


**Identive Group, Inc.**

INVE NASDAQ

Semiconductors

Market Capitalization USD:

\$114.49 mm**CONCERN LEVEL: LOW**

- 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: Ayman S. Ashour**Age: 51****CEO Since: 2010**

	2009	2010	2011
Base Salary		\$286,538	\$328,477
Discretionary Bonus		\$0	\$0
Annual Cash Incentive		\$58,473	\$0
Benefits and Perquisites		\$63,382	\$74,088
TOTAL ANNUAL COMPENSATION		\$408,393	\$402,565
Increase in Post-Retirement Benefits		\$0	\$0
Stock Option Awards		\$95,507	\$0
Stock Awards		\$190,038	\$0
TOTAL COMPENSATION		\$693,938	\$402,565
Median of Other Named Executive Officers Total Compensation		\$638,035	\$286,120
Value Realized on Exercise of Stock Option		\$0	\$0
Value Realized on Vesting of Stock		\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION		\$0	\$0

Proxy Date: 27 Apr 2012

Annual Meeting Date: 13 Jun 2012

Equity Reserves: 24.17%

Stock Option Run Rate: 1.35%

Identive Group, Inc.

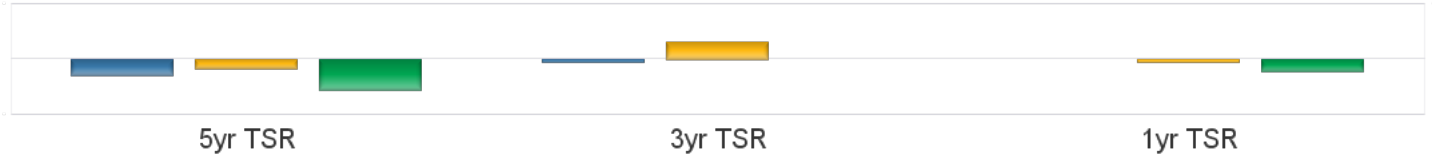
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Performance Comparison

■ S&P500 ■ Industry ■ INVE



Peer Comparisons (TRBC) =Semiconductors

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
INVE	Identive Group, Inc.		\$693,938	\$402,565	\$114,486,877
IXYS	IXYS Corporation	\$1,092,904	\$888,123		\$343,297,640
MPWR	Monolithic Power Systems, Inc.	\$1,000,000	\$5,625,500	\$3,255,570	\$340,687,585
PLAB	Photronics, Inc.	\$573,652	\$1,329,848	\$1,657,809	\$297,957,742
NVEC	NVE Corporation	\$302,044	\$348,977		\$289,724,170
GSIG	GSI Group Inc.		\$1,455,135	\$2,522,077	\$256,202,987
EXAR	Exar Corporation	\$923,349	\$570,704		\$255,508,887

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

NA

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Simon Turner	Chairman	59	Male	12	Outside Related
Daniel S. C. Wenzel	Member	33	Male	2	Outside Related
Phil Libin	Member	40	Male	1	Outside

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