





Citrix Systems, Inc.

CTXS NASDAQ

IT Services / Consulting

Market Capitalization USD: **\$10,267.28 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: Mark B. Templeton

Age: 59

CEO Since: 2001

	2009	2010	2011
Base Salary	\$800,000	\$830,000	\$862,500
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$954,158	\$1,231,850	\$956,532
Benefits and Perquisites	\$34,205	\$19,863	\$19,355
TOTAL ANNUAL COMPENSATION	\$1,788,363	\$2,081,713	\$1,838,387
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$899,291	\$2,005,700	\$3,029,225
Stock Awards	\$2,480,880	\$4,155,934	\$3,303,752
TOTAL COMPENSATION	\$5,168,534	\$8,243,347	\$8,171,364
Median of Other Named Executive Officers Total Compensation	\$1,853,195	\$3,299,054	\$3,144,525
Value Realized on Exercise of Stock Option	\$4,198,342	\$2,521,969	\$17,022,085
Value Realized on Vesting of Stock	\$699,720	\$2,603,641	\$11,139,013
TOTAL REALIZED EQUITY COMPENSATION	\$4,898,062	\$5,125,610	\$28,161,098

Proxy Date: 13 Apr 2012

Annual Meeting Date: 24 May 2012

Equity Reserves: 18.39%

Stock Option Run Rate: 1.70%

Citrix Systems, Inc.

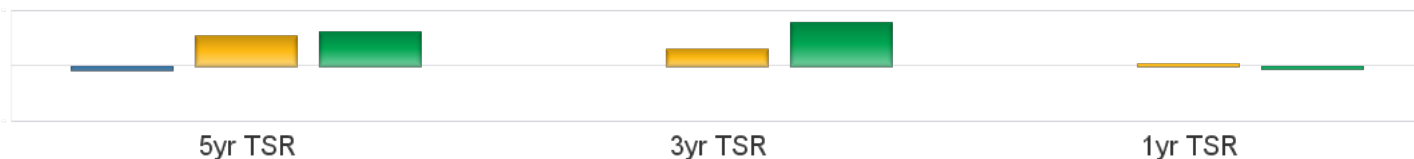
CTXS NASDAQ

IT Services / Consulting

Market Capitalization USD: \$10,267.28 mm

Performance Comparison

■ S&P500 ■ Industry ■ CTXS



Peer Comparisons (TRBC) =IT Services / Consulting

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CTXS	Citrix Systems, Inc.	\$5,168,534	\$8,243,347	\$8,171,364	\$10,267,282,312
CTSH	Cognizant Technology Solutions Corporation	\$5,624,116	\$11,182,544		\$19,039,189,567
YHOO	Yahoo! Inc.	\$47,229,273	\$11,946,834		\$16,628,601,765
NTAP	NetApp, Inc.	\$4,693,512	\$12,494,250		\$12,500,472,684
TDC	Teradata Corp.	\$3,525,119	\$7,334,099	\$6,809,521	\$9,009,099,000
FISV	Fiserv, Inc.	\$5,757,685	\$5,886,908	\$6,716,226	\$7,186,617,328
FFIV	F5 Networks, Inc.	\$7,892,855	\$8,884,962	\$7,707,496	\$5,735,643,331

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

Citrix Systems, Inc., Adobe Systems Incorporated, Akamai Technologies, Inc., Autodesk, Inc., BMC Software, Inc., CA Inc., Cognizant Technology Solutions, F5 Networks, Inc., Intuit Inc., Juniper Networks, Inc., NetApp, Inc., Novell, Inc., Nuance Communications, Inc., Parametric Technology Corporation, Red Hat, Inc., Riverbed Technology, Inc., Salesforce.com Inc., Symantec Corporation, Synopsys, Inc., VeriSign, Inc., VMWare, Inc.

Performance Peer Group

S&P 500 (GSPC) and the S&P North American Technology (S&P GSTI (IGM)) indices.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Garv E. Morin	Chairman	62	Male	9	Outside
Nanci E. Caldwell	Member	54	Female	4	Outside
Thomas F. Boan	Member	60	Male	9	Outside