



**Affymetrix, Inc.**





**AFFX NASDAQ**

**Biotechnology**

Market Capitalization USD:

**\$344.79 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: Frank Witney**

**Age: 58**

**CEO Since: 2011**

	2009	2010	2011
<b>Base Salary</b>	\$695,577	\$675,000	\$248,077
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$380,000	\$0	\$0
<b>Benefits and Perquisites</b>	\$9,950	\$15,604	\$1,548
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$1,085,527</b>	<b>\$690,604</b>	<b>\$249,625</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$1,009,355	\$157,918	\$1,081,110
<b>Stock Awards</b>	\$730,500	\$54,860	\$1,409,100
<b>TOTAL COMPENSATION</b>	<b>\$2,825,382</b>	<b>\$903,382</b>	<b>\$2,739,835</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$852,234	\$801,942	\$1,216,479
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$128,170	\$353,560	\$0
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$128,170</b>	<b>\$353,560</b>	<b>\$0</b>

**Proxy Date:** 30 Mar 2012

**Annual Meeting Date:** 11 May 2012

**Equity Reserves:** 31.53%

**Stock Option Run Rate:** 2.77%

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## Performance Comparison

■ S&P500 ■ Industry ■ AFFX



## Peer Comparisons (TRBC) =Biotechnology

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
AFFX	Affymetrix, Inc.	\$2,825,382	\$903,382	\$2,739,835	\$344,793,948
IMGN	ImmunoGen, Inc.	\$1,910,750	\$1,643,791		\$837,127,594
PCYC	Pharmacyclics, Inc.	\$0			\$809,178,601
ACOR	Acorda Therapeutics, Inc.	\$2,110,018	\$9,556,851		\$791,567,312
PDLI	PDL BioPharma, Inc.	\$1,078,572	\$1,701,013		\$775,859,802
EXEL	Exelixis, Inc.	\$4,554,083	\$686,143		\$704,200,153
ISIS	Isis Pharmaceuticals, Inc.	\$2,128,436	\$1,749,841		\$675,700,786

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

Abaxis, Inc., Accelrys, Inc., Accuray Incorporated, Celera Corporation, Cepheid, Coherent Inc., Dionex Corporation, Genomic Health, Inc., Genoptix, Inc., Gen-Probe Incorporated, Immucor, Inc., Luminex Corporation, Myriad Genetics, Inc., Nordion Inc., Pacific Biosciences of California, Inc.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Jami K. Nachtsheim	Chairman	53	Female	2	Outside
Garv S. Guthart	Member	46	Male	3	Outside
Nelson C. Chan	Member	50	Male	2	Outside

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