

Summary of executive compensation

The following table sets forth certain information with respect to compensation for the years ended December 31, 2020, 2019 and 2018 earned by or paid to our President and Chief Executive Officer, Executive Vice President and Chief Financial Officer, and our three other most highly-compensated executive officers, collectively referred to as our Named Executive Officers, as determined in accordance with applicable SEC rules.

SUMMARY COMPENSATION TABLE FOR THE 2020, 2019 AND 2018 FISCAL YEARS

Name and principal position	Year	Salary (\$)*	Bonus (\$)	Stock awards (\$)(1)(2)(3)	Non-equity incentive plan compensation (\$)	All other compensation (\$)	Total (\$)
David J. Henshall President and Chief Executive Officer	2020	1,000,000	—	18,685,309	2,417,400	493,789(4)	22,596,498
	2019	1,000,000	—	11,482,590	1,474,500	556,766	14,513,856
	2018	1,000,000	—	15,648,049	2,458,726	151,327	19,258,102
Arlen R. Shenkman(5) Executive Vice President and Chief Financial Officer	2020	575,000	500,000(6)	5,590,607	926,670	270,880(7)	7,863,157
	2019	179,688	—	6,000,050	176,536	78,773	6,435,047
Antonio G. Gomes Executive Vice President, Chief Legal Officer and Secretary	2020	500,000	—	7,370,063	725,220	178,138(8)	8,773,421
	2019	500,000	—	3,909,690	442,350	194,487	5,046,527
	2018	492,500	—	4,865,259	728,134	73,062	6,158,955
Paul J. Hough Executive Vice President and Chief Product Officer	2020	509,750	—	7,297,497	739,388	252,764(9)	8,799,399
	2019	487,500	—	3,909,690	431,443	368,720	5,197,353
	2018	445,000	—	4,865,259	684,720	237,050	6,232,029
Woong Joseph Kim(10) Executive Vice President of Engineering and Chief Technology Officer	2020	41,667	400,000(11)	8,433,871	61,426(12)	23,608(13)	8,960,572

* Each year, our salary levels are determined during our first fiscal quarter and become effective April 1, except in connection with promotions and new hires. The amounts represented in this table reflect salary actually paid during the fiscal year.

- These amounts represent the aggregate grant date fair value of restricted stock unit awards in the year in which the grant was made. The assumptions we used for calculating the grant date fair value are set forth in Note 8 to our consolidated financial statements included in our Annual Report on Form 10-K for the year ended December 31, 2020, which was filed with the SEC on February 8, 2021. These amounts do not represent the actual amounts paid to or realized by the executive officer for these awards during fiscal years 2020, 2019 or 2018. The value as of the grant date for restricted stock unit awards is recognized over the number of days of service required for the grant to become vested. In the case of performance-based restricted stock units, the fair value is reported for the probable outcome, which for this purpose is estimated using the company's financial projections as of the grant date. The fair value of awards at the maximum level of achievement for performance-based restricted stock units included in this table for 2020 is as follows: Mr. Henshall, \$25,391,533; Mr. Shenkman, \$7,734,438; Mr. Gomes, \$9,842,332; and Mr. Hough, \$9,742,004. For details regarding how restricted stock units are valued as part of our Compensation Committee's executive compensation planning process, see section titled *Equity-based award grant levels* on page 56.
- Includes performance-based restricted stock units awarded to Messrs. Henshall, Gomes and Hough in April 2020 having performance-based vesting based on annualized recurring revenue (ARR) growth. For a description of these awards, see section titled *Retention performance-based awards granted to align with accelerated transformation*.
- For a detailed description of Mr. Henshall's equity awards and how such stock awards were valued in connection with our Compensation Committee's CEO compensation planning process, see *President and Chief Executive Officer compensation* on page 62. For a detailed description of equity awards granted to the Named Executive Officers, other than Mr. Henshall, and how such stock awards were valued in connection with our Compensation Committee's executive compensation planning process, see *Other Named Executive Officers' equity — long-term incentive compensation* on page 64.
- Includes restricted stock units issued as a result of the quarterly dividends paid during fiscal year 2020 (\$428,917), the value of company-covered financial services available to each executive officer (\$16,400), 401(k) matching contributions made by our company (\$8,550), the value of a company-covered physical examination available to each executive officer (\$5,000), premiums for split-dollar life insurance and disability policies (\$34,822), and compensation in connection with the forfeiture of performance-based restricted stock units granted in February 2019 (\$100).
- Mr. Shenkman joined Citrix in September 2019.
- Reflects a \$500,000 cash bonus award to Mr. Shenkman in connection with his joining Citrix which was paid on March 13, 2020 (180 days following the commencement of his employment as Executive Vice President and Chief Financial Officer).
- Includes restricted stock units issued as a result of the quarterly dividends paid during fiscal year 2020 (\$113,329), a \$15,000 per month stipend from January 2020 through April 2020 and a \$13,300 per month stipend from May 2020 through August 2020 to cover housing and commuter expenses in 2020 (\$113,200), the value of company-covered financial services available to each executive officer (\$16,101), 401(k) matching contributions made by our company (\$7,354), the value of a company-covered physical examination available to each executive officer (\$5,000), premiums for split-dollar life insurance and disability policies (\$13,896) and charitable donations made under the company's matching gift program (\$2,000).
- Includes restricted stock units issued as a result of the quarterly dividends paid in fiscal year 2020 (\$112,969), the value of company-covered financial services available to each executive officer (\$16,400), 401(k) matching contributions made by our company (\$8,550), the value of a company-covered physical examination available to each executive officer (\$5,000), premiums for split-dollar life insurance and disability policies (\$15,119), charitable donations made under the company's matching gift program (\$20,000), and compensation in connection with the forfeiture of performance-based restricted stock units granted in February 2019 (\$100).
- Includes restricted stock units issued as a result of the quarterly dividends paid in fiscal year 2020 (\$112,546), a \$15,000 per month stipend from January 2020 through April 2020 and a \$7,900 per month stipend from May 2020 through July 2020 to cover housing and commuter expenses in 2020 (\$83,700), the value of company-covered financial services available to each executive officer (\$16,373), 401(k) matching contributions made by our company (\$1,500), the value of a

company-covered physical examination available to each executive officer (\$5,000), premiums for split-dollar life insurance and disability policies (\$13,545), charitable donations made under the company's matching gift program (\$20,000), and compensation in connection with the forfeiture of performance-based restricted stock units granted in February 2019 (\$100).

- (10) Mr. Kim joined Citrix on December 1, 2020.
- (11) Reflects a \$400,000 cash bonus award to Mr. Kim upon joining Citrix.
- (12) Mr. Kim's non-equity incentive award was pro-rated to reflect less than one year of service as Executive Vice President of Engineering and Chief Technology Officer in 2020.
- (13) Includes restricted stock units issued as a result of the quarterly dividends paid in fiscal year 2020 (\$23,504), and premiums for split-dollar life insurance and disability policies (\$104).