

Sustainable Remuneration

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1. General

Convera recognizes that remuneration is critical for a sustainable and healthy company and, more broadly, for Convera to remain a sustainable market participant that creates a safe and secure working environment that considers various Environmental, Social and Governance (ESG) factors. Convera aims to provide competitive and fair compensation to its employees while promoting good conduct, following the values of the company and its Code of Conduct.

Convera, in line with applicable laws and regulations, ensure that its remuneration practices and policies:

- are consistent with and promote sound and effective risk management, encouraging responsible business conduct and promoting risk awareness and prudent risk taking;
- are gender neutral and inclusive;
- are aligned with Convera's business strategy, objectives, and culture and values. prevent conflicts of interest.

Convera's remuneration practices consist of fixed and variable components. Fixed remuneration is set using pre-determined criteria and reflects a staff member's professional experience and organisational. Variable remuneration is linked to Convera's performance, the business units concerned, and the performance of staff. Variable remuneration promotes a culture where staff are rewarded for long-term and sustained business performance. Total remuneration is set at an appropriate level to ensure staff are not incentivised to take excessive risk. Convera ensures that both the fixed and variable components of total remuneration are appropriately balanced. Convera does not consider that it would be appropriate for any staff member to receive only variable remuneration.

2. Treating Customers Fairly Objective

This objective is applicable to all client facing employees (Representatives) in the course of a client being provided financial services or financial products. Representatives must meet standards of conduct, with failure to do so being measured by a Conduct Risk Points (CRPs) indicator. Representatives providing Financial Product information must comply with laws, regulations, policies, procedures, desk manuals and applicable Codes of Conduct at all stages of issuance of a Financial Product.

3. ESG Risk Strategy

Convera's remuneration practices and policies aim to address ESG risk, including anti-bribery and corruption and ethical conduct. Convera is committed to conducting its global business in conformity with ethical business standards and to complying with both the letter and the spirit of all applicable anti-bribery and anti-corruption laws. Convera strictly prohibits bribery or corruption in any form by any employee or third-party regardless of its impact on the bottom line or prevailing norms or practices, including through its Code of Conduct which all employees must adhere to. Convera is committed to operating lawfully and safeguarding its systems from being abused by criminal or terrorist organizations. Convera assesses its ESG risk through systematic, structured analytical processes and models that are informed by and consistent with international standards and best practices pertaining to both ESG compliance and risk management

Convera is also cognizant of its environmental footprint and seeks to mitigate any negative environmental impact.