




**Human Genome Sciences, Inc.****HGSI NASDAQ****Biotechnology**

Market Capitalization USD:

**\$2,401.94 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: H. Thomas Watkins****Age: 59****CEO Since: 2004**

	2009	2010	2011
<b>Base Salary</b>	\$700,000	\$716,923	\$736,923
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$1,050,000	\$550,000	\$200,000
<b>Benefits and Perquisites</b>	\$30,501	\$150,225	\$32,320
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$1,780,501</b>	<b>\$1,417,148</b>	<b>\$969,243</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$131,100	\$8,438,175	\$6,087,080
<b>Stock Awards</b>	\$0	\$0	\$0
<b>TOTAL COMPENSATION</b>	<b>\$1,911,601</b>	<b>\$9,855,323</b>	<b>\$7,056,323</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$946,841	\$3,853,121	\$2,434,042
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$0	\$0	\$0
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Proxy Date: 30 Mar 2012

Annual Meeting Date: 16 May 2012

Equity Reserves: 15.84%

Stock Option Run Rate: 2.21%

# Human Genome Sciences, Inc.

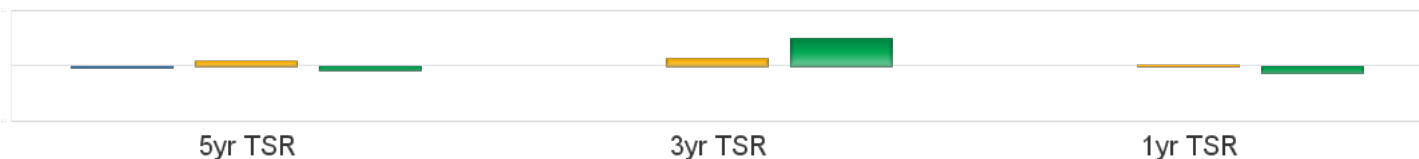
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## Performance Comparison

■ S&P500 ■ Industry ■ HGSI



## Peer Comparisons (TRBC) =Biotechnology

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HGSI	Human Genome Sciences, Inc.	\$1,911,601	\$9,855,323	\$7,056,323	\$2,401,935,891
LIFE	Life Technologies Corporation	\$4,508,854	\$11,498,009	\$10,897,630	\$6,935,123,147
REGN	Regeneron Pharmaceuticals, Inc.	\$6,349,308	\$7,587,555		\$5,332,669,109
CVD	Covance Inc.	\$5,285,503	\$5,926,949	\$7,192,620	\$2,760,817,754
TECH	Techne Corporation	\$261,872	\$258,256		\$2,519,608,432
UTHR	United Therapeutics Corporation	\$17,591,098	\$17,620,808		\$2,186,289,296
SGEN	Seattle Genetics, Inc.	\$2,533,249	\$3,217,344	\$4,893,175	\$2,184,471,366

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

Alexion Pharmaceuticals, Celgene, Regeneron Pharmaceuticals, Amylin Pharmaceuticals, Cephalon, Seattle Genetics, Biogen Idec, Dendreon, United Therapeutics, BioMarin Pharmaceuticals, Onyx Pharmaceuticals, Vertex Pharmaceuticals.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Augustine Lawlor	Chairman	55	Male	8	Outside
Aracris N. Karabelas	Member	59	Male	10	Outside
Colin Goddard	Member	52	Male	2	Outside
John L. LaMattina	Member	62	Male	4	Outside

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