





**IXYS Corporation**

IXYS NASDAQ

Semiconductors

Market Capitalization USD:

\$343.30 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: Nathan Zommer**Age: 64****CEO Since: 1993**

	2009	2010	2011
Base Salary	\$544,231	\$509,400	\$580,000
Discretionary Bonus	\$100,000	\$0	\$58,000
Annual Cash Incentive	\$0	\$330,000	\$463,788
Benefits and Perquisites	\$16,138	\$48,723	\$30,856
TOTAL ANNUAL COMPENSATION	\$660,369	\$888,123	\$1,132,644
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$779,044	\$0	\$126,804
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$1,092,904	\$888,123	\$1,259,448
Median of Other Named Executive Officers Total Compensation	\$394,667	\$394,667	\$799,333
Value Realized on Exercise of Stock Option	\$0	\$2,343,600	\$896,900
Value Realized on Vesting of Stock	\$94,375	\$99,000	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$94,375	\$2,442,600	\$896,900

Proxy Date: 27 Jul 2012

Annual Meeting Date: 24 Aug 2012

Equity Reserves: 20.31%

Stock Option Run Rate: 1.88%

IXYS Corporation

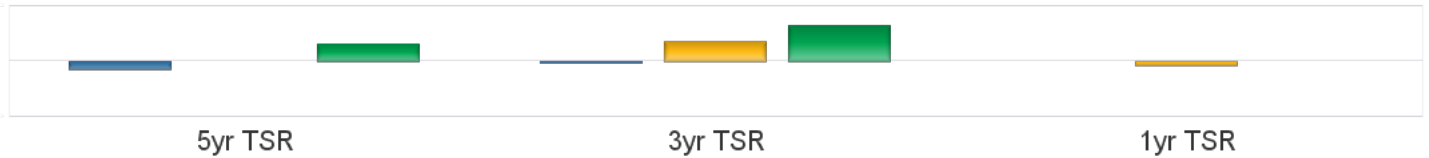
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Performance Comparison

■ S&P500 ■ Industry ■ IXYS



Peer Comparisons (TRBC) =Semiconductors

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
IXYS	IXYS Corporation	\$1,092,904	\$888,123	\$1,259,448	\$343,297,640
VECO	Veeco Instruments Inc.	\$3,658,484	\$4,623,700	\$2,958,285	\$1,001,753,004
CRUS	Cirrus Logic, Inc.	\$1,414,355	\$1,700,784	\$2,700,229	\$961,064,214
POWI	Power Integrations, Inc.	\$2,494,362	\$2,730,130	\$2,731,986	\$889,768,633
GTAT	GT Advanced Technologies Inc.	\$779,311	\$2,557,896	\$6,359,269	\$888,542,249
AMKR	Amkor Technology, Inc.	\$584,539	\$1,729,400	\$1,735,454	\$862,931,391
OVTI	OmniVision Technologies, Inc.	\$1,427,437	\$1,381,381		\$836,935,870

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

American Superconductor Corp., Applied Micro Circuits Corp., Cohu, Inc., Diodes Incorporated, Entropic Communications, Inc., Integrated Device Technology, Inc., Integrated Silicon Solution, Inc., Intersil Corporation, LTX-Credence Corporation, Micrel, Inc., Microsemi Corporation, Monolithic Power Systems, Inc., Power Integrations, Inc., Semtech Corporation, Silicon Laboratories, SMART Modular Technologies, (WWH), Inc., Standard Microsystems Corp., Trident Microsystems, Inc., TriQuint Semiconductor.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Kenneth D. Wong	Member	42	Male	1	Outside
S. Joon Lee	Member	73	Male	12	Outside Related
Samuel Korv	Member	9	Male	13	Outside Related
Timothy A. Richardson	Member	55	Male	5	Outside

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