



Cooper Industries plc

CBE NYSE

Electrical Components / Equipment

Market Capitalization USD:

\$7,604.00 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: Kirk S. Hachigian

Age: 52

CEO Since: 2005

	2009	2010	2011
Base Salary	\$1,200,000	\$1,200,000	\$1,266,667
Discretionary Bonus	\$270,400	\$1,000,500	\$0
Annual Cash Incentive	\$2,279,600	\$2,999,500	\$3,800,000
Benefits and Perquisites	\$1,080,768	\$1,277,938	\$1,149,536
TOTAL ANNUAL COMPENSATION	\$4,830,768	\$6,477,938	\$6,216,203
Increase in Post-Retirement Benefits	\$3,191	\$4,805	\$11,994
Stock Option Awards	\$2,856,767	\$3,246,687	\$4,822,121
Stock Awards	\$3,065,518	\$15,347,083	\$10,078,354
TOTAL COMPENSATION	\$10,756,244	\$25,076,513	\$21,128,672
Median of Other Named Executive Officers Total Compensation	\$1,819,975	\$3,162,870	\$3,920,623
Value Realized on Exercise of Stock Option	\$5,523,926	\$3,901,975	\$5,079,743
Value Realized on Vesting of Stock	\$4,391,280	\$3,713,551	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$9,915,206	\$7,615,526	\$5,079,743

Proxy Date: 13 Mar 2012

Annual Meeting Date: 23 Apr 2012

Equity Reserves: 12.61%

Stock Option Run Rate: 1.12%

Cooper Industries plc

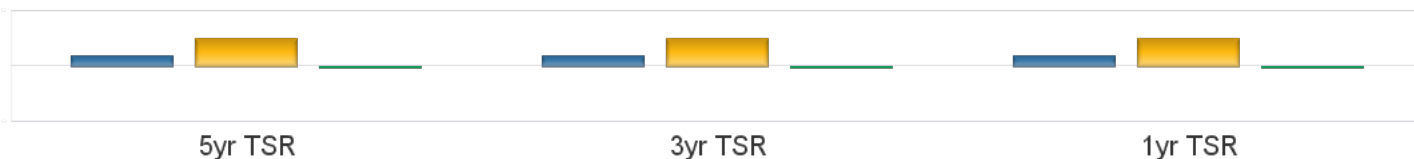
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ CBE



Peer Comparisons (TRBC) =Electrical Components / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CBE	Cooper Industries plc	\$10,756,244	\$25,076,513	\$21,128,672	\$7,604,003,961
GLW	Corning Incorporated	\$12,050,391	\$11,365,688	\$10,333,532	\$19,419,076,213
TEL	TE Connectivity Ltd.	\$5,973,612	\$10,895,684	\$9,700,046	\$12,195,616,127
A	Agilent Technologies, Inc.	\$7,570,516	\$10,442,447	\$10,252,265	\$10,862,631,312
APH	Amphenol Corporation	\$6,101,279	\$6,932,325		\$6,927,559,510
ENR	Energizer Holdings, Inc.	\$8,526,945	\$6,916,433	\$6,513,176	\$4,568,700,291
ARW	Arrow Electronics, Inc.	\$5,063,453	\$6,354,647		\$3,192,432,651

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

Comprised of twenty-three companies from the S&P Industrial Group Index and the Dow Jones Electrical Index that have a similar talent base, operating models and end-markets. The median revenues and market capitalization of the companies in this peer group are also comparable to Cooper. In addition to this peer group, Cooper benchmarks its executive compensation using general industry market data extracted from the Towers Watson Executive Compensation Data Bank and the Frederic W. Cook Survey of Long-Term Incentives. The benchmark compensation analyses make use of both general industry and peer group data extracted from these surveys, which is used to determine competitive compensation estimates by size-adjusting to Cooper revenues.

Performance Peer Group

10% of 2010 performance shares are tied to TSR performance against the following peer group: Acuity; Danaher; Dover; Eaton; Emerson; Hubbell; Illinois Tool Works; Snap-On; Ingersoll-Rand; Newell Rubbermaid; Parker-Hannifin; Pentair; Stanley Works; SPX; Thomas & Betts. For performance share cycles beginning in 2012, management has recommended and the Board has approved changing the financial performance peer group to the independently determined S&P Capital Goods Index.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Ivor J. Evans	Chairman	69	Male	9	Outside
Dan F. Smith	Member	65	Male	14	Outside Related
Gerald B. Smith	Member	61	Male	12	Outside Related
Linda A. Hill	Member	55	Female	18	Outside Related
Mark S. Thompson	Member	55	Male	5	Outside