

Aptar 

Progress in Motion

2025 Corporate
Sustainability Report



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This Corporate Sustainability Report contains "forward-looking statements" within the meaning of certain safe harbor provisions under federal securities laws, such as statements regarding our sustainability targets, including our climate and other environmental-related commitments and renewable energy targets and operational strategies. There is no guarantee that these "forward-looking statements" will happen due to a number of factors, including assumptions not being realized, scientific or technological developments, evolving sustainability strategies, evolving legal and regulatory requirements, our expansion into new geographic regions, and potentially, those set forth in the "Risk Factors" section of our most recent Annual Report on Form 10-K and subsequent filings. The standards of measurement and performance contained in this report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved. The information included in and any issues identified as material for purposes for this report may not be considered material for SEC reporting purposes. In the context of this report, the term "material" is distinct from and should not be confused with, such term as defined for SEC reporting purposes.



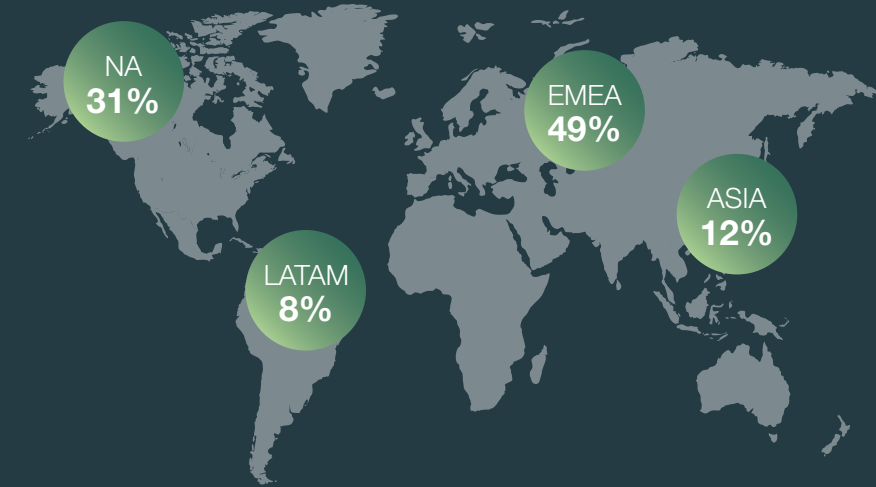
Introduction

About Aptar

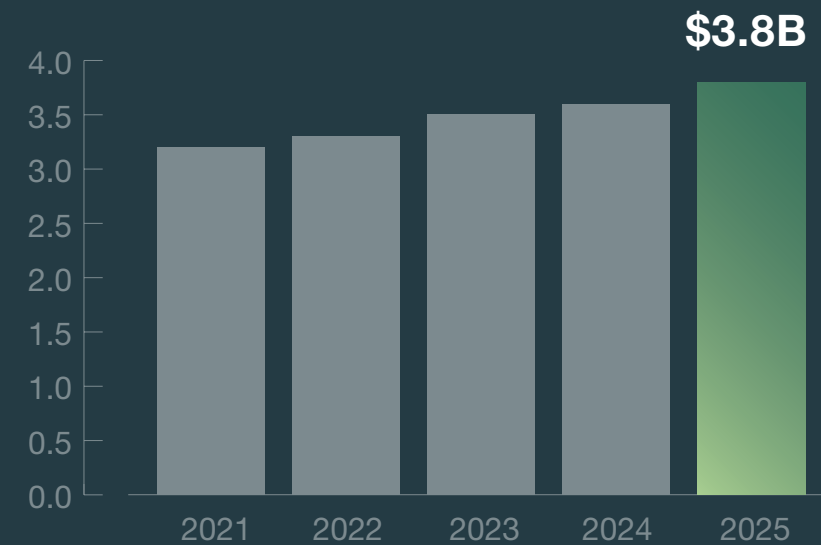
Aptar is a global leader in drug delivery, including dosing and protection technologies, and consumer product dispensing. Aptar partners with the world's top healthcare and consumer brands to deliver medicines and create exceptional user experiences. Serving diverse markets, from pharmaceutical to beauty to food and beverage, Aptar combines market expertise with proprietary design, engineering and science to develop innovative solutions that improve lives worldwide.

Headquartered in Crystal Lake, Illinois, Aptar employs approximately 14,000 dedicated people across 20 countries.

Net Sales by Shipping Destination



Sales (in Billions)



Our Strategy

Sustainability is a focus in Aptar's business strategy. Because of this, we incorporate economic, environmental and social factors into our policies, practices and processes. The aim is to create long-term benefits for the company and our employees while also being mindful of conserving and protecting resources. We manage our sustainability-related risks through an enterprise risk management (ERM) process. We include climate risks as financial risks, which are disclosed in our annual report on Form 10-K filed with the Securities and Exchange Commission and in our Task Force on Climate-related Financial Disclosures (TCFD) and Taskforce on Nature-related Financial Disclosure (TNFD) reporting.

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



Care

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



Collaboration

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



Circularity

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

Aptar publishes an annual sustainability report according to the Global Reporting Initiative (GRI) standards, highlighting our efforts toward the UN Sustainable Development Goals (SDG), and we provide a supplemental overview in line with the Sustainability Accounting Standards Board (SASB) as well. We include our Climate-related Financial Disclosures within our annual CDP (formerly Carbon Disclosure Project) responses, and we publish a stand-alone Task Force on Climate-related Financial Disclosures (TCFD) and Taskforce on Nature-related Financial Disclosure (TNFD) summary as well. We also publish an annual overview of our progress according to the United Nations [Global Compact](#) requirements. These disclosures can be found on the Sustainability Page of the Aptar website at www.aptar.com under the heading Reporting Center.

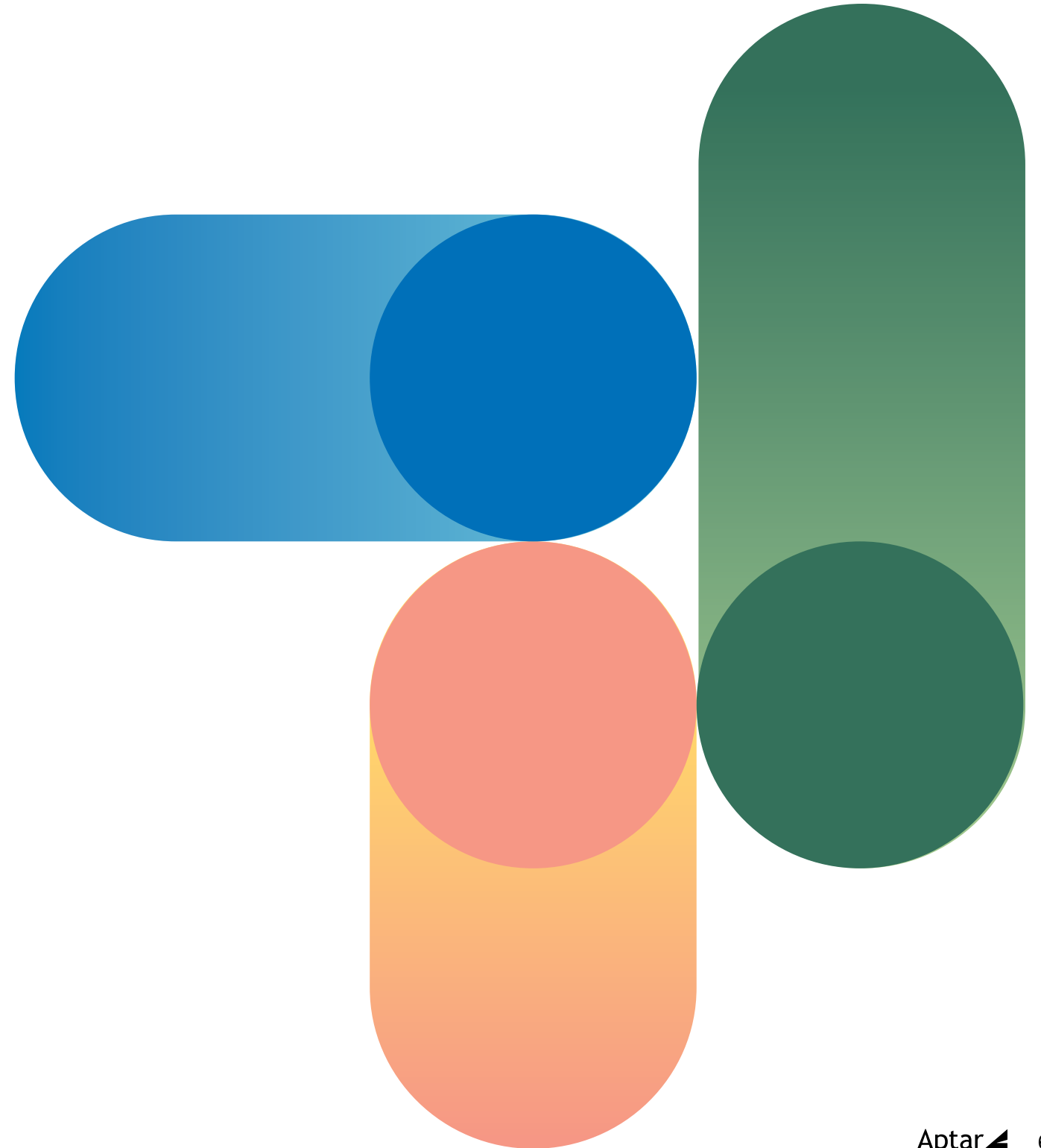
About Aptar's 2025 Corporate Sustainability Report

This report highlights activities across Aptar global operations from January 1 through December 31, 2025. As in previous reports, this year's report summarizes milestones measured and achieved in the key areas of our global sustainability strategy as well as the challenges we continue to address. Our scope encompasses initiatives undertaken by Aptar and its subsidiaries during the calendar year unless otherwise indicated.

Aptar has reported in accordance with the GRI standards for the period January 1 through December 31, 2025. Since 2020, Aptar has held the International Organization for Standardization (ISO) 14064-1 certification for energy and greenhouse gas (GHG) emission reporting, highlighting the accuracy of our energy and emissions data within this report, as well as our annual CDP responses. We obtained reasonable assurance from ERM CVS for our Scope 1 & 2 GHG Emissions, and energy metrics. We also obtained limited assurance from ERM CVS for various waste, water, product sustainability, and health and safety metrics. The complete assurance report can be found at the link below.

- [2025 Independent Assurance Report](#)

In preparation for the European Union's Corporate Sustainability Directive (CSRD), Aptar conducted an assurance readiness review of its Double Materiality Assessment (DMA) with the support of an independent third-party assurance provider. The review focused on key assurance readiness considerations, including the existence of a clear and auditable trail throughout the DMA process; the review of DMA process documentation, including a description of the steps performed and how these address the requirements set out in ESRS 3.1 through 3.7; and the understanding of key assumptions and any calibration applied in deriving results.



A Letter from Our CEO



I am pleased to share our Corporate Sustainability Report highlighting our progress across our sustainability goals during 2025. We made meaningful progress across both our operations and our product solutions in ways that we believe continue to set us apart in our markets. The world's leading brands turn to us because our commitment to improving the sustainability of what we make — and how we make it — is genuine, ongoing and increasingly integral to the value we provide.

I'm proud that Aptar's progress continues to earn strong external recognition. For 2025, we were named to TIME magazine's World's Most Sustainable Companies list and to Barron's 100 Most Sustainable U.S. Companies for the seventh consecutive year. EcoVadis recognized us with a Platinum rating for the fifth consecutive year, placing us among the top 1% of more than 125,000 companies rated across all industries. We also achieved the CDP A List for Climate Change based on our 2025 disclosure.

This report gives a detailed account of our sustainability efforts across three organizing principles: Care, Collaboration and Circularity. For each, I am pleased to highlight some of our many achievements as follows:

Caring with Purpose

Caring with purpose reflects Aptar's conviction that how we treat our people, our communities and our partners is as important to our sustainability as what we make. We work to build a culture where fairness and belonging are real, not aspirational, and where every Aptar employee can grow and contribute fully. Employee resource groups (ERGs) are essential to this culture, and in 2025 our newest ERG, called ABLE (Aptar for Better Living and Empowerment) began supporting accessibility, career development and community engagement for all employees.

Caring for the environment is another way in which we strive to be responsible community members. In 2025, we made progress on our goal of procuring 100% renewable electricity by 2030. To this end, we continue to pursue a combination of direct power purchase agreements (PPAs), renewable energy certificates (RECs), and energy efficiency improvements. We also advanced our biodiversity roadmap to strengthen Aptar's positioning for future sustainability disclosure requirements, and most of our sites are certified Landfill Free through our internal program.

Our innovation leadership works to create opportunities to fundamentally improve the processes and outcomes of our business. In 2025, we developed high-fidelity models of mechanical components that can be tested, refined virtually and designed to reduce scrap and improve time to market. Last year also saw the return of Aptar's Innovation Day to the InVision Lab in France with an expanded scope and leadership from our Innovation Excellence team. Plus, the Aptar Asia Innovation Hub marked a significant milestone with the opening of the China Consumer Experience Center in Shanghai.

Collaborating for Impact

To have a positive impact on what we care about, Aptar collaborates with customers, suppliers, industry coalitions, nonprofits and internally between business segments. For example, this year we established a cross-functional group of around 70 engineers and technicians from the Beauty, Pharma and Closures segments, who are working together to replace metal springs with recyclable polymers. Similarly, Aptar Pharma is now participating in a multi-partner industry initiative that aims to replace petroleum-based rubber with bio-based alternatives.

To advance our commitment to a more circular economy, we renewed our membership with the Ellen MacArthur Foundation in 2025 and joined the organization's 2030 Global Commitment, defining new targets for our Beauty and Closures segments in the process. Other collaborations include partnerships with the Universities of Liverpool and Strasbourg to strengthen our expertise in eco-design and product sustainability. Plus, we invested in Yangi, a pioneer in fiber-based packaging innovations.

Collaboration with and among our employees continues to motivate volunteering and philanthropic giving at Aptar. Our Charitable Foundation in the U.S. continues to recognize the importance of giving back to local communities. Through a Corporate Grant Program and an Employee Matching Gift Program, the foundation supports eligible 501(c)(3) organizations in our communities with a focus on health and human services, higher education, and culture and the arts. We also give back to communities outside the United States, including our support of The Vatsalya Foundation in India and the international relief organization CARE®. In 2025, Aptar doubled all employee donations of up to \$1,000 to CARE®.

Designing for Circularity

Improving the circularity of our products remains central to our sustainability strategy, and it begins with design. In 2025, our material science team evaluated more than 12 sustainable materials and conducted over 200 Life Cycle Analysis (LCA) studies with a focus on reducing the environmental impact of new products. These efforts supported the launch of new fully recyclable product platforms, including a nasal spray pump made from 52% bio-based feedstock, and are driving strong progress on pulp-based packaging solutions and recyclable barrier coatings that support our mono-material goals.

At the same time, our use of post-consumer recycled (PCR) resin reached nearly 2% of plastic packaging across our Beauty and Closures segments. Three production sites in Europe are now PCR-certified, positioning Aptar to respond to growing customer demand ahead of anticipated recycled content regulations taking effect in 2030.

We also made advances in the reusability of our products in 2025. Aptar Beauty introduced a fragrance purse spray designed for quick and easy refill. Plus, the reloadable Gaia airless platform made its global market debut through a face-cream launch with Clarins. Aptar Closures tested the reusability of our popular SimpliCycle® valve, to test whether it can withstand the repeated dispensing and washing cycles required of reusable hydration bottles and paving the way for a target customer launch in 2026.

The progress documented in this report reflects our corporate purpose of innovating and transforming ideas into solutions that improve everyday life. On behalf of our leadership team and Board of Directors, I thank you for your interest in Aptar and invite you to explore the full scope of our progress in the pages that follow.

Sincerely,












STEPHAN B. TANDA
APTAR PRESIDENT AND CEO

Our Sustainability Progress

Positioned to Make a Difference

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

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

UN SDG	GOAL	TARGET YEAR	2025 RESULTS
	Avoid disposing 85% of operational waste through reduction, recycling and reuse	2025	81%
	Earn Landfill Free certification through our internal program for 67% of sites		62%
	10% recycled resin content in personal care, beauty, home care and food/beverage solutions		(1.6%) 1.7%**
	100% recyclable, reusable or compostable solutions in personal care, beauty, home care and food/beverage solutions		(63.5%) 77.5%**
	Eliminate 100% of formaldehyde (POM), styrene (ABS, SAN), vinyl chloride (PVC), and Bisphenol A (PC, epoxy) in personal care, beauty, home care and food/beverage solutions		-33%
	Achieving 15% lower electricity intensity from baseline year 2020	2030	-10%
	Sourcing 100% electricity from renewable sources		98%
	Reduce Scope 1 + 2 emissions by 82% from 2019 baseline		-74%
	Reducing Scope 3 absolute emissions 14% from a 2019 baseline		36%

Several public sustainability targets reached their defined end date in 2025. Updated targets are planned and will be disclosed in future reports following an assessment of outcomes and alignment with evolving strategic and regulatory considerations.



Care

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Collaboration

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

Circularity

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

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

* Due to the closures of sites into our calculations the percentage of our certified sites has slightly decreased. For more information, please see our response to GRI 306.

** (Calculation of results applying more conservative assumptions of the Ellen MacArthur (EMF) Plastic Packaging Guidelines) Calculation of results using direct application of Ellen MacArthur Plastic Packaging guidelines for all packaging. The Beauty and Closures segments are included in the scope of the EMF Global Commitment 2025. Certain exclusions apply, namely the Pharma segment, due to stringent regulatory constraints, and Fusion PKG and CSP Technologies (now Aptar Active Material Science), as they were not part of the Group at the time the initial commitment was signed. Please see our response to GRI 301 on for more information.

Recent Recognitions

At Aptar, we develop more efficient ways to deliver critical medicine. We're also helping enable families to recycle more plastic with greater convenience, and we're striving to run our operations with respect for the environment that nourishes us all. Here are our most recent sustainability recognitions.



Forbes

One of the
**World's Top
Companies
for Women**
from 2021-2025



Newsweek

In the Top 100
**America's Most
Responsible
Companies**
2020-2026



CDP

Included
in the
**CDP Climate
A List**
2024-2025



CDP

Recognized as a
**Supplier
Engagement
Leader**
2020-2025



EcoVadis

Sustainability
Rating
Gold or higher
Top 5%
since 2016



Time

One of the
**World's Most
Sustainable
Companies**
2024-2025



ISS ESG

Achieved
**Prime
Status**
from
2020-2025



USA Today

One of
**America's
Climate
Leaders**
2023-2026

Shaping a Better Future:

Macrotrends

At Aptar, our purpose — to innovate and transform ideas into solutions that improve everyday life — drives everything we do. In 2025, our teams continued to deliver this purpose to our customers, investors and other stakeholders. The past year saw numerous shifts in regulations, and Aptar responded proactively to these changes. Adaptability is central to our identity as a company. It's even reflected in our name, which comes from the Latin "aptare," meaning to adapt. As the environment transforms, we continue to grow and adjust alongside it.

Our approach to sustainability in recent years has been informed by the following macrotrends:

1

Increased Need for Transparent Disclosure and Due Diligence

We continue to see an increased need for governance, policies and procedures around sustainability and ESG topics. Growing demands from stakeholders and regulators are driving the need for greater transparency and improved governance across industries. Corporate regulatory and legal teams are closely monitoring new and emerging requirements, including those related to supply chain due diligence and risk mitigation. As regulatory expectations evolve, companies are integrating mitigation procedures and robust policies to address potential events in their supply chains.

Further, companies are mapping their investments in sustainable practices. The European Union Taxonomy provides a standardized classification system enabling organizations to identify, measure and disclose the extent of their sustainable activities. The framework guides investment decisions and enhances transparency for stakeholders, allowing them to assess how companies align their financial strategies with environmental objectives.

Aptar's internal teams monitor these regulatory changes for consideration as we look towards the future of sustainability reporting, including materiality assessments, audit processes and governance procedures.

2

Sustainability Reporting as a Business Imperative

Stakeholders, including investors, consumers and regulators, expect greater accountability and transparency. Organizations and governments continue to refine frameworks for comparing environmental and social performance. Historically, financial performance was the primary measure of business success. Now, there is a more holistic focus on achieving profits without negatively impacting the world, and more business functions are becoming involved in understanding sustainability risks and opportunities.

At Aptar, we understand the value of reporting on material topics and engaging with our stakeholders. We strive to better understand our risks, impacts and opportunities and have incorporated these insights within our most recent double materiality assessment process. Read more on page 13.

In addition, artificial intelligence (AI) is increasingly playing a pivotal role in sustainability reporting, helping organizations streamline data collection, automate analysis and ease benchmarking across industry standards. By leveraging AI tools, companies can efficiently gather, process and organize vast amounts of ESG data, enabling faster and more accurate reporting for stakeholders. However, this adoption is not without challenges; concerns persist around the potential for AI-generated false information and the lack of human intervention when errors arise. To ensure integrity, it is essential that AI systems are complemented by human oversight and robust validation procedures, maintaining reliability and transparency in sustainability disclosures.

3

Mitigating Climate Risks

The United Nation Environment Programme "Emissions Gap Report 2025" shows reductions in greenhouse gas emissions to the 1.5° scenario are still possible but achieving them will be extraordinarily difficult. Worldwide, there will need to be coordinated efforts to meet Paris Agreement goals. The report highlights the urgency for the prioritization of emissions cuts, investments in renewable energy, and mitigation of climate risks. The potential repercussions of climate change are significant, and forward-looking companies are accounting for this within their strategic planning.

Aptar's climate transition plan includes actions that align with climate science and support the transition to a low-carbon economy. To understand how these risks may impact our business, we use issues-based training and continued dialogue with stakeholders. We then incorporate risks into our enterprise-risk modeling, strategic decisions, and product-design processes across Aptar. In addition, we developed an ISO 14064 compliant energy-management system to map our global greenhouse gas emissions and ensure accurate carbon accounting.

4

Addressing Water and Biodiversity Risks

Despite some progress, the United Nations has warned that progress towards Sustainable Development Goal (SDG) 15: Life on Land and SDG 14: Life Below Water are falling dramatically behind. To reach these goals by 2030, a fundamental shift is needed in the human relationship with nature to avoid biodiversity loss from deforestation and land degradation, as well as ocean warming and acidification. We recognize the importance of biodiversity and its intersection with climate and water topics. Since 2021, Aptar has collaborated with the Science Based Target Network (SBTN) to establish science-based targets for nature, integrating biodiversity, climate, freshwater, and land and ocean considerations. We use lifecycle approaches to quantify the environmental impacts of our production processes on biodiversity. In 2025, we screened our sites for proximity to protected areas and completed a deeper investigation into potential biodiversity impacts. Through this investigation, we found no significant impacts from the operations at those sites.

Because water is an increasingly important and threatened resource globally, Aptar abides all discharge regulations and uses closed-loop water systems to reduce consumption, returning water to the ecosystem cleaner than when it was drawn. Annual water-risk assessments aid in business planning and support our Water Roadmap, with detailed information disclosed in our annual CDP Corporate Questionnaire. Regular training on water scarcity and circularity, including Earth Week celebrations, engages our employees in protecting this vital resource.

5

Advancing Resource Efficiency and Circularity

IA circular economy is only viable if every sector and every actor steps up to work together on solutions such as recycling, reuse and alternative resins. For Aptar, circularity and eco-efficiency are both internal and external. Efficiently managing our energy, water and waste is critical.

In 2025, Aptar renewed its membership with the Ellen MacArthur Foundation (EMF) and committed to the organization's Global Commitment 2030 initiative. This initiative brings together more than 1,200 companies in pursuit of a unified strategy for promoting a circular economy for plastics. The Global Commitment 2030 establishes a framework designed to enhance accountability among signatories and foster innovation. It acknowledges that progress requires coordinated efforts across industry and policy, reflecting Aptar's approach to advancing product sustainability.

Within the pharmaceutical sector, there has been an increased emphasis on engaging with suppliers on site-level initiatives to support decarbonization efforts. Due to stringent requirements and limitations on material changes for pharmaceutical products, companies are focusing on operational improvements and energy efficiency to minimize their carbon footprints. As a result, collaboration between Aptar and its partners has deepened, with stakeholders seeking more frequent touchpoints and joint problem-solving sessions. This growing engagement reflects a shared commitment to advancing resource efficiency while maintaining the high standards required for pharmaceutical products.

6

Fostering a Culture of Belonging

In a report published in 2025 by Catalyst and the NYU School of Law, titled "Risks of Retreat: The Enduring Inclusion Imperative," 2,500 employees, executives and legal leaders responded to questions about inclusion and competing pressures. The survey found that most C-suite executives associate inclusion initiatives with stronger long-term business performance and reduced legal risk. These executives also view inclusive practices as key factors in attracting talent. In fact, 84% of respondents saw a positive correlation between equity and inclusion programs and employee attraction and retention.

With operations spanning 20 countries and a diverse workforce of approximately 14,000 people, Aptar remains dedicated to cultivating a culture of inclusion, equity and belonging for all. Our efforts are ongoing; feedback from Aptar's recent VOICES global employee engagement survey shows that more than 70% of employees view our initiatives favorably, underscoring the progress we have made. However, the journey continues, and we are focused on ensuring every employee feels included and has equitable access to opportunities.

Aptar's Employee Resource Groups (ERGs) remain open to all employees and helped build community in 2025. For example, the Aptar Parent Network launched under the umbrella of the ALGIN ERG, to provide a forum for parents and caregivers to exchange ideas and advice. By leveraging best practices from partnerships with organizations like Catalyst and others, we are enhancing our approach and reaffirming our commitment to advancing inclusion and belonging. Aptar is proud to continue its journey by evolving our strategies and practices to build a truly inclusive workplace for 2026 and beyond.

Aptar Completes CSRD-Aligned Double Materiality Assessment

Aptar's new double materiality assessment (DMA) will help identify and prioritize the environmental, social and governance (ESG) topics that matter most in terms of Aptar's impact on people and the planet, and the financial risks and opportunities involved.

We conducted the DMA through a structured, company-wide process with collaboration from multiple functions, including Sustainability, Finance, EHS, HR, Legal, Purchasing and Operations. The assessment also incorporated insights from internal subject-matter experts, senior leadership and external stakeholders.

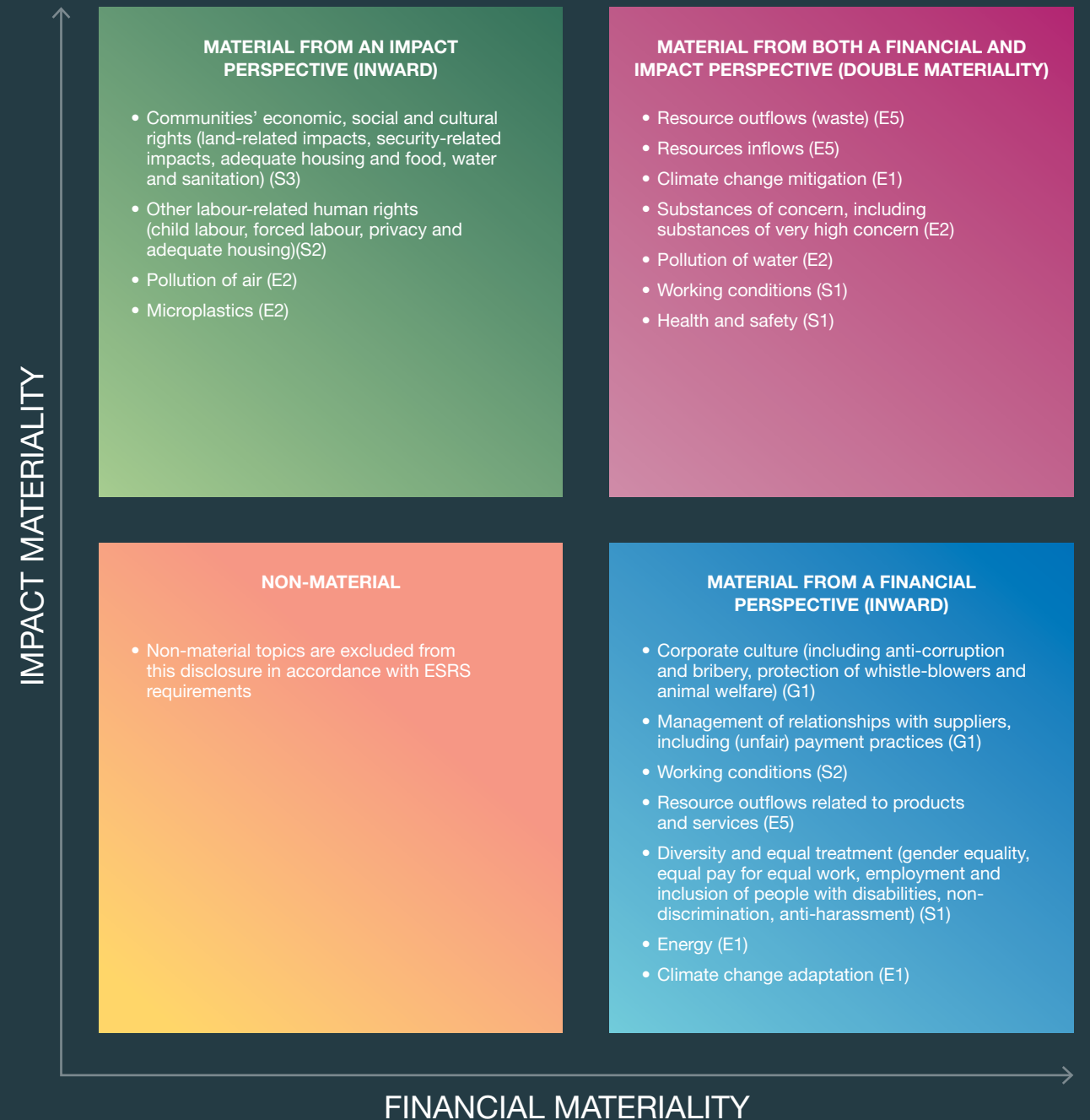
Through this process, Aptar evaluated a broad universe of ESG topics, developed a scoring and governance methodology aligned to Aptar's Enterprise Risk Management framework, and assessed associated impacts, risks and opportunities (IROs) to determine materiality.

Completing the DMA strengthens the foundation for how Aptar determines sustainability priorities, aligns business strategy with long-term ESG risks and opportunities, and meets regulatory and customer expectations for transparency.

Going forward, results of the DMA will directly inform Aptar's sustainability disclosures, including this report and future CSRD-aligned reporting. For information on prior materiality assessments, please refer to Aptar's [previous Annual Sustainability Reports](#).

With the assessment complete and governance documentation finalized, Aptar conducted an assurance readiness review of its DMA with the support of an independent third-party assurance provider. The review focused on key assurance readiness considerations, including the existence of a clear and auditable trail throughout the DMA process; the review of DMA process documentation, including a description of the steps performed and how these address the requirements set out in ESRS 3.1 through 3.7; and the understanding of key assumptions and any calibration applied in deriving results.

In parallel, Aptar has completed a European Sustainability Reporting Standards (ESRS) gap assessment to identify applicable reporting metrics, define scope, and establish strategic priorities for CSRD alignment in the next reporting cycle.





Care

Our Approach

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

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

Caring for Environment

Renewables & Emissions Performance

Sourcing renewable energy and reducing climate emissions are important to caring for the environment. Aptar's goal is to source 100% renewable electricity by 2030, and we are currently at greater than 95%. Following a major power purchase agreement (PPA) with Nadara in 2024, Aptar entered into another agreement with Mercuria Energy America for a more localized source of renewable energy dedicated to Aptar in North America.

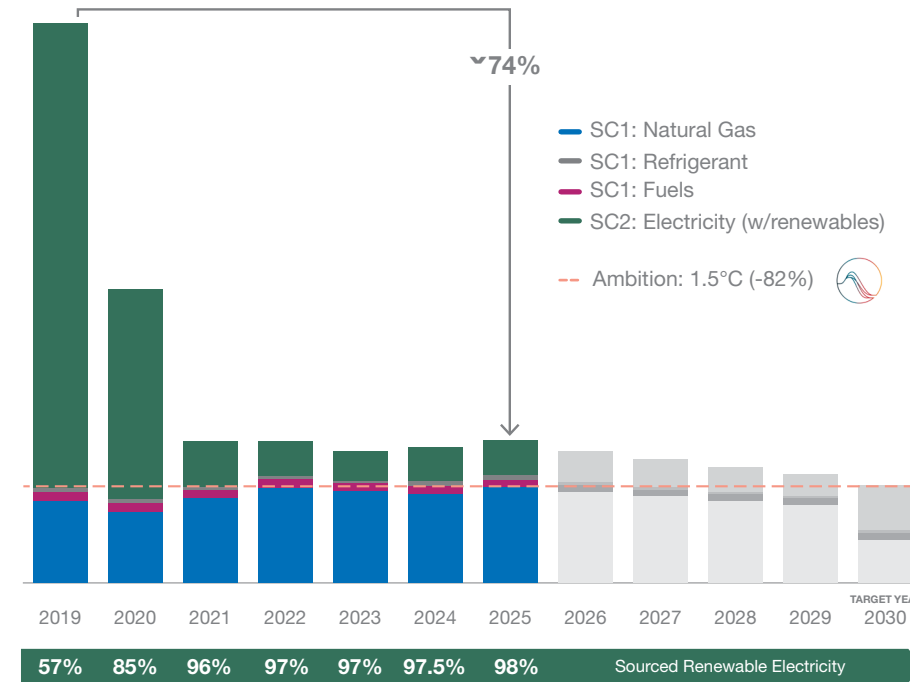
Climate commitments are central to how Aptar cares for the environment. We have set science-based targets (SBTs) for Scope 1 and Scope 2 emissions reductions that are in line with the goal to keep global warming at 1.5° Celsius by 2030. In addition, we have a Scope 3 target, investigate all 15 categories of Scope 3 emissions, and report on those that are relevant to our business. Please refer to pages 37-39 to learn how we collaborate with suppliers to achieve reductions in Scope 3 GHG emissions.

Aptar's Climate Transition Plan includes actions that align with climate science and support the transition to a low-carbon economy. Our targets have been validated by the Science Based Targets initiative (SBTi). (Read our target statements here.) Plus, Aptar developed an ISO 14064-1 Compliant Greenhouse Gas Emissions management system to map and ensure accurate carbon accounting and reporting.

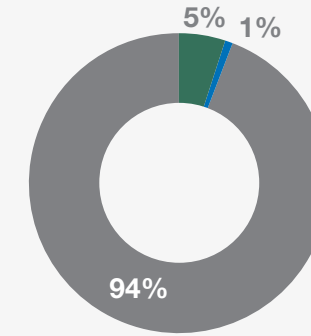
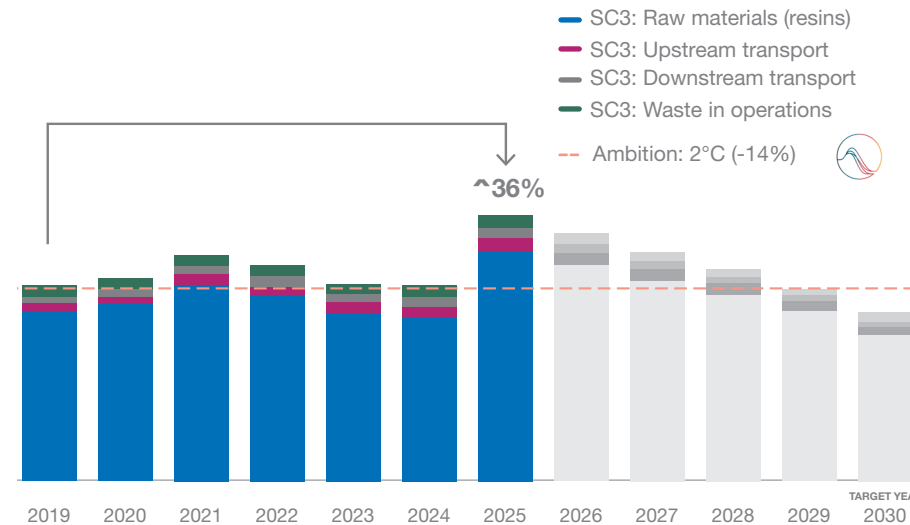
To further reduce climate emissions, Aptar partners with suppliers and customers to make progress. We partner with customers on increasing the recyclability of products and introduce recycled materials in our products where we can. We also look for opportunities to reduce greenhouse gas (GHG) emissions in our operations.

In 2026, Aptar is revising its Science Based Targets as part of the mandatory five-year review required by the SBTi. Under SBTi rules, all companies must reassess and resubmit their near-term targets to ensure continued alignment with the latest climate science and updated methodological criteria.

Aptar's Scope 1 and Scope 2 Emissions (tCO₂e) Reduction Roadmap

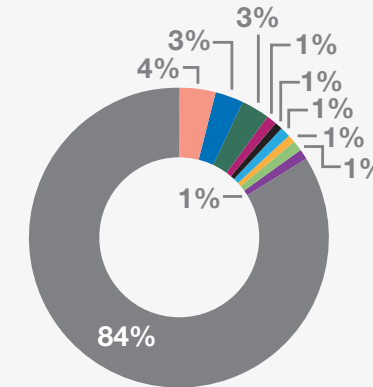


Aptar's Scope 3 Emissions (tCO₂e) Reduction Roadmap



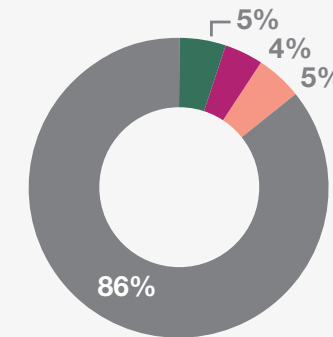
Emissions Totals

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



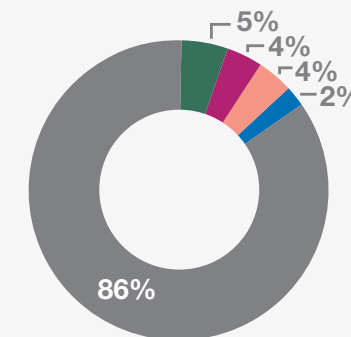
Scope 3 Totals

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



Scope 3 Categories Included in Science-based Target

- Raw materials (resin)
- Upstream transportation
- Downstream transportation
- Waste in operations



Purchased Goods & Services Totals

- Raw materials Plastics & Metals*
 - Raw materials Resins from Pharma
 - Other Materials
 - Chemicals from CSP
 - Plastic Components
- * Excluding Resins from Pharma



A Strategic Leap Toward Renewable Energy

In September 2025, members of Aptar's Purchasing and Sustainability teams visited a landmark solar energy installation in Sicily, currently nearing completion. The site represents a turning point in Aptar's sustainability journey and energy sourcing strategy.

Aptar has signed a 10-year Power Purchase Agreement with Nadara for the output of three photovoltaic solar farms in Sicily. With a projected capacity of 60 MW, the sites are expected to generate a combined 100 gigawatt hours annually once fully operational in 2026. This energy will cover approximately 40% of Aptar's electricity needs in Europe.

The agreement marks a strategic shift from purchasing renewable energy certificates (RECs) to securing a dedicated supply of renewable generation. Crucially, the PPA supports additionality as the solar farms are new installations built specifically in response to Aptar's long-term commitment. This ensures that Aptar's procurement directly contributes to expanding clean-

energy capacity rather than simply reallocating existing resources.

Beyond environmental benefits, the project carries meaningful social impact. Nadara's agrivoltaic model combines solar energy production with agricultural land use, and the development is designed to deliver tangible benefits to local Sicilian communities, including employment opportunities and infrastructure improvements.

The PPA is the result of a three-year collaborative effort across Aptar's Purchasing, Operations, Legal and Sustainability functions. This cross-functional partnership has transformed energy sourcing from a transactional activity into a strategic lever for environmental and social impact, demonstrating how responsible procurement can drive long-term value and support Aptar's commitment to building a resilient, sustainable future.



Aptar Earns 'A List' Recognition for Climate Leadership

Aptar has secured a place on CDP's prestigious "A List" for the second consecutive year, recognizing the company's leadership on climate action and environmental transparency. The distinction places Aptar among the top 4% of nearly 20,000 companies scored by the global environmental nonprofit.

CDP evaluated Aptar based on its actions to cut emissions, mitigate climate risks and advance the low-carbon economy. The recognition reflects Aptar's science-based targets for emissions reductions aligned with limiting global warming

to 1.5° Celsius, along with its renewable electricity commitments validated by the Science Based Targets initiative.

Supporting these efforts are Power Purchase Agreements in Europe and the US that provide dedicated renewable energy sources for Aptar operations. The company has also received ISO 14046 certification, demonstrating greenhouse gas emissions reductions across all scopes as renewable electricity purchases increase.

In addition to being named on the "A List", Aptar was once again recognized as a Supplier Engagement Leader. The supplier engagement assessment reviews a company's performance on governance topics, Scope 3 emissions, and value chain engagement within the CDP climate change questionnaire.

CDP's independent methodology scores companies from A to D- based on disclosure comprehensiveness, environmental risk management and demonstration of best practices in environmental leadership.



Aptar's New Waste-Management Strategy

Aptar is updating its approach to waste management, shifting from a longstanding Landfill Free (LFF) certification program to a new framework centered on waste disposal avoidance and reduction. The change reflects a more ambitious and comprehensive standard for how Aptar manages waste across its global operations.

Introduced in 2013 and among the company's first operational sustainability programs, the LFF program required sites to demonstrate — through third-party audit — that they reuse or recycle at least 90% of operational waste. While the program established an important foundation, it had meaningful limitations. Because LFF measured

waste diversion rather than waste generation, sites could maintain certification without reducing the total amount of waste they produced. Also, the program could not be adopted by all sites worldwide due to challenges with recycling streams for various types of operational waste. This left significant room to improve waste management across the remainder of operations.

The new avoidance-and-reduction framework addresses both limitations. It applies to all Aptar sites globally and sets an 85% waste avoidance target, prioritizing prevention first and reduction where prevention is not possible. This approach will drive genuine operational efficiency, encourage process redesign and reduce the cost burden associated with

specialized disposal treatments that LFF compliance sometimes required.

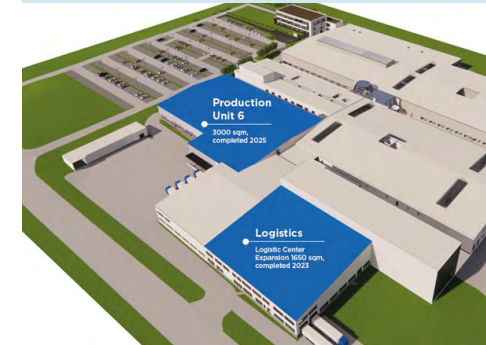
A key metric under the new framework is disposal avoidance, which Aptar was already tracking. The ratio measures positive wastes — those recycled, recovered or returned — against negative wastes, which include disposal to landfill, incineration, and chemical-physical or mechanical-biological treatment. At year-end 2025, Aptar's disposal avoidance rate reached 80%, providing a strong baseline as the company works toward its 85% target.

Sites that wish to maintain LFF certification may continue to do so as a voluntary practice.

Energy Efficiency

Aptar approaches energy use as both an environmental responsibility and an operational opportunity. By tracking energy consumption across our entire enterprise, we continuously identify ways to reduce our footprint and run our operations more efficiently and cost-effectively. In 2025, Aptar's Operation Excellence group continued a 360 Deep Dive initiative, focusing on energy reduction at several sites worldwide. Major projects included heat recovery, heat pumps and the optimization of HVAC systems and air compressors to improve efficiency and lower electricity consumption. Additionally, small electrification projects and the decommissioning of the Combined Heat and Power (CHP) system at one of our German sites contributed to natural gas reduction goals. Overall, these efforts streamlined operations and reduced inefficiencies, aligning with industry trends in energy efficiency.

For example, the expansion of Aptar Pharma Eigeltingen, which was inaugurated in May 2025, meets the KfW 40 EE standard — the highest energy efficiency class for industrial new builds in Germany.



The new R&D Center in Le Vaudreuil is a model for sustainable development. The building incorporates advanced environmental features that reduce our footprint and support Aptar's sustainability goals:

- Rooftop solar panels generate up to 98,990 kWh/year, covering 25% of the building's electricity needs
- Heat recovery systems deliver up to 30% energy savings on heating and ventilation, improving thermal efficiency and reducing fossil fuel dependency
- Rainwater harvesting with a capacity of 50 m³, saving around 300 m³ of potable water per year

These investments reflect Aptar Pharma's commitment to responsible innovation and environmental stewardship.



SCIENCE BASED TARGETS

Science Based Targets for Nature & Biodiversity

In 2025, Aptar continued along the Nature Positive Roadmap we developed in alignment with the Science Based Targets Network (SBTN), EU's Corporate Sustainability Reporting Directive (CSRD) and the Taskforce on Nature-related Financial Disclosure (TNFD). Following a comprehensive assessment of pressures on the state of nature completed in 2024, we turned our attention to evaluating pressures on

biodiversity. After screening all Aptar sites for proximity to protected areas, we selected four sites for deeper investigation and found no significant impacts from the operations at those sites. In 2026, we will extend our evaluation deeper into the supply chain before determining whether to set targets for biodiversity.



Observing Earth Week

As is our tradition, Aptar observed Earth Week in 2025 with a new theme: "Our Power, Our Planet," focused on renewable energy. Each day of the week our Sustainability team shared a different article about Aptar's various sustainability achievements, including our progress towards sourcing 100% renewable energy. The article explained how Aptar is pursuing a combination of direct PPAs, RECs and energy efficiency improvements to reach the target by 2030. Aptar's Sustainability team also posted ideas for saving energy in day-to-day activities

and encouraged Aptar employees to share ways they reduce their consumption.

Aptar teams around the globe took place in Earth Day activities like tree planting or cleanups and shared pictures via Aptar's Intranet. On behalf of all participating employees, Aptar and the Aptar Group Charitable Foundation made another donation to Ocean Conservancy to help protect marine habitats, reduce human impact on ecosystems and restore sustainable fisheries.



Inclusion, Equity and Belonging

At Aptar, we believe that when every person feels seen, heard and empowered to contribute, our entire organization grows stronger. We are committed to cultivating a culture of fairness, empathy and mutual respect — one where every employee can develop, thrive and truly belong. Our Employee Resource Groups (ERGs), open to all employees, are a cornerstone of that commitment, providing inclusive forums for engagement, connection and growth. In 2025, we updated our inclusion, equity and belonging roadmap to reflect our continued focus on providing inclusive, equitable opportunities for all employees with an increased sense of belonging.



Employee Resource Groups

Our dedication to Inclusion, Equity and Belonging is propelled by our four employee-led resource groups, which are open to all employees.

- ALIGN (Aptar Lead Inspire Grow Now) champions women's development globally.
- ARC (Aptar Rainbow Community) supports LGBTQ+ employees and allies.
- BOLD (Black Organization for Leadership, Diversity & Development) champions career development and engagement of Black and African descent employees.
- ABLE (Aptar for Better Living and Empowerment) supports accessibility, career development and engagement of employees and allies with disabilities.



ARC Initiatives

ARC made a strong impact in 2025 through programming that educated, engaged and inspired employees across Aptar. ARC launched a quarterly film club, opening with "Will & Harper," a documentary exploring friendship, authenticity and the trans experience. In June, ARC led Aptar's Pride Month celebration with a full calendar of activities, including a guest speaker Lunch & Learn, a curated Pride playlist and book club showcasing queer artists and authors, a Pride BINGO challenge, and a closing allyship message from employees reflecting on what it means to show up for one another. Rounding out a year of meaningful engagement, ARC hosted an IEB Awareness Month event featuring roundtable discussions, educational segments and the launch of "Who We Are." This new initiative speaks to ARC's core mission of ensuring every LGBTQ+ employee feels safe bringing their whole self to work.



ALIGN Initiatives

In 2025, ALIGN continued to expand its reach through a range of programs and events. The launch of the Parent Network Innovation Series was a standout, inviting caregivers — parents, grandparents, guardians and extended family — to share creative ideas and practical solutions for everyday challenges. ALIGN also brought its Café ALIGN outreach events to production employees, introducing the initiative and gathering feedback to shape future programming. ALIGN Ambassadors in France organized theater workshops in Granville and Brécey, using role-play to raise awareness of sexist behaviors, and hosted an event at the InVision Lab in Rueil-Malmaison that combined video,

statistics and open discussion. In North America, ALIGN partnered with a financial service provider to offer employees a financial empowerment session focused on moving from saving to investing. The year's programming culminated with a "Women in Manufacturing" panel during IEB Awareness Month in which leaders spoke candidly about the challenges women face in male-dominated environments and the power of inclusive leadership to drive innovation and belonging.

Aptar's Executive Committee leaders signed the #JamaisSansElles Charter in 2025 — a personal and collective commitment to advancing gender equity through visible, accountable leadership. The movement, which translates as "Never Without Her," was born in France as a grassroots initiative with a simple premise: no participation in events, panels or meetings without meaningful female representation. Aptar is now the first manufacturing company in France to formally adopt this pledge, joining signatories that include BNP Paribas, SAP France and the Ministry of Education.



BOLD

BOLD Initiatives

Throughout 2025, BOLD brought together employees around the globe with programming that honored history, elevated leadership and deepened community. In recognition of Juneteenth, BOLD published a commemorative article reflecting on the significance of Juneteenth (June 19, 1865) — the day the last enslaved black people in the United States learned of their freedom — and invited all employees to consider how each of us can contribute to a more equitable future. In November, BOLD hosted an event at the InVision Lab in Rueil-Malmaison featuring

special guest Jawad El Hajri, a former international soccer player, who explored how the principles of sport translate into professional growth and leadership. BOLD also hosted the culminating event of Aptar's IEB Awareness Month, bringing together colleagues on different continents for a panel discussion on the role of ERGs in cultivating belonging on the production floor, and a fireside chat with Chief Diversity Officer Marcia Thomas, who described ERGs as critical vehicles for driving inclusion and equity throughout the organization.



ABLE Initiatives

In its first full year of programming, ABLE established itself as a vital community built on empathy, advocacy and a shared commitment to accessibility. The group captured that spirit by sharing the diverse reasons employees chose to join, from supporting colleagues with disabilities and caring for family members, to simply wanting to help build a more humane workplace. In July, ABLE led Aptar's first Disability Awareness Month celebration with a four-week event series that included a panel discussion on ABLE's mission, real-life testimonies from colleagues with accessibility needs, and introductory sessions on Aptar's disability e-learning

modules. In December, ABLE marked the International Day of Persons with Disabilities with a commemorative article connecting the day's global theme to Aptar's own inclusion commitments (see "Aptar Celebrates New International Days"). ABLE also kicked off IEB Awareness Month with a hybrid event at the InVision Lab that drew over 300 participants and featured a powerful keynote discussion with Aptar Board Member and disability advocate Giovanna Kampouri, who challenged the community to move beyond awareness toward genuine acceptance.



Aptar Celebrates New International Days

As expressions of our values, Aptar has a long-standing tradition of marking important global observances, such as Earth Day, PRIDE Month and International Women's Day. In 2025, we expanded that tradition by recognizing two additional days.

In November, Aptar celebrated International Men's Day for the first time in our history. Observed annually on November 19, the day celebrates the positive contributions of men while shining a light on issues of men's health, well-being and gender equality. Aptar marked the occasion with a virtual event featuring an Aptar Board Member and grounded in the six pillars of International Men's Day: promoting positive role models, acknowledging the impact men have on society, focusing on men's health and well-being, engaging in mentorship, advocating for gender equality, and creating a safer and better world for all.

In December, Aptar recognized the International Day of Persons with Disabilities, observed each year on December 3rd. This year's global theme, "fostering disability-inclusive societies for social progress", resonated deeply with Aptar's own commitment to ensuring every employee can fully participate in the life of the organization. The day served as both a moment of reflection on human dignity and a call to action to break down barriers, promote meaningful access, and build a workplace where every individual, regardless of ability, can contribute and thrive.



Advancing Gender Equity with Catalyst

Advancing gender equity remains a cornerstone of Aptar's inclusion strategy, and our partnership with Catalyst continues to be a driving force behind that work. A highlight of this year's partnership is Aptar's expanded engagement with several different programs within the MARC initiative, which now stands for Mutual Accountability Real Change. Through MARC Managers, a virtual workshop designed for people leaders of all genders, Aptar participants built practical tools to nurture inclusive team environments, strengthen communication across differences and develop personal commitments to a culture where everyone can succeed. Senior leaders attended a day-and-a-half long immersive MARC workshop dedicated to advancing gender equity and inclusion in 2025. Aptar also launched MARC Foundations, a self-paced e-learning series providing employees with an accessible introduction to gender partnership and workplace inclusion.

In 2025, Aptar also continued its partnership with Paradigm for Parity. Additional employees participated in a six-month Profit & Loss Leadership Accelerator program in which Paradigm for Parity provides extensive business mentoring and training in preparation for future P&L roles.

2025 sHero Awards

The sHero Awards, established in 2015, have become a global benchmark for recognizing those who break barriers in gender equity and inclusion. Aptar was proud to have two employees honored at this year's ceremony. Zoe Zhou, a member of Aptar's Global Legal Team, received the Beyond Age Excellence Trailblazer Award honoring her exceptional leadership and dedication to balancing professional ambition with personal integrity. In addition, a Strategic Program Director, Alex Xie, received the Male Allyship Award in recognition of his advocacy for gender equality and his role in championing women's advancement within Aptar and throughout the industry.



Addressing Workplace Gender-Based Violence

Aptar Le Neubourg has led an ambitious campaign to educate and empower its workforce against gender-based and sexual violence. The initiative began with managers completing training on legal frameworks, health impacts, and prevention strategies, followed by a hands-on workshop to develop communication tools. In April 2025, the site launched a printed brochure to reinforce key definitions and statistics, and by September the campaign expanded to all employees through robust discussion sessions. Rather than treating workplace safety as a compliance exercise, the site is embedding the topic into its culture through shared responsibility.



Health, Safety and Well-being

Employee Well-being

Supporting the health and well-being of employees and their families is a key commitment for Aptar worldwide. Through its Employee Assistance Program (EAP), the company ensures that employees and their direct family members can easily access support at any time, in their local languages and through channels that suit their needs. The program offers counseling on a wide variety of topics and provides referral services for childcare, eldercare, legal assistance, and financial or debt-related matters. In addition, life coaching is available to help employees strengthen personal development, manage stress, and achieve a healthier balance between work and personal life.

EAP is provided by a third-party provider called Workplace Options (WPO). This partnership is of true value for Aptar, since we can leverage their webinars and podcasts on

different topics, as well as refer to their library of articles, check lists and other materials on various topics related to private and personal themes.

In 2025 and early 2026, Aptar employees globally participated in various WPO webinars, including “Anxiety Unmasked,” “Healthy Minds at Work” and “Why Hobbies Matter More Than We Think.” Throughout 2025, employees also shared their activities, celebrations, trainings and events relevant to different Wellbeing topics on “Aptar’s Wellness Wall” intranet site.

In 2025 Aptar provided AIR training (Awareness, Intervention and Resilience) to members of global or regional leadership teams, as well as to our purchasing leadership team. The AIR training is a three-hour workshop designed to equip managers with practical skills to recognize and address employee distress that may impact

performance. Participants learn how to identify signs of emotional strain, assess the impacts of stress and pressure, and determine appropriate interventions using a structured assessment tool. The program supports managers in balancing performance management with care, while strengthening resilience, communication and emotional wellbeing within individuals and teams.

A Global Community for Aptar Parents

The Aptar Parent Network, an initiative of the ALIGN ERG, provides a supportive space for Aptar employees to connect, share experiences and exchange ideas around being — or becoming — a working parent. Open to parents and caregivers across Aptar’s global locations, the Network fosters respectful, confidential and inclusive dialogue.



The Network brings members together through regular meetings, webinars, panel discussions and one to one exchanges, often welcoming external experts to share insights on topics relevant to parenting and wellbeing. These sessions are designed to encourage open discussion, peer learning and practical takeaways that caregivers can apply in their everyday lives.

A recent webinar focused on developing emotional intelligence in children, an area closely linked to long-term well-being and resilience. Led by a parenting expert, the session examined how children’s behavior is driven by underlying emotions and highlighted the importance of listening, validating feelings and connecting before correcting. Through concrete examples and interactive exercises,

participants explored practical ways to respond to children’s emotional upsets, foster open communication and strengthen parent child relationships. The session also introduced emotion coaching, a structured, evidence based approach that supports children in naming and managing their emotions, building self esteem, responding constructively to setbacks and developing emotional resilience over time.

The Aptar Parent Network reflects Aptar’s broader commitment to inclusion, well-being and support for employees across all stages of life — both in the workplace and beyond.

Following the VOICES 2025 survey results highlighting stress, Aptar continued the Gamelearn Championship on Emotions and Stress Management in 2025. The initiative engaged active participants from all regions, business segments and a wide range of functions. Due to the high participation and positive feedback, this Gamelearn Championship will be continued in 2026.

Aptar Lincolnton partnered with Lincoln County Animal Services on Mental Wellness Day to bring some furry friends to the site. Team members had the opportunity to take a break, enjoy a walk, and experience the calming effects of spending time with the animals.



Employee Health and Safety (EHS)

"We aspire to the goal of zero injuries" became a permanent part of Aptar's Core Values in 2025. The addition reflects a long-standing commitment to sending every employee home safe each day. We have a network of global and regional EHS professionals that lead sites through Operational Excellence EHS activity with a focus on moving from lagging to leading EHS indicators. We publish monthly safety performance



packages that include global views and performances by segment, region and site. Additionally, we set annual targets for Total Recordable Incident Rate (TRIR) and Lost Time

Frequency Rate (LTFR) at the company, region, segment and site levels. Data include information about lost time cases, total recordable cases and severity rate. The Aptar Safety Risk Index is published quarterly and is comprised of the leading proactive indicators such as near miss reporting, action completion and ergonomic risk assessments.

In collaboration with our global EHS network, our segment presidents sponsor monthly safety review calls, which are frequently attended by the CEO, CHRO and other members of the Global Leadership Teams. During the calls, the sites that incurred lost time incidents discuss the root causes, and all sites share EHS Management System updates.

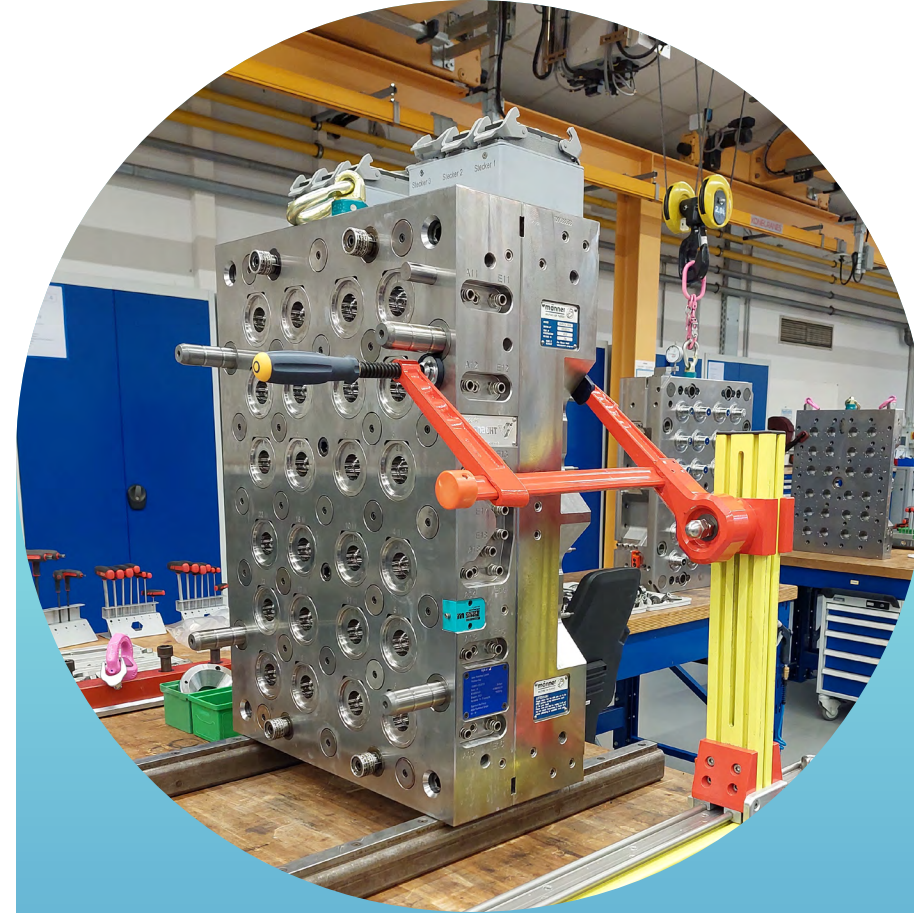
A Global Risk Assessment for Mold Handling

Mold handling is a routine part of operations at Aptar manufacturing sites. The molds used to produce Aptar's dispensing components are large, heavy metal tools, and moving them carries significant injury risk, particularly when those activities

take place outside the controlled environment of the Mold Room. In 2025, we launched a structured global risk assessment of outside-the-Mold-Room activities, such as operating overhead cranes to move heavy molds and positioning molds inside machines during setup.

A cross-functional team drawing from sites across our global operations led this work. Using failure mode and effects analysis (FMEA), the team reviewed all tasks involved in mold plate handling, from initial arrival at a site through operational setup and ongoing maintenance. That review covered approximately 100 individual tasks across nine key processes, each evaluated for severity, frequency and likelihood of causing an incident. The analysis identified 19 critical tasks requiring targeted action.

The assessment produced benchmark recommendations for each critical task, drawing on proven practices already in use across Aptar sites. Those recommendations are available to employees, and a follow-up assessment covering handling activities inside the Mold Room was completed by the end of the year.



For the past two years, our TRIR rate has been below 0.8 and our LTFR rate has been below 0.4, well below the safety standards for our industry.

Safety Awards Reflect a Region-Wide Commitment

Now in its third year, the Aptar Beauty Latin America Safety Recognition Awards have become an annual marker of a sustained, region-wide effort to build a culture where zero injuries is the shared standard.

The program launched in 2023 to recognize manufacturing sites that completed a full year without a Lost Time Accident. In that first year, five of seven Latin America sites achieved the milestone. The 2024 ceremony brought further progress: for the first time, the region as a whole closed an entire year without a Lost Time Incident, with all five Beauty sites qualifying for recognition and four earning the distinction for the second consecutive year.



The 2025 ceremony marked another first. Several sites achieved Triple Zero status, meaning zero recordable incidents, zero lost time and zero severity cases throughout the year. Regional leadership used the occasion to celebrate that result and reinforce that maintaining it requires ongoing vigilance at every level of the organization.

Hand Safety Campaign Evolves

Aptar's hand safety campaign entered a new phase in 2025, building on the foundational work begun in 2023 while shifting toward a more personal, emotionally resonant approach. The updated campaign, titled "Care for Your Hands Like You Care for Those You Love," moved beyond category-based awareness to connect workplace safety with employees' lives outside of work. Multilingual posters featuring real-life imagery reinforced the message across sites globally.

A second round of the campaign added a focused chapter on grinder and granulator safety, two equipment types that present serious hand-injury risk during routine tasks such as clearing blockages, cleaning and checking material flow. Updated posters built on the original

campaign's framework and added a clear set of protective behaviors specific to those machines.

Site-level adoption demonstrated the campaign's reach. In Germany, two manufacturing sites integrated the materials into existing safety programming, delivering the campaign's message through leadership meetings, information boards, break rooms and direct employee interviews. Within Aptar Pharma's Injectables division, a dedicated hand safety workshop reached employees across multiple sites, with 120 sessions conducted and more than 850 participants.



Professional Development Resources

Learning & Development

Learning & Development (L&D) at Aptar plays a strategic role in enabling business performance, strengthening leadership capability, and supporting the company's long-term sustainability agenda.

Aptar's global L&D organization focuses on three main areas:

Aptar Corporate University (ACU):

In 2025, ACU delivered 167 courses to 2,341 participants for a total of 34,153.50 participant learning hours, including standard, on-demand training programs and several initiatives such as Gamelearn or Taster Tuesday. We also introduced innovative hybrid training programs in Finance for Non-Finance Advanced, Strategic Thinking Essentials and Presentations Skills. Plus, self-learning content became available in

multiple languages for all employees, covering essential topics such as storytelling, strategic thinking and living our values.

Digital Content Development

The digital content development team provides support to internal subject matter experts in all areas to digitalize learning content and distribute the created learning to all employees. In addition to creating new learning modules in numerous languages, L&D is actively expanding in-house capabilities for content production. This includes evaluating emerging tools and embedding AI into the content-production lifecycle. To aid the retention of expertise through turnover, retirement or job movements, we implemented a new technology in 2025 to simplify digital content production for employees.

Learning & Development Catalog Management

Aptar continues to invest in its Learning Experience Platform, Horizon, ensuring a dynamic learner experience. Horizon is leveraged, for both mandatory and voluntary training and enhances the partnership between Aptar's business and human resources department by supporting our learning and development goals and providing data analytics for organizational decision-making. In 2025, Horizon was used to train employees around the world for a total of 252,781.42 learning hours.

The global L&D team collaborated with internal stakeholders on multiple upskilling programs in various languages for all Aptar employees. These efforts included the implementation of enterprise-wide campaigns for physical site security, global pharma policy, AI literacy and awareness, and Power BI training.

L&D also plays a key role in advancing Aptar's social sustainability commitments by fostering a culture of equity, inclusion, belonging, and lifelong learning. With content development support and multilingual offerings, L&D helps ensure inclusive access to development opportunities globally.



ACU received a Bronze Award in the Overall Category at the 2025 Global Council of Corporate Universities, a prestigious global recognition celebrating excellence in corporate learning and development. The achievement reflects Aptar's successful training strategy, honors the strength of Aptar's culture, and our belief that people are Aptar's greatest asset.

To help improve efficiency and collaboration, all Aptar employees have access to goFLUENT content for learning new languages. In addition to unlimited online conversation classes, the curricula include thousands of regularly updated modules, featuring authentic news and business vocabulary. In 2025, 3,260 employees actively engaged on goFluent.

Taster Tuesday offers monthly 55-minute learning sessions that give employees a concise, hands-on introduction to key skills from Aptar Corporate University's training portfolio. Designed to make development easy to access, the program supports a culture of continuous learning and empowers employees to build future-ready capabilities.

Artificial Intelligence is no longer a future vision; it is already shaping how businesses operate, and Aptar is no exception. As we integrate AI into our products and daily work, we must do so responsibly and grounded in our core values. In 2025, we launched a global AI Training Series to equip employees with the knowledge and confidence to use AI effectively and ethically. Covering AI literacy, the European AI Act, and an introduction to Microsoft Copilot, the course supports alignment with global requirements.

Talent Management at Aptar

Developing talent and planning for the succession of organizational roles as employees move through stages of their careers is important to Aptar's success. Aptar's Talent Management team broadly categorizes its work into three categories: attraction, career development and engagement.

Talent Attraction in 2025 involved amplifying Aptar's refreshed "Be You Be Aptar" employer brand and extending this message through Working at Aptar stories that celebrate our inclusive culture. We also broadened awareness of our global recruitment policy and introduced initiatives that energize our internal job market by expanding meaningful career-path opportunities for employees. At the same time, we enriched the external candidate experience, highlighting Aptar's dedication to offering a dynamic, development-oriented environment for individuals eager to grow their careers with us.

For career development, Aptar continues to invest time and resources in the advancement of our employees. This year, through 210 People Reviews conducted globally, Aptar leaders met to discuss how employees' strengths, interests and development opportunities best align with Aptar's future needs. Building on the progress made in previous years, the process has broadened its reach across more geographies and organizational levels, strengthening our ability to identify talent pipelines, support internal mobility, and ensure that development actions are both meaningful for employees and aligned with Aptar's long-term priorities.

Engagement activities are centered around Aptar's My Career Journey (MCJ) program. The program shares valuable information about HR, people-management tools, talent and careers. The MCJ program was deployed in 2025 through numerous live Career & Coffee sessions, as well as online global events dedicated to engagement at Aptar.



Career Development in Brazil

In Brazil, Aptar has a dedicated career-development program called the Trilhar Project, which encourages employees to actively shape professional paths within the company. The program provides accessible and transparent information about the different career pathways available in both operational and administrative areas at local, regional and global levels.

Although the initiative has been in place for several years, it relaunched in 2025 with a stronger focus on operations and technical teams. As part of the relaunch, the program introduced approximately 40 employees to the work of the Tool Shop and the career paths available for toolmakers. Additional sessions focused on the work of Warehouse, Quality and Maintenance teams, all with the objective of helping existing employees explore potential growth opportunities within the organization.

In 2026, Aptar will extend career development support to employees through a dedicated Career Planning Process. The annual process includes a Career Planning Form to guide employees through a thoughtful approach to defining career goals and will be supported by Career Planning Conversations between employees and their managers.



In April 2025, Aptar Maringá participated in a job fair with the regional university to strengthen Aptar's employer branding and advance early-career recruitment. Over two days, Aptar representatives met a diverse group of attendees, sharing the company's mission and values and showcasing our products. In the process, they gathered more than 200 resumes, reflecting strong interest in Aptar as an employer of choice.

Expanding Our Six Sigma Program

Six Sigma methodology is central to Aptar's commitment to operational excellence, driving efficiency, reducing process variability and delivering measurable cost savings across our global operations. In 2025, our Six Sigma program continued to expand, with more than 200 employees now certified at the Green Belt or Black Belt level — up from approximately 140 at the end of 2024.

To support that growth, Aptar introduced a new step-by-step enrollment guide to help employees successfully navigate the Six Sigma Green Belt e-learning course on our Horizon training platform. The guide addresses practical questions about enrollment prerequisites, charter completion and module progression, providing clear instructions and troubleshooting support for candidates, managers and sponsors alike.

Aptar also expanded its Six Sigma infrastructure at the Yellow Belt level, making a comprehensive training package available to internal trainers across our sites. Developed by the

Operational Excellence Manufacturing Team, the package equips site-identified trainers with guidelines, slide content and exercises — enabling each location to organize Yellow Belt training sessions autonomously and consistently. Yellow Belt training is designed for team members who support Six Sigma projects in roles such as supervisors, team leaders and quality operators, deepening the culture of continuous improvement across the organization.

Bringing the Next Generation of Talent to Aptar

Aptar runs apprentice and intern programs globally, reflecting its commitment to developing future skills and long-term employability.

Aptar Germany, for example, welcomed 39 new apprentices and dual students in 2025 across its sites in Villingen, Dortmund, Menden, Radolfzell and Freyung. Structured onboarding programs combine operational orientations with team-based activities to support integration, collaboration and

engagement. Across all locations, the aim is to build strong foundations of teamwork, mutual support and connection — key enablers for successful learning and training experiences.

Germany's dual vocational training model represents a strategic pillar of Aptar's talent development approach. By combining academic education with hands-on experience, Aptar ensures high-quality, practice-oriented training. In total, 115 apprentices are currently enrolled across the five German sites.

In the same way, at Aptar Cali, our increased collaboration with leading regional universities is driving innovation and creating much-needed synergies between academic knowledge and the operational complexities of the real world. Over the past year, engineering students have worked alongside Aptar mentors on continuous improvement projects in areas such as detailed demand planning using machine learning, material-handling optimization and statistical quality control.



Aptar Le Vaudreuil recently hosted representatives from the French National Education system — including the regional Academy, a local high school, the center for the Union of Metallurgy Trades & Industries and POLYVIA, the Federation of Plastics Industry. The purpose of the visit was to showcase the profession of tooling technicians and advocate for its continued place in vocational education. Aptar is committed to collaborating with educational institutions to protect specialized trades like tooling, promote workforce diversity and ensure the industry's future recruitment needs are met.

Listening to Employee Feedback

Listening to employees and acting on their feedback is a cornerstone of Aptar's culture of continuous improvement. In response to insights gathered through the 2025 VOICES employee survey, leaders are asked to define meaningful actions for their scope. This means global, regional and site actions are identified and teams define actions to ensure implementation. In total, teams are tracking 414 actions across our global locations, such as:

- **Aptar Dortmund and Menden** held a full-day management workshop to identify priorities from survey results, establishing a dedicated tracking dashboard and a recurring meeting agenda item to ensure transparent, sustained follow-through.
- **Aptar Jundiaí** amplified internal job postings across all communication channels and introduced personalized candidate feedback sessions to improve transparency and support employee career growth.

- **Aptar Oyonnax** organized cross-departmental employee events, manager workshops and multi-site leadership alignment sessions to strengthen collaboration, change management and strategic clarity.
- **Aptar Cali** launched "El Barco," a hybrid training program covering communication, leadership, time management and stress management to enhance team performance and employee well-being.
- **Aptar Charleval** established the Im'pulse team cohesion group and introduced monthly leadership meetings to strengthen cross-functional relationships, change management and organizational transparency.
- **Aptar Le Neubourg** created peer-based co-development groups, a cross-departmental job shadowing program and team emotional check-in routines to foster collaboration, well-being and professional growth.

- **Aptar Vladimir** organized a site-wide outdoor team-building event — mixing employees from different departments — to build stronger cross-functional relationships and reduce inter-departmental misunderstandings.

Participation in the 2025 VOICES survey climbed to 77%, up significantly from 69% in 2024. The increase reflects not only strong employee engagement, but also the trust that comes from knowing feedback drives real action at Aptar.



Compensation and Benefits

Our reward programs are rooted in core values of 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 employees based generally on local and cultural norms. Ultimately, these programs are meant to reward and engage employees and enable us to achieve our strategic priorities and build shareholder value.



Variable Pay

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

The Aptar Short-Term Incentive (STI) program

This variable-pay program considers financial achievement relative to EBITDA and core sales growth targets at the corporate, segment, division/business unit and/or regional level, as well as a financial metric associated with controllable fixed costs as a percentage of sales. Additionally, the STI program considers individual employee performance for most roles below senior leadership. The financial component of this plan is based on improvements in performance from the prior year to enhance long-term focus.

Local/Plant Bonus programs

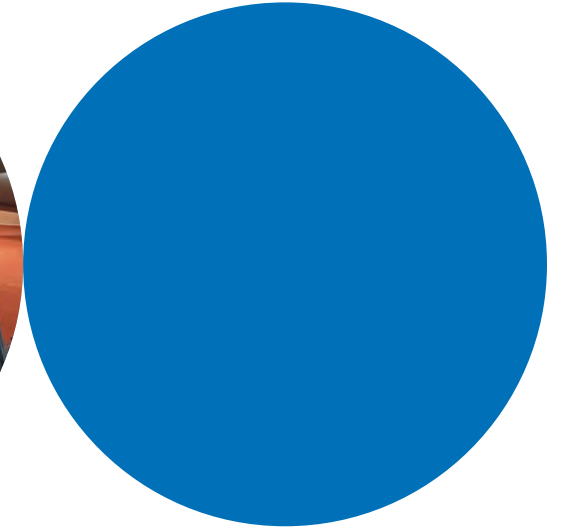
Available to many employees, who are not participants in the STI program, these variable-pay programs consider several factors that are important to the business/site and may include some of the following metrics: operational efficiency, safety, attendance, scrap and quality.

Long-Term Incentive (LTI) programs

Aptar believes our LTI programs strongly align with the interests of our employees and our stockholders. We generally seek to provide LTI opportunities to senior leadership that are consistent with our compensation philosophy (with the potential for larger payments for exceptional company performance). We also believe that LTI equity awards are an essential tool in promoting executive retention.

Our LTI programs are granted annually and typically consist of the following: restricted stock units (RSUs) and stock options, each weighted at 25% of an annual award, and performance-based restricted stock units (PSUs) weighted at 50% of an annual award. RSUs and stock options are both time-based awards and vest in three equal installments over a three-year period. PSUs are based on the achievement of pre-established company performance goals and vest at the end of a three-year performance period.

An employee can earn 0% to 250% of target performance under the PSUs, based on the actual company results as compared to the pre-established goals.



Benefits and Well-being Programs

To meet the needs of our employees, Aptar offers a variety of competitive benefit programs. Some of the benefit programs include: employer-sponsored healthcare for employees, spouses and families (including, in some areas, domestic partner benefits); employer-sponsored retirement plans; wellness programs; life insurance; disability coverage; flexible spending accounts; paid time off; parental leave; adoption assistance; flexible schedules; education assistance; and stock ownership for our senior leaders.

Aptar also offers an Employee Assistance Program (EAP) that provides employees and their dependents with access to mental health counseling and a multitude of resources for the stress that comes with life's day-to-day challenges, such as parenting, death/loss, divorce, finances and work stress. The program is available to all our employees around the globe. Also, EAP offers free coaching sessions to support employees in their personal and professional development.

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

Parental Leave

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

Adoption Assistance

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

Holidays

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

Vacation

Employees are provided with vacation time to rest and relax without loss of pay or benefits. The amount of time that accrues annually depends on employment classification and increases at designated service anniversaries up to a maximum of five weeks. The accrual is pro-rated for part-time employees

Sick Time

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

Tuition Reimbursement

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

Caring for Patients

Aptar Digital Health Expands Portfolio with Allergy Buddy

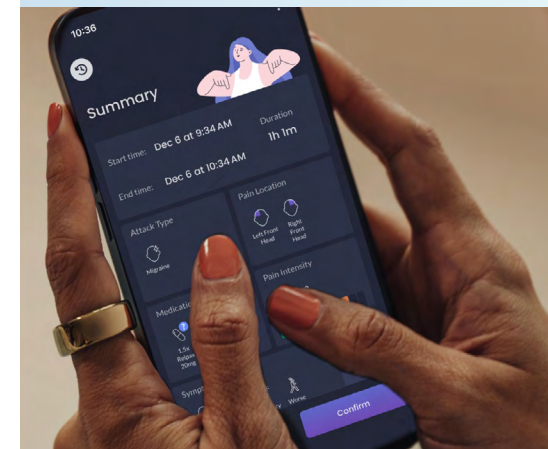
Building on the success of Migraine Buddy®, Aptar Digital Health launched Allergy Buddy, a new mobile app designed to help people living with allergic rhinitis and seasonal allergies take greater control of their health. Allergic rhinitis affects hundreds of millions of people worldwide, disrupting daily life, sleep and productivity. Allergy Buddy addresses these challenges by combining real-time pollen and weather insights with symptom tracking and personalized tips, making allergy management simpler, more proactive and more empowering.

For market research, Aptar Digital Health ran a four-month beta program with volunteers drawn from the Migraine Buddy user community. The results demonstrated strong early engagement: 25% of users remained active at day 30 — well above the typical 3–8% of users by Day 30 — and the majority actively tracked symptoms, medications and educational content. These insights directly shaped the app's design, functionality and future roadmap.

With Allergy Buddy now publicly available in the United States, users can track symptoms and treatments, monitor local pollen levels and allergy-risk scores, access practical advice and connect with a supportive community of fellow allergy sufferers.

Allergy Buddy reflects Aptar Digital Health's broader mission to transform disease management through technology and community. By leveraging real-time data and user insights, the app aims to set a new standard for allergy care and improve quality of life for patients worldwide.

Aptar Digital Health partnered with ŌURA in 2026 to integrate Migraine Buddy® with the Oura Ring, combining the app's detailed symptom tracking with the ring's continuous biometric data, including sleep and cycle insights. The integration helps users identify personal migraine triggers and physiological patterns. The partnership is particularly meaningful for the Migraine Buddy community, where most users are women. By connecting hormonal and biometric data with symptom history, the collaboration offers a more tailored approach to understanding and managing migraine.



Caring for Innovation

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

Designing Smarter: Simulation and Fast Prototyping

By creating high-fidelity virtual models of mechanical components and production processes for injection molding, Aptar can test, adjust and refine designs long before physical production begins — cutting time-to-market, reducing scrap and anticipating issues before they arise. Aptar now deploys injection molding simulations and mechanical finite element analysis (FEA) from the earliest stages of product design to embed performance, quality and sustainability considerations.

In early 2025, experts conducted training sessions in France and the U.S., equipping 16 engineers from all three segments with the skills to maximize these capabilities. A cross-segment expert community is now taking shape to share knowledge and scale impact across the business. In total, Aptar completed more than 200 studies during the year and introduced a new energy-efficient injection molding machine, further strengthening production-precision and simulation capabilities.



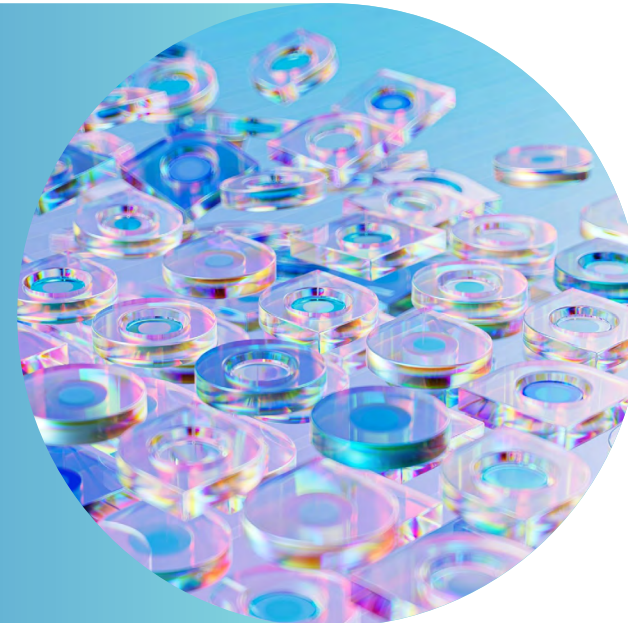
Innovation Day: A Forum for Technical Creativity

Aptar's Innovation Day returned in 2025 with an expanded scope. Building on the success of our pilot in 2023, this year's event took place at the InVision Lab in Rueil-Malmaison and included colleagues from Aptar CSP Technologies and Closures for the first time.

The format was deliberately fast paced: 40 pitches in three hours, each running just three to four minutes. The brevity pushed

presenters to sharpen their ideas and spark curiosity, setting up an afternoon of deeper conversation at individual booths where colleagues could explore the technical details behind each innovation.

Because presentations addressed only patent-protected topics, much of Aptar's work in progress will likely appear in future events. R&D Day, which alternates years with Innovation Day, will return in 2026 as a global event with virtually connected events in the U.S., Europe and Asia.



Partnering for Progress: Innovation Events with Strategic Suppliers

Aptar's InVision Lab in Rueil-Malmaison served as the setting for two significant partner-led innovation events in 2025 — each designed to move beyond traditional supplier relationships and unlock new possibilities through shared expertise.

In April, Aptar welcomed a key material supplier for an Innovation Day structured as a journey through four milestone areas: sustainable material innovation in fiber, advanced liner solutions for closures and more sustainable design for beauty and pharma applications. Experts from the supplier led presentations and interactive workshops at each stop, with the event livestreamed to colleagues across Europe, Asia and North America. Participants shared their interests in real time, ultimately identifying seven promising collaboration opportunities for follow up.

In July, Aptar's Purchasing team hosted a deep-dive seminar on resin technology with another materials supplier, drawing more than 100 participants from technical, materials, sustainability and purchasing teams. The session focused on polypropylene and polyethylene production technologies, equipping attendees with practical tools to assess grade equivalency and evaluate resin compatibility across applications. The supplier also presented innovations in chemical recycling and AI-based simulation for rapid prototyping. The event directly supported Aptar's sourcing initiatives and sparked cross-segment collaboration.

Together, these events reflect a broader approach: treating strategic partners as active collaborators within Aptar's innovation agenda.

Advancing the Next Generation of Inhaled Drug Delivery

Pressurized metered-dose inhalers (pMDIs) are among the most widely used drug-delivery devices in the world — and one of the pharmaceutical industry's most pressing sustainability challenges. The conventional propellants that make them work carry a high global warming potential (GWP), and regional and global legislation aligned with regulatory pressure to replace them is intensifying.

The new ZEN30 Futurity™ metering valve enables the introduction of propellants that can reduce GWP by at least 90% in the next generation of MDIs. The valve is the latest member of Aptar Pharma's Futurity® platform



In addition, Aptar Pharma is helping customers navigate this transition through a comprehensive suite of support services designed to accelerate the development of our clients' lower GWP formulations. Specialized pilot suites equipped to handle the new, more flammable next-generation propellants, combined with advanced modeling and simulation tools, help de-risk development and reduce time to market.

The urgency is real, but so is the opportunity. Aptar Pharma is proving that with the right collaboration and a value chain-wide commitment, reducing environmental impact and delivering life-saving therapies to patients are not competing goals.

In September 2025, more than 20 of Aptar's innovation executives gathered in Lausanne, Switzerland for a three-day Learning Expedition focused on sustainability and artificial intelligence (AI). The program combined visits to leading technology centers with thought-leadership sessions at two of Europe's top management and engineering schools. The experience reinforced a core conviction: that purposeful collaboration, across industries and disciplines, is what drives transformation.



In November, the Aptar Asia Innovation Hub marked a significant milestone with the opening of the China Consumer Experience Center in Shanghai. This is a dedicated space where consumer insights are translated into actionable design directions. The Center showcases Aptar's latest packaging technologies, supports collaborative customer exploration and testing, and deepens Aptar's presence within the Asian innovation ecosystem.

Opening day, attended by government representatives, partners and colleagues, highlighted three areas shaping Aptar Asia's innovation agenda: the integration of AI tools to accelerate human-centered concept development; a collaboration with a strategic industry partner tailored to local market needs; and a health and wellbeing incubator space supporting start-ups with industrial design and prototyping expertise.

Caring for Innovation – AI & Digitalization

Innovation at the Speed of AI

Aptar is embracing artificial intelligence (AI) with a clear purpose: to strengthen operations, grow the business and build the capabilities of its people.

On the operations side, AI is being applied across three areas. Predictive quality systems analyze production patterns to identify the probability of defects before they escalate. An AI assistant can support onsite teams with real-time recommendations to resolve technical and performance issues as they arise. And a generative AI platform, trained on customer brand guidelines and historical product data, accelerates packaging design while reducing development cycles.

For customers, AI is expanding what Aptar can offer. An AI-powered platform aggregates market signals and patient perspectives, giving teams rapid access to consumer insights and sharpening Aptar's ability to identify new commercial opportunities. A separate tool, the AI Physical Compatibility Test, allows customers to match formulas with Aptar dispensing solutions in minutes rather than weeks, cutting development time and reducing risk for both parties.

Underpinning all of this is a commitment to building AI literacy across the organization. Aptar's AI Education Program is delivered through in-person training, live webinars in partnership with MIT and short role-relevant video courses.



Co-creating with AI: A New Approach to Packaging Design

Aptar's Asia Innovation Hub launched its first generative AI (GenAI) co-creation workshop in Shanghai, bringing together 40 cross-disciplinary experts from design, engineering and branding to reimagine cream bottle aesthetics for a leading Chinese beauty customer.

Across four hours and two rapid ideation rounds, participants generated more than 30 design concepts using a custom AI model trained on the client's brand guidelines, historical product data and redesign objectives. The result was a set of visualizations closely aligned with the client's requirements and refined through human expertise into a strong foundation for further development.

The workshop validated a scalable methodology for integrating generative AI into the design process, reducing ideation-to-prototype timelines while ensuring brand consistency. The Asia Innovation Hub plans to expand this approach across additional industries and markets.

As aligned with the European Union (EU) AI Act, Aptar launched a mandatory AI training program for all employees. Available through Aptar's internal learning platform, the program includes courses on AI literacy and awareness, the EU AI Act and practical guidance on Aptar's AI tools. More than 9,500 employees have already completed the AI Literacy and Awareness course, building a shared foundation for the responsible and effective use of AI across the organization.

In November, Aptar participated in the Visionaria Hackathon in Pescara, Italy — an event bringing together students and start-ups to tackle challenges in digital innovation. Aptar's challenge tasked 50 students across seven teams with designing a digital solution to promote inclusivity, equity and belonging on the shopfloor. Aptar mentors guided participants throughout the day, strengthening Aptar's connections with emerging talent and opening new avenues for collaboration.



Collaboration

Our Approach

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



Supplier Engagement

Social and Environmental Screenings with EcoVadis

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

As of December 2025, EcoVadis had scored 1,010 of our suppliers, double the number of suppliers that were onboarded to the platform at the end of 2024. Of the suppliers



scored, 84% received a score above 50, putting them in the top half of all EcoVadis respondents and achieving a Bronze-level score or higher for the year. In 2025, 56% of Aptar's total spend was with suppliers that have been onboarded to the EcoVadis platform.

Human and Labor Rights Due Diligence with Sedex

To further strengthen our social and human-rights due diligence, Aptar began using Sedex in 2025 as a complementary tool to EcoVadis. Sedex supports our ability to pre-assess labor and human rights risks based on country, sector and site-level information, and provides access to third-party social audit data where relevant. This additional layer of insight helps us better identify higher-risk suppliers and prioritize engagement actions. By combining Sedex risk intelligence

with our existing supplier-screening processes, we aim to reinforce transparency, improve consistency in social risk assessment and support more targeted follow-up with suppliers where enhanced due diligence is required. As of December 2025, 117 suppliers were assessed by Sedex, 56 of these suppliers underwent Sedex Member Ethical Trade Audits (SMETA).

Supplier Diversity and Inclusive Sourcing

Aptar is committed to advancing supplier diversity as part of our broader responsible sourcing and inclusion objectives. We work to identify and engage qualified small and diverse businesses within our supply base, recognizing their role in fostering innovation and positive economic impact in the communities where we operate. Through collaboration with external partners such as Supplier.io,

we are strengthening our ability to track and report on diverse supplier engagement.

To support the deployment of our supplier diversity strategy at local and regional levels, we launched our Inclusion, Equity and Belonging (IEB) Purchasing Ambassadors Program in 2025. This network of ambassadors acts as local points of contact to help identify diverse suppliers, engage with relevant external organizations and promote inclusive sourcing practices within our procurement processes. The program also facilitates knowledge sharing across regions and contributes to improved data collection and reporting aligned with evolving regulatory and customer expectations.



Continuous Improvement Through Collaboration: Aptar's EcoVadis Progress

Each year, Aptar teams work across the organization to strengthen policies, enhance processes and increase the transparency and robustness of ESG practices. These efforts are reflected in Aptar's latest EcoVadis assessment results.

In 2026, Aptar achieved an overall score that is higher than in previous years. This confirms the effectiveness of our structured and collaborative approach to sustainability management. Notably, Aptar recorded improvements across key areas including environment, ethics and sustainable procurement, demonstrating the tangible progress driven by ongoing initiatives.



Despite this advancement, Aptar's rating shifted from Platinum to Gold. This change is not linked to a decline in performance, but rather to the evolving nature of the EcoVadis methodology. Each year, EcoVadis recalibrates its medal thresholds to reflect the increasing maturity of participating companies. With over 175,000 companies in 180 countries assessed by EcoVadis every year, these thresholds shift based on the percentile rank of a company at the time of scorecard publication. As such, the Platinum rating is reserved for the top 1% of organizations. In the latest cycle, Aptar positioned itself in the 98th percentile, earning a Gold level score, compared to the 99th percentile required for Platinum. This highlights how the overall level of performance across the market continues to rise.

Aptar views this not as a setback, but as a clear indication that the bar for excellence in sustainability is continuously being raised.

Our ambition remains to further strengthen practices and deepen collaboration across functions and with the value chain.

Aptar's EcoVadis journey exemplifies how sustained engagement, shared responsibility and alignment across the organization are essential to driving meaningful and lasting ESG performance. We remain committed to building on this progress and to contributing to a more sustainable value chain year after year.

Stronger Together: How Collaboration Is Building a More Resilient Supply Chain

Dual sourcing is becoming a defining feature of how Aptar develops products, manages procurement and enables supply chain resilience through responsible sourcing. Rather than qualifying a second supplier after a product launches, teams now integrate sourcing strategy into the earliest stages of development — simplifying bills of materials, favoring standard components and qualifying multiple suppliers that meet Aptar's requirements before production begins. This approach reduces dependency risks while ensuring continuity of supply and limiting exposure to disruptions through carefully selected and reliable partners that meet our environmental and social standards.

The GSA Advance pump, launched in 2025, demonstrates this approach. Developed through collaboration between Aptar's Italy research and development team and its purchasing function, the GSA Advance introduced a fully recyclable polyolefin cartridge while qualifying all new components from multiple suppliers at launch. Legacy parts were assessed for dual sourcing feasibility, and the bill of materials was simplified to make qualification faster and more efficient.



To expand this capability globally, Aptar launched a Global Sourcing Office (GSO), a network of regional purchasing representatives based in markets where Aptar already operates. Drawing on Best Cost Country (BCC) supplier networks across Asia, Latin America, the Middle East and Africa, the GSO is working to diversify Aptar's supplier base while applying consistent qualification standards across regions. This approach helps reduce dependency and exposure to rising costs, tariffs and supply chain disruption, while anchoring sourcing decisions in long-term supplier reliability and responsible operating practices.

The strategy is gaining momentum within Aptar, with more than 60 dual sourcing projects completed and additional projects in progress across all segments.

Scope 3 Environmental Initiatives



Science Based Targets Initiative Targets Renewal

Aptar is revising its Scope 3 Science Based Targets as part of the mandatory five-year review required by the Science Based Targets initiative (SBTi). Under SBTi rules, all companies must reassess and resubmit their near-term targets to ensure continued alignment with the latest climate science and updated methodological criteria.

Since Aptar's original Scope 3 target was set, our emissions profile, data quality, and the external landscape have evolved significantly. Updated calculations show that absolute Scope 3 emissions have increased compared to our 2019 baseline, influenced by shifts in global emission

factors and slower-than-expected decarbonization progress in upstream industries. In addition, several technical standards and market conditions affecting plastics and aluminum have changed, making our original target no longer reflective of current realities.

Revising our Scope 3 target through this mandatory review allows Aptar to adopt a more accurate baseline year, set a new science aligned reduction pathway, and ensure our commitments remain both scientifically credible and achievable.

As a part of this review, Aptar is also working to update our existing Scope 1 and Scope 2 targets and baseline due to mergers & acquisitions that have increased our energy consumption baseline threshold major +/- 5% as requested by SBTi protocol. We look forward to sharing our updated targets in the future.



Resin GHG Footprint

Scope 3 emissions make up more than 90% of our total emissions, and of our Scope 3 emissions, more than 80% come from the category Purchased Goods and Services. In 2025, Aptar engaged top resin vendors for the kick-off of Aptar's Science Based Targets Initiative Scope 3 renewal process by collecting CO2 primary data related to the resins and metals that Aptar purchased. Participation and feedback were received from our top suppliers, and many shared their own official decarbonization plans and sustainability strategies for both

the mid- and long-term. In addition, in 2025, Aptar investigated a carbon accounting module to engage suppliers to collect specific primary Product Carbon Footprint (PCF) data. The module would help facilitate increased monitoring of the actions taken by our suppliers in this area to improve progression towards our science-based targets.

Aptar's Global Purchasing Team is working with suppliers to develop improvement roadmaps for addressing Scope 3 emissions within our supply chain. Today, four key categories (Resin, Metal, Energy and Transport) have active sustainability roadmaps.

Collaboration Towards Responsible Products

Social LCA Program Update

Aptar continued to advance its Social Life Cycle Assessment (Social LCA) program to better understand the social impacts and benefits associated with its products. In 2025, Aptar completed a Social LCA pilot developed in collaboration with the University of Pescara, applying a methodology aligned with United Nations Environment Programme (UNEP) guidelines and recognized by ISO standards. The pilot further refined product and stakeholder-relevant key performance indicators, strengthening Aptar's ability to assess social performance across the value chain. While Social LCA is not a requirement under the Corporate Sustainability Reporting Directive (CSRD), the program provides Aptar with a framework to better inform internal decision-making and support transparent sustainability reporting.

Building on this foundation, Aptar applied the Social LCA framework to selected Pharma products, with a focus on end users and consumers. Using advanced data analytics and artificial intelligence, Aptar analyzed real-world patient and consumer feedback to assess how pharmaceutical packaging supports health, safety, and quality. Insights from this work highlighted the role of packaging in preserving medicine integrity, enabling correct use, and reinforcing patient confidence. Looking ahead, are exploring the potential for a pilot project with our



Aptar Pharma Digital Health products to investigate the positive impact of these offerings to end users and the local community.

These learnings will support continuous improvement of our social LCA program and help guide future product development, reinforcing Aptar's commitment to delivering packaging solutions that contribute positively to patient well-being and consumer trust.

Aptar Beauty Earns Industry-First Inclusive Design Certification

In 2025, Aptar Beauty became the first company in the beauty and packaging industries to receive the "Inclusive Designer" label — and one of only four major companies in France to earn the distinction. The certification, awarded by APF France Handicap — a national organization specializing in inclusive design — recognizes companies that meet a rigorous standard of inclusivity by involving people with disabilities, reduced mobility and seniors directly in the design process.

For Aptar Beauty, the certification reflects a long-standing approach rather than a new initiative. Through collaborative workshops with the certifying organization, the team tests packaging prototypes and existing products with diverse users, identifying concrete improvements and formalizing best practices for future development. Valid for three years, the label positions inclusive design not as an accommodation, but as a driver of better innovation.



Consumer Voices Shape Reloadable Beauty Concept

Aptar's new China Consumer Experience Center recently hosted two focus groups in which 12 consumers tested a new reloadable beauty concept. Working in a small-group format, participants shared unfiltered reactions on what felt intuitive, what prompted hesitation and what they expect from a reloadable product. Their feedback on usage, gestures and design gave the Beauty segment a direct line to the market for which it is designing.

The center's role goes beyond observation. By inviting consumers into the development process, researchers, designers and marketers build a shared understanding grounded in real behavior rather than assumptions. The insights gathered will inform the next iteration of the reloadable concept, as the center continues to serve as a hub for user research, co-creation workshops and collaborative focus groups across Asia.

Plastic Spring Community Is Redefining a Critical Component

In dispensing systems for beauty, personal care and medical applications, springs govern controlled movement. Replacing metal springs with recyclable polymers is one of the more complex engineering challenges Aptar has taken on in recent years.

To meet it, Aptar established the Plastic Spring Community: a cross-functional group of around 70 engineers and technicians from the Beauty, Pharma and Closures segments. Operating with a startup-like approach, the group meets regularly in focused subgroups dedicated to simulation, rapid prototyping, intellectual property and cycling test protocols. To date, the community has created advanced simulation capabilities, harmonized test protocols and built a comprehensive patent database — all while replacing metal components with polymer alternatives that support both sustainability goals and cost efficiency.



Lifecycle Assessment Drives Materials Innovation

Injectable drug packaging presents an end-of-life sustainability challenge with no easy solution. Rubber closure components come into direct contact with drugs and are classified as biohazardous waste after use, because of this they are unlikely to enter any conventional recycling stream. Wanting to make injectable products more sustainable, Aptar Pharma's response has been to look upstream, at the materials used in the product, for a potential solution.

Over six months, a multidisciplinary team developed a proprietary lifecycle assessment (LCA) tool built around the specific formulations and manufacturing processes of rubber components. Getting there required negotiating data-sharing agreements with suppliers, an early barrier that ultimately yielded a more accurate analysis than generic LCA methodologies could provide.

The findings were clear: raw materials account for up to 75% of the carbon footprint of injectable components, with elastomers alone representing an average of 85% of the impact. As a result, Aptar Pharma is now participating in a multi-partner research initiative for developing bio-based alternatives in the rubber sector that won't compromise the stringent regulatory and functional requirements of injectable applications.

The Aptar Pharma Scientific Affairs team met with the U.S. Food and Drug Administration (FDA) in 2025 as part of a strategic initiative to develop a salbutamol formulation using a next-generation, low-GWP propellant. By collaborating directly with the FDA, just as leading pharmaceutical companies do, Aptar Pharma demonstrates its seriousness and leadership in supporting drug developers through the transition of pressurized metered-dose inhalers (pMDIs) toward sustainable solutions.

Giving and Volunteerism

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



AptarGroup Charitable Foundation

The AptarGroup Charitable Foundation (the Foundation) provides Corporate Grants to qualifying organizations and has an Employee Matching Gift Program that has helped support more than 178 nonprofits, donating over \$1.3 million in total from 2023 to 2025. For the Employee Matching Gift Program, the Foundation gives two times employees' eligible gifts to higher education institutions, cultural organizations, health and human services organizations, and other tax-exempt entities in the U.S.

The Foundation also awards special \$25,000 grants to non-profit partners nominated by Aptar sites in North

America. In 2025, for example, Gateway Analytical, nominated Variety, the Children's Charity, which works to provide medical care, mobility, and educational opportunities to children. The Aptar Charitable Foundation's donation will support the MyBike® and MyStroller® programs, helping children with disabilities experience greater independence and joy in movement. The Aptar Lincoln and Gateway teams nominated two separate Ronald McDonald House locations for 2025 grants, to help provide comfort, support and resources to families navigating pediatric medical crises.



Aptar and CARE.org

Aptar is proud to continue to partner with CARE®, an international aid organization that works around the globe to save lives, defeat poverty and achieve social justice. Through our ongoing partnership, we support CARE's mission, which includes educational programming, women's

economic empowerment efforts and CARE's Crisis Response Campaigns.

In 2025, Aptar's Charitable Foundation and Aptar employees gave nearly \$147,000 to support CARE's Triage to Resiliency Fund. The Triage Fund is a rapid response initiative designed to address urgent, time-sensitive funding gaps to continue lifesaving humanitarian projects for safe drinking water, food, medicine, shelter, emergency aid and other critical needs. Additionally, CARE® aims to ensure women and girls experience greater equality through economic empowerment, expanding access to women-centered financial products and backing women-led businesses.

In 2025, Aptar doubled all financial donations up to \$1,000 made to CARE® by Aptar employees around the globe.



Employee Volunteerism & Regional Giving

In collaboration with our employees, Aptar supports local communities through volunteerism and financial giving. Specific volunteering policies and opportunities are developed at the site level and take place at all our locations around the globe. Initiatives from 2025 included:



- A volunteer team from Aptar Rueil staffed a food drive at local stores to collect essential food items for a charity that supplies meals to families in need.
- A team of Aptar Mezzovico employees joined the town's annual "Clean Green" day and took responsibility for picking up trash from the roadways and surrounding the Aptar site.
- The supply chain team at Aptar Maringá rallied employees to collect everyday items throughout the year for a successful donation drive that culminated in the month of December.
- Nearly 40 team members from Aptar's Crystal Lake, Cary, McHenry and Mukwonago locations participated in the annual Skyrise Chicago event benefiting the Shirley Ryan AbilityLab, a global leader in physical medicine and rehabilitation.
- Aptar Le Neubourg held a fundraising effort to support cancer research during October's breast cancer awareness campaign and Movember, the annual initiative spotlighting men's health.



For every participant in Aptar Corporate University's face-to-face courses, Aptar donates €1.50 to the Vatsalya Foundation, an organization in Mumbai dedicated to supporting street children through outreach, safe housing, education, healthcare and rehabilitation. In 2025, the total donation given to the organization was €1,309.50, based on 873 course participants.





Circularity

Our Approach

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

Foundational Pillars of Product Sustainability

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

1. Design for Sustainability

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

2. Resin Conversion

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

3. Reuse

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

4. Recycle & Purify

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

2025 Focus Areas

In 2025, our material science team evaluated more than 12 sustainable materials, including recycled and biobased resins and alternative materials such as cellulose, and conducted more than 200 Life Cycle Analysis (LCA) studies focused on reducing the environmental impact of new products. We advanced work on emerging materials, making strong progress in pulp-based solutions and recyclable barrier coatings that support our mono-material ambitions. We also deepened external research collaborations with the Universities of Liverpool and Strasbourg to strengthen expertise in materials, eco-design and product sustainability, and invested in Yangi, a pioneer in fiber-based packaging innovation, expanding our capacity to bring more sustainable material solutions to market.

Our Innovation Excellence team addressed key materials challenges including PCR integration and the phaseout of per- and polyfluoroalkyl substances (PFAS), while launching initiatives on product emissions calculation and transformative materials in response to customer requirements. These efforts contributed to the launch of the next generation of Beauty Advance all-plastic pumps, designed to maximize recyclability.

We also define new targets for the Beauty and Closures segments, reflecting progress made across our product portfolio and our determination to accelerate the transition to more circular solutions at scale.

2025 Progress on Product Sustainability Targets

In 2019, Aptar joined the Ellen MacArthur Foundation's New Plastics Economy Global Commitment. The Global Commitment mobilized signatory organizations in a voluntary effort to reduce plastic waste and pollution. As a signatory, Aptar set product-related targets for 2025 and annually reported on our progress towards these goals.

Our original product sustainability related targets for year-end 2025 were:

- Achieve 10% recycled resin content in personal care, beauty, home care and food/beverage solutions
- Reach 100% recyclable, reusable or compostable solutions in personal care, beauty, home care and food/beverage solutions

During 2025, Aptar continued converting to recycled resin content in our personal care, beauty, home care, food and beverage solutions, ending the year at nearly 2% of total volume.* In addition, approximately 77% of our solutions in personal care, beauty, home care, food and beverage were recyclable, reusable or compostable according to the Ellen MacArthur Foundation guidelines,* and we continue to increase the number of recyclable products in all categories.

Aptar Joins Global Commitment 2030 with New Targets

In 2025, Aptar renewed its membership with the Ellen MacArthur Foundation (EMF) and signed on to the organization's Global Commitment 2030. The 2030 initiative unites more than 1,200 businesses behind a shared roadmap for a circular economy for plastics.

The Global Commitment 2030 provides a framework that will help keep signatories accountable and accelerate innovation. It recognizes that industry action and policy must advance together to drive meaningful, systemic change — a perspective that aligns with how Aptar approaches product sustainability.

As part of Aptar's voluntary commitment, we have defined new 2030 targets for the Beauty and Closures segments, including achieving 3% recycled resin content in personal care, beauty, home care and food/beverage plastic packaging solutions and reaching 90% design



for recycling and/or composting across those same categories.

Recalibrating our recycled content target from 10% to 3% better reflects market realities observed over recent years. While many of our customers have set strong recycled-content objectives, their primary efforts are understandably concentrated on the largest packaging components — most often the container or bottle — where greater material volumes enable higher recycled-content uptake and climate-impact reduction. In parallel, consistent access to PCR materials meeting the stringent quality, safety and performance requirements associated with Beauty and Closures markets remains a structural challenge. Against this backdrop, our updated target balances ambition with feasibility.

In line with the Ellen MacArthur Foundation's updated guidance, our recyclability target is now based on a design-for-recycling approach. This approach focuses on material selection and packaging design intended to be compatible with existing recycling infrastructures. By emphasizing component compatibility and system alignment at the design stage, this target supports waste prevention and recovery of materials at end of life.

Three Aptar sites — Dortmund, Menden and Ckyne — are now have certifications for use of post-consumer recycled (PCR) following rigorous third-party audits. The certification responds to growing customer demand for verified recycled content and anticipates future regulatory requirements, including minimum recycled content thresholds taking effect from 2030 onward. With PCR demand growing each year, this milestone reflects Aptar's commitment to staying ahead of both market needs and the evolving regulatory landscape.



* Aptar reports recyclability and recycled-content rates in two ways. The first method takes account of all Aptar products sold, regardless of their use as packaging material. The second method, aligned with Ellen MacArthur Foundation plastic packaging guidelines, accounts for only Aptar products associated with plastic packaging. (See our response to GRI 301 for additional information on the harmonization of our reported numbers.)

Regulating Chemicals

Chemical Phase-out

Aptar is taking a proactive approach to phasing out chemicals of concern from our products. To promote transparency of our actions, we made a public commitment using 2019 as a baseline year, to phase out certain chemicals we identified as concerns to our product portfolio. Aptar's chemical phase-out target correctly anticipated stricter chemical prohibitions by the year 2025. With regulations like the Packaging and Packaging Waste Regulation (PPWR) and U.S. state-level PFAS restrictions taking effect, phase-out is now another compliance initiative.

The shift toward a more regulated landscape on this topic has changed Aptar's approach to chemical management. As regulations have become more comprehensive, the necessity for maintaining a public target to monitor chemical reduction is no longer required. Through 2025, our chemical phase-out target helped us operate in the best interest of consumers and the environment while mitigating supply chain risks and staying ahead of regulations. While some of the substances in this scope are banned as ingredients in cosmetic formulations, their use as ingredients in product packaging components, Aptar's usage, remains authorized. Nonetheless, we continue to anticipate future bans from product packaging components and remain diligent in improving the recyclability of our packaging. Beyond 2025, we will continue to phase out chemicals of concern and are encouraged to see a shift towards more regulation of harmful substances on behalf of consumers worldwide.

Challenges Remain

As we move from voluntary actions on this topic to a more regulated environment, there is an increased need to focus on the actions we can actively manage as a company. Challenges to make progress remain, as some of the

substances of concern provide specific properties for product performance, while others are unique to the manufacturing process. Because of this, suitable replacements that are compatible with existing recycling streams are limited. Therefore, we may need to develop new production tools and conduct multiple trials to ensure product-process performance and robustness of potential substitutions.

In addition, our investigation into this topic has shown many of the products containing these materials are not stock offerings; they are custom products sold to specific customers. Similarly, however, the variety of product types produced and sold by Aptar is controlled by the needs and wants of our customers. The product mix changes every year, making it difficult to control progress towards a chemical phase-out target, because the baseline is difficult to measure. Therefore, it is imperative that we collaborate with, and at times educate, our customers to identify acceptable replacements to chemicals of concern and obtain their approvals before making substitutions. Aptar's products comply with current regulations. Our 2020-2025 phase-out plan was intended to anticipate necessary changes before they went into law.

PFAS (Per- and Polyfluoroalkyl) substances

In 2025, while complying with applicable regulations, Aptar continued its intensive effort to accelerate the phase-out of PFAS (Per- and Polyfluoroalkyl) substances. Due to their wide-ranging use in both products and production processes, eliminating these substances is a significant challenge for the entire industry.

During the year, we made significant progress identifying intentional and unintentional uses of PFAS within components and raw materials, and our R&D teams investigated suitable replacements or reformulations for affected materials. Within the Beauty segment, for example, teams implemented alternative solutions covering approximately 80% of identified products. In the Closures segment, teams worked to collect missing information from suppliers

needed to identify product families within the portfolio. With the information, they began developing corrective action plans, as needed, in accordance with the Declaration of Conformity under Article 39 of PPWR. Operationally, Aptar sites evaluated PFAS usage in processing agents globally and switched to non-PFAS alternatives when necessary.

Article 5 of Europe's PPWR includes specific PFAS restrictions for food-contact packaging, beginning in August 2026. The European Chemical Agency (ECHA) proposed an update to the PFAS restriction in August 2025 for "other medical application" that aims to clarify the exemption period for products within the pharmaceutical industry. ECHA committees will review the document ahead of a final regulation expected in 2029. Taking into account the exception, Aptar Pharma teams continue to prepare for future restrictions.

Formaldehyde

In 2025, Aptar continued to qualify and propose alternatives to Formaldehyde, or PolyOxyMethylene (POM), in multiple product ranges. As a result of these efforts, we reduced the quantity of these materials in our plastic packaging for beauty, personal care, home care and food/beverage solutions by 10% compared to 2019 baseline.

Styrenics

Aptar's tonnage of ABS (acrylonitrile-butadiene-styrene) and SAN (Styrene-acrylonitrile) decreased by 69% compared to 2019 baseline. This notable achievement results from collaborative efforts with our customers in transitioning to alternative materials for customized solutions.

In total, Aptar has reduced the amount of formaldehyde and styrenics in our plastic packaging for personal care, beauty, home care and food/beverage solutions by more than 33% in 2025, versus 2019 baselines.

Products with Sustainability Features

Aptar's First Bio-based Delivery System Reaches Global Markets

Aptar Pharma reached a significant milestone in 2025 with the global commercialization of its first nasal spray pump made with bio-based materials. The Freepod®, one of the delivery systems for Haleon's Otrivin® brand, is made of 52% International Sustainability and Carbon Certification (ISCC) Plus certified bio-based feedstock. The bottle is produced using a mass balance approach equivalent to 100% bio-based content. Together, the pump and bottle components result in an overall circular material content of 60% for the full nasal spray device.

The Freepod® components are manufactured at Aptar Pharma's ISCC-Plus certified facility in Mezzovico, Switzerland, ensuring full traceability of materials throughout

the manufacturing process. The certification extends across the entire supply chain, covering all external suppliers and service partners. This level of verified traceability is increasingly important to pharmaceutical customers seeking credible, science-based sustainability solutions in primary packaging.

Built on more than 30 years of collaboration, the partnership with Haleon (formerly GlaxoSmithKline) demonstrates how long-term customer relationships can drive meaningful advances in sustainable healthcare packaging.



SimpliCycle Valve Validated for Reusable Packaging

Aptar Closures expanded the application range of its SimpliCycle® valve in 2025, completing extensive internal testing to validate the valve for reusable hydration packaging. The testing demonstrated the valve's durability under demanding conditions, achieving up to approximately 80,000 dispense cycles, consistent opening pressure up to 100,000 cycles and 12 months of dishwasher durability, well exceeding the 50,000-wash threshold required for reusable hydration bottles. The SimpliCycle valve is also compatible with the main plastic recycling streams, meaning reusable products can support recyclability at end of life.

The valve is part of the SureSnap® system, a 2-in-1 valve and retaining ring platform designed for clean, controlled dispensing and straightforward snap-in integration. Together, the SimpliCycle thermoplastic elastomer (TPE) valve and SureSnap system give brands a durable, high-performance

dispensing solution built for both long-term reuse and responsible disposal.

SimpliCycle will enter the reusable hydration market in 2026 in partnership with a brand in the Netherlands, marking the valve's first commercial deployment in this format and a meaningful step in Aptar's efforts to support the growing demand for reusable packaging solutions.





Aptar Beauty Advances Reusability with Two Major Launches

Reusability is one of three pillars driving Aptar Beauty's approach to product sustainability, alongside recyclability and resin conversion. In 2025, two significant launches demonstrated meaningful progress on this pillar.

The first, Nomad Refill, is Aptar Beauty's new 10ml purse spray. It's the first solution on the market that allows consumers to refill directly from their own fragrance bottle in less than five seconds, with no additional tools or accessories required. Compatible with any perfume bottle



using a standard SNI15 screw pump, the solution addresses a genuine pain point — existing alternatives require a drawn-out transfer process that is messy, inconvenient and risks spilling or overfilling. Nomad Refill's patented, integrated connector addresses these issues while keeping the fragrance free from air contact throughout the process.

Separately, Aptar Beauty's reloadable Gaïa airless platform made its global market debut through a skincare launch with Clarins. The Gaïa system consists of a durable main casing and plastic reloads that are highly recyclable. The reload mechanism, protected by two Aptar patents, uses an intuitive push-and-pull action and a seal system that ensures airtight formula protection. According to Clarins' lifecycle analysis, the reloadable packaging delivers a 73% reduction in environmental impact compared to the previous version, with each reload representing 50% less metal, 33% less plastic and 29% less cardboard*.



Beyond these two launches, Aptar Beauty also expanded reusability across its prestige and lifestyle fragrance pump portfolio by introducing screw pump functionality across multiple platforms, enabling brands to offer refillable options to their consumers at a broader scale.

* Comparison between two full Total Eye Lift bottles and one full bottle refilled once. Based on a single score, calculated using a lifecycle analysis. Source: clarins.com

Aptar Beauty Expands Full-Plastic Portfolio

Recyclability is a core pillar of Aptar Beauty's sustainability strategy, and a key part of delivering on it is converting best-selling pump platforms to full-plastic construction. The Advance Collection is one vehicle for that effort — a growing range of full polyolefin pumps made from polypropylene (PP) and polyethylene (PE). These materials are compatible



with the main plastic recycling streams, and the transition requires no compromise on performance or design.

In January 2025, Aptar Beauty launched the GSA Advance dispensing pump and the PZ Advance spray pump, converting two of our best-selling personal care platforms to full-plastic. Additional Advance Collection launches are planned for cosmetic pumps in 2026 and 2027, extending the recyclability initiative into new product platforms. Aptar Beauty also advanced



full-plastic development outside the Advance range in 2025, with both the HDP high-dose dispensing pump and TSP trigger spray reaching the markets for personal and home care.



In 2025, Aptar Beauty put a range of sustainability features into market with customers across product categories.

- Sisley — Irresistible Airless: A POM-free cosmetic cartridge with a full polyolefin container
- Laboratoire SVR — Micro Airless: Three new dermo cosmetic treatments in full-plastic Micro airless platform, certified 97-98% recyclable* by Cyclos-HTP
- Oyess — Micro ECO and Mezzo ECO: Four skincare products using airless solutions, with packaging made from up to 44% PCR resin
- Natura Chronos — Refillable: A custom refillable skincare line designed to keep the primary container in use while replacing only the formula



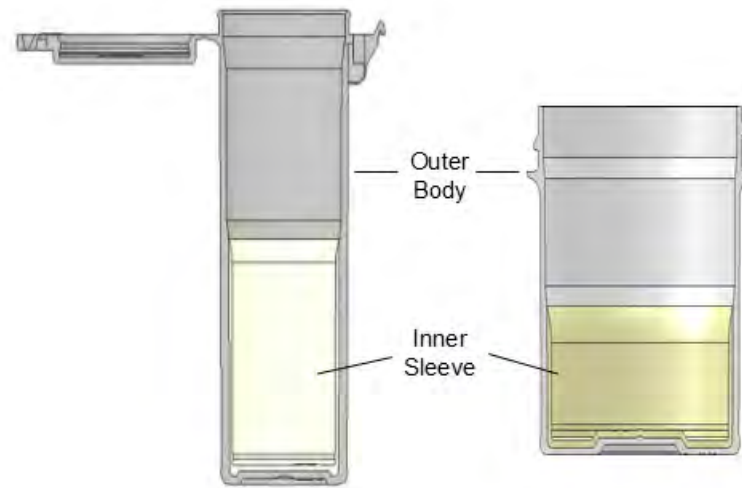
* Raw natural packaging without decoration or label

Redesigned Probiotic Packaging Meets Recyclability Requirements

Aptar CSP Technologies is working hard to redesign its probiotic bottles and flip top vials in 2025 to align with the emerging recyclability thresholds established under the European Union's Packaging and Packaging Waste Regulation (PPWR). Most probiotic products sold in the EU fall under food packaging requirements, which under emerging regulations would mandate recyclability above 70%. Existing CSP bottles and vials were averaging 50-55%, making a design solution necessary.

The challenge was technical: CSP's packaging relies on its proprietary Activ-Polymer technology, in which an inner sleeve of active material sits within a polypropylene (PP) outer body to protect moisture-sensitive probiotic formulas. Increasing recyclability required reducing the proportion of inner sleeve material relative to the outer body, but without compromising the moisture protection customers depend on product shelf-life.

By developing a novel Activ Material with improved moisture adsorption, the CSP team was able to reduce the size of the inner sleeve while maintaining product performance. A new inner sleeve design also improved separability, allowing it to detach easily from the PP outer body during the mechanical recycling process at material recovery facilities. The resulting product exceeded the 70% recyclability threshold and was validated by three separate independent testing organizations.



FusionPKG's Verve Airless FreeForm+ Earns Recognition

Aptar FusionPKG's Verve Airless FreeForm+ received two industry awards in 2025, the AmeriStar Design Excellence Award and the WorldStar Award for Packaging, recognizing its advances in sustainably focused beauty packaging design.

The platform's mono-material airless engine supports recyclability potential and PCR resin compatibility, while its thick-wall PET construction



delivers the premium aesthetic that prestige beauty brands require. Its flexible architecture allows brands to develop distinctive custom shapes without separate tooling investments, integrating the needs of design, engineering and sustainability teams into a single platform.

GRI



TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 1: Foundation		
1-1	Foundation 2021	Aptar has reported in accordance with the GRI Standards for the period January 1 through December 31, 2025. We obtained reasonable assurance from ERM CVS for our Scope 1 & 2 GHG Emissions, and energy metrics. We also obtained limited assurance from ERM CVS for various waste, water, product sustainability, and health and safety metrics. The following GRI disclosure shows Aptar's general disclosures, material topics, and specific standard disclosures.

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.	a. AptarGroup, Inc. b. AptarGroup 2025 Annual Report (PDF: page 7) c. Crystal Lake, Illinois, USA d. AptarGroup 2025 Annual Report (PDF: page 28)
2-2	a. list all its entities included in its sustainability reporting; b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting; c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics.	a. A geographic breakdown of these locations can be found within the AptarGroup 2025 Annual Report (PDF: page 28)

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.	a. This report covers activities from January 1, 2025 to December 31, 2025 unless otherwise noted. b. Reporting Period for financial reporting is the same as above c. Report Published: June 18, 2026 d. Beth Holland, Chief Sustainability Officer Beth.Holland@aptar.com Michele Del Grosso, Director, Global Sustainability Michele.Delgrosso@aptar.com Taylor Price, Senior Manager, Global Sustainability Taylor.Price@aptar.com Wen Zhang, Manager, Global Sustainability Wen.Zhang@aptar.com
2-4	a. report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements.	Our disclosures are verified in multiple ways including internal and external audits. There is no restatement for Aptar's 2025 Corporate Sustainability Report.
2-5	a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; b. if the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provider.	a. In addition to the energy, emissions, waste and water data that was externally verified, 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. b. We obtained reasonable assurance from ERM CVS for our Scope 1 & 2 GHG Emissions, and energy metrics. We also obtained limited assurance from ERM CVS for various waste, water, product sustainability, and health and safety metrics. The complete assurance report can be found at the link below. • 2025 Independent Assurance Report
2-6	a. report the sector(s) in which it is active; b. describe its value chain, including: i. the organization's activities, products, services, and markets served; ii. the organization's supply chain; iii. the entities downstream from the organization and their activities; c. report other relevant business relationships; d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	a. AptarGroup 2025 Annual Report (PDF: pages 11-18) b. AptarGroup 2025 Annual Report (PDF: pages 11-18). 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. c. View Aptar global locations here . d. Not applicable

TABLE 2-7: TOTAL NUMBER OF EMPLOYEES							
2025 HEADCOUNT					2025	2024	2023
HUMAN RESOURCES REGION	EMPLOYEE CATEGORY	MALE	FEMALE	TOTAL	TOTAL	TOTAL	TOTAL
EMEA	Unlimited term Contract	5,058	2,832	7,890	8,642	8,526	8,564
	Fixed Term Contract	461	291	752			
	Temporary (Agency)	875	497	1,373			
North America	Unlimited term Contract	1,478	944	2,422	2,435	2,396	2,435
	Fixed Term Contract	7	6	13			
	Temporary (Agency)	178	115	293			
LATAM	Unlimited term Contract	965	694	1,659	1,706	1,385	1,472
	Fixed Term Contract	13	34	47			
	Temporary (Agency)	26	63	89			
Asia	Unlimited term Contract	543	333	876	1,230	1,210	1,271
	Fixed Term Contract	187	167	354			
	Temporary (Agency)	366	299	664			
Aptar Total	Unlimited term Contract	8,044	4,803	12,847	14,013	13,517	13,742
	Fixed Term Contract	668	498	1,166			
	Temporary (Agency)	1,445	974	2,419			
Aptar Total	Full Time	8,462	4,811				
	Part Time	250	490				

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.	The total workforce consists of around 14,000 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 an increase in our headcount numbers versus last year mainly in LATAM due to our Querétaro site demerge. Please see Table 2-7 , of employees by region, gender and employee type for 2025, 2024 and 2023. 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.

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 AptarGroup Governance Documents and Aptar's 2026 Proxy Filing (PDF Pages: 22-33) b. See Aptar's 2026 Proxy Filing (PDF Pages: 22-33). More information, specifically related Board oversight of these topics can be found within the Governance Committee Charter. c. See Aptar's 2026 Proxy Filing (PDF Page: 10 and Pages 15-33)
2-10	a. describe the nomination and selection processes for the highest governance body and its committees; b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization.	See Aptar's 2026 Proxy Filing (PDF Pages: 15-33). Please also See Aptar's Corporate Governance Principles .
2-11	a. report whether the chair of the highest governance body is also a senior executive in the organization; b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	See Aptar's 2026 Proxy Filing (PDF Page 4-7 and Page 22-33)

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>	See Aptar's 2026 Proxy Filing (PDF Pages: 22-33) and GRI 2-13 for more information

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
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 Governance Committee Charter (Approved: January 2026) describe roles and responsibilities as related to economic, environmental and people-related impacts:</p> <p>"12. Review the Company's efforts with regard to sustainability and governance matters, including with respect to the Company's annual sustainability report.</p> <p>13. Review the Company's material 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 managing economic, environmental and social impacts. Sustainability is embedded into our business standards, rules, and guidelines under the CEO's leadership. The Chief Legal Officer (CLO) and Corporate Secretary acts as liaison between the Governance Committee and the Global Sustainability Team, advising on material topics. Economic topics are governed by the Chief Financial Officer (CFO), who sits on the Executive Committee and reports directly to the CEO. She plays a central role in overseeing sustainability topics, particularly in external reporting, assurance, operational control, and risk management. 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 the Chief Purchasing Officer (CPO). He has overall responsibility for the engagement and management of climate- and nature-related topics, particularly through collaboration with our suppliers and vendors. The Chief Sustainability Officer (CSO) coordinates Aptar's global sustainability strategy, performance and disclosures. She leads sustainability strategy and target-setting, oversees ESG disclosure policies, interprets new regulations, evaluates risks for Aptar, and stays current on megatrends through external groups.</p> <p>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.</p> <p>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 reviews the materiality assessments and 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.</p> <p>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.</p> <p>Additional information and recommendation on this topic are found within our internal Code of Conduct and regular training is provided on this topic.</p> <p>An independent third-party SAAS whistleblower hotline is in place to enable anonymous reporting of potential conflicts.</p> <p>Furthermore, during the annual attestation process for the Code of Conduct review, employees are prompted to confirm whether or not they are aware of potential conflicts.</p> <p>Potential conflicts of interests can also be reported to the Compliance Officer and relevant processes are then put in place to mitigate the risks.</p> <p>Also see Aptar's Director Independence Standards</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 Aptar's Corporate Governance Principles</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>	<p>See Aptar's 2026 Proxy Filing (PDF Pages 31-33 and 37-77)</p>
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>	<p>See Aptar's 2026 Proxy Filing (PDF Pages 31-33 and 37-81)</p>
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>	<p>See Aptar's 2026 Proxy Filing (PDF Pages 70-76)</p>
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>	<p>See CEO Letter on page 7-8.</p>

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 & 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 our policies: Inclusion, Equity and Belonging Policy, Code of Conduct, Human Rights 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"> • Carrying out continuous regulatory monitoring and selecting key relevant requirements • Anticipating upcoming laws and regulations • Providing customers with relevant material data • Proactively collaborating with the supply chain to phase out potentially hazardous substances • Meeting customer-specific needs regarding substances of interest <p>To achieve these aims, Aptar establishes strong relationships with supply chain partners and professional associations, defines specific regulatory specifications for each type of material, collects and analyzes supplier declarations information, additionally Aptar collaborates to create on-demand Regulatory Information Declarations.</p> <p>For more details, see our Strategy on Page 5, and additional information within our policies: Inclusion, Equity and Belonging Policy, Code of Conduct, Human Rights 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 & Ethics, each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors and employees. Aptar offers a phone- and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified). See more about our policies: Code of Conduct, Human Right Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy.</p> <p>b. Aptar offers 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 and Compliance 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 and Compliance department. Aptar has several alternatives for reporting concerns about unethical or unlawful behavior:</p> <ul style="list-style-type: none"> • First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. • Second, employees also have the ability to report through Aptar's Compliance Officers. • Third, employees can report through their managers or through their local human resources department. • Fourth, employees can report directly to the Audit Committee Chairman. (Contact can be found within Aptar's Code of Conduct).

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>

HUMAN RESOURCES REGION	2025 (%)	2024 (%)	2023 (%)
Central Europe	67%	65%	66%
West Europe			
South Europe			
North America	0%	0%	0%
China	88%	89%	84%
Southeast Asia and India	0%	0%	0%
Latin America	77%	81%	83%
Aptar Total	56%	55%	55%

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
2-29	<p>a. describe its approach to engaging with stakeholders, including:</p> <p>i. the categories of stakeholders it engages with, and how they are identified;</p> <p>ii. the purpose of the stakeholder engagement;</p> <p>iii. how the organization seeks to ensure meaningful engagement with stakeholders.</p>	<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>We engage with the following stakeholders:</p> <p>Internal:</p> <ul style="list-style-type: none"> • Employees, including corporate leadership and core sustainability team: Aptar surveys all employees globally via an employee engagement survey. In addition, as a part of our most recent materiality assessment, key corporate leaders and the core sustainability team were interviewed for internal insights. • Board of Directors: Important to provide experiential oversight that is relevant to our end markets and regions. <p>External:</p> <ul style="list-style-type: none"> • Customers: Customers play an important role as a stakeholder. Much of our engagement with customers is through collaboration and feedback. • Investors: Aptar often engages with investors on ESG-related topics. In addition to responses to CDP, GRI and other public responses, the global sustainability team in collaboration with the Investor Relations and Communications team often responds directly to ESG-related questions. • Peers: Other companies in the packaging sector also remain an important stakeholder for Aptar. Many of our peers are also customers or partners. Understanding their priorities and challenges helps Aptar understand our industry. • Industry Associations, NGOs and Research Organizations: As a part of the materiality process, there was a heavy focus on information from NGOs, Industry Associations and Research Organizations. This input is important to Aptar as we work to move toward a more circular economy, reduce risks to our business and transform the industry. • Regulatory Bodies: Complying with all laws and regulations is expected and is core to Aptar business principles. Relevant policy from global regulatory bodies is monitored and tracked. • Communities: Aptar strives to support the communities in which we live and work. Community engagement is managed at the local and site level. Refer to GRI 3 for the list of stakeholders and selection process.
2-30	<p>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.</p>	<p>Please see Table 2-30 below. We believe this information to be accurate +/-10%.</p>

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 Corporate Sustainability Reporting Directive (CSRD), Aptar conducted a comprehensive Double Materiality Assessment (DMA) to identify and determine its material topics in line with the amended European Sustainability Reporting Standards (ESRS). The assessment focused on identifying actual and potential negative and positive impacts on the economy, environment, and people, including impacts on human rights, across Aptar's own operations and its upstream and downstream value chain. Additionally, Aptar conducted an assurance readiness review of its Double Materiality Assessment (DMA) with the support of an independent third-party assurance provider. The review focused on key assurance readiness considerations, including the existence of a clear and auditable trail throughout the DMA process; the review of DMA process documentation, including a description of the steps performed and how these address the requirements set out in ESRS 3.1 through 3.7; and the understanding of key assumptions and any calibration applied in deriving results.</p> <p>i. Identification of impacts Aptar identified:</p> <ul style="list-style-type: none"> • Impact materiality (inside out): impacts of Aptar's activities on the environment and people; and • Financial materiality (outside in): sustainability related risks and opportunities that may affect the company's financial performance, position, and future prospects. <p>The identification of impacts was carried out through the following steps:</p> <ul style="list-style-type: none"> • Reviewing Aptar's activities, products, services, and business relationships across all relevant value chain stages. • Mapping identified impacts against recognized sustainability frameworks and regulatory requirements, including Aptar's Enterprise Risk Management (ERM) framework, GRI Standards, the UN Guiding Principles on Business and Human Rights, Aptar's historical TCFD and TNFD assessments, and applicable regulatory obligations. • Conducting internal workshops and structured interviews with cross functional subject matter experts (SMEs) to identify sustainability related risks, opportunities, and dependencies across environmental, social, and economic topics. • Incorporating insights from prior assessments, internal incident reporting, audits, grievance mechanisms, and external benchmarks. <p>This approach enabled Aptar to assess both current and forward looking impacts, taking into account evolving regulatory requirements, stakeholder expectations, business strategy, and operating contexts. Identified impacts include those arising directly from Aptar's own operations as well as indirectly through suppliers, customers, and other business partners.</p> <p>The sustainability matters identified as material for affected stakeholders and users of Aptar's sustainability statement are presented in Table GRI 3 on the following page.</p> <p>ii. Prioritization of impacts Identified impacts were evaluated and prioritized based on their significance, using defined and consistently applied assessment criteria. Significance was determined by considering:</p> <ul style="list-style-type: none"> • Severity of impacts, including scale, scope, and irremediability for negative impacts, and magnitude and reach for positive impacts; • Likelihood of occurrence for potential impacts; and • Strategic relevance to Aptar's long term business model and organizational resilience.

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 3: Material Topics		
3-1	Continued...	<p>Where applicable, scoring and validation were performed through cross functional review sessions to ensure robustness and consistency of judgments. Impacts assessed as most significant were consolidated into Aptar's material topics for reporting, in accordance with the GRI principle of impact materiality.</p> <p>The final list of material topics was reviewed and validated by senior leadership to ensure alignment with Aptar's strategy, risk management processes, and governance framework . Aptar intends to refresh the Double Materiality Assessment on an annual basis, with interim trigger-based reassessments conducted in the event of significant changes in the business model, operating context, and/or stakeholder expectations.</p> <p>b) Stakeholder and expert involvement The determination of material topics was informed by input from a broad range of internal and external stakeholders and experts, reflecting their relationship to Aptar and their exposure to its impacts. Key contributors included:</p> <ul style="list-style-type: none"> • Internal stakeholders: senior leadership, functional leaders, and subject matter experts from sustainability, finance, legal, operations, procurement, human resources, EHS, and product development. • External benchmarking and expertise: benchmarking against business partners, suppliers, customers, and industry peers. Aptar also engaged an external sustainability advisor with expertise in ESRS implementation and human rights due diligence to support methodology design and independent challenge of scoring outcomes. <p>Stakeholder input was collected through interviews, workshops, surveys, and expert consultations. This input was used to validate identified impacts, challenge assumptions, and ensure that Aptar's material topics reflect both organizational realities and stakeholder perspectives.</p>

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 3: Material Topics		
3-2	<p>a. list its material topics;</p> <p>b. report changes to the list of material topics compared to the previous reporting period.</p>	<p>a. The identified sustainability matters that are considered material for affected stakeholders or users of Aptar's sustainability statement are presented in Table GRI 3 and the graphical illustration on page 13. We have included references to sections within this report where further details on these topics and our actions are described.</p> <p>b. Several changes to Aptar's material topics have occurred compared to the previous reporting period. The updates reflected in the 2026 Double Materiality Assessment results are primarily driven by enhanced regulatory requirements, evolving ESRS interpretations, and increased sector benchmarking.</p> <p>Notable changes include:</p> <ul style="list-style-type: none"> •S1 Own Workforce, S2 Workers in the Value Chain, S3 Affected Communities and E2 Pollutions have increased in significance, reflecting strengthened regulatory expectations and enhanced sector benchmarking practices. •S4 Consumers and End Users was assessed as non material, given Aptar's limited access to consumer and end user data, customers' direct control over consumer relationships, and Aptar's relatively limited share of customers' total packaging portfolios, resulting in minimal direct consumer impacts. •E4 Biodiversity and Ecosystems was assessed as non material based on sector benchmarking, internal biodiversity assessments, and roadmap development. However, biodiversity related impacts associated with pollution prevention and the effects of operational waste and water discharges on biodiversity were identified as material and are addressed under E2 Pollution, where they more appropriately reflect Aptar's most significant biodiversity related impacts. <p>These changes reflect a more refined and evidence based understanding of Aptar's impacts and dependencies, informed by regulatory developments, benchmarking, and internal maturity.</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> <ol style="list-style-type: none"> actions to prevent or mitigate potential negative impacts; actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; actions to manage actual and potential positive impacts; <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <ol style="list-style-type: none"> processes used to track the effectiveness of the actions; goals, targets, and indicators used to evaluate progress; the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures; <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 Table GRI 3.</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>

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&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&D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	<p>a. AptarGroup 2025 Annual Report (PDF: pages 48-54)</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 CDP Corporate Questionnaire on an annual basis. Detailed information about our risks and opportunities posed by climate change are included within our response, a copy of which is available on the Aptar website. The response is made in accordance to the Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosure (TNFD). Aptar also publishes a stand-alone TCFD and TNFD report .
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 AptarGroup 2025 Annual Report (PDF: pages 70-77). 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 2025 from various states and countries are listed in Table 201-4.</p> <p>ii. Not applicable</p> <p>iii. Investment and other incentive grants estimated to be received for 2025 is provided in Table 201-4.</p> <p>iv-viii. Not applicable</p> <p>b. U.S.A, UK, Italy, Spain. and France. More information is provided in Table 201-4.</p> <p>c. Not Applicable</p>

TYPE	AMOUNT BY STATE							FRANCE	UK	Italy	Spain	GLOBAL TOTAL
	FEDERAL	CT	IL	NY	WI	TX	TOTAL US					
Human Capital/ Payroll Tax Credits	—	—	—	—	—	—	—	\$591,000	—	—	—	\$591,000
Fixed Capital Investment Credit	—	—	—	—	—	—	—	—	—	\$636,000	—	\$636,000
Research & Development Tax Credit	\$1,100,000	—	\$69,000	—	\$14,000	\$12,000	\$1,195,000	\$19,040,000	\$297,000	—	\$27,000	\$20,559,000
Total Corporate Income Tax Credits	\$1,100,000	—	\$69,000	—	\$14,000	\$12,000	\$1,195,000	\$19,631,000	\$297,000	\$636,000	\$27,000	\$21,786,000
Incentive Credits	—	—	—	\$78,000	—	—	\$78,000	—	—	—	—	\$78,000
Total Incentive Tax Credits	—	—	—	\$78,000	—	—	\$78,000	\$3,290,000	—	—	—	\$3,368,000
Aptar Total	\$1,100,000	—	\$69,000	\$78,000	\$14,000	\$12,000	\$1,273,000	\$22,921,000	\$297,000	\$636,000	\$27,000	\$25,154,000

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.	In 2026, in anticipation of new disclosure regulations, Aptar conducted a Double Materiality Assessment (DMA) in line with the European Union's Corporate Sustainability Reporting Directive (CSRD). More information about this process and results can be found in GRI 3. Aptar uses these materiality assessments to identify the main risk and opportunity drivers that could impact our business, markets and customer's expectations, and we determine a timeline for each topic. 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. 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.
202-1	a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'.	Aptar does not have any significant proportion of our population paid at minimum wage levels. Rates of compensation are derived based on a thorough review of the local external marketplace, in order to ensure fair, equitable and competitive pay levels.
202-2	a. Percentage of senior management at significant locations of operation that are hired from the local community. b. The definition used for 'senior management'. c. The organization's geographical definition of 'local'. d. The definition used for 'significant locations of operation'.	Generally speaking, our recruitment practices will consider candidates who are locally-based (considering where the position is located) as a first/top consideration.

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 global purchasing strategy prioritizes local and regional sourcing with limited non local or non regional activity. Our main commodity spend is on resin, which accounted for approximately 12.7 percent of our total annual purchasing spend in 2025. 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. Consistent with Aptar's reporting alignment, Aptar's purchasing strategy considers four main regions: North America, Europe, Latin America and Asia.
204-1	a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. The organization's geographical definition of 'local'. c. The definition used for 'significant locations of operation'.	The majority of Aptar's global resin spend is local. In 2025, 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.	Aptar has several alternatives for reporting allegations of corruption. • First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. • Second, employees also have the ability to report allegations of corruption through Aptar's Compliance Officers. • Third, employees can report allegations of corruption through their managers or through their local human resources department. • Fourth, employees can report allegations of corruption to the Audit Committee Chairman. Contact info is listed in Aptar's Code of Conduct. These compliance metrics are audited every quarter. Additionally, an external audit is completed each year to ensure that all targeted employees complete the compliance certification.
205-1	a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	Our operations are assessed for risks related to corruption through screening and due diligence.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 205: Anti-Corruption		
205-2	<p>a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</p> <p>b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p> <p>c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.</p> <p>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	<p>Table 205-2 illustrates the total number and percentage of governance body members and targeted employees to which the organization's anti-corruption policies and procedures have been communicated, as broken down by region. 2025 compliance trainings were conducted through face-to-face.</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									
2025									
		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%	22	100%	3	100%	8	100%
Governance body members that have received training on anti-corruption	Face to face training (Training sessions suspended due to the pandemic)	—	—%	0	—%	1	33%	0	—%
Employees that Aptar's anti-corruption policies and procedures have been communicated to	Communication occurs every year	290	100%	2,340	100%	448	100%	956	100%
Employees that have received training on anti-corruption	Face to face training (Training sessions suspended due to the pandemic)	444	100%	167	100%	809	100%	0	—%

		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	0	—%	2	7%	0	—%	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	43	100%	2,311	100%	0	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%

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"> • First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. • Second, employees also have the ability to report allegations of anti-competitive behavior through Aptar's Compliance Officers. • Third, employees can report allegations of anti-competitive behavior through their managers or through their local human resources department. • Finally, employees can report allegations of anti-competitive behavior to the Audit Committee Chairman. Contact info is listed in Aptar's Code of Conduct.
206-1	a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments.	a. Aptar does not have any legal actions pending or completed regarding anti-competitive behavior or violations of anti-trust and monopoly legislation. b. Not applicable

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 207: Tax		
Management	The reporting organization shall report how it manages tax using Disclosure 3-3 in GRI 3: Material Topics 2021.	As a public company, we are required to report our results and file them with the U.S. Securities and Exchange Commission. We issue annual and quarterly financial statements that are filed publicly. Public financial statements are prepared on the accrual basis Generally Accepted Accounting Principles. We maintain processes and controls to collect, summarize and report financial transactions. Our processes and controls also support our tax filing requirements. We file annual tax returns for each legal entity or reporting group.
207-1	a. A description of the approach to tax, including: i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; iv. how the approach to tax is linked to the business and sustainable development strategies of the organization.	See AptarGroup 2025 Annual Report and UK Tax Strategy Information.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 301: Materials		
Management	The reporting organization shall report how it manages materials using Disclosure 3-3 in GRI 3: Material Topics 2021.	Product Stewardship remains a high priority topic for Aptar. Designing products to reduce negative environmental, health and safety impacts is critical. This includes: <ul style="list-style-type: none"> • Phasing out chemicals of concern • Designing products to include more recycled or reclaimed content • Sourcing efforts to increase recycled content in raw materials • Increasing reusability and recyclability • Decreasing the product life cycle impact • Increasing efficiency of product use Aptar maintains a Regulatory Policy, which supports its commitment to improve the quality, safety and environmental impact of its products. This policy is available on the Aptar website. Plastic resin continues to be an important material, and recent focus has shifted to more sustainable resin offerings that comply with relevant regulations and meet safety standards. Within our Innovation Excellence department, our Product Sustainability Team focuses on the following: Design for Sustainability, Resin Conversion, Reuse, Recycle & Purify, Chemical Phase-out, and Collaboration with Suppliers & Partners. The Product Sustainability Team leads our efforts globally on conversion to more recycled resins and other material changes. Through our participation in groups like the CE100, New Plastics Economy and WBCSD, we aim to work on this topic with other thought leaders through new regulations, improved testing and product quality or new technologies. In addition, Aptar continues to utilize eco-design principles and life-cycle assessment methodologies to understand and improve on environmental and social impacts. Aptar seeks opportunities to improve our current product offerings. We are proud of the success thus far as it relates to sustainable materials and hope to continue as we work towards a circular plastics economy. In previous years, due to limited harmonization from groups like the Ellen Mac Arthur Foundation, 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. Please note, the Beauty and Closures segments are included in the scope of the EMF Global Commitment 2025. Certain exclusions apply, namely the Pharma segment, due to stringent regulatory constraints, and Fusion PKG and CSP Technologies (now Aptar Active Material Science), as they were not part of the Group at the time the initial commitment was signed.

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 2025, 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 2025, 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 1.6% 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&D) labs which support our operations. These R&D labs occupy a small fraction of a larger building that houses occupants from other companies, and the spaces are leased. In these situations, consumption values are minimal compared to Aptar global values, and we cannot currently isolate Aptar performance from the total building. Although EHStar is available and R&D entities are encouraged to use it, we do not require eco-efficiency metrics from these locations.</p> <p>As a legacy approach, sales offices with less than fifteen employees are not reported. In 2025, the omission of the Czechia office, was due to the reclassification timing. The site no longer qualifies as a small site, but the reporting process was not fully incorporated.</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&D) labs which support our operations. These R&D labs occupy a small fraction of a larger building that houses occupants from other companies, and the spaces are leased. In these situations, consumption values are minimal compared to Aptar global values, and we cannot currently isolate Aptar performance from the total building. Although EHStar is available and R&D entities are encouraged to use it, we do not require eco-efficiency metrics from these locations.</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.	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.

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). Accuracy of our production data reported through the metrics collection system is approximately +/-5 percent.</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.</p> <p>In 2024, we leveraged our Operational Excellence 360 Deep Dive methodology, a co-construction/collaborative effort designed to identify and initiate projects to save energy and reduce emissions. The site-level steering committee, in partnership with the global energy manager, reviews, prioritizes, and agrees on which projects will receive funding.</p> <p>In 2025, these identified projects were estimated to reduce energy consumption by approximately 3.5 million kWh. Some examples of the energy-saving initiatives we implemented include adding new presses, installing high-compression calorie recovery compressors, optimizing systems, installing Variable Frequency Drives (VFDs) to modulate energy use, installing solar panels, and replacing old chillers with newer technology that uses low-emission refrigerants. Installation of New Cooling Tower pumps and controls, upgrade LED lighting, and window upgrades with high-efficiency triple-glazed windows.</p> <p>b. In 2025, we continued to prioritize the reduction of natural gas consumption by implementing several projects to achieve this goal. However, the acquisition of new sites impacted our overall global natural gas figures.</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 2025 vs 2024	% VARIANCE 2025 vs 2019	2025	2024	2020	2019
Renewable Electricity Purchase Coverage			98.0%	97.5%	85%	57%
Electricity (renewable)			585,055,887	547,840,252	474,280,768	316,062,697
Electricity (non-renewable)			11,645,812	14,092,646	82,199,057	237,144,918
Total electricity	6.2%	7.9%	596,701,699	561,932,898	556,479,825	553,207,615
Natural gas	9.7%	20%	116,260,644	105,961,477	83,985,995	97,225,369
Fuels	-1.3%	-0.8%	7,666,811	7,771,370	9,018,652	7,729,763
Total energy consumption (absolute)	6.7%	9.5%	720,629,154	675,665,745	649,484,472	658,162,747

	2025 TARGET FROM 2020 BASELINE	% VARIANCE 2025 vs 2024	% VARIANCE 2025 vs 2020	2025	2024	2020	2019
Electricity intensity (renewable)		—	—	6	5.8	5.7	3.5
Electricity intensity (non-renewable)		—	—	0.1	0.1	1.0	2.6
Total electricity intensity	-15%	2%	-10%	6.1	6.0	6.7	6.1
Natural gas intensity		5%	17%	1.18	1.13	1.0	1.1
Fuels intensity		-6%	-28%	0.078	0.083	0.11	0.09
Total energy consumption (intensity)		2%	-7%	7.3	7.2	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:</p> <ul style="list-style-type: none"> i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving water body was considered. 	<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> <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water. <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> <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv. <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> <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids). <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>a. Refer to Table 303-3.</p> <p>b. Information about water stress is disclosed within our CDP Corporate Questionnaire.</p> <p>c. Refer to Table 303-3.</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> <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable. <p>b. A breakdown of total water discharge to all areas in megaliters by the following categories:</p> <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids). <p>c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories:</p> <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids). <p>d. Priority substances of concern for which discharges are treated, including:</p> <ul style="list-style-type: none"> i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits. <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>a. Refer to Table 303-4.</p> <p>b. Information about water stress is disclosed within our CDP Corporate Questionnaire.</p> <p>c. Refer to Table 303-4.</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

	2025					
REGION	SURFACE WATER (MEGALITER)	GROUND WATER (MEGALITER)	SEA WATER (MEGALITER)	PRODUCED WATER (MEGALITER)	THIRD-PARTY WATER (MEGALITER)	TOTAL (MEGALITER)
Europe	2,758	67	0	0	377	3,203
Latin America	0	17	0	0	161	178
North America	0	48	0	0	166	214
Northeast Asia	0	0	0	0	103	103
Southeast Asia	0	11	0	0	11	22
Total	2,758	142	0	0	819	3,719

TABLE 303-4: ABSOLUTE WATER DISCHARGE

	2025				
REGION	SURFACE WATER (MEGALITER)	GROUND WATER (MEGALITER)	SEA WATER (MEGALITER)	THIRD-PARTY WATER (MEGALITER)	TOTAL (MEGALITER)
Europe	2,716	24	0	103	2,843
Latin America	0	13	0	126	138
North America	0	0	0	152	152
Northeast Asia	150	0	0	90	240
Southeast Asia	0	0	0	9	9
Total	2,866	37	0	480	3,382

TABLE 303-5: ABSOLUTE WATER CONSUMPTION

	2025			
REGION	% Variance of Water Consumption 2025 versus 2024	Water Consumed as Percentage of Water Withdrawn (%)	2025 Water Consumed (megaliter)	2024 Water Consumed (megaliter)
Europe	-	-	359	205
Latin America	-	-	40	42
North America	-	-	62	75
Northeast Asia	-	-	-137	11
Southeast Asia	-	-	13	17
Total	3.5%	9.1%	337	349

GRI 304: Biodiversity

Management	The reporting organization shall report how it manages biodiversity using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar manages biodiversity as a material topic through a structured, risk-based approach that integrates portfolio-level screening with site-specific assessments. The company evaluates biodiversity-related dependencies, impacts, risks and opportunities (DIRO) using recognized tools (e.g., ENCORE, GBS, WWF Biodiversity Risk Filter), combined with detailed analysis of each site's proximity to sensitive ecosystems and associated environmental pressures such as water use, pollution, emissions and land use. This approach reflects the location-specific nature of biodiversity and is aligned with emerging frameworks such as SBTN and TNFD, while embedding regulatory compliance and the mitigation hierarchy (avoid, minimize, restore, offset) into operational practices. We anticipate that in the coming years, we will have the final biodiversity roadmap after finishing phase an additional biodiversity operational and supply chain deep dive. The use of Life Cycle approaches allows us to quantify impacts from our direct energy consumption (electrical energy, natural gas and fuels oil).
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Aptar has conducted a portfolio-level biodiversity screening combined with site-specific assessments to identify operational sites located in or adjacent to protected areas and areas of high biodiversity value. Using tools such as the WWF Biodiversity Risk Filter and spatial analysis aligned with IBAT guidance, the company identified 19 priority sites with potential biodiversity relevance due to proximity to protected or sensitive ecosystems. Within a subset of assessed pilot sites, several operational locations were found to be located within or in close proximity to protected areas or Key Biodiversity Areas (KBAs). For example, we have a couple of sites that are situated within designated protected areas or in immediate proximity (approximately 100 m) to a protected area and includes a valuable aquatic biotope on-site. Other sites are located within close range (approximately 1 km) of protected areas and connected ecosystems via local water bodies. In addition to protected areas, Aptar has identified that many operational sites are located near areas of high biodiversity value outside formally protected designations, including native forests, freshwater ecosystems, and locally significant habitats that support species and ecosystem services. These location-specific characteristics are systematically assessed through site surveys, desktop studies, and, where possible, engagement with local experts. While proximity to sensitive ecosystems results in high biodiversity exposure scores, site-level assessments indicate that current operational pressures are generally low and within regulatory limits, with no significant direct impacts identified in most cases. Nevertheless, the presence of sites within or near protected areas implies an inherent level of environmental interaction, requiring continued monitoring, mitigation measures and targeted biodiversity actions to avoid potential impacts. Aptar continues to refine its understanding of biodiversity-sensitive locations by integrating primary data, improving spatial analysis, and prioritizing sites for action. This enables the company to strengthen its biodiversity strategy, enhance transparency, and support emerging regulatory expectations.

GRI 304: Biodiversity		
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Aptar identifies potential impacts on biodiversity through a structured assessment of environmental pressures linked to its operations and their interaction with sensitive ecosystems. Across its portfolio, the most relevant impact drivers are aligned with the main global drivers of biodiversity loss and include water use and water quality, pollution (wastewater discharge), climate change (GHG emissions), land use, and solid waste.</p> <p>Site-level assessments indicate that Aptar's direct operational impacts on biodiversity are generally low and largely within regulatory limits, with most sites generating limited emissions, low volumes of waste, and primarily domestic wastewater streams. However, localized impacts may occur where environmental pressures interact with sensitive receptors, particularly in areas close to water bodies or protected ecosystems. For example, wastewater discharge has been identified as a relevant pressure in certain locations, with potential implications for aquatic ecosystems where permit exceedances occur.</p> <p>In addition to direct operational impacts, Aptar recognizes indirect and systemic impacts. These include contributions to climate change and resource use, as well as land use effects associated with the company's footprint and value chain. Even where pressures are low, sites located within or near protected areas inherently exert a baseline influence on ecosystems due to land occupation and presence.</p> <p>Overall, while significant negative impacts are currently limited, Aptar acknowledges that biodiversity risks are context-specific and may increase in sensitive locations or under changing environmental conditions.</p> <p>We have quantified the impact on the terrestrial and freshwater ecosystem due to climate change resulting from the production of electrical energy, fuels and natural gas used in our direct processes. The impact assessment methodology used is ReCiPe (version 2020) and, where possible, the identification of the ecosystem quality is expressed as 'local species loss integrated over time (species year)'. This information can be found in Table 304-2.</p>
304-3	Habitats protected or restored	<p>Based on recent biodiversity assessments, Aptar's operations currently do not exert significant environmental pressures on surrounding habitats, and no material impacts requiring restoration measures have been identified at assessed sites. Environmental parameters remain largely within regulatory limits, and existing natural features in and around sites, such as forests, water bodies, and ecological areas are maintained without degradation attributable to operations.</p> <p>As a precautionary and forward-looking approach, Aptar promotes good ecological management practices at site level, including maintaining green areas, avoiding pesticide use where possible, and preserving existing natural habitats. In addition, the company is exploring opportunities to implement nature-based solutions and biodiversity enhancement measures where these provide environmental or operational benefits.</p> <p>Aptar remains committed to continuous monitoring and reassessment. Should future studies identify material impacts or emerging risks, the company will implement targeted measures to protect and restore habitats, consistent with the mitigation hierarchy and its evolving nature-positive strategy.</p>

GRI 304: Biodiversity		
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>Based on desktop studies, spatial analysis and limited expert input conducted for priority sites, several operational locations are situated in or near areas that host biodiversity-sensitive habitats, including protected areas and ecosystems that may support species listed on the IUCN Red List or national conservation lists.</p> <p>However, current assessments did not identify direct impacts from Aptar's operations on species of conservation concern, as environmental pressures at site level are generally low and remain within regulatory thresholds. While sensitive species may be present in surrounding habitats (e.g., waterbirds or other fauna associated with nearby ecosystems), no material interaction or disturbance linked to operational activities has been confirmed.</p> <p>Aptar acknowledges the importance of these species and maintains ongoing monitoring and engagement with local knowledge sources where available. As more detailed, site-specific biodiversity data become available, we plan to further refine our understanding of species presence.</p>

TABLE 304-2: DAMAGE TO ECOSYSTEMS - CLIMATE CHANGE

INPUT USED BY APTAR PROCESSES	TOTAL KWH	DAMAGE TO FRESHWATER SPECIES		DAMAGE TO TERRESTRIAL SPECIES		TOTAL DAMAGE TO SPECIES 2025	TOTAL DAMAGE TO SPECIES 2024
		SPECIES. YR /KWH	TOTAL IMPACT (SPECIES. YR)	SPECIES.YR / KWH	TOTAL IMPACT (SPECIES. YR)	(SPECIES. YR)	(SPECIES.YR)
Electrical energy (renewable source): FR	145,852,421	4.38E-15	6.39E-07	1.61E-10	0.0235	0.0235	0.0227
Electrical energy (renewable source): IN	6,721,528	4.75E-15	3.19E-08	1.74E-10	0.00117	0.00117	0.00144
Electrical energy (renewable source): IT	16,582,046	4.64E-16	7.69E-08	1.7E-10	0.00282	0.00282	0.00288
Electrical energy (renewable source): DE	72,948,221	4.03E-15	2.94E-07	1.48E-10	0.0108	0.0108	0.0111
Electrical energy (renewable source): CH	2,456,360	4.48E-15	1.1E-08	1.64E-10	0.000403	0.000403	0.00052
Electrical energy (renewable source): ES	7,244,179	5.16E-15	3.74E-08	1.89E-10	0.00137	0.00137	0.00129
Electrical energy (renewable source): UK	5,265,080	3.67E-15	1.93E-08	1.34E-10	0.000706	0.000706	0.000751
Electrical energy (renewable source): CZK	10,194,862	4.25E-15	4.33E-08	1.56E-10	0.00159	0.00159	0.00163
Electrical energy (renewable source): US	178,072,374	4.2E-15	7.48E-07	1.54E-10	0.0274	0.0274	0.0263
Electrical energy (renewable source): TR	265,631	3.58E-16	9.52E-11	8.49E-13	2.25E-07	2.26E-07	
Electrical energy (renewable source): LATAM	59,626,270	4.2E-15	2.5E-07	1.54E-10	0.00918	0.00918	0.00826
Electrical energy (renewable source): CHINA	66,984,835	4.2E-15	2.81E-07	1.54E-10	0.0103	0.0103	0.00052
Electrical energy (renewable source): BAHRAIN	6,412,000	4.2E-15	2.69E-08	1.54E-10	0.000987	0.000987	0.000877
Natural gas	81,640,758	3.73E-13	3.05E-05	1.34E-08	1.09	1.09	1.42
Fuels: gasoline	1,378,315	6.85E-13	9.44E-07	2.51E-08	0.03	0.03	0.03
Fuels: diesel	1,319,262	4.31E-13	5.69E-07	1.61E-08	0.02	0.02	0.02
Fuels: heating oil, industrial vehicles, LPG	3,625,845	3.81E-13	1.38E-06	1.39E-08	0.05	0.05	0.08
Total						1.29	1.63

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 2025 emissions:</p> <ul style="list-style-type: none"> 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 the International Energy Agency Emissions Factor Package published in 2024, reflecting 2022 emissions factors, to our sites located in the other regions and countries. Note, our sales offices, as well as the site in the Czech Republic was excluded from these calculations. For the sites using renewable electricity, we have considered market-based emission factors from Renewable Energy Certificates and Guarantees of Origin. We have estimated emissions from refrigerants sources reported by sites as minimal releases from units such as air conditioning systems and chillers. This emissions factor applied is taken from the 5th IPCC Assessment Report of the Greenhouse Gas Protocol. Ozone Depleting Substances are not identified as a critically material indicator by our stakeholders. Nevertheless, we collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information to the global level. Our metrics collection system identifies various types of refrigerants: R22, R407C, R410, R134, R404 and "other." As related to Scope 3 emissions, Aptar updated the internal screening and assessment identifying additional categories to the main categories following principles based on the size (significant contributions), influence (emission reduction actions influenced by Aptar) and risk (company's risks exposure). With this approach, Aptar, in compliance with SBT protocol and GHG Protocol Scope 3 Guidance, is reporting additional Scope 3 categories such as Downstream transportation and distribution, Employee commuting, Processing of sold products, End of Life of sold products and Investments. <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 Table 305-1&2. 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> <ol style="list-style-type: none"> the rationale for choosing it; emissions in the base year; the context for any significant changes in emissions that triggered recalculations of base year emissions. <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 GRI-305-1 and Table 305-1&2. In 2025, under Scope 1, we observed a 10% decrease in our fossil fuel consumption and approximately a 15% decrease in our biogenic fuel use compared to 2024. Those reductions were achieved through fuel transitioning initiatives and site closures. However, we experienced an increase in refrigerants (Kyoto and Non-Kyoto Protocol) due to decommissioning equipment, relocation, and the addition of new refrigerants.</p> <p>b. Aptar considers all of these GHGs emissions expressed as CO2 equivalent.</p> <p>c. See Table 305-1&3.</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> <ol style="list-style-type: none"> the rationale for choosing it; emissions in the base year; the context for any significant changes in emissions that triggered recalculations of base year emissions. <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 GRI-305-1 and Table 305-1&2. With confirmation of renewable energy purchases in 2025 we are now up to 98% on our renewable electricity coverage. However, our Scope 2 Location-Based and Market-Based emissions increased in 2025 compared to 2024. The increase was primarily driven by the major acquisition in China and Turkey, which added new electricity-consuming operations to our reporting boundary. We would remain flat without the acquisitions.</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 2025 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 Table 305-3. 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 2025 we realized an increase in this category as compared to baseline.</p> <p>Overall Scope 3 emissions have increased compared to the baseline year, including across all categories included in the science-based target. The increases are explained as follows:</p> <ul style="list-style-type: none"> • Purchased goods and services increased, primarily driven by recent acquisitions and the reclassification of CSP plastics into this category, while the decrease in CSP chemicals is mainly due to a change in calculation and allocation methodology compared to the prior year. • 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. • 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. • Some Scope 3 categories, such as investments, show a significant increase due to refined data collection and improved data completeness. The higher value is also influenced by investments in companies that do not rely on renewable energy. <p>b. Aptar considered GHGs emissions expressed as CO2 equivalent including CO2, CH4, N2O, HFCs, PFCs, SF6, NF3</p> <p>c. Not applicable</p> <p>d. Please see Table 305-3.</p> <p>e. 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 2025 and GaBi Professional dataset 2025 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</p>

GRI 305: Emissions		
305-4	<p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p>	<p>a. See Table 305-4. The increase in our intensity emissions is in correlation with the acquisitions.</p> <p>In 2024, we leveraged our Operational Excellence 360 Deep Dive methodology, a co-construction/collaborative effort designed to identify and initiate projects to save energy and reduce emissions. The site-level steering committee, in partnership with the global energy manager, reviews, prioritizes, and agrees on which projects will receive funding. In 2025, these identified projects were estimated to reduce energy consumption by approximately 3.5 million kWh. Some examples of the energy-saving initiatives we implemented include adding new presses, installing high-compression calorie recovery compressors, optimizing systems, installing Variable Frequency Drives (VFDs) to modulate energy use, installing solar panels, and replacing old chillers with newer technology that uses low-emission refrigerants. Installation of New Cooling Tower pumps and controls, upgrade LED lighting, and window upgrades with high-efficiency triple-glazed windows.</p> <p>b. In 2025, we continued to prioritize the reduction of natural gas consumption by implementing several projects to achieve this goal. However, the acquisition of new sites impacted our overall global natural gas figures.</p> <p>Compared to the baseline year 2019, the intensity value for Scope 1 emissions increased by 6% due to additional mapping of refrigerants and an increase in the use of Natural Gas within our operations. The intensity value for the Scope 2 market-based decreased by 93% due to increased use of renewable energy for electricity in our core processes.</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).</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>
305-6	<p>a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.</p>	<p>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."</p>
305-7	<p>a. Significant air emissions of nitrogen oxides (NOX), sulfur oxides (SOX), and others.</p>	<p>The emission of nitrogen oxides and sulfur oxides has been considered and calculated as CO2 equivalent.</p>

	REGION	2030 TARGET FROM 2019 BASELINE	% Variance 2025 vs 2019	2025	2024	2020	2019
Scope 2	Location-Based		0%	178,557	164,367	181,766	178,400
	Total Scope 2 (market-based (including RECs))		-92%	8,486	8,174	50,741	112,703
Scope 1	Natural Gas		19%	23,567	21,511	17,111	19,861
	Fuels (Fossil)		-10%	1,824	1,851	2,286	2,034
	Refrigerants (Kyoto Protocol)		7%	1,209	1,443	932	1,127
	Total Scope 1		16%	26,600	24,805	20,329	23,022
	Fuels (Biogenic)		-14%	55	49	60	64
	Refrigerants (Non-Kyoto Protocol)		39%	593	506	429	428
Total	Scope 1 + Scope 2 (market-based)	-82%	-74%	35,086	32,979	71,070	135,725

REGION	2030 TARGET FROM 2019 BASELINE	% Variance 2025 vs 2019	2025 - GHG impact (t CO2e)	2024- GHG impact (t CO2e)	2019- GHG impact (t CO2e)
Raw materials - plastics		36%	334,034	237,986	245,761
Raw materials - aluminum		34%	66,928	41,874	49,842
Raw materials - steel		14%	8,347	7,323	7,316
Raw materials - rubber		45%	7,291	576	5,018
Auxiliaries materials - acid		—	1,280	601	Not Included
Raw materials from CSP (plastics + chemicals)		-50%	16,132	33,870	32,589
Total Purchased goods and services		27%	434,011	322,230	340,526
Imported electricity		-89%	910	769	7,972
Imported energy		24%	4,339	3,981	3,505
Total Fuel and energy related activities		-54%	5,249	4,750	11,477
Upstream transportation & distribution		46%	19,805	15,890	13,567
Downstream transportation & distribution		65%	14,941	14,092	9,045
Waste generated in operations		11%	17,880	17,066	16,133
Business travel		2%	5,102	1,663	4,982
Employee commuting		-17%	6,384	6,440	7,735
Processing of sold products		40%	6,776	4,833	4,833

End of Life sold products		-30%	2,861	3,465	4,067
Investments		42854%	6,443	13	15
Water withdrawn from third party sources		-48%	157	146	301
Water discharged to third party sources		-85%	82	127	531
Aptar Scope 3 Total		26%	519,691	390,715	413,212
Aptar SBT Scope 3 Totals - Categories included in target		-14%	36%	386,660	287,836

	% VARIANCE 2025 VERSUS 2019	2025	2024	2020	2019
Scope 1 total, natural gas + fuels + refrigerants	6%	0.27	0.26	0.25	0.255
Scope 2 total, market-based (including RECs)	-93%	0.09	0.09	0.61	1.25
Scope 3 total, other indirect	15%	5.29	4.15	5.04	4.58
Total Emissions (Scope 1 + Scope 2 market + Scope 3)	-7%	5.65	4.51	5.90	6.08

SITES WITH 100% RENEWABLE ELECTRICITY SOURCES					
COUNTRY	APTAR SITE	RENEWABLE SOURCE	COUNTRY	APTAR SITE	RENEWABLE SOURCE
NJ, U.S.A.	Boonton	Windpower	Czech	Ckyne	Windpower
AL, U.S.A.	CSP Technologies Auburn	Windpower	France	Annecy	Windpower
CA, U.S.A.	Fusion Los Angeles	Windpower	France	Brecey	Windpower
GA, U.S.A.	CSP Technologies Atlanta	Windpower	France	Charleval	Windpower
IL, U.S.A.	Cary North	Solar / Windpower	France	Chavanod (Reboul)	Windpower
IL, U.S.A.	Cary South	Solar / Windpower	France	CSP Technologies Neiderbronn	Windpower
IL, U.S.A.	Crystal Lake Headquarters	Solar / Windpower	France	Granville 1	Windpower
IL, U.S.A.	Elgin Distribution Center	Solar / Windpower	France	Granville 2	Windpower
IL, U.S.A.	McHenry	Solar / Windpower	France	Le Neubourg	Windpower
MI, U.S.A.	Midland	Windpower	France	Le Vaudreuil	Windpower
NC, U.S.A.	Lincolnton	Windpower	France	Oyonnax - BeOne	Windpower
NJ, U.S.A.	Eatontown	Windpower	France	Rueil - Malmaison	Windpower
NJ, U.S.A.	Howell	Windpower	France	Val De Reuil	Windpower
NJ, U.S.A.	Fusion Paramus	Solar / Windpower	France	Verneuil	Windpower
NY, U.S.A.	Congers	Windpower	France	Villepinte	Windpower
PA, U.S.A.	Gateway Analytical	Windpower	Germany	Dortmund	Windpower
TX, U.S.A.	Fusion Dallas	Windpower	Germany	Eigeltingen	Windpower
WI, U.S.A.	East Troy 1	Windpower	Germany	Freyung	Windpower
WI, U.S.A.	East Troy 2	Windpower	Germany	Menden	Windpower
WI, U.S.A.	Mukwonago	Solar	Germany	Radolfzell	Windpower
Bahrain	Gulf Closures	Solar	Germany	Villingen	Windpower
Brazil	Cajamar	Solar / Hydro-Electric	Turkey	Hadimkoy Istabul	Windpower
Brazil	Camacari*	Solar / Hydro-Electric	India	Hyderabad	Solar
Brazil	Jundiai	Hydro-electric	India	Mumbai	Solar
Brazil	Maringa	Windpower	Italy	Chieti	Windpower
China	Daqing	Windpower	Italy	Pescara	Windpower
China	Guangzhou	Windpower	Mexico	Queretaro Beauty	Windpower
China	Harbin	Windpower	Mexico	Queretaro Closures	Windpower
China	Hengyu	Windpower	Spain	Torello	Windpower
China	Suzhou	Windpower	Switzerland	Mezzovico	Hydro-electric
China	All BTY Sites	Windpower	UK	Leeds	Solar / Windpower

GRI 306: Waste		
Management	The reporting organization shall report how it manages waste using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>Aptar has an operational eco-efficiency module within our EHStar metrics platform. This module tracks energy, emissions, waste and water metrics throughout our organization. All manufacturing facilities, laboratories, 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, 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, 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>
306-1	a. For the organization's significant actual and potential waste-related impacts, a description of: i. the inputs, activities, and outputs that lead or could lead to these impacts; ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.	Aptar core processes related to 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”.

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> <ol style="list-style-type: none"> Preparation for reuse; Recycling; Other recovery operations. <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> <ol style="list-style-type: none"> Preparation for reuse; Recycling; Other recovery operations. <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> <ol style="list-style-type: none"> onsite; offsite. <p>e. Contextual information necessary to understand the data and how the data has been compiled.</p>	<p>See Table 306-4.</p> <p>For 2025 reporting, the calculation of the percentage of non-hazardous waste directed to recycling, non-hazardous waste to thermal recovery, non-hazardous waste to landfill, and non-hazardous waste to incineration, were all updated to align with the GRI 306 framework, using total non-hazardous waste as the denominator instead of total waste, in line with the standard's requirement to report waste flows by waste type and treatment pathway.</p> <p>Aptar plans to reassess historical percentage calculations in the next reporting cycle to align with the updated methodology and ensure the consistency and comparability of reported metrics across reporting periods.</p>

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> <ol style="list-style-type: none"> Incineration (with energy recovery); Incineration (without energy recovery); Landfilling; Other disposal operations. <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> <ol style="list-style-type: none"> Incineration (with energy recovery); Incineration (without energy recovery); Landfilling; Other disposal operations. <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> <ol style="list-style-type: none"> onsite; offsite. <p>e. Contextual information necessary to understand the data and how the data has been compiled.</p>	See Table 306-4.

APTAR SITE	COUNTRY	SUSTAINABILITY REGION	CERTIFICATION YEAR	2025
Camaçari	Brazil	Latin America	2024	100%
Jundiá	Brazil	Latin America	2023	94%
Leeds	UK	Europe	2022	99%
Berazategui	Argentina	Latin America	2021	95%
Suzhou	China	North East Asia	2021	98%
Congers	U.S.A., NY	North America	2020	95%
Midland	U.S.A., MI	North America	2020	99%
Brecey	France	Europe	2019	87%
Granville	France	Europe	2019	87%
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	99%
Cary Campus	U.S.A., IL	North America	2016	92%
Lincolnton	U.S.A., NC	North America	2016	93%
Ckyne	Czech Republic	Europe	2015	97%
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	94%
Mukwonago	U.S.A., WI	North America	2015	100%
Charleval	France	Europe	2014	99%
Verneuil	France	Europe	2014	99%
Dortmund	Germany	Europe	2014	100%
Menden	Germany	Europe	2014	100%
Chieti	Italy	Europe	2014	98%
Pescara	Italy	Europe	2014	94%
Torello	Spain	Europe	2014	83%
* Please see GRI 306 for more information				

	% VARIANCE 2025 V 2024	2025	2024	2023
Landfill Free Certified Sites (%)		62%	62%	63%
Total Landfill Avoidance Ratio (%)		81%	86%	86%
Hazardous Waste	-65%	6,115	17,333	17,926
Non-Hazardous Waste	-2%	33,148	33,923	32,729
Total Waste	-26%	39,264	52,978	50,655
% Non-hazardous to Recycle		71%	43%	42%
% Non-hazardous to Thermal Recovery		10%	7%	7%
% Non-hazardous to Landfill		8%	8%	6%
% Non-hazardous to Incineration		2%	1%	1%

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. As of December 2025, 1,010 of our suppliers had been scored by the EcoVadis platform. 84% 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 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 Sedex, to streamline the tracking and assessment of responses. We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in eleven languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese, Turkish, Arabic and Bahasa) and was last updated in December 2025. 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.	a. In 2025, based on the last 12 months from the latest EcoVadis publish date, we added approximately 526 new suppliers into the program. 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 assessment process, and we entered into a partnership with EcoVadis at the end of 2020 to advance our supplier screening capabilities.

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. 1,010 of our suppliers were assessed for environmental impacts in EcoVadis, at year-end 2025.</p> <p>b. 109 suppliers had a partial or insufficient environment score in EcoVadis, at year-end 2025.</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. Piloted in 2019, in 2020 Aptar entered into partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process. In 2021, we launched several initiatives to onboard suppliers in EcoVadis. Based on EcoVadis data, we are assessing the supplier portfolio performance on key EHS domains: conflict minerals, energy consumption & GHGs, diversity & inclusion activity, employee safety & working conditions, corruption & human rights, sustainable procurement. As of December 2025, 1,010 of our suppliers had been scored by the EcoVadis platform. 84% of our partners' latest scorecard received a score above 50, putting them in the top half of all EcoVadis respondents for the year.</p>

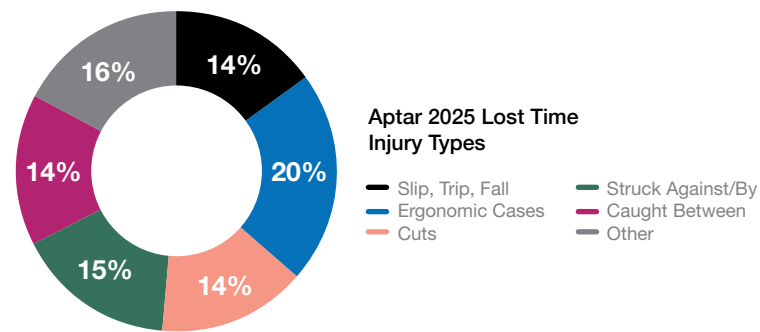
GRI 401: Employment		
Management	The reporting organization shall report how it manages employment using Disclosure 3-3 in GRI 3: Material Topics 2021.	For information related to Aptar's Careers and Talent Management, see the Careers section of Aptar.com. Our teams are comprised of diverse talents and experience. Together, we make a real difference to improve everyday life for people everywhere. Our workplace is an exciting environment of innovative thought, initiative, trust and teamwork. We challenge our people to develop to their full potential and to find new approaches and better solutions. We provide our employees with the opportunity to interact with colleagues from around the world on a daily basis. Table 401-1 illustrates the total number and rate of new employee hires by age group, gender and region, and the rate of employee turnover, by age group, gender and region. Employee related information is maintained in a global HR database and is reviewed monthly by the human resource team with oversight by the Digital HR and Analytics and the Audit Team. There is additional review and updates given by regional HR Leaders on a quarterly basis.
401-1	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Please see Table 401-1 for summarized data for years 2023-2025 . 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 26-27 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											
2025										2024	2023
REGION	TYPE	Ages <26yr	Ages 26-34	Ages 35-44	Ages 45-54	Ages 55+	Male	Female	Total	Total	Total
EMEA	New Employee Hires	348	256	179	130	43	549	407	956	881	948
	External Recruitment Rate	49.1%	16.0%	8.3%	5.4%	2.5%	9.9%	13.1%	11.1%	10.3%	11.1%
	Terminations	240	244	206	163	228	558	523	1,081	932	885
	Employee Turnover	33.8%	15.2%	9.6%	6.7%	13.0%	10.1%	16.9%	12.5%	10.9%	10.4%
North America	New Employee Hires	128	163	150	102	65	406	202	608	608	630
	External Recruitment Rate	73.7%	34.4%	24.0%	18.3%	11.5%	27.8%	21.6%	25.4%	25.5%	25.5%
	Terminations	94	150	124	97	111	381	195	576	652	770
	Employee Turnover	54.1%	31.6%	19.9%	17.4%	19.7%	26.1%	20.9%	24.1%	27.4%	31.1%
LATAM	New Employee Hires	271	263	212	85	12	442	401	843	355	312
	External Recruitment Rate	132.0%	65.0%	38.0%	25.4%	16.0%	48.8%	60.1%	53.7%	24.0%	21.8%
	Terminations	195	244	191	93	27	418	332	750	445	253
	Employee Turnover	95.2%	60.6%	34.6%	27.8%	35.4%	46.4%	49.8%	47.8%	30.0%	17.7%
Asia	New Employee Hires	37	48	41	6	0	90	42	132	120	115
	External Recruitment Rate	65.4%	16.1%	7.2%	2.2%	—%	12.1%	8.4%	10.7%	9.7%	8.5%
	Terminations	25	37	49	17	9	97	40	137	183	254
	Employee Turnover	44.2%	12.4%	8.6%	6.3%	22.5%	13.2%	8.0%	11.1%	14.8%	18.8%
Aptar Total	New Employee Hires	784	730	582	323	120	1487	1052	2,539	1964	2005
	External Recruitment Rate	68.5%	26.3%	14.9%	9.0%	4.9%	17.2%	20.2%	18.0%	14.4%	14.6%
	Terminations	554	675	570	370	375	1,454	1,090	2,544	2,212	2,162
	Employee Turnover	48.4%	24.3%	14.6%	10.3%	15.4%	16.9%	21.0%	18.0%	16.2%	15.7%

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

Region	2025		2024		2023	
	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	12-16 weeks	12-16 weeks	Collective agreement established by the European Works Council
North America	0-8 weeks 0-8 weeks	0-8 weeks 0-8 weeks	0-8 weeks	0-8 weeks	0-8 weeks	Not applicable
China	30 days 30 days	30 days 30 days	30 days	30 days	30 days	No
Latin America	30 days 30 days	30 days 30 days	30 days	30 days	30 days	No
Southeast Asia & India	4-5 weeks	4-5 weeks	4-5 weeks	4-5 weeks	4-5 weeks	No

CHART 403-2c



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 & 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.</p>
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 Table 403-2a and Table 403-2b. A safe working environment for our employees is a top priority. We also celebrate a continued trend of decreasing injury rates with an ambition of zero injuries. The EHStar system enables us to track injuries by type, body part, Aptar location; and includes information about days missed, root cause analysis and corrective action. However, we only publish our Total Recordable Incident Rates and Lost Time Frequency Rates. A snapshot of the last three years shows that our work-related fatality rate is zero.</p> <p>We have provided data on recordable and lost time incident rates by region. It is important to note that this data has not been externally verified. Due to privacy concerns and the European Union's General Data Protection Regulation (EU GDPR), we do not collect or disclose gender information. Chart 403-2c shows the most prevalent lost time injury types from 2025.</p>

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 Jundiá, 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. 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).

GRI 403: Occupational Health and Safety

403-9	<p>a. For all employees:</p> <ul style="list-style-type: none"> 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. <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> 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. <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> 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. 	<p>a-c. See Table 403-9. Safe working environment for our employees is a top priority. We also celebrate a continued trend of decreasing injury rates with an ambition of zero injuries. A snapshot of the last three years shows that our work-related fatality rate is zero.</p> <ul style="list-style-type: none"> 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).
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GRI 403: Occupational Health and Safety

403-10	<p>a. For all employees:</p> <ul style="list-style-type: none"> 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. <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> 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. <p>c. The work-related hazards that pose a risk of ill health, including:</p> <ul style="list-style-type: none"> 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. <p>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>a-c. See 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.</p> <ul style="list-style-type: none"> 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).
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TABLE 403-2a: TOTAL RECORDABLE INCIDENT RATE (TRIR)					
		% CHANGE 2024 TO 2025	2025	2024	2023
Beauty		Increase	0.44	0.33	0.34
	EMEA	-35%	0.28	0.43	0.49
	LATAM	Increase	0.20	0.11	0.11
	North America	Increase	1.09	0.79	0.72
	Northeast Asia	Increase	0.18	0.15	0.00
	Southeast Asia	Increase	1.02	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		-13%	0.77	0.88	0.68
	EMEA	-14%	0.36	0.42	0.43
	LATAM	-68%	0.34	1.05	0.25
	North America	Increase	1.89	1.62	1.43
	Northeast Asia	Increase	0.24	0.00	0.69
Pharma		Increase	0.56	0.48	0.62
	EMEA	Increase	0.73	0.56	0.67
	LATAM	New	0.00	—	—
	North America	-100%	0.00	0.23	0.23
	Northeast Asia	-100%	0.00	0.21	0.61
	Southeast Asia	Same	0.00	0.00	0.00
CSP		-27%	0.69	0.94	1.35
	EMEA	-100%	0.00	0.78	1.57
	North America	-13%	0.85	0.98	1.31
Aptar Total		Increase	0.55	0.52	0.53

CHART 403-2a

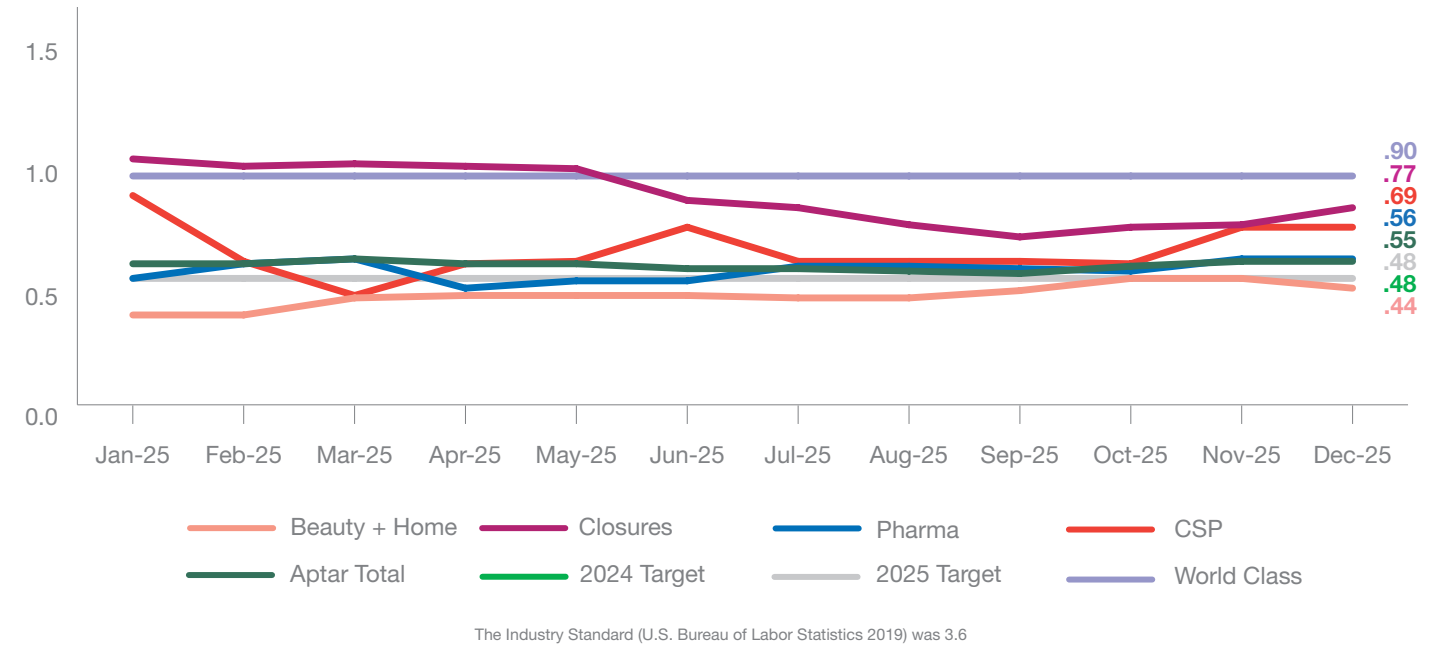
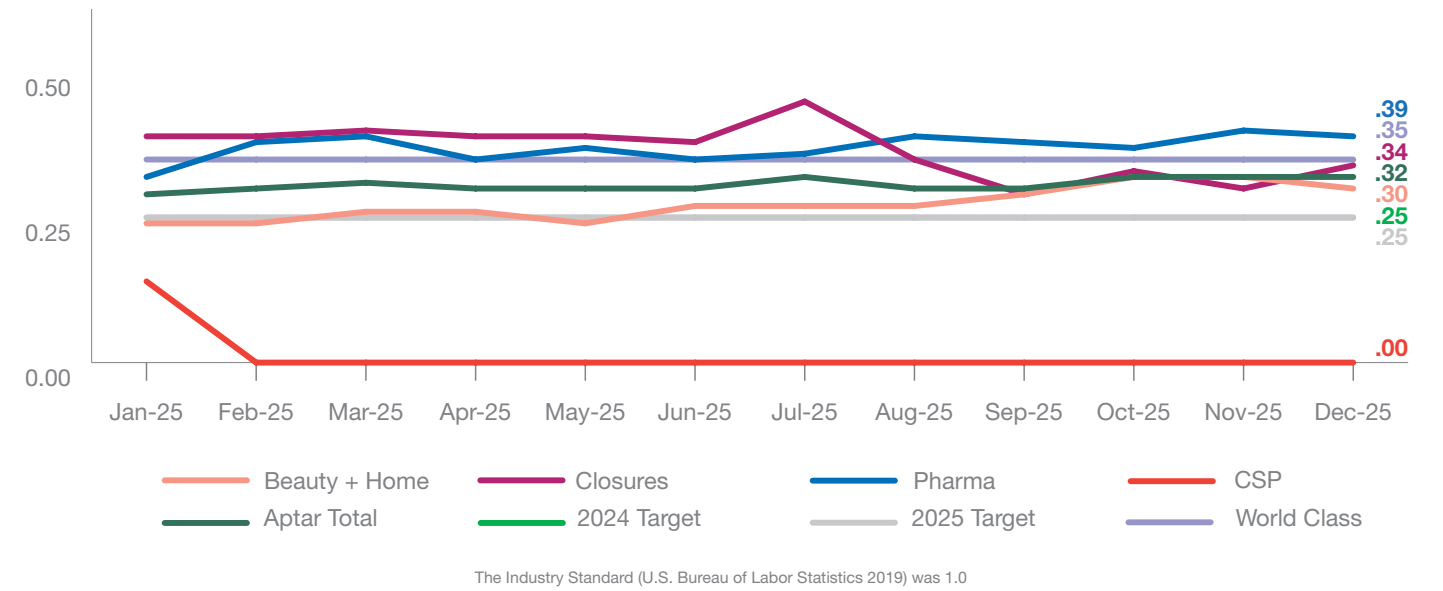


TABLE 403-2b: LOST TIME FREQUENCY RATE (LTFR)					
		% CHANGE 2024 TO 2025	2025	2024	2023
Beauty		Increase	0.30	0.26	0.21
	EMEA	-51%	0.21	0.43	0.39
	LATAM	Increase	0.20	0.11	0.00
	North America	-3%	0.31	0.32	0.14
	Northeast Asia	Increase	0.18	0.00	0.00
	Southeast Asia	Increase	0.88	0.00	0.00
Corporate & 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		Increase	0.34	0.33	0.34
	EMEA	Increase	0.36	0.32	0.43
	LATAM	-26%	0.23	0.31	—
	North America	Increase	0.59	0.50	0.39
	Northeast Asia	Same	0.00	0.00	0.23
Pharma		Increase	0.39	0.31	0.43
	EMEA	Increase	0.52	0.38	0.43
	LATAM	New	0.00	—	—
	North America	Same	0.00	0.00	0.23
	Northeast Asia	-100%	0.00	0.21	0.61
	Southeast Asia	Same	0.00	0.00	0.00
CSP		-100%	0.00	0.27	0.25
	EMEA	-100%	0.00	0.78	0.00
	North America	-100%	0.00	0.16	0.29
Aptar Total		Increase	0.32	0.29	0.28

CHART 403-2b



GRI 404: Training and Education		
Management	The reporting organization shall report its management approach for training and education using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>At Aptar, we recognize that continuous learning is fundamental to growth, innovation, and success. Consequently, we maintain a strong global focus on Learning & 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 & Development organization also produces digital content through a dedicated content development team. Inclusion, Equity, and Belonging 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 & Belonging (IE&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 & 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.	Table 404-1 illustrates the average hours of training per year per employee by region and by gender for reporting year 2025 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 stores employee data.

Region	2025			2024			2023		
	Females	Males	All	Females	Males	All	Females	Males	All
EMEA	15.30	26.77	—	19.14	24.63	—	14.44	15.94	—
North America	16.34	7.17	—	41.03	23.27	—	23.90	22.72	—
Latin America	14.01	14.53	—	9.76	8.32	—	15.93	17.61	—
Asia	8.47	9.52	—	3.41	3.45	—	12.12	14.18	—
Aptar Total	14.32	20.29	18.04	20.58	21.04	20.86	16.15	17.11	16.75

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 & 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"> • ALIGN, championing the development and upward progression of women across all regions/countries • BOLD, the Black Organization for Leadership, Diversity & Development, supporting our Black/African-America and African descent employees and • ARC, the Aptar Rainbow Community supporting our LGBTQ+ community and its allies. • ABLE, Aptar for Better Living and Empowerment to support accessibility, career development, and community engagement for all employees. <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> <ol style="list-style-type: none"> Gender; Age group: under 30 years old, 30-50 years old, over 50 years old; Other indicators of diversity where relevant (such as minority or vulnerable groups). <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <ol style="list-style-type: none"> Gender; Age group: under 30 years old, 30-50 years old, over 50 years old; Other indicators of diversity where relevant (such as minority or vulnerable groups). 	<p>b. Employee breakdown per employee category by gender can be found in Table 405-1. As it is ever-changing, the data presented in the table is a snapshot as of year-end 2024. The definitions of employee categories are provided in the Appendix. In addition, Table 405-1 details the total number, age range and gender of our new employee hires and the rate of employee turnover by the same categories. However, age data for our global employee workforce is not currently aggregated. Aptar reports transparently on Equal Employee Opportunity (EEO), per regulations established in the United States for our American population. Table 405-b shows a snapshot, at December 31st, for years 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																		
2025																		
		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	4	50	4	50	3	37.5	1	12.5	2	25	0	0	2	25	6	75

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

2025													
		Gender					Age						
GRI REQUEST	APTAR CATEGORIES	Total	Male (#/%)		Female (#/%)	<30 (#/%)		30-50 (#/%)		>50 (#/%)			
	b. Employees	#	#	%	#	%	#	%	#	%	#	%	
Vice President and above***	Vice President and above***	112	81	72.0	31	28.0	—	—	42	38.0	70	63.0	
Management & Professionals	Management & Professionals	3,642	2,156	59.0	1,486	41.0	398	11.0	2,163	59.0	1,081	30.0	
Non M&P - Unlimited Term Contract	Non M&P - Unlimited Term Contract	9,232	5,882	64.0	3,350	36.0	1,262	14.0	5,037	55.0	2,933	32.0	
Non M&P - Fixed Term Contract	Non M&P - Fixed Term Contract	1,026	592	58.0	434	42.0	615	60.0	336	33.0	75	7.0	
Temporary	Temporary	2,419	1,445	59.7	974	40.3	NO DATA						

		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					

** 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)									
2025									
	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	14	0.6%	0.2%	1	—	1	13	9	4
Asian	145	6.0%	1.9%	6	3	3	139	95	44
Black or African American	369	15.2%	6.6%	1	—	1	368	208	160
Hispanic or Latino	337	13.8%	6.6%	2	1	1	335	175	160
Native Hawaiian Or Pacific Islander	0	0%	0%	0	—	—	—	—	—
White	1,435	58.9%	21.4%	35	24	11	1,400	889	511
Two or More Races	31	1.3%	0.4%	0	—	—	31	22	9
Other	104	4.3%	1.8%	1	1.00	—	103	58	45
U.S. Total	2,435	—	39.0%	46	29	17	2,389	1,456	933

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

* Senior Management includes Vice President and above as well as the Executive Committee; workforce includes all else, Note: Headcount include active internal employees only. Retired employees, external and interns and temporary workers are excluded. Employees on long-term leave are included.

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	<p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.</p>	<p>Due to the nature of our business and industry, the risk of incidents of forced or compulsory labor are low. Within our Modern Slavery Policy under the 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".</p> <p>Within our Sustainable Purchasing Charter, it is detailed that Aptar expects our suppliers to "Not employ child labor or allow any form of exploitation of children, i.e.:</p> <ul style="list-style-type: none"> • Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education; • Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees." <p>In 2021, Aptar also released a new Human Rights Policy to further address these areas.</p>

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

GRI 411: Rights of Indigenous Peoples		
Management	The reporting organization shall report how it manages rights of indigenous peoples using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar is committed to respecting and promoting human rights everywhere in the world. We have signed the United Nations Global Compact in 2020, which is a step further towards responsible business practices and principles and strategic actions to advance broader societal goals derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.
411-1	<p>a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <p>i. Incident reviewed by the organization;</p> <p>ii. Remediation plans being implemented;</p> <p>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</p> <p>iv. Incident no longer subject to action.</p>	There were no incidents or violations involving the rights of indigenous people during 2025.

GRI 413: Local Communities		
Management	The reporting organization shall report its management approach for local communities using Disclosure 3-3 in GRI 3: Material Topics 2021.	<p>Aptar recognizes the importance of social responsibility within our local communities and beyond. Aptar has developed a three-tiered approach to community involvement:</p> <ul style="list-style-type: none"> • AptarGroup Inc. Charitable Foundation • Global Charitable Giving • Employee Volunteerism <p>The AptarGroup Charitable Foundation was established to provide funding and support for charitable organizations. At a regional, country and local level, Aptar sites and employees are encouraged to give back to their communities through donations and volunteering. Much of this activity is coordinated by local Human Resources Teams at 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 Table 413.</p>

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

TABLE 413: APTAR CHARITABLE FOUNDATION GIVING

	TOTAL CORPORATE GIVING
2025	\$494,030
2024	\$444,609
2023	\$442,067
TOTAL	\$1,380,706

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.</p> <p>In parallel, Aptar began using Sedex in 2025 to strengthen our labor and human rights due diligence framework and to access third party social auditing capabilities. Sedex is also used to pre assess supplier risks based on inherent country and industry risk, enabling Aptar to prioritize supplier engagement and focus due diligence efforts where risks are highest. As of December 2025, 117 suppliers are active on the Sedex platform.</p> <p>We also 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 eleven languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese, Turkish, Arabic and Bahasa).</p> <p>In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba provides alerts on more than 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.</p> <p>In 2023, Aptar's Purchasing Committee worked to build supplier sustainability roadmaps for four key categories (energy, resin, metal and transportation).</p> <p>Finally, as part of the Business Review process set-up at Purchasing level, a yearly meeting with strategic suppliers, the sustainability criteria are mandatory to be reviewed, including the supplier's EcoVadis score and its improvement areas.</p> <p>Aptar also has a Supplier Diversity Program. In 2025, we continued to develop our Supplier Diversity Program and launched our Inclusion, Equity and Belonging (IE&B) Ambassador Program, a community of regional ambassadors within the Purchasing organization leading local actions to promote inclusive and diverse suppliers and ensure their integration into our purchasing processes. Using EcoVadis as the main source for our vendors to report IEB metrics, we consider vendors identified as "Intermediate," "Advanced" and "Leader" based on their DEI maturity. Last year, 412 suppliers were rated in these three categories, and their spend represents 56% of all spend with suppliers assessed by EcoVadis in 2025. Progress towards this program can be found in Table 414. Please note: Since 2024, Aptar follows the standard EcoVadis methodology for Discrimination and Harassment Prevention 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 & GHGs, diversity & inclusion activity, employee safety & working conditions, corruption & human rights, sustainable procurement. As part of the Business Review process, a yearly meeting with our strategic suppliers, the sustainability criteria are mandatory to be reviewed, including the supplier's EcoVadis score and its improvement areas. As of December 2025, 1,010 of our suppliers had been scored by the EcoVadis platform. 84% 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 Discrimination and Harassment Prevention maturity (Intermediate, Advanced, and Leader) account for 56% of the total spending with Aptar's suppliers assessed by EcoVadis in 2025.</p> <p>In parallel, Aptar began using Sedex in 2025 to strengthen our labor and human rights due diligence framework and to access third party social auditing capabilities. Sedex is also used to pre assess supplier risks based on inherent country and industry risk, enabling Aptar to prioritize supplier engagement and focus due diligence efforts where risks are highest. As of December 2025, 117 suppliers are active on the Sedex platform. In 2025, 56 suppliers underwent SMETA audits. Aptar uses Sedex to access these audit findings and address non-compliances.</p> <p>In 2025, 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&B suppliers. Additionally, we have launched our Inclusion, Equity and Belonging (IE&B) Ambassador Program, a community of regional ambassadors within the Purchasing organization leading local actions to promote inclusive and diverse suppliers and ensure their integration into our purchasing processes. We have also recruited a new ESG manager within the Purchasing organization.</p>
414-2	Negative social impacts in the supply chain and actions taken.	<p>Aptar periodically assesses suppliers on labor, human rights, safety and working conditions through a combination of self-assessment questionnaires and on-site audits via the EcoVadis and Sedex platforms. These assessments are in addition to scheduled quality audits.</p> <p>In 2025, 56 suppliers underwent SMETA audits. Aptar uses Sedex to access these audit findings and address non-compliances.</p> <p>In the coming years, we are looking to develop a more comprehensive program with additional metrics for reporting within our supply chain. Each category managers has plans to monitor the performance of their suppliers.</p>

TABLE 414: SUPPLIER DIVERSITY PROGRAM	
10-YEAR GOALS (2022 BASELINE YEAR)	2025 PROGRESS
20% of spend with small businesses	Around 10.8% 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)	5.19% of U.S. spend is with diverse businesses
50% of Aptar spend** with suppliers rated “engaged” or “advanced” on EcoVadis Discrimination and Harassment Prevention indicator	Around 56% of spend is done with suppliers rated “Intermediate,” “Advanced” or “Leader” on EcoVadis DEI indicators

*In 2025, we strengthened our small business qualification process by applying recognized country and industry specific definitions as reference criteria, including number of employees, annual revenue. We also leveraged global databases to determine independence. This data quality enhancement led to a more accurate classification and a reduction in the number of suppliers previously qualified as small businesses. Where suppliers were not registered in global databases, qualification status could not be sufficiently substantiated, resulting in their disqualification. Ongoing efforts will focus on further improving data reliability and qualification processes in the coming years.

**Total spend with Aptar suppliers assessed by EcoVadis during the reporting year

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 2025 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.
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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
<p>Executives, managers, experts, engineers and specialists who meet the following criteria:</p> <ul style="list-style-type: none"> • Possess a bachelor's degree or above (or equivalent academic degree) which corresponds with at least three years of University level (or equivalent) education • Hold a position within the organization which requires a bachelor's degree or above in order for the position to be considered appropriately staffed <p>In exceptional cases, possession of relevant skills and experience for a position may be considered as an equivalent level to a bachelor's degree.</p>	<p>Technicians, Foremen and Administrative employees (TFA): Employee who is included neither in the category of Managers and Professionals nor in the category of Operators and Workers. In some countries such employees are paid on a monthly basis (e.g., secretaries, assistants, foremen).</p> <p>Operators/Workers (OW): Employee (direct labor or indirect labor) directly involved in the industrial process (manufacturing, maintenance, etc.). In some countries they are paid on an hourly basis.</p> <p>Unlimited Term Contract: Employees having a work contract with Aptar with no expiration date.</p> <p>Fixed Term Contract Employees: Have a work contract with an expiration date.</p>	<p>An individual not registered as an employee paid directly by the company, but who is recruited through a temporary work agency.</p>

APTAR'S USE OF THE TERM CONVENTIONAL VERSUS VIRGIN:

Although it is a widely accepted industry term, we understand that the term “virgin resin” or “virgin materials” 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” to describe these newly extracted fossil-based resins.

Aptar 