



Together, beyond animal health



# Ceva Animal Welfare Policy



## ..... Introduction

This Policy outlines Ceva commitment to Animal Welfare (AW). As an animal health company, it is our responsibility to leverage our veterinary expertise for the benefit of all animals and our society.

While the new medications we develop significantly improve the health and well-being of millions of animals, the current level of scientific knowledge and the legal requirements from the different global regulatory authorities still necessitate the use of animals for biomedical research, development, evaluation, and production of new medications. In this regard, Ceva is committed to adhering to the Animal Welfare

standards set forth by the current Directive 2010/63/EU and the local regulations in force, and to developing alternative scientific technologies to reduce or, if possible, eliminate the use of animals. We actively work with regulatory authorities, associations and our entire industry to achieve this goal.

As long the use of animals is required by regulatory authorities to ensure the quality, efficacy, and safety of our products or when new alternative methods do not exist, we are committed to paying the utmost attention to the health and well-being of all animals under our direct supervision or through approved contractors.



## #1 - Scope

This Policy applies to all employees and contractors involved in the care, use, and management of animals on behalf of Ceva, whether they are:

- directly in contact with animals (technicians, handlers, cleaners ...).
- indirectly involved by requesting activities on animals (project manager, project director, project conceptors ...)

## #2 - Policy statement

We adhere to the following principles:

### 2.1 Animal Care and Use

- **Animal origin:** Animals used in studies, tests or production for Ceva are bred and sourced from well-identified, approved sources authorized by the competent authority.
- **Animal housing and Environment:** the well-established handling standards, scientific equipment, and advanced environmental enrichment are mandatory for all animal species involved\*.
- **Animal Health and Well-being:** All animals used in must be under the supervision of a veterinarian. Regular health checks and veterinary cares are performed.
- **Humane Endpoints:** Establish and adhere to humane endpoints to minimize suffering.
- **Training:** Employees handling animals must be specifically and regularly trained in compliance with legal requirements and the highest standards of best practice.

### 2.2 3Rs principle:

Ceva is committed to respecting the 3Rs principle:

**REDUCE:** Use the absolute minimum number of animals necessary to obtain reliable results in accordance with regulatory requirements.

**REPLACE:** Aim to use animals in studies, tests or production, only when no alternative solutions are available or when such alternatives are not recognized by regulatory authorities.

**REFINE:** Employ and/or improve methods that minimize pain, suffering, distress, or lasting harm to animals used in studies, tests or production, and that improve their well-being.

No experiment or study involving animals should be repeated unnecessarily. Any repetition must be first critically reviewed and approved by the Ethics Committee.

### 2.3 Animal Ethics:

All trials using animals under our care must be submitted to an Ethics Committee (internal to Ceva or external party) to ensure that the use of animals complies with the principles established in this Policy and country/local applicable laws. No trial can begin without the approval of the Ethics Committee.

### 2.4 Contractors and suppliers:

Ceva requires all its contractors and suppliers, to apply the principles of these Policy statements and to implement the same level of AW standards as those provided in the European Union (EU). Ceva will not sign any new contract with contractors/suppliers who do not comply with them, unless they commit to update their practices according to the EU standards through an adequate and agreed action plan.

\* Directive 2010/63/EU of the European Parliament and of the Council of 22 September 2010 on the protection of animals used for scientific purposes.



## #3 - Governance

Governance is organized around the three following committees and site heads.

### 3.1. Ceva Executive Committee (ComEx)

- **Approval:** Endorses AW Policy, AW Charter & AW Road Map.
- **Strategic Priorities:** Defines HR resources and budget allocation for AW projects and alternative methods development, and AW KPIs.

### 3.2. Corporate Animal Ethics and Welfare (AEW) Committee

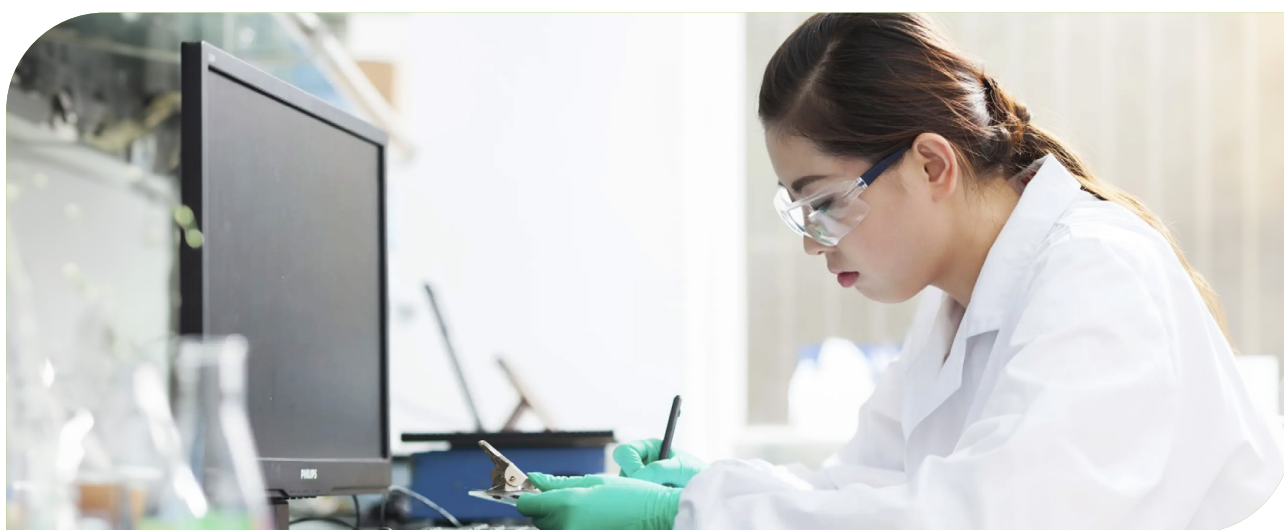
- **Relation to ComEx**
  1. Submits AW Policy/Charter, AW roadmap, AW projects, and 3Rs projects to ComEx for approval.
  2. Reports AW KPIs and activities for corporate reporting.

- **Documentation**

Defines Ceva AW Policy Setting & AW Charter and AW related procedures. Deploys the AW policy and internal SOPs and advocates for the AW across the company.

- **Expert advisory**

1. Provides consultancy to all Ceva sites and practical insights to premises hosting animals.
2. Offers ethical guidance on proposed projects.
3. Shares best practices and emerging trends in animal welfare.
4. Assists in developing and reviewing new alternative methods with Innovation & Development (I&D) department.
5. Institutes and maintains a corporate Culture of Care (The Culture of Care within animal research and testing refers to a commitment to improve animal welfare, the quality of the science, staff ethics and transparency).





- **Compliance/audit**

1. Ensures compliance with legal and regulatory requirements and Ceva's Charter/Policy on the Care and Welfare of Animals.
2. Monitors adherence to animal ethical standards.
3. Reports serious AW concerns to ComEx.
4. Ensure that audits are performed and follows up on internal and external AW audits.
5. Plans annual internal/external AW audits.

- **Representation**

Represents Ceva in Regulatory/Legal working parties & trade associations in relation with AW (ex: 3Rs Task Forces).

- **Training**

Develops AW training programs for staff.

### 3.3. Local Ethics Committees

These committees are either mandated by regulation (one per Ceva facility housing experimental or production animals) or established to evaluate ethics in field studies (clinical, marketing, or technical).

- **Compliance:** Ensure adherence to Animal Ethics and care standards Charter/Policy, authorizing any activities involving animals conducted by Ceva employees.
- **Reporting:** Report their activities annually to the Ceva AEW Committee.

### 3.4. Site Management

Each manager of Ceva site hosting animals is responsible for ensuring the local compliance with legal and regulatory requirements and Ceva's Charter on the Care and Welfare of Animals.

## #4. Reporting and Transparency

- **Public Reports:** Regularly publishes public information on animal welfare practices.
- **Stakeholder Engagement:** Engages with stakeholders (employees / shareholders / contractors / suppliers / Customers) to discuss and improve animal welfare practices. An identified contact of Ceva AEW Committee is made available for exchanges with Ceva employees for all regions of the world.







## #5. Continuous Improvement

- **Research and Innovation:** Emphasizes the development of alternative methods to reduce animal use. Ensures new product development standards include a section on these alternative methods and use in vitro approach first, if available.
- **Feedback Mechanism:** Introduce a feedback system to drive continuous improvement at the conclusion of each R&D project.
- **AW KPIs:** Establishes corporate annual KPIs to track and enhance ongoing improvements in AW.



## #6. Compliance and Audits

- **Internal Audits:** Regularly conduct internal audits to ensure compliance. The percentage of Ceva internal site housing animals which are audited each year is an AW KPI and the target is 100%.
- **Third party audit:** Regularly audits its contractors. In case of breaches to the principles of this Policy, investigations will be conducted, and any identified breach could lead Ceva to terminate the relationship if immediate corrective actions are not taken.
- **Non-Compliance:** Observations of non-compliance can be reported anonymously through an online platform (<https://www.ceva.com/alert-system/>). Sanctions may be imposed following investigations that confirm the accuracy of these reports.



## Conclusion

Our commitment to animal welfare is integral to our corporate sustainability strategy.

We strive to uphold the highest standards of care and ethical treatment of animals in all our activities.

