



Idenix Pharmaceuticals, Inc.




IDIX NASDAQ

Biotechnology

Market Capitalization USD:

\$479.81 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: Ronald C. Renaud

Age: 43

CEO Since: 2010

	2009	2010	2011
Base Salary	\$580,000	\$483,333	\$479,167
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$400,000	\$0	\$300,000
Benefits and Perquisites	\$30,987	\$2,646,702	\$11,257
TOTAL ANNUAL COMPENSATION	\$1,010,987	\$3,130,035	\$790,424
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$647,780	\$1,816,343	\$593,340
Stock Awards	\$0	\$0	\$0
TOTAL COMPENSATION	\$1,658,767	\$4,946,378	\$1,383,764
Median of Other Named Executive Officers Total Compensation	\$680,434	\$698,132	\$623,509
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$0

Proxy Date: 25 Apr 2012

Annual Meeting Date: 7 Jun 2012

Equity Reserves: 18.03%

Stock Option Run Rate: 1.18%

Idenix Pharmaceuticals, Inc.

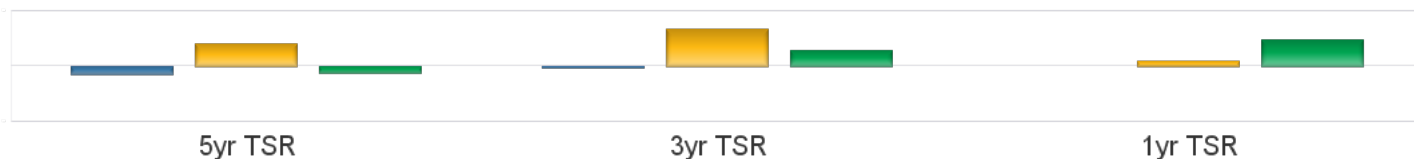
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Performance Comparison

■ S&P500 ■ Industry ■ IDIX



Peer Comparisons (TRBC) =Biotechnology

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
IDIX	Idenix Pharmaceuticals, Inc.	\$1,658,767	\$4,946,378	\$1,383,764	\$479,805,401
VPHM	ViroPharma Incorporated	\$1,754,879	\$2,403,480	\$3,151,762	\$1,372,311,422
DNDN	Dendreon Corporation	\$3,807,413	\$5,254,373		\$1,339,719,318
ITMN	InterMune, Inc.	\$2,905,489	\$5,019,528	\$4,780,266	\$1,308,360,524
PRXL	PAREXEL International Corporation	\$1,510,744	\$3,544,412		\$1,116,414,298
IRWD	Ironwood Pharmaceuticals, Inc.	\$564,290	\$563,231	\$2,019,212	\$1,083,476,109
IMGN	ImmunoGen, Inc.	\$1,910,750	\$1,643,791		\$837,127,594

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

Achillion Pharmaceuticals, Inc., Alnylam Pharmaceuticals, Inc., Ardea Biosciences, Inc., Arena Pharmaceuticals, Inc., Ariad Pharmaceuticals, Inc., Array BioPharma, Inc., BioCryst Pharmaceuticals, Inc., Dyax Corporation, InterMune, Inc., Lexicon Pharmaceuticals, Inc., Maxygen, Inc., Medivation, Inc., Neurocrine Biosciences, Inc., Pharmasset, Inc., and, Rigel Pharmaceuticals, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Wayne T. Hockmeyer	Chairman	67	Male	10	Outside Related
Michael S. Wvzaa	Member	57	Male	0	Outside
Thomas R. Hodason	Member	70	Male	10	Outside