

EMIRATINGS EXECUTIVE PAY **SCORECARD**

Data & analysis provided by GMI Ratings-The Independent Leader in Corporate Governance and ESG&A

16 Apr 2012

FEI Company

FEIC NASDAQ

Office Equipment Market Capitalization USD:

\$1,173.15 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.
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- 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.

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- The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

CEO: Don R. Kania Age: 57 CEO Since: 2006

| | 2009 | 2010 | 2011 |
|---|-------------|-------------|-------------|
| Base Salary | \$577,500 | \$582,917 | \$620,839 |
| Discretionary Bonus | \$0 | \$0 | \$0 |
| Annual Cash Incentive | \$566,781 | \$830,336 | \$1,241,678 |
| Benefits and Perquisites | \$3,464 | \$2,386 | \$2,688 |
| TOTAL ANNUAL COMPENSATION | \$1,147,745 | \$1,415,639 | \$1,865,205 |
| Increase in Post-Retirement Benefits | \$0 | \$0 | \$0 |
| Stock Option Awards | \$669,860 | \$698,789 | \$1,237,484 |
| Stock Awards | \$716,562 | \$719,400 | \$1,209,340 |
| TOTAL COMPENSATION | \$2,534,167 | \$2,833,828 | \$4,312,029 |
| Median of Other Named Executive Officers Total Compensation | \$998,303 | \$1,308,587 | \$1,653,635 |
| Value Realized on Exercise of Stock Option | \$142,411 | \$0 | \$2,893,757 |
| Value Realized on Vesting of Stock | \$935,192 | \$839,638 | \$1,300,451 |
| TOTAL REALIZED EQUITY COMPENSATION | \$1,077,603 | \$839,638 | \$4,194,208 |

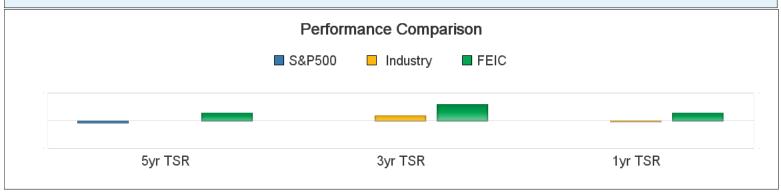
Proxy Date: 26 Mar 2012 Annual Meeting Date: 10 May 2012 Equity Reserves: 12.17% Stock Option Run Rate: 0.80%

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Peer Comparisons (TRBC) = Technology

Total Summary CEO Compensation

| Ticker | Company Name | 2009 | 2010 | 2011 | Market Cap |
|--------|----------------------------------|-------------|--------------|--------------|-----------------|
| FEIC | FEI Company | \$2,534,167 | \$2,833,828 | \$4,312,029 | \$1,173,151,000 |
| NATI | National Instruments Corporation | \$190,462 | \$192,729 | \$1 | \$2,746,255,650 |
| NCR | NCR Corporation | \$6,955,919 | \$12,170,898 | \$11,705,543 | \$2,656,797,000 |
| NVLS | Novellus Systems, Inc. | \$6,853,060 | \$10,556,537 | | \$1,898,110,174 |
| SNX | SYNNEX Corporation | \$2,216,450 | \$2,996,412 | \$3,802,443 | \$956,000,429 |
| IM | Ingram Micro Inc. | \$7,917,273 | \$6,398,868 | | \$2,597,374,639 |
| ISIL | Intersil Corporation | \$3,162,677 | \$4,446,636 | \$3,032,422 | \$1,295,241,875 |

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

Bio-Rad Laboratories Inc.; Bruker Corporation; Coherent Inc.; Cymer, Inc.; Dionex Corporation; Electro Scientific Industries, Inc.; FLIR Systems, Inc.; MKS Instruments, Inc.; Novellus Systems, Inc.; OSI Systems, Inc.; Robbins & Myers, Inc.; Teradyne, Inc.; TriQuint Semiconductor, Inc.; Varian

Semiconductor Equipment Associates; Veeco Instruments; and

Verigy Ltd.

Performance Peer Group

NA

| COMPENSATION COMMITTEE MEMBERS | | | | | | | | | |
|--------------------------------|------------|-----|--------|--------|--------------|--|--|--|--|
| Director | Membership | Age | Gender | Tenure | Independence | | | | |
| Richard H. Wills | Chairman | 57 | Male | 3 | Outside | | | | |
| James T. Richardson | Member | 64 | Male | 9 | Outside | | | | |
| Lawrence A. Bock | Member | 52 | Male | 8 | Outside | | | | |
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