self-paced games and interactive tutor-led sessions for up to 60 participants per cohort.</p> <p>Taster Tuesday: launched to celebrate World Distance Learning Day, provided essential professional skills through focused, engaging, and hands-on workshops, offering a unique learning experience in a short time frame.</p> <p>In the On-Demand/Custom Training segment, participation in on-demand pipeline training now matches that of standard trainings. However, there is still a growing demand for Custom/On-Demand Training across various categories, including leadership, team development, team alignment, Core Values, Insights, and Customer Value Management. Aptar Corporate University collaborates closely with the business to meet individual training needs and provide customized solutions. Consequently, we have adjusted our organization to better serve business needs and enhance our custom training services.</p>

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.	<b>Table 404-1</b> illustrates the average hours of training per year per employee by region and by gender for reporting year 2024 mainly utilizing our learning platform database. Historical information can be found within our previous sustainability reports.
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.	<p>The global implementation of Horizon establishes a unified learning experience platform for knowledge and content management, offering a variety of learning formats, including online, hybrid, and face-to-face. To effectively share diverse methodologies and training offerings through our Learning Experience Platform, we invest in the localization and translation of learning content, thereby reaching a wide audience of Aptar employees.</p> <p>We aim to standardize and deploy training across sites, regions, and segments where beneficial, identifying numerous opportunities to reduce duplication of efforts. Currently, Aptar's training environment is managed by various stakeholders in HR, the Excellence pillars, and within the business. Horizon presents an excellent opportunity to enhance efficiency by leveraging digitalization and sharing experiences across segments, regions, and sites.</p> <p>We see an opportunity to harmonize and standardize by leveraging technologies, thereby enhancing the overall learning experience for Aptar's employees. We are aligning stakeholder interests while ensuring that learning initiatives support organizational goals, shaping effective Learning and Development governance practices. This involves a comprehensive network of individuals and stakeholders with various roles.</p> <p>From our knowledge experts who possess the expertise and collaborate with an organization to transfer it into a learning format (Learning Hub) to the organization that delivers the learning content to our learners (Learning Provider), we are closing the loop of learning. This network ensures that we consider the full value chain and can offer harmonized, standardized, and state-of-the-art learning resources to Aptar's workforce.</p>
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 to tracking of annual objectives, facilitates the annual performance review process and tracks other employee level data.

TABLE 404-1: AVERAGE TRAINING HOURS PER EMPLOYEE									
	2024			2023			2022		
Region	Females	Males	All	Females	Males	All	Females	Males	All
EMEA	19.14	24.63	—	14.44	15.94	—	13.41	16.81	—
North America	41.03	23.27	—	23.90	22.72	—	21.90	23.73	—
Latin America	9.76	8.32	—	15.93	17.61	—	15.62	19.41	—
Asia	3.41	3.45	—	12.12	14.18	—	16.21	15.76	—
Aptar Total	20.58	21.04	20.86	16.15	17.11	16.75	16.99	17.47	17.29

GRI 405: Diversity and Equal Opportunity		
Management	The reporting organization shall report its management approach for diversity and equal opportunity using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>Inclusion, Equity and Belonging (IEB) is one of Aptar's five strategic priorities under the umbrella of Talent &amp; Leadership. We continue to strive for better support, better mentoring and networking opportunities, development planning and leader accountability. Our President and CEO works with our Chief Human Resources Officer as Aptar's co-champions of IEB, along with our Chief Diversity Officer. We are proud to lead in diversity on our Executive Committee and Board of Directors.</p> <p>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 2024.</p> <p>In addition, 2024 was a year of continuous foundational development and growth for our Employee Resource Groups:</p> <ul style="list-style-type: none"><li>• ALIGN, championing the development and upward progression of women across all regions/countries</li><li>• BOLD, the Black Organization for Leadership, Diversity &amp; Development, supporting our Black/African-America and African descent employees and</li><li>• ARC, the Aptar Rainbow Community supporting our LGBTQ+ community and its allies.</li><li>• ABLE, Aptar for Better Living and Empowerment to support accessibility, career development, and community engagement for all employees,</li></ul> <p>Aptar continues to conduct Unconscious Bias to Inclusive Leader training sessions and recently launched a self-enrollment IEB training on our Horizon learning platform. Aptar's IEB topic is included in the annual employee performance appraisal to prompt employees and their managers to discuss and exchange their thoughts about IEB.</p>
405-1	<p>The reporting organization shall report the following information:</p> <p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"><li>i. Gender;</li><li>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</li><li>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</li></ul> <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"><li>i. Gender;</li><li>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</li><li>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</li></ul>	<p>b. Employee breakdown per employee category by gender can be found in <b>Table 405-1</b>. As it is ever-changing, the data presented in the table is a snapshot as of year-end 2024. The definitions of employee categories are provided in the Appendix. In addition, <b>Table 405-1</b> details the total number, age range and gender of our new employee hires and the rate of employee turnover by the same categories. However, age data for our global employee workforce is not currently aggregated. Aptar reports transparently on Equal Employee Opportunity (EEO), per regulations established in the United States for our American population. <b>Table 405-b</b> shows a snapshot, at December 31st, for years 2022, 2023, and 2024 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 2024 U.S. Equal Employment Opportunity Report will be submitted in late 2025, as required by law.</p>

TABLE 405-1a: GOVERNANCE BODY DIVERSITY																		
		2024																
		Gender					People of Color*						Age					
GRI REQUEST	APTAR CATEGORIES	Total	Male (#/%)		Female (#/%)		Total		Male (#/%)		Female (#/%)		<30 (#/%)		30-50 (#/%)		>50 (#/%)	
	a. Governance bodies**	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Board of Directors	Board of Directors	10	5	50	5	50	2	20	0	0	2	20	0	0	0	0	10	100
Executive Leadership Team	Executive Leadership Team	9	5	56	4	44	4	44	1	11	3	33	0	0	3	33	6	67

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

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

		2024											
		Gender					Age						
GRI REQUEST	APTAR CATEGORIES	Total	Male (#/%)		Female (#/%)		<30 (#/%)		30-50 (#/%)		>50 (#/%)		
	b. Employees	#	#	%	#	%	#	%	#	%	#	%	
Vice President and above***	Vice President and above***	114	84	73.7	30	26.3	—	—	46	40.0	68	60.0	
Management & Professionals	Management & Professionals	3,509	2,081	59.0	1,428	41.0	395	11.0	2,173	62.0	941	27.0	
Non M&P - Unlimited Term Contract	Non M&P - Unlimited Term Contract	8,923	5,694	64.0	3,229	36.0	1,174	13.0	5,101	57.0	2,648	30.0	
Non M&P - Fixed Term Contract	Non M&P - Fixed Term Contract	971	564	58.0	407	42.0	602	62.0	316	33.0	53	5.0	
Temporary	Temporary	2,174	1,321	60.8	853	39.2	NO DATA						

		2023										
		Gender					Age					
GRI REQUEST	APTAR CATEGORIES	Total	Male (#/%)		Female (#/%)		<30 (#/%)		30-50 (#/%)		>50 (#/%)	
	b. Employees	#	#	%	#	%	#	%	#	%	#	%
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	428	40	651	60.9	366	34.2	52	4.9
Temporary	Temporary	2,151	NO DATA				NO DATA					

		2022										
		Gender					Age					
GRI REQUEST	APTAR CATEGORIES	Total	Male (#/%)		Female (#/%)		<30 (#/%)		30-50 (#/%)		>50 (#/%)	
	b. Employees	#	#	%	#	%	#	%	#	%	#	%
Vice President and above***	Vice President and above***	119	90	75.6	29	24.4	0	0	56	47	63	53
Management & Professionals	Management & Professionals	3,345	2116	63	1229	37	356	11	2052	61	937	28
Non M&P - Unlimited Term Contract	Non M&P - Unlimited Term Contract	9,125	5831	64	3294	36	1320	14	5337	58	2468	27
Non M&P - Fixed Term Contract	Non M&P - Fixed Term Contract	1025	632	62	393	38	621	61	354	35	50	5
Temporary	Temporary	2677	NO DATA				NO DATA					

\*\* Persons of color combines all ethnicities except white and non-disclosed, \*\*CEO Stephan Tanda is counted within both the Board of Directors and the Executive Committee, \*\*\*VP and above does not include ExCom or BoD,

TABLE 405-1b: EMPLOYEE DIVERSITY (U.S. EMPLOYEES)									
	2024								
	U.S. Total Employees (#)	Percentage of U.S. Total (%)	Percentage of U.S. Total That are Female (%)	Senior Management*			Workforce		
U.S. ETHNICITY (COUNT)				Total	Male	Female	Total	Male	Female
American Indian/ Alaska Native	15	0.6%	0.2%	1	—	1	14	10	4
Asian	135	5.6%	1.9%	7	4	3	128	85	43
Black or African American	384	16.0%	7.5%	2	—	2	382	205	177
Hispanic or Latino	318	13.3%	6.3%	2	1	1	316	166	150
Native Hawaiian Or Pacific Islander	0	0%	0%	0	—	—	—	—	—
White	1,418	59.2%	21.3%	36	24	12	1,382	884	498
Two or More Races	21	0.9%	0.1%	0	—	—	21	18	3
Other	105	4.4%	1.9%	1	1.00	—	104	59	45
U.S. Total	2,396	—	39.0%	49	30	19	2,347	1,427	920

TABLE 405-1b: EMPLOYEE DIVERSITY (U.S. EMPLOYEES)									
	2023								
	U.S. Total Employees (#)	"Percentage of U.S. Total (%)	Percentage of U.S. Total That are Female (%)	Senior Management*			Workforce		
U.S. ETHNICITY (COUNT)				Total	Male	Female	Total	Male	Female
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	—	— %	— %	—	—	—	—	—	—
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	— %	39.0%	50	31	19	2,385	1,452	933



TABLE 405-1b: EMPLOYEE DIVERSITY (U.S. EMPLOYEES)									
	2022								
	U.S. Total Employees (#)	"Percentage of U.S. Total (%)	Percentage of U.S. Total That are Female (%)	Senior Management*			Workforce		
U.S. ETHNICITY (COUNT)				Total	Male	Female	Total	Male	Female
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	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	13	12	1
Other	189	7	2.9	8	6	2	181	110	71
U.S. Total	2,545	—	39	52	36	16	2,493	1,516	977

\* 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.

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

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

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 No.138). We are committed to ensuring that child labor is not taking place in our company, as child labor deprives children of their childhood, their potential and their dignity and can be harmful to their physical and mental development.
408-1	a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	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.

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.
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.

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 2024.

GRI 413: Local Communities		
Management	<p>The reporting organization shall report its management approach for local communities using Disclosure 3-3 in GRI 3: Material Topics 2021.</p>	<p>Aptar recognizes the importance of social responsibility within our local communities and beyond. Aptar has developed a three-tiered approach to community involvement:</p> <ul style="list-style-type: none"><li>• AptarGroup Inc. Charitable Foundation</li><li>• Global Charitable Giving</li><li>• Employee Volunteerism</li></ul> <p>The AptarGroup Charitable Foundation was established to provide funding and support for charitable organizations. At a regional, country and local level, Aptar sites and employees are encouraged to give back to their communities through donations and volunteering. Much of this activity is coordinated by local Human Resources Teams at our Aptar locations.</p> <p>Through the Corporate Grant Program and the Employee Matching Gift Program, the Foundation supports eligible 501(c)(3) organizations in the fields of Health and Human Services, Higher Education and Culture and the Arts. On a bi-annual basis, the Foundation Board carefully reviews and selects eligible organizations for grant funding, concentrating on Health and Human Service agencies located where our employees live and work.</p> <p>The Matching Gift Program supports eligible organizations who receive donations by our employees with a two for one match. The donations through the Foundation are restricted to U.S. organizations, based on the U.S. IRS tax-exempt status of the Foundation.</p> <p>The AptarGroup Charitable Foundation also sponsors the Ervin J. LeCoque Leadership 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.</p> <p>In addition, Aptar has partnered with CARE®, a 501(c) organization who works around the globe to save lives, defeat poverty and achieve social justice. CARE's mission aligns with our purpose, values and mission to further inclusion, equity and belonging, 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.</p> <p>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 <b>Table 413</b>.</p>

GRI 413: Local Communities		
413-1	<p>The reporting organization shall report the following information:</p> <p>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <p>i. social impact assessments, including gender impact assessments, based on participatory processes;</p> <p>ii. environmental impact assessments and ongoing monitoring;</p> <p>iii. public disclosure of results of environmental and social impact assessments;</p> <p>iv. local community development programs based on local communities' needs;</p> <p>v. stakeholder engagement plans based on stakeholder mapping;</p> <p>vi. broad based local community consultation committees and processes that include vulnerable groups;</p> <p>vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;</p> <p>viii. formal local community grievance processes.</p>	<p>Aptar allows employees to engage on a variety of different levels in communities where we operate as well as where they reside. Aptar believes in supporting our communities and we treat all stakeholders and partners fairly.</p> <p>Due to the heterogeneous nature of local communities, Aptar considers the differentiated nature of communities and the distinct and specific vulnerabilities these groups can suffer as a result of Aptar's activities. Aptar recognizes its social responsibility to reduce the negative impacts and increase the positive impacts our business has on our local communities and beyond. At a regional, country, and local level, Aptar sites and employees are encouraged to give back to their communities through charitable donations and volunteering, and this is managed through a series of site and regional specific programs. All actions taken within a facility must be aligned with local, state and/or country guidelines. In light of this, many of our social policies are governed at the local or regional level. In 2020, the Community Engagement and Global Giving Policy, helped to make a global standard of our three-tiered approach to community involvement. Examples of community involvement at our global Aptar locations can be found on pages 33-34.</p>
413-2	<p>a. Operations with significant actual and potential negative impacts on local communities, including:</p> <p>i. the location of the operations;</p> <p>ii. the significant actual and potential negative impacts of operations.</p>	<p>Aptar does not consider any of our operations to have significant actual or potential negative impacts on local communities.</p>

TABLE 413: APTAR CHARITABLE FOUNDATION GIVING	
	TOTAL CORPORATE GIVING
2024	\$444,609
2023	\$442,067
2022	\$504,632
TOTAL	\$1,391,308

GRI 414: Supplier Social Assessment		
Management	The reporting organization shall report how it manages supplier social assessment using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we entered a partnership with EcoVadis end of 2020 to advance our supplier screening capabilities. We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa). In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba provides alerts on more than 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.</p> <p>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.</p> <p>Aptar also has a Supplier Diversity Program. In 2024, we continued to develop our Supplier Diversity Program and expanded our diverse supplier pool through engagement with local organizations. Using EcoVadis as the main source for our vendors to report DEI metrics, we consider vendors identified as "Intermediate," "Advanced" and "Leader" based on their DEI maturity. Last year, 216 suppliers were rated in these three categories, and their spend represents 59.15% of all spend with suppliers assessed by EcoVadis in 2024.</p> <p>Progress towards this program can be found in the <b>Table 414</b>. Please note: Since 2024, Aptar follows the standard EcoVadis methodology for DEI metrics, which the platform uses to assess vendors on five categories of maturity: "Insufficient," "Beginner," "Intermediate," "Advanced," and "Leader." Due to this change, we consider the higher-level categories ("Intermediate," "Advanced" and "Leader") for the 10-year goal.</p>

GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria.	<p>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 &amp; GHGs, diversity &amp; inclusion activity, employee safety &amp; working conditions, corruption &amp; 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.</p> <p>As of December 2024, 484 of our suppliers had been scored by the EcoVadis platform. 87% of our partners' latest scorecard received a score above 50, putting them in the top half of all EcoVadis respondents for the year. In addition, vendors with higher DEI maturity (Intermediate, Advanced, and Leader) account for 59% of the total spending with Aptar's suppliers assessed by EcoVadis in 2024.</p> <p>In 2024, we continued to develop our Supplier Diversity program. To continue progress in 2025, we are working to identify what strategies have been most impactful in attracting bids from IE&amp;B suppliers. Additionally, we are creating a community of regional and segment specific IE&amp;B purchasing ambassadors within Aptar and recruiting a new ESG manager. They will meet periodically to share strategies and initiatives for achieving diverse purchasing objectives. In 2025, Aptar intends to to launch a new campaign with EcoVadis to bring more diverse suppliers onto the platform, and we plan to align our goals for supplier diversity with new CSRD requirements.</p> <p>In 2024, 216 suppliers are rated "Leaders" or "Advanced" or "Intermediate" in DEI maturity scoring proposed by EcoVadis which represent less than 20% of the Aptar's total spend.</p>
414-2	Negative social impacts in the supply chain and actions taken.	<p>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. In 2024, the team evaluated specific tools to help track supplier ethical and social compliance, focusing on labor rights, health &amp; safety, and environmental impact. Each category managers has plans to monitor the performance of their suppliers.</p>

TABLE 414: SUPPLIER DIVERSITY PROGRAM	
10-YEAR GOALS (2022 BASELINE YEAR)	2024 PROGRESS
20% of spend with small businesses	Around 35% of Aptar global spend is with small businesses
5% of Aptar spend with woman or minority-owned business (U.S.) & inclusive enterprises (specific targets per geography depending on local regulations)	5.43% of U.S. spend is with diverse businesses
50% of Aptar spend with suppliers rated "engaged" or "advanced" on EcoVadis DEI indicators	**Around 59% of spend is done with suppliers rated "Intermediate," "Advanced" or "Leader" on EcoVadis DEI indicators

\*\* Some vendors (12.75% of the total) have not had their spend mapped yet. Therefore, the percentage provided represents the spend with vendors in the three targeted categories over the total spend with suppliers evaluated by EcoVadis and whose scores have been mapped. Around one-third of Aptar's total spend is with suppliers on the platform.

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

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.  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 2024 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.

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
417-2	Incidents of non-compliance concerning product and service information and labeling.	Aptar experienced no significant incidents of non-compliance concerning product and service information and labeling during the reporting year.
417-3	Incidents of non-compliance concerning marketing communications.	Aptar experienced no significant incidents of non-compliance concerning marketing communications during the reporting year. We control greenwashing through adherence to an internal EHS & Sustainability Communications Policy. In 2020, we developed a greenwashing avoidance training module for sales and marketing professionals to help advance Aptar's sustainability communications.

GRI 418: Customer Privacy		
Management	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.





Appendix

EMPLOYEE CATEGORY DEFINITIONS

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

APTAR’S USE OF THE TERM CONVENTIONAL VERSUS VIRGIN:

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



Aptar 