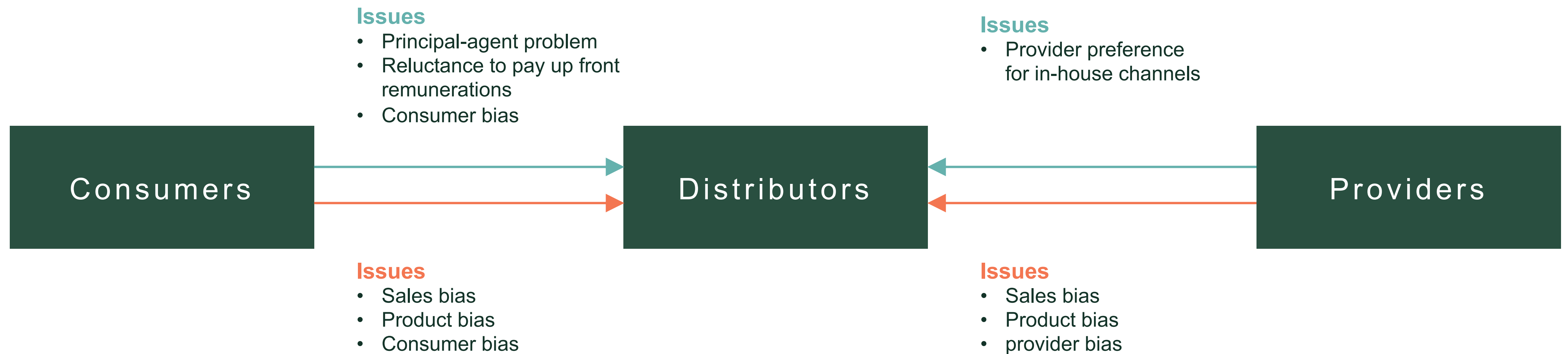


Potential impacts of different types of payments



■ Fixed remuneration ■ Variable remuneration