

**INFORMATION ON REMUNERATION FOR FINANCIAL YEAR 2010**

**3. a. Part fixed and part variable under Article 43-1 of the regulation 97-02**

Number of persons concerned	Total remuneration 2009 (EUR)	Total amount of fixed part (EUR)	Total amount of variable part (EUR)
488	168,003,434	38,243,849	129,759,585

**3. b. Types of variable remuneration under Article 43-1 of the regulation 97-02**

Number of persons concerned	Total variable remuneration (EUR)	Cash payment (EUR)	Deferred payment (EUR)	Deferred payment in cash (EUR) and paid over three years in equal installments*	Deferred payment in shares (EUR)*
488	129,759,585	120,176,543	9,583,042	9,583,042	0

\* Newedge is not a listed company, therefore deferrals are made in cash, not shares.

**3. c. Outstanding deferred compensation under Article 43-1 of the regulation 97-02**

Amount of non-vested deferred remuneration (EUR)
9,583,042

**3. d. Deferred compensation paid or reduced under Article 43-1 of the regulation 97-02**

Amount of variable compensation granted	Amount of deferred compensation granted	Amount of deferred compensation paid	Amount of reductions made on deferred compensation
129,759,585	9,583,042	0	0

**3. e. Payments made to new hires and terminations under Article 43-1 of the regulation 97-02**

Amount of severance paid and number of beneficiaries		Amounts paid for new hires and number of beneficiaries	
Amount paid (EUR)	Number of beneficiaries	Amount paid (EUR)	Number of beneficiaries
610,225	15	1,087,775	8

**3. f. Guarantees of severance granted in 2010**

Guarantees of severance		
Total amount (EUR)	Number of beneficiaries	Amount of highest guarantee
0	0	0