

NON-FINANCIAL PERFORMANCE STATEMENT 2021



Together, beyond animal health



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FOREWORD

As required under Article L.225-102-1 of the French Commercial Code, this non-financial performance statement (NFPS) presents the Group's business model (section 1.b), its primary non-financial risks (section 1. c) as well as the policies applied to help prevent these risks and their consequences.

The Ethics and Compliance Department and the Corporate Affairs and Communication Department are responsible for the preparation of this NFPS.

The compliance and accuracy of the information provided in this NFPS is verified by an independent, accredited external organization (section 9).

For Ceva, the NFPS is more than a mere regulatory obligation; it is also a tool for managing its non-financial impacts. The NFPS brings together the initiatives taken as part of the various business activities of the Group and its local subsidiaries, and reports on the Group's performance relative to its strategy, as applied to the field of Corporate Social and Environmental Responsibility (CSR).



1. IMPLEMENTING SOCIAL RESPONSIBILITY

1.A OUR APPROACH TO CSR: TARGETING AND MONITORING OUR COMMITMENTS

Throughout its history, Ceva has remained committed to these core topics: our staff, quality, and animal welfare

For several years now, Ceva has been able to pinpoint the sustainability issues most strongly linked to its business model and its strategy. The Group thus conducts a well-established human resources policy to ensure the health and safety of its employees, their development, and the quality of labor-management dialogue. Ceva has also always set guidelines for product quality and safety commensurate with the strategic importance of those issues. For many years now, Ceva has taken a proactive approach to animal welfare as well.

2018 – early 2020: ethics, compliance and risk mapping provide the foundation for our CSR approach

In 2018, Ceva adopted its Code of Ethics and Good Conduct and prepared its first CSR report. The following year, the Group implemented a system to ensure the security of personal data in order to achieve compliance with the General Personal Data Protection Regulation (GDPR).

In early 2020, Ceva performed an initial analysis of its non-financial risks, considering their impact on its business activity and on its stakeholders, and the probability of their occurrence. The Group prepared its first non-financial performance statement for the 2019 financial year in 2020, presenting the policies and procedures in place to identify, prevent, and reduce the impact of its non-financial risks. Ceva has also improved its approach to the definition and reporting of performance indicators. Several performance indicators were thus published in the 2020 report, and the structural work for its all-risk approach is ongoing.

2020: Ceva conducts its «CSR transition» in the context of the Covid-19 crisis

The year 2020 was marked by the pandemic, and the actions taken by Ceva to protect employees and their families and make its contribution to regional social welfare programs. The crisis put the Group's values into action, and gave rise to profound cross-sector cooperation among the teams. This unprecedented situation also accelerated certain transformations that Ceva had already embarked upon. For example, certain changes to working methods required for health security also contributed to strengthening our

culture of independence and responsibility. Among the other major advances that were made in 2020, Ceva also strengthened the governance of its animal welfare policy, working toward creating a charter and assembling a network of dedicated managers.

It was a year of transition, one that thrust Ceva into the «post-pandemic world», 2020 became the first financial year for which the Group published its key non-financial performance indicators and its carbon footprint for scopes 1 and 2: the values thus obtained now form the benchmark for the achievement and expansion of the objectives that Ceva has set itself, and for the progress to be made in the years to come.

Ceva strengthens its CSR approach with new commitments for 2021

The carbon footprint for scopes 1 and 2 was extended to the entire group in 2021, and Ceva has also begun working on preparing the carbon footprint for indirect emissions across its entire value chain (scope 3). The initial results will come out in the first quarter of 2022, and will allow the Group to map its primary indirect impact sites in order to focus its efforts at those locations in the future. Ceva also wishes to strengthen its environmental commitment, in order to limit the environmental impact of its activities. The Group is working as well to give more visibility and impetus to its animal welfare policy. The company intends to put sustainability and sustainable development at the heart of its business. One of the results of this has been the creation of a new position covering CSR activities on the Executive Management Committee. In 2022, Ceva intends to adopt clear reduction objectives set in a realistic time frame.

Our thematic networks and CSR experts

Sustainable development is one of Ceva's ambitions, and that's why it has established multiple teams and communities to head up the various components of its CSR policy: HSE teams (Health, Safety and Environment), Human Resources teams, the Ethics and Compliance Department, Quality Managers, local animal welfare ethics committees, a Group-level Data Protection Officer (DPO) and a personal data security correspondents network.

In 2019, Ceva established a CSR reporting team and correspondents network. This team implements the procedures and tools for non-financial reporting. It coordinates reporting campaigns, identifies the progress made and key events in each field, and oversees the key indicators report. It also provides perspective on the various fields to improve their visibility, and oversees the establishment of quantified objectives. This team is now under the supervision of the Corporate Affairs and Communication Department.

1.B OUR BUSINESS MODEL

Our strenghts

Plenty of diversified talents

More than **6,300** employees, **46%** female

- Industrial: **37%**
- I&D: **11 %**
- Commercial: **39%**
- Other: **14%**

Driving innovation and engineering

 **15** I&D sites¹

€100 Million invested in I&D in 2021

 **28** production sites²

A robust supply chain
of active raw materials

- serums , diluents, excipients -
consumables and services

24,000 suppliers

€771 million in purchases made in 2021³

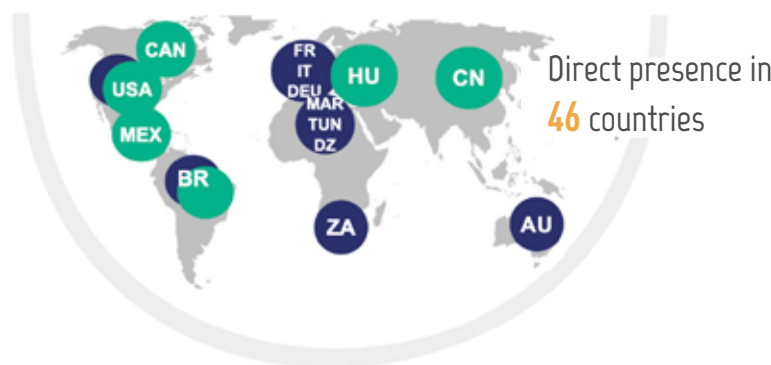
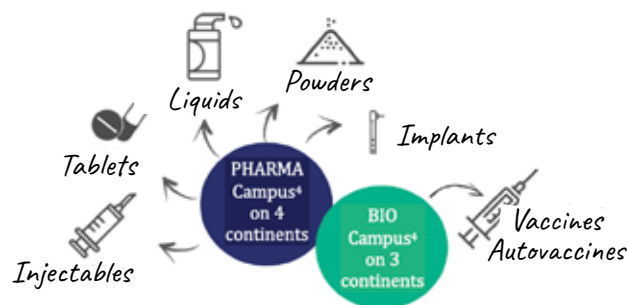
An international and multimodal
distribution chain

Distributors, cooperatives and resellers
(specialty stores, e-commerce)

Partnership synergy

With our shareholders, investors, regulatory
agencies, subsidiaries and contractors

Together, beyond animal health



The value we create

Leader in France
and **#5** at
global level



Poultry



Companion
Animals



Swine



Ruminants

2021 revenue: €1.4 Billion

Commercial presence in **110** countries

CSR Performance

79.8% gender pay equality

96.5% of employees took training courses
in 2021⁵

54kT CO2 eq. emissions, scopes 1 and 2

Main customers:

veterinarians - farmers - pet owners

Sharing of expertise

Digitization: website & applications

Commercial and scientific partnerships

Towards sustained growth, balanced between
prevention and treatment



¹ excluding CRO (Contract Research Organization) partners

² industrial sites and auto-vaccine sites

³ excluding factory acquisitions

⁴ Campus: a site including both R&D and production activities

⁵ Within France

1.C OUR NON-FINANCIAL RISKS AND OPPORTUNITIES

In January 2020, Ceva defined the non-financial risks associated with its business model: risks related to industrial relations, environment, society, human rights and corruption. The Ethics and Compliance Department and the Risk Management Department performed a joint analysis of these risks. They then selected ten major risks, based on their relevance and their impact relative to the Group's activities.

Our primary non-financial risks

Thème	Risk	Objective	Policy and indicators
2 - INDUSTRIAL RELATIONS			
Employee health and safety	Failure to protect the health and safety of employees in the workplace	To guarantee employees' physical and moral integrity and reduce the number of accidents in the workplace, thus reducing the number of work stoppages	2.A
Development of employee skills	Inadequate management of employee skills leading to a lack of commitment and weakened implementation of the strategy	To bring job descriptions, career path management and skillsets into alignment; to promote professional training	2.B
Labor-management dialogue	Deterioration of dialogue between employer and employees	To promote labor-management dialogue so as to help prevent tension in labor relations	2.C
3 - SOCIETY			
Product quality and safety	Lack of product quality and safety	To ensure the quality and safety of products at all stages of their life cycle in order to avoid risks to animal and human health (ineffectiveness, danger)	3.A
Responsible purchasing	Failure to apply the principles of the «Responsible Supplier Relations» Charter adopted by Ceva	To ensure that the 10 commitments of the Charter are properly applied in the Purchasing process	3.B
Ethics and animal welfare	Failure to ensure animal welfare in the context of activities	To strengthen animal welfare standards and policies	3.C
4 - ENVIRONMENT			
Environmental footprint	Lack of control of environmental impacts	To reduce emissions into air, water and soil	4
5 - HUMAN RIGHTS			
Personal data	Failure to protect the personal data of employees, customers and shareholders.	To ensure the protection of personal data and detect breaches likely to lead to their loss or fraudulent use.	5.A
Human rights and labor rights	Failure to protect the human rights of employees and to monitor human rights in the supply chain	To prevent violations of human rights; to prevent risks associated with human rights violations in the supply chain	5.B
6 - ÉTHICS			
Business ethics	Failure to conduct business in accordance with principles of integrity and laws on corruption.	To detect and take measures to prevent acts contrary to business ethics.	6



SOCIAL

2.

RELYING ON OUR EMPLOYEES TO SUPPORT OUR GROWTH

Ceva relies on its teams to implement its ambition for growth. The safety and well-being of our employees are the prerequisites for the relationships of respect and trust our business project rests upon. Ceva takes great care to provide its employees with a healthy and safe working environment. During the health crisis, this requirement has given rise to multiple actions. This unprecedented year also shed new light on the second core principle of Ceva's human resources policy: employee development. The disruption of our working methods helped accelerate the growth of a culture of independence and accountability. Ceva encourages labor-management dialogue as part of a constructive approach to a shared business project.



2.A OUR EMPLOYEES' HEALTH AND PHYSICAL SAFETY

Ceva is committed to making every effort to guarantee a safe and healthy working environment for its employees and partners. The Group reiterates this commitment in its Code of Ethics and Good Conduct, making clear that everyone is responsible for ensuring the health and safety of others, whether employees or third parties.

Ceva undertakes in particular to:

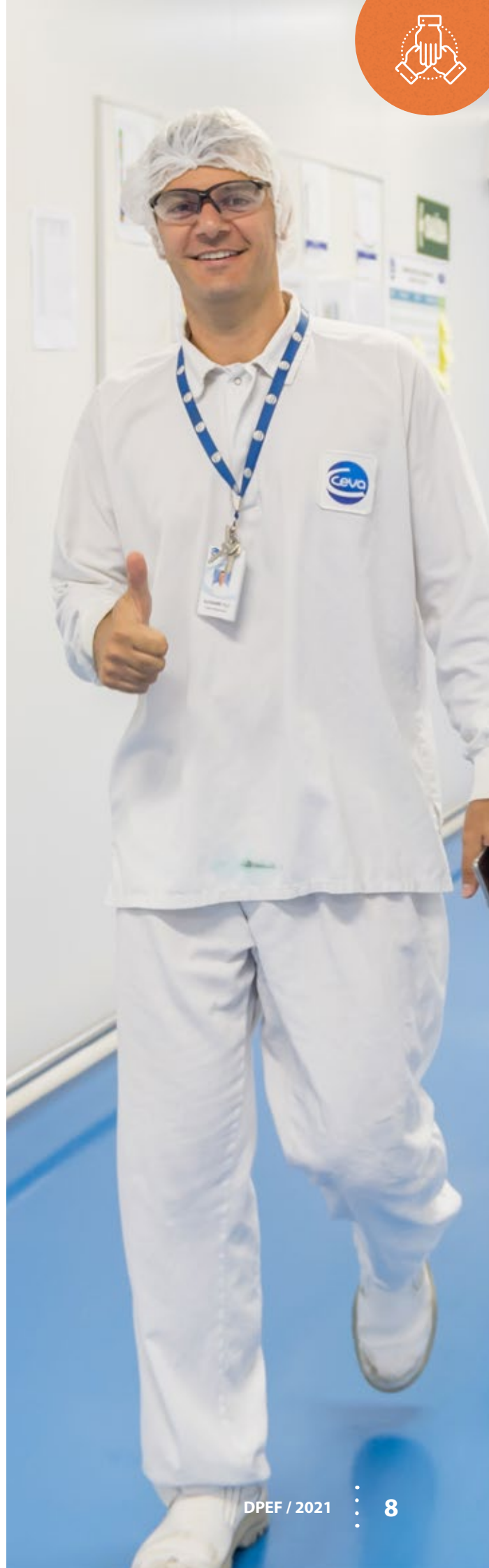
- Protect employee health and safety by providing employees with training and information, social welfare agreements, preventive measures such as periodic medical examinations, ergonomic workstation planification, prevention of hazardous or arduous work, workplace accident prevention, etc.;
- Working conditions: environment, equipment, ergonomics, workplace decisions, etc.;
- Prevention of sexual harassment, workplace harassment, and workplace violence;
- Psychosocial risk prevention

Prevention and solidarity in the health crisis

In order to protect employees from the Covid-19 pandemic and ensure their ability to continue working in optimal occupational health conditions, Ceva implemented a series of actions:

- Preventive measures to avoid the spread of the epidemic in the workplace: voluntary body temperature checks, distribution of masks, gels and disinfectant products, distancing of workstations, staff occupancy limits in common spaces, protocols for proper ventilation in the premises, and protocols for visits by third parties;
- A protocol with procedures to be followed in case of infection or for contact cases, including support for employees and their families (establishment of a solidarity fund managed by committees);
- Implementation of part-time remote work, deployment of tools required for proper teleworking conditions, and increased remote meetings;
- Solidarity initiatives: production of sanitizing gel, distribution of masks and sanitizing gel to employee families, customers, and to hospitals, and provision of accessory supplies (gowns, scrub caps, etc.) to medical staff.

The Covid-19 Risk Prevention Plan was directed by the Risk Management Department, with the close collaboration of the HSE (Health, Safety and Environment) managers at each site and support from the Human Resources teams.





Control of health and safety risks on campuses and at industrial sites

Ceva has listed the main sector-specific health and safety risks to which employees are exposed. These risks are mainly of two types:

- risks associated with the handling of chemical products;
- physical risk associated with the mechanical operation of machines within production or laboratory areas, high-pressure steam, or heavy load handling.

The health and safety of employees on campuses and industrial sites are the responsibility of the industrial management. Locally, the HSE (health, safety and environment) teams, both internal and external, are responsible for: HSE risk prevention, regulatory compliance with regulations, implementation of safety, awareness and training of employees.

Ceva brings together the HSE managers of production sites worldwide into an HSE community. The community meets twice a month under the guidance of the industrial management and shares its tools and best practices via a dedicated interface. The frequency and severity rates are monitored at the campus and site levels and consolidated at Group level. The results of the campuses and sites and the related action plans are included in the monthly campus performance performance review. The consolidated indicators are analysed by the Executive Committee on a monthly basis during the performance reviews.

In 2021, the scope of monitoring health and safety indicators has been extended to the entire Group workforce (vs. 2020 which covered the GMSQ activities).

A Culture of Accident Prevention

Ceva's goal is «zero accidents.» Beyond its technical investments in safety and organizational measures, the Group is also developing a culture of accident prevention.

Since 2010, the three sites in France - located at Laval, Loudéac and Libourne - have progressively enrolled in the «Playsafe» training program. It uses various different drivers of prevention - technical, organizational, managerial and behavioral - and draws upon the skills and behavior of all participants, both employees and managers, to help them become involved and aware of their responsibilities.

Health, Safety and Environment («HSE») industrial audits

The Risk Department has established a program of HSE audits, conducted at its sites by independent international inspectors. Since 2017, eleven (11) audits have been conducted, covering the most strategic sites. The audit campaign was suspended in 2020 due to the Covid-19 crisis, and will resume as soon as health security conditions allow.

The Risk Department also conducts internal audits, with increased scrutiny of fire risks and compliance with emergency plans. Each site is audited on average every 3 years. This audit campaign has also been suspended since 2020 due to the Covid-19 crisis.

Finally, the Risk Department also monitors corrective actions taken to address the audit findings, and reports on those actions to the Manufacturing Division and to Risk Management.



Working conditions and well-being

Ceva believes that dedication to the business project and employee well-being are drivers of engagement, and therefore of collective performance.

Furthermore, the group is convinced that by cultivating its connection to all its employees and the quality of dialogue at the local level, everyone's concerns can be made known, and thus better addressed by working together.

Ceva has therefore decided to consult with its employees on a regular basis in order to take the pulse of the organization and jointly develop action plans to improve the employee experience, particularly in terms of working conditions and well-being.

Starting in 2017, a major employee satisfaction and commitment survey, entitled "We Share," has been conducted at group level. The results of the first of these surveys made it possible to refocus the group's HR strategy around six main priorities: improving the new hire intake, clarifying the standard operating procedures for each occupational division, strengthening skill development systems, streamlining communications, improving working conditions, and strengthening individual and collective employee recognition. This collaborative, inclusive, characteristically teamwork-oriented approach allowed for the reconstruction of a comprehensive picture, supplemented by local presentations of results achieved and in-depth workshops.

As a result of the health crisis, Ceva postponed the second edition of its global engagement survey, initially scheduled for 2020. The Group has preferred to conduct satisfaction surveys in a shorter format, focusing on how its teams have experienced the Covid-19 period, crisis management, and the implementation of new working methods. Thus the group conducted three «Pulse» surveys in spring of 2020, in January 2021, and again in December 2021, asking employees to reflect on their concerns, and on how the company was handling the Covid crisis (satisfaction with the group's communication, perception of the group's collective response, etc.), encouraging them to give feedback. The two surveys held in 2021 also focused on how teleworking was being implemented and how it was impacting employees, as well as on the societal objectives that the company sought to set for itself. The feedback thus obtained, which only strengthened Ceva's willingness to pursue its societal and environmental commitments and the roll out of new working methods (remote work, collaboration, remote management, etc.), also provided new avenues for exploring how better to support those objectives.

Ceva's aim is to maintain this momentum and integrate a culture of dialogue into its DNA, so as to make it a real driver of continuous improvement and commitment.

Performance indicators

	2020	2021
Lost-time injury frequency rate (TF1)*	7,3	3,1
Injury severity rate (TG)*	0,16	0,07

*The scope for 2020 included the industrial sites at Juatuba, Paulinia, Campinas, Huadu, Ebvac, Libourne, Laval, Loudeac, Budapest, Lenexa, Caviago, Porto Empedocle, Cuernavaca, and Verona. It covered employees and temporary workers from 17 industrial sites and campuses under the supervision of the GMSQ Department, representing 42% of the Group's employees and temporary workers in 2020.

In 2021, Ceva greatly extended the scope of this indicator, since it now covers all the Group's permanent employees (excluding temporary workers).





2.B EMPLOYEE INDEPENDENCE, RESPONSIBILITY AND DEVELOPMENT

Ceva's ambition for growth is based on the ability of its employees to take initiatives and collaborate. It is driven by their commitment and development. Ceva also stands out on the market because of its solution-oriented, customer-focused know-how.

Ceva's strategy is implemented by a leadership and management responsible for guiding their teams toward the development of «best in class» skills, and creating the conditions for high-performance autonomy and expanded spheres of responsibility for all. Ceva's leaders and managers have an essential role to play in ensuring appeal, retention, performance and development in Ceva teams.

That's why Ceva supports the development of everyone's skills: whether employees, managers or leaders. In 2021, Ceva strengthened its business culture based on the 24 new job types created in 2020, promoting new working methods rooted in independence and responsibility.

Spreading a culture of independence and responsibility

Ceva seeks to foster autonomy and increased responsibility. In 2021, Ceva reinforced this culture by encouraging remote and autonomous working practices, particularly in certain laboratories (on a smaller scale than offices) and promoting interaction beyond the workplace in project-focused groups, with the creation of remote work communities.

After defining the roles, responsibilities and technical skills of the 24 job families in all its occupational divisions, Ceva set ambitious new standards of responsibility, technical skills and soft skills, allowing employees to flourish and develop in their jobs, while also enhancing their employability. Skills management, hiring management and talent development management have all been comprehensively reviewed in light of the highest standards on the market, under the supervision of the Human Resources Department, with assistance from the directors of our job families. Employees from the various job families took part in this review, to account for the reality on the ground.

Supporting individual career paths

Ceva has established individualized pathways for the development of skills and careers. The annual supervisory interview for the various job positions focuses on responsibilities, as well as on behavioral and technical skills. Employees can then work together with their managers to design personal development plans, reflecting their career and mobility goals and their training needs. Beyond these highlights, Ceva's culture also encourages the provision of individual feedback throughout the year through regular meetings with managers.

Identifying talents and forecasting trends at the Group level

The Human Resources Department identifies the skills required by the Group in the medium and long term. It anticipates strategic changes by taking a forward-looking view of our occupational divisions. It develops skills development programs and training plans.

At Ceva's annual staff reviews, the talents and skills of each employee are appraised. The Group can thus offer development and career opportunities to everyone, as part of a dynamic process of collective development. After this general review, Ceva draws up individual development plans for emerging talent, high potential talent and successors to key or critical positions. Career committees, first established in France in 2021, regularly monitor these development plans. They will be rolled out Group-wide between 2022 and 2024.





Providing support to managers and leaders to help grow their teams

Support for development projects includes coaching and mentoring offerings as well as two training programs for executives: “We Lead”, for the top 100 leaders, and “We Manage” for managers. In 2021, Ceva rolled out the “We Manage the New Normal” module for team management in all countries, as part of our new independence and responsibility-based working methods.

Also in 2021, the Human Resources Department released a management support booklet. The booklet details Ceva’s managerial practices and specifies the Group’s expectations in regard to leadership qualities. It presents the processes available to managers and directors to help their teams develop their skills and advance in their careers at Ceva, in particular:

- the annual interview, covering their responsibilities, skills and individual targets;
- the development plan, covering their career and mobility goals and their training needs;
- the development of a culture of continuous feedback, and of reciprocal feedback between managers and their teams.

Spreading a culture of continuous learning

Ceva employees have expressed the need for continuous improvement of their technical and managerial skills. To provide them with support to this end, Ceva has been increasing its professional training offerings over the past three years. The Group’s professional training offerings for employees are available in several formats: e-learning, face-to-face training, coaching and mentoring. In 2021 Ceva provided training, in particular, in project management, facilitation and general management.

In 2021, Ceva rolled out new formats for training, alternating between distance learning in collective and working groups and in-person learning, and strengthened its culture of continuous and multifaceted learning, as its development vision is driven equally by the development of learning communities, networks within occupational divisions, and continuous feedback processes.

To this end, Ceva established «Ceva University,» developing training courses for each of the Group’s 24 job families.

Performance indicators

	2020	2021
Staff turnover rate (with resignations)	11,5%	10,8%
Percentage of employees who received training during the year - scope: France*	90,2%	96,5%

* For the training indicator, the scope includes the French sites of Libourne, Laval and Loudéac, which represent 21% of the Group’s workforce, whereas group-level figures will be integrated into the Group HR toolkit and the PeopleCloud training toolkit for 2022. Furthermore, this includes training courses implemented locally, as well as training courses on discrimination and harassment conducted at the Group level.



2.C QUALITY OF LABOR-MANAGEMENT DIALOGUE

Ceva respects freedom of association and recognizes collective bargaining rights throughout its value chain, both internally and among its suppliers (section 5.b).

Labor-management dialogue is a constructive approach, which contributes to the economic performance and development of Ceva employees. This dialogue is based on a relationship of accountability, trust and feedback, and results in appropriate and pragmatic solutions. Ceva provides support to both employees and managers to help ensure quality labor-management dialogue.

In the countries where Ceva operates, labor-management dialogue addresses, at minimum, the subjects of workplace well-being, skill development, health and safety. Union or staff delegates work collaboratively with the management at various entities, together representing 68% of Group employees. This indicator was calculated as part of a survey of HR managers conducted by questionnaire.

This widespread dialogue within the Group thus makes it possible for the Group to facilitate transformations and manage human resources in a responsible, concerted manner, suited to the local economic and labor relations context.

Though labor, management and leadership have mostly concentrated their efforts on handling the health crisis over the past two years, substantive projects have also been initiated or continued in certain entities.

For example, in Germany, discussions have been initiated on an overhaul of the performance and remuneration system. In Hungary as in India, these subjects are regularly discussed between labor and management. In France, the labor-management dialogue approach has included regular work meetings, as well as biannual reviews of the Group's economic and social performance and general strategy. In Brazil, labor-management dialogue and co-construction led to the development of a program for sharing the company's profits.

Performance indicators

Rate of employees covered by the presence of staff or union representatives

2020 : NA

2021 : 67,6 %





SOCIETAL

3.

MAINTAINING THE TRUST OF OUR STAKEHOLDERS

The Group develops, manufactures and markets health products and equipment to help prevent and cure animal diseases and improve animal well-being and health. The sustainability of our supplies and the quality and safety of our products are priority issues for us, so that we can guarantee to animal owners, breeders and veterinarians the availability of effective products without negative health impacts, designed with respect for animal well-being.



3.A PRODUCT QUALITY AND SAFETY

The quality of our products reflects Ceva's expertise and ensures customer satisfaction. It is a competitive advantage, to which Ceva attaches strategic importance.

An organization dedicated to quality

The Ceva Quality organization has been strengthened by our communities (QA Systems, Sterility, Laboratory Communities and QA Communities at commercial subsidiaries), the definition of occupational families, and the implementation of daily team meetings on campuses and community meetings to ensure the compliance of the products manufactured and/or sold by Ceva during the product development, manufacturing, distribution and marketing phases. The Group meets the highest standards for quality, safety and efficiency throughout the product life cycle.

The Quality Department continues to implement the Quality strategy via the rollout of global processes (audit, batch release, batch recalls, etc.) applicable to the various departments and entities of the Group. It is in charge of harmonizing our quality principles, team training, and expanding the digitization of these processes.

At the campus and cluster level, the role of quality managers is to implement good quality practices within their jurisdictions, ensuring that they are aligned with corporate processes: applying internal standards and regulations, ensuring product conformity, safety, effectiveness and reliability, and ensuring that product distribution and storage is conducted under the required conditions.

Quality monitoring and control

Ceva's facilities are subject to regular inspections by supervisory authorities. Reports on these inspections are prepared internally and sent to the Quality Department.

The digitization of a number of processes such as document management and audit management has enabled our teams to continue to do their work effectively, despite the health crisis and travel restrictions. For example, the new tools allow supplier audits to be performed with the use of videoconferencing (with a connected robot) and electronic signatures.

In 2021, Ceva continued to measure the performance of its processes using quality monitoring indicators, while including the Innovation and Development (I&D) departments.

Safety of our products

The Manual of Good Pharmacovigilance Practices provides the essential elements for pharmacovigilance training and defines the local procedures to be implemented. Distributed at each site, it ensures harmony with the highest standards of pharmacovigilance within the Group.

Ceva's Pharmacovigilance Department monitors the safety and efficacy of the products it markets in accordance with its regulatory obligations in this domain. Made up of specialist members - veterinarians, pharmacists, scientists and pharmacovigilance technicians - the department's primary mission is to:

- report pharmacovigilance cases to the authorities in compliance with local regulations;
- analyze pharmacovigilance cases involving the Group's products reported worldwide;
- detect and manage potential pharmacovigilance signals;
- reassess product risk-benefit ratios and update product information sheets.

100% of our products, whether subject to pharmaceutical registration or not, are monitored via the Group's pharmacovigilance system. The information collected enables Ceva to improve its knowledge of the products and make their usage safer, in particular by updating the information on the instructional leaflets.

Furthermore, Ceva asks each new hire, and all employees once every two years, to take an e-learning course on pharmacovigilance and validate their skills with a quiz.

Performance indicators

% product recall events vs. total products sold*

2020 : 0,05

2021 : 0,03

1 Best Practices for Laboratories, Clinics, Manufacturing, Distribution, and Pharmacovigilance (BPL, BPC, BPF, BPD, BPhV)

*Includes campuses and industrial facilities under the supervision of the GMSQ Department as well as products manufactured by subcontractors, together representing 80% of Group sales



3.B RESPONSIBLE PURCHASING

771 M
IN PURCHASES

24 000
SUPPLIERS

IN 110 COUNTRIES

Ceva sources from a large number of suppliers worldwide. The Group's purchases consist of the components - i.e. materials and packaging items used for the composition of its products - and services it requires to support its industrial, I&D, sales, marketing and support activities.

Ceva is working to secure its component supply lines, so as to ensure continuity in the production and marketing of its products. Ceva also undertakes to include in its purchasing strategy the principles of its «Responsible Supplier Relations» Charter, ensuring a responsible approach to suppliers and fairness toward the communities in which they do business.

The Purchasing Department directs this strategy at the Group level. On Ceva campuses with large purchasing volumes - in France, Hungary, the United States, Brazil and Germany - purchasing managers apply the purchasing strategy locally.

In September 2021, the Purchasing Department took a proactive position on the Responsible Purchasing approach, which will be defined and rolled out in 2022.

Responsible purchasing governance

The Purchasing Department has managed the organization of our responsible purchasing approach since September 2021. In 2022, the Director of Sourcing and Innovation will be joining the Purchasing Department to help roll out the Group's responsible purchasing approach.

The Purchasing Department and the I&D Department, working together, have established the Strategic Sourcing Committee, a governance body that permits it to influence supply decisions starting from the definition phase of product development projects, and to ensure that the corresponding criteria are met when supply decisions are made.

Finally, in 2021, Ceva created its Corporate Affairs and Communication Department; its director also serves on the Executive Committee, and can thus bring the subject of Responsible Purchasing to the management level at Ceva.

Integration into the local community, applying geo-purchasing

Geo-purchasing refers to the Purchasing Department's desire to ensure that its indirect purchases are made as local as possible relative to its usage sites worldwide, so as to help develop local economy and local investment, and thus to secure its supply chain as much as possible.

Ceva has added geo-purchasing to its list of indicators, measuring the percentage of indirect purchases made in the region of its industrial sites in France (at Laval, Libourne and Loudéac).

Ceva France favors the use of regional suppliers for its indirect purchasing - such as supplies, equipment or services - which accounts for 43% of total purchases. To this end, preference is given to regional suppliers during the preliminary selection process of its calls for tenders. Plus, at Supplier Choice Committee meetings, regional offers available at equal cost will be preferred. These principles are enshrined in the Responsible Supplier Relations Charter to which Ceva is committed.

Beyond seeking to locally source as much of its supplies and materials as possible, Ceva undertook several other engagements in 2021 as well:

- Co-organization of a trade fair in the Nouvelle Aquitaine region entitled «BtoB Néobusiness» with the aim of helping to stimulate the local economy and increasing its purchasing footprint in the region;
- Partnership and functional approach towards local suppliers, to provide support for investment projects: Presentation of the «Cristal des Achats» prize on November 9, 2021, on the theme «Regionalizing Purchases» for an investment project at the Libourne site.

From 2022 and beyond, Ceva will work to harmonize calculations of the geo-purchasing indicator, by extending its scope to include the Hungarian and American platforms, which are the second biggest buyers after France.



Building responsible and supportive business relationships

Since 2018, Ceva has adhered to the Responsible Supplier Relations Charter, developed jointly by the National Purchasing Council (CNA) and the Corporate Ombudsman. The Group thus undertakes to apply best practices in purchasing from its suppliers, acting within a framework of mutual trust, and in particular to:

- ensure financial fairness vis-à-vis its suppliers;
- promote collaboration;
- reduce the risk of mutual dependence;
- integrate environmental issues,
- ensure the responsibility's accountability to the local community;
- manage the purchasing division in a comprehensive, integrated manner.

The Group's Purchasing Department is dedicated to implementing and developing this Charter. In particular, it participates on its steering committee.

In 2021, Ceva continued applying the principles of this charter in its relations with suppliers.

Also in 2021, the position of Manager of Strategic Partnerships and Alliances was created, tasked with managing Ceva's ten key partners, emphasizing the importance of the quality of maintaining responsible business relations. One of the tasks of the position is to increase the maturity of our supplier relations, while maintaining compliance with the charter. Criteria set forth in the Responsible Supplier Relations Charter are now universally integrated into Ceva's partnership choices.

In 2021, the Purchasing Department created a training module, together with a questionnaire. The training program will be implemented in 2022, to ensure that all Ceva buyers are familiar with this Charter.

In 2022, the Purchasing Department will ensure the proper implementation of the Charter within the various purchasing processes.

Securing component supply continuity

Ceva's global strategy to secure its component supply is based on an assessment of the risks of its supply chain, and on a global approach seeking to:

- diversify supplier sources, to the greatest extent possible, so as to guarantee supplies (Business Continuity);
- work on going back to sourcing certain active ingredients and other critical components locally, using French and European suppliers;
- secure existing supplier relationships over the long term, using contracts that address the primary risks identified;
- improve the monitoring of its suppliers' financial performance, so as to better analyze their degree of dependence.

In 2019, Ceva performed an overall risk assessment for its supply chain, covering the Group's twenty-five (25) most strategic products (the «Top 25»), i.e. the products posting the highest turnover.

Ceva has analyzed the key components going into each of its strategic products, and their suppliers. The Group has assessed their exposure to the following risk factors likely to result in supply chain ruptures: product availability, supplier solvency, legal risks, insurance liability, financial risks (in particular our degree of dependence on a given supplier), human resources, quality, compliance with regulatory requirements, business ethics, environment and transportation.

This assessment process enabled the Group to avoid being caught off-guard by the global health crisis and its successive waves since 2020. In particular, working with local teams, Ceva has set up targeted action plans to prevent component supply disruptions.

In 2020, Ceva further enhanced its risk assessment approach with regard to the supply of components. The Group reviewed its assessments of the critical components of its most strategic products and their specific action plans, to increase their stocks or diversify their supply sources, for example.

This assessment activity is currently ongoing, and is now addressed in detailed action plans for each key component-key supplier pair, reflecting the severity and frequency of the risks identified.

In 2020, Ceva extended its risk analysis, beyond components, to a global risk analysis by product manufactured, over the entire production chain: warehousing, inventory management, transport, asset availability, process robustness, etc. The percentage of products covered by an industrial risk analysis in 2020 came to 49.5% (in % of gross margin).

Ceva has entered an agreement with one of its primary distributors, to have it perform HSE audits of the Chinese suppliers of its main components. Due to the health crisis, these audits could not be carried out in 2021.

In 2021, no supply disruption occurred. The objective for 2022 is to prevent supply disruptions in a highly volatile and competitive market.



Performance indicators

REGIONAL	% OF INDIRECT PURCHASES MADE IN PROXIMITY TO CEVA SANTE ANIMALE SA* SITES IN 2020	% OF INDIRECT PURCHASES MADE IN PROXIMITY TO CEVA SANTE ANIMALE SA* SITES IN 2021	TARGETS FOR ANNUAL PROGRESS BETWEEN 2022 AND 2025, FRANCE
NOUVELLE AQUITAINE	NA	16%	+2
PAYS DE LA LOIRE		7%	
BRETAGNE		6%	
TOTAL		29%	
Remote from Ceva sites		47%	
OTHER COUNTRIES		24%	

*Includes the French sites at Laval, Libourne and Loudéac (excluding Ecat and Desvac), accounting for 45% of total indirect purchases, in turn representing 50% of all purchases.





Global Animal Welfare Awards 2021 organized by the World Veterinary Association and Ceva Santé Animale

3.C ETHICS AND ANIMAL WELFARE

Ensuring the health and welfare of all animals is Ceva's fundamental mission. And Ceva is convinced that veterinarians play a major role in this; thanks to them, animal well-being is assured. We therefore need to value and foster the veterinarian's role. Ceva is particularly mindful of this since half of its Executive Committee is made up of veterinarians.

Sponsoring the key role of veterinarians as protectors of animal health and welfare

Ceva's commitment to the cause of veterinarians as protectors of animal health and well-being is nothing new. Indeed, 10 years ago the company established the Ceva Animal Welfare Awards in the UK to «celebrate the achievements of remarkable persons who go above and beyond and dedicate their lives to the improvement of animal health and well-being both in the UK and abroad.»

These prestigious awards are open to distinguished breeders, veterinarians, veterinary nurses, animal welfare professionals and animal protection teams, who may be nominated by their peers, friends or family. There are nine nomination categories, ranging from Vet of the Year to Charity Team of the Year.

In 2017, Ceva extended this commitment globally, inaugurating the Global Animal Welfare Awards in collaboration with the World Veterinary Association (WVA).

In 2021, the WVA and Ceva Santé Animale organized the fifth edition of the Global Animal Welfare Awards, which was held remotely for the first time due to the health crisis. Two new categories were created: one for veterinary technicians and nurses, and the other for veterinary schools.

The six winners, each working to improve animal welfare in their respective fields, were awarded a prize of €5,000. This partnership continues today, and the 2021 Global Animal Welfare Awards will be presented at the 37th Congress of the World Veterinary Association, to be held in Abu Dhabi from March 29 to 31, 2022.

After the WVA Global Animal Welfare awards prize recognizing the Veterinary Student of the Year in 2019, Ceva entered a new agreement with the International Veterinary Students Association (IVSA) in January 2020 to provide support for the Standing Committee for Animal Welfare, which sponsors national animal welfare projects proposed by student non-profits.

In November 2021, Ceva also agreed to provide support to its long-time partner International Cat Care (ICC) for its work with abandoned cats. The health and welfare of stray cat populations is a significant issue in many countries, and Ceva's support will facilitate the creation of an international community with the expertise to improve the current situation. In 2021, Ceva provided full funding for two scholarships to attend the ICC courses on «Cat-Friendly Homing,» as well as for the network's communications activities.



The use of laboratory animals

The health solutions (vaccines, reproduction technologies, antibiotics, etc.) designed by the Group are intended to help protect all animals, whether domestic, farmed or wild. The development and production of these health solutions requires studies to be performed, for which the use of laboratory animals is necessary.

These studies, required by regulations, are closely supervised. Their purpose is to demonstrate:

- the product's effectiveness and safety for animals (in particular the absence of toxicity);
- the product's safety for humans, and in particular the absence of drug residues in products from treated animals intended for human consumption;
- the absence of toxicity for the environment or other living organisms that may come in contact with the product or its derivatives.

In this context, and as a member of the SIMV (French Veterinary Pharmacy Association), in February 2021 Ceva became a signatory of the Transparency Charter on the use of animals for scientific and regulatory purposes.

Ceva's commitment to limiting the use of animals (3Rs rule)

When the use of animals for research purposes is a scientific or legal necessity, Ceva strictly complies with all regulations and accepted standards on animal welfare, in particular by its universal application of the «3 Rs» rule (Replacement, Reduction and Refinement):

- **REPLACEMENT:** Limiting the use of animals. Animals are used when no recognized alternative exists, and only in compliance with regulatory requirements for the registration of medicinal products or the release of batches of vaccines intended to protect domestic animals;
- **REDUCTION:** Limiting the number of animals used, and the number of studies performed;
- **REFINEMENT:** Continually seeking to refine procedures using animals, and determine endpoints for stopping procedures on an animal.

Ceva is a member of the non-profit organizations Health for Animals, Animal Health Europe and SIMV (the French Animal Health Industry Association), which work to protect animal health and ensure that treatments do not negatively affect animal welfare. That's why Ceva works hard to develop alternatives to tests involving animals. In 2021, Ceva joined an international think tank focusing on ways to reduce the use of animals for purposes of the registration and production of veterinary vaccines.

To further this shared approach, Ceva is also working with other partners, including the European Commission, on the European Union platform on animal welfare.

Ceva is working to change regulations in this area, so as to better guarantee animal welfare and reduce the use of animals. This year, Ceva obtained authorization from the authorities for the refinement of an experimental procedure used in the development of one of its vaccines, by administering the vaccine by a less invasive route.

In strict compliance with the regulatory framework, experimental studies involving animals are universally subject to regulatory submissions or pre-study approvals. Study sites are subject to regular inspections by local authorities. To date, no inspection conducted by the competent authorities has reported any regulatory violation in this regard in connection with Ceva's activities.

At the same time, in 2021, the French authorities conducted an inspection of Good Clinical Practices (GCP) at Ceva: the inspectors did not report any regulatory violation in this regard in connection with Ceva's activities.

Ceva also ensures that its primary partners are in compliance with regulations on the subject, generally performing audits once every one to three years (no audits were conducted in 2021).

In 2018, Ceva enshrined its commitment to animal welfare in research in its Code of Ethics and Good Conduct. This Code also stipulates that all persons involved in research and development processes must take appropriate measures to promote and support the welfare of laboratory animals.

Ceva has been continually developing Group-wide rules for animal studies. These rules govern internal authorizations for studies using animals, allow the verification that such use is strictly necessary, ensure compliance with the regulations in force, and authorize the traceability of studies. Using these pre-established guidelines, the Group drafted and published an Ethics and Animal Welfare Charter in 2021. The charter will be distributed to all subsidiaries in 2022, accompanied by an employee training program.



Ethical review of activities involving animals

In 2014, Ceva Phylaxia Campus (Budapest) was the first to establish an Ethics Committee responsible for monitoring animal studies.

100% of Ceva's experimental studies involving animals are reviewed by an ethics committee. In accordance with the Charter, Ceva has now extended these ethical reviews to cover non-experimental field studies including animals as well. These studies will be reviewed by an ethics committee in advance of their execution, to verify:

- the presence of a study protocol:
 - addressing the application of the 3 R rule (Replacement, Reduction and Refinement) as for experimental studies;
 - that defines endpoints resulting in the termination of study procedures for a given animal;
- the preparation of the study in conditions not negatively affecting animal welfare and its implementation by trained personnel under veterinary supervision;
- evidence of the need to conduct the study.

Ethics and Animal Welfare Governance and Network

In 2020, the Group appointed regional Ethics and Animal Welfare Managers to supervise animal welfare at research and development and production sites containing animals. These managers, generally drawn from Quality Control teams, work to continually improve the animals' living conditions, and to ensure ethical reviews of experimental activities involving animals. These regional managers also participate in the Group Ethics Committee, created in 2020.

This Group Ethics Committee met for the first time in 2021. It is tasked with ensuring compliance with the Charter, establishing a priority improvement plan, raising employee awareness, training employees, and finally, collecting and monitoring performance indicators, which will be defined and validated in 2022.

Ceva's position on the use of Antibiotics and Antibiotic Resistance

The use of antibiotics for the treatment of bacterial infectious pathologies is a necessity, required not only for the fulfillment of our animal welfare commitments, but also for the support of veterinarians in their role as animal treatment providers.

For the use of antibiotic treatments, Ceva goes by a simple principle: «as much as necessary, and as little as possible.»

Ceva's Strategic Position in regard to Antibiotics is guided by 4 principles:

- The Right Person: supporting the veterinarian as a prescriber and user of antibiotics
- The Right Product: offering a wide range of molecules, in order to provide the veterinarian with the right choice for a given pathology
- The Right Time: offering diagnostic services, providing training in the rational use of antibiotics
- The Right Future: continuing to invest in research and the development of innovative approaches on the subject.

> Product Range Strategy

Ceva is fully aligned with the recommendations of the WHO (World Health Organization) and the IOE (International Office of Epizootics) in regard to the critical importance of antibiotics in veterinary medicine vis-à-vis the risk of developing antibiotic resistance (both for human and animal health).

Ceva prohibits the use of any drug classified in category A (Avoid). Drugs in Category B (Restrict) account for only 11% of Ceva's antibiotics sales, while drugs in Category C (Caution) account for 43% and Category D (Prudence) 45%.

Thus, almost all of Ceva's product offering consists of 1st or 2nd line drugs.

Insofar as its antibiotic product line primarily consists of injectables, it is important to note that Ceva is also actively involved in seeking to reduce the consumption of antibiotics in animal health care: over the past 10 years the consumption of veterinary antibiotics has been almost halved in the European Union (from 161mg/PCU 2011 to 91.6mg/PCU)

Ceva has also greatly reduced its range of oral antibiotics: efforts now focus on injectable products (more than 50% of sales), which are individual treatments, and thus expose commensal flora to the risks of transmitting antibiotic resistance to a lesser degree.



> Training in the proper use of antibiotics

Ceva is a recognized leader in the veterinary world for its support of good practices in the use of antibiotics. As such, Ceva publishes two works now considered authoritative in the animal health world.

- The GRAM (Guidance for the rational use of antimicrobials), a reference book (2nd edition, 500 pages) on the use of antibiotics in domestic animal medicine. The book was co-authored by world-renowned experts and Ceva's technical teams, and covers the proper antibiotic treatments to be used for all infectious pathologies of dogs and cats. The GRAM is also used as a reference resource in veterinarian training programs (some of which qualify students for continuing education credits) conducted worldwide throughout the year.
- «CEVOLUTION» is a similar program intended for use with livestock; it includes several different booklets addressing the various scientific aspects (Pharmacokinetics, mode of development of resistance, etc.) that need to be applied for the proper use of antibiotics in the treatment of infectious diseases in farmed animals. CEVOLUTION is also used as a reference resource in webinars regularly organized for the training of veterinarians.

> R&D and anti-infectives

Ceva is very strongly committed to the prevention of infectious diseases; to this end, it therefore contributes to preventing the emergence of pathologies, so as to reduce the use of antibiotics to treat sick animals.

Indeed, 55% of the I&D budget is devoted to the development of vaccines (and in particular autovaccines, specific to a particular farm herd), and of the other 45% devoted to medications, only 15 to 20% is devoted to research into new antibiotics.

I&D efforts in connection with anti-microbials are devoted to the development of new injectable formulations, to help foster individual treatments. Development programs have been undertaken to bring back old drugs (first-line) that have fallen into disuse by veterinarians (new formulations, new indications, etc.).

Ceva is also committed to the development of «repurposed» existing veterinary drugs that have demonstrated previously unknown antimicrobial effects: this project has the dual advantage of conserving veterinary medications and at the same time offering new drugs specifically for this kind of animal medicine.

Special mention should also be made of the work conducted in 2021 to address antibiotic resistance in developing a new indication for an old drug: for the first time in the veterinary world, a field study was conducted by Ceva on a large cattle population, focusing on the impact on the intestinal commensal flora of a treatment being offered for an infectious digestive disease. After marketing authorization is obtained, these projects will be the subject of various publications.

Ceva in partnership with the CEESA (Executive Animal Health Study Center) also maintains up-to-date collections of field bacterial strains, and regularly monitors the sensitivity of these bacteria to the antibiotics developed. This information is also provided as part of the proposed marketing authorization filings.

Performance indicators

The work of collecting and consolidating indicators corresponding to this risk for the NFPS is now underway.

Cevolution - Program for the proper use of antibiotics.



GRAM - A reference book on the use of antibiotics in domestic animal medicine.





ENVIRONMENT

4.

REDUCING OUR ENVIRONMENTAL IMPACT

Ceva's ambition is to limit the environmental impact of all of its activities, whether in terms of waste production, emissions to air, water and soil, water and energy consumption levels, or CO2 emissions. Ceva's environmental actions primarily involve ensuring that the Group's industrial activity is compliant with national or European regulations. These actions are being implemented locally by the HSE teams, in close collaboration with the teams responsible for the infrastructures. Ceva's aim is to aggregate the actions taken at its various sites into a Group-wide environmental action plan.

In accordance with regulatory requirements, Ceva contracts with an external provider to handle the management and destruction of health-care waste with infectious and similar risks.



4.A IMPLEMENTATION OF CSR AND HSE GOVERNANCE

In 2021, Ceva created its Corporate Affairs and Communication Department. This new entity, in particular, will be in charge of the Group's ESG (Environmental, Social and Governance) strategy. Starting in 2022, the creation of a Group HSE Department has also been approved. These units, operating synergistically, will help Ceva structure its organization, roadmap, and operational activities so as to reduce its environmental impact. The HSE charter will be defined and approved in 2022 with the arrival of the HSE director.

4.B CARBON FOOTPRINT, CONSUMPTION AND WASTE MANAGEMENT

Ceva has conducted an initial carbon assessment (scopes 1 and 2) for the years 2019 and 2020. The assessment covered 10 industrial sites selected from among the Group's largest, accounting in 2020 for 57% of Ceva's workforce and around 80% of its commercial vehicle fleet. In 2021, Ceva extended the scope of this study to include all its production and research and development sites. The 20% of group employees not covered will be counted in future calculations for Scope 3 in the Upstream leased assets section, since they work in leased office spaces.

This carbon footprint assessment is the starting point for Ceva's approach to reducing its greenhouse gas emissions. In 2022, the Group will set a reduction target and make recommendations to achieve it.

Ceva will establish pilot actions to reduce its energy consumption and carbon footprint at its production sites, such as energy diagnostics and concrete impact reduction projects. The Group will also focus its efforts on integrating energy efficiency criteria into its new construction projects.

In 2021, Ceva worked towards the development of a carbon footprint assessment on indirect emissions across its entire value chain (scope 3). The initial results will come out in the first quarter of 2022, and will allow the Group to map its primary indirect impact sites in order to focus its efforts at those locations in the future.



The Libourne plant, an environmental pioneer

Since the end of 2017, the Libourne plant has applied a comprehensive environmental policy. It is known as C-Green, and pertains to industrial waste treatment and the reduction of gas, electricity and water consumption levels.

- Since an increase in its production activities has led to an increase in its industrial wastewater production, the plant has implemented an industrial water management system.

- The site performed a study on effluent sorting at the source, and renovated its wastewater treatment plant. Effluents containing material content, excipients or detergents are now treated by evapoconcentration.

- The plant has also implemented daily monitoring of electricity, gas and fluid consumption levels and environmental performance indicators.



4.C ENVIRONMENTAL AUDITS

The Group's eleven (11) most strategic production sites were audited by an external organization specializing in HSE between 2017 and 2019. The audit campaign was suspended in 2020 due to the Covid-19 crisis, and will resume as soon as health security conditions allow (section 2.a).

These audits identify and propose any corrective measures necessary for risks in regard to: environmental management, atmospheric emissions, water supplies, waste management, storage and handling of hazardous products, environmental noise, nuisances and complaints, or ozone depleting substances.

Performance indicators

	2020	2021
Electricity consumed	72 951MWh	93 033 MWh
Natural gas consumed	42 970 MWh	56 775 MWh
Water consumed	585 939 m3	646 182 m3
CO2 emissions (scope 1 and scope 2)	48 918 t CO2 eq	53 683 t CO2 eq

*The scope for 2020 included 10 industrial sites selected from among the Ceva's largest, accounting for 57% of Ceva's workforce and around 80% of its commercial vehicle fleet.

*The scope for 2021 covers 100% of production sites and I&D sites.





**HUMAN
RIGHTS**

5.

RESPECT FOR HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

As an employer and a principal, Ceva ensures that its associates' fundamental rights are respected in all the countries where it operates, and that its products and services are developed, manufactured and marketed by its subcontractors with respect for human rights and fundamental freedoms.



5.A PERSONAL DATA

For organizational and operational purposes, Ceva processes personal data, in particular that of its employees, customers and partners. The Group undertakes to protect the personal data it processes in order to guarantee respect for the privacy of individuals.

Monitoring the protection of personal data and privacy

The Group Data Protection Officer (DPO) advises the Group on these matters. This officer is in charge of ensuring compliance with obligations under the General Personal Data Protection Regulation (GDPR), and ensuring that privacy is protected. The DPO prepares an action plan to be implemented by local correspondents for our occupational divisions and our European subsidiaries.

Ceva's Code of Ethics and Good Conduct also includes obligations relating to data confidentiality and IT security. The Group has designed procedures to guide the response to complaints and how to handle requests to exercise rights, and measures to be taken in case of personal data breaches or leaks.

Ceva publishes its Data Privacy Policy and its Cookies Policy on its website. These provide information on how Ceva collects and uses certain personal data and on the resources and rights available to individuals to control this use.



Pursuing regulatory compliance

In 2017, Ceva initiated a GDPR compliance process. The Group has established:

- an exhaustive register of data processed at the European level;
- tools to strengthen the rights of individuals and providing guarantees of their rights, such as the right of notification and consent, the right of access and rectification, the right to erasure via the right to be forgotten, the right of opposition and to request the limitation of processing, the right to data portability, and the right to seek redress;
- outreach to the various Group Departments processing personal data to ensure that starting from the design of new projects and by default, only the data necessary for the specific purpose of processing will be processed;
- an impact analysis conducted in advance of any processing likely to create elevated risk to the rights and freedoms of natural persons.

In 2020, Ceva rolled out a new platform allowing it to keep a register of its data processing activities. This register is compliant with its regulatory record-keeping obligations, and will be used by internal control to describe and monitor control activities.

In 2021, Ceva created a training program to be released via its global training tool. This training program has been prepared in French, English, Hungarian, Italian, and Portuguese. Spanish and German versions will be released as well once additional videos are received.

The program will be part of the mandatory course taken by all new arrivals.

A program with a video more specific to HR will be provided for personnel in the HR division.

Performance indicators

The work of collecting and consolidating indicators corresponding to this risk for the NFPS is now underway.





5.B HUMAN RIGHTS

Ceva affirms its commitment to respect for all human rights, universal and indivisible. The policy followed by the Group is based on the fundamental rights at work set forth in the fundamental 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;

The Group's policy sets out the principles for its implementation, and for remediating any adverse impacts on human rights. This policy was formalized in 2021 as part of the "Social Responsibility" policy, which incorporates these core principles.

Prevention of harassment and discrimination

Ceva bases none of its decisions on discrimination criteria prohibited by French law and international conventions, in particular based on origin, sex, age, disability, creed, etc. The Group takes particular care to ensure that these criteria are not involved in any decision involving employees' career paths (hiring, training, promotion, dismissal, etc.) or treatment (benefits, compensation, insurance, etc.). On the contrary, Ceva is committed to promoting diversity.

The Group also prohibits any form of physical or verbal harassment, and strives to create the conditions for a respectful working environment.

The Code of Ethics and Good Conduct, as well as several procedures in place at our local entities, include these essentials and provide penalties for non-compliance. The whistleblower system gives everyone, whether an employee or a third party, the possibility of making confidential, anonymous report if they suspect or become aware of acts of harassment or discrimination. The Group undertakes to treat all whistleblower reports received confidentially.

In 2021, Ceva rolled out the training program backing its anti-discrimination and harassment policy Group-wide. More than 75% of Group employees have completed this training to date.

Monitoring industrial relations impacts in the supply chain

Ceva monitors compliance throughout its value chain with the fundamental principles set forth in the United Nations Universal Declaration of Human Rights and the conventions of the International Labour Organization. The Group strongly condemns modern slavery, human trafficking, all forms of illegal, forced or compulsory labor, in particular child labor, discrimination in hiring and employment, and restrictions of freedom of association and collective bargaining rights.

Ceva seeks to conduct due diligence on its subcontractors to ensure that their activities are consistent with:

- 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 employment and occupation

Performance indicators

The salaries of 80% of Ceva's employees are considered equal for women and men, i.e., with a difference of less than 10% for equal skills.

Percentage of female staff with a salary gap of less than 10% from that of male staff*:	
2020	2021
81,1%	79,8%
Proportion of women in the workforce:	
2020	2021
45,9%	45,3%
Proportion of men in the workforce:	
2020	2021
54,1%	54,7%
Gender mix in management:	
2020	2021
NA	40.1% (F) 59.9% (H)
Gender mix among directors:	
2020	2021
NA	20.3% (F) 79.7% (H)

* Includes 96.3% of Ceva's permanent employees, the remaining 3.7% being employees for whom data on the currency of payment for their salaries is unavailable.



ETHICS

6.

ENSURING ETHICS AND FIGHTING CORRUPTION

Ceva operates in compliance with the law and regulations, and acts according to the principles of integrity, fairness and respect expected by its customers, investors and partners.

Ceva's Ethics and Compliance Department works on the basis of the ethics and compliance program and the associated policies and procedures. It promotes and oversees the application of the program, manages employee outreach and training, and conducts audits of activities. It also provides support to the various departments, to employees, and to third parties for the application of ethics and compliance principles.





6.A A COMMITMENT TO BUSINESS ETHICS AND ANTI-CORRUPTION MEASURES

The Code of Ethics and Good Conduct and related procedures - anti-money laundering, anti-corruption and international sanctions - specify rules of conduct, principles of action and ethical obligations to be observed by all employees in their daily activities, in particular in the following areas:

- Efforts to combat corruption;
- Efforts to combat money laundering and the financing of terrorism;
- Laws and regulations on embargoes, boycotts and trade sanctions;
- Fair competition;
- Conflicts of interest.

The Code also provides policies and responsibilities in regard to health and safety (section 2.a), quality and innovation (section 3.a), animal welfare (section 3.c), and IT security.

In 2021, as part of efforts to combat corruption, Ceva implemented a procedure for gifts and hospitality, with a regularly updated FAQ. This procedure now requires employees to submit a form declaring any gifts or hospitality offered or received.

In 2021, Ceva developed its verification process, by which all new customers are checked for compliance with international sanctions and anti-corruption measures before being approved. In 2022, Ceva will roll out its new customer verification process for application at subsidiaries still not wholly integrated.

The Compliance Committee, made up of regional representatives of that department, has met every month since 2021 to discuss Compliance topics.

A network of Compliance Sponsors has also been created, with a Compliance Sponsor appointed in each subsidiary and department of the Group to support the Ethics and Compliance Department in the implementation of the program and to act as intermediaries for their teams. Their initial task was to implement the gift and hospitality policy.

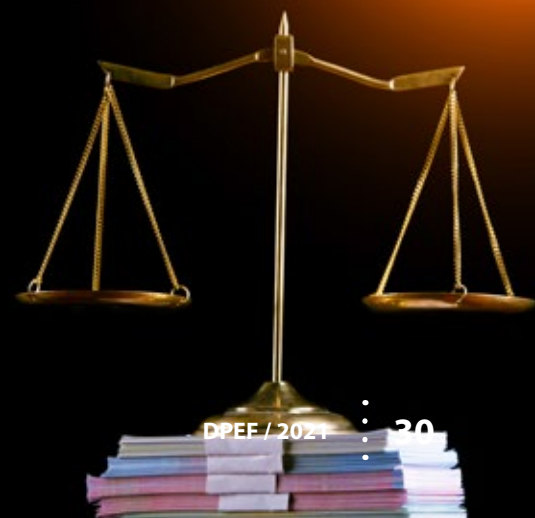
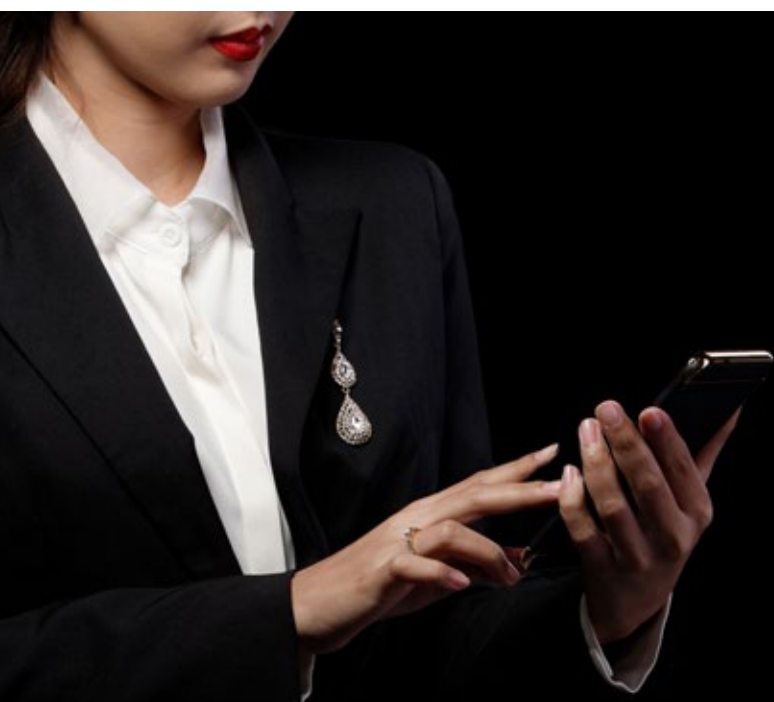
6.B PROMOTING ETHICAL AND ANTI-CORRUPTION RULES AND CULTURE

The Code and its associated procedures are available in 17 languages and are provided to all employees. In France, Ceva sent out a brochure to all employees explaining the ethics and compliance program, and incorporated the Code into its internal regulations. Employees can also consult an FAQ dedicated to these subjects on the Group's Intranet.

Ceva provides training to senior executives and employees considered to be most exposed to the risk of corruption. The Group has also designed an e-learning training course addressing these subjects, accessible to all employees. In 2021, Ceva continued to roll out these training courses to new hires, and set up an automatic reminder for all persons having not yet completed their training.

In 2022, Ceva will implement an Outreach Campaign for the ethics and compliance program, which will be assigned to all employees and available in 23 languages. The objective of this campaign is to promote awareness of the Code of Conduct, general anti-corruption principles, and the whistleblowing system.

The Code of Conduct will also be brought to the attention of our primary business partners, who will commit to compliance with the same in contractual clauses.





6.C PREVENTING RISKS AND INVESTIGATING ETHICS AND CORRUPTION ISSUES

Ceva has mapped the primary corruption and influence peddling risks at Group level, and has established action plans for activities and procedures posing the greatest risk. Among the actions taken subsequent to these analyses, Ceva established specific policies for its employees, implemented due diligence procedures for third parties, and expanded the ethics and compliance clauses in its contracts.

In 2021, Ceva continued to update this risk map in collaboration with the various contributors and the Risk Department to ensure that it faithfully reflects any new risks to which Ceva may be exposed. Action plans were prepared to address each risk identified. This update identified priority issues, namely compliance with international sanctions, GDPR compliance and anti-

corruption measures, and defined the corresponding action plans for 2021 and subsequent years, such as the roll out of the new customer verification process, employee training in GDPR regulations, and the implementation of the ethics and compliance program outreach campaign.

In 2020, Ceva established a due diligence questionnaire for its partners. This questionnaire is now used as part of the investigations carried out for all new customers.

Ceva has an internal and external alert system in place to investigate any behavior contrary to or non-compliant with ethics and compliance rules, or in particular with anti-corruption rules. This allows employees and third parties to report confidentially and anonymously suspected breaches to the Ethics and Compliance Department. This department will then examine the reports, investigate the facts and adopt the appropriate corrective measures if necessary.

Performance indicators

	2020	2021
Percentage of assigned employees trained in at least one of the Ethics & Compliance modules since January 2019*	55%	66%

*Some employees in the target population were not assigned for the reasons defined in the methodological note (section 8.2.2.3)





7. CORRELATION TABLE

Mandatory items listed in article L. 225-102-1	Reference
Climate change impact of activities and usage of goods and services produced	Section 4.A Carbone footprint <small>Calculations for scope 3 are still being finalized, but this section meets the requirements for scopes 1 and 2</small>
Societal commitments promoting respect for animal welfare	Section 3.C Ethics and animal welfare
Actions to combat discrimination	Section 5.B Human rights
Promoting diversity	Section 5.B Human rights
Measures to support persons with disabilities	Section 5.B Human rights

Given the nature of our activities, we do not consider the following topics to constitute core CSR risks meriting detailed review in this NFPS:

- Social commitment to ensuring sustainable development
- Social commitment to supporting the circular economy
- Social commitment to reducing food waste
- Social commitment to reducing food insecurity
- Social commitment to responsible, fair and sustainable food system

8. METHODOLOGICAL NOTE

8.1. / ORGANIZATIONAL AFFILIATION OF INDUSTRIAL, I&D AND AUTOVACCINATION SITES

The Group's governance is organized into different operational departments bringing together most of Ceva's occupational divisions and activities, including: GMSQ, I&D, Group Operations, Digital Transformation and Autovaccines.

Each Ceva site or campus, which may bring together several activities (i.e., I&D, production, warehousing, distribution, marketing, commercial functions, support functions, etc.), is organizationally subordinate to one of these departments, depending on its primary activity. A campus is a site that includes both I&D and production activities.

Industrial sites and campuses under the supervision of the GMSQ Department

Germany (Riems), Brazil (Campinas, Juatuba and Paulinia), China (Hangzhou and Beijing), Canada (Guelph), United States (Lenexa, Verona and Anniston), France (Laval, Libourne and Loudéac), Italy (Cavriago and Porto Empedocle), Hungary (Budapest), Mexico (Cuernavaca).

Other industrial sites under the supervision of the Group Operations Department

South Africa (Johannesburg), Algeria (Algiers), Australia (Glenorie), India (Pune), Morocco (Casablanca), Tunisia (Tunis).

Research and development sites under the supervision of the I&D Department

Germany (Dessau), Japan (Yokohama).

Industrial equipment sites under the supervision of the Digital Transformation Department

France (Brest - Ecat-ID - Desvac).

Autovaccination sites under the supervision of the Autovaccines Department

Germany (Felgentrager), Canada (Gallant), France (Angers), United Kingdom (Compton).

This list of sites does not include all of the Group's subsidiaries, in particular its commercial subsidiaries, which are present in more than 40 countries.

8.2. / CORPORATE AND SOCIAL INDICATORS

The values determined for the Group's corporate and social indicators cover the period from January 1, 2021 to December 31, 2021.

8.2.1. / Corporate indicators

8.2.1.1. / Human rights

8.2.1.1.1. / Gender mix of Group personnel

Group personnel refers to the workforce (permanent employees) present on December 31 of the reporting year. Employees who left on December 31 of the reporting year are also taken into account.

8.2.1.1.2. / Percentage of female staff with less than 10% difference in salaries from those of male staff

L'Equal pay for men and women is determined on the basis of the classification method for professional positions known as the Hay method. Equal pay for men and women is obtained by the following calculation: female personnel at the Group as of December 31, 2021 with a salary difference of less than 10% from the male personnel by country and by Hay category/

Group personnel at December 31 with comparable salaries. Exclusion from scope:

- Expatriation
- Hay category by country with only men or only women
- Employees with no salary currency information available

8.2.1.2. / Skills development

8.2.1.2.1. / Staff turnover rate

The staff turnover rate corresponds to the rate of renewal of the Group's permanent employees.

The staff turnover rate is determined as follows: (number of new hires on permanent contracts in 2021 + number of resignations on permanent contracts in 2021) / 2 / personnel (permanent employees) on permanent contracts at December 31, 2021.

8.2.1.2.2. / Percentage of employees having received at least one training course

A trained employee is a Group employee who has taken at least one training course (face-to-face or e-learning) during the year.

The percentage of trained employees determined for 2021 includes the Libourne, Loudéac and Laval sites, accounting for 21% of Group personnel.

The training courses taken into consideration for the calculation include those implemented locally as well as group-wide training courses on discrimination and harassment.

The percentage of employees having received at least one training session during the year is determined as follows: number of permanent employees having received at least one training session in 2021 / number of permanent employees present at December 31, 2021.

8.2.1.3. / Workplace Health and Safety

8.2.1.3.1. / Workplace accidents

A workplace accident is an unforeseen occurrence in the course of work, resulting in an injury or illness causing death, loss of consciousness, lost workdays, work restrictions, medical attention or job transfers. It does not include first aid cases. Home-to-work commuting accidents are not counted as workplace accidents.

8.2.1.3.2. / Lost workdays resulting from workplace accidents

Lost workdays refers to the number of calendar days off, as ordered by a doctor, counted from the day following the occurrence of the accident.

8.2.1.3.3. / Hours worked

Hours worked corresponds to the working hours of Group employees. These are determined on the basis of theoretical working hours. They are calculated every month using the average number of monthly hours worked for an employee in the country and all active full-time equivalent employees. This data is provided by the Group's Human Resources Department.

8.2.1.3.4. / Lost-time workplace accident frequency rate

The lost-time workplace accident frequency rate corresponds to the number of accidents that by order of a health professional must result in a work stoppage lasting one or more day after the day of the accident, per million working hours. The frequency rate is calculated on the scope of permanent employees (excluding temporary workers).

8.2.1.3.5. / Lost-time workplace accident severity rate

The lost-time workplace accident severity rate corresponds to the number of workdays lost due to a workplace accident per thousand working hours. The severity rate is calculated on the scope of permanent employees (excluding temporary workers).

8.2.1.3.6. / Reporting scope

The reporting scope for these indicators covers all of the Group's campuses, industrial sites and commercial subsidiaries. The frequency rate and severity rate indicators cover 100% of the Group's internal workforce in 2021.

8.2.2. / Social indicators

8.2.2.1. / Product quality and safety

8.2.2.1.1. / Percentage of product recall events vs. total products sold

UA manufactured batch is a set of units resulting from a series of processes (manufacturing, packaging) conducted under almost identical circumstances. Each batch is registered and identified with a unique batch number.

Batch recalls may be carried out following a report of an incident or accident during its manufacture or its use. Batch recalls are always subject to regulatory reporting. The product recall percentage corresponds to the number of batch recalls that occurred during the year, divided by the total number of batches manufactured during the same year, multiplied by 100.

The scope of this indicator covers all batches of Ceva products manufactured by industrial sites or campuses attached to the GMSQ Department or managed by subcontractors, representing 80% of Group sales in 2021.

8.2.2.2. / Percentage of indirect purchases made in proximity to Ceva Santé Animale SA sites

The percentage of indirect purchases made in proximity to Ceva's sites corresponds to the percentage of indirect purchases made from 1 January 2021 to 31 December 2021 from suppliers operating in the same regions where the facilities of Ceva Santé Animale SA are located, in Nouvelle Aquitaine (Libourne), Pays de la Loire (Laval) and Bretagne (Loudéac). This scope does not cover the Ecot and Desvac sites, also located in France, which account for 45% of the indirect purchases made by the Group. This percentage is calculated as follows: total expenditure incurred by Ceva Santé Animale SA in the regions of its sites over the reporting period / total expenditure incurred by Ceva Santé Animale SA over the reporting period * 100.

8.2.2.3. / Business ethics

8.2.2.3.1. / Percentage of assigned employees trained in at least one of the Ethics & Compliance modules

The percentage of assigned employees trained in at least one of the Ethics & Compliance modules corresponds to the percentage of employees who have taken at least one training course in at least one of the three modules - Business Ethics, Anti-Corruption, or Anti-Money Laundering - since the launch of the training campaign on January 18, 2019 to December 31, 2021 (non-cumulative indicator). An employee is considered trained when the training has been validated - i.e., when the employee has passed the proficiency test accompanying the training course. Assigned employees include employees in job grades 16 to 29. Some employees in these job grades were not included (configuration error in the tool or change of job grade after the launch of the training courses), and some employees not belonging to the targeted grades were assigned.

8.3. / ENVIRONMENTAL INDICATORS

8.3.1. / Carbon footprint, water, gas and electricity consumption

8.3.1.1. / Methodology

Direct and indirect emissions (Scope 1 and Scope 2) were calculated using the methodology recommended by the «GHG Protocol»:

- Scope 1: stationary combustion sources (natural gas, fuel oil, wood, etc.), mobile combustion sources (commercial fleets, service vehicles), refrigerants, emissions related to manufacturing processes.
- Scope 2: consumption of purchased electricity, steam, heating or cooling.

The data needed for the calculations was collected from each entity included in the scope over the whole of 2021. The emission factors associated with each emission source come from national agency databases (IEA, ADEME, DEFRA, IPCC) and from data specific to energy suppliers. The most up-to-date emission factors were used upon their release.

8.3.1.2. / Scope

The calculations for scope 1 and scope 2 (excluding commercial fleet) cover all of the Group's campuses, I&D sites and industrial sites. Water, electricity and gas consumption cover the same scope.

The scope includes 100% of production sites and I&D sites. The 20% of group employees not covered will be counted in future calculations for Scope 3 in the Upstream leased assets section, since they work in leased office spaces.

For emissions associated with employee business travel by car, the scope considered covers the countries where the Group's main commercial fleets are located (approximately 80% of the commercial fleet) and includes the vehicles operated by facilities management at production sites.

9. AVIS DE L'OTI

This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English-speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

Ceva Santé Animale

Year ended the 31st December 2021

Independent third party's report on consolidated non-financial statement

EY & Associés



Ceva Santé Animale

Year ended the 31st December 2021

Independent third party's report on consolidated non-financial statement presented in the management report

This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English-speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

To the General Assembly,

In our quality as an independent third party, accredited by the COFRAC under the number n° 3-1681 (scope of accreditation available on the website www.cofrac.fr), and as a member of the network of one of the statutory auditors of your entity (hereinafter "entity"), we conducted our work in order to provide a conclusion expressing a limited level of assurance on the compliance of the consolidated non-financial statement for the year ended 31st December 2021 (hereinafter the "Statement") with the provisions of Article R. 225-105 of the French Commercial Code (*Code de commerce*) and on the fairness of the historical information (whether observed or extrapolated) provided pursuant to 3° of I and II of Article R. 225-105 of the French Commercial Code (hereinafter the "Information") prepared in accordance with the entity's procedures (hereinafter the "Guidelines"), included in the management report pursuant to the requirements of articles L. 225 102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (*Code de commerce*).

Conclusion

Based on the procedures performed, as described in "Nature and scope of the work", and on the elements we have collected, we did not identify any material misstatements that would call into question the fact that the consolidated non-financial statement is not presented in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

Without modifying our conclusion and in accordance with article A. 225-3 of the French Commercial Code, we have the following comments:

- As indicated in the section "Employee independence, responsibility and development", the training indicator covers a partial scope representing 21% of the consolidated workforce.
- Regarding responsible purchasing, the policy, action plans and key performance indicators have not yet been formalized.



Preparation of the non-financial performance statement

The absence of a generally accepted and commonly used framework or established practices on which to base the assessment and measurement of information allows for the use of different, but acceptable, measurement techniques that may affect comparability between entities and over time.

Therefore, the Information should be read and understood with reference to the Guidelines, the significant elements of which are presented in the Statement.

Limitations inherent in the preparation of the Information

The information may be subject to uncertainty inherent in the state of scientific or economic knowledge and the quality of external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates made in preparing it and presented in the Statement.

The entity's responsibility

It is the responsibility of the Board of Directors to:

- select or establish appropriate criteria for the preparation of the Information;
- prepare a Statement in accordance with legal and regulatory requirements, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies applied with regard to these risks as well as the results of these policies, including key performance indicators;
- and to implement the internal control procedures it deems necessary to ensure that the Information is free from material misstatement, whether due to fraud or error.

The Statement has been prepared in accordance with the entity's procedures, the main elements of which are presented in the Statement.

Responsibility of the independent third party

On the basis of our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- the compliance of the Statement with the requirements of article R. 225-105 of the French Commercial Code;
- the fairness of the information provided in accordance with article R. 225 105 I, 3° and II of the French Commercial Code, i.e., the outcomes, including key performance indicators, and the measures implemented considering the principal risks.

As it is our responsibility to form an independent conclusion on the Information as prepared by management, we are not permitted to be involved in the preparation of the Information, as this could compromise our independence.

However, it is not our responsibility to comment on:



- the entity's compliance with other applicable legal and regulatory requirements, in particular the French duty of care law and anti-corruption and tax avoidance legislation;
- the compliance of products and services with the applicable regulations.

Regulatory provisions and applicable professional standards

The work described below was performed in accordance with the provisions of articles A. 225-1 et seq. of the French Commercial Code, as well as with the professional guidance of the French Institute of Statutory Auditors ("CNCC") applicable to such engagements and with ISAE 3000¹.

Independence and quality control

Our independence is defined by the requirements of article L. 822-11-3 of the French Commercial Code and the French Code of Ethics (*Code de déontologie*) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with applicable legal and regulatory requirements, the ethical requirements and French professional guidance.

Means and resources

Our verification work mobilized the skills of six people and took place between November 2021 and May 2022 on a total duration of intervention of about eleven weeks.

We conducted several interviews with the persons responsible for the preparation of the Statement, including in particular the Purchasing, Human Resources, Animal Welfare and Clinical Methodology, Legal, and Global Manufacturing Supply Chain and Quality departments.

Nature and scope of the work

We planned and performed our work taking into account the risks of material misstatement of the Information.

In our opinion, the procedures we have performed in the exercise of our professional judgment enable us to provide a limited level of assurance:

- we obtained an understanding of all the consolidated entities' activities and the description of the principal risks associated;
- we assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, with due consideration of industry best practices, where appropriate;
- we verified that the Statement includes each category of social and environmental information set out in article L. 225 102 1 III of the French Commercial Code;

¹ ISAE 3000 - Assurance engagements other than audits or reviews of historical financial information



- we verified that the Statement provides the information required under article R. 225-105 II of the French Commercial Code, where relevant with respect to the principal risks, and includes, where applicable, an explanation for the absence of the information required under article L. 225-102-1 III, paragraph 2 of the French Commercial Code;
- we verified that the Statement presents the business model and a description of principal risks associated with all the consolidated entities' activities, including where relevant and proportionate, the risks associated with their business relationships, their products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators associated to the principal risks;
- we referred to documentary sources and conducted interviews to
 - assess the process used to identify and confirm the principal risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the principal risks and the policies presented, and
 - corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in Appendix 1; concerning certain risks (Responsible Purchasing, Ethics and animal welfare, Business Ethics, Product Quality and safety, Personal Data), our work was carried out on the consolidating entity, for the others risks, our work was carried out on the consolidating entity and on a selection of entities : Lenexa (United States), Loudéac (France);
- we verified that the Statement covers the scope of consolidation, i.e. all the consolidated entities in accordance with article L. 233-16 of the French Commercial Code within the limitations set out in the Statement;
- we obtained an understanding of internal control and risk management procedures the entity has put in place and assessed the data collection process to ensure the completeness and fairness of the Information;
- for the key performance indicators and other quantitative outcomes that we considered to be the most important presented in Appendix 1, we implemented:
 - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data;
 - tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out on a selection of contributing entities and covers between 12% and 18% of the consolidated data relating to the key performance indicators and outcomes selected for these tests (12% of the workforce and 18% of electricity consumption);
- we assessed the overall consistency of the Statement based on our knowledge of all the consolidated entities.

We believe that the work carried out, based on our professional judgement, is sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures.



Paris-La Défense, the 5th of May 2022

French original signed by:

Independent third party
EY & Associés

Philippe Aubain
Partner, Sustainable Development

Appendix 1 : The most important information

Social Information	
<i>Quantitative Information (including key performance indicators)</i>	<i>Qualitative Information (actions or results)</i>
Proportion of men/women in the workforce (%) Lost-time injury frequency rate (TF1) Injury severity rate (TG) Staff turnover rate (with resignations) (%) Percentage of employees who received training during the year - scope: France (%) Rate of employees covered by the presence of staff or union representatives (%)	Health and safety (accident prevention, working conditions and well-being) Employee development (training, support for skills development, social dialogue)
Environmental Information	
<i>Quantitative Information (including key performance indicators)</i>	<i>Qualitative Information (actions or results)</i>
Electricity consumed (MWh) Natural gas consumed (MWh) Water consumed (m3) CO2 emissions scope 1 and scope 2 (tons CO2e)	Actions to reduce energy and water consumption
Societal Information	
<i>Quantitative Information (including key performance indicators)</i>	<i>Qualitative Information (actions or results)</i>
Share of indirect purchases made in proximity to Ceva Santé Animale SA (%) Percentage of product recall events vs. total products sold (%) Share of female staff with a salary gap of less than 10% from that of male staff (%) Share of assigned employees trained in at least one of the Ethics & Compliance modules since January 2019 (%)	Responsible purchasing (continuity of supply and inclusion in the local fabric) Actions in favor of animal welfare Actions to guarantee business ethics