



Code of Ethics and Business Conduct

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INTRODUCTION

A Message from Marc Prikazsky, Ceva's Group CEO



Dear Colleagues,

Ceva Santé Animale has enjoyed tremendous success since its formation and is now ranked firmly among the top tier of companies in the global animal health industry. This success is due in large part to the continuing dedication of you, Ceva's employees, to our core values of customer passion, entrepreneurial spirit, solidarity, and innovation. Applying these values in our everyday conduct ensures we are delivering the highest standard of products and services to our customers, fulfilling our commitment to move, together, beyond animal health, for the benefit of all mankind.

But we must demand more of ourselves. As we pursue our objectives, we must at all times continue to conduct ourselves and our business in a manner that is in compliance with the law, and with the principles of integrity, loyalty and respect that our customers, investors, and industry partners expect of a global leader in the animal health industry. Our commitment to these principles is reflected in this Code of Ethics and Business Conduct. Together with the other policies and guidelines that make up Ceva's Ethics and Compliance Program, it defines the conduct that we expect of each of our employees as well as those third parties with whom we choose to do business.

I ask that you carefully read this Code of Ethics and Business Conduct and additional Ethics and Compliance Program materials. Each of us has the responsibility, as representatives of Ceva, to understand and comply with the principles and standards of conduct described in these materials. You may contact your supervisor(s) or the Ethics and Compliance Department with any questions you may have. Ceva will make available specific employee training with appropriate tools and information to ensure our continued future success while maintaining the highest ethical standards and supporting the core values upon which our success has been built.

Marc Prikazsky

President and Chief Executive Officer

A handwritten signature in black ink, appearing to be 'M. Prikazsky', written in a cursive style.

INTRODUCTION

Our values

From the day we started until today, we've been guided by our values. From country to country, business unit to business unit, campus to campus, they unite us as "One Ceva".

Customer Passion

We believe in customer passion, shaping each solution and the way we work around each customer's specific business ambitions, needs and challenges. We build strong, long-term relationships and work as partners, innovating and developing new solutions together.

Entrepreneurial spirit

We support a culture where thinking and doing things differently, creatively, using new approaches is fostered and becomes part of our everyday life.

Our employees are encouraged to share their ideas, be agile and to take opportunities. The ultimate result is to achieve individual or team success

in a collective way.

Solidarity

At Ceva we are independent but also interdependent. We have the individual space to operate but also help our colleagues when they are in difficulty.

Innovation

Innovation is an inescapable part of performance. Being innovative is not simply about product innovation but constantly challenging ourselves to find new ways of creating value.

INTRODUCTION

Our vision

The health of animals, people and the planet are inextricably linked. The world needs a holistic approach to health, that understands that, by protecting the health of animals and our environment, we protect our own health and future.

So what does 'Together, beyond animal health' really mean? For us, it's a three-fold commitment to help:

FEEDING A GROWING POPULATION

The world's not getting any smaller, so ensuring people get good, safe food, is vital. Right now, we don't all have access to sufficient animal protein. So sustainable, intensive agriculture will only become more important if we're going to be able to feed nine billion people by 2050. That's why we're partnering with producers of animal protein to find more efficient ways of rearing that also minimize animal stress.

PREVENTING ZOOSES

As we all become more mobile, the potential for serious pandemics rises – which is why we're dedicated to combating zoonoses that carry the threat. Our products and services, both existing and the ones we're yet to invent, will help public health authorities to protect the health of humans and animals.

PRESERVING THE HUMAN-ANIMAL BOND

The more urbanized we become, the more important animals are in our lives. Their companionship offers immeasurable comfort and emotional support –and real benefits for our health and wellbeing. As our cities grow, so will the role of veterinarians in educating people how to live in harmony with their pets.

It is a big vision. We know we can't achieve it alone. So we extend our challenge to the world at large – because only by working with other health professionals will we meet the future demands of world health.

I. The Ceva Ethics and Compliance Program

Ceva Group has established an ethics and compliance program (the "Ethics and Compliance Program") to help you understand and meet your legal, ethical and regulatory obligations. Compliance is everyone's responsibility, and your continued employment or engagement with Ceva depends on you following the principles in this Code and related guidelines and policies.

II. Applicability of the Code

Ceva's Code of Ethics and Business Conduct ("**Code**") applies globally to every officer, director, employee, contract worker and agent of Ceva and its direct and indirect majority-owned or controlled affiliates, operating anywhere in the world (the "**Ceva Group**").

Ceva expects its suppliers, contractors and other business partners to share Ceva's commitments to operating with integrity and in a lawful and ethical manner, consistent with the principles set forth in this Code.

There are a number of resources within Ceva and the Ethics and Compliance Program available to you:

1. Guidelines and policies relating to proper business conduct;
2. Ethics and Compliance training;
3. Opportunities to raise ethics and compliance issues (including on a confidential basis); and
4. Audits to monitor conformance to legal and company standards;
5. An Ethics and Compliance Department.

This Code does not create any continuing rights to employment, or other continuing engagement, and is not an employment contract.

This Code cannot cover all situations or all applicable local laws and regulations. If a local law conflicts with our Code, we will follow the local law. In all other instances, this Code applies to your business activity. If, for example, local custom would allow something prohibited by this Code, you must follow the Code and not engage in this activity. When in doubt, do not hesitate contacting the Ethics and Compliance Department

III. Our Expectations and Your Responsibilities

You are responsible to:

1. Act with integrity and protect Ceva's reputation;
2. Read, understand and act in accordance with this Ceva Group Code and related guidelines and policies, and all legal and regulatory obligations that apply to your duties; take steps to prevent violations of the Code, identify and resolve any doubts you have about a business practice by using the resources described in the Code;
3. Create a culture of compliance in our workplace, and serve as an example by acting according to high ethical standards;
4. Report any actual or suspected violation of the law or Ceva Group Code, guidelines, and policies.
5. Cooperate with investigations and auditing / monitoring procedures that measure Ceva Group's conformance with this Code, guidelines and policies, and comply with any corrective measures implemented thereafter.

If you violate the law, this Code, or Ceva Group guidelines or policies, you will be subject to disciplinary action which, depending on the scale of sanctions applicable and the nature of the violation, may range from a simple warning to contract termination.

When making business decisions, consider:

1. if the decision or conduct meet the standards of business integrity, or if you really have absolute certainty that the behavior is legal;
2. if the decision or the conduct is consistent with this Code and applicable Ceva Group guidelines and policies;
3. Will the conduct hurt Ceva's global reputation?

If you are a Manager or Supervisor, you are further expected to:

1. Implement and confirm persons reporting to you understand and apply the standards outlined in this Code;
2. Set performance goals and expectations consistent with this Code and related guidelines and policies, and regulatory obligations;
3. Provide appropriate and consistent corrective action when this Code, guidelines or policies are not followed;
4. Foster an environment for raising questions, and address compliance issues that come to your attention, including by following the reporting obligations described above; and
5. Ensure that acts of retaliation are not tolerated against any person who makes a good faith report of a suspected violation of law, this Code, guidelines, or policies.

IV. Maintaining Compliance

Three core elements of our Ethics and Compliance Program help us stay compliant:

TRAINING

Ceva provides a variety of training to help you do your job properly. The training discusses this Code and gives you information about the laws and regulations applicable to our business. Some functions within Ceva require specialized training. You will be notified if your position requires this specialized training. You are also invited to ask the Ethics and Compliance Department for any training in the principles described in the Code that you feel is necessary for your professional activity.

SUPPORT

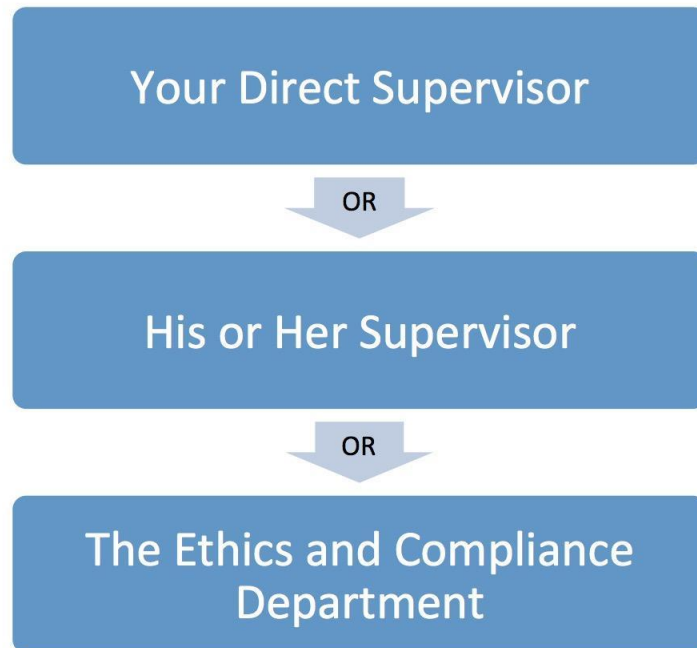
The Ethics and Compliance Department provides support to all departments of Ceva Group. You should use this resource. If you face a situation that raises ethics and/or compliance concerns, we encourage you to contact the Ethics and Compliance Department.

MONITORING, AUDITING AND INVESTIGATIONS

Ceva monitors and audits its business activities to confirm adherence to the law and Ceva Group guidelines and policies. When potential compliance violations are brought to our attention, we will take appropriate action and where appropriate investigate all such reports, to determine that our business is conducted in compliance with all applicable laws and the Code. We continuously improve our compliance efforts. If a compliance incident occurs despite all our efforts, we reassess our policies or training as a result of these activities and make any necessary changes.

V. Internal Reporting Channels

You have several internal avenues available to report actual or suspected misconduct, which satisfy your obligation under this Code to report potential compliance violations to Ceva:



For some matters, you are required to immediately escalate your report to the Ethics and Compliance Department in addition to your superiors as detailed further in the Ceva Group Reporting Policy.

If you are uncomfortable with reporting your concern to the persons listed above or if you are not satisfied with the answer provided by the persons listed above, reporting may be done through Ceva's Alert System accessible on Ceva Group website at www.ceva.com/en/Who-are-we/Alert-System and as detailed further in the Alert System Procedure available at the same web address.

Reports may be made anonymously, where legally permissible, but you are encouraged to identify yourself to facilitate communication.

Employees who report irregularities are afforded confidentiality and protection against any retaliation or reprisals, whether actual or threatened, as a result of speaking-up.

Please note that you must follow the Ceva Group Reporting Policy before making any external reports to instances or organization external to Ceva.

VI. Quality and Innovation

Statutory as well as internal safety and quality regulations must be followed strictly, from product research and development studies in laboratories, our manufacturing processes, to customer use of our products and services on animals. You are responsible for ensuring compliance with these principles within your area of responsibility.

1. RESEARCH STUDIES AND ANIMAL WELFARE

Research and development studies determine the safety and efficacy of our products, so that we may further the interests of science and society in animal welfare and disease prevention. In some cases, our research cannot be achieved without the use of laboratory animals. In these cases, where use of animals in research is scientifically necessary, we will continue to ensure that we are in compliance with applicable regulations and generally accepted standards on animal welfare.

Where such research is necessary, we strive to follow industry-recognized principles and wherever possible we:

- Use non-animal scientific methodologies;
- Continue to work to decrease the number of animals used; and
- Use techniques and procedures that eliminate or minimize the pain or distress of animal subjects while in our care.

Animal welfare is the responsibility of everyone involved in the research and development process. Each of us must take appropriate actions to promote and support the welfare of our laboratory animals.

2. SCIENTIFIC INTEGRITY

We understand and respect the role of independent scientific research and debate to medical, scientific, and human progress. Accordingly, in all research endeavors that are sponsored by Ceva Group, we will refrain from attempting to inappropriately influence the results and conclusions of such research. Clinical research shall be conducted under the direction of qualified personnel and in accordance with current good clinical practices.

3. ADVERSE EVENTS

Safety is a priority. An important part of improving product and service quality is gathering and reviewing adverse events and product complaints. Ceva uses this information to evaluate our products and services. In many cases, Ceva is required to report adverse experiences and product quality complaints to regulators.

4. QUALITY AND PLANT SAFETY

Our manufacturing procedures and methodologies are designed to help ensure that our operations do not pose an inappropriate risk to ourselves, the environment, or the communities in which we operate. Throughout our plants and laboratories, we continually work to reinforce and optimize our safety culture and related standards.

VII. Corporate Integrity

1. ANTI-CORRUPTION

As a global company, we must comply with the anti-corruption laws of many jurisdictions, including the French Law n° 2016-1691 of 9 December 2016 (**Sapin II**), the U.S. Foreign Corrupt Practices Act (**FCPA**), the UK Bribery Act (**UKBA**), and the various anti-corruption laws of each country where we operate.

We do not tolerate any form of corruption, whether involving a veterinarian professional, government official or private party, nor whether the transaction involves Ceva Group purchasing or selling. We expect you to make business decisions, and conduct your work, based on business need, and paying fair market value for the level of service provided.

Ceva Group expects third parties with whom it does business to comply with the principles established in this Code.

DO NOT offer, promise, authorize or give anything of value (including any item, service, or anything else, whether in a form of a personal benefit/favor or otherwise) to any person, directly or through third parties, in order to secure an improper advantage or obtain or retain business.

Likewise, DO NOT request, agree to receive or accept anything of value personally or for any other person or entity, in order to secure an improper advantage or influence your business decisions.

Keep in mind that even the perception of corruption can harm our reputation and trigger government scrutiny - we strive to avoid even the appearance of wrongdoing.

For a more detailed vision of the principles and risks, you can refer to Ceva Group's Anti-Bribery and Anti-corruption Policy. You should understand, be familiar with and follow this policy.

The following are some examples of conduct that may be considered to be corrupt and are therefore strictly prohibited.

DO NOT:

1. give or accept anything of value where the nature or value of the intended or actual benefit is not reasonable and appropriate to the occasion or the position and circumstances of the recipient . It is in particular inappropriate to give or accept an advantage or anything of value:
 - a. that does not have a clear business reason, or if the business reason is outweighed by non-business activity;
 - b. so frequently that the giving or accepting may potentially be regarded as excessive; or
 - c. in a non-transparent manner, in particular when a private address, bank account, or email account is used;
 - d. is designed to limit or influence the recipient's or your objectivity or discretion, or influence the decision-making process of the recipient's employer (including a government agency, university or state-owned or controlled enterprise) or Ceva.
2. use a related party (a relative or an individual with whom the recipient lives in cohabitation) to give or accept anything of value;

or

3. give anything of value that is not accurately recorded in Ceva Group's books and records.

Ceva conducts business transparently.

Corruption often occurs in secret. Persons engaged in corrupt activities may try to disguise their actions and act in secret to hide the misconduct. An effective measure to prevent corruption and to avoid the appearance of corruption is to conduct business openly and transparently.

One of the core elements of transparent business conduct is proper documentation.

Avoid entering into any agreement without proper written documentation. Written documentation is particularly important in connection with government officials and veterinarian professionals who hold a position that enables them to make or influence business decisions that affect Ceva Group. If these individuals provide services for Ceva Group, the legitimate business need for the services, the reason why the veterinarian professional or government official was selected, and the services performed, must always be recorded comprehensively in writing.

Corrupt practices may be disguised by overcompensating business partners. For example, a distributor may receive unreasonably high commissions, or speakers at conferences or consultants may receive excessive compensation for their services. We expect you to refrain from entering into any agreement on behalf of Ceva Group if you are in doubt as to whether the compensation for the business partner is commercially reasonable. Any compensation we grant to any of our business partners must represent fair market value.

Supporting research and development, scientific conferences, and education, charitable Donations and Contributions are in Ceva's best interests.

We will support scientific research and development, scientific conferences and education that are of legitimate interest to Ceva Group. While activities of this nature serve an important purpose, inappropriate activity relating to research and development, scientific conferences and education may have severe consequences for anyone involved, as well as for Ceva Group as a company.

Charitable Donations and Contributions

Charitable Donations and Contributions always require pre-approval in accordance with Ceva Group's expenditure approval policy. All donations and contributions must be made transparently.

2. ANTI-MONEY LAUNDERING

Money laundering is broadly defined as engaging in a transaction with criminally-derived property (proceeds), structuring a transaction in order to avoid detection of criminal conduct, or engaging in a transaction in furtherance of criminal conduct.

Ceva Group is committed to complying with all applicable anti-money laundering laws, rules and regulations. We take necessary steps in order to conduct business with reputable business partners involved in legitimate business activities with funds derived from legitimate sources.

For a more detailed vision of the principles and risks, you can refer to Ceva Group policy on Prevention of Money Laundering and Terrorist Financing.

3. EMBARGOES, BOYCOTTS AND TRADE SANCTIONS

Trade embargo and boycott laws and regulations generally prohibit companies located in a particular country from doing business in another specific country or with another country's nationals or companies (or transferring certain goods, services, or technologies across international borders). On the other hand, sometimes a country makes it illegal for companies to recognize embargoes put in place by other countries. Ceva Group's international operations can trigger issues under applicable trade sanctions and trade embargo laws. Ceva Group monitors these embargos and sanctions and implements procedures to make sure we follow them. If you are involved in the transfer of goods or services across national borders on behalf of Ceva Group, you must comply with these laws, regardless of where you are located.

4. COMPETING FAIRLY

Ceva Group provides innovative products and services at a fair price. We do not participate in or tolerate anti-competitive behavior. You must not seek a competitive advantage for Ceva Group through fraud, concealment, misrepresentation of material facts, or illegal means. Ceva Group does not condone theft of trade secrets and nonpublic information. You MUST avoid unauthorized use of any information that is patented, copyrighted, privileged or confidential.

Competition laws protect competition by prohibiting behavior that results in decreased competition or unjustified price discrimination, or that

produces other artificial forces or restraints in the market. Antitrust and other laws governing competition exist in virtually all countries and apply to conduct at all levels of an organization. In general terms, competition laws require companies to compete on an individual basis rather than join with other companies in agreements to restrict competition.

Any concerted actions, informal talks or agreements that are intended to restrict competition or may have the effect of doing so, are prohibited.

In addition, companies with a very strong market position may be subject to additional scrutiny, in particular if they are not facing substantial competition in a given market. A strong market position is not by itself improper, but such market position must not be abused to exclude competitors or to exploit customers. Ceva Group does not take improper advantage of a strong market position in any respective market.

The consequences of violating these laws are severe. You should be particularly careful at association meetings and trade shows to avoid the appearance of anti-competitive behavior.

5. CUSTOMERS, ADVERTISING AND PROMOTION

The manner in which Ceva Group conducts its business activities and promotes its products and services is highly regulated. Animal and human lives depend not only on the quality of our products and services, but also on the quality of the information we provide to the veterinarian community and general public. Information provided to our customers about our products and services, including their use, must be useful, accurate, supported by scientific evidence, and presented honestly, fairly and by proper means.

This means that promotional communications regarding prescription

drugs, over the counter medications and vaccines should include a description of uses or dosage recommendations and, where law or regulation provides, a summary of side effects, precautions, warnings, and contraindications, as well as effectiveness for the described indicated uses.

Ceva Group has developed specific policies to ensure business practices, marketing and promotional activity complies with applicable laws, rules and regulations. All promotional material regarding Ceva Group's products or services must be reviewed and approved through the appropriate process for each country's operations.

When you are discussing our products and services,

YOU MUST:

1. always be truthful, accurate and not misleading in describing products and services;
2. provide a fair and balanced description of the benefits and risks;
3. only make statements that are supported by appropriate clinical information or other data; and
4. ensure that all promotional statements are consistent with the product uses approved or cleared by your country's government and their content and manner of dissemination are in compliance with the applicable laws, rules and regulations.

6. ACCURATE BOOKS AND RECORDS

All Ceva Group business records must accurately reflect the true nature and extent of the transaction or expenditure. The purpose and substance of all Ceva Group transactions must be accurately and promptly recorded in the proper accounts. The reporting of Ceva Group's assets, liabilities, revenues and expenses must also be prompt and accurate. We additionally must maintain internal accounting controls to ensure that financial records and accounts are accurate.

You must maintain all paper and electronic records (including documentation associated with Ceva Group policies and procedures) in accordance with applicable laws on data retention.

You Must Not:

- create, submit or approve any false or inaccurate records, forms or reports in connection with Ceva Group business, or
- attempt to circumvent a Ceva Group financial or accounting policy or control.

These prohibitions apply, even if you believe that your behavior will ultimately benefit Ceva Group.

If you believe documents or data are being concealed, altered, falsified or destroyed, you should immediately report this.

7. BILLING PRACTICES

All bills for products and services must be truthful, accurate and complete, and must conform to applicable legal and contractual requirements.

8. RESPONSE TO INFORMATION REQUESTS

We properly respond to all government audits and requests for information regarding Ceva Group's business. But, such communication must be consistent, honest, accurate, timely and in compliance with local and international laws, while protecting Ceva Group's interests. Because of this, interactions with auditors, investors, governments, regulators, or legislators must only be made by authorized and appropriately trained individuals, regardless of the form of the communication. If you receive a request for information we ask you to report this.

9. COMMUNICATION WITH THE MEDIA

Open and honest communication is a prerequisite to maintain the trust of our customers, shareholders, and stakeholders. Ceva Group may only guarantee consistent, open and honest communication if any statement or information to the media is pre-approved by the Communications Group. If you receive a request for any Ceva Group-related information by the media, refer the request to your local Ceva media relations personnel and/or the Ceva Group Communications Team in accordance with Ceva Group's Global Media Policy.

10. DATA PRIVACY

Ceva Group only collects, processes or uses personal data of employees, customers, suppliers and other affected individuals, to the extent permitted by applicable law, and if necessary for business, research, or employment purposes. Ceva Group treats such personal data as strictly confidential and protects it in accordance with applicable law.

Ceva Group's employees are also expected to promptly report lost, stolen or damaged company-owned devices or devices containing company information.

Refer to your local employee handbook, policies or procedures for additional information on your privacy rights and obligations under applicable local laws.

11. ENVIRONMENTAL PROTECTION

We comply with the letter and spirit of environmental laws and regulations, and respect the environment in each country where we operate. Our actions and operating practices should reflect this.

To uphold this commitment, we work to reduce the environmental impact of our products and activities, to use natural resources responsibly, improve our resource efficiency, and develop new technologies, optimized processes and innovative products that protect or even benefit the environment. We further observe laws and regulations regarding the generation, use, storage and disposal of hazardous chemicals and other materials.

VIII. Personal Integrity

1. CONFLICTS OF INTEREST

You must refrain from activities that conflict with the interests of Ceva. A potential or actual conflict of interest exists when your private interests interfere or could reasonably interfere with the business interests of Ceva Group. You are expected to inform your direct supervisor of any personal interest that might jeopardize your objectivity or professionalism in the performance of your work. You are also expected to avoid activities or relationships that conflict with the company or could adversely affect its reputation. In particular:

1. If you wish to carry out a parallel activity relating to a field of activity of the Ceva Group or to one of its suppliers or customers, you must disclose your plans and, unless prohibited by law, ask prior authorization.
2. You must not hire or refer business to a relative, spouse or a person you live in cohabitation with, nor participate in the process of hiring or referring business to any of these persons.

2. USE OF CORPORATE OPPORTUNITIES FOR SELF-GAIN

Any business opportunity you encounter in conducting business affairs on behalf of Ceva Group belongs to the company and not you.

YOU MUST NOT:

1. Use Ceva Group's property, information or your position at Ceva Group to obtain a personal benefit or advantage, or to benefit or advantage a third party; or
2. Set up a competing business, otherwise act as a competitor of Ceva Group, or set up your own business to take advantage of your position at Ceva Group.

IX. Employment

All employees, customers, and vendors must be treated with respect, dignity, honesty, fairness and integrity.

1. MUTUAL RESPECT AND DIGNITY

Everyone who works at Ceva Group should encounter a professional environment, free from verbal or physical harassment, bullying, violence, or intimidation from supervisors, co-workers, vendors, consultants, visitors or customers of Ceva Group. Our respect for people is demonstrated in what we do and how we act toward everyone we encounter in our work

To meet our commitments to one another, and to attract, cultivate and retain talented individuals from around the world, it is vital to have a work environment built on mutual trust, respect, and principles embodied in this Code.

Ceva Group will comply fully with all applicable laws addressing employment opportunities and discrimination. We base employment decisions on business needs, skills, experience, and relative work performance and prohibit discrimination. Ceva Group is committed to following all applicable laws impacting our relationship with our employees worldwide.

Ceva Group does not consider protected categories in recruitment, hiring, placement, promotions, transfers, job assignments, training,

compensation, insurance, benefits, discipline and termination, or otherwise in the workplace or any work-related setting outside the workplace, as prescribed by applicable law.

Ceva Group encourages you to bring violations of these tenants to your supervisor, his/her supervisor, the Human Resources Departments or through the Alert System. Consult local employee handbooks, policies or procedures for additional information about unlawful harassment or discrimination practices.

2. WORKER PROTECTION

We do not tolerate violent or abusive conduct, whether verbal or physical.

3. NON-RETALIATION

You **MUST NOT** harass or retaliate against an employee or other person who reports or intends to report a violation or suspected violation of the law, this Code or Ceva Group guidelines or policies.

4. HEALTH AND SAFETY

We seek to provide a safe, healthy and productive workplace for our employees and our business partners who assist us in our business operations. We expect you to take all necessary precautions to avoid injury or harm to you, your co-workers or any other person.

X. Ceva Group Assets

1. PROTECTION AND PROPER USE OF CEVA GROUP PROPERTY AND ASSETS

Ceva Group property and assets may only be used for legitimate Company-related business purposes.

You are responsible for ensuring that Ceva Group's property, facilities, records or equipment is not altered, damaged, destroyed, misused, wasted, lost or stolen. This includes willful acts such as sabotage, acts or omissions constituting gross negligence, and tampering with or other improper use of computers, electronic mail, and/or voice mail. Unless authorized to do so, you must not take or use Ceva Group property or information for your personal benefit or gain. You also must not provide third parties with any Ceva Group property, unless you are authorized to do so in a legitimate business transaction.

2. CONFIDENTIALITY AND IT SECURITY

All documents and information on Ceva Group's internal operations must be treated confidentially. Confidential information includes all non-public strategic, financial, and technical or business information of Ceva Group, as well as all business and trade secrets of Ceva Group's business partners.

This proprietary information includes information regarding our products, customers, vendors, pricing, systems, employees, etc.

Unless the disclosure of confidential information is necessary to further a legitimate business interest of the Ceva Group and is duly formalized by a non-disclosure agreement signed with a third party or is legally required.

YOU MUST NOT:

1. talk to third parties about projects, products, specific business practices, technical details, or other confidential information, or grant them access to such information in any other way;
2. circulate trade or company secrets of our business partners;

AND IN ANY CASE YOU MUST NOT:

1. make any transcripts or copies of data for other than operational purposes;
2. use confidential information in your own business endeavors; or
3. access information that is unrelated to your own activities or disclose, without a legitimate business reason, such information to any fellow employee or third party.

Instead, **YOU MUST:**

1. handle confidential information with special care, in particular in public places, such as trains, buses, planes, etc.;
2. follow local rules on removing documents, notes, files, records, oral information, computer files or similar materials from the premises;
3. take steps to protect your computer, or other electronic device from unauthorized use, access or modification of software; maintain the confidentiality of postal correspondence and telecommunications;

Your confidentiality obligations remain valid even if your employment with Ceva Group ends.

3. SOCIAL MEDIA

Social media forms an important part of today's business, and its importance is growing. "Social media" refers to any digital communication channels that allow individuals to create, share, exchange and comment on content among themselves in virtual communities and networks. Social media include social networks (e.g. Twitter, Facebook, LinkedIn), blogs, wikis and video streaming websites (e.g. YouTube).

Refer to your local employee handbook, policies or procedures for additional information on the use of online media.

4. INTELLECTUAL PROPERTY

Intellectual property is essential for our economic success and the success of our business partners and customers. You must protect our intellectual property, including any patents, trademarks, copyrights, trade secrets, technical and scientific knowledge or know how, and expertise developed in the course of our business.

Any invention and/or discovery made in the course of your mission are Ceva Group intellectual property.

We expect you to also respect the intellectual property of others. If you duplicate or misappropriate intellectual property of someone else without authorization, you and Ceva Group may be subject to significant fines and criminal penalties.

XI. Audits and Investigations

Our auditors and investigators require your full cooperation. During your employment with Ceva Group, you may be asked to participate in an audit or internal investigation conducted by our internal auditors, external auditors, Ethics and Compliance Department or Legal Department, or external lawyers they engage. When this happens, you are always expected to cooperate fully and communicate honestly.

You may also receive a request for documents or a request to meet with regulators or lawyers in connection with a legal proceeding or government investigation. If you receive such a request, you must contact the Legal Department for assistance



Together, beyond animal health