

GROUP CORPORATE SOCIAL RESPONSIBILITY

Introduction

The Ceva Group is committed to respecting the internationally recognized principles of human rights defined in the United Nations' Universal Declaration of Human Rights, the guiding principles of the United Nations, and the primary conventions of the International Labor Organization (ILO).

The Group's operations in every one of the countries where it does business, regardless of the local context, always reflect its dedication to the fulfillment of these responsibilities.

The policy followed by the Group is based on the four fundamental rights at work laid out in the eight conventions of the ILO:

- Freedom of association and the effective recognition of the right to collective bargaining
- The elimination of all forms of forced or compulsory labor
- The effective abolition of child labor
- The elimination of discrimination in respect of employment and occupation

and strives to

- 1- Respect human rights
- 2- Preserve the health and safety of employees
- 3- Strengthen professional equality
- 4- Promote the integration and professional development of people with disabilities
- 5- Develop employee skills
- 6- Provide a work environment that promotes non-antagonistic and dynamic social relations within the Group.

Scope

Our policy applies to all entities of the Ceva Group and to all its employees, in all aspects of labor relations.

We operate in many countries, where local legislation may differ from national standards. In such case, whichever body of law is most demanding should apply.

1. Respecting human rights

1.1. Commitment

This policy is consistent with our Code of Ethics and Good Conduct, and reflects the Ceva Group's commitment to ensuring respect for internationally recognized human rights and to taking all the measures necessary to identify and correct any violations thereof.

Thus, each employee and entity of the Group must:

- Comply with all applicable laws and respect these rights, wherever they operate;
- Seek to honor the principles of these rights whenever they encounter conflicting obligations;
- Take appropriate measures to prevent or mitigate the effects, and, if necessary, take remedial action.

1.2. Implementation

We conduct all of our activities in accordance with this policy and require our entities to respect human rights in the conduct of their activities.

In the course of their business relations, entities may encounter situations likely to cause violations of human rights. By "business relations" we mean relations with commercial partners, entities in their value chain, and any other state or non-state entity directly linked to their business activities, products or services.

In such case it is their responsibility:

- to not cause or contribute to human rights abuses through their activities. As human rights situations are dynamic, entities assess human rights impacts at regular intervals, and before starting any new activity or business relationship.
- to seek to remedy any violations whenever they occur, even if they did not directly contribute to them.

2. Health and Safety

2.1. Commitment

The Group and its entities seek to pre-empt and account for the impact on employees of all changes occurring in their operations in terms of psychosocial risks, specific skill requirements, with regard to health and safety matters.

2.2. Preservation of employee health and safety

Group entities attach particular importance to informing and training employees during onboarding and whenever necessary.

They are also vigilant with regard to the social welfare protection of employees through the Group's social welfare protection agreements, which at minimum cover illness, retirement, death and disability.

In general, since the entities are responsible for preserving the safety and health of employees, they must ensure that they have appropriate advisors and sufficient know-how to implement the proper preventive actions:

Preserving the health and safety of employees also requires an appropriate organization of the working environment. Such measures are also taken with regard to remote work, whether it is to be implemented in the context of a public health crisis or on a regular basis.

In jobs recognized as highly strenuous, entities seek to implement or reinforce prevention resources and tools intended to limit or possibly eliminate such strenuous conditions by providing personal protective equipment, appropriate work clothes for strenuous work, collective and individual protective equipment, and enhanced medical monitoring for employees working at night.

2.3. Measures intended to help improve working conditions

Whether directly or indirectly, working conditions have an impact on employee health. As such, the Group's entities ensure that each workstation has all the proper material and environmental elements to guarantee a high quality working environment. When facilities are newly opened or old facilities are redesigned, particular attention is paid to matters such as the hygienic conditions in the workplace, workstation ergonomics, and the layout of collective workspaces.

2.4. Prevention of sexual or psychological harassment and violence at work

Group entities are obligated to not tolerate any form of violence or harassment. They must do everything in their power to prevent the occurrence of such situations.

No employee should have to undergo:

- repeated acts of psychological harassment, the intent or effect of which to degrade his or her working conditions, undermining his or her rights and dignity, impacting his or her physical or mental health, or compromising his or her professional future.
- sexual harassment, consisting of comments or behavior with a sexual connotation undermining a person's dignity due to their degrading or humiliating nature, or creating a situation that is intimidating, hostile or offensive for them.

2.5. Prevention of psychosocial risks

The Group adheres to a psychosocial risk prevention approach including the regular performance of risk identification processes, such as the "We Share" program and individual interviews, as well as taking individual and collective preventive and corrective actions.

3. Professional equality

3.1. Commitment

The Group is committed to providing an environment free from any form of professional inequality, in particular due to gender, ethnic origins, political opinions, sexual orientation, religious conviction, age or union activity. In this regard, it provides support for any action that can help make changes in everyday behavior, whether awareness raising, training, or employee mobilizations to combat prejudices and stereotypes standing in the way of professional equality.

3.2. Gender mix of jobs and equality in hiring

The Group attaches particular importance to having a gender mix in different jobs, and emphasizes the fact that having a balanced workforce between men and women means bringing women into jobs mostly occupied by men, but also bringing men into jobs mostly occupied by women.

This can help prevent sexual and gender-based violence at work among women or men entering jobs where they are in the minority.

Gender diversity is an essential step towards professional equality, but alone it is not sufficient to create that equality. To achieve this objective, the Group's entities must analyze their business lines and recruitment profiles without stereotypes about gender, affiliation or origin; for this purpose, they use the Group's "Job Families" as a reference.

The Group is committed to ensuring that hiring processes are conducted in equal conditions and apply identical and objective selection criteria for all applicants, without discrimination.

To achieve these goals, the Group's entities help raise awareness of non-discrimination and the equitable processing of applications among all employees involved in the hiring process.

3.3. Equality in vocational training

Training is an essential investment for the Group and its employees, and is a right equally accessible to all. Group entities ensure that all employees have equal access to training, regardless of the type of training or the working time of employees.

To achieve these objectives, group entities work to remove any obstacles to training, and favor tools and resources that allow the broadest possible access to training.

Basing themselves on the Job Families, Group entities can integrate the training necessary to help employees move from one job to another.

3.4. Equality in professional career paths

Professional equality within the Group opens up professional mobility prospects for all employees, whose career paths are thus broadened.

Also, the objective of equal treatment in career paths and promotions helps encourage managers to be attentive to stereotypes so as to identify biases in decision-making, and encourages employees to consider certain paths they may have otherwise held back from due to sociocultural reproduction.

3.5. Equal pay for equal work

The Group's professional categorization system is based on objective criteria, where a distinction is made between the job description (including the qualifications and skills necessary to hold it) and the individual occupying the position, whose assessment is based on a judgment of their technical abilities, behavioral competencies, and the key skills they bring to the table.

3.6. Equality in actual remuneration

Group entities are required to ensure equal pay for all employees for equal work, or work requiring equal skills.

Group entities also ensure that part-time employees are not penalized compared to full-time employees.

3.7. Work-life balance

Balancing employee professional and personal life helps achieve the goals of parity and social cohesion, and is facilitated in particular by increasing the flexibility of working methods and operating procedures. Teleworking or performing certain tasks remotely in lieu of professional travel are examples of this.

These efforts also include measures related to parenthood, measures allowing for the provision of support to family members, and measures specific to group entities in the context of their particular organization.

As for measures related to the provision of support to family members, the Group's entities endeavor to temporarily adjust the working time of employees who need to be present to care for a child or family member suffering from an illness, a disability, a serious addiction, or who has been the victim of a particularly serious accident.

4. Employees with disabilities

4.1. Commitment

The Group's objective is to promote the employment of employees with disabilities at group entities in line with their internal situation, their specific competencies, and their culture.

It also seeks to implement preventive and corrective actions to help improve the working conditions and health and safety conditions of all employees, and prevent any risk of disabling injury occurring as a result of professional activity.

4.2. Communication and awareness

Greater awareness among managers and employees should make it possible to integrate onboarding processes for persons with disabilities into the priorities of entity employment policy, and eliminate any discrimination.

4.3. Professional integration of employees with disabilities

The policy of integrating employees with disabilities is helped by the integration of entities into a local ecosystem made up of external partners specializing in disability management, or relays in place at the regional and national level, professional retraining centers, and training organizations, so as to promote awareness among all these structures of the employment policy developed at the entity and to introduce people to its various business lines. Group entities are also encouraged to forge contractual relationships with work centers for the disabled.

Group entities involve managers in the hiring process as far upstream as possible in order to anticipate possible adjustments between job positions and the profiles of disabled persons.

In order to prepare for the onboarding of disabled employees, group entities arrange for the presence of a specially-assigned contact person for the disabled employee.

Group entities also establish systems for individual post-hire follow-up, prepare an integration follow-up report allowing them to evaluate performance at the workstation, the appropriateness of the workstation adaptations provided, and the conduct of employees in regard to the disability.

4.4. Job retention for disabled employees

The Group pays particular attention to job retention for employees with disabilities in light of the possibility for the worsening of their disability due to their pathology and/or aging as a result of the increasing employee retirement age in many countries.

Job retention efforts are fundamental to combatting the exclusion of employees with disabilities, particularly when technological changes are implemented at group entities. When managed in a preventive manner, these technological developments should be considered opportunities to improve the working conditions, training and professional qualifications of employees with disabilities:

- in group entities where technological changes are being implemented, regardless of their importance, employees with disabilities who are directly concerned may benefit from priority training in order to prevent any increase in their relative handicap compared to other employees.
- in the event that the position of an employee with a disability is affected by a major project to introduce new technologies making it impossible to keep the disabled employee at his or her position, the disabled employee is offered another job position, when the group entity can offer such a possibility.

Arrangements for personalized access by employees with disabilities are made on entity premises where needed. Workstation and work organization adjustments may also be needed to allow compatibility between the disability and the job position.

Finally, developments in teleworking may also be adapted to suit employees with reduced mobility.

5. Skills development

5.1. Commitment

The development of skills is an essential investment for the Group, to which all employees are entitled in order to increase their know-how and knowledge, and to increase the range of responsibilities of each individual in increasingly complex environments.

5.2. Ceva University: cultivating a culture of learning together with the Job Families

The aim of Ceva University is to put in place a system for continuous learning; for each of the Group's 24 Job Families, it is structured around training and development pathways consisting of master classes, internal courses, mentoring and support from internal experts.

Employees are encouraged to take advantage of all the opportunities for growth available to them through

- the performance of recurring tasks
- the performance of collaborative tasks or projects and providing feedback

- the performance of dedicated training courses

Collective and individual development plans are prepared in coherence with those of Ceva University.

5.3. Leadership and Management Programs

Based on Ceva's key skills - "Acting as an entrepreneur," "Working together," and "Working smarter" - managers are given support to increase the range of their responsibilities and increase their autonomy.

Within this framework, group entities develop local managerial programs, taking into account their culture, the transformation challenges they face, and their maturity in terms of management. These programs cover the new employee integration process as well as the fundamentals of management.

The programs are part of each entity's annual training plan.

5.4. Continuous improvement of personal development processes

Group entities are encouraged to implement and continuously improve our development processes:

- By ensuring a match between their development plan and the Job Families
- By regularly evaluating the job expertise of each employee in order to assess collective development needs.
- By organizing Career Advancement Committees and coordinating the job succession plan with individual development plans and training plans.
- By monitoring decisions taken at Career Advancement Committee sessions throughout the year in order to facilitate the job mobility process.

6. Quality at work

6.1. Commitment

The Group is committed to providing a work environment that promotes non-antagonistic, dynamic social relations within the Group, to support the growth of group employees and group entities. In this regard, it lays solid foundations for the initiatives undertaken by engaging all employees in the evaluation of labor relations and the construction of action plans. The "We Share" program, a survey performed by questionnaire forming the basis for assessments and action plans in this domain, serves in this context as a key tool for social dialogue for the entire Group.

6.2. Employee engagement and freedom of expression

At the group, improving quality of life at work is contingent on the quality of the dialogue between all the employees of the company. On a daily basis, and as part of the "We Share" program, employees are invited to express themselves, participate and act on aspects connected to Quality of Life at Work, and to suggest improvements as part of a collective and participatory approach.

6.3. Work organization

Quality of Life at Work also results from increased levels of autonomy and responsibility being granted to employees and recognition being given to their work. This means that working conditions, the quality of the work performed, the development of skills and the quality of management play a role that is equally as important as the organization of the Group's own business processes.

The Group therefore endeavors to ensure that the resources for action available to employees are discussed and adapted to the performance of their duties. Through the "Job Families" and the Group's key skills, each employee is aware of the scope of their responsibility and the associated resources available to carry out their duties, and is able to take part in the construction of their development path.

The Group also carefully considers the way employees perceive the recognition measures given to them by their managers, colleagues or clients, and their own attentiveness to others.

Collective recognition is also certainly not neglected by the Group, as the Group's work is largely guided by its collective nature.

7. Problems and conflicts resolution

The Group provides support to all group entities for the implementation of its policy as a whole. Employees who feel that these measures have not been implemented at the entity to which they are attached may request to discuss the matter with:

Their line manager or direct supervisor
Their human resources department

Furthermore, the alert mechanism implemented by the Group offers the most appropriate possible personalized response. Anyone using this system is guaranteed confidentiality and freedom from coercive measures. Our Alert System policy is available on our website, ceva.com.

The Group therefore strongly encourages any employee who believes that an entity has caused or may cause a negative human rights impact to contact:

The "Ethics & Compliance" department
E-mail: reportingcompliance@ceva.com