



AGCO Corporation



AGCO NYSE

Construction / Agricultural Machinery

Market Capitalization USD:

\$3,335.06 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: Martin Richenhagen

Age: 59

CEO Since: 2004

	2009	2010	2011
Base Salary	\$1,054,000	\$1,093,525	\$1,148,201
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$2,132,374	\$2,124,058
Benefits and Perquisites	\$102,386	\$58,485	\$93,037
TOTAL ANNUAL COMPENSATION	\$1,156,386	\$3,284,384	\$3,365,296
Increase in Post-Retirement Benefits	\$948,352	\$1,372,256	\$1,389,342
Stock Option Awards	\$863,940	\$805,305	\$960,925
Stock Awards	\$2,885,025	\$2,692,000	\$4,370,520
TOTAL COMPENSATION	\$5,853,703	\$8,153,945	\$10,086,083
Median of Other Named Executive Officers Total Compensation	\$1,142,681	\$1,823,244	\$2,534,672
Value Realized on Exercise of Stock Option	\$0	\$0	\$1,236,375
Value Realized on Vesting of Stock	\$6,507,500	\$2,333,260	\$1,469,546
TOTAL REALIZED EQUITY COMPENSATION	\$6,507,500	\$2,333,260	\$2,705,921

Proxy Date: 26 Mar 2012

Annual Meeting Date: 26 Apr 2012

Equity Reserves: 8.69%

Stock Option Run Rate: 0.17%

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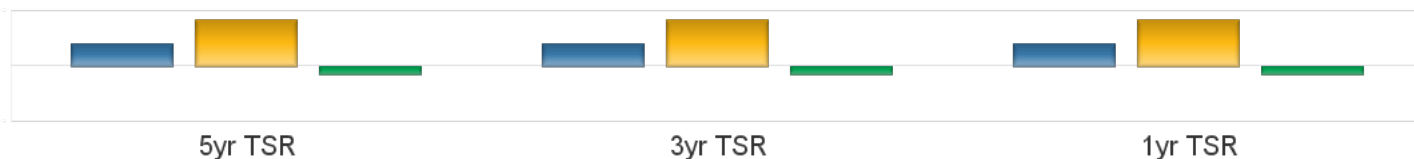
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ AGCO



Peer Comparisons (TRBC) =Construction / Agricultural Machinery

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
AGCO	AGCO Corporation	\$5,853,703	\$8,153,945	\$10,086,083	\$3,335,063,900
JOY	Joy Global Inc.	\$5,523,176	\$5,640,073	\$7,103,007	\$6,555,940,941
WAB	Westinghouse Air Brake Technologies	\$3,514,072	\$5,020,132		\$2,550,973,640
NAV	Navistar International Corporation	\$8,181,126	\$10,382,469	\$15,167,755	\$2,330,990,541
TTC	Toro Company (The)	\$2,077,470	\$4,499,973	\$4,873,399	\$1,510,744,577
OSK	Oshkosh Corporation	\$5,740,015	\$4,119,384		\$1,435,196,589
TEX	Terex Corporation	\$4,699,980	\$7,900,130		\$1,124,496,000

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

Cooper Industries, Ltd., Ingersoll-Rand Company Limited, Stanley Black & Decker, Cummins, Inc., Navistar International Corporation, Terex Corporation, Danaher Corporation, Oshkosh Corporation, Textron Inc., Dover Corporation, PACCAR Inc., The Manitowoc Company Inc., Eaton Corporation, Parker Hannifin Corporation, The Timken Company, Flowserve Corporation, Rockwell Automation, Illinois Tool Works Inc., SPX Corporation.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Gerald L. Shaheen	Chairman	67	Male	7	Outside
Daniel C. Ustian	Member	61	Male	1	Outside
George E. Minnich	Member	62	Male	4	Outside
Luiz Fernando Furlán	Member	65	Male	2	Outside
Tom W. LaSorda	Member	56	Male	3	Outside

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