



AptarGroup, Inc.




ATR NYSE

Non-Paper Containers / Packaging

Market Capitalization USD:

\$2,982.88 mm

CONCERN LEVEL: AVERAGE

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
- 7 The company's dilution from equity incentives is 10 percent or less. 
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket. 

CEO: Stephen J. Hagge

Age: 60

CEO Since: 2011

	2009	2010	2011
Base Salary	\$800,000	\$825,000	\$925,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$344,000	\$726,000	\$767,750
Benefits and Perquisites	\$46,961	\$51,497	\$23,731
TOTAL ANNUAL COMPENSATION	\$1,190,961	\$1,602,497	\$1,716,481
Increase in Post-Retirement Benefits	\$0	\$64,051	\$1,295,938
Stock Option Awards	\$1,048,190	\$1,312,740	\$1,624,480
Stock Awards	\$0	\$162,315	\$0
TOTAL COMPENSATION	\$2,239,151	\$3,141,603	\$4,636,899
Median of Other Named Executive Officers Total Compensation	\$1,121,252	\$1,506,066	\$1,796,300
Value Realized on Exercise of Stock Option	\$0	\$4,853,960	\$5,147,100
Value Realized on Vesting of Stock	\$0	\$0	\$72,360
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$4,853,960	\$5,219,460

Proxy Date: 20 Mar 2012

Annual Meeting Date: 2 May 2012

Equity Reserves: 20.05%

Stock Option Run Rate: 2.06%

AptarGroup, Inc.

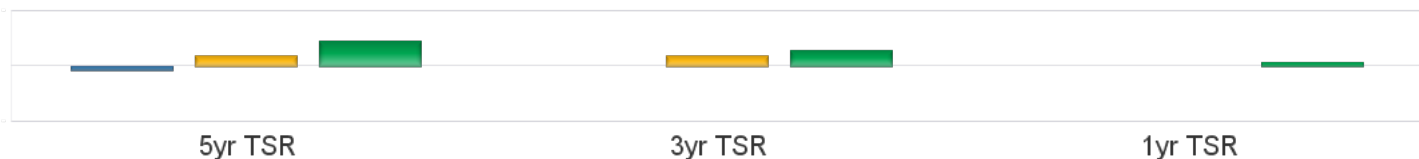
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Performance Comparison

■ S&P500 ■ Industry ■ ATR



Peer Comparisons (TRBC) =Non-Paper Containers / Packaging

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ATR	AptarGroup, Inc.	\$2,239,151	\$3,141,603	\$4,636,899	\$2,982,876,460
BLL	Ball Corporation	\$9,615,275	\$10,469,602	\$8,191,548	\$5,073,375,626
CCK	Crown Holdings, Inc.	\$15,659,135	\$13,702,097	\$15,490,326	\$4,626,273,388
SON	Sonoco Products Company	\$8,717,164	\$7,760,606	\$6,262,822	\$2,820,056,175
SEE	Sealed Air Corporation	\$7,512,570	\$4,940,082		\$2,675,516,318
SLGN	Silgan Holdings Inc.	\$2,751,469	\$1,762,028		\$2,576,882,464
OI	Owens-Illinois, Inc.	\$8,762,311	\$7,791,521		\$2,476,645,234

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

AEP Industries Inc., Bemis Company, Inc., Boise Inc., Buckeye Technologies Inc., Graphic Packaging Holding Company., Greif, Inc., MeadWestvaco Corporation., Owens-Illinois, Inc., Packaging Corp. Of America., Rock_tenn Co., Sealed Air Corporation, Solgan Holdings Inc., Sonoco Products Co., Temple-Inland Inc., West Pharmaceutical Services, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Alain Chevassus	Member	67	Male	11	Outside Related
Kind W. Harris	Member	68	Male	19	Outside Related
Leo A. Guthart	Member	74	Male	19	Outside Related

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