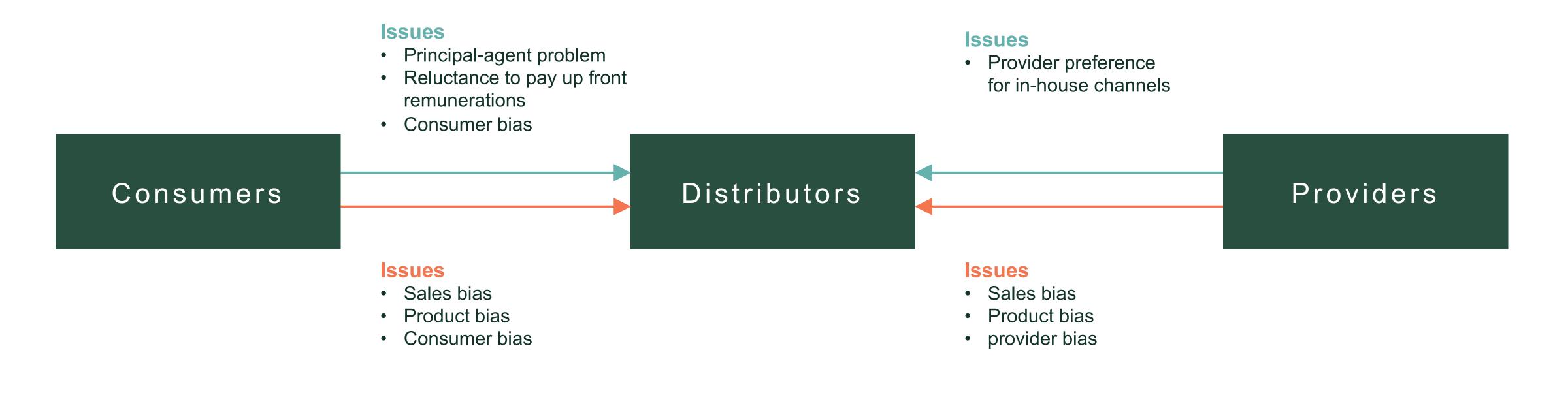
## Potential impacts of different types of payments



Fixed remuneration

Variable remuneration

Source: Oxera (2023), 'An economic analysis of remuneration systems: effective distribution of financial products', p. 25

