



**Amyris, Inc.****AMRS NASDAQ****Chemicals - Commodity**

Market Capitalization USD:

\$910.66 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: John Melo**Age: 46****CEO Since: 2007**

	2009	2010	2011
Base Salary		\$500,000	\$500,000
Discretionary Bonus		\$424,048	\$0
Annual Cash Incentive		\$0	\$0
Benefits and Perquisites		\$80,999	\$28,021
TOTAL ANNUAL COMPENSATION		\$1,005,047	\$528,021
Increase in Post-Retirement Benefits		\$0	\$0
Stock Option Awards		\$4,800,219	\$1,633,044
Stock Awards		\$0	\$696,900
TOTAL COMPENSATION		\$5,805,266	\$2,857,965
Median of Other Named Executive Officers Total Compensation		\$1,683,797	\$3,602,355
Value Realized on Exercise of Stock Option		\$0	\$6,318,144
Value Realized on Vesting of Stock		\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION		\$0	\$6,318,144

Proxy Date: 12 Apr 2012

Annual Meeting Date: 24 May 2012

Equity Reserves: 20.83%

Stock Option Run Rate: 4.78%

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Performance Comparison

■ S&P500 ■ Industry ■ AMRS



Peer Comparisons (TRBC) =Chemicals - Commodity

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
AMRS	Amyris, Inc.		\$5,805,266	\$2,857,965	\$910,657,161
RPM	RPM International Inc.	\$2,672,473	\$5,434,034		\$2,452,285,966
WLK	Westlake Chemical Corporation	\$2,843,409	\$2,897,330	\$3,541,603	\$2,282,916,399
NEU	NewMarket Corporation	\$1,579,921	\$1,764,731	\$2,169,332	\$2,101,047,489
CYT	Cytec Industries Inc.	\$2,810,351	\$4,210,627	\$6,382,598	\$1,742,413,702
OLN	Olin Corporation	\$5,721,354	\$5,217,408	\$5,651,880	\$1,433,299,123
BCPC	Balchem Corporation	\$1,636,439	\$1,648,519		\$1,079,721,999

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

A123 Systems, Inc., American Superconductor Corporation, Broadwind Energy Inc., Codexis, Inc., Ener1, Inc., Energy Recovery, Inc., EnerNOC, Inc., FuelCell Energy, Inc., Ormat Technologies, Inc., Tesla Motors, Inc., Balchem Corporation, Clean Energy Fuels Corp., Martek Biosciences Corp., Metabolix, Inc., Rentech, Inc., Verenum Corporation, Acorda Therapeutics Inc., Alkermes, Inc., Alnylam Pharmaceuticals, Inc., Cepheid, Exelixis, Inc., Isis Pharmaceuticals, Inc., Onyx Pharmaceuticals, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Ralph Alexander	Chairman	56	Male	5	Outside
Patrick Pichette	Member	49	Male	2	Outside
Samir Kaul	Member	38	Male	6	Outside Related