Aptar

Progress Takes Shape

2024 Corporate Sustainability Report

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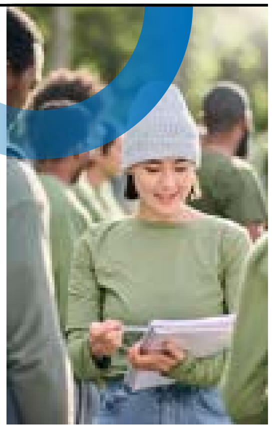

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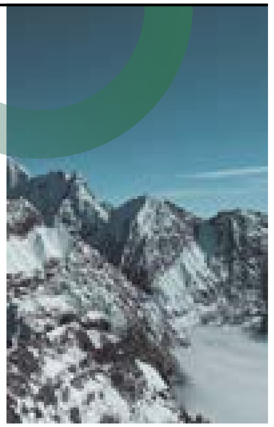
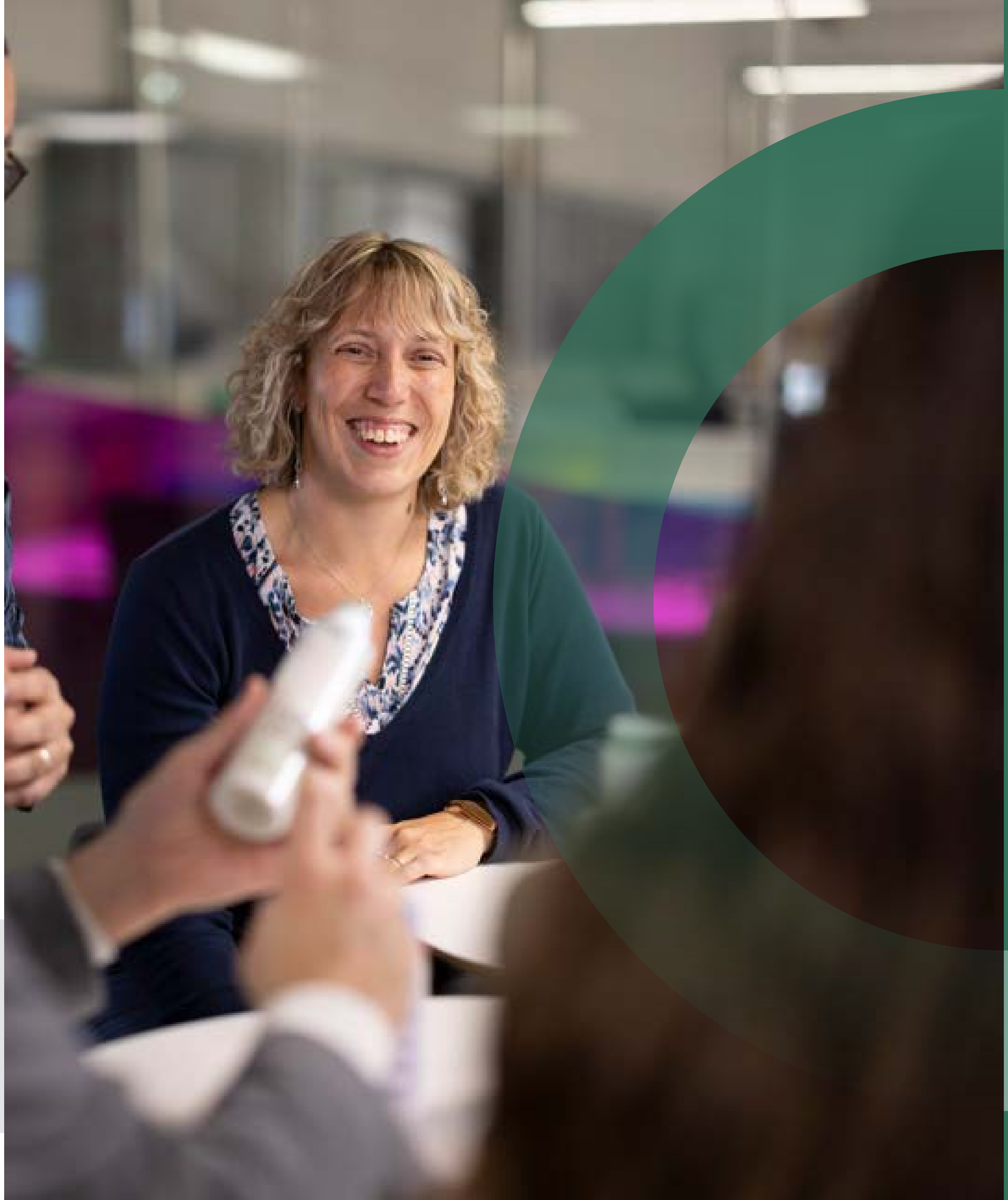


This Corporate Sustainability Report contains "forward-looking statements" within the meaning of certain safe harbor provisions under federal securities laws, such as statements regarding our sustainability targets, including our climate and other environmental-related commitments and renewable energy 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.



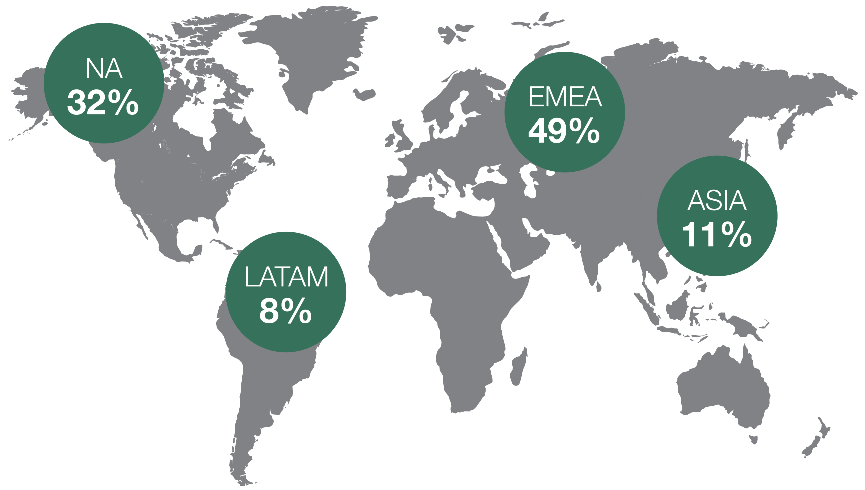
Introduction

About Aptar

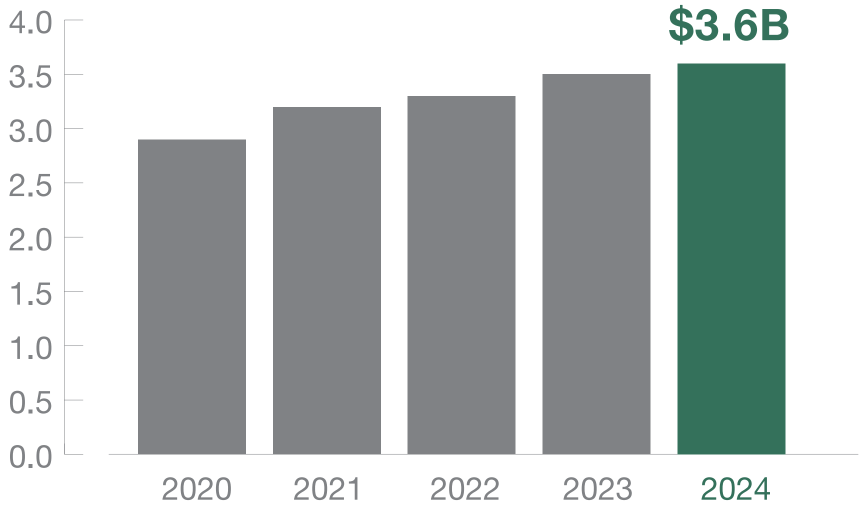
Aptar is a global leader in the design and manufacturing of drug and consumer product dosing, dispensing and protection technologies. Aptar serves a number of attractive end markets including pharmaceutical, beauty, food, beverage, personal care and home care. Using market expertise, proprietary design,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

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

Net Sales by Shipping Destination



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.

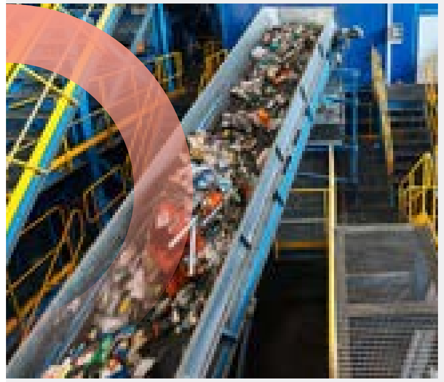
We believe in a more sustainable and equitable future for our employees, consumers, customers and community partners. To accomplish this, we've developed a sustainability strategy supported by three pillars:

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 ESG page of the Aptar website at www.aptar.com under the heading ESG Reporting Center.

About Aptar's 2024 Corporate Sustainability Report

This report highlights activities across Aptar global operations from January 1 through December 31, 2024. 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, 2024. Since 2020, Aptar has held the International Organization for Standardization (ISO) 14064-1 certification for energy and greenhouse gas (GHG) emission reporting, highlighting the accuracy of our energy and emissions data within this report, as well as our annual CDP responses. We obtained reasonable* external assurance from SGS do Brasil Ltda for our Scope 1 and 2 and limited* external assurance for Scope 3 GHG emissions based in accordance with the UNI EN ISO 14064-1:2018 Standard. Additional information was verified on a sample basis. In addition to GHG emissions, this 2024 verification includes our metrics on renewable energy, waste and water.

- 2024 Verification Statement for ISO 14064-1 Compliant Greenhouse Gas Emissions (Categories 1-6)

As a compliment to the external assurance process, Aptar's Internal Audit Team conducted a review of the metrics collection processes and systems that feed our public sustainability targets on Product Sustainability, landfill avoidance and safety rates.

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

A Letter from Our CEO

Aptar continued to make significant strides towards our sustainability goals in 2024. Our commitment to improving the sustainability of both our operations and solutions continues to differentiate Aptar from the competition in our markets. The world's leading brands turn to Aptar for benchmarking and to help move the needle on their own sustainability goals. In addition, we have a growing portfolio of product solutions that support regulatory requirements related to sustainability and customers turn to us for the sustainable and innovative solutions they envision.

I'm proud that Aptar's progress in this area continues to garner recognition. Among numerous accolades, we were named to TIME magazine's inaugural list of the World's Most Sustainable Companies in 2024. Newsweek magazine ranked us 29th out of 600 in a list of America's Most Responsible Companies. Plus, in 2024, our sustainability efforts received a Platinum rating for the fourth consecutive year from EcoVadis, placing us among the top 1% of more than 125,000 companies rated across all industries. We also achieved the prestigious 'A' score from CDP for our continuous efforts on climate related topics.

This report gives a comprehensive account of our sustainability efforts across three organizing concepts: Care, Collaboration and Circularity. I would like to highlight some achievements that are particularly noteworthy.

Motivated by Care

There are many ways in which "caring" motivates our efforts. Caring for people is a big one and includes our Aptar teammates and business partners, as well as the people in our communities and those who use our products and solutions. We aim to cultivate an open culture founded on fairness and a sense of belonging rooted in our core values of mutual trust and respect. We support and promote the development of every employee as we aspire for a more inclusive workplace. Our employee resource groups, which are open to all employees, provide an open and inclusive forum to facilitate exchange and growth. In 2024, Aptar was again named a Forbes World's Top Companies for Women for the fourth consecutive year.

Caring for the environment is another motivating force behind our work. In 2024, we signed power purchase agreements (PPAs) in Europe and the U.S. to provide more localized sources of dedicated renewable energy to Aptar. With these new agreements, coupled with our continued use of renewable energy certificates, renewable electricity continues to account for more than 95% of our electricity use globally. We also continue to make steady progress in better understanding and addressing our consumption of natural gas and electricity through greater efficiency.

Caring about innovation is both a motivation and a driver for our sustainability efforts. Our portfolio includes proprietary technologies with more than 7,000 current and pending patents, and we've ignited even greater innovation in recent years through investments in research and development (R&D) and strategic partnerships with a global network of startups and top universities. In August 2024, for example, the Aptar Asia Innovation Center held a grand opening to celebrate its partnership with The Design Innovation Institute Shanghai (DIIS). Then in September, we held our second R&D Day, bringing together teams from across the organization to share insights and best practices, while also discussing ways to facilitate greater cross-segment collaboration.

Achieved through Collaboration

To achieve our goals, we prioritize collaborations with customers, suppliers, industry coalitions and nonprofits who share our motivations for care. For instance, in 2024 we formed a collaboration to provide Aptar Digital Health's SaMD platform to patients who use autoinjectors, pen injectors and other innovative specialty delivery systems made by SHL Medical. We also entered a partnership with Iona Mind to help patients with chronic diseases manage their psychological stress and emotional wellbeing.

Aptar's Product Sustainability Team collaborated with the University of Pescara in 2024 to further develop our approach to performing and reporting social lifecycle assessments (LCAs). Together, they mapped key performance indicators (KPIs) in compliance with the social LCA guidelines put forward by the United Nations Environment Programme (UNEP). Some of the KPIs will be the focus of a new pilot project in preparation for reporting the impacts of pharmaceutical packaging under the European Union's Corporate Sustainability Reporting Directive (CSRD).

I also want to note that collaboration with and among our employees is what drives our philanthropic giving and volunteering. Aptar has partnered with CARE®, a 501(c)(3) organization that 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 to support the communities where we live and work, along with global communities most in need and other emergency efforts. Our Charitable Foundation in the United States 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 providing support the Vatsalya Foundation, which is a pioneer agency working with street children in Mumbai, India through its multilevel approach of outreach, child-to-child contact, contact centers and a shelter home.

Improved with Circularity

At Aptar, we believe that improving the circularity of our products is the best way to decrease their negative environmental and social impacts. By integrating circularity principles, we can help address certain concerns related to climate change, waste and the depletion of natural resources. However, as part of a larger market ecosystem, we cannot achieve circularity alone. Broadscale industry collaboration is still needed to overcome collective barriers and achieve system-level change.

Nonetheless, we continued the introduction of more post-consumer recycled (PCR) resin within our Beauty and Closures products. A growing number of the products in our portfolio are now available with PCR, and we're regularly launching new ones, such as Color Code PCR, the first fragrance pump with more than 50% post-consumer resin and a full array of consistent, brand-ready color choices.

We are also working to improve the recyclability of our products. We launched a series of fully recyclable disc-top closures in 2024 for the beauty, personal care and home care markets. In addition to full recyclability, other innovations in these disc-top products reduce the total amount of material needed to deliver the same functionality. In other segments, Aptar Food Protection received the North America license to manufacture and distribute the Halopack Tray. This patented solution is produced with recycled cardboard and a minimal amount of easily removable film, allowing the package to be recycled in existing cardboard streams. Plus, our growing portfolio of Futurity™ products aims to continue to help address the need for more sustainable packaging and drug delivery solutions in the pharmaceutical industry.

Our sustainability strategy is important to Aptar's corporate purpose of transforming ideas into solutions that improve everyday life. On behalf of our leadership team, I thank you for your interest in Aptar, and I encourage you to explore the progress and achievements detailed in this report.

Sincerely,

Stephan B. Tanda

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	2024 RESULTS
12, 13, 14, 15	Avoid disposing 84% of operational waste through reduction, recycling and reuse	2024	86%
12, 13, 15	Earn Landfill Free certification through our internal program for 67% of sites	2025	62%*
12, 13	Achieve 10% recycled resin content in personal care, beauty, home care and food/beverage solutions		(1.5%) 1.7%**
12, 13, 15	Achieve 100% recyclable, reusable or compostable solutions in personal care, beauty, home care and food/beverage solutions		(60.8%) 74.5%**
13, 15	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 from baseline year 2019		-48%
7, 12, 13	Achieve 15% lower electricity intensity from baseline year 2020		-11%
7, 12	Source 100% electricity from renewable sources	2030	97.5%
13	Reduce Scope 1 + 2 absolute emissions by 82% from baseline year 2019		-76%
13	Reduce Scope 3 absolute emissions 14% from baseline year 2019		0.2%

SCIENCE BASED TARGETS

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 on pages 62-64.

** (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. Please see our response to GRI 301 on pages 53-54 for more information.

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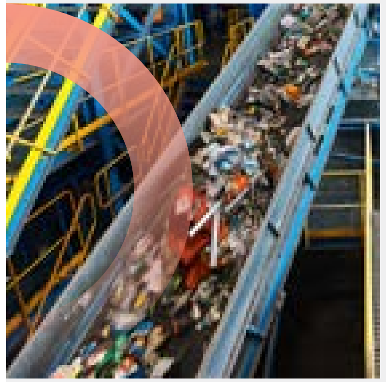


Circularity

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

ESG Recognitions

At Aptar, we develop more efficient ways to deliver critical medicine. We're also 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 ESG recognitions.

Barron's

In the Top 100

Most Sustainable Companies

from 2019-2025

Forbes

One of the

World's Top Companies for Women

from 2021-2024

Newsweek

In the Top 100

America's Most Responsible Companies

2020-2025

CDP

Included in the

CDP Climate A List

2024

EcoVadis

Sustainability Rating

Platinum

Top 1% since 2021

Time

One of the

World's Most Sustainable Companies

from 2024

ISS ESG

Achieved

Prime Status

from 2020-2024

USA Today

One of the

America's Climate Leaders

2023-2025

Shaping a Better Future:

Macrotrends

At Aptar, our purpose — to transform ideas into solutions that improve everyday life — drives everything we do. In 2024, our teams continued to deliver this purpose to our customers, investors and other stakeholders. While the year brought many changes to the regulatory horizon, Aptar took key steps to evolve with the world around us. Adaptation is important to who we are as a company and is, in fact, the root of our name — the Latin word aptare. As the world around us evolves, so do we.

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

1

Increased Need for Transparent Disclosure and Due Diligence

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

Stakeholders and regulators are the driving forces behind the need for public disclosure of progress on sustainability topics. Our regulatory teams monitor new and emerging regulations and use our participation in trade associations and other similar groups to continue raising the issue of sustainability.

2

Sustainability Reporting as a Business Imperative

Creating positive impacts on the environment and people is increasingly recognized as a global business imperative. Historically, business success was measured primarily by financial performance. 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 the same time, investors, consumers and other stakeholders are working to understand and compare companies' environmental and social impacts and hold them accountable for their actions. Organizations and governments are collaborating to determine the best frameworks and reporting mechanisms to ensure data is available for such comparisons. Notably, CDP, a global non-profit that operates one of the world's most prominent environmental disclosure systems, saw a record response in 2024, with more than 24,000 organizations worldwide disclosing data through the platform.

3

Mitigating Climate Risks

The United Nations "Climate Change 2024: Synthesis Report" outlines that the 1.5°C limit on warming is still achievable if all economic sectors take critical action. The report highlights the urgency for companies across the globe to prioritize emissions cuts, invest in renewable energy, and adapt to climate risks as a way to mitigate possible economic and social impacts.

Because the potential repercussions of climate change are significant, forward-looking companies are incorporating them into their strategic planning. Considerations include the regulation of certain products, carbon-tax dynamics, increased costs of raw materials and changing customer expectations. Aptar's climate transition plan includes actions that align with climate science and support the transition to a low carbon economy. In addition, we developed an ISO 14064 compliant energy management system to map our global greenhouse gas emissions and ensure accurate carbon accounting. 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.

Learn about how Aptar is addressing climate risks and opportunities within our climate transition plan.

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, land and ocean considerations. We use lifecycle approaches to quantify the environmental impacts of our production processes on biodiversity.

In addition, water is an increasingly important and threatened resource globally. Aptar abides by 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

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

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

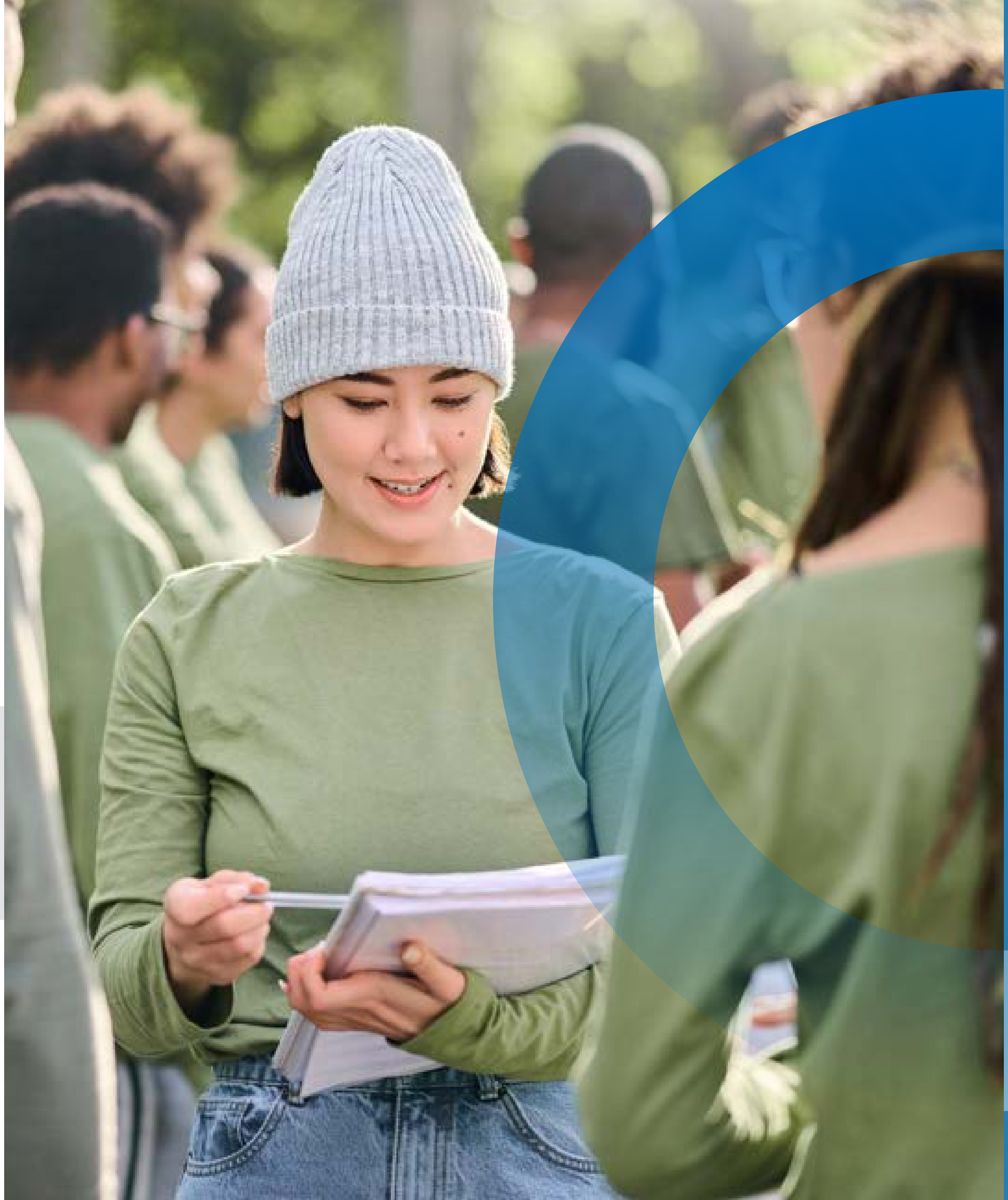
In the meantime, protocol and technology within the packaging industry is changing rapidly, along with continued shifts in consumer mindset. We expect this will help accelerate resource efficiency, recycling and reuse in the future.

6

Fostering a Culture of Belonging

While the topic of inclusion is highly debated in the United States, especially in educational and public programs, global research consistently shows that companies embracing and embedding inclusion promote sustainable growth and build more resilient and agile organizations. According to the World Economic Forum, embedding these topics into organizations is a strategic imperative within the global landscape. With operations in 20 countries and a global workforce of around 13,500 unique individuals, we are committed to fostering a culture of inclusion, equity and belonging.

Many global businesses continue to prioritize inclusion, equity and belonging with much of the effort driven internally by employees. In Aptar's most recent VOICES global employee engagement survey 74% of our employees rated Aptar's efforts around this topic as favorable. Discussions at every level of the organization have revealed that inclusion, equity and belonging have been embedded in our processes, and that now we must work to ensure all employees feel included and have equal access to opportunities. In 2024, we added an additional Employee Resource Group (ERG), which all employees are able to participate in, that aims to create a supportive and inclusive environment for employees with disabilities and for those who are passionate about disability advocacy and inclusion. In addition, by adopting best practices from our partnerships with organizations like Catalyst and others, we aim to enhance our inclusion and belonging efforts and contribute to a more inclusive global economy.



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

Emissions Performance

Reducing climate emissions is an important part of caring for the environment. To this end, Aptar partners with suppliers and customers to enable consumers to increase recyclability; we introduce recycled materials in our products where we can; we look to identify opportunities to reduce greenhouse gas (GHG) emissions in our operations; and we source renewables where possible and advisable. In addition, we investigate all 15 categories of Scope 3 emissions and report on those that are relevant to our business.

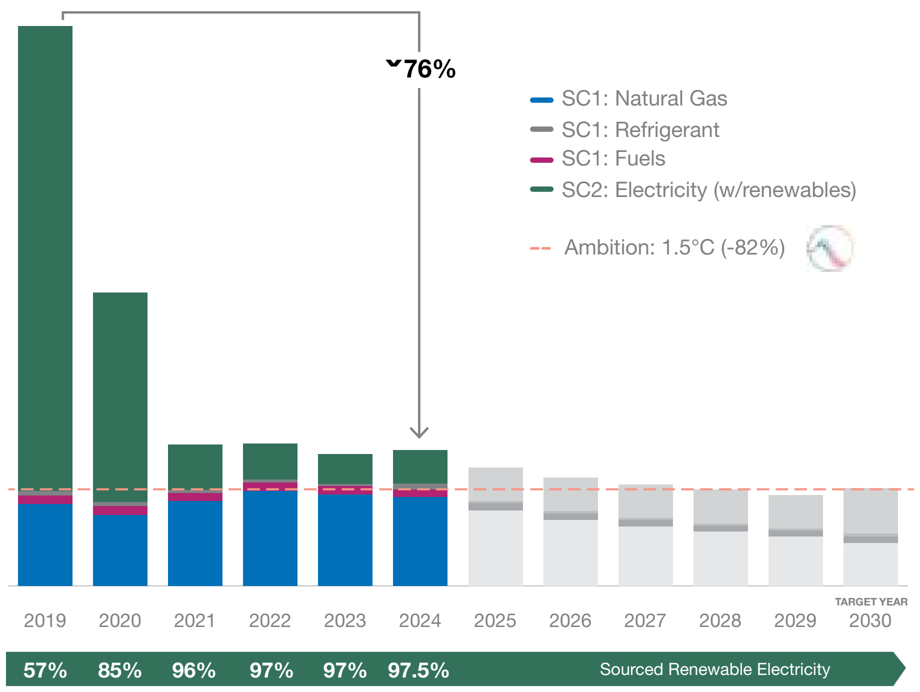
Climate commitments are central to how Aptar cares for the environment. We have set science-based targets (SBTs) for Scope 1 and Scope 2 emissions reductions that are in line with the goal to keep global warming at 1.5° Celsius by 2030. In addition, we have a renewable electricity target, as well as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

Aptar's targets have been validated by the Science Based Targets initiative (SBTi). You can read our target statements here.

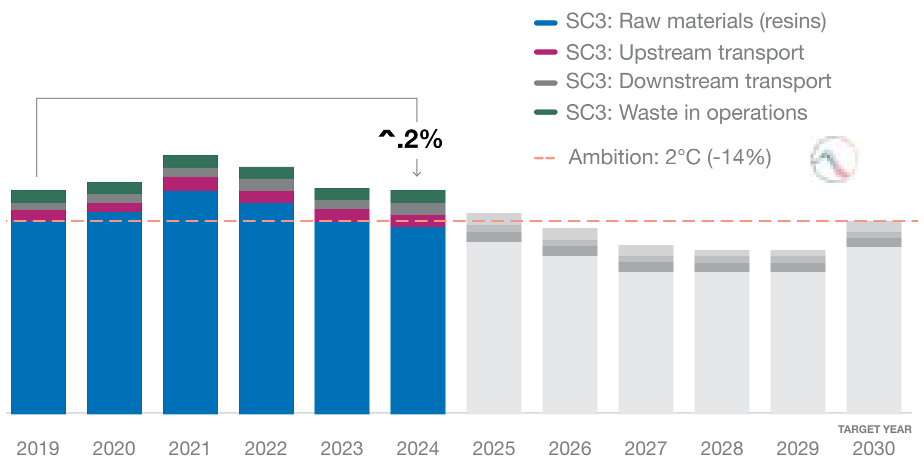
Aptar's Climate Transition Plan includes actions that align with climate science and support the transition to a low-carbon economy. In addition, Aptar developed an ISO 14064-1 Compliant Greenhouse Gas Emissions management system to map and ensure accurate carbon accounting and reporting.

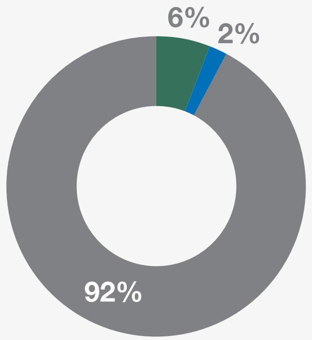
Please refer to pages 29-30 to learn how we collaborate with suppliers to achieve reductions in Scope 3 GHG emissions.

Aptar's Scope 1 and Scope 2 Emissions (tCO_2e) Reduction Roadmap



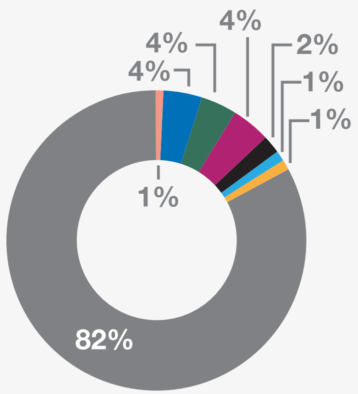
Aptar's Scope 3 Emissions (tCO_2e) Reduction Roadmap





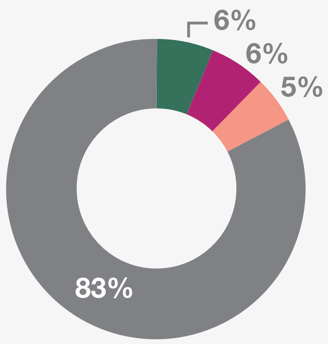
Emissions Totals

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



Scope 3 Totals

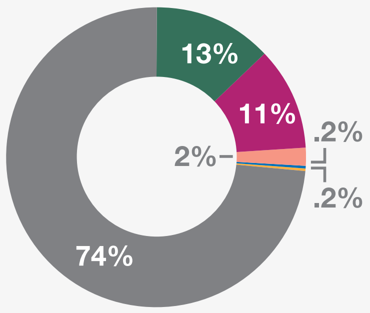
- Purchased goods and services
- Fuel and energy related activities
- Upstream transportation & distribution
- Downstream transportation & distribution
- Waste generated in operations
- Employee commuting
- Processing of sold products
- End of Life sold products
- Investments (0%)
- Water related activities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



Scope 3 Categories

Included in Science-based Target

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



Purchased Goods & Services Totals

- Plastics
- Aluminum
- CSP Materials
- Steel
- Rubber
- Auxiliaries

Landfill Free Program Continues

At Aptar, caring for the environment also means reducing waste. Based on the Zero Waste International Alliance protocol, Aptar's internal Landfill Free (LFF) Program — instituted in 2013 — was one of our first established operational sustainability programs. To obtain and maintain the certification, sites are required to prove, through a third-party audit, that they reuse or recycle at least 90% of operational waste.

Aptar's Landfill Free program contributes to environmental sustainability by aiming for continuous improvement in waste reduction. The program encourages proactive initiatives that reduce waste in our production processes, and it promotes the return and reuse of waste materials along our value chain.

Thirty-one sites have achieved LFF certification, which translates to 62% of our locations. Due to site closures in 2024, our LFF percentage has decreased year over year. More information about our sites certified as LFF can be found within our GRI 306 response.

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

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

Disposal Avoidance

Disposal Avoidance is a ratio that measures the amount of "positive" versus "negative" wastes affecting our LFF calculations. Negative wastes include those disposed to landfill, incineration, chemical/physical treatment or mechanical/biological treatment. Positive wastes are those recycled, recovered, reused or returned.

Waste disposal targets are cascaded to each Aptar site. At year-end 2024, Aptar avoided disposal to landfill by reusing, recycling or recovering 86% of waste from our operations.

SCIENCE BASED TARGETS

Science Based Targets for Nature & Biodiversity

In 2023, Aptar drafted a Nature Positive Road Map to investigate the main biodiversity and nature pressures in accordance with the Science Based Targets Network (SBTN) method. In 2024, Aptar further refined the road map in alignment with target-setting guidance from SBTN, the EU's Corporate Sustainability Reporting Directive (CSRD) and a nature-related methodology assessment as suggested by the Taskforce on Nature-related Financial Disclosures (TNFD). Completing the assessment included estimating the pressures on and state of nature for all Aptar sites and activities, along with a value-chain assessment of upstream activities, goods and services provided by tier 1 suppliers and upstream suppliers. In addition, the assessment included a materiality screening that identified key nature- and biodiversity-related impacts, risks, and opportunities for Aptar's direct operations and value chain. In 2025, Aptar expects to continue to progress along the road map and work toward setting measurable targets throughout our value chain.

Observing Earth Week

As is our tradition, Aptar observed Earth Week in 2024 with a new theme: "Planet vs. Plastics." Each day of the week our Product Sustainability team shared a different article about the ways Aptar is working toward a more circular economy that is healthier for the planet's ecosystems. The articles highlighted targets, progress and challenges in making Aptar's products more recyclable or reusable, and our work to phase out certain materials from our products to help us operate in the best interest of consumers and the environment while mitigating risks and staying ahead of regulations.

Aptar's sustainability team posted ideas for reducing household consumption of plastic and encouraged employees to share the actions they took in the Earth Week Library hosted on Aptar's Intranet. For the sixth year in a row, the AptarGroup Charitable Foundation donated to Ocean Conservancy on behalf of all participating employees. The donation from the Foundation will help protect marine habitats, reduce human impact on ecosystems and restore sustainable fisheries.

Heavy reliance on compressed air means that leaks have the potential to undermine energy efficiency at some Aptar sites. However, in 2024 inspections with a new state-of-the-art acoustic camera in Aptar Italy are helping to detect and repair compressed air leaks earlier to improve efficiency.

Energy Efficiency

Efficient energy use is crucial to reducing the environmental impact of business activities, and Aptar is committed to measuring and understanding our energy consumption enterprise-wide to find more efficient and cost-effective operational solutions.

For Instance, Aptar's Le Vaudreuil and Val de Reuil sites in France use an energy performance monitoring system with 18,000 measurement points for the operational parameters of its facilities. Through investments in more efficient chillers, air compressors, lighting and other equipment, the site continues to make steady progress toward decarbonization goals.

Aptar Italy made similar investments toward its decarbonization goals in 2024. In Pescara, the purchase of a new centrifugal air compressor will enable an estimated 15% in energy savings compared to earlier model compressor technology. New brushless motors for presses are more efficient than previous asynchronous motors while also giving more precise control over pressure. Similarly, investments in new air conditioning motors will improve the efficiency of those systems, and new LED lamps will allow dimming to save electricity in areas and during times of day when full brightness is not required.

Aptar Signs Major Power Purchase Agreement

In 2024, Aptar and independent power producer (IPP) Nadara announced the signing of a power purchase agreement (PPA) for the output of three agrivoltaic solar farms in Sicily, Italy for a 10-year period. These facilities will allow for the simultaneous use of land for farming and generating electricity, maximizing land productivity and creating a synergy between renewable energy and food production. All three solar farms are expected to be operational in 2026 with a combined output of around 100 gigawatt hours (GWh) per year.

Since 2019, nearly 100% of Aptar's electricity usage in Europe has been covered through the purchase of renewable energy certificates (RECs). The new, 10-year PPA with Nadara is expected to meet approximately 40% of Aptar's electricity needs in the region, based on 2023 consumption totals. We expect the remainder will continue to be covered by RECs.

An added bonus, in early 2025, Aptar entered into a renewable energy supply agreement with Mercuria Energy America. This agreement provides a more localized source of renewable energy dedicated to Aptar in North America.

In 2024, Aptar Italy completed installation of 400 kWp photovoltaic system on the roof of the Chieti site that will have an estimated annual output of 430 MWh, corresponding to approximately 10% of the site's consumption.

Inclusion, Equity and Belonging

At Aptar, we aim to cultivate an open culture founded on fairness and a sense of belonging rooted in our core values of mutual trust and respect. We support and promote the development of every employee as we aspire to create a more inclusive workplace. Our Employee Resource Groups (ERGs), which are open to all employees, provide an open and inclusive forum to facilitate engagement and growth.

Aptar Information Systems launched the “Cultural Sharing Series” in 2024 to enhance understanding and inclusivity, encouraging every employee to feel valued and supported.

ALIGN
APTAR LEAD INSPIRE GROW NOW

ARC

BOLD

able
Aptar Better Living & Empowerment

Employee Resource Groups

Employee Resource Groups are integral to Aptar’s Inclusion Equity and Belonging Roadmap, providing open forums for exchange and growth. Participation in ERGs is 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):** Launched in 2024 to support accessibility, career development, and community engagement for all employees.

ALIGN Initiatives: In 2024, ALIGN introduced the Aptar Parent Network and Catalyst’s MARC Program, promoting gender equity through advocacy. ALIGN also launched a video series recognizing women in technology and manufacturing, theater workshops addressing unconscious bias, and ALIGN Café events globally.

ARC Highlights: In 2024, ARC organized PRIDE Month activities, fundraisers for local charities, and panel discussions on LGBTQ+ history and allyship. ARC also marked Transgender Day of Visibility with articles on the Aptar intranet being an ally.

BOLD Initiatives: In 2024, BOLD offered an in-person leadership development workshop facilitated by Aptar’s Board Chair, Juneteenth lunch-and-learns, and networking sessions marked BOLD's focus on career growth and mentoring.

Celebration and Awareness Events

- **International Women's Day:** A global conference titled "Inspire Inclusion" emphasized women's empowerment, featuring an Aptar board member as keynote speaker, and panel discussions.
- **DEI Awareness Month:** In October 2024, this event included webinars, panel discussions and keynotes from thought leaders. Events hosted by ERGs highlighted themes such as personal branding, mindset shifts and inclusive design.

Gender Equity

Aptar partners with Catalyst.org and Paradigm for Parity to advance gender equity and foster inclusive leadership across all levels of the organization. In 2024, leaders participated in Paradigm for Parity's Profit and Loss Leadership Accelerator Program. Aptar is also proud of the recognition our company and employees received in 2024. For the fourth year in a row, Forbes named Aptar to its list of the "World's Best Companies for Women." In addition, Aptar Pharma India was given the prestigious "Best Organization for Women Empowerment" award at the sixth Women Empowerment Summit and GIWL Awards 2024 in Mumbai, India. Furthermore, as a visionary leader and change maker, Aptar Asia President Xiangwei Gong was invited to speak at the sHero Asia-Pacific Summit.

Disability Inclusion

Aptar's newest ERG, ABLE, will support employees with disabilities through accessibility initiatives and career development programs. Events like Aptar Italia's motorsport experience showcased inclusive innovation, while webinars during Learning Disability Awareness Week shared real-life stories and insights. Aptar has partnered with DisabilityIN to continue our work in addressing needs of people with disabilities.

Health, Safety and Well-being

Employee Well-being

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

Workplace Option, Aptar's external provider supporting the EAP, led webinars on well-being topics throughout 2024 for any interested Aptar employees. For instance, on World Mental Health Day in October, "Healthy Minds at Work" presented information on how to prioritize mental health and manage work-life balance effectively. It also taught conversational tools for discussing mental health concerns with peers and superiors in a constructive manner. Other well-being webinars throughout the year included topics around how to balance caregiving and your career, supporting menopause in the workplace, and other mindfulness topics.

As in years past, Aptar gave special attention to raising awareness of breast cancer in Pink October and prostate cancer in Blue November. Throughout October, employees at Aptar sites around the globe dressed in pink and participated in local events and fundraisers. Similarly, Blue November (or "Movember") has become an annual tradition at numerous Aptar sites where men grow mustaches to raise awareness of men's health issues, such as prostate cancer, testicular cancer and suicide.

Employee Health and Safety (EHS)

Aptar aims to maintain a safe workplace and send every employee home, injury-free, each day. We have a network of global and regional EHS professionals that lead sites through Operational Excellence EHS activity with a focus on moving from lagging to leading EHS indicators. We publish monthly safety performance packages that include global views and performances by segment, region and site. Additionally, we set annual targets for Total Recordable Incident Rate (TRIR) and Lost Time Frequency Rate (LTFR) at the company, region, segment and site levels. Data includes information about lost time, total recordables and severity rate. Some regions also publish detailed information about near misses and ergonomics, all of which are monitored at the site level.

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

For the past two years, our TRIR rate has been below 0.6 and our LTFR rate has been below 0.3, well below the safety standards for our industry.

Global and Site-Based Safety Initiatives

Aptar works at the global, regional and site levels to drive improvements in EHS. For instance, a global, multi-disciplinary team came together in 2024 to take a fresh look at the use of ladders and working platforms across all Aptar facilities. The team discovered that the causes of related accidents typically fit into one of three categories: technical specifications, written standards or user behaviors. In response, the team established new technical guidelines specifying materials and devices for purchasing, manufacturing or adjusting ladders and working platforms worldwide. It also reviewed and revised Aptar's existing standard for Ladders and Scaffolding in our EHS Management System, and the team developed a new set of safety rules to guide employees on the correct behaviors to adopt when using any of the relevant equipment.

Site specific EHS initiatives also play an important role in achieving Aptar's safety goals. Aptar Villingen held three Safety Days in June to reinforce best practices and safety skills among employees. The program included a driving simulator, as well as workshops on cycling safety and the appropriate use of personal protective equipment (PPE). Similarly, Aptar Chieti organized a safety tournament using a virtual reality simulation of a large warehouse full of workers and potential safety risks. (For more information on how Aptar developed this innovative virtual reality simulation, see our 2023 Sustainability report.)

In addition to other safety achievements, the following locations celebrated significant milestones with no lost-time incidents:

- Aptar Cajamar: Four years
- Aptar Hyderabad: 1,000 days
- Aptar Elgin Distribution Center: Five years
- Aptar Chonburi: Three years

For the second year in a row, Aptar Czech Republic won national recognition for the implementation of an innovative safety project. This year's project focused on identifying and solving ergonomic risks related to the digital transformation of work at Aptar.

The Aptar Beauty Latin America (LATAM) Team held their second annual Safety Recognition Awards, with the aim of thanking and congratulating the sites that closed the previous year without any lost-time accidents.

Professional Development Resources

Learning & Development

Aptar cares for its employees by helping develop their professional skills and careers.

Aptar's global Learning & Development (L&D) organization focuses on three main areas:

Aptar Corporate University (ACU):

In 2024, ACU delivered 146 courses to 1,662 participants for a total of 31,051 participant-learning hours, including on-demand training programs. We invested in new formats resulting in GameLearn Championships and Learning Taster Sessions. In addition, ACU added many new programs on the topics of leadership and emotional agility, as well as project management and finance for non-finance professionals.

Learning & Development Catalog Management

L&D continued an initiative that began in 2023 to harmonize training content across all segments, regions and functions of the organization. This work includes the safety and skills trainings referenced throughout this report and many others delivered via the Horizon platform. It also extends to coordination with external training providers and platforms as needed.

Digital Content Development

In addition to creating new learning modules in many languages, L&D is actively expanding in house capabilities for content production. This includes evaluating emerging tools and solutions for capturing and sharing the knowledge of Aptar's subject matter experts. For instance, the team successfully piloted a new AI-based, content-development tool in 2024 that will help our experts transfer their knowledge more easily into short, digitized learning modules.

The work of L&D is facilitated by Aptar's use of a single online platform, Horizon, for both mandatory and voluntary training. Horizon enhances the partnership between Aptar's business and human resources department by supporting our learning and development goals and providing data analytics for organizational decision-making. It also enables the growth of an open learning culture at Aptar in which employees can manage their own learning journeys. In 2024, Horizon was used to train employees around the world for a total of 282,024 learning hours.

To help improve efficiency and collaboration, all Aptar employees now 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 the first six months of availability, 1,549 employees actively engaged with the content for an average of 4.1 hours of training, as well as approximately four conversation classes.

In advance of Earth Week, Aptar's Product Sustainability Team launched two new courses on Horizon to enhance our understanding of sustainability and recyclability. The course, titled "Do's and Don'ts: Sustainability Claims and Communication" taught the appropriate methods for discussing product sustainability and recyclability while avoiding greenwashing. The "Recyclability eLearning Series" included three informative modules on Recyclability Basics, Recyclability Guidelines and Rules, and Recyclability @ Aptar.

Emotional Agility is the ability to be flexible with thoughts and feelings to optimally respond to various situations. ACU developed a new pilot course to address this topic for employees who want to understand how they can use their emotions for authenticity and success. The pilot course included a face-to-face session, individual debriefs and an online follow-up session. Initial participants praised the course for enhancing self-awareness and emotional understanding, making it a valuable experience for both personal and professional growth. Following the successful launch of the pilot, ACU will now offer this training in all regions.

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 2024 included putting into use Aptar's new employer branding and tagline, "Be You Be Aptar". The branding, which was used at numerous events globally reflects the company's dedication to celebrating the unique qualities that make each employee a valuable contributor to the organization's collective strength.

For career development, Aptar continues to invest time and resources in the advancement of our employees. During these reviews, Aptar leaders meet to discuss how employees' interests and development opportunities best align with Aptar's future needs.

The My Career Journey (MCJ) program is central to career engagement at Aptar. The program shares valuable information about HR, people-management tools, talent and careers. Through dozens of short videos, it covers topics including "Learning for the Future," "Mentoring and Coaching," "Performance Management" and "Onboarding & Social Media". The MCJ program was complemented in 2024 by numerous live Career & Coffee sessions, as well as online global events dedicated to career development at Aptar.

Employee Recognition

Employee recognition is important to talent retention at Aptar. It's also one way in which we encourage innovation, enthusiasm, organizational change and bottom-line results. Each half year, the CEO Award of Aptar Excellence highlights accomplishments by employees who exemplify Aptar's core values. Recipients of this award have been recognized for achievements ranging from breakthrough product innovations to honorable leadership efforts in difficult business situations. This prestigious award celebrates excellence and ensures significant, senior-level recognition for its outstanding recipients.

Additionally, local and regional recognition is also an important part of the Aptar culture.

For example, the Aptar Beauty Team in Latin American (LATAM) held their second annual Safety Recognition Awards to highlight the successes of individuals and sites while also celebrating that the entire region went a full year with no Lost Time Incidents. Aptar Congers observed National Employee Appreciation Day in the U.S. with a two-day event that celebrated the dedication of the entire workforce and highlighted the significant achievements of numerous teams and individuals. Aptar Pharma in India concluded its most recent town hall event with a Recognition and Rewards (R&R) ceremony honoring the contributions of outstanding employees in front of their peers from both Mumbai and Hyderabad.

Continuing Our Six Sigma Commitment

Six Sigma Green Belt training became available online to Aptar employees in 2024 via our Horizon training platform. The dynamic and interactive training is designed to equip employees with advanced skills and structured knowledge to drive efficiency and excellence in our business processes. Employees who elect to take the training define real and practical projects with their managers and then receive the support of a whole team and a sponsor. Two Aptar Lincolnton employees, for example, finished the training in 2024 and completed projects that are expected to save nearly $50,000 annually.

Over the course of the year, our Six Sigma program included numerous project across the majority of our sites globally, leading to cost savings through efficiency improvement and reduction of process variability, customer complaints and scrap. At the end of 2024, Aptar had more than 140 employees certified through the program at the Green Belt or Black Belt level — up from approximately 115 a year earlier.

Aptar Maringá (Brazil) participated in a talent-recruitment event at the State University of Maringá that was attended by approximately 500 students. Aptar's new employer brand and logo drew attention in the exhibit hall and Aptar Maringá's Maintenance and EHS Coordinators delivered a workshop on "Sustainability in the Corporate World."

Welcoming the Next Generation of Aptar Talent

Aptar continuously runs apprentice and intern programs around the globe, because we know that today's talented students are the future of our success. In Italy, for example, the IS Digital team provided real-world experience, as well as knowledge of Aptar as an employer, through its Attracting Talent Program. Students from Italian universities helped complete six digital experiments based on real business cases.

In Brazil, the SemeAptar program continued to build relationships with apprentices and interns at the Cajamar, Jundiaí, Maringá, and Camaçari sites. In 2024, 50 young people participated in the program, which guarantees one-to-one time with mentors drawn from all levels and functional areas of the company. The mentees receive career-building advice, and the Aptar mentors get training and experience working with individuals early in their career.

In August and September, Aptar Germany welcomed 43 new apprentices and dual students. Apprenticeships in Germany are a

unique model through which students gain practical experience with an employer and theoretical knowledge in the classroom. In 2024, Aptar Germany employed a total of 131 trainees, who are pursuing a diverse range of commercial and technical professions relevant to Aptar's business.

Aptar Ckyne initiated a new partnership in 2024 with a local secondary school that offers programs in fields such as mechanical engineering and mechanical setting. Initial activities included Aptar representatives visiting the school and a guided production tour for interested students and teachers.

Engineering students from around the globe participated in apprenticeship programs run by the Beauty EMEA Operational Excellence group in 2024. Apprentices from as far away as Mexico, Cameroon and Madagascar contributed to the performance of Aptar sites by working on projects for waste reduction, best practice documentation, audits and continuous improvement.

Employee Feedback

Aptar launched a new employee survey in 2024 that was named by Aptar employees through a global competition. The VOICES: Valuing Opinions, Inspiring Change Employee Survey went live in May to gather employee perspectives on Aptar's performance and the experience of working at Aptar. The participation rate was 69%, and responses revealed that our organization shines in the Engagement category. Many employees expressed pride in their work, stating their intentions to stay with Aptar and highlighting their willingness to recommend Aptar as an employer.

In the category of Empowerment, the survey found that our efforts to gather employee thoughts and opinions, delegate authority, and utilize skills and abilities are well-received, often exceeding external benchmarks. Our commitment to and appreciation of the environment was also evident, with more than three-fourths of respondents considering Aptar an environmentally responsible organization. This places us above the survey provider's overall benchmarks in the categories of Corporate Citizenship and Environmental Responsibility.

The survey also highlighted areas where Aptar can improve, and we identified actions to be taken in 2024 and beyond and made commitments to track the implementation of these actions with a new tool that will ensure transparency with our employees on progress.

In 2024, Aptar refreshed and relaunched its Cultural Onboarding Program, known as IN. IN stands for INtegrate, INclude, INcorporate and INside — core experiences we want every newcomer to feel when joining the Aptar family. To help ensure a smooth onboarding experience, IN is now available in all our supported languages on Horizon. The program is designed in six phases that newcomers experience within their first 90 days with Aptar.

Compensation and Benefits

Our reward programs are rooted in our 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 our employees based generally on local and cultural norms. Ultimately, these programs are meant to reward and engage our talented 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 also considers individual employee performance for most roles below senior leadership. The financial component of this plan is based on improvements in performance from the prior year to enhance long-term focus.

Local/Plant Bonus programs

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

Long-Term Incentive (LTI) programs

In addition, Aptar believes that our LTI programs strongly aligns 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.

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

Parental Leave

Aptar offers six weeks of 100% paid parental leave for an 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 on performance and includes career planning tools, as well as a full suite of education and training options that include tuition assistance at both the undergraduate and graduate levels.

Caring for Patients

Mobile App Contributes to Migraine Research

In 2024, Aptar Digital Health acquired Migraine Buddy®, a mobile app designed to empower patients and researchers with data-driven insights about migraine symptoms, triggers and medication. Migraine is one of the most common illnesses worldwide, and its impacts can be substantial, reducing overall quality of life, increasing absenteeism from work or school, and increasing the risks for depression and anxiety.

With a patient community of nearly 4 million users across 132 countries, Migraine Buddy® helps migraine sufferers to better understand their migraine episodes, track them and identify triggers. Aptar Digital Health is continuing to develop AI algorithms that work with the app to predict how unique, external factors may put users at risk of a migraine episode.

The app also contributes to research. For instance, pharmaceutical companies can identify and engage with patient populations to accelerate and derisk clinical trials for migraine treatments. Similarly, a new collaboration with the Quality of Life Technologies Lab at the University of Geneva, Switzerland, aims to investigate the potential relationship between daily life digital biomarkers and migraine, focusing on how lifestyle factors may influence migraine occurrences and severity.

During the Swiss study, the app will monitor heart rates, sleep patterns and daily activities, such as walking and sports. Participants also will be asked to use Migraine Buddy® to complete quality-of-life and migraine-specific surveys. Together, the quantitative and qualitative data could lead to better understanding and treatment options for migraine sufferers worldwide.

September 2024 marked the two-year anniversary of Metaphase joining the Aptar family. Metaphase provides research-based, human-centered design consulting to Aptar's various R&D teams and product-development partnerships with customers. By integrating human factors and ergonomics into product design, Metaphase brings the voice of the patient into Aptar's development processes, enhancing their overall experience and improving health outcomes.

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.

Aptar's Second Research & Development (R&D) Day

Aptar held its second R&D Day in September at Val de Reuil, France. Following the success of the inaugural R&D Day in 2022, which brought together French teams, this year's event brought together Aptar R&D teams from across Europe, including France, Italy, Germany, Spain and Switzerland. Throughout the event, teams exchanged insights from their ongoing projects and discussed ways they might enhance cooperation across borders and segments.

One presentation highlighted a successful cross-segment collaboration focused on plastic spring technologies. Other teams working on similar challenges, such as the development of undetachable caps, also shared their experiences and suggested ways of working with distant colleagues toward common goals.

The importance of dual sourcing was another key highlight of discussions. Matthieu Camerini, Global Purchasing Innovation Director, emphasized that planning for dual or multiple sourcing must start early in the development process — at the R&D stage — rather than after a project is completed. By integrating dual-sourcing strategies from the outset, teams can ensure greater flexibility, mitigate risks from supply-chain disruptions and optimize production workflows.

Patrick Muller, Global Director of the Customer Experience and Innovation Center, concluded the day by encouraging all the participants to become active contributors to the growing Aptar R&D Day community. R&D collaborations have the potential to accelerate innovation, reduce cost and improve project outcomes across multiple sectors of Aptar's business.

Grand Opening of the Aptar Asia Innovation Center

In August 2024, the Aptar Asia Innovation Center held a grand opening to celebrate its partnership with The Design Innovation Institute Shanghai (DIIS). The Center is co-located with the non-profit DIIS, which brings together experts across multiple industries and disciplines to create an innovation ecosystem. The Center is an open innovation incubation laboratory and has already generated several projects in collaboration with international and domestic representatives from both industry and academia. Professor Lou Yongqi, Vice President of Tongji University was at the grand opening, as well as Xiangwei Gong, President of the Asia Region of Aptar.

Highlighting Three AI Applications at Aptar

Each year the Gartner IT Pharma Council brings together top IT leaders from the pharmaceutical industry to discuss technological advancements. In 2024, Gartner invited Aptar to highlight some of the ways we apply data and artificial intelligence in our work:

- Voice of Patients – Our intuitive AI-powered platform offers swift access to market insights, enabling Aptar to gauge user experiences and identify opportunities for innovation and sales with unprecedented efficiency.
- AI Physical Compatibility Test – Revolutionizing the industry, this tool forecasts the compatibility of customer formulas with Aptar's dispensing solutions, significantly reducing testing time.
- Pharmaceutical Aerosol Properties for Development – By harnessing Aptar's expertise, data and AI predictions, we can narrow down the parameters required during pharmaceutical development. This liberates R&D resources, allowing for exploration of a broader spectrum of innovations.

The event was marked by fruitful conversation with leading pharmaceutical companies in Italy, where the meeting was held.

Aptar's Virtual Innovation Tour, held on April 24, 2024, presented innovations from Pharma, Beauty, Closures and CSP. The purpose of the global event was to update teams from across the organization on breakthroughs developed in one business area that might prove valuable in another.

Aptar Information Services (IS) conducted a series of webinars to help Aptar employees gain knowledge and practical skills to become savvy and responsible users of AI. The 45-minute, monthly sessions included sessions on AI fundamentals, prompt engineering and how to integrate AI into daily tasks.

Aptar's Learning and Development team launched a new training in 2024 that will better enable the Aptar User Community (AUC) to help guide innovation within Aptar. The AUC began in 2023 and has grown to more than 450 members, all of whom are Aptar employees from across the globe who are interested in supporting our design and innovation processes. The new training, which is available in 11 languages, provides insight on the AUC and how members can contribute to Aptar's innovation.

In 2024, the French National Institute of Industrial Property (INPI) named Aptar among the top 50 patent holders for the fifth consecutive year. The recognition encompasses all patents filed by Aptar companies in the previous year, and it is the result of relentless efforts in R&D, driven by our talented employees who constantly push the boundaries of what is possible. Aptar stood out as the only company from the packaging sector that was featured on this list during the year.

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

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

As of December 2024, EcoVadis had scored 484 of our suppliers, an increase of 17.5% from the number of suppliers that were onboarded to the platform at the end of 2023. Of the suppliers scored, 87% 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 2024, 37% of Aptar's total spend was with suppliers that have been onboard to the EcoVadis platform.

In 2025, we intend to continue to onboard additional suppliers to EcoVadis to increase visibility within our supply chain and assess the performance of our portfolio in key areas, including Scope 3 emissions. In addition, Aptar's Global Purchasing Team is working with suppliers to build improvement roadmaps for addressing Scope 3 emissions within our supply chain. We will also develop automation with our reporting partners, like EcoVadis, Sedex, and Supplier.io, to streamline the tracking and assessment of responses.

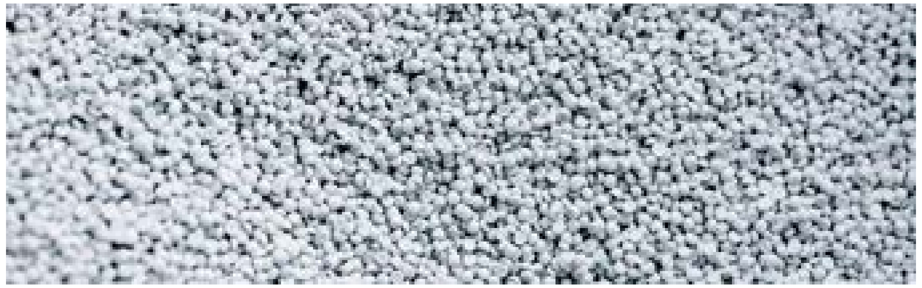
Specific Focus for North America in EcoVadis

In 2024, the team focused on better understanding of our North American suppliers in EcoVadis. Of Aptar's assessed North American suppliers, 75% are L-sized enterprises, which means they have more than 1,000 employees. Also in this region, almost half of the spend is from with enterprises whose spend with the company is over million of US dollars. Due to this, the team wanted to better understand how these large suppliers were rated within the EcoVadis framework.

In North America, 48 partners were evaluated by EcoVadis in 2024, with 44 supply partners from the U.S., and four in Canada. Of these average overall score was 62.1 (+14.2 compared with the benchmark). On themed scores, our North American vendors are higher than the benchmark in all areas, with Sustainable Procurement and Ethics being the highest differences, and the highest scores coming in the Environment and Labor & Human Rights areas. Further, the average overall score of Canadian partners is 65.5 points, 3.7 points higher than the average overall score of U.S. partners.

Additionally, all of Aptar's strategic business categories were met by at least one North American company assessed by EcoVadis in 2024, all within a wide range of industries like manufacturing and services offering, among other categories.

Scope 3 Environmental Initiatives



Resin GHG Footprint

Scope 3 emissions make up more than 90% of our total emissions, and of our Scope 3 emissions, more than 80% come from the category Purchased Goods and Services – raw materials. In 2024, Aptar piloted the engagement of top resin vendors with the CDP supply chain module for the CO2 primary data related to the resins that Aptar purchased. Participation was high, with 70% of vendors submitting responses. However, only 20% declared emissions allocations to Aptar and the quality of the data submitted was varied. The pilot showed that the CDP supply chain module may be too general for Aptar's needs and many found that the effort required of vendors was disproportional to the results obtained. Going forward, Aptar's Product Sustainability Team intends to investigate a narrower approach to gathering Scope 3 data from resin vendors. For example, the Global Purchasing Team has existing tools in place to gather supplier information, therefore there may be ways to better collaborate to gather supplier data.

Logistics

In recent years, Aptar has collaborated with major upstream and downstream transportation suppliers to investigate solutions and a roadmap for reducing emissions from the transportation of raw materials, components, and finished products. The investigation is enabling Aptar to better define clear activities for reducing Scope 3 transportation emissions. The investigation considered two approaches: "burn less" and "burn more". Burn less involves switching to more efficient transportation modes, while burn more considers the use of biofuel and other low carbon fuels.

Waste

The goal of the Landfill Free program is to reduce the volume of waste coming from our operations and avoid sending wastes to landfills or incineration by promoting reduction, reuse and recycling processes. Developed in alignment to the Zero Waste International Alliance, the program also supports the reduction of Scope 3 GHG emissions associated with external waste treatments.

In 2024, we improved our third-party auditing guidelines to require auditors to review at least a rolling-twelve months of historical disposal data rather than assuming a certified site will record a waste avoidance ratio of at least 90% at year-end. This further improves our audit process for our waste metrics.

Collaboration Towards Responsible Products

Social LCA Program Update

Aptar collaborates with stakeholders throughout our value chain to measure the social footprint (negative impact) and social handprint (positive impact) associated with our products. In 2024, Aptar's Product Sustainability Team collaborated with the University of Pescara to map KPIs in compliance with the social LCA guidelines put forward by the United Nations Environment Programme (UNEP). In addition, the team worked to align KPIs that could be needed for reporting into the ESRS framework for S4: Consumers and End Users. Through this investigation, the team focused on Aptar's Pharma products to better understand the health and wellness benefits of the packaging. Similarly, Pharma packaging will be the focus of a new pilot testing specific KPIs that will be used to report in the Corporate Sustainability Reporting Directive (CSRD) material topic "consumers".

Sustainable Packaging Redesign Wins Supplier Award

Aptar Beauty received the Partner Beyond Limits Supplier Award from Avon International in 2024 for a collaborative effort to redesign a more sustainable packaging solution. Aptar Beauty's sustainability, engineering and supply chain teams worked together to convert the existing Micro airless packaging used for one of Avon's skin-care products into our Micro Eco product. The redesign includes the use of 44% post-consumer recycled (PCR) resin (on average) and the removal of hot-stamped lettering to improve recyclability. The reengineered solution not only reduced the packaging's carbon footprint but also delivered cost savings.

Aptar has begun using AI to gather insights on the social impacts of products and services from across the packaging sector. The AI is trained to collect and analyze patient and consumer feedback on Aptar and competitor products from numerous e-commerce sites. The approach has the potential to be more comprehensive and flexible than external surveys or focus groups.

In 2024, Aptar France hosted a meeting of ELIPSO the professional association representing plastic packaging manufacturers in the country. The gathering included insightful discussions and strategic exchanges aimed at fostering industry collaboration and addressing key challenges within the packaging sector.

Joining the Push for Sustainable Aviation Fuel

Aptar joined Air France-KLM's corporate program for sustainable aviation fuel (SAF) in 2024. Air France-KLM is at the forefront of the SAF movement, which uses a cleaner alternative to conventional aviation fuel that is made from cooking oils, waste, and agricultural and forestry residues. Aptar's participation in the program helps the airline to procure the quantities of SAF needed to reach its target of 10% SAF by 2030. According to calculations from baseline 2023, Aptar's pledge will reduce more than 85% of the CO2 emissions generated by the travel of Aptar employees between Aptar's Chicago headquarters and our main offices in Paris.

Inclusive Sourcing with L'Oréal

Aptar Beauty North America joined L'Oréal's groundbreaking Inclusive Sourcing Project in 2024. The Program directs a proportion of L'Oréal's Global purchases to suppliers, like Aptar, who employ people from vulnerable communities to allow them to have durable access to work and income. L'Oréal's program specifically targets:

- Gender equity and the economic empowerment of women
- People with disabilities
- Disadvantaged socio-economic communities
- Age and intergenerational

In 2023, L'Oréal's Inclusive Sourcing Program lead 429 projects with 1,069 local initiatives in 67 countries helping 93,165 beneficiaries gain access to work. By partnering with customers who share our values, such as L'Oréal, we are driving social transformation and setting a powerful example for other companies in our industry.

Aptar Beauty's White Paper on Inclusive Design

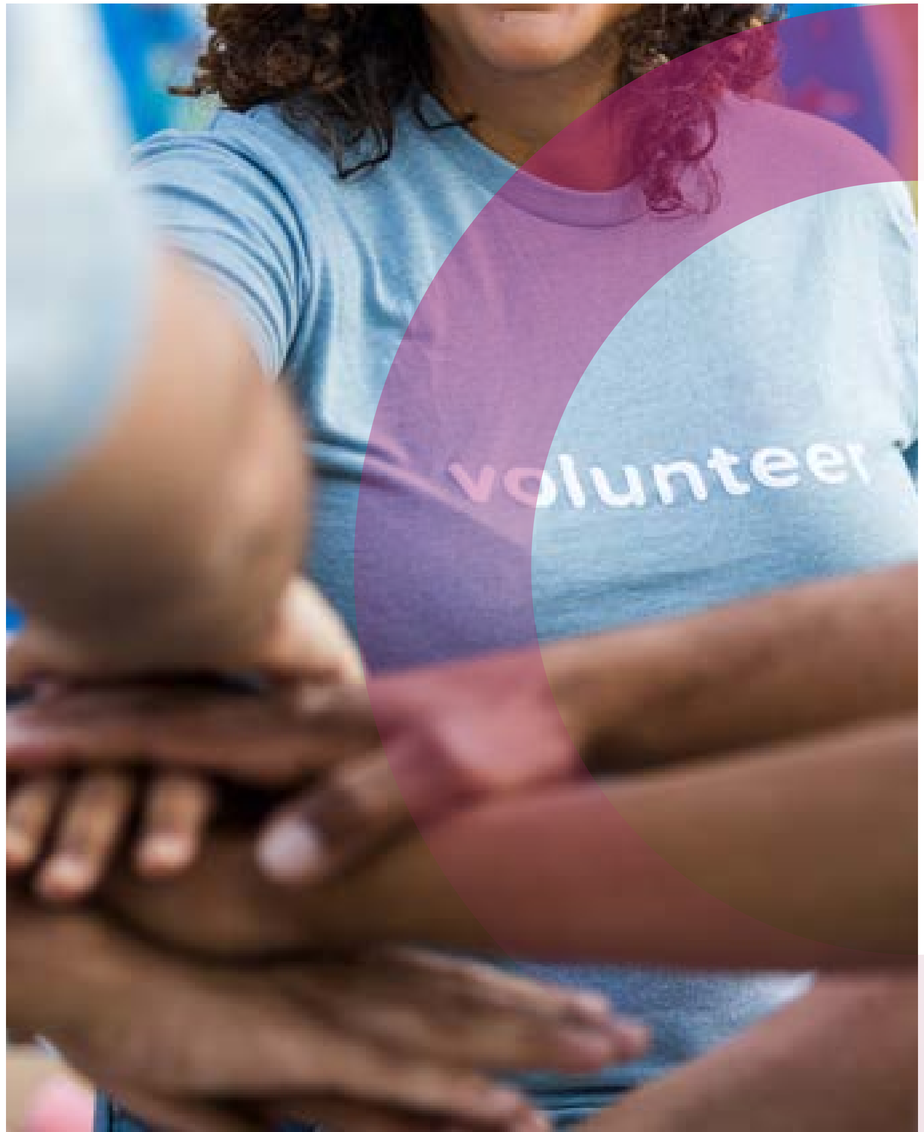
Aptar Beauty collaborated with APF France Handicap on a new white paper in 2024. Titled "From Field Work to Prototype: A Comprehensive Guide to Aptar's Inclusive Product Design Process," the paper aims to inspire greater inclusivity in the beauty sector by sharing Aptar's design process for creating accessible dispensing solutions. While establishing our process, APF France Handicap helped our designers understand the realities and experiences of people with disabilities.

The paper delves into the practicalities of embedding inclusivity within the product development process. It showcases five products in Aptar Beauty's catalog that are accessible to individuals with fine motor skill disorders, thanks to their easy-to-use designs. One of Aptar's overarching objectives is to introduce an inclusive packaging line that caters to all consumers.

Aptar partnered with an asset management firm in 2024 to provide investment capital for two projects that qualify for tax incentives under the U.S. Inflation Reduction Act of 2022. One is a biogas facility in Chicago that will turn organic waste into renewable energy for the surrounding community. The other is a solar farm with battery-storage capacity in Colorado.

Giving and Volunteerism

Aptar is continually working to identify additional non-profit organizations with which to collaborate in alignment with our purpose and mission. Signature causes that we support include 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 160 nonprofits, donating $1.4 million in total from 2022 to 2024. 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 2024, FusionPKG nominated Lipstick Angels, an organization that provides oncology-sensitive, safe beauty, skincare and wellness services to individuals affected by cancer nationwide, including those in the Dallas-Fort Worth area, near Aptar's FusionPKG offices. Additionally, Noble nominated Fostering Kindness, an organization that supports children in foster care by providing them with items such as stuffed animals, blankets, toys and hygiene supplies. The organization also provides foster children with gifts to help them feel special on their birthdays and holidays.

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 on-going partnership, we support CARE's mission, which includes educational programming, women's economic empowerment efforts and CARE's Crisis Response Campaigns.

In 2024, Aptar's Charitable Foundation and Aptar employees gave nearly $130,000 to support CARE's Impact Fund and crisis response in Ukraine. CARE is working in bordering countries to meet the immediate needs of Ukrainian refugees through the distribution of critical food and water supplies, as well as hygiene kits, cash assistance and psychosocial support. CARE also supports efforts to send basic relief items to border crossing areas and into the Ukrainian cities of Lviv and Kyiv. These items include food, water, hygiene items and key non-food items such as mattresses, sleeping bags, blankets, psychosocial support and sanitation facilities.

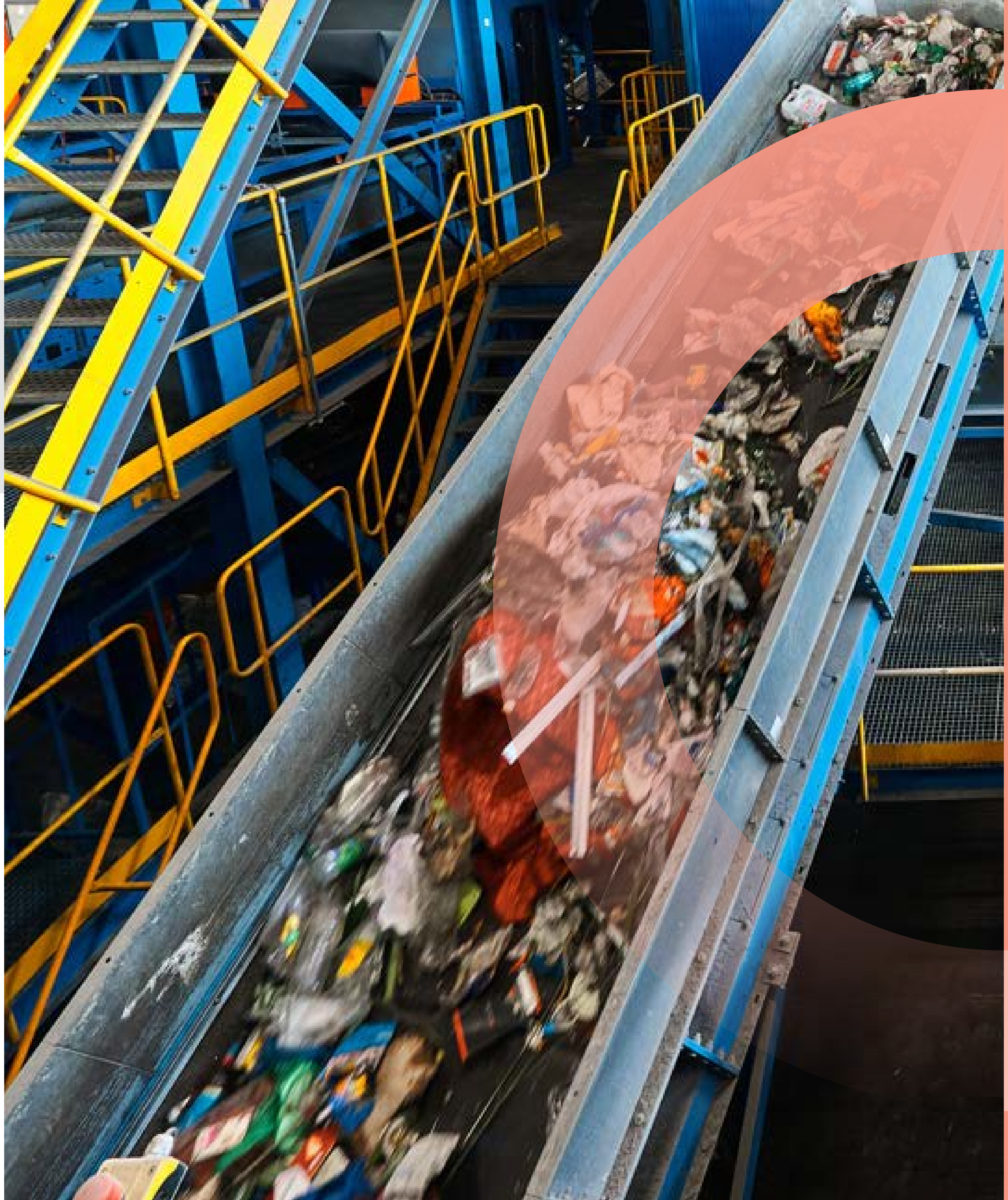
Employee Volunteerism & Regional Giving

In collaboration with our employees, Aptar supports local communities through volunteerism and financial giving. Specific volunteering policies and opportunities are developed at the site level and take place at all our locations around the globe. Unique initiatives from 2024 included:

- Aptar Brazil launched an employee-driven donation campaign to aid the victims of flooding in the southern Brazilian state of Rio Grande do Sul.
- Nanopharm employees held a coffee afternoon to raise donations for MacMillan Cancer Support, a British charity that provides specialist health care, information and financial support to people affected by cancer.
- The Legal Team at Aptar Rueil gathered donations of professional clothing items for people in need, especially for job seekers looking to join the workforce.
- The HR department at the Aptar Vladimir site lead a yarn drive for 28 Loops, a charity club that knits tiny socks and animals for premature babies in local hospitals.
- Aptar Querétaro employees participated in Run for Joy, a race that raised money for La Alegria de los Niños Children's Home.
- Aptar employees spent a Saturday volunteering at the Crystal Lake Food Pantry after delivering 400 pounds of food gathered during the October food drive at Aptar's Crystal Lake Headquarters and the Cary Campus.
- Team members at Aptar Crystal Lake made fleece blankets for Project Linus, which distributes them to children in hospitals, shelters and social service agencies.

Aptar's Chicago-based Corporate and North America Beauty teams volunteered on Aptar Cares Day to help Home of the Sparrow, a local charity that serves women and their children who find themselves homeless due to domestic abuse circumstances. The Aptar group divided into two spring cleaning teams that tackled raking, weeding, brush removal, mulching and exterior washing.

Aptar Chonburi donated armchairs and desks to the computer lab of a local school in Thailand. Teachers said the new furniture replaced plastic chairs and created a more comfortable and conducive learning environment for the nearly 600 students at the school.



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.

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

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

We completed more than 200 lifecycle analysis studies during the year, further evidence that sustainability, as a key to circular design, is being considered more and more during product development across all three segments of Aptar's business. In addition, our Material Science and Innovation Excellence teams have evaluated dozens of new and emerging materials that could give greater choice to Aptar customers, enabling them to move closer to their ambitions for more sustainable packaging.

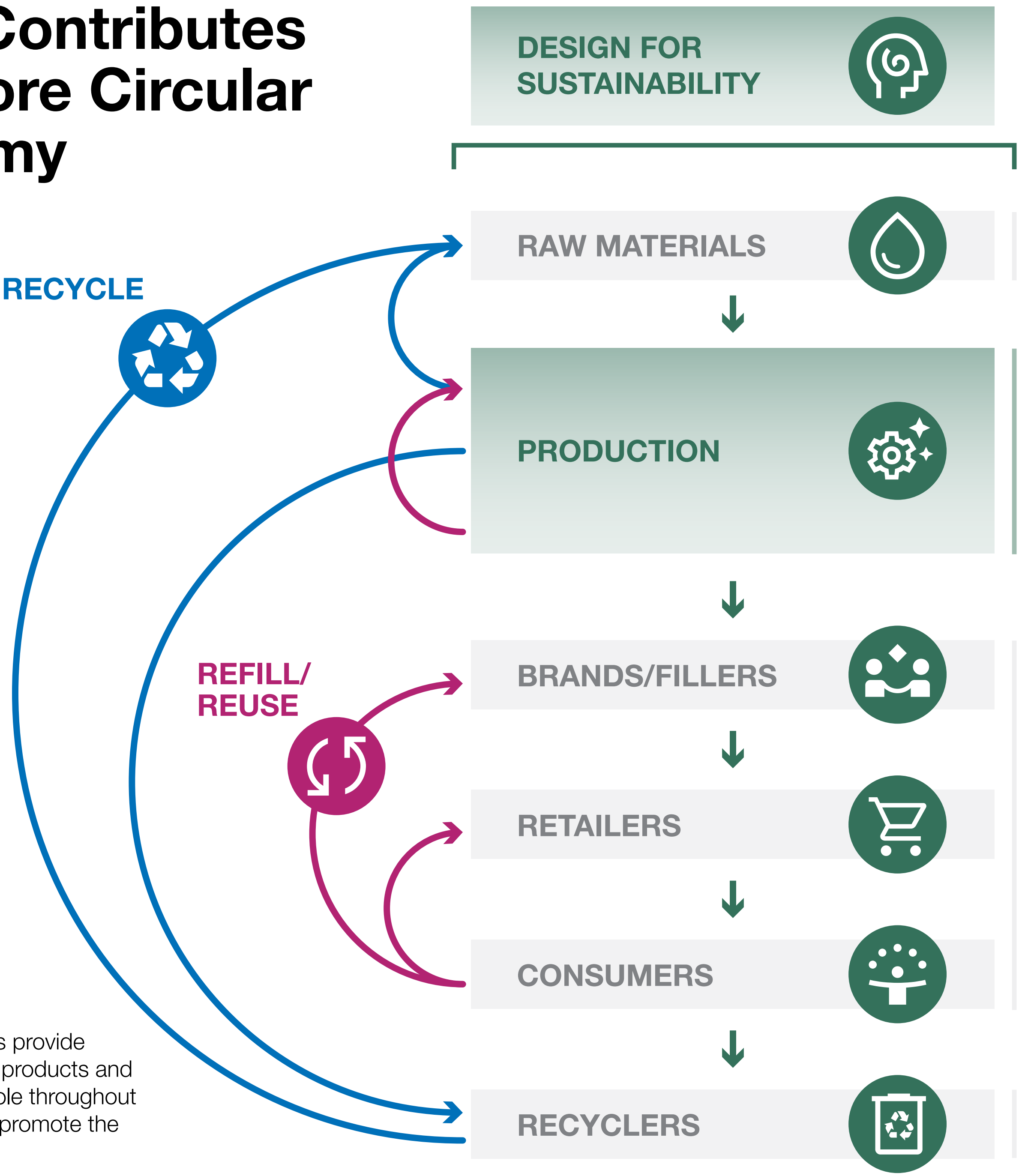
Aptar reports recyclability and recycled-content rates in two ways. The first method takes account of all Aptar products sold, regardless of their use as packaging material. The second method, aligned with Ellen MacArthur Foundation plastic packaging guidelines, accounts for only Aptar products associated with plastic packaging.

In 2024, Aptar continued the conversion to recycled resin content in our personal care, beauty, home care, food and beverage solutions, ending the year with nearly 2% of our total resin volume sales being recycled resin content*. Increasing the volume of recycled materials in the future is a key priority across our entire product portfolio. Currently, the biggest challenge is the lack of food-grade, post-consumer recycled resin on the market. Greater availability is expected in the coming years, which will support our progress.

In 2024, approximately 75% of our solutions in personal care, beauty, home care and food/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. For instance, our transition to full plastic or mono-material beauty products is progressing with the introduction of products like Duostick stick and Mezzo+ Micro airless, in addition to Future mono-material pump. Adoption of our SimpliCycle® recyclable valve continues to grow as well.

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

Aptar Contributes to a More Circular Economy



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

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

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

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

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

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

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

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

Memberships

Partnerships

Regulating Chemicals

Chemical Phase-out

Aptar is taking a proactive approach to phasing out chemicals of concern from our products, using 2020 as a baseline year. Phasing out these materials will help us operate in the best interest of consumers and the environment while mitigating supply chain risks and staying ahead of regulations. While some of these substances are banned as ingredients in cosmetic formulations, their use as ingredients in product packaging components is currently authorized. Nonetheless, we are attempting to anticipate future bans from product packaging components and acting now to improve the recyclability of our packaging.

Some of the substances that are a focus of our phase-out initiatives are a part of technical materials ingredients that provide specific properties to ensure product performance. Because of this, suitable replacements compatible with existing recycling streams are limited; therefore, the development of new production tools may be required. For this reason, as we identify potential substitutions, multiple trials are conducted to ensure product-process performance and robustness. Furthermore, many of the products containing these materials are custom to specific customers; therefore, we must collaborate with those customers to find acceptable replacements and obtain their approvals to make the substitutions.

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

PFAS (Per– and Polyfluoroalkyl) substances

In 2024, 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. Aptar has a global, cross-segment task force with weekly meetings dedicated to steering a compliance and consumer-exposure risk-based approach to the phase-out of PFAS.

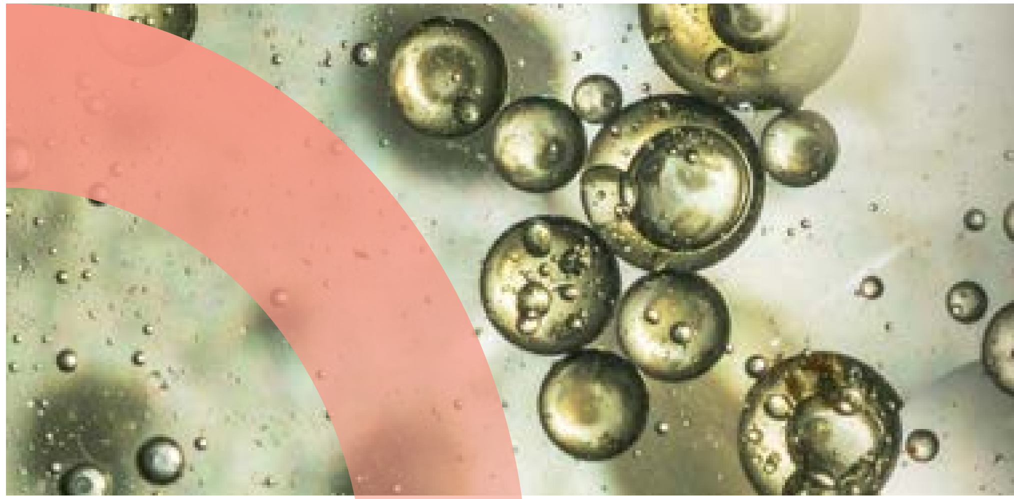
The approach includes three simultaneous efforts:

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

Aptar made significant progress on these efforts in 2024. We drastically expanded the PFAS supplier survey covering the materials contained in our products and analyzed all responses. While we proactively started to replace or remove some materials impacted by PFAS, we understand it will take time to collect missing feedback from hundreds of suppliers who need to continue their own investigations on their products and materials and propose suitable alternatives. Aptar sites globally analyzed PFAS usage in processing agents and switched to non-PFAS alternatives when necessary. At the same time, Aptar's R&D teams worked throughout the year on alternatives for components known to include PFAS for functionality or processing and started to replace some of them.

Formaldehyde

Formaldehyde, or PolyOxyMethylene (POM), is one such category of compounds requiring a collaborative approach. In 2024, Aptar continued to qualify and propose alternatives to POM material 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 11% compared to 2023.



Styrenics

Aptar's tonnage of ABS (acrylonitrile-butadiene-styrene) and SAN (Styrene-acrylonitrile) decreased by 19% compared to 2023. 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 12% in 2024, versus 2023.

Products with Sustainability Features

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

Futurity™ Continues to Address Environmental Sustainability in Pharmaceuticals

During 2024, Aptar Pharma continued development of new products in the Futurity™ sustainable solutions platform. The platform meets the growing need for recyclable packaging and drug delivery solutions in the pharmaceutical industry. Notably, our APF Futurity™ recyclable nasal spray system is now recognized by cyclos-HTP as "completely recyclable" and was given a "AAA+" rating in May 2024. We designed APF Futurity™ with no metal parts or other materials that could disrupt the recycling process. The product can be processed in existing recycling streams in Germany, Netherlands and Ireland.

In addition to enabling the circularity of pharmaceutical packaging, the Futurity™ platform aims to reduce the CO2 footprint of drug-delivery solutions. We have optimized our metering-valve technology platforms to be compatible with the newer low-GWP propellants, which reduce CO2 footprints by 90% or more compared to existing propellants. As a result, several customers have initiated clinical studies using these technologies with the intention of bringing them to market.

In addition, Aptar Pharma is actively collaborating with the U.S. FDA on an agency-funded program to study the challenges of developing lower GWP pMDIs. The study is expected to help define the potential target-product profile of lower GWP pMDIs and to determine comparability of critical quality attributes with existing pMDIs.

Aptar Pharma intends to continue the development of further solutions under the umbrella of Futurity™ in 2025 and looks forward to sharing information about them in the future.

Aptar Beauty Introduces the First Fragrance Pump with PCR Content

Aptar Beauty released a new fragrance pump made with post-consumer recycled (PCR) resin. Color Code PCR is the first fragrance pump on the market to include up to 67%* of mechanical PCR Plus material without compromising on customization options and aesthetics. By choosing Color Code PCR over a conventional plastic equivalent, brands can reduce their Scope 3 carbon emissions while benefiting from a ready-to-use PCR-content claim.

Integrating mechanical PCR Plus content during manufacturing reduces the product's CO2 emissions by up to 39% compared to conventional resin. This number has been verified by a comprehensive LCA of the raw materials using Aptar's internal Eco Design tool. Depending on the region, using this pump may also help brands avoid some extra plastic packaging tax, and at the end of its life, our Color Code PCR fragrance pump can be recycled together with the bottle in the glass waste stream.

*In kg CO2e per 1,000 units of the dispensing solution only, made of mechanical PCR resin (100% PCR Plus cap, 95% PCR Plus collar and 50% PCR Plus actuator & fixture) vs 100% conventional resin.

Aptar Beauty partnered with French powerhouse Lancôme for the refillable version of its iconic fragrance, Idôle. The product is equipped with Aptar Beauty's Classic INUNE fragrance pump. It features a POM-free cartridge and a design that is 10% lighter than the market average.

Aptar Closures Improves Sustainability Portfolio

Aptar launched a series of fully recyclable disc-top closures in 2024 for the beauty, personal care and home care markets. Comprised of 100% polyethylene (PE), the first-of-its-kind, mono-material Future Disc Top closure was the first in the series. It creates a fully recyclable packaging solution when paired with PE or polyethylene terephthalate (PET) bottles, and the locking disc top makes it e-commerce-capable. The product achieved a Class A rating from RecyClass and is also certified by Cyclos-HTP. Versions of the closure produced with PCR content are also available.

The second in the series was the E-Disc Top, which is fully recyclable, made from polypropylene (PP) and available with PCR content. E-Disc Top includes a patent-pending mechanism that minimizes breaks, cracks and leaks during e-commerce shipping, reducing the need for liners and other excess packaging. Importantly, the closure is Amazon ISTA-6 Qualified, signifying it is designed to withstand harsh shipping conditions.

The 2” Disc Top Lite was the third release. Designed with a low profile, the closure weighs just 10.2 grams — 23% lighter than standard 2” disc tops. The reduced part-weight translates to a substantial decrease in plastic usage, which in turn can help brands meet their sustainability goals without compromising performance. The closure is also available with PCR content.

Aptar Closures Food

In the food market, Aptar made significant strides in evolving its product portfolio, focusing on sustainable, clean dispensing solutions for inverted packaging. For example, our Ecolite Snap Top was qualified to use our SimpliCycle ® recyclable valve made with TPE, increasing the sustainability of this solution.

Aptar Closures Beverage

Aptar also grew its sustainable solutions for the beverage market with the launch of Rocket and our EVO line. Rocket is our premium sports cap solution designed with non-detachable tamper evidence, which increases the likelihood of the full closure being collected and sent through the recycling stream with the container, thereby reducing waste. Aptar also introduced the EVO line in EMEA, meeting SUP regulations.

FusionPKG Wins Sustainable Packaging Award

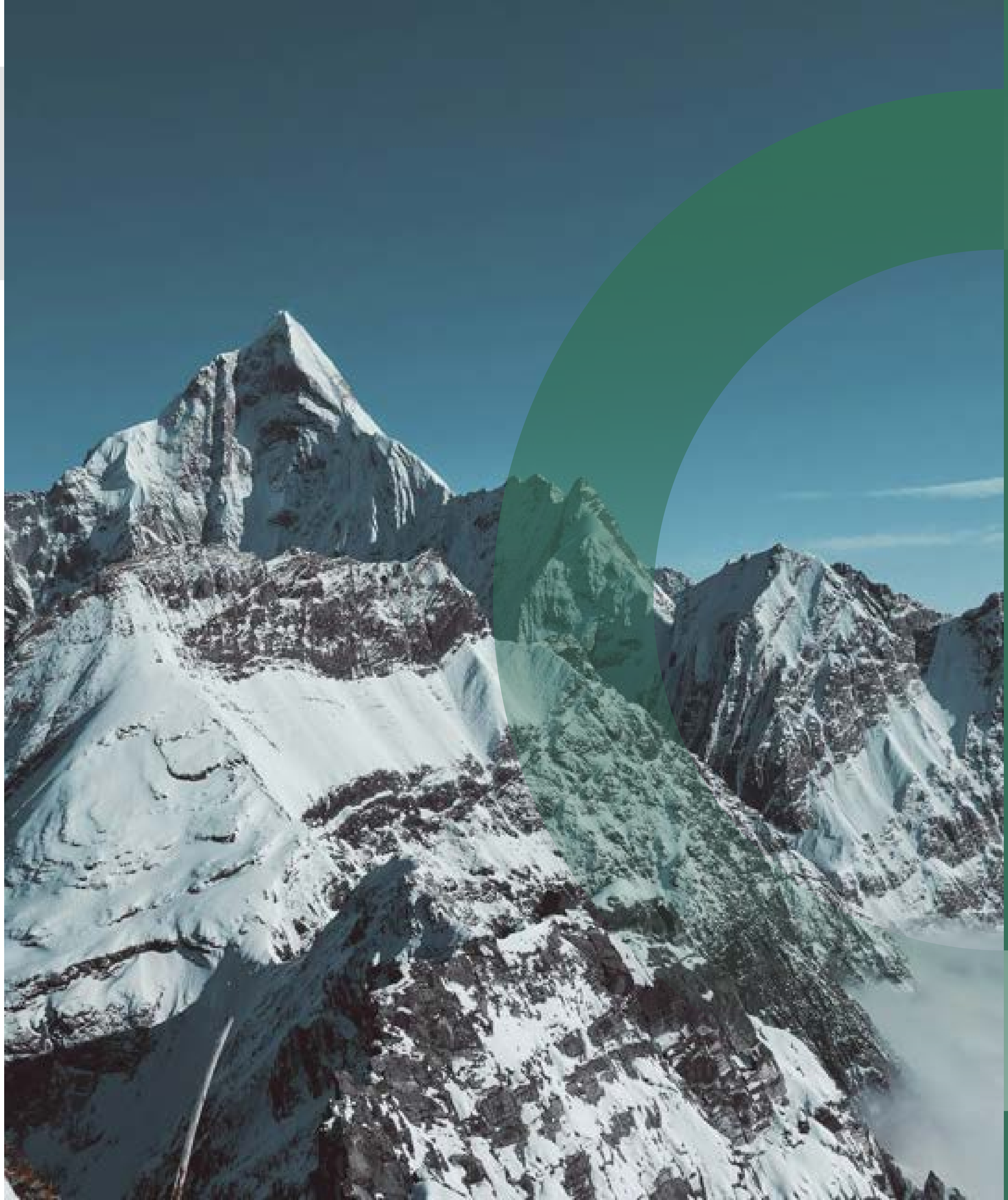
FusionPKG’s Dream Glass Atmospheric product received a 2024 AmeriStar Award from the Institute of Packaging Professionals (IoPP) for sustainably focused design. Crafted with recyclability in mind, the product’s two-piece design integrates FusionPKG’s Atmos-One™ 100% polyolefin pump engine technology to provide a recycle-ready glass package with PCR possibilities. The premium glass package with Atmos-One™ technology combines durability, recycle-ready materials and a sleek design.

Since 2022, FusionPKG has continually increased its usage of PCR resin, and several portfolio products can now be made with 100% PCR.

Aptar Halopack Arrives in North America

Aptar received the North American license to manufacture and distribute the Halopack Tray system in 2024. The patented food-packaging solution can be recycled in existing cardboard streams. Aptar Halopack systems are suitable for both dry and high-moisture foods and are available in a wide range of configurations that make the systems ideal for ready meals/grab-n-go foods, frozen and reheatable foods, fresh-cut produce, proteins and even soups.

Compared to conventional plastic-based trays, Halopack’s use of cardboard materials allows for up to a 90% reduction in plastic. Custom printing directly on the paperboard reduces or eliminates the need for additional labels and minimizes manufacturing steps. Additionally, trays are engineered to fit in existing top seal and skin pack equipment with minimal tooling conversion required. More than one billion units have already been sold in Europe by Halopack, the Netherlands-based company that invented the product.



GRI Index

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, 2024. This year we have again acquired a reasonable level of assurance for Scope 1 and Scope 2 and a limited level of assurance for Scope 3 verifying the accuracy of carbon emissions and associated absolute energy, waste and water data. The following GRI disclosure shows Aptar's general disclosures, material topics, and specific standard disclosures. The materiality required of the verification was considered by SGS do Brasil Ltda to be below 5% for reasonable level of assurance and 10% for limited level of assurance, based on the needs of the intended user of the GHG Statement.

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 2024 Annual Report (PDF: page 8) c. Crystal Lake, Illinois, USA d. AptarGroup 2024 Annual Report (PDF: page 27)
2-2	a. list all its entities included in its sustainability reporting; b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting; c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics.	a. A geographic breakdown of these locations can be found within the AptarGroup 2024 Annual Report (PDF: page 27)

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, 2024 to December 31, 2024 unless otherwise noted. b. Reporting Period for financial reporting is the same as above c. Report Published: May 29, 2025 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 2024 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 external assurance from SGS do Brazil Ltda for our Scope 1 and 2 and limited external assurance for Scope 3 GHG emissions based in accordance with the UNI EN ISO 14064-1:2018 Standard. Additional information was verified, on a sample basis. In addition to GHG emissions, this 2024 verification includes our metrics on renewable energy, waste and water: • 2024 Verification Statement for ISO 14064-1 Compliant Greenhouse Gas Emissions (Categories 1-6) As a compliment to the external assurance process, Aptar's Internal Audit Team conducted a review of the metrics collection processes and systems that feed our public sustainability targets on Product Sustainability, landfill avoidance and safety rates.
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 2024 Annual Report (PDF: pages 11-14) b. AptarGroup 2024 Annual Report (PDF: pages 11-14). Aptar sources raw materials, components, equipment, services and non-production items (e.g., energy and transportation) from suppliers around the world. The sourcing strategy is primarily regional thus limiting intercontinental transportations of products. The purchasing organization is leveraged across segments and geographies, thus increasing efficiency and taking advantage of skills and capabilities on a global scale. The centralization of purchasing activities enables the deployment of best-in-class supply chain practices as well as standardized tools and processes. c. View Aptar global locations here. d. Not applicable

GRI Index

Circularity

Collaboration

Care

Introduction

TABLE 2-7: TOTAL NUMBER OF EMPLOYEES							
2024 HEADCOUNT					2024	2023	2022
HUMAN RESOURCES REGION	EMPLOYEE CATEGORY	MALE	FEMALE	TOTAL	TOTAL	TOTAL	TOTAL
EMEA	Unlimited term Contract	5,029	2,767	7,796	8,526	8,564	8,153
	Fixed Term Contract	420	310	730			
	Temporary (Agency)	743	455	1,199	1,199	1,301	1,747
North America	Unlimited term Contract	1,450	931	2,381	2,396	2,435	2,545
	Fixed Term Contract	7	8	15			
	Temporary (Agency)	186	120	306	306	293	258
LATAM	Unlimited term Contract	782	559	1,341	1,385	1,472	1,388
	Fixed Term Contract	17	27	44			
	Temporary (Agency)	24	25	50	50	17	67
Asia	Unlimited term Contract	536	345	881	1,210	1,271	1,409
	Fixed Term Contract	182	147	329			
	Temporary (Agency)	368	252	620	620	539	605
Aptar Total	Unlimited term Contract	7,797	4,602	12,399	13,517	13,742	13,495
	Fixed Term Contract	626	492	1,118			
	Temporary (Agency)	1,321	853	2,174	2,174	2,151	2,677
Aptar Total	Full Time	8,199	4,668				
	Part Time	224	426				

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
2-7	a. report the total number of employees, and a breakdown of this total by gender and by region; b. report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region; c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology; d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b; e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	The total workforce consists of around 13,500 employees. This headcount figure accounts for internal employees only, including employees on long-term leave. Retired individuals, external employees, interns, and temporary workers continue to be excluded, aligned with the approach followed in previous years. We see a decrease in our headcount numbers versus last year due to our efforts to optimize resources. Please see **Table 2-7**, of employees by region, gender and employee type for 2024, 2023 and 2022. Historic data can be found within our previous sustainability reports. As it is ever-changing, the data presented in the table is a snapshot of the situation as of the end of December for the respective year for our fixed and unlimited term contract employees.

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 2025 Proxy Filing (PDF Pages: 20-30) b. See Aptar's 2025 Proxy Filing (PDF Pages: 20-30). More information, specifically related Board oversight of these topics can be found within the Governance Committee Charter. c. See Aptar's 2025 Proxy Filing (PDF Page: 10 and Pages 22-27)
2-10	a. describe the nomination and selection processes for the highest governance body and its committees; b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization.	See Aptar's 2025 Proxy Filing (PDF Pages: 13-30). 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 2025 Proxy Filing (PDF Page 4-5 and Page 20-30)

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

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
2-14	a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information; b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	The Board of Directors Governance Committee participates in the materiality assessments and reviews Aptar progress toward public sustainability commitments. In advance of disclosure, the Corporate Sustainability Report is reviewed by a third-party and material topics are reviewed by the Governance Committee and Executive Committee. Additionally, to support regulatory compliance, Aptar has employed a disclosure management system that supports collaborative workflows and ensures transparency and traceability. This enables multiple stakeholders to collect, review, and report data and ensures that all data remains consistent and up to date. Further, this system provides data lineage capabilities, that enable control of data across various disclosures. See GRI 2-13 for more information.
2-15	a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated; b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances.	Business decisions must be made in the best interest of Aptar, not motivated by personal interest or gain. Therefore, as a matter of policy, all employees, officers and directors must avoid any actual or perceived conflict of interest. Additional information and recommendation on this topic are found within our internal Code of Conduct and regular training is provided on this topic. An independent third-party SAAS whistleblower hotline is in place to enable anonymous reporting of potential conflicts. Furthermore, during the annual attestation process for the Code of Conduct review, employees are prompted to confirm whether or not they are aware of potential conflicts. Potential conflicts of interests can also be reported to the Compliance Officer and relevant processes are then put in place to mitigate the risks. Also see Aptar's Director Independence Standards
2-16	a. describe whether and how critical concerns are communicated to the highest governance body; b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	The Compliance Department presents to the Audit Committee every quarter the alerts received via the compliance hotline during the quarter concerned. The most sensitive cases are reviewed in detail. The nature and number of these cases are confidential and cannot be disclosed.
2-17	a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	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.
2-18	a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people; b. report whether the evaluations are independent or not, and the frequency of the evaluations; c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.	See Aptar's Corporate Governance Principles

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
2-19	a. describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits; b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	See Aptar's 2025 Proxy Filing (PDF Pages 29-30)
2-20	a. describe the process for designing its remuneration policies and for determining remuneration, including: i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives; b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	See Aptar's 2025 Proxy Filing (PDF Pages 29-30)
2-21	a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual); b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual); c. report contextual information necessary to understand the data and how the data has been compiled.	See Aptar's 2025 Proxy Filing (PDF Pages 72-77)
2-22	a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development."	See CEO Letter on page 7-8.

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
2-23	a. describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights; b. describe its specific policy commitment to respect human rights, including: i. the internationally recognized human rights that the commitment covers; ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this; d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level; e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships; f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	a. The Code of Conduct summarizes the long-standing principles that Aptar and its subsidiaries follow to ensure integrity and compliance with the law. b. The Code of Conduct also references supplemental information and policies on ESG topics like antitrust, anti-bribery and corruption, modern slavery, conflict minerals, data protection and other relevant corporate policies. As detailed in our Code of Business Conduct & Ethics, each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors and employees. Since 2016, Aptar has offered a phone and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified). c-f. See more about our policies: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy.
2-24	a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: i. how it allocates responsibility to implement the commitments across different levels within the organization; ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures; iii. how it implements its commitments with and through its business relationships; iv. training that the organization provides on implementing the commitments.	Every product manufactured by Aptar must comply with applicable regulations in the regions where it is produced. To ensure compliance, full transparency and better protect consumers and the environment, Aptar has set up dedicated regulatory and quality policies and control departments tasked with: • Carrying out continuous regulatory monitoring and selecting key relevant requirements • Anticipating upcoming laws and regulations • Providing customers with relevant material data • Proactively collaborating with the supply chain to phase out potentially hazardous substances • Meeting customer-specific needs regarding substances of interest To achieve these aims, Aptar establishes strong relationships with supply chain partners and professional associations, defines specific regulatory specifications for each type of material, collects and analyzes supplier declarations information, additionally Aptar collaborates to create on-demand Regulatory Information Declarations. For more details, see our Strategy on Page 5, and additional information within our policies: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy.

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 2: General Disclosures		
2-25	a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to; b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in; c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to; d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms; e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	a. As detailed in our Code of Business Conduct & Ethics, each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors and employees. Since 2016, Aptar has offered a phone- and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified). See more about our policies: Code of Conduct, Human Right Policy, Diversity, Equity and Inclusion Policy, Community Engagement and Global Giving Policy, Sustainable Purchasing Charter, Environmental, Health and Safety Policy. b. Since 2016, Aptar has offered a phone- and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified). c. The Compliance Officer and/or the Audit Committee investigates all reports of violations. Employees are not involved 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. d. Further, to protect the reporting individual and potential witnesses, the written investigation report is not provided to the reporting individual, person(s) of concern, witnesses or other interviewed employees. Only verbal conclusions are provided to the reporting individual and the person(s) of concern. If the result of an investigation indicates that corrective action is required, Aptar or the Audit Committee will decide the course of action, including, when appropriate, legal proceedings and disciplinary procedure, which may lead to sanctions in accordance with applicable law and regulation, up to and including termination, to rectify the problem and avoid the likelihood of its recurrence. e. As an opportunity for improvement to the system and process is identified, Aptar implements the necessary change. This is an ongoing evaluation and not a formal assessment of the system.
2-26	a. describe the mechanisms for individuals to: i. seek advice on implementing the organization's policies and practices for responsible business conduct; ii. raise concerns about the organization's business conduct.	Aptar has an internal Legal Affairs department with global representation. Employees are encouraged to seek advice about ethical and lawful behavior, and organization integrity, by contacting a member of the Legal department. Aptar has several alternatives for reporting concerns about unethical or unlawful behavior: • First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. • Second, employees also have the ability to report through Aptar's Compliance Officers. • Third, employees can report through their managers or through their local human resources department. • Fourth, employees can report directly to the Audit Committee Chairman. (Contact can be found within Aptar's Code of Conduct).

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

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

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

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

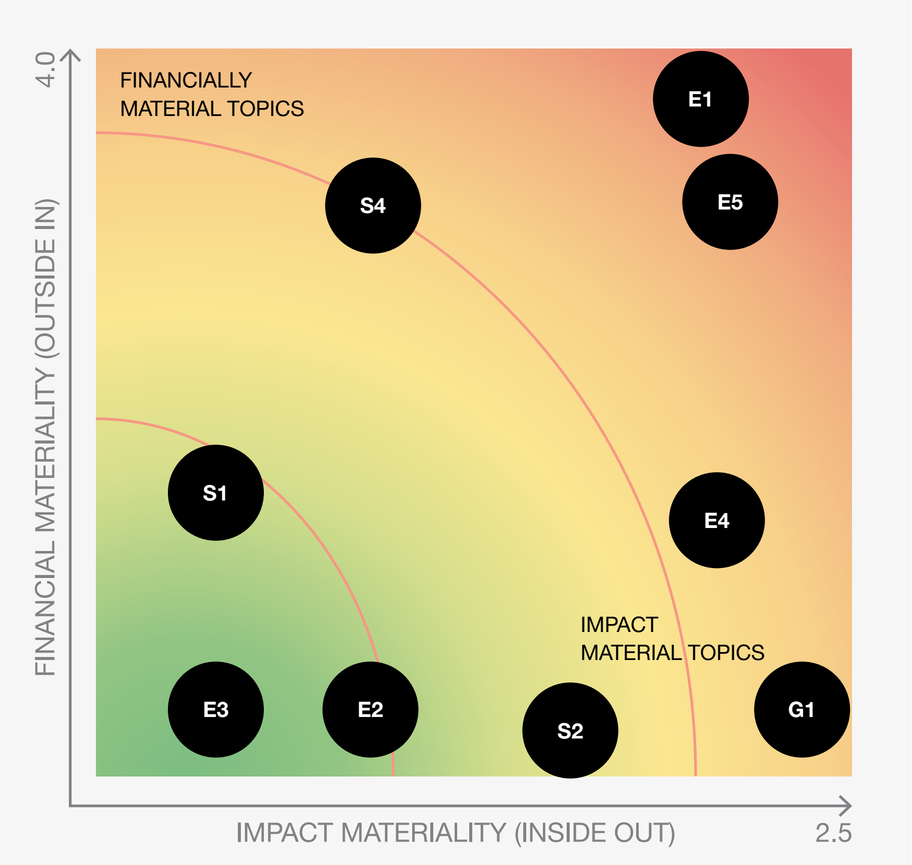
HUMAN RESOURCES REGION	2024 (%)	2023 (%)	2022 (%)
Central Europe West Europe South Europe	65%	66%	67%
North America	0%	0%	0%
China	89%	84%	100%
Southeast Asia and India	0%	0%	0%
Latin America	81%	83%	84%
Aptar Total	**55%**	**55%**	**57%**

TOPIC	REPORTING REQUIREMENT	APTAR RESPONSE
GRI 3: Material Topics		
3-1	a. describe the process it has followed to determine its material topics, including: i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; ii. how it has prioritized the impacts for reporting based on their significance; b. specify the stakeholders and experts whose views have informed the process of determining its material topics.	a. In preparation for the EU CSRD reporting obligation, Aptar has conducted a double materiality assessment (DMA) in line with the European Sustainability Reporting Standards (ESRS). The evaluation, conducted with the assistance of a third-party firm, included the following components: • Confirmation of Aptar's historical Task Force for Climate-related Financial Disclosures (TCFD), with an additional, deeper evaluation into our operations in EMEA. •CSRD Module I: Baseline Assessment and confirmation of our historical materiality assessments. • An analysis of topics affecting Aptar upcoming on the ESG Regulatory Horizon. • CSRD Module II: Double Materiality Assessment. i. Aptar identified impacts on the environment and people (inside-out impact materiality) as well as how sustainability matters may affect the company's financial performance (outside-in financial materiality). The materiality has been assessed both retrospectively and forward-looking, informed by the company's stakeholder engagement and due diligence process. Results were achieved through successful stakeholder engagement with over 80 stakeholder survey responses returned, multiple workshops and meetings with internal stakeholders to assess, confirm and define material topics, risks and opportunities. The identified sustainability matters that are considered material for affected stakeholders or users of Aptar's sustainability statement are presented in **Table GRI 3**, on the following page. ii. The survey results were weighted based on the stakeholders' relevance and influence (stakeholder mapping matrix) and the participation per stakeholder group. In addition to quantitative survey results, a qualitative method was taken to analyze more than 90 comments received during the process. b. The stakeholders and experts whose views have informed this materiality process include: Internal: Global and Regional Human Resources Leads, Global Purchasing and Commodity Leads, Regional Environment, Health and Safety Leaders, the Global Sustainability Team. External: Suppliers including resin, metal and raw material vendors, Representatives from five sustainability-focused customers from each segment, a representative from our membership with World Business Council for Sustainable Development (WBCSD) and recurring themes noted in ESG assessments conducted by investors.
3-2	a. list its material topics; b. report changes to the list of material topics compared to the previous reporting period.	a. The identified sustainability matters that are considered material for affected stakeholders or users of Aptar's sustainability statement are presented in **Table GRI 3** and the graphical illustration to the right. Aptar considers those in the top right quadrant of the illustration to be most critical. We have included references to sections within this report where further details on these topics and our actions are described. b. There have been no changes to the list of material topics compared to the previous reporting period.

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

TABLE GRI 3: DOUBLE MATERIALITY ASSESSMENT RESULTS

ESRS TOPIC	IMPACT SCORE	FINANCIAL SCORE	GRI REFERENCES
E1 Climate Change	2.01	4.00	2, 3, 201, 302 and 305
E2 Pollution	0.73	0.20	2, 3, 303 and 305
E3 Water and marine resources	0.40	0.20	3 and 303
E4 Biodiversity and ecosystems	2.10	1.40	3 and 304
E5 Circular Economy	2.16	3.24	3, 301 and 306
S1 Own workforce	0.40	1.63	2, 3, 202, 401-409
S2 Workers in the value chain	1.56	N/A	2, 3, 204, 403, 408 and 409
S4 Consumers and end-users	0.90	3.24	2, 3, 416-418
G1 Business Conduct	2.45	0.20	2, 3, 204, 205, 308 and 414



This Double Materiality Assessment has built upon our prior materiality assessments, which followed the GRI 2021 standard and focused on the identification of sustainability-related impacts of Aptar's operations and value chain on the environment and society (inside-out impact materiality). Additionally, we have conducted a qualitative financial assessment (outside-in financial materiality) of the sustainability-related risks and opportunities.

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

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

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

TABLE 201-4: SUMMARY OF GLOBAL TAX CREDITS 2024

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

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 202: Market Presence		
Management	The reporting organization shall report how it manages economic performance using Disclosure 3-1 in GRI 3: Material Topics 2021.	In 2023, in anticipation of new disclosure regulations, Aptar launched a Double Materiality Assessment (DMA) in line with the European Union's Corporate Sustainability Reporting Directive (CSRD). More information about this process and results can be found in GRI 3. Aptar uses these materiality assessments to identify the main risk and opportunity drivers that could impact our business, markets and customer's expectations, and we determine a timeline for each topic. 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 main commodity spend is on resin. In 2024, resin purchases accounted for approximately 12.3 percent of annual purchasing spend. For this reason we are providing our response with regard to resin purchases only, which we believe will give a representative picture of the overall purchasing strategy. Aptar's purchasing strategy, consistent with Aptar's reporting alignment, considers four main regions: North America, Europe, Latin America and Asia.
204-1	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 2024, around 2 percent of this spend was non-local. When we designate a spend as 'local' we mean that we are purchasing from a supplier that is located within the same region as the Aptar production facility that is originating the purchase. We consider all of our manufacturing facilities significant locations of operation.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 205: Anti-Corruption		
Management	The reporting organization shall report how it manages anti-corruption using Disclosure 3-3 in GRI 3: Material Topics 2021.	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.
205-2	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	**Table 205-2** illustrates the total number and percentage of governance body members and targeted employees to which the organization's anti-corruption policies and procedures have been communicated, as broken down by region. 2024 compliance trainings were conducted through face-to-face and online sessions.
205-3	a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	a. Aptar does not have any confirmed incidents of corruption. b. Aptar does not have any confirmed incidents in which employees were dismissed or disciplined for corruption. c. Aptar does not have any confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Aptar does not have any public legal cases regarding corruption brought against the organization or its employees during the reporting period.

TABLE 205-2: ANTI-CORRUPTION TRAINING									
		2024							
		Asia (includes India, Indonesia, Thailand, China & Japan)	Completion rate out of targeted employees	Continental Europe (includes Switzerland and Russia)	Completion rate out of targeted employees	Latin America (includes Mexico)	Completion rate out of targeted employees	North America	Completion rate out of targeted employees
METRIC	SOURCE	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%
Governance body members that anti-corruption policies and procedures have been communicated to	Communication occurs every year	5	100%	91	91%	3	100%	6	86%
Governance body members that have received training on anti-corruption	Face to face training (Training sessions suspended due to the pandemic)	—	—%	2	7%	—	—%	14	14%
Employees that Aptar's anti-corruption policies and procedures have been communicated to	Communication occurs every year	292	100%	2,550	100%	397	100%	923	100%
Employees that have received training on anti-corruption	Face to face training (Training sessions suspended due to the pandemic)	43	100%	2,311	100%	0	—%	88	100%

		2023							
		Asia (includes India, Indonesia, Thailand, China & Japan)	Completion rate out of targeted employees	Continental Europe (includes Switzerland and Russia)	Completion rate out of targeted employees	Latin America (includes Mexico)	Completion rate out of targeted employees	North America	Completion rate out of targeted employees
METRIC	SOURCE	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%
Governance body members that anti-corruption policies and procedures have been communicated to	Communication occurs every year	3	100%	26	100%	3	100%	7	100%
Governance body members that have received training on anti-corruption	Face to face training	2	40%	—	—%	1	33%	1	14%
Employees that Aptar's anti-corruption policies and procedures have been communicated to	Communication occurs every year	370	100%	2,765	100%	476	100%	766	100%
Employees that have received training on anti-corruption	Face to face training	253	100%	116	100%	643	1	1,725	100%

		2022							
		Asia (includes India, Indonesia, Thailand, China & Japan)	Completion rate out of targeted employees	Continental Europe (includes Switzerland and Russia)	Completion rate out of targeted employees	Latin America (includes Mexico)	Completion rate out of targeted employees	North America	Completion rate out of targeted employees
METRIC	SOURCE	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%
Governance body members that anti-corruption policies and procedures have been communicated to	Communication occurs every year	4	100%	23	100%	2	100%	5	100%
Governance body members that have received training on anti-corruption	Face to face training (Training sessions suspended due to the pandemic)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Employees that Aptar's anti-corruption policies and procedures have been communicated to	Communication occurs every year	447	100%	2596	100%	593	100%	798	100%
Employees that have received training on anti-corruption	Face to face training (Training sessions suspended due to the pandemic)	n/a	n/a	n/a	n/a	614	100%	n/a	n/a

GRI Index

Circularity

Collaboration

Care

Introduction

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. • 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 2024 Annual Report and UK Tax Strategy Information.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 301: Materials		
Management	The reporting organization shall report how it manages materials using Disclosure 3-3 in GRI 3: Material Topics 2021.	Product Stewardship remains a high priority topic for Aptar. Designing products to reduce negative environmental, health and safety impacts is critical. This includes: • Phasing out chemicals of concern • Designing products to include more recycled or reclaimed content • Sourcing efforts to increase recycled content in raw materials • Increasing reusability and recyclability • Decreasing the product life cycle impact • Increasing efficiency of product use Aptar maintains a Regulatory Policy, which supports its commitment to improve the quality, safety and environmental impact of its products. This policy is available on the Aptar website. Plastic resin continues to be an important material, and recent focus has shifted to more sustainable resin offerings that comply with relevant regulations and meet safety standards. Within our Innovation Excellence department, our Product Sustainability Team focuses on the following: Design for Sustainability, Resin Conversion, Reuse, Recycle & Purify, Chemical Phase-out, and Collaboration with Suppliers & Partners. The Product Sustainability Team leads our efforts globally on conversion to more recycled resins and other material changes. In 2019, we established a baseline of products that can potentially quickly shift to recycled content and identified a 2025 recycled content target by evaluating the availability and compatibility of recycled material given current constraints and standards, specifically regarding material interactions. These targets can be found on page 9 of the report. Further information about our chemical phase out progress is presented on pages 38. Through our participation in groups like the CE100, New Plastics Economy and WBCSD, we aim to work on this topic with other thought leaders through new regulations, improved testing and product quality or new technologies. In addition, Aptar continues to utilize eco-design principles and life-cycle assessment methodologies to understand and improve on environmental and social impacts. Aptar seeks opportunities to improve our current product offerings. We are proud of the success thus far as it relates to sustainable materials and hope to continue as we work towards a circular plastics economy. In previous years, due to limited harmonization from groups like the Ellen Mac Arthur Foundation, Recyclass, and The Association of Plastics Recyclers (APR), Aptar has reported on recyclability and recycled content progress using a more conservative approach. In recent years, we have observed harmonization initiatives between recycling institutes like APR and Recyclass and additional visibility on future regulation. With this new alignment and additional visibility, Aptar is continuing to report in alignment with Ellen MacArthur Foundation Plastic Packaging reporting guidelines. In our GRI responses below, you will see we have reported applying both our more conservative approach and the harmonized approach. In addition, many of our customers are using the same guidelines to report on recyclability and reusability of plastic packaging, further increasing comparability of progress among companies.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 301: Materials		
301-1	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used;	Aptar's main raw materials for its dispensing solutions is food grade resin material. In 2024, we have used approximately 98% of conventional resin.
301-2	a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	In 2024, Aptar achieved 1.7% recycled resin content for its dispensing solutions for the beauty, personal care, home care, food and beverage markets used for plastic packaging using Ellen MacArthur Foundation Plastic Packaging reporting guidelines. With the more conservative approach, as used in prior years, this would be around 1.5% recycled resin content in all packaging type for the same markets as above.
301-3	a. Percentage of reclaimed products and their packaging materials for each product category. b. How the data for this disclosure have been collected.	Using the bill of materials (BOM), recycled content in resin is identified in our production system. We have a specific PowerBI report using the BOM and the quantities sold on the market to build this KPI. Data are reviewed monthly by the Product Sustainability Team. The process to review data collection and the associated reporting processes were reviewed by Internal Audit.

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

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.	Aptar has an operational eco-efficiency module within our EHStar metrics platform. This module tracks energy, emissions, waste and water metrics throughout our organization. All manufacturing facilities, corporate offices and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to defined procedures and using utility invoices and purchasing records. At least quarterly, the information is reviewed at the corporate level. We have internal targets set at the site and regional levels which support our global sustainability commitments, including our public electricity intensity target and our science-based targets. Energy targets are incorporated into location-specific performance objectives with accountability present at several levels of the business, including those of our Segment Presidents. We have a Global Energy Management Team that identifies our strategy and assists sites in implementing our energy roadmap. We conduct energy audits to identify consumption reduction opportunities, and we have Green Building Guidelines. Our Global Energy Manager, along with the Global Energy Team, Global Sustainability Team, Global Purchasing Team and a few other stakeholders host a quarterly Energy and Emissions Performance review call which all employees are welcome to attend, but is targeted toward operations leaders. During this event, we review our performance progress along our science-based targets as well as share energy/emissions reduction project information. KPIs and custom reports are accessible by internal stakeholders to promote visual performance management. Aptar tracks metrics for all manufacturing facilities, corporate offices, warehouses and joint ventures in which Aptar holds 51 percent or greater ownership. There are a few exceptions regarding our research and development (R&D) labs which support our operations. These R&D labs occupy a small fraction of a larger building that houses occupants from other companies, and the spaces are leased. In these situations, consumption values are minimal compared to Aptar global values, and we cannot currently isolate Aptar performance from the total building. Although EHStar is available and R&D entities are encouraged to use it, we do not require eco-efficiency metrics from these locations. These exceptions include: Next Breath, Baltimore (Maryland), Noble, and Gateway Analytical. 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.
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.	a. Energy intensity is provided **in Table 302-3**. b. When evaluating intensity, our energy metrics are normalized to total production, which we calculate to be the quantity of finished and semi finished products produced. Within our CDP 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. Recognizing the need to reduce actual consumption, we have a public electricity intensity target: "By year-end 2025, Aptar will achieve a 15 percent reduction in electricity intensity (measured as KWH/Total Production) from baseline year 2020." c. Aptar considers total energy consumption to be electricity + fuel sources + natural gas. d. We consider the energy consumption within the organization.
302-4		a. Segments have capital expenditure envelopes to fund energy-saving projects that align to our energy roadmap and Climate Transition Plan. In 2024, we leveraged our Operational Excellence 360 Deep Dive methodology, a co-construction/collaborative effort to identify and initiate energy and emissions saving projects. The site-level steering committee identifies the projects that receive funding. In 2024, identified projects were estimated to reduce over 5 million kWh of energy consumption. Some projects that were implemented include adding high efficiency oil-free air compressors and chillers with newer technology and lower-impact refrigerant. b. Natural gas consumption has been a recent focus topic. In 2024 we achieved a global natural gas reduction compared to 2023 by implementing systems such as heat recovery for air compressors and chillers. c. Our electricity intensity target was introduced after our Science-based targets were validated and therefore the baseline year is different. d. This information is provided in 302-1.

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

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

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 303: Water and Effluents		
Management	The reporting organization shall report how it manages water and effluents using Disclosure 3-3 in GRI 3: Material Topics 2021.	Water is not identified as a critically material indicator by our stakeholders because it is not a key raw material component in our processes. Most of our manufacturing facilities have closed loop water systems. What we return to the ecosystem is often at a better quality than what was drawn, due to these internal closed loop and water treatment processes. We collect withdrawal and discharge water metrics from all sites monthly and report this information annually within the CDP 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. 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.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 303: Water and Effluents		
303-1	a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff). b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used. c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts. d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.	a. Aptar locations report water withdraw and discharge metrics, according to the categories defined within the CDP 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. 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. 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. 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.
303-2	a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving water body was considered.	a. Water management standards are determined in alignment to local operating permits. Additionally, all Aptar sites must implement the Water Management requirement within our Global EHS Management System. i. The EHS Management System also includes requirements that promote the protection of land, groundwater and sewer systems from impacts including, and specific to our industry, accidental resin discharge. Compliance to these local operating permits and the EHS Management System requirements are reviewed as part of our Global EHS Audit Program and the on-site audit includes a tour of the property.

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

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

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

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

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

GRI 304: Biodiversity		
Management	The reporting organization shall report how it manages biodiversity using Disclosure 3-3 in GRI 3: Material Topics 2021.	Our sustainability commitments play an increasingly important role toward the protection of biodiversity. Aptar investigates the environmental impact of our production processes on biodiversity, both terrestrial and freshwater. The use of Life Cycle approaches allows us to quantify impacts from our direct energy consumption (electrical energy, natural gas and fuels oil). The life cycle impact assessment methodology, as included in the LCA tool, allows the identification of environmental impact indicators for the protection of biodiversity. We support the Science Based Target Network (SBTN) in the development of the first technical guidance for businesses setting science-based targets for nature, and focusing on biodiversity topics. We also collaborate in the working group for the Taskforce for Nature-related Financial Disclosures (TNFD) to establish accounting methodology for nature-related risks and opportunities.
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Aptar developed a Nature Positive roadmap based on the the SBTN guidelines and TNFD risks method. The goal of road map is to investigate nature pressures and plan actions considering our operations and upstream value chain engagement.
304-2	Significant impacts of activities, products, and services on biodiversity	Aptar quantified the impact on the terrestrial and freshwater ecosystem due to climate change resulting from the production of electrical energy, fuels and natural gas used in our direct processes. The impact assessment methodology used is ReCiPe (version 2020) and, where possible, the identification of the ecosystem quality is expressed as 'local species loss integrated over time (species year)'. This information can be found in **Table 304-2**. In 2024, Aptar confirmed the sourcing of renewable electrical energy to 97.5% of our total electricity consumption, adding renewables for our site in Bahrain (100% operational control) and corporate offices. In addition, during the reporting year 2024 we continued to follow the Science Based Target Network SBTN - supporting the development of the first technical guidance for business related to the setting of science based targets for nature, and focusing on the biodiversity topics. We have also collaborated within the TNFD working group related to the methodology nature-related risks and opportunities. For the reporting year 2024, Aptar investigated the main nature pressures in compliance with SBTN method. The investigation utilized value chain mapping and our materiality assessment, involving procurement data analysis and a defining risk scoring approach based on TNFD method.
304-3	Habitats protected or restored	Aptar is using the SBTN guidelines mentioned above to develop our biodiversity roadmap. Restoration and/or protection measures will likely be considered within the next phase of the roadmap planning, but have not commenced as of 2024.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	See response above.

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

GRI 305: Emissions		
Management	1.1. The reporting organization shall report how it manages emissions using Disclosure 3-3 in GRI 3: Material Topics 2021. 1.2 When reporting on GHG emissions targets, the reporting organization shall explain whether offsets were used to meet the targets, including the type, amount, criteria or scheme of which the offsets are part.	The information provided in GRI 302 informs our emissions reporting and management. We calculate greenhouse gas emissions according to ISO-14064-1 for Carbon Accounting Practices. For the reporting year 2024 emissions: • We have applied location-based emission factors from the eGRID standards, published in 2024, to our sites in the United States; we have applied location-based emissions factors from International Energy Agency 2024 to our sites (such as operations, sales offices and corporate offices) located in the other regions and countries. • For the sites using renewable electricity, we have considered market-based emission factors from Renewable Energy Certificates and Guarantees of Origin. • We have estimated emissions from refrigerants sources reported by sites as minimal releases from units such as air conditioning systems and chillers. This emissions factor applied is taken from the 5th IPCC Assessment Report of the Greenhouse Gas Protocol. Ozone Depleting Substances are not identified as a critically material indicator by our stakeholders. Nevertheless, we collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information to the global level. Our metrics collection system identifies various types of refrigerants: R22, R407C, R410, R134, R404 and “other.” • As related to Scope 3 emissions, Aptar updated the internal screening and assessment identifying additional categories to the main categories following principles based on the size (significant contributions), influence (emission reduction actions influenced by Aptar) and risk (company’s risks exposure). With this approach, Aptar, in compliance with SBT protocol and GHG Protocol Scope 3 Guidance, is reporting additional Scope 3 categories such as Downstream transportation and distribution, Employee commuting, Processing of sold products, End of Life of sold products and Investments. In compliance with GHG Protocol Scope 2 guidance, we updated our Scope 2 market-based data hierarchy to include the location-based information from sites where suppliers/ utilities market-based emission rates are not available. As of 2022, we are reporting emissions from biogenic fuels and non- Kyoto refrigerants separately. These changes were important as we updated our science-based targets and achieved new validation from SBTi in March of 2023. 1.2 Aptar utilizes European Energy Certificate System (EECS) and Renewable Energy Certificates (RECs). The volume of these are disclosed in **Table 305-1&2.** Aptar does not use carbon offsets.

GRI 305: Emissions		
305-1	a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	a. Please see **GRI-305-1 and Table 305-1&2**. We identified additional sources of renewable electricity coverage and realized a significant reduction on Scope 2 (market-based), contributing to an overall Scope 1 + Scope 2 reduction of 76% from baseline. b. Aptar considers all of these GHGs emissions expressed as CO2 equivalent. c. See **Table 305-1&3**. d. Aptar's baseline is year 2019, as included in our validated science-based target. This baseline includes data from Aptar's operations, sales and corporate offices. e. We used the following sources for emission factors: DEFRA database (version 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). f. Operational control g. Calculations were made according to the standard ISO 14064-1 Quantification and Reporting of Greenhouse Gas Emissions and Removals.
305-2	a. Gross direct (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	a. Please see **GRI-305-1** and **Table 305-1&2**. With confirmation of renewable energy purchases in 2024, we have realized a 93% decrease of Scope 2 market-based GHG emissions as compared to 2019. b. AptarGroup considers all of these GHGs emissions expressed as CO2 equivalent. c. Not applicable d. Aptar's baseline is year 2019, as included in our validated science based target. This baseline includes data from Aptar's operations, sales and corporate offices. e. Aptar calculates greenhouse gas emissions according to the accounting standards ISO 14064-1 for Carbon Accounting Practices. For reporting year 2024 emissions, we have applied location-based emission factors from the eGRID standards, published in 2024,to our sites in the United States. We have applied location-based emission factors from International Energy Agency 2024 to our sites (such as operations, sales offices and corporate offices) located in the other regions and countries. For the sites using renewable electricity we have considered market-based emission factors from Renewable Energy Certificates and Guarantees of Origin f. Operational control g. Calculations were made according to the ISO 14064-1 standards.
305-3	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used.	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 2024 we realized a decrease in this category as compared to baseline. While we realized a decrease in total Scope 3 emissions, three of the four categories included in our science-based target increased relative to our baseline year. The increases are explained as follows: • While waste generated in operations increased year-over-year, the reason for the increase lends a more favorable sustainability impact in the longer term. A customer changed a styrene-based product to a more recyclable material. The management of change process detailed within the contract required the remaining inventory of the former product to be incinerated, thus producing a short term spike in that disposal process within one of our operations. • 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. b. Aptar considered GHGs emissions expressed as CO2 equivalent including CO2 , CH4, N2O, HFCs, PFCs, SF6, NF3 c. Not applicable d. Please see **Table 305-3**. e. The baseline year for our SBTs is 2019. f. Emission factors source is based on both primary data for resins and secondary database DEFRA 2024 and GaBi Professional dataset 2024 for other categories. GWP rates are in compliance with the IPCC AR5 report. g. Scope 3 calculation complies with Corporate Value Chain (Scope 3) Accounting and Reporting Standard and ISO 14064-1 standards for energy data assurance process.
305-4	a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	a. See **Table 305-4.** Respect to baseline year 2019, the intensity value for Scope 1 emissions had increased 3% due to an additional mapping of refrigerants within our operations. Intensity value for Scope 2 market-based decreased 93% due to the increase of renewables sources for the electricity used in our core processes. The intensity value for Scope 3 decreased 9% in part due to the eco-design actions related to use of alternative materials, chemical phase-out, and other light-weighting of our product solutions that optimized the use of raw materials. b. To achieve intensity figures, our environmental energy and emissions data are normalized to total production, which we calculate to be the number of finished and semi finished products and molded components produced. Within our CDP Corporate Questionnaire, we also provide additional views of normalization by revenue and Full Time Equivalents (FTEs). For 2024 data, we completed an uncertainties analysis on our GHG inventory and the overall accuracy for direct and indirect emissions as requested by ISO 14064-1. c. Aptar includes Scope 1, Scope 2 and Scope 3 emissions in our reporting processes and science-based targets. d. Aptar considered GHGs emissions expressed as CO2 equivalent including CO2, CH4, N2O, HFCs, PFCs, SF6, NF3.
305-5	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	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.

GRI 305: Emissions		
305-6	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	Ozone Depleting Substances are not identified as a critically material indicator by our stakeholders. Nevertheless, we collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information to the global level. Our metrics collection system identifies various types of refrigerants: R22, R407C, R410, R134, R404 and "other."
305-7	a. Significant air emissions of nitrogen oxides (NOX), sulfur oxides (SOX), and others.	The emission of nitrogen oxides and sulfur oxides has been considered and calculated as CO2 equivalent.

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

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

TABLE 305-4 INTENSITY GHG EMISSIONS (T CO2 E / TOTAL PRODUCTION (MILLIONS))					
	% VARIANCE 2024 VERSUS 2019	2024	2023	2020	2019
Scope 1 total, natural gas + fuels + refrigerants	-3%	0.255	0.25	0.25	0.264
Scope 2 total, market-based (including RECs)	-93%	0.09	0.07	0.61	1.25
Scope 3 total, other indirect	-9%	4.15	4.26	5.04	4.58
Total Emissions (Scope 1 + Scope 2 market + Scope 3)	-26%	4.51	5.67	5.90	6.08

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

GRI 306: Waste		
Management	The reporting organization shall report how it manages waste using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar has an operational eco-efficiency module within our EHStar metrics platform. This module tracks energy, emissions, waste and water metrics throughout our organization. All manufacturing facilities, corporate offices and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to defined procedures and using utility invoices and purchasing records. At least quarterly, the information is reviewed at the corporate level. We have internal targets for disposal avoidance and landfill free certification set at the site and regional levels. The monthly data collection includes total non-hazardous waste and total hazardous waste to recovery and to disposal treatments. Records specific to each waste stream are maintained at the site level. The waste management module was created in alignment to the protocol of our internal landfill free certification process, which is based on the Zero Waste International Alliance. The module enables sites to track their wastes and to understand disposal avoidance ratios. The module also helps sites that are not yet certified as landfill free, to understand how they are progressing toward certification. Aptar tracks environmental metrics for all manufacturing facilities, sales offices, corporate offices, warehouses and joint ventures in which Aptar holds 51 percent or greater ownership. Sites that are landfill free certified are required to undergo a third-party audit on an annual basis to prove compliance to the program. After a site is certified, the following two years of audits are conducted virtually. In the third year, the site undergoes an onsite audit of their landfill free program. This cycle repeats thereafter. Additionally, we have added a review of the waste data into our third-party data assurance process. In recent verification audits for our Landfill Free Program, we discovered improvement areas for our third-party audit process. As a result in 2024, we have started to instruct auditors to evaluate the LFF ratio based on a rolling twelve month analysis, as we found that in a few instances the auditor made assumptions that the site would reach 90% ratio by year-end. Although we are not a large producer of waste and our landfill avoidance metric continues to improve from year to year.
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	a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations. c. The processes used to collect and monitor waste-related data.	a. Aptar promotes circularity best practices for the waste management, especially for the production scraps in our injection molding processes. We are able to reuse plastic scraps as by-product in the same molding process. Additionally, in our operations, we are able to reuse secondary and tertiary packaging coming from our upstream value chain. For example, sites can easily reuse and/or return 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. b. Aptar's wastes are managed in compliance with national regulations. Waste management processes are reviewed within the annual EHS audit process as well as the Landfill Free certification audits. A review of waste transportation and vendors are included in the auditing process. c. Wastes, both hazardous and non-hazardous, are reported monthly for Aptar operations, within the EHStar system. The reporting process is managed directly from local EHS and supervised by the Global EHS Team.
306-3	a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled.	See **Table 306-4**.
306-4	a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled.	See **Table 306-4**.

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

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

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

GRI 307: Environmental Compliance		
Management	The reporting organization shall report how it manages environmental compliance using Disclosure 3-3 in GRI 3: Material Topics 2021	The Global EHS Organization is made up of a representative from each region, and each region has a team of representatives from each site. Environmental compliance is managed at the site level, in alignment with Aptar's Global EHS Management system. Aptar subscribes to 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. Audited sites are provided an audit report and required to establish corrective actions to close each finding. Status check-in calls are conducted frequently between the Regional EHS leaders and the plant management as findings are closed and tracked. More information about EHS topics can be found in GRI 403.
307-1	a. Significant fines and 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.	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 2024, 484 of our suppliers had been scored by the EcoVadis platform. 87% of our partners' latest scorecard received a score above 50, putting them in the top half of all EcoVadis respondents. We continue to onboard additional suppliers to EcoVadis to increase visibility within our supply chain and assess the performance of our portfolio in key areas, including Scope 3 emissions. In addition, Aptar's Global Purchasing Team is working with suppliers to build improvement roadmaps for addressing Scope 3 emissions within our supply chain. We are also working to develop more automated reporting with our reporting partners, like EcoVadis and Supplier.iO, to streamline the tracking and assessment of responses. We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa) and was last updated in February 2023. In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba provides alerts on more than 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.
308-1	a. Percentage of new suppliers that were screened using environmental criteria.	a. In 2024, based on the last 12 months from latest EcoVadis publish date, we added approximately 2.5% of new suppliers into the program. This represents 12 suppliers of our total list. 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.

GRI 308: Supplier Environmental Assessment		
308-2	a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	a. 299 of our suppliers were assessed for environmental impacts in EcoVadis, at year-end 2024. b. 12 suppliers had a partial or insufficient environment score in EcoVadis, at year-end 2024. 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 2024, 484 of our suppliers had been scored by the EcoVadis platform. 87% of our partners' latest scorecard received a score above 50, putting them in the top half of all EcoVadis respondents for the year.

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 2022-2024. Historical data can be found within our past sustainability reports. Reported data is based on headcount numbers. We believe these figures to be accurate +/- ten percent.
401-2	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for 'significant locations of operation'.	Our reward programs are rooted in the main tenets of our Core Values: trust and respect. We are committed to fair, competitive and equitable compensation that strives to motivate, reward and retain our valuable employees. Our benefit programs are designed to offer market competitive, meaningful assistance to our employees based generally on local and cultural norms. Ultimately, these programs are meant to reward and engage our talented employees to enable us to achieve our strategic priorities and build shareholder value. See pages 21-25 for more details.
401-3	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	We encourage all eligible employees to take parental leave. Due to varying regulatory environments, parental leave policies are aligned with, and in some cases exceed, those regional requirements or best practices. Aptar does not currently track retention rates after parental leave consistently in all regions.

TABLE 401-1: EMPLOYEE NEW HIRE AND TURNOVER RATES

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

GRI 402: Labor/Management Relations		
Management	The reporting organization shall report its management approach for labor/management relations using Disclosure 3-3 in GRI 3: Material Topics 2021.	Notice is given to employees in most regions, in compliance with the local law and/or state-specific agreement.
402-1	a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	a. **Table 402-1** illustrates the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them. The notice period depends on the company seniority and on the level of employment. b. Notice is given to employees in compliance with the local law and/or state-specific agreement and/or the respective collective bargaining agreement (if exists).

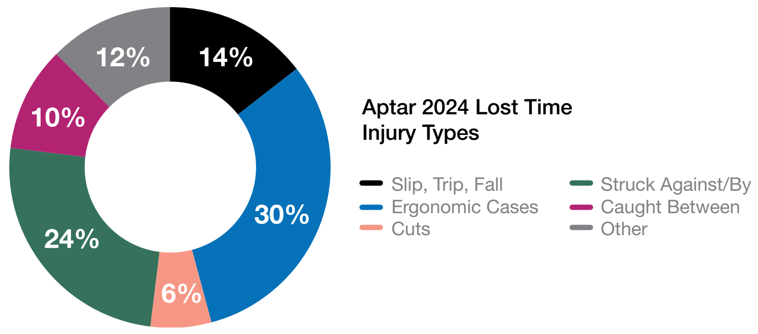
TABLE 402-1: NOTICE GIVEN FOR SIGNIFICANT OPERATIONAL CHANGES

	2024		2023		2022	
Region	Minimum number of weeks' notice	Notice period specified in collective agreements	Minimum number of weeks' notice	Notice period specified in collective agreements	Minimum number of weeks' notice	Notice period specified in collective agreements
EMEA	12-16 weeks	12-16 weeks	12-16 weeks	Collective agreement established by the European Works Council	12-16 weeks	Collective agreement established by the European Works Council
North America	0-8 weeks	0-8 weeks	0-8 weeks	Not applicable	0-8 weeks	Not applicable
China	30 days	30 days	30 days	No	30 days	No
Latin America	30 days	30 days	30 days	No	30 days	No
Southeast Asia & India	4-5 weeks	4-5 weeks	4-5 weeks	No	4-5 weeks	No

GRI 403: Occupational Health and Safety		
Management	The reporting organization shall report its management approach for occupational health and safety using Disclosure 3-3 in GRI 3: Material Topics 2021.	We have a network of global and regional Environmental Health and Safety (EHS) professionals that lead sites through Operational Excellence EHS activity. This activity is coordinated globally by the Global Director, Environmental, Health & Safety (EHS) who reports into the Vice President, Operational Excellence. This organization publishes safety performance packages monthly that include a view of performance at the global level and by segment, region and site. Annually, targets are set for Total Recordable Incident Rate and Lost Time Frequency Rate at the company, region, segment and site level. The monthly safety packages are used to drive progress through various levels of the organization. A safety review call is hosted by the Segment Presidents each month during which the sites that incurred a lost time incident speak about the incident's root cause, EHS Management System compliance and audit results. Among other initiatives, a key focus area for the EHS pillar was to initiate a self assessment process of the Aptar global EHS Management System (EHS MS). This management system sets minimum standard requirements in key areas of safety and environment. As part of the EHS MS, a digital solution is utilized to manage the various aspects of our EHS and operational eco-efficiency topics. Included in the digital tool is incident management, behavior-based safety, audits and inspections and environmental metrics. Aptar utilizes a digital solution for the management and risk assessments pertaining to ergonomics. This new solution assists with the reduction of ergonomic risk reductions and provides a standardized platform for conducting ergonomic assessments globally. Additional digital solutions are planned to further streamline EHS processes. More information on safety can be found on pages 19-20.

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

CHART 403-2c



GRI 403: Occupational Health and Safety		
403-3	a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases.	Our goal at Aptar is to provide a safe workplace and to send every Aptar employee home, each and every day, injury free. In general, employees working in our anodizing facilities in Annecy, France and Jundiai, Brazil are exposed to more hazards in the process as compared to our other facilities, but we have not observed any increase in incidence of illness/diseases as a result of this activity. On a monthly basis, sites with lost time incident occurrences and/or high incident rates are identified. These sites are then required to participate in safety review calls with the plant managers of these sites, the Segment and Regional Business Presidents/Vice Presidents and the Vice President of Operational Excellence. This serves to promote open dialogue, best practice sharing, and to hold ourselves accountable for safety improvements. In an effort to ensure that all Aptar employees are practicing safe behaviors, Aptar has deployed a Behavior Based Safety (BBS) program through our EHS Management System. This program, Mission Engage, involves employees to determine what drives at-risk and safe behaviors. Focus on safety promotes a culture of caring where we demonstrate dedication to ourselves through self accountability as well as to coworkers through team accountability. Increased safety conversations help site leaders target and prioritize key initiatives and process improvement. Aptar sites have also determined top safe and top at risk behaviors through this program.
403-4	a. Whether formal agreements (either local or global) with trade unions cover health and safety. b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.	a. We do not currently have mechanisms in place to be able to report the extent to which formal agreements (either local or global) with trade unions cover health and safety. However, local agreements do include health and safety topics. b. We do not currently have mechanisms in place to track and report the extent, as a percentage, to which various health and safety topics are covered by these agreements.
403-5	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	As a part of the implementation of the EHS Management System, training for specific topics as video modules, was provided as a supplement to the policy documents. This training was tracked at the global and site level for key management, EHS leaders and site-level HR representatives. In addition to this initial global training, Aptar has an online training system (Horizon) that provides sites access to training modules on various EHS topics. EHS-related training is also provided to employees at the site and regional level. These activities are coordinated and tracked locally.
403-6	a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	At the site and regional levels, there are often healthcare services and programs offered to employees. For example, in North America, employees can participate in the Vitality health program, a voluntary health engagement platform that rewards individuals for living a healthy lifestyle. This program offers biometric screenings, wellness incentives and access to health services. In addition, many sites around the globe offer voluntary health promotion programs and services to employees at all levels. However, we currently do not have a standard way to track and report on activity at the global level.
403-7	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	Contractor safety is a part of our EHS Management System. This requirement sets a global standard for the selection and management of purchased service contractors at our sites. Currently this is managed at the site or regional level. All sites must at a minimum meet the global requirement, and where local regulations are more stringent, those may supersede the global standard.

GRI 403: Occupational Health and Safety		
403-8	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	a. As we operate globally, these systems often vary by site and region. However, in addition to Aptar's global EHS Management System, there are Aptar sites certified to the ISO 45001 standard. This Occupational Health and Safety Management Certification provides the framework to identify, control and decrease risks associated with workplace health and safety. A full list of certifications can be found on Aptar.com. b. All workers are included. c. Aptar's EHS Management System is an aggregation of the most strict standards from the countries where we operate. (i.e. OSHA, EPA).
403-9	a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. c. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls. e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked. f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	a-c. **See Table 403-9.** Safe working environment for our employees is a top priority. We also celebrate a continued trend of decreasing injury rates with an ambition of zero injuries. A snapshot of the last three years shows that our work-related fatality rate is zero. d. See pages 19-20. e. The rates have been calculated based on 200,000 hours worked. f. All workers are included. g. Aptar's EHS Management System is an aggregation of the most strict standards from the countries where we operate. (i.e. OSHA, EPA).

GRI Index

Circularity

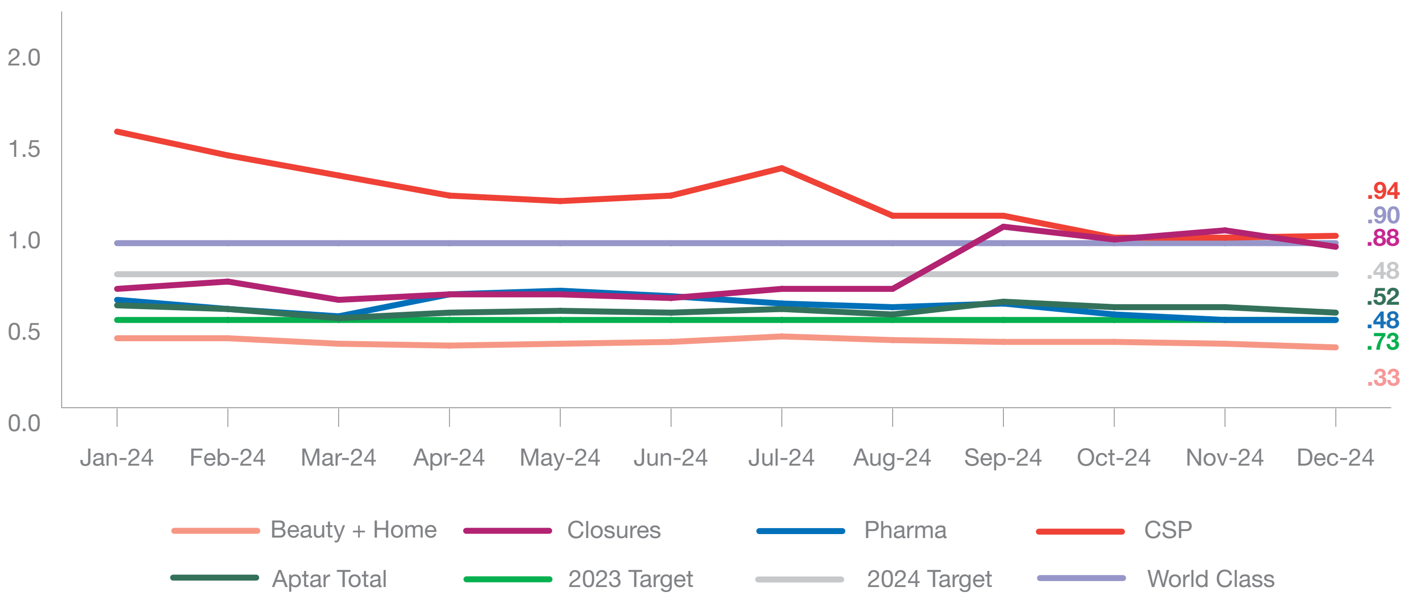
Collaboration

Care

Introduction

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

CHART 403-2a



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

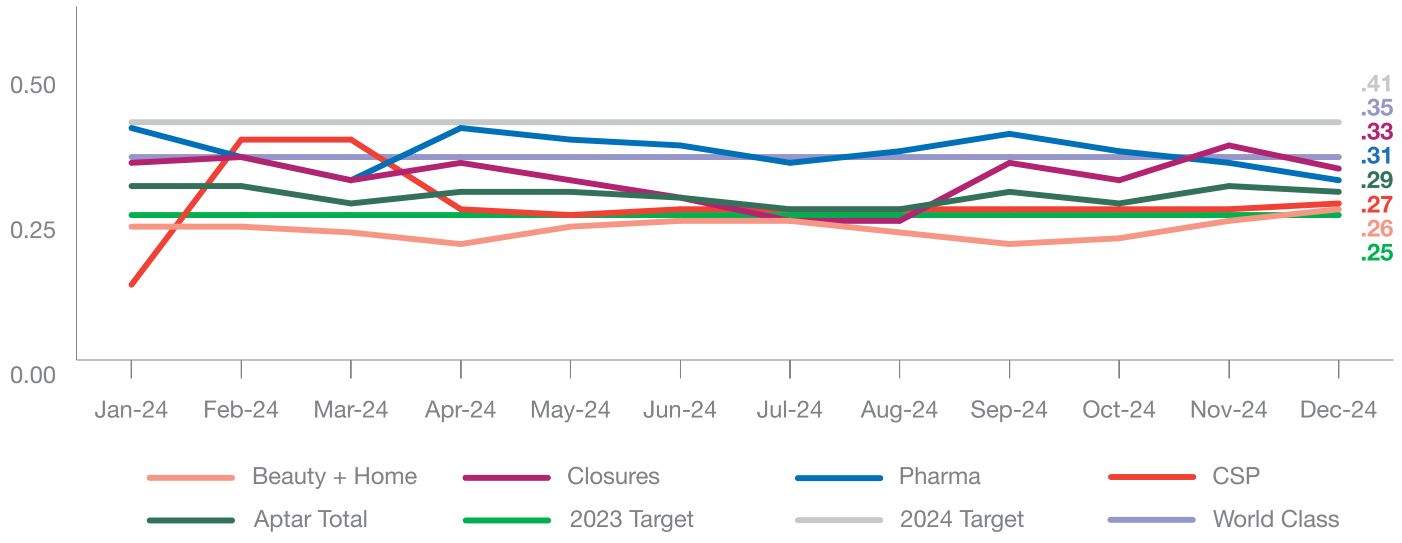
TABLE 403-2a: TOTAL RECORDABLE INCIDENT RATE (TRIR)

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

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

		% CHANGE 2023 TO 2024	2024	2023	2022
Beauty		Increase	0.26	0.21	0.40
	EMEA	Increase	0.43	0.39	0.48
	LATAM	Increase	0.11	0.00	0.23
	North America	Increase	0.32	0.14	1.00
	Northeast Asia	Same	0.00	0.00	0.00
	Southeast Asia	Same	0.00	0.00	0.00
Corporate & Others		Same	0.00	0.00	0.00
	EMEA	Same	0.00	0.00	0.00
	North America	Same	0.00	0.00	0.00
Closures		-3%	0.33	0.34	0.13
	EMEA	-26%	0.32	0.43	0.29
	LATAM	Increase	0.31	0.25	–
	North America	Increase	0.50	0.39	0.00
	Northeast Asia	-100%	0.00	0.23	0.00
Pharma		-28%	0.31	0.43	0.59
	EMEA	-12%	0.38	0.43	0.66
	North America	-100%	0.00	0.23	0.00
	Northeast Asia	-66%	0.21	0.61	2.21
	Southeast Asia	Same	0.00	0.00	2.21
CSP		Increase	0.27	0.25	0.53
	EMEA	Increase	0.78	0.00	1.32
	North America	-45%	0.16	0.29	0.33
Aptar Total		4%	0.29	0.28	0.43

CHART 403-2b



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

GRI 404: Training and Education		
Management	The reporting organization shall report its management approach for training and education using Disclosure 3-3 in GRI 3: Material Topics 2021.	At Aptar, we recognize that continuous learning is 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. 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. 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 (IE&B) in learning are integral to our culture, and we are increasingly offering self-created learning resources. All content is available on Horizon in multiple languages. 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. 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. 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. 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. 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. 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.

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 2024 mainly utilizing our learning platform database. Historical information can be found within our previous sustainability reports.
404-2	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	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. 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. 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. 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.
404-3	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	We use a digital software solution for managing objectives, performance appraisals and formal succession planning. This software, SAP SuccessFactors, allows to tracking of annual objectives,facilitates the annual performance review process and tracks other employee level data.

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

GRI 405: Diversity and Equal Opportunity		
Management	The reporting organization shall report its management approach for diversity and equal opportunity using Disclosure 3-3 in GRI 3: Material Topics 2021.	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. 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. In addition, 2024 was a year of continuous foundational development and growth for our Employee Resource Groups: • ALIGN, championing the development and upward progression of women across all regions/countries • BOLD, the Black Organization for Leadership, Diversity & Development, supporting our Black/African-America and African descent employees and • ARC, the Aptar Rainbow Community supporting our LGBTQ+ community and its allies. • ABLE, Aptar for Better Living and Empowerment to support accessibility, career development, and community engagement for all employees, 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.
405-1	The reporting organization shall report the following information: a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	b. Employee breakdown per employee category by gender can be found in **Table 405-1**. As it is ever-changing, the data presented in the table is a snapshot as of year-end 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 Employment 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.

TABLE 405-1a: GOVERNANCE BODY DIVERSITY

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

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

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

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

		2023										
		Gender					Age					
GRI REQUEST	APTAR CATEGORIES	Total	Male (#/%)		Female (#/%)		<30 (#/%)		30-50 (#/%)		>50 (#/%)	
	b. Employees	#	#	%	#	%	#	%	#	%	#	%
Vice President and above***	Vice President and above***	114	85	74.6	29	25.4	0	0	47	41.2	67	58.8
Management & Professionals	Management & Professionals	3,308	2,045	61.8	1,263	38.2	341	10.3	2,043	61.8	924	27.9
Non M&P - Unlimited Term Contract	Non M&P - Unlimited Term Contract	9,251	5,873	63.5	3,378	36.5	1,251	13.5	5,360	57.9	2,640	28.5
Non M&P - Fixed Term Contract	Non M&P - Fixed Term Contract	1,069	641	60	428	40	651	60.9	366	34.2	52	4.9
Temporary	Temporary	2,151	NO DATA				NO DATA					

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

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

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

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

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

	2023								
	U.S. Total Employees (#)	"Percentage of U.S. Total (%)	Percentage of U.S. Total That are Female (%)	Senior Management*			Workforce		
U.S. ETHNICITY (COUNT)				Total	Male	Female	Total	Male	Female
American Indian/ Alaska Native	10	0.4%	0.2%	1	—	1	9	6	3
Asian	111	4.6%	1.7%	5	3	2	106	66	40
Black or African American	403	16.6%	7.4%	1	—	1	402	222	180
Hispanic or Latino	283	11.6%	5.5%	2	1	1	281	148	133
Native Hawaiian Or Pacific Islander	—	—%	—%	—	—	—	—	—	—
White	1,481	60.8%	22.0%	41	27	14	1,440	919	521
Two or More Races	17	0.7%	0.1%	0	—	—	17	14	3
Other	130	5.3%	2.2%	0	—	—	130	77	53
U.S. Total	2,435	—%	39.0%	50	31	19	2,385	1,452	933

TABLE 405-1b: EMPLOYEE DIVERSITY (U.S. EMPLOYEES)									
	2022								
	U.S. Total Employees (#)	"Percentage of U.S. Total (%)	Percentage of U.S. Total That are Female (%)	Senior Management*			Workforce		
U.S. ETHNICITY (COUNT)				Total	Male	Female	Total	Male	Female
American Indian/ Alaska Native	9	0	0.2	1		1	8	5	3
Asian	107	4	1.7	5	3	2	102	60	42
Black or African American	400	16	7.1	1		1	399	219	180
Hispanic or Latino	321	13	5.8	0	0	0	321	174	147
Native Hawaiian Or Pacific Islander	1	0	0	0	0	0	1	1	
White	1,505	59	21.3	37	27	10	1,468	935	533
Two or More Races	13	1	0	0	0	0	13	12	1
Other	189	7	2.9	8	6	2	181	110	71
U.S. Total	2,545	—	39	52	36	16	2,493	1,516	977

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

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

GRI 407: Freedom of Association and Collective Bargaining		
Management	The reporting organization shall report its management approach for freedom of association and collective bargaining using Disclosure 3-3 in GRI 3: Material Topics 2021.	Freedom of association and collective bargaining at Aptar are recognized as lawful employee rights. We comply with employment and applicable laws of every country in which we operate.
407-1	a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	a. Aptar did not receive any substantiated complaints concerning discrimination b.i. Not applicable ii. Not applicable iii. Not applicable iv. Not applicable

GRI 408: Child Labor		
Management	The reporting organization shall report its management approach for child labor using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar complies with the International Labor Organization standards (Convention No.138). We are committed to ensuring that child labor is not taking place in our company, as child labor deprives children of their childhood, their potential and their dignity and can be harmful to their physical and mental development.
408-1	a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	Due to the nature of our business and industry, the risk of incidents of child labor are low. Within our Modern Slavery Policy within the Aptar Code of Conduct, it is detailed that "the Company is committed to a work environment that is free from Human Trafficking, Forced and Compulsory Labor and Child Labor". Within our Sustainable Purchasing Charter, it is detailed that Aptar expects our suppliers to "Not employ child labor or allow any form of exploitation of children, i.e.: • Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education; • Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees". Child labor is not tolerated by our company, and we similarly expect that our suppliers prohibit this conduct. Aptar takes these prohibitions seriously and may impose significant penalties for violations of these rules, which could result in discharge of employees, subcontractors, or agents. Employees having knowledge of such violations must report them immediately. Aptar is committed to cooperation with law enforcement or government authorities relating to violations of these rules.

GRI 409: Forced or Compulsory Labor		
Management	The reporting organization shall report its management approach for forced or compulsory labor using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar is committed to respecting and promoting human rights everywhere in the world. We have signed the United Nations Global Compact in 2020, which is a step further towards responsible business practices and principles and strategic actions to advance broader societal goals derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. Aptar prohibits the use of forced labor, child labor, human trafficking and modern day slavery. We are committed to wider efforts to prohibit and eliminate such practices from our global supply chains by communicating our policy to all suppliers and taking all reasonable action to ensure compliance. Aptar sites are annually audited by Sedex organization leading world's ethical trade service, and by suppliers as detailed within our Sustainable Purchasing Charter. Aptar takes these prohibitions seriously and may impose significant penalties for violations of these rules, which could result in discharge of employees, subcontractors, or agents. Employees having knowledge of such violations must report them immediately. Aptar is committed to cooperation with law enforcement or government authorities relating to violations of these rules.
409-1	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	Due to the nature of our business and industry, the risk of incidents of forced or compulsory labor are low. Within our Modern Slavery Policy under the Aptar's Code of Conduct, it is detailed that "the Company is committed to a work environment that is free from Human Trafficking, Forced and Compulsory Labor and Child Labor". Within our Sustainable Purchasing Charter, it is detailed that Aptar expects our suppliers to "Not employ child labor or allow any form of exploitation of children, i.e.: • Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education; • Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees." In 2021, Aptar also released a new Human Rights Policy to further address these areas.

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

GRI 411: Rights of Indigenous Peoples		
Management	The reporting organization shall report how it manages rights of indigenous peoples using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar is committed to respecting and promoting human rights everywhere in the world. We have signed the United Nations Global Compact in 2020, which is a step further towards responsible business practices and principles and strategic actions to advance broader societal goals derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.
411-1	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	There were no incidents or violations involving the rights of indigenous people during 2024.

GRI 413: Local Communities		
Management	The reporting organization shall report its management approach for local communities using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar recognizes the importance of social responsibility within our local communities and beyond. Aptar has developed a three-tiered approach to community involvement: • AptarGroup Inc. Charitable Foundation • Global Charitable Giving • Employee Volunteerism The AptarGroup Charitable Foundation was established to provide funding and support for charitable organizations. At a regional, country and local level, Aptar sites and employees are encouraged to give back to their communities through donations and volunteering. Much of this activity is coordinated by local Human Resources Teams at our Aptar locations. Through the Corporate Grant Program and the Employee Matching Gift Program, the Foundation supports eligible 501(c)(3) organizations in the fields of Health and Human Services, Higher Education and Culture and the Arts. On a bi-annual basis, the Foundation Board carefully reviews and selects eligible organizations for grant funding, concentrating on Health and Human Service agencies located where our employees live and work. The Matching Gift Program supports eligible organizations who receive donations by our employees with a two for one match. The donations through the Foundation are restricted to U.S. organizations, based on the U.S. IRS tax-exempt status of the Foundation. The AptarGroup Charitable Foundation also sponsors the Ervin J. LeCoque Leadership Scholarship Program, designed to provide financial assistance for higher education to sons and daughters of AptarGroup North America employees. The scholarship program is administered by Scholarship Management Services®, a division of Scholarship America®. Offering these opportunities is a way for the AptarGroup Charitable Foundation to identify talented future leaders among the children of its employees and help them achieve their goals. In addition, Aptar has partnered with CARE®, a 501(c) organization who works around the globe to save lives, defeat poverty and achieve social justice. CARE's mission aligns with our purpose, values and mission to further 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. 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**.

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
2024	$444,609
2023	$442,067
2022	$504,632
TOTAL	$1,391,308

GRI 414: Supplier Social Assessment		
Management	The reporting organization shall report how it manages supplier social assessment using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we entered a partnership with EcoVadis end of 2020 to advance our supplier screening capabilities. We have a Sustainable Purchasing Charter which is referenced in Aptar's general terms and conditions of purchase, as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa). In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba provides alerts on more than 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks. In 2023, Aptar's Purchasing Committee worked to build supplier sustainability roadmaps for four key categories (energy, resin, metal and transportation). Finally, as part of the Business Review process set-up at Purchasing level, a yearly meeting with strategic suppliers, the sustainability criteria are mandatory to be reviewed, including the supplier's EcoVadis score and its improvement areas. Aptar also has a Supplier Diversity Program. In 2024, we continued to develop our Supplier Diversity Program and expanded our diverse supplier pool through engagement with local organizations. Using EcoVadis as the main source for our vendors to report DEI metrics, we consider vendors identified as "Intermediate," "Advanced" and "Leader" based on their DEI maturity. Last year, 216 suppliers were rated in these three categories, and their spend represents 59.15% of all spend with suppliers assessed by EcoVadis in 2024. Progress towards this program can be found in the **Table 414**. Please note: Since 2024, Aptar follows the standard EcoVadis methodology for DEI metrics, which the platform uses to assess vendors on five categories of maturity: "Insufficient," "Beginner," "Intermediate," "Advanced," and "Leader." Due to this change, we consider the higher-level categories ("Intermediate," "Advanced" and "Leader") for the 10-year goal.

GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria.	In 2020 Aptar entered a partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process. Based on EcoVadis data, we are assessing the supplier portfolio performance on key EHS domains: conflict minerals, energy consumption & GHGs, diversity & inclusion activity, employee safety & working conditions, corruption & human rights, sustainable procurement. As part of the Business Review process, a yearly meeting with our strategic suppliers, the sustainability criteria are mandatory to be reviewed, including the supplier's EcoVadis score and its improvement areas. As of December 2024, 484 of our suppliers had been scored by the EcoVadis platform. 87% of our partners' latest scorecard received a score above 50, putting them in the top half of all EcoVadis respondents for the year. In addition, vendors with higher DEI maturity (Intermediate, Advanced, and Leader) account for 59% of the total spending with Aptar's suppliers assessed by EcoVadis in 2024. In 2024, we continued to develop our Supplier Diversity program. To continue progress in 2025, we are working to identify what strategies have been most impactful in attracting bids from IE&B suppliers. Additionally, we are creating a community of regional and segment specific IE&B purchasing ambassadors within Aptar and recruiting a new ESG manager. They will meet periodically to share strategies and initiatives for achieving diverse purchasing objectives. In 2025, Aptar intends to to launch a new campaign with EcoVadis to bring more diverse suppliers onto the platform, and we plan to align our goals for supplier diversity with new CSRD requirements. In 2024, 216 suppliers are rated "Leaders" or "Advanced" or "Intermediate" in DEI maturity scoring proposed by EcoVadis which represent less than 20% of the Aptar's total spend.
414-2	Negative social impacts in the supply chain and actions taken.	Aptar periodically audits suppliers on environmental, energy, sustainability, and safety topics through a combination of on-site, remote and self audits. These audits are in addition to scheduled quality audits. Additionally, through the EcoVadis program, data on social and environmental topics are collected from our key suppliers. In the coming years, we are looking to develop a more robust, harmonized, program with additional metrics for reporting within our supply chain. In 2024, the team evaluated specific tools to help track supplier ethical and social compliance, focusing on labor rights, health & safety, and environmental impact. Each category managers has plans to monitor the performance of their suppliers.

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

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

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

GRI 416: Customer Health and Safety		
Management	The reporting organization shall report how it manages customer health and safety using Disclosure 3-3 in GRI 3: Material Topics 2021.	Due to the highly regulated nature of our industry, Aptar products are subject to strict compliance checks (compositional screening, risk assessment, regulatory conformity controls, etc.). The goal is to protect workers, consumers and the environment. Aptar aims to use the safest materials. The company is involved at various levels in strategically relevant forums related to this topic. Aptar is aligned with industry, consumer, NGO and legislative awareness of chemicals of concern. Customers increasingly have standards for the use of certain chemicals to be followed by their suppliers. Aptar works closely with all stakeholders to maintain high standards and set shared priorities.
416-1	Assessment of the health and safety impacts of product and service categories.	Over the past few years, Aptar has taken a range of significant actions to eliminate chemicals of concern within its product lines. Aptar products are assessed for health and safety impacts and improvement. Defined KPIs are currently in place to monitor these actions. Our products go through rigorous regulatory, safety and quality gateways throughout development, manufacturing and post-market. This ensures that they consistently meet our high safety and quality standards.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	Aptar experienced no significant incidents of non-compliance concerning the health and safety impacts of products during the reporting year. All these events are monitored on the basis of ensuring full compliance. The intensive cooperation between our Regulatory organization along with the Purchasing and Sales organizations ensure that no violations or complaints arise in connection with health and safety impacts. Legislative changes are closely monitored and promptly implemented using a proactive approach. All customer complaints are carefully reviewed. If necessary, corrective measures are taken and their execution is carefully monitored. As a result of these efforts, Aptar is not aware of any cases in 2024 in which it has been accused of not having acted essentially in compliance with laws, regulations, and voluntary codes of practice. As such, Aptar did not have to pay any substantial fines or nonmonetary penalties for non-compliance with laws and regulations.

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

GRI 418: Customer Privacy		
Management	The reporting organization shall report how it manages customer privacy using Disclosure 3-3 in GRI 3: Material Topics 2021.	Aptar is mindful of the protection of the privacy of each Internet user and complies with data protection laws and considers it essential to inform user(s) in a clear and transparent way about the use of cookies while browsing on the Aptar's website. Further information on privacy topics can be found within Aptar's General Terms and Conditions of Use, Privacy and Cookies Policy on Aptar. com (Latest updated in April 2022). Since 2022, Aptar has entered into partnership with CyberVadis, a third-party supplier assessment organization for cybersecurity, to monitor, manage and report our cybersecurity for our customers.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no material incidents concerning privacy breaches or a loss of customer data during the reporting year.

Appendix

EMPLOYEE CATEGORY DEFINITIONS

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

APTAR'S USE OF THE TERM CONVENTIONAL VERSUS VIRGIN:

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

Aptar