

Non-Financial Performance Statement



2024



TOGETHER, BEYOND ANIMAL HEALTH

#neCeva

#neHealth

#nePlanet





Non-Financial Performance
Statement
2024



A photograph of three brown and white cows standing in a field of tall, dry grass under a clear blue sky. The cows are looking towards the camera. One cow in the center has a yellow ear tag with the number '238' and a green tag. Another cow to its left has a yellow tag with '218'.

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F O R E W O R D

"In accordance with Article L.225-102-1 of the French Commercial Code, this Non-Financial Performance Statement presents the Group's main non-financial risks (page 8), the Group's business model (page 12), and the policies implemented by the Group in order to prevent these risks and their consequences.

The production of this NFPS is the responsibility of the Ethics & Compliance Department and the Communications & Corporate Affairs Department.

The compliance and accuracy of the information contained in this NFPS are verified by an independent, accredited external organization.

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 in terms of Corporate Social and Environmental Responsibility (CSER)."



What are we doing to ensure that the world we leave to future generations is livable and sustainable? It is a question we must all face, both individually and as a society.

CSR reports, like this Non-Financial Performance Statement, should no longer be seen merely as an exercise in regulatory compliance. For Ceva, they are a matter of commitment. They offer an opportunity to face up to our responsibilities, take stock of our progress, and above all, ensure that we are taking action in places where we can have a real impact.

True to our core purpose, we have chosen to structure our approach around our three fundamental pillars: #OneCeva, #OneHealth and #OnePlanet.

It is through these pillars that we demonstrate our concrete contributions with each passing year.

#OneCeva: a transformation driven by the women and men of Ceva

At Ceva, we are convinced that performance can only be sustainable if it is based on strong human dynamics. Developing the skills of our talents, growing the company in an inclusive manner with respect for everyone, and fostering an environment in which each employee can express new skills – that is our ambition. We encourage our teams' development while ensuring that each employee can grow and thrive within a company that is constantly evolving. Driven by our mission to care for all animals, our teams work hard every day to bring our values to life and transform our ambitions into concrete actions.

We are fortunate to have passionate, committed teams ready to take on the challenges of a constantly changing world. Our role is to provide them with the tools, the autonomy and the framework they need to act responsibly.

#OneHealth: a holistic approach to health, based on prevention, science and ethics

Our mission goes beyond animal health. It is part of a global approach to health, where animals, humans and the environment are inseparably linked. In 2024, we have placed more emphasis than ever on preventive medicine, the cornerstone of our One Health vision: from

the acquisition of a cutting-edge start-up to the launch of vaccines against emerging or re-emerging diseases.

In this pursuit, we have also reinforced our efforts to combat antibiotic resistance, continued our commitment to animal welfare, and accelerated our investments in research and innovation.

This foundation for our actions is based on an essential requirement: acting with integrity.

Refusing to compromise on ethics, promoting the responsible use of our products, being transparent with our partners, strengthening compliance across all our operations: these are the principles that guide our actions every day and define how we see our responsibility.

#OnePlanet: Acting with impact

In response to the climate emergency, we have taken concrete steps to sustainably transform our environmental footprint. This includes improving energy efficiency across our sites, deploying renewable energy sources, modernizing our equipment and conducting an in-depth analysis of our emissions scopes; including scope 3, the most complex.

In 2024, we reached a new milestone: energy audits were conducted across all our industrial subsidiaries, and multiple sites achieved full or partial coverage of their electricity consumption needs with green energy. This work is supported by precise indicators and ambitious but achievable objectives, such as reducing our scope 1 and 2 emissions by 30% by 2030. Together with our partners, we are committed to continuously reducing our environmental footprint.

At our Libourne campus, a new project has been launched to reduce industrial water consumption, with operational implementation planned for late 2025. If this initiative proves successful, we will ensure that it is duplicated at other facilities, prioritizing water-stressed areas, as part of our commitment to increasingly responsible water management.

Because acting for the planet is not something we can do alone. We must reinvent our entire model, to make it more energy-efficient, more circular and more resilient – in order to maintain a sustainable cycle of growth.

Marc Prikazsky

CEO, Ceva Santé Animale



CEVA AT A GLANCE

The **5th** largest
animal health company
in the world

The **No 1**
animal health company
in France

Created in **1999**

Headquartered in Libourne,
Nouvelle-Aquitaine

One vision: "Together, beyond animal health"

4 core values: passion for customers and animals, entrepreneurial spirit, innovation, solidarity

4 divisions, covering distinct animal species: poultry, swine, ruminants and companion animals

Operating in

47 countries

with a commercial
presence in more than
110 countries

€1.76 billion

in revenues in 2024

21

I&D centers

32

production sites
around the world

More than 6,800

employees worldwide,
46.7% of whom are women



OUR CSR STRATEGY

Our CSR strategy is rooted in our core purpose, which is the result of open dialogue with all our stakeholders. We are fully aware that society expects companies to play an active role in addressing the major challenges our planet faces. That is why we have chosen to take a decisive step forward in realizing our vision, "Together beyond animal health", and fully assume our share of the responsibility in contributing to solutions.

To define this core purpose, two large-scale consultations were carried out with all Ceva employees as part of the "We Share" survey, led by our Human Resources Department. Virtual and face-to-face workshops were also organized with

target employee groups, particularly with representatives of the younger generation and managers at all levels, as well as with members of the Executive Committee. This process was supported by Backbone Consulting, who brought methodological expertise to ensure rigor and inclusion throughout the journey. Our core purpose is a true reflection of who we are at Ceva; it is what makes us different from other companies. And it is through that difference that we can make our contribution and participate in solving the great challenges faced by our planet. In a highly uncertain, volatile world, our core purpose is a polestar that guides us and forms an integral part of our business strategy.



*Together,
our passionate people
drive innovative health
solutions for all animals,
contributing to the future
of our diverse
planet*



Our core purpose is based on the 3 pillars that guide our mission:

#OneCeva

Together, our
passionate people

#OneHealth

drive innovative health solutions
for all animals

#OnePlanet

contributing to the future
of our diverse planet

	Themes	Challenges	Indicators
#OneCeva	Skills development	Aligning job descriptions, career path management and skillsets. Promoting professional training.	Staff turnover rate (by resignation) Percentage of employees having received training during the year Percentage of skills assessment completed
	Social dialogue	Promoting social dialogue to foster a positive work environment and prevent labour tensions.	Rate of employees covered by staff representatives or unions, or by a collective agreement
	Health and Safety	Protecting employees' physical and psychological integrity and reducing the number of workplace accidents, thereby reducing the number of work stoppages.	Lost time workplace accident frequency rate (FR1) Workplace accident severity rate (SR) Lost time and non-lost time combined workplace accident frequency rate (FR2) Number of hazardous situations per year per employee (CU) Closure rate for hazardous situations Number of fatal accidents
	Human rights	Preventing any violation of human rights; preventing risks related to human rights violations in the supply chain.	Ratio of women whose salary is higher than that of male employees by less than 10% Proportion of women in the workforce Proportion of men in the workforce Gender balance in management Gender balance among directors Percentage of employees covered by benefits (health, retirement, life insurance, unemployment) Percentage of employees having received Discrimination and Harassment training Percentage of disabled employees by gender Highest salary relative to the median of all other salaries by country Breakdown of women/men by age, by country Existence of family leave by country
	Business ethics	Detecting and taking preventive measures to prevent the occurrence of actions contrary to business ethics.	Percentage of assigned employees having taken the Global Anti-Bribery training module Percentage of assigned employees having taken the Global Anti-Money Laundering training module Percentage of assigned employees having taken the Global Business Ethics training module Percentage of employees having received Compliance Awareness Campaign training
	Personal data	Ensuring the protection of personal data and detecting breaches potentially resulting in its fraudulent use or loss.	Percentage of assigned employees having received GDPR training

	Themes	Challenges	Indicators
#oneHealth	Animal welfare	Strengthening standards and policies to ensure the preservation of animal well-being.	Percentage of assigned employees having completed the training course on the application of the animal welfare charter
	Product quality and safety	Ensuring product quality and safety at all stages of their life cycle to prevent risks to both animal and human health, including inefficacy and hazards	Percentage of batch recalls compared to total number manufactured
#onePlanet	Environment	Reducing emissions into air, water and soil.	Electricity use (MWh) Use of stationary fossil fuel combustion sources (MWh) External steam consumption (MWh) Biomass (MWh) Water use (m³) Hazardous and non-hazardous waste generated (t) CO ₂ emissions (scope 1 and scope 2 location-based) (t CO ₂ eq.) CO ₂ emissions (scope 1 and scope 2 market-based) (t CO ₂ eq.) CO ₂ emissions (scope 3) Purchases of goods and services (t CO ₂ eq.) CO ₂ emissions (scope 3) other calculated categories (t CO ₂ eq.) Percentage of waste recycled Percentage of waste buried Percentage of waste incinerated Percentage of waste disposed of otherwise Water use intensity (m³/M€) CO ₂ intensity (tCO ₂ /M€)
	Responsible purchasing	Ensuring that the 10 commitments set forth in the charter are properly applied in purchasing processes.	Percentage of domestic purchases in 2024 for our main platforms (FR, USA, HUN) Percentage of assigned employees having received training in the "Responsible Supplier Relations" charter

Our CSR governance

CSR is represented within the executive Committee by the Director of Corporate Affairs and Communication, who is responsible for CSR within the Group. We regularly review the organization of our governance bodies to ensure effectiveness. In 2020, we established an Ethics and Animal Welfare Committee and appointed regional animal welfare managers, who also actively participate in the Committee.

Formed in 2021, the Strategic Sourcing Committee oversees responsible procurement decisions for Ceva Santé Animale.

At the end of 2024, we welcomed our **Global Sustainability Manager** to coordinate environmental, social, and governance matters across every stage of the value chain, reinforcing our commitment to integrating sustainability throughout the business.

THE CEVA GROUP BUSINESS MODEL

Our strengths

A diverse and abundant pool of skilled professionals

More than **6,896** employees
46.7% of whom are women

- Industrial: 41.1%
- I&D: 8.8%
- Commercial: 40.5%
- Other: 9.6%

A driving force in innovation and engineering

21 I&D facilities¹

€163.9 million invested in I&D in 2024

32 production facilities²

A robust supply chain

for active raw materials

- serums, diluents, excipients -
consumables and services

22,600 suppliers

€1 billion in purchases for 2024³

An international and multimodal distribution chain

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

Partnership synergy

with our shareholders and investors, regulatory agencies, our subsidiaries, our contractors and subcontractors

The value we create

Leading animal health company in France, and **5th** in the world (poultry, companion animals, swine, ruminants).



2024 turnover: €1.76 billion

Commercial presence in **110 countries**

CSR performance

84.8% gender pay equality

95.0% of employees received training in 2024

300.2 MT CO₂ eq. GHG emissions, scopes 1, 2 and 3

Customers and partners:

Veterinarians, livestock farmers, pet owners

Sharing of expertise

Digitization: website & applications

Commercial and scientific partnerships

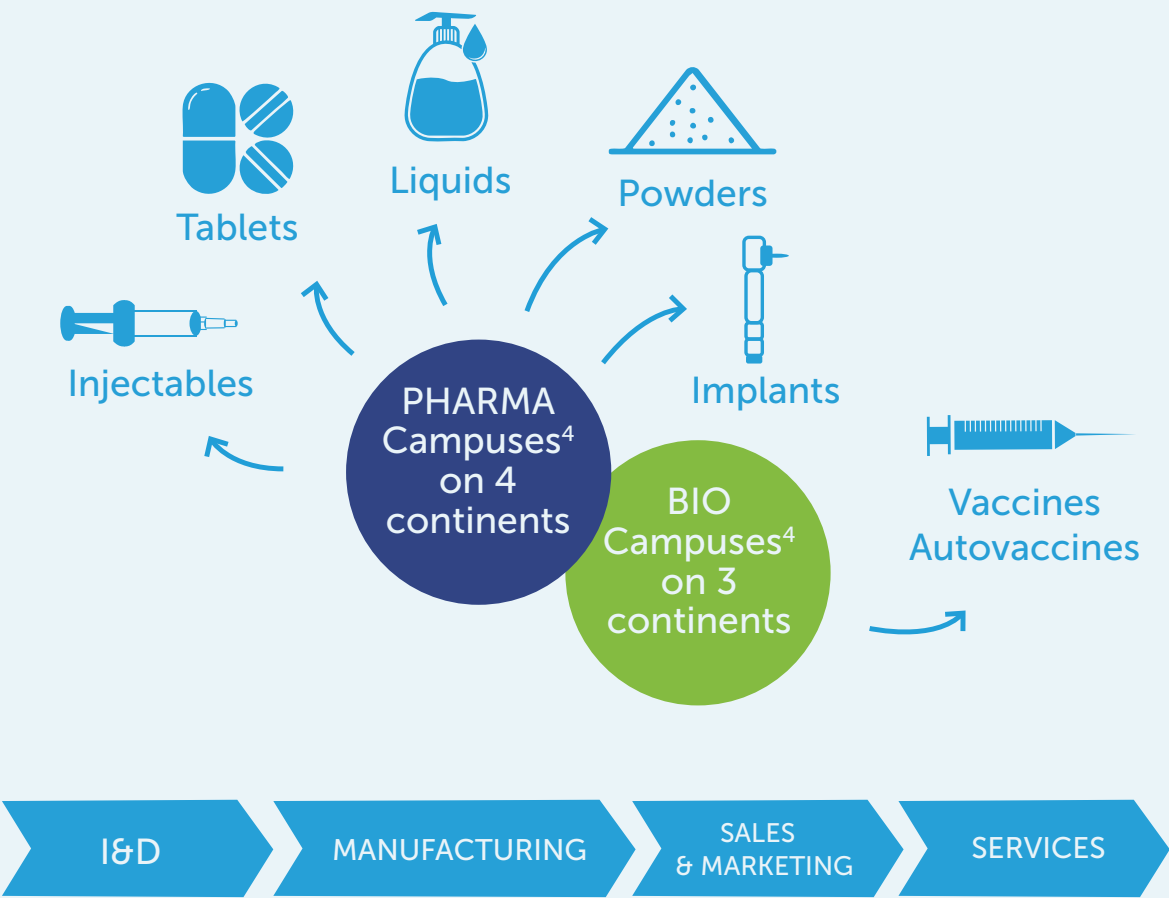
Towards sustained and balanced growth between prevention, treatment and animal welfare

¹ excluding partner CROs (Contract Research Organizations)

² biotech and pharmaceutical industrial facilities and autovaccine installations and facilities

³ excluding factory acquisitions

THE CEVA GROUP
BUSINESS MODEL



⁴ "Campus" is a facility where both I&D and production activities are conducted.

#1 - Ceva Purpose Day :

The 2nd edition of our motivational annual event held around the world

Building on the success of its first year, with events held at four pilot sites in 2023, Ceva Purpose Day was held again and on a larger scale in 2024. The event was held in Brazil, Italy, the Nordic countries, the United States, Canada, Hungary and South Africa, as well as at two new sites in France.

Born from an employee-led initiative of the #OneCeva Working Group, the day-long event embodies Ceva's core purpose. It offers everyone the opportunity to engage collectively in solidarity actions, benefiting local non-profits and improving internal cohesion. The 2024 edition focused on two major themes: the human-animal relationship and the preservation of biodiversity.

The following were some of the outstanding initiatives undertaken:

- In the United States, awareness-raising activities were organized on the preservation of pollinators;
- In Canada, construction of shelters for feral cats by Ceva team;
- In Brazil, employees mobilized to conduct environmental clean-up and vegetation planting operations;
- In Hungary, donations were collected for animal shelters;
- In South Africa, a partnership was established with a bird of prey sanctuary to help promote local biodiversity;

- In France, the Montpon-Ménestérol logistics facility launched a partnership with the company Éco Mouton with regard to eco-grazing. The Laval facility welcomed several non-profit groups working for the protection of nature, which came to share their commitments and raise awareness among the teams about the importance of the role of animals in the ecosystem.

Ceva Purpose Day has now established itself as a highlight of the year, strengthening employee engagement around concrete and unifying actions, in a shared spirit of international solidarity.



#2 - Family Days :

Opening our doors, sharing our passion

Ceva Family Days have become essential events in the life of the company, combining a social atmosphere, pride of belonging and discovery of daily professional life. In 2024, this initiative expanded to some new sites in France, with events organized at Loudéac in March and at the Desvac campus in Angers in September.

Each year, the formula remains the same: a warm atmosphere, immersion in Ceva's world, and highlighting the everyday commitment of our teams.

Across the Atlantic in Brazil, there were four Family Days held in August, at the Juatuba, Paulínia, Campinas and

BHTec sites. These days have given our employees and their families a chance to discover our local operations in an interactive way, with guided tours of our production sites, followed by breakfasts in a friendly atmosphere. They helped strengthen bonds among the teams and gave everyone a chance to better understand the essential role played by Ceva in the region.

The aim of these open days is to strengthen the connection between our employees' professional and personal lives, while affirming the inclusive and human corporate culture that is Ceva's strength.

#3 - One Ceva Life events: A 4th edition full of sharing and commitment

The 4th edition of our annual One Ceva Life meeting brought together employees from our French and Hungarian facilities on July 10, and from the United Kingdom on September 4. These friendly meetings were punctuated by a mid-year webcast hosted by our CEO, Marc Prikazsky, accompanied by other members of the Executive Committee, with some time spent devoted to the facilities followed by some time for socializing. It was an opportunity to take stock of the latest news at the company, the challenges it faces, and its prospects.



Here are some of the highlights of this 2024 edition:

- In Libourne, guided tours were held of the construction site for our new headquarters, led by the project team, allowing corporate functions employees to discover the premises and imagine themselves in this emblematic building in the making.
- Other One Ceva Life events were held in France as well, with the participation of our colleagues from the Libourne, Loudéac, Laval, Beaucouzé, and Ceva Filavie campuses, as well as from Ceva E-Cat iD and Ceva Desvac.
- In Budapest, the Ceva Phylaxia teams celebrated the company's interculturality, with a festival made up of stands representing the different geographical areas where the Group is established.
- In the UK, Ceva UK employees organized a dog walk followed by a picnic. The dogs, wearing the traditional One Ceva Life bandana, accompanied the teams on an enjoyable walk in a nearby park. The day concluded with an inspiring speech by Roy Geary, Vice President for Northern Europe, highlighting Ceva's core purpose and the concrete societal impact of our daily actions.

#4 - Actions to promote gender equality: A driver of performance and collective commitment

At Ceva, our company's success depends on the commitment of all its employees, regardless of gender or origin. That's why we promote an inclusive culture, aimed at promoting equal opportunities and advancing the professional development of women at all our global locations. In a 2024 interview with Group Labor Law Director Emmanuelle Trébot, issues related to gender equality were addressed from several angles: ethical, social and economic. Beyond this moral commitment, we see gender equality as a real driver of performance. By promoting women's access to positions of responsibility, supporting young talent without discrimination, and integrating these principles into all of

our HR and CSR policies, Ceva affirms its desire to build a more equitable, more innovative and more motivating working environment.

Internationally, this culture is embodied in concrete actions implemented locally: measures to address discrimination, ensure respect for fundamental rights, provide support for parenthood, and support work-life balance.

Wherever Ceva operates, our subsidiaries translate this vision into initiatives tailored to their cultural contexts, while sharing a common ambition: to make inclusion a driver of sustainable growth.

#1 - Ceva acquires Scout Bio:

A strategic advancement at the service of domestic animals

As part of its innovation strategy, Ceva took a major step forward in 2024 with the acquisition of Scout Bio, a pioneering company in biotechnologies for domestic animals.

This merger marked a significant step forward in the field of biotherapies, particularly through the integration of cutting-edge technologies such as monoclonal antibodies and gene therapy.

This transaction reinforces Ceva's ambition to offer innovative treatments for chronic diseases. Scout Bio's expertise, derived from the University of Pennsylvania's

gene therapy program, will help accelerate the development of next-generation solutions, in close alignment with the highest scientific standards.

The acquisition of Scout Bio illustrates Ceva's ability to look to the future of veterinary medicine, investing in disruptive technologies and consolidating its role as a global leader in animal health. It opens up new prospects for meeting growing expectations in connection with the increasing humanization of pets and the continuous improvement of their quality of life.

#2 - A new plant in Guelph to meet the global demand for coccidiosis vaccines

Ceva has opened a new production facility in Guelph, Ontario, Canada, dedicated to coccidiosis vaccines. A real technological powerhouse, it is a state-of-the-art factory that multiplies existing production capacities by ten. It brings all the stages of the process together under one roof, from breeding, harvesting, cleaning and preparation to packaging, labeling and distribution, guaranteeing increased operational efficiency.

After a rigorous inspection and validation process, the USDA granted a final approval in July 2024 for the marketing of Immucox3 (IMM3) and Immucox5 (IMM5) in the United States. A license was also granted for IMM5 in Brazil, the world's second largest poultry market, opening up promising prospects for exports starting in 2025. This ambitious project is an emblematic marker of collective excellence. Thanks to the commitment of its teams, Canadian production exceeded 500 million doses even before the final validation of the facility, which is an absolute record. Furthermore, the site is continuing its development with the upcoming integration of an automated oocyst counting system, while actively preparing for the European Union GMP inspection, planned for 2025.



#3 - Ehpanimal :

An unique organization in France for the companion animals of nursery home's residents

With Ehpanimal, Ceva continues its mission of promoting human-animal bonds by launching a first in France: the creation of an accommodation facility for the pets of residents living in nursery homes. Inaugurated in 2024 at Libourne Hospital, this initiative fully embodies the spirit of "Aging Well," and meets a strongly-felt societal need: allowing elderly people to stay alongside their four-legged friends despite the change in their living environment.

This innovative project was co-founded by Ceva and Cheops Technology with the support of Purina France, and fits into Ceva's One Health approach, recognizing the mutual benefits of the emotional bond between humans and animals for physical, mental and social health. By integrating animal welfare services and personalized support for residents into one place, Ehpanimal embodies a comprehensive approach to healthcare focused on empathy, respect, and emotional balance.



#4 - Ceva strengthens its response to emerging diseases with Respons and Hepizovac

Faced with the upsurge in emerging infectious diseases, Ceva is stepping up its efforts to provide rapid, effective and targeted responses. In 2024, two striking examples illustrated this commitment: Respons, our avian flu vaccine, and Hepizovac, developed with our Spanish partner CZV to combat epizootic hemorrhagic disease (EHD).

Respons is the result of intensive research and unique industrial know-how. Developed to address the growing threat of highly pathogenic avian influenza, this innovative vaccine is part of our global strategy to prevent animal pandemics. In 2024, Ceva was selected by the French Ministry of Agriculture and Food Sovereignty to supply doses of avian flu vaccine for ducks. Taking the same proactive approach, Ceva launched Hepizovac in 2024, a vaccine against EHD, a vector-borne disease that affected

France for the first time in September 2023. Thanks to close collaboration between our R&D, regulatory and commercial teams and the teams of our partner CZV, we very quickly obtained a Temporary Authorization for Use (ATU) allowing us to respond to the order for 2 million doses placed by the French Ministry of Agriculture and Food Sovereignty.

These two achievements demonstrate our ability to act quickly and collectively to limit the impact of new health threats, while strengthening the resilience of livestock systems. By combining vaccine innovation, industrial excellence and mobilization at the local level, Ceva is confirming its place as a leader in the fight against emerging or re-emerging animal diseases.

#1 - Ceva Wildlife Research Fund

celebrates its 1st anniversary and provides support for ambitious new projects

One year after its launch, the Ceva Wildlife Research Fund reached a significant milestone in 2024, having already provided support to 12 wildlife health projects. This one-of-a-kind endowment fund embodies Ceva's commitment to biodiversity, the prevention of zoonotic diseases, and the balance between wildlife, livestock, and human health.

The flagship projects funded this year have included the northern gannets program, conducted in collaboration with CNRS, which aims to use GPS tracking and biological

analyses to better understand the impact of Highly Pathogenic Avian Influenza on this marine species, which was decimated in 2022. Another of these flagship projects involves research on the pangolin, a little-known species in great danger of extinction. By providing support for this work, the fund is helping acquire the increased understanding essential for its protection and reintroduction into the wild.

#2 - Supporting the preservation of local domestic breeds: Ceva celebrates the 12th edition of the Animal Agrobiodiversity Award



On the occasion of World Endangered Species Day, for the twelfth consecutive year, Ceva Santé Animale and the Fondation du Patrimoine presented the National Prize for Animal Agrobiodiversity, with support from the Ministry of Agriculture and Food Sovereignty. This prize rewards breeders and associations who work every day to preserve threatened local animal breeds, thus helping to ensure the resilience and sustainability of our agricultural model.

In 2024, three projects won recognition for their remarkable commitment:

The Ferrandaise cow, a breed emblematic of Auvergne, which has now been saved from extinction thanks to the work of a dynamic non-profit organization;

The Lapin-Chèvre Rabbit, restored to popularity thanks to an innovative organic farm in Haute-Vienne;

And the Belle-Île sheep, the most endangered sheep breed in Brittany, has been highlighted as part of an agroecological project combining hop cultivation and short-chain sales.

With this award, Ceva reaffirms its locally focused commitment to minor species and breeds, and its desire to provide concrete support for animal genetic diversity.

#3 - C Our Future :

Promoting the benefits of animal proteins to address failure to thrive in infants

Launched by Ceva in several Asian countries, the C Our Future program has emerged as a flagship initiative among our social responsibility efforts. Its aim is to help address failure to thrive among disadvantaged children by promoting a more balanced diet, and more particularly through the consumption of eggs. In 2024, the program expanded further, with more than 200,000 eggs distributed to 2,500 children across Malaysia, India, Indonesia, and the Philippines.

In Malaysia, 100,000 eggs were provided to more than 505 children through a partnership with QL Resources Berhad (one of the largest agribusiness groups in Southeast Asia), and educational workshops were conducted for the benefit of families;

In India, Ceva and Premium Chick Feeds conducted campaigns in 10 schools, reaching nearly 1,000 children and setting a target for 200,000 eggs to be distributed by 2025;

In Indonesia, combined actions in four major cities provided an educational program to 700 children, and provided two eggs a day to 80 at-risk children for three months;

Lastly, in the Philippines, a community event was organized to provide healthy meals and health workshops to 295 children while also providing support for the global campaign against polio.



#4 - Ceva improves its Sustainalytics rating

In 2024, Ceva Santé Animale took a new step in its corporate social responsibility approach by obtaining an ESG rating of 19.8 from the independent rating agency Sustainalytics, which classed the company in the low ESG risk category.

This assessment reflects Ceva's rigorous management of environmental, social and governance issues and reinforces its position as a responsible and committed player in the animal health industry.

This result is the fruit of collective work on a global scale, and evidences our strong desire for continuous improvement, supported by an internal culture of transparency and engagement. This external recognition also strengthens the confidence of Ceva's partners, customers and investors, and encourages each employee to continue their efforts to build a more sustainable future.



#OneCeva

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At Ceva,
We transform our commitments
into concrete actions for professional
equality, by ensuring that everyone
has the same opportunities for growth.

David Derain,
Group Human Resources Director

ACTING ALONGSIDE AND IN SUPPORT OF OUR EMPLOYEES

Encouraging autonomy and a sense of responsibility, helping our teams grow

Our employees' commitment and entrepreneurial ability, and the grounding of our approach in creating solutions tailored to our customers' needs are what make us stand out on the market. These strong markers of our identity fuel the Group's growth ambitions.

At Ceva, our leaders and managers encourage the development of skills and strive to broaden everyone's areas of responsibility. They are therefore an essential link in retaining our employees and strengthening our attractiveness.

The individual development of our employees helps our teams to grow collectively, and our job families to evolve in turn, reflecting their development and their ability to help raise Ceva's standards.

1 / Promoting skill development and the growth of our teams

Co-building a tailor-made journey for each employee

The development of skills and careers is at the heart of our Group's culture, and it follows individualized pathways. After their annual job management interviews, employees work with their managers to create a growth plan. This personalized plan takes into account each employee's responsibilities, skills, training needs and aspirations. In 2024, 84.9% of employees took part in these annual interviews.

Beyond these highlights, Ceva encourages fluid communication between managers and their teams throughout the year. This involves organizing regular discussions between the manager and the employee, focusing on the application of the required skills and any potential difficulties they may encounter in performing their primary duties. These development interviews addressing all employees are mandatory in France and strongly recommended in the Group's other countries. In 2024, 88.7% of employees took part in these interviews.

Identifying talents to anticipate development opportunities across our Group

Taking a strategic and prospective view of our various occupational areas, the Human Resources Department identifies the skills necessary for Ceva's growth in the medium and long term. These are the technical and behavioral skills required for every occupation and job position. These occupations are changing across the market in all companies. To remain competitive, Ceva must anticipate these developments and train its employees accordingly (79.2% of our 24 job families have developed training programs tailored to their scope). Skills development programs and training plans allow us to anticipate the strategic changes of our Group going forward.

The consolidation of annual individual staff interviews is an opportunity for us to identify each employee's talents and skills, to offer them appropriate growth opportunities. On this basis, the Human Resources Department draws up individual development plans for emerging talent, high-potential talent and successors to key or critical positions.

In 2024, the skills and development potential of employees with managerial status were discussed by a Careers Committee with the aim of accelerating mobility within each job family or between different job families.

Responding to our employees' desire for training

In 2024, new training courses were added to "Ceva University", which is the training library for each job family. Addressing over 90% of the Group's occupational areas, these courses were entirely revised in 2024 to adapt them to the changes taking place in those areas. These courses are open to our employees on PeopleCloud, our development and training tool. A total of 95% of our employees received training this year, whether from these courses or from external sources.

¹ The method used for this calculation was modified in 2024 to account for employees on long-term leave who were unable to take part in these interviews; the rate is therefore lower than that given for 2023.

2 / Skill development performance indicators

	2022	2023	2024
Staff turnover rate (by resignation)	6.4%	5.25%	5.70%
Percentage of employees having received training during the year	95%	94%	95%
Percentage of skills assessment completed	N/A	97.06%	94.10%

Calculations for the personnel turnover rate and the percentage of employees having received training do not include employees of companies acquired during the year.

Calculations for the skills assessment completion percentage do not include the employees of companies acquired during the year or employees with less than 1 month's seniority as of 31/12/2024.



Communicating regularly with our social partners

At Ceva, we see social dialogue as a constructive exchange that results in adapted and pragmatic solutions. In the interest of maintaining high-quality labor-management dialogue, which we see as the driver of our collective and individual performance, we strive to encourage the growth of all our social partners. More broadly, our Group respects freedom of association and recognizes collective bargaining rights throughout its value chain, both internally and among its suppliers (see the paragraph entitled "Responsible purchasing").

The Group Human Resources Department on the one hand ensures compliance with the legal obligations regarding employee representation, and on the other ensures that "Corporate" issues are addressed in consultations with or reported to representatives (examples: quality of working life, teleworking, health coverage, etc.). In the absence of representation, either because it is not required in the country, or because employees do not wish to pursue dialogue through such channels, the Human Resources Department asks the local HR contact to discuss priority subjects with managers and employees (right to disconnect, implementation or arrangement of family leave, work-life balance, teleworking, working time and work organization, etc.). An audit is performed at least once a year by the Human Resources Department, sometimes more depending on the issues to be addressed.

The Group has adopted a "Freedom of Association" policy, which transparently establishes the possibility for employees to form committees or unions. The Group is committed to encouraging all initiatives and monitoring them as provided by law in order to nourish social dialogue within each of its entities.

In each country where Ceva operates, social dialogue may address, at minimum, the subjects of well-being at work, skill development, health and safety. 76.5% of our employees are represented by union delegates or staff representatives, or are covered under a collective agreement.

This dialogue is widely practiced and provides support for our Group's overall transformations. In particular, it allows the management of human resources in a responsible, concerted manner, suited to the local economic and labor relations contexts.

The Group's business entities have initiated or continued their work on substantive projects. For example:

- An agreement on working conditions and safety was established in Indonesia, Poland, Italy and Turkey;
- In the Netherlands, teleworking practices were formalized (rules for physical presence in the office, ensuring respect for the right to disconnect). The same approach was applied in South Korea, Greece, Romania, and Germany.
- Flexible working time policies for the benefit of work-life balance were established in Australia, Egypt, Morocco, the United Kingdom and the United States;
- In France, Spain, China and Brazil, a disability and inclusion policy was implemented, with concrete action plans put in place to recruit more people with disabilities, including, for example, an internal communications campaign to address stereotypes about disabled persons.

The results of the worldwide survey conducted by Ceva on the subject of quality of life at work were released in 2024, and areas for improvement were decided upon and worked on with employees in all of the Group's countries.



Social dialogue performance indicators

	2020	2021	2022	2023	2024
Rate of employees covered by staff representatives, unions, or by a collective agreement ²	N/A	67.6%	69.1%	73.9%	76.8%

² Coverage by a collective agreement was added in 2023.

Ensuring the health, safety and well-being of our employees

Workplace health and safety and environmental protection are a necessity, now more than ever; these issues lie at the heart of what we do. This policy is fully integrated into the Group's CSR approach and is concretely developed in the EHS roadmap, the implementation of which on each campus is supervised by the Campus Managers and EHS Managers, thus demonstrating their leadership and commitment. Our "Code of Ethics and Business Conduct" serves to keep these issues top of mind for all as well.

Our EHS roadmap is based on 5 main pillars:

- Leadership and governance
- Health
- Biosafety
- Safety
- Environment (see "One Planet" paragraph)

This roadmap was created in 2023 and is subject to annual review after approval by all Executive Committee members.

1 / Leadership and governance

EHS programs apply to all of our activities, from I&D to sales. The EHS community, which brings together EHS managers from all our facilities, meets monthly under the leadership of the Group EHS Department. The network was strengthened in 2024 by including members from more local facilities. Quarterly monitoring meetings are also held, with the participation of Executive Committee members.

EHS managers share tools and good practices on a dedicated interface. Directors of campuses and industrial facilities are responsible for their employees' health and safety.

Locally, our EHS teams are in charge of detecting and preventing EHS risks, verifying regulatory compliance, and training employees. At the same time, they implement action plans at each facility in view of eliminating or reducing these risks.

The main governance and leadership programs that were rolled out in this regard in 2024 were as follows:

- **EHS communication plan:** Implementation of EHS alerts, distribution of the policy on the intranet, EHS Awards rewarding the best EHS ideas, EHS Day events, etc.
- **EHS training plan:** This plan lists the different training courses that must be followed for each pillar, based on each employee's occupational area and responsibilities. For example, Ceva's facilities in France have undergone the "Playsafe" training program. This program leverages multiple drivers of prevention: technical, organizational, managerial and behavioral. It mobilizes the skill and efforts of both employees and managers to get them involved and make them aware of their responsibilities.
- **EHS audit program:** At all our industrial facilities, we perform different types of EHS audits:
 1. EHS regulatory audit program: led by an independent expert, this program was initiated in 2017. Interrupted in 2020 by the health crisis, the audit

campaign resumed in 2023 with 2 audits performed, and continued in 2024 with 2 facility audits. The audit program will continue in the years to come.

2. Internal cross-functional audit program: this program began in 2023 and continued in 2024. These audits are carried out by the EHS director in collaboration with an EHS manager from another facility. Their objective is to verify compliance with our internal rules.

The Group EHS management team also makes regular visits to all of our facilities.

- **Risk analysis program:** A risk analysis was performed at each of our facilities and campuses. The nature of the risks addressed varies according to activity. In the context of this comprehensive program, we have identified the following main risk categories:

1. Risks related to manufacturing processes (e.g. handling of chemicals and biological agents);
2. Risks related to machines or mechanical risks;
3. Risks related to ergonomics;
4. Risks linked to primary energy sources and industrial utilities - electricity, stationary combustion sources, heat (e.g. lockout-tagout/release from lockout-tagout).

The Risk Department simultaneously performs "risk prevention" audits, with increased scrutiny of fire risks and compliance with emergency plans. Each site is audited on average once every three years.

Furthermore, in 2023, the Group EHS management and EHS teams drafted a body of EHS rules applicable to all sites and activities. They cover the 5 pillars of the roadmap and their application is required at all facilities. All of these rules are grouped together in a unified document constituting the Group's EHS management system. In 2024, the focus shifted to communication and deployment of EHS rules at the facilities.

2 / Health at work

Different tools and actions have been implemented to help protect our employees' health, such as social welfare agreements, preventive measures such as periodic medical examinations, workstation ergonomic studies and measures to prevent excessively arduous work.

Chemical risk prevention was one of our key programs in 2024: inventory of all products on site, risk identification, employee training.

We also offer our teams working conditions that do not infringe their physical and mental health: environment, equipment, ergonomics, layout of workspaces.

Specific programs are also in place to help address sexual and psychological harassment, workplace violence and psychosocial risks. Beyond the mandatory training provided to employees and the training of Human Resources managers in the management of cases of harassment or discrimination, the Group's entities also have posted displays specifically addressing these issues, assigned internal contact persons that employees can get in touch with, or have individual support resources available to help prevent such conduct (when the sanctions taken against harassers have not gone as far as dismissal).

3 / Biosafety

Biosafety is an integral part of our EHS management system. Each biological facility has a designated biosafety officer, and in 2024 a biosafety director was appointed to coordinate the biosafety network. A shared dedicated IT space allows network members to share good practices and any relevant information.

4 / Safety

In order to prevent workplace accidents, several programs were deployed in 2024:

- Declaration of hazardous conditions or situations: the objective of this program is to identify and report hazardous conditions or situations before an accident occurs. This program has been deployed across all GMSQ facilities, with two objectives:
 1. Declare one (unsafe condition) per year per employee;
 2. Close 80% of unsafe conditions from the previous year and the current year at the end of the year.
- Roll-out of the EHS ambassadors network: in order to help strengthen the culture of safety at our facilities, the campuses have assembled networks of ambassadors made up of members from different departments, holding discussions at regularly organized committee meetings. A global meeting bringing together all ambassadors was also organized.

- Statistical analysis of the causes of accidents: this has allowed identification of the primary causes of accidents, thus permitting the implementation of appropriate awareness-raising campaigns (e.g. slips, trips, and falls; use of personal protective equipment; Log-Out/Tag-Out/release from Log-Out/Tag-Out).
- Road safety: a specific training program was rolled out in 2024, which was taken by more than 80% of all employees, whether in industrial or commercial positions.

Focus on "Safety Date": our global "Meetup with Safety" event was rolled out in 2023 and was held again in June 2024 at all Group facilities. At this event, each employee was invited to look back at their 2023 individual commitment regarding their safety and to make a new commitment for 2024. Then, group work was conducted on the theme "Stop Think Act", to gain perspective on their everyday activities and their impact on safety. This led to the creation of checklists, or "golden rules" tailored to their specific areas of activity. In total, more than 3,700 people participated in the Safety Date event and made commitments. Each team also made a collective commitment. In total, we collected more than 3,000 of these commitments.



5 / EHS performance indicators

The EHS performance indicators given below are monitored at our campuses and facilities. They are also consolidated at Group level. They are reviewed during the monthly performance reviews conducted at all levels of the Group, from individual campuses to the Executive Committee. These indicators cover all Ceva employees.



	2021	2022	2023 (2022 scope)	2023 (scope new entities)	2024
Lost time Frequency Rate (FR1)	3.6	4.5	4.03	4.16	2.7
Frequency of Severity Rate (SR)	0.07	0.04	0.06	0.06	0.10
Lost Time and Incident Without Lost Time Frequency Rate (FR2)	6.7	6.5	6.09	6.27	4.01
Number of unsafe conditions per year per employee (CU)*	N/A	N/A	1.22	1.17	1.58
Closure rate for unsafe conditions	N/A	N/A	78%	78%	84%
Number of fatal accidents	N/A	N/A	2	2	0

* GMSQ only

The scope of these indicators includes all of the Group's internal employees (permanent, fixed-term contracts, trainees, interns, international volunteers [VIE]) and temporary employees.

Between 2023 and 2024, at constant scope, we observed a decline in FR1 (-1.46 percentage points) as well as a major decline in FR2 (2.26 percentage points).

The severity rate increased between 2023 and 2024.

The indicator calculations have also been updated by incorporating the Group's new facilities and/or new entities (Filavie, Laprovét).

The “unsafe conditions” program has remained hugely successful, with a result clearly exceeding the target values (1.5 situations declared per year per employee for the GMSQ population, for a target value of 1.2). The closure rate (84%) was also above the target that had been set (80%).

6 / Environnement

See OnePlanet paragraph.

Earning our stakeholders' trust

Remaining vigilant at all times with regard to respect for human rights.

Ceva affirms its commitment to respect for all human rights, which are universal and indivisible. Ensuring respect for human rights is a fundamental goal for any company; that's why we must remain vigilant to ensure that human rights are respected by the third parties we have relationships with (such as our suppliers, customers or subcontractors).

The policy followed by the Group is based on the fundamental rights of workers 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 principles intended to ensure that these rights will be respected, and that any adverse human rights impacts will be remediated.

Preventing any possible cases of harassment and discrimination

Consistent with French law and international conventions, Ceva condemns all forms of discrimination - particularly when linked to origin, gender, age, disability or opinions. We take care to ensure that our employees' career paths - from hiring and training to promotion and the possible end of their employment contract - are not influenced in any way by discriminatory criteria. This same principle guides our approach to questions of remuneration, indirect benefits and insurance.

HR managers in each country are required to comply with the following Human Resources procedures. They have been trained in specific procedures and are subject to internal auditing in regard to discrimination, hiring, skills development, dismissal or disciplinary sanctions, salary increases, benefits, etc. Certain local actions require approval by the Group Labor Law Director in order to ensure their compliance with the principles of non-discrimination, such as the implementation of a training module for hiring procedures, or the implementation of local measures related to salaries.

We also strictly prohibit any form of physical or verbal harassment by means of our procedures on discrimination

and harassment, on the training of all employees, and on the creation of an ad hoc commission in case of specific whistleblowing incidents.

The Code of Ethics and Business Conduct, as well as several procedures in place at our local entities (Group procedures, internal regulations, local agreements), include these essentials and provide penalties for non-compliance. The whistleblower system - described in the section entitled "Ethics, the cornerstone of our activity" - enables anyone, whether they are an employee or a third party, to make a confidential, anonymous report if they suspect or become aware of acts of harassment or discrimination. The Group undertakes to handle all whistleblower reports received in a confidential manner (in accordance with the "Whistleblower System" and "harassment and discrimination" procedures). In 2024, the five individual cases reported via the whistleblower system were the subject of an investigation and a formal report, resulting in the development of an action plan.

In 2024, 79.6% of our employees received training in Ceva's non-discrimination and non-harassment policy, offered in an e-learning format on PeopleCloud.

Le
HANDICAP
Chez Ceva

Ceva's commitment to disability issues

In 2024, Ceva pursued the commitments made in 2023 in the context of European Disability Employment Week. Ceva has laid the groundwork for a collective approach to becoming a more inclusive and welcoming company for current employees and future talents with disabilities. This policy is based on 4 pillars:

- Hiring employees with disabilities;
- Helping to keep disabled associates employed;
- Raising awareness about disability, and in particular providing support to employees interested in applying for RQTH (official recognition of disabled worker status);
- External partnerships.

As a result of this proactive policy, the number of persons with disabilities at our facilities in France increased from 1.7% in 2023 to 2.6% in 2024 thanks to the following initiatives:

- Signature of a disability agreement with employee representatives and appointment of disability coordinators;
- Broad-ranging communication, meetings between disability coordinators and employees, Webinars;
- Immersion of employees in the professional lives of employees with disabilities (Duoday);
- Introducing our job families to disabled persons external to the Group.

Human rights performance indicators

	2020	2021	2022	2023	2024
Ratio of women whose salary is higher than that of male employees by less than 10% ³	81.1%	79.8%	81.9%	83.3%	84.8%
Proportion of women in the workforce	45.9%	45.3%	45.9%	45.1%	46.7%
Proportion of men in the workforce	54.1%	54.7%	54.1%	54.9%	53.3%
Gender balance among management	N/A	40.1% (F) 59.9% (M)	40.1% (F) 59.9% (M)	41.2% (F) 58.8% (M)	42.5% (F) 57.5% (M)
Gender balance among directors	N/A	20.3% (F) 79.7% (M)	20.8% (F) 79.2% (M)	22.1% (F) 77.9% (M)	24.1% (F) 75.9% (M)
Percentage of employees with access to social benefits (health, retirement, life insurance, unemployment) ⁴	N/A	N/A	98.1%	99.6% (100% Health, 100% Retirement, 98.8% Life insurance)	99.7% (100% Health, 100% Retirement, 99% Life insurance, 99.8% Unemployment ⁵)
Percentage of employees having received "Discrimination and Harassment" training	N/A	N/A	90.0%	91.9%	79.6%
Percentage of disabled employees by gender	N/A	N/A	1.4%	1.6% (54% F and 46% M)	2.04% (60.3% F and 39.7% M) or 2.50% excluding Hungary (where collection of this data is not permitted)
Highest salary relative to the median of all other salaries by country	N/A	N/A	N/A	5.5%	5.1%
Breakdown of women/men by age, by country	N/A	N/A	N/A	31.57% of employees are between 18 and 35 years old (48% F, 52% M) 56.89% are over 35 years old (45% F, 55% M) 11.54% are over 55 years old (37% F, 63% M)	29.4% of employees are between 18 and 35 years old (49.6% F, 50.4% M) 58.2% are over 35 years old (46.5% F, 53.5% M) 12.4% are over 55 years old (40.6% F, 59.4% M)
Existence of family leave by country	N/A	N/A	N/A	95.7% of Group entities have implemented at least one type of family leave as follows, given in percentages of employees covered: • Bereavement 99.1% • Parental leave for women 96.6% and for men 90.4% • Marriage 88% • Childhood illness 80.9%	97.9% of Group entities have implemented at least one type of family leave, given in percentages of employees covered: • Bereavement 99.9% • Parental leave for women 96.6% and for men 87.6% • Marriage 80.1% • Childhood illness 72.6% • Caregiver 51.1%

³This ratio also consolidates positive discrepancies, meaning that women (by category and by country) whose average salaries are higher than those of men are included as well.

⁴ 100% of employees have social security coverage, including Australians and New Zealanders who receive this benefit in the form of pay. Furthermore, 98.9% of employees are covered by the applicable public unemployment system.

⁵ Unemployment was added in 2024.

Ethics, the cornerstone of our activity



*Ethics are central to our decisions: we continually work to strengthen our culture of integrity
in order to build lasting trust among our partners.*

Valérie Mazeaud

Group Ethics, Governance and Compliance Director

We go beyond our legal obligations in acting according to the principles of integrity and fairness, as expected by our 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 is responsible in particular for helping raise awareness among employees, and monitoring the application of "ethics and compliance" principles by the other departments.

The Compliance Committee, which is made up of local Ethics and Compliance representatives, has met every month since 2021. A network of "Compliance Sponsors" has also been set up. Each subsidiary and department of the Group has a "Compliance Sponsor" who acts as an intermediary for the implementation of the program on his or her team.

Finally, the progress of the "ethics and compliance" program is presented each year to the Executive Committee in order to guarantee its proper operation with the participation of a governance body.

1 / Commitment to compliance and ethics in the conduct of our activities

Our code of ethics and business conduct and the associated procedures set forth the ethical obligations incumbent upon each of our employees. These procedures specify in particular the conduct required of them on a daily basis, particularly in the following areas:

- The fight against corruption;
- Efforts to prevent money laundering and the financing of terrorism;
- Laws and regulations relating to embargoes, boycotts and trade sanctions;
- Fair competition;
- Conflicts of interest.

This Code is incorporated into Ceva's internal regulations, and also reflects the policies and responsibilities regarding health and safety (page 22), quality and innovation (page 39), animal welfare (page 35), and IT security (page 28). Written in 2018, a process to update the code was begun in 2024 and will

continue in 2025 in order to integrate the new legal obligations impacting our procedures.

In accordance with the regulations concerning international sanctions and the fight against corruption, since 2022 we have also implemented a verification process for any new export client, by which our Group performs verifications for each new client creation request. Investigations are performed using a screening tool to ensure that the client is not subject to international sanctions or has not been involved in corruption cases. If the investigation reveals that the client is subject to sanctions or has been charged with corruption, the creation request will be rejected or the commercial relationship terminated.

In order to guarantee the compliance of our exports, this process has been fully integrated at all subsidiaries that export to countries under sanctions since 2023, and its roll-out for the rest of our activities in countries that are not at risk remains underway.

Finally, in 2024, we used the rollout of our conflict of interest management policy as an opportunity to also make updates to our gifts and hospitality policy. These two procedures are intrinsically linked, and were thus communicated together to all employees.



2 / Raising awareness of ethics and compliance rules

All Ceva employees have access to the Code of Ethics and associated procedures, which is available in 17 languages on our Group intranet, as well as to an FAQ discussing its application. This Code is available on the Ceva website.

Ceva also expects all its suppliers, subcontractors and other business partners to share our commitment to operating with integrity, lawfulness and ethics, in accordance with the principles set out in this Code. To help our business partners understand Ceva's commitment to business conduct, we have developed a specific document: "Ceva Business Principles and

Ethics Applicable to Business Partners", which they undertake to respect through a contractual clause included in all our contracts.

Since 2022, Ceva has operated an outreach campaign on its "Ethics and Compliance" program for all employees. The content of this campaign has been translated into 23 languages, and allows us to inform all our employees about our code of ethics and business conduct, the fight against corruption, and our whistleblowing system. Our objective is to train 90% of our employees.

Training and awareness-raising for our most risk-exposed employees

Ceva provides training for its senior executives and employees most exposed to compliance risk (Hay scale 16 and up). In 2024, we continued to provide this training to new hires and to employees who last underwent training more than three years ago, and also identified new, more modern and interactive training courses, which will be assigned to the target employees in 2025. Our objective is to train 90% of our employees.

3 / Mapping, reporting and investigating to help mitigate risks

Based on our mapping of primary corruption and influence peddling risks at the Group level, we have established action plans for the activities and procedures posing the greatest risk. We have also established specific policies (corruption, international sanctions, conflicts of interest, human rights) for our employees, and implemented due diligence procedures for third parties. At the same time, our Group has also incorporated ethics and compliance clauses into its contracts.

As the risks to which Ceva may be exposed are subject to change and are linked to the international context, each year we review whether it is necessary to update the mapping. In 2024, no update was necessary.

Our whistleblower system enables us to investigate behavior contrary to, or not fully consistent with, our ethics and compliance rules. It allows employees and third parties to make confidential and anonymous reports to the Ethics and Compliance Department of any suspected breach. The department will then examine the reports, investigate the facts and implement the appropriate corrective measures if necessary. In the wake of the entry into force of the new law on whistleblower protection, Ceva made updates to its internal whistleblowing policy in 2023, which was communicated and implemented in 2024. Initially available in English and French, the whistleblower form has now also been translated into Spanish, Portuguese and Hungarian.

Lastly, the Ethics & Compliance Department also provides support to our teams in their daily activities. In the context of

the Russia-Ukraine conflict, which continues to greatly impact relations with Russia, Belarus and Ukraine, the department is providing support to the sales and supply chain teams to ensure that our relationships can continue to be pursued in full compliance with French and international provisions, by regularly verifying that neither our activities nor our stakeholders are subject to international sanctions.



Business ethics performance indicators

	2022	2023	2024
Percentage of assigned employees ⁶ having taken the "Global Anti-Bribery" training module	74%	82%	85%
Percentage of assigned employees having taken the "Global Anti-Money Laundering" training module	72%	81%	79%
Percentage of assigned employees having taken the "Global Business Ethics" training module	69%	77%	79%
Percentage of employees having received "Compliance Awareness Campaign" training	70%	85%	87%

⁶ "Assigned" means employees in Hay grade 16 and above.



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.

1 / Protecting our stakeholders' personal data

Ceva ensures the protection of its stakeholders' personal data by means of the following primary measures:

- **Appointment of a Data Protection Officer (DPO):** Ceva has a DPO registered with the CNIL. The DPO ensures Ceva's compliance with personal data regulations, first and foremost with the General Data Protection Regulation (GDPR). The DPO also coordinates international compliance actions.
- **Code of Ethics and Business Conduct:** Ceva has integrated provisions regarding data confidentiality and IT security obligations into its Code of Ethics and Business Conduct.
- **Information and transparency:** in order to meet the information obligations provided under the GDPR,
- **Internal procedures and guidelines:** these documents are accessible to all and contribute to Ceva's compliance with personal data regulations. The accessible documents include, for example, a procedure on data breaches and one on the exercise of data subject rights.
- **Mandatory awareness training:** with a view to strengthening the culture of good personal data management, each new employee must undergo GDPR awareness training upon arrival at the company.



2 / Continuing our GDPR compliance process

As part of its ongoing GDPR compliance process, Ceva:

- Continues to track and keep an inventory of personal data processing activities;
- Updates its existing procedures and guidelines and creates new ones as needed;
- Strengthens international compliance through its network of local DPOs / Privacy Champions;
- Performs general or targeted outreach among the various Group departments performing personal data processing 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.



Personal data performance indicators

	2022	2023	2024
Percentage of assigned employees (HR) having received training with the GDPR module	49%	89%	N/A
Within Europe: *Percentage of assigned employees having received training with the GDPR module (excluding HR)	61%	95%	N/A
Outside Europe: *Percentage of assigned employees having received training with the GDPR module (excluding HR)	53%	93%	N/A
Percentage of assigned employees having completed and validated GDPR training ⁷	N/A	N/A	74%

⁷ A new personal data training course was rolled out in 2024, replacing the previous courses. This new training course is assigned to all Group employees; the "Europe / non-Europe" and "HR / non-HR" categories used in previous years have been eliminated.

A close-up photograph of a woman with long, dark brown hair, wearing a blue knit sweater, holding a small, fluffy brown dog. The woman is looking down at the dog with a gentle smile. The dog is looking towards the camera. The background is a soft, out-of-focus outdoor scene with a hint of a body of water and a cloudy sky. The overall tone is warm and intimate.

#neHealth



COMBATING ANTIBIOTIC RESISTANCE

To help avoid the risk of antibiotic resistance, whether in animals or in humans, our Group strictly complies with the recommendations of the World Health Organization (WHO) and the World Organization for Animal Health (WOAH).

In view of the EMA-AMEG categories, Ceva does not develop any drugs falling under category A ("Avoid"). For our antibiotic sales in 2024, category B ("Restrict") drugs represented only 12.2% of sales, category C ("Caution") represented approximately 56.9%, and category D ("Prudence") 30.9%. 1st and 2nd line drugs (Categories B and C) thus represent almost all of Ceva's product

offering in this regard. Furthermore, injectable products account for more than 50% of our total sales, which presents a double advantage in terms of antibiotic resistance risks: 1) injectable antibiotics are individual and are therefore targeted treatments; and 2) they generally result in less exposure of the intestinal flora.

Raising awareness among our stakeholders about the proper use of antibiotics

Always keen to encourage good practices, Ceva publishes two works that are now considered authoritative in the animal health world:



Guidance for the rational use of antimicrobials (GRAM), 2nd ed.

This book addresses the use of antibiotics in pets. It was written by Ceva's technical teams, in collaboration with world-renowned experts. The work lists all the infectious pathologies known to affect dogs and cats and the appropriate antibiotic treatments. The GRAM is also used as a reference resource for veterinarian training programs conducted worldwide throughout the year. Some of these programs may qualify for continuing education credits.



CEVOLUTION

This is a specialized publication addressing medical issues in connection with livestock; in it we present the different scientific elements (Pharmacokinetics, mode of development of resistance, etc.) that need to be understood for the proper use of antibiotics in the treatment of infectious diseases among farmed animals. CEVOLUTION is also used as source material in various webinars regularly organized for the training of veterinarians.



Innovating for the development of new forms of anti-infectives

Strongly committed to the prevention of infectious diseases, our Group strives to contribute to reducing the use of antibiotics for the treatment of animals. Indeed, around 40% of our I&D budget is devoted to the development of vaccines, and particularly autovaccines. Of the other 60% of the budget allocated to non-immunological treatments, only 5% is devoted to the development of products containing antibiotics.

1 / Ceva, world-class expertise in autovaccines

Beyond the numerous vaccine products available on the market, Ceva has established itself as a world leader in the field of custom vaccines, also known as autovaccines. This unique technology makes it possible to develop vaccines at the scale of a single farm or herd, or even for what are referred to as the minor animal species (turkeys, ducks, guinea fowl, etc.), thus making it possible to compensate for the lack of existing vaccine solutions. Autovaccines play a key role in species preservation by helping to reduce the use of antibiotics, thus mitigating the development of antibiotic resistance.

The company has a network of campuses dedicated to the manufacture of these autovaccines (Germany, Canada, France, United States, United Kingdom), which strengthens our preventive strategy.

2 / Ceva integrates Filavie and expands its international network for the development of auto-vaccines

In 2023 Ceva officially integrated Filavie. Created in 2002 by the Grimaud Group and located in Roussay (Maine et Loire), Filavie is a company specializing in the research and production of biological solutions (viral and bacterial vaccines and autovaccines) for all animal species (fish, birds and poultry, pigs, ruminants, horses, etc.), whether pets or livestock.

Filavie develops vaccines and autovaccines against rare diseases, or for species with small populations, for which therapeutic solutions may very often be lacking.

To promote individualized treatments, our I&D teams prioritize the development of new injectable forms of antimicrobials.

Some of our development programs are intended to update the formulations and indications of older first-line drugs less commonly used by veterinarians.

Among the advancements that have been made in regard to antimicrobial resistance, we may mention the development of a new indication for an old drug: In 2021, we conducted a study on a large population of cattle affected by an infectious disease of the digestive system. The objective was to observe the impact on the commensal gut flora of the new treatment being offered. It was a first in the veterinary world. This scientific work will be addressed in publications once a marketing authorization has been obtained for the product.

In partnership with the Executive Animal Health Study Center (CEESA), Ceva maintains updated collections of field bacterial strains to monitor the sensitivity of these bacteria to the antibiotics being developed. We also provide all this information when submitting our applications for marketing authorizations (MA).



3 / Technological innovations in the fight against infectious diseases: the case of rabies

Rabies is a viral disease that knows no borders and affects more than 150 nations and territories. Unfortunately, it makes tens of thousands of victims each year, primarily in Asia and Africa, where 40% of its victims are children under 15 years old.

Ceva devotes substantial investment, resources and efforts to the global supply of oral rabies vaccines. Ceva offers its solution worldwide:

- In Europe, by providing a traditional oral rabies vaccine bait for use in foxes (foxes are the main hosts of rabies in Europe);
- In North America, with new baits for raccoons and skunks;
- Field validation testing, now at an advanced stage, of a new oral vaccine for dogs, authorized in September 23 in Indonesia.

By targeting the source of the disease, it is possible to prevent its spread and significantly reduce the need for post-exposure prophylaxis. Focusing on prevention, United Against Rabies - of which Ceva is an active partner - works tirelessly to vaccinate dogs against rabies. Through extensive vaccination campaigns, we can create a shield that not only protects our companion animals but also helps stop the spread of the virus at the source.



OUR COMMITMENT TO ANIMAL WELFARE: THE CORNERSTONE OF OUR ACTIVITIES IN ANIMAL HEALTH



Animal welfare is the polestar of our practices: every initiative we undertake is intended to help improve the lives of animals, in harmony with our overall health mission.

Béatrice Besche

Group Clinical Methodology and Animal Welfare Manager

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

Subsequently, we have continued to develop Group-wide rules regarding animal studies, with several guidelines:

- Conduct internal reviews of studies involving animals;
- Ensure that animals are used only when strictly necessary;
- Comply with applicable regulations;
- Guarantee full traceability of studies.

In order to formalize the fundamental principles to which Ceva is committed and make sure that everyone is aware

of them, the company established the Ceva Charter on the Care and Welfare of Animals in 2022, which is applicable to all of the Group's subsidiaries.

A comprehensive procedure for the implementation of this Charter has also been developed, and all of our employees that come in contact with animals directly or indirectly receive training in it. Furthermore, all employees of our Group have access to a more general animal welfare awareness program.

In order to strengthen our commitments and structure our approach, Ceva has taken a new step forward by drafting an animal welfare policy. This policy was approved by the Executive Committee in late 2024 and is applicable and available on our website from January 1, 2025.

Governance of our Group's commitment to animal welfare

Preserving animal well-being is an essential issue for Ceva, and the Group Director of Corporate Affairs & Communication is responsible for reporting to the Executive Committee on the subject. In 2020 our Group appointed regional animal welfare managers to monitor animal welfare at its research & development and production facilities that use animals. These managers are generally drawn from the Quality Control teams and work to continually improve the animals' living conditions. They also ensure the proper performance of ethics reviews covering all animal experimentation activities. These regional managers also serve on our Group's Ethics and Animal Welfare Committee, created in 2020. This Group committee has met every year since 2021. Its role is multifaceted: ensuring compliance with the charter, establishing a priority improvement plan, raising employee awareness and providing training to employees, and finally, collecting and monitoring performance indicators that were defined and approved in 2022.



Limiting the use of laboratory animals



1 / A necessary, regulated use of laboratory animals

The vaccines and other drugs developed by Ceva are intended to help protect and treat all animals, whether domestic, farmed or wild. The development and production of these healthcare solutions requires the performance of studies involving laboratory animals.

These studies are required by law and are highly regulated. Their purpose is to demonstrate:

- The product's efficacy and safety for animals, and 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.

As a member of the French veterinary pharmacologists' union (SIMV), since February 2021 our Group has been a signatory to the Transparency Charter on the use of animals for scientific and regulatory purposes.

2 / Ceva and the 3Rs rule

When the use of animals for research purposes is scientifically or legally required, we strictly comply with all regulations and accepted standards concerning animal welfare. To this end, we apply the "3 Rs" rule - Replace, Reduce and Refine:

- **REPLACE:** use recognized alternatives to animals whenever permitted by regulations in view of drug registration or the release of vaccine batches intended for the protection of domestic animals;
- **REDUCE:** limit the number of animals used and the number of studies performed;
- **REFINE:** continually seek to refine animal procedures, and determine the endpoints where the use of a given animal should be stopped.

Ceva is a member of the HealthforAnimals and AnimalHealthEurope associations, as well as of the Veterinary Medicine and Diagnostic Industry Union (SIMV) in France. These organizations work to ensure the health of animals and to provide treatments that help preserve their well-being. Side by side with them, we work every day to find alternatives to animal testing. In 2021, Ceva joined the 3Rs Task Force of HealthforAnimals - an international association of animal health industry professionals - to help find ways to reduce the use of animals in view of the registration and production of veterinary vaccines. This Task Force meets monthly, collecting information and jointly preparing documents intended to help advocate for the implementation of the guiding principles described in the 3Rs by authorities worldwide. Ceva has also joined AnimalhealthEurope's 3Rs Task Force, which was newly created in 2024 and has been meeting on a monthly basis since September 2024.

Out of our constant concern for improving animal well-being, our Group also works with other partners such as the European Commission, on its platform dedicated to this issue.

In 2022, Ceva participated in three workshops jointly organized by AFSA, HealthforAnimals and IABS-EU (the International Alliance for Biological Standards). The focus of these workshops was: "3R Implementation in veterinary vaccine batch-release testing: Current state-of-the-art and future opportunities." At the workshop, we presented our study, entitled "EDQM BSP130 - validation of cell-based assays for in-process toxicity and antigenicity testing of Clostridium septicum vaccines", which gave rise to a revision of the European Union monographs and a transition from certain in vivo tests to in vitro tests. In 2023, Ceva gave a presentation at the first national meeting of directors of institutional animal welfare committees held at Semmelweis Medical University in Budapest, and before the "Animal Welfare" Committee of the Hungarian Academy of Sciences, also in Budapest.

At the same time, Ceva is working to obtain changes to the regulations in order to provide more protection for animal welfare and reduce the use of animals in research work. With this objective in mind, in 2021, Ceva obtained authorization from the authorities for the refinement of an experimental procedure used in the development of one of its vaccines. The authorization permitted us to administer the vaccine by a less invasive route than was previously possible. In 2023, we obtained authorization from the veterinary medicines authorities to replace an in vivo quality control test of a major Ceva vaccine with an in vitro method.

In 2023, Ceva appointed a 3Rs specialist, who was then brought onto the Group Ethics and Animal Welfare Committee. Our work continues to develop methods to replace the use of animals for vaccine quality control purposes.



3 / Strict compliance with regulations: a basic rule for Ceva and its primary partners

Experimental studies performed by our Group involving the use of animals are systematically subject to regulatory submissions or preliminary study approval. Local authorities inspect our study sites regularly. To date, no inspection conducted by the competent authorities has reported any regulatory violation in connection with Ceva's activities.

Internal audits are performed each year at Ceva facilities used to house animals. We also verify our main partners' regulatory compliance by means of quality audits. In 2023, at Ceva's initiative, an audit specifically dedicated to animal welfare was conducted at the facilities of one of our service providers that uses animals. In accordance with the "Animal Welfare" audit program established in 2023 in collaboration with the Quality Department, joint Quality Assurance and Animal Welfare audits were conducted in 2024.

4 / Monitoring the ethical nature of our activities involving animals

In accordance with the Charter, we are now opening these ethical reviews to include non-experimental field studies including animals as well. These studies will be reviewed by an ethics committee in advance of their performance. This committee will verify that a study protocol is used that:

- specifies that the 3R rule (replace, reduce and refine) must be applied, like in experimental studies;
- defines endpoints triggering the termination of study procedures using a given animal.

This same committee will also verify that the study has been prepared in conditions that preserve animal welfare and is conducted by trained professionals under veterinary supervision.

It will also ensure that the study is justified.



Animal welfare performance indicators

	2022	2023	2024
Percentage of assigned employees having received training in the application of the animal welfare charter	86%	93%	93%

GUARANTEERING THE QUALITY AND SAFETY OF OUR PRODUCTS TO OUR CUSTOMERS



Quality is not an option, it is a requirement; we are tirelessly innovating to guarantee safe and effective products that meet the highest standards.

Stéphanie Varandas
Group Quality Director

Quality at Ceva: a commitment, an identity

1 / An organization dedicated to quality

Today, the Ceva Quality Department is organized around:

- The creation and leadership of different communities, which has continued since 2020: QA Systems, Sterility, Community of Laboratories and QA Communities at commercial subsidiaries;
- Defining job families and implementing daily team meetings or community meetings on the campuses. The objective of these working sessions is to guarantee the compliance of the products manufactured or sold by Ceva during the products' development, production, distribution, and marketing phases. Our Group thus meets the highest standards for quality, safety and efficiency throughout the product life cycle.

The Ceva Quality Department continues the implementation of the quality strategy by introducing comprehensive processes (audit, batch release, batch recalls, etc.) applicable to the Group's various departments and entities. It is in charge of the harmonization of quality principles, the training of teams and working towards the digitalization of these processes.

At the campus and cluster level, the role of quality managers is to implement good practices, ensuring their alignment with the Group's processes: applying internal standards and regulations, ensuring product conformity, safety, efficacy and reliability, and ensuring that product distribution and storage is conducted under the required conditions.

2 / A well-documented quality policy and secure data

To guarantee the quality and safety of manufactured products, and to optimize Ceva's quality processes, we have established a pyramidal documentation structure with 5 levels. This structure, based on the general quality policy, makes it possible to define:

- our Group's requirements;
- how to implement them using procedures and work instructions;
- the recording processes to be used for logging their performance, in order to guarantee that all operations are highly traceable.

Recording of data

Data is recorded either on paper or in digital format. In either case, controls are in place to ensure their integrity throughout their life cycle. In particular, backup and restore procedures are used to guarantee constant access to the digital data.

We are continually optimizing our Quality assurance system in line with changes in the regulatory environment or our markets, in order to support the Group's growth while ensuring a high level of Quality.

Furthermore, all major processes are now documented. Quality risk management is the focus of decision-making concerning Quality issues, and of the definition of strategic Quality objectives for the Group.



3 / Quality control and monitoring

Every three years on average, our facilities undergo inspections by the supervisory authorities. The reports prepared as a result of these inspections are compiled internally and sent to the Quality Department.

The digitalization of an ever-increasing number of processes, such as documentation management or audit management, along with the improvements being made to the efficiency of product delivery flows, allow teams to continue working ever more efficiently, with a view to increasing customer satisfaction and bringing reliable products to market as quickly as possible.

The implementation of a computerized system using artificial intelligence is helping operational teams refine their research and become more proactive in their work.

In 2024, our Group continued measuring the performance of our processes by using quality monitoring indicators. We also started to include indicators for our Research and Development (R&D) Departments, and autovaccine facilities designed on the same basis as the indicators and reporting used for GMSQ.

The safety of our products

The pharmacovigilance good practices manual provides the essential elements of pharmacovigilance training and defines the local procedures to be put in place. Distributed at each site, this document ensures harmony with the highest standards of pharmacovigilance within our Group.

The Pharmacovigilance Department monitors any change in the safety and efficacy of our products on the market in compliance with regulatory obligations. The primary mission of this department, comprising veterinarians, pharmacists, scientists and pharmacovigilance technicians, is to:

- report pharmacovigilance cases to the authorities in compliance with local regulations;
- analyse pharmacovigilance cases reported around the world involving the Group's products;
- detect and manage potential pharmacovigilance signals;

- review product risk-benefit ratios and update product information sheets.

To secure our business operations, we have made a decision that goes beyond regulatory requirements: 100% of our products, whether subject to pharmaceutical registration or not, are now monitored by the Group's pharmacovigilance system. The information thus collected enables Ceva to improve its knowledge of the products and make them safer to use, in particular by making updates to the information on the instructional leaflets.

Furthermore, we ask each new hire, and all employees once every two years, to take an e-learning course on pharmacovigilance. Each trainee then validates what they've learned by taking a quiz.

Product quality performance indicators

	2020	2021	2022	2023	2024
Percentage of batch recall events compared to total number of batches manufactured ⁸	0.05%	0.03%	0.01%	0.02%	0.03%

⁸ The scope includes campuses and industrial facilities under the supervision of the GMSQ Department as well as products manufactured by subcontractors, accounting for 80% of Group sales.



A close-up photograph of a pangolin perched on a thin, brown branch. The pangolin's body is covered in overlapping, brown, scale-like armor. Its head is dark and pointed, with a small eye visible. The pangolin is surrounded by large, vibrant green leaves with prominent veins. The background is a soft-focus green, suggesting a forest environment. Overlaid on the lower part of the image is the text "#OnePlanet" in white, with a teal globe icon replacing the letter 'o' in 'One'.

#OnePlanet

To reduce our environmental footprint, we strive to reduce the impact of all of our activities: waste production, emissions to air, water and soil, water and energy consumption, and CO₂ emissions. Ceva's maintenance and equipment managers and EHS teams are implementing actions on the ground to achieve this reduction objective.

The governance of our environmental approach: synergy between the EHS Department and the Corporate Affairs Department



Optimizing our energy consumption is a priority: we are focusing on ensuring sobriety in our energy usage, whilst investing in innovative solutions to reduce our consumption levels and CO₂ emissions and thus help preserve our planet.

Maxime Ernst

Group Energy Manager

Created in 2021, the Corporate Affairs and Communication Department defines and manages Ceva's CSR and ESG (Environmental, Social, Governance) strategy. Working closely with the EHS Department, which was established globally in 2022, it identifies strategic areas of our environmental policy and ensures its operational implementation.

The Group's EHS policy has been applicable since February 2023, and fully integrates the environment component. This pillar was also strengthened in 2024 through the roll-out of the EHS roadmap, jointly established by the EHS and Corporate Affairs departments, particularly in regard to:

- The governance and leadership component (see safety component);
- The rollout of EHS rules with a component specifically devoted to environmental issues;
- Monitoring of environmental performance indicators: since 2022, we have strengthened the rules for reporting environmental data.

For all of our campuses, including production and I&D facilities, we now perform monthly monitoring of several environmental indicators:

- Energy consumption;
- Refrigerant gas leaks;
- Water consumption;
- Quantity of hazardous and non-hazardous waste generated.

Every month, the Group EHS director and facility EHS managers consolidate and review these indicators. To help reduce the impacts observed, the community of energy managers and EHS managers meets monthly to monitor the actions initiated by the facilities.

Particular effort was made in 2024 with regard to the control of energy consumption and the Group's CO₂ strategy. To this end:

- Specific requirements (for example, for a technical note to be attached to tender calls, or for the performance of EHS impact analyses or CO₂ impact analyses) were developed in view of reducing the environmental impact of new projects, in particular the reduction of energy and water consumption levels.
- The network of Energy Managers has been strengthened and now meets monthly to discuss energy-related topics, share best practices, and review consumption results.
- The audit program, which started in 2022, continued in 2024. Four of our sites were audited in 2022, four in 2023 and seven in 2024. The Group's Energy manager is responsible for monitoring the audit schedule as well as for monitoring the action plans. Optimizing equipment operating modes and regulating heat generation remain priority concerns for us.

Specific programs have also been carried out at the R&D level, including the implementation of a "sustainability" checklist, which is intended to account for and reduce the environmental impact of our products starting from the design phases. This approach covers all parameters, from the supply of raw materials to the choice of packaging for our products.

Limiting our greenhouse gas emissions

Every year, we conduct a carbon footprint assessment covering scopes 1, 2 and 3, in accordance with the "GHG Protocol" methodology. This assessment covers all of our Group's industrial and R&D facilities, and approximately 80% of its commercial vehicle fleet.

In 2023, in collaboration with the firm Carbone4, we performed an in-depth study to verify our assessment results and work towards continued improvement. The work performed allowed us to confirm that the GHG Protocol methodology was correctly followed, and helped us identify areas for improvement to be rolled out in 2024 via the implementation of specific governance for the reduction of our greenhouse gas emissions, involving all the key players: management, CSR, EHS, maintenance and purchasing.

The Group's CO₂ strategy was implemented in 2024 through monthly meetings with comex members to closely monitor reduction opportunities and decide on scope 1&2 targets for the Group to reach by 2030. The objective is to reduce our scopes 1&2 emissions by 30% relative to 2023 results.

The strategy for scopes 1 & 2 is based on four pillars:

- Controlling our energy consumption;
- Eliminating refrigerant leaks;
- Decarbonizing (purchasing green energy and implementing renewable energy projects);
- Increasing the share of electric vehicles in our vehicle fleet.

In 2024, the first of our solar panel projects was launched at our new distribution platform, located at the Montpon-Ménestérol facility. Other solar panel projects have been launched at our Porto Empedocle facility in Sicily, and at our new headquarters in Libourne in 2024, for commissioning in 2025.

Green energy purchases were also made in 2024 to cover emissions related to electricity consumption. This approach has made it possible to offset part of the emissions at our facilities in Hungary, the United States and in China.

Regarding scope 3, a quantitative analysis was performed in order to target the most significant emission categories in our value chain. We have identified certain key actions so that we can work with our suppliers to mitigate the carbon impact of the materials used. Employees from purchasing, marketing and R&D were invited to take part in a training course on life-cycle analysis, so as to help raise awareness about the environmental impacts of our material and process choices.



Reducing our waste and water consumption

Ceva is also working to reduce its generation of hazardous and non-hazardous waste. To this end, environmental data reporting rules continue to be applied as in prior years, in order to quantify our different treatment methods and increase the share of our waste that is recycled.

We also monitor our water consumption at our industrial and R&D facilities on a monthly basis. In 2023, we conducted a detailed analysis to identify facilities located in potential water scarcity areas and prioritize the studies to be performed. In 2024, we continued to conduct audits at the facilities concerned, supervised by the Group Energy Manager.

We rely on environmental audits to help us to continually improve

The Group's eleven most strategic production facilities were audited by an external organization specializing in EHS issues between 2017 and 2019. Interrupted in 2020 by the Covid-19 health crisis, this audit campaign resumed in 2023, and two audits were performed in 2024.

These audits identify risks, and offer corrective measures where appropriate, with regard to:

- Environmental management;
- Atmospheric emissions;
- Water supplies;
- Waste management;
- Storage and handling of hazardous substances;
- Environmental noise, nuisances and complaints;
- Substances that deplete the ozone layer.



The risk analysis program deployed by the EHS Department also includes the environmental component.

Environmental performance indicators

	2021	2022	2023	2024
Electricity consumption (MWh)	90,829	95,734	100,474	108,319
Stationary sources of fossil fuel combustion (MWh)	62,865	71,787	87,246	97,956
External steam consumption (MWh)	40,045	34,403	19,031	20,494
Biomass (MWh)	N/A	23,844	25,414	19,342
Water consumption (m³)	643,666	658,566	748,956	780,463
Hazardous and non-hazardous waste generated (t)	N/A	8,599	10,166	7,704
CO ₂ emissions (scope 1 and scope 2 - location-based) (t CO ₂ eq.)	53,389	55,746	58,101	58,746
CO ₂ emissions (scope 1 and scope 2 - market-based) (t CO ₂ eq.)	N/A	N/A	N/A	56,577
CO ₂ emissions (scope 3) - Purchases of goods and services (t CO ₂ eq.)	N/A	113,129	114,016	163,609
CO ₂ emissions (scope 3) - Other calculated categories (t CO ₂ eq.)	N/A	81,808	104,336	80,019
Percentage of waste recycled	N/A	N/A	17%	24%
Percentage of waste buried	N/A	N/A	17%	24%
Percentage of waste incinerated	N/A	N/A	36%	49%
Percentage of waste disposed by other means	N/A	N/A	30%	3%
Water consumption intensity (m³/M€)	N/A	N/A	445	442
CO ₂ intensity (t CO ₂ / M€)	N/A	N/A	173	170

Overall electricity consumption, fossil heat consumption and overall water consumption increased in 2024, due in particular to a general increase in the Group's activity. The Filavie and Laprovot sites were also added to the scope after their integration into Ceva, as was the Montpon-Ménestérol site, a new logistics platform commissioned in 2024.

The scope of these indicators covers 100% of production and I&D sites.

As part of work on the 2024 NFPS, errors were observed in the 2023 indicators for "Stationary sources of fossil fuel combustion", "Water consumption" and "Hazardous and non-hazardous waste generated", since the Lenexa site had counted its gas bills twice. Water and waste bills were also missing for the Lenexa and Verona sites. The data has been recalculated and amended accordingly.

For scope 3, Ceva includes the most significant categories; see methodological note.

CEVA IS ALSO COMMITTED TO...

Preserving biodiversity

At Ceva, we are committed to contributing to the preservation of our diverse planet. We understand the critical importance of protecting our environment to ensure a sustainable future for all. Alongside globally recognized organizations such as CNRS, INRAE and the Fondation du Patrimoine, we have actively participated in initiatives aiming to preserve biodiversity for many years.

Preserving the health of wild animals through the Ceva Wildlife Research Fund

The Ceva Wildlife Research Fund is a unique endowment fund intended to finance research projects aimed at protecting the health of wild animals.

The fund's three primary missions are the preservation of biodiversity, the fight against zoonoses, and safeguarding interactions between wild animals, farmed animals and humans. Funding was provided for 5 scientific initiatives: a program to develop a vaccine for Australian koalas against chlamydia, a project to vaccinate wild birds in Belgium's Pairi Daiza wildlife park against avian influenza, a partnership with CEFÉ-CNRS intended to help better understand and protect northern gannet populations, an innovative doctoral project on pangolin conservation, aimed at unraveling the mysteries of this enigmatic species, as well as a study on elephant populations.



Agrobiodiversity

Created by the Fondation du Patrimoine and Ceva, the Agrobiodiversity Prize is intended to help preserve livestock breeds threatened with extinction. Under the distinguished patronage of the Ministry of Agriculture and Food Sovereignty, the prize has now been awarded for a tenth year to recognize original actions taken for the preservation and commercial development of French agricultural breeds with small populations.



Responsible purchasing



All of our purchasing choices reflect Ceva's values: we favor local suppliers while working to build a more ethical and sustainable supply chain.

Gabe Johnston

Group Purchasing Director

€1 billion in purchases

22,600 suppliers, present in **110 countries**

Ceva relies upon numerous suppliers around the world to purchase the materials and packaging we use for our products, services we use for our industrial and commercial activities, as well as for our I&D, marketing and other departments.

To guarantee continuity in the production and marketing of our products, we are always working to safeguard our component supply lines. We also seek to establish healthy and responsible relationships with our suppliers, thus contributing to the dynamism of the local areas where we do business. To this end, we have integrated the principles of the French "Responsible Supplier Relations" charter into our purchasing strategy.

The Purchasing Department, which consists of around thirty people, is in charge of the implementation of this strategy throughout the Group. Our purchasing managers implement this approach locally, since purchasing volumes on our Ceva campuses - such as in France, Hungary, the United States, Brazil, and Germany - are substantial, and represent 73% of the Group's expenses.

The Purchasing Department has been reinforcing our Group's "Responsible Purchasing" approach since 2022 and has now launched a shared strategy consisting in the rollout of specific methods and tools for all buyers on the major platforms (Brazil, France, Hungary and the USA).

1 / Governance of our purchasing operations

Our Purchasing Department is in charge of organizing Ceva's responsible purchasing approach.

The I&D Department and the Purchasing Department have set up a strategic Sourcing Committee (I&D, GMSQ and Purchasing departments, and ad hoc experts depending on the subject at hand). Starting from the product development planning phase, this body is responsible for guiding procurement decisions and ensuring that they are responsible. This consists in seeking

out indirect purchasing sources as close as possible to our consumption facilities (known as "geo-purchasing").

Local buyers are integrated into the Responsible Purchasing approach via monthly sessions held with the Purchasing Director and the Sourcing and Innovation Director.

2 / Monitoring respect for human rights throughout the value 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 Labor Organization. We stand firmly opposed to modern slavery, human trafficking, and all forms of illegal, forced or compulsory labor, in particular child labor, discrimination in hiring and employment, and the restriction of freedom of association and collective bargaining rights.

In regard to our subcontractors, our aim is to conduct preliminary due diligence at the time of calls for tenders, to verify their compliance in regard to:

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

Starting in 2023, we have introduced a grid of criteria into our tendering process that addresses subjects related to compliance with labor law, including screening questions regarding forced labor, child labor, and discrimination in employment.

We share with our suppliers our Ceva Group Principles of Ethics and Compliance, which are annexed to our contracts and are now applicable to all of our business partners.

3 / Building responsible and supportive relationships with our suppliers

In September 2022, Ceva reaffirmed its commitment by signing the "Supplier Relations and Responsible Purchasing Charter", updated in 2021 to give it an increased focus on environmental issues. Ceva is committed to applying good practices in purchasing from its suppliers, in a context of mutual trust. We undertake in particular to:

- Ensure financial fairness towards suppliers;
- Promote collaboration;
- Reduce the risks of mutual over-dependency;
- Incorporate environmental concerns;
- Ensure that the company is locally responsible;
- Manage procurement in a comprehensive, integrated manner. These principles of the charter are also incorporated into our supplier relationship management approach.

Since 2022, our Purchasing Department has operated a training module on this charter. Training in this charter is mandatory for all new hires, and our buyers are all made aware of its content so that they can apply its operating principles.

In 2023, we set up awareness-raising sessions for our buyers on environmental issues, carried out an initial CSR maturity analysis of our main suppliers, and integrated the CSR rating grids into our calls for tender. We also launched joint projects with some of our strategic suppliers seeking to jointly reduce our CO₂ emissions.

In 2024, our achievements in terms of responsible relationships with our suppliers included:

- Incorporating CSR rating grids into our calls for tenders, so as to include these criteria when selecting suppliers;
- Continuing the projects we have launched with our suppliers to identify areas for optimizing CO₂ emissions in our value chain.

4 / Ensuring ingredient supply continuity

Ceva's overall strategy in seeking to ensure its supply of ingredient products is based on its assessment of the risks to its supply chain. Our Group's approach has various objectives:

- Multiplying supplier sources to the extent possible, in order to guarantee supply continuity;
- Working towards returning to local sourcing for certain active ingredients and other critical components, using French and European suppliers;
- Securing existing relationships with suppliers over the long term using contracts that address the primary risks identified;
- Better monitoring suppliers' financial performance, and thus analyzing their degree of dependency.

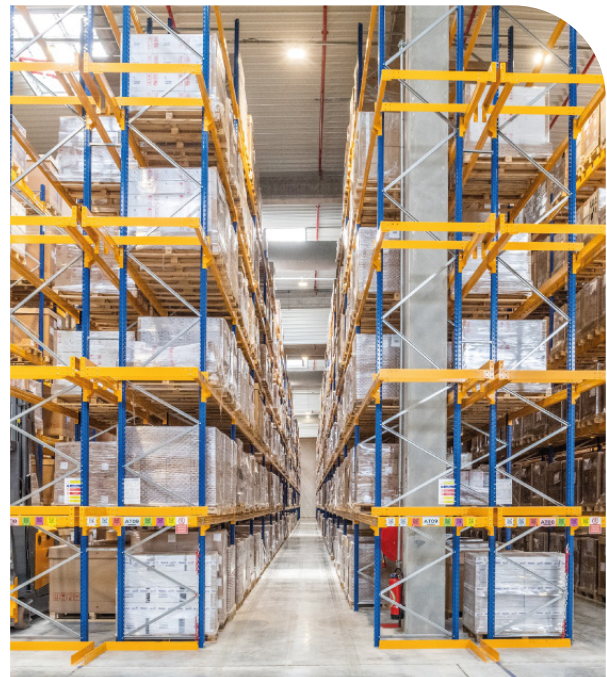
Ceva has developed a comprehensive supply chain risk map, covering the Group's twenty-five (25) most strategic products (the "Top 25"), i.e., the products generating the most substantial revenues.

Our Group has assessed the exposure of its strategic products to certain risk factors that may possibly lead to a disruption in the supply chain:

1. Product availability;
2. Supplier solvency;
3. Legal risks;
4. Insurance liability;
5. Financial risks, in particular the degree of our dependency on certain suppliers;
6. Human resources;
7. Quality;
8. Compliance with regulatory requirements and business ethics;
9. Environment and transport.

Updated in 2022, this assessment resulted in a detailed action plan for each key ingredient-supplier pair, based on the severity and frequency of the risks identified. In 2023, we extended our risk analysis to cover the ingredients of our "top 25" products - the products that contribute the most to our revenues. This analysis gave rise to concrete actions, such as taking steps to increase our inventory or find alternative suppliers.

Thanks to our Group's policy, we have experienced no supply disruptions since 2021. This goal was maintained in 2024, in a very volatile market context.



5 / Getting involved in the local community, getting closer to our suppliers

In order to participate in the growth of local economic communities and secure our supply chain, we endeavor to locate our purchases as close as possible to our consumption sites ("geo-purchasing"). To accelerate this increase in local purchasing, our Group added to its list of indicators the share of purchases made locally in-country for our facilities in France, Hungary and the USA. It should be pointed out that during the pre-selection process in our calls for tenders and in the

deliberations of the "Supplier Choice" Committee, priority is given - at equal costs - to regional suppliers. This principle is enshrined in our "Responsible Supplier Relations" charter. To help us forge closer bonds with our suppliers, this year our Group participated in the "BtoB NeoBusiness" purchasing fair in Nouvelle-Aquitaine. The aim of these events is to help reinvigorate the local economic community and increase in-region purchasing.

Responsible purchasing performance indicators

Geo-purchasing

Primary Ceva platforms	Percentage of domestic purchases made in 2023	Percentage of domestic purchases made in 2024
France	62% of French platform purchases were made in France	63% of French platform purchases were made in France
United States	90% of American platform purchases were made in the United States	73% of American platform purchases were made in the United States
Hungary	66% of Hungarian platform purchases were made in Hungary	75% of Hungarian platform purchases were made in Hungary

Training

	2022	2023	2024
Percentage of assigned employees having received training in the "Responsible supplier relations" charter	85%	87%	89%

METHODOLOGICAL NOTE

Organizational affiliation of industrial, I&D and autovaccine 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 facility or campus, which may accommodate multiple 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 facilities and campuses under the supervision of the GMSQ Department: Germany (Riems), Brazil (Campinas, Juatuba and Paulinia), China (Hangzhou and Beijing), Canada (Guelph, Artemis), United States (Lenexa and Anniston), France (Laval, Libourne and Loudéac), Italy (Caviago and Porto Empedocle), Hungary (Budapest), Mexico (Cuernavaca), Argentina (Santa Fe).
- Other industrial sites under the supervision of the Group Operations Department: South Africa (Johannesburg), Algeria (Algiers), Australia (Glenorie), France (Laprovot), India (Pune), Morocco (Casablanca), Tunisia (Tunis).
- Research and development sites under the supervision of the I&D Department: Germany (Dessau), Japan (Yokohama), United States (Philadelphia).
- Industrial equipment sites under the supervision of the Digital Transformation Department: France (Brest - Ecat-ID - Desvac).
- Autovaccine sites under the supervision of the Autovaccines Department: Germany (Felgentrager), Canada (Gallant), France (Angers/Sèvremoine), United Kingdom (Compton), United States (Verona).

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.

1. One Ceva

1.1. Skills development

1.1.1. Personnel resignation rate

The personnel resignation rate refers to the renewal rate of the Group's permanent employees.

The resignations turnover rate is determined as follows: Number of new hires on permanent contracts in 2024 / Personnel (permanent employees) on permanent contracts as of December 31, 2024.

This calculation does not include employees of companies acquired during the year.

1.1.2. Percentage of performance evaluation completed

Individual Interviews are interviews held between employees and their managers with the aim of evaluating the skills used by the employee during the year. An interview is considered complete when it is signed by the manager in PeopleCloud.

These calculations do not include employees of companies acquired during the year, new hires in 2024, employees with

less than 1 month of seniority as of 12/31 of the preceding year, or employees absent during the assessment campaign.

1.1.3. Percentage of employees having received at least one training course during the year

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 personnel having received training in 2024 was determined relative to the Group's workforce as a whole.

The training courses used in the calculations include both those conducted locally and those conducted Group-wide (whether mandatory or optional) via the dedicated PeopleCloud tool.

The percentage of employees having received at least one training course during the year is determined as follows: number of permanent employees having received at least one training module in 2024 / number of permanent employees present as of December 31, 2024.

1.2. Rate of employees covered by staff representatives, unions, or a collective agreement

This calculation reflects the number of employees benefiting from agreements or measures negotiated between the entity's management and employee representatives (unions, employee committees, employee representatives, etc.), or from measures directly discussed between the entity's management and workers.

The employee rate is obtained by the following calculation: number of employees belonging to entities having established staff representation or with direct labor-management dialogue, or protected under a collective agreement, compared to the total number of employees.

1.3. Health and Safety

The Group's EHS policy (Ceva EHS Management System - QCORPH- POL-00001) refers to all EHS rules applicable across the Group, particularly in terms of Health and Safety measures.

All definitions and reporting rules relating to Health and Safety are described in the following Ceva internal standard: Safety Reporting Rules no. QCORPH-QSOP-00292.

1.3.1. Workplace accidents

A workplace accident is an unexpected, unplanned, and sudden adverse event occurring in the course of work, as the result of a work-related exposure. It results in an externally-caused injury or illness suffered by the employee. It does not include first aid cases. Work accidents are not considered to include accidents occurring during travel between home and work or telework-related accidents.

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.

1.3.3. Hours worked

Hours worked correspond to the working hours of Group employees. They are in general determined based on theoretical working hours.

They are calculated every month using the average number of monthly hours worked by employees in the country and the total number of active full-time equivalent employees. This data is provided by the Group's Human Resources Department.

However, some facilities use actual hours as recorded by Human Resources Departments rather than theoretical hours; this is the case for French, Italian and American facilities.

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 scope used for frequency rate calculations extends to permanent employees (including temporary workers).

The scope used for frequency rate calculations extends to permanent employees (including temporary workers).

1.3.5. Non-lost time workplace accident frequency rate

The non-lost time workplace accident frequency rate corresponds to the number of accidents resulting in an injury requiring professional medical attention but not resulting in lost time, excluding the day of injury, per million hours worked.

Non-lost time accidents occur in the context of work. They must be caused by work-related exposure and must necessitate recourse to professional medical care (consultation with a doctor and medical treatment beyond first aid).

The scope used for frequency rate calculations extends to permanent employees (including temporary workers).

1.3.6. 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 scope used for severity rate calculations extends to permanent employees (including temporary workers).

1.3.7. Hazardous situation

Any situation observed on site, reported by an associate (employee/temporary worker/external company) or recorded using a system previously established by the facility (e.g. hazardous situation record, etc.) that is likely to generate an incident, an accident, occupational illness, environmental damage, etc.

1.3.8. Closure rate for hazardous situations

The closure rate corresponds to the number of hazardous situations resolved (corrective action performed) divided by the total number of hazardous situation records created.

For the 2024 closure rate, we included the data entered in 2023; the closure rate was therefore calculated by adding the number of hazardous situations closed in 2023 & 2024 to the number of such situations opened in 2023 & 2024.

1.3.9. Number of fatal accidents

Number of work accidents resulting in death.

The scope for the calculation of this indicator includes permanent and temporary employees.

1.3.10. Reporting scope

The reporting scope for these indicators covers all of the Group's campuses, industrial sites and commercial subsidiaries.

The scope for the calculation of the frequency rate and severity rate indicators includes 100% of the Group's internal workforce in 2024 as well as temporary workers.

1.4. Human rights

1.4.1. M/F Group Personnel

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

1.4.2. Ratio of women whose salary is higher than that of male employees by less than 10%

The ratio is determined on the basis of the classification method for professional positions known as the Hay method.

The ratio is obtained by the following calculation: Female personnel at the Group as of December 31, 2024 with a gender pay gap of less than 10% relative to the Male personnel by country and by Hay category / Group personnel as of December 31 with comparable salaries.

The scope used does not include:

- Expatriation (employees paid in a currency different from the local currency)
- Hay category for countries having only men or only women

1.4.3. Percentage of employees covered in each area (health, retirement, life insurance, unemployment)

The social welfare coverage rate corresponds to the number of Group employees provided with health, death, disability, retirement and unemployment social welfare benefits compared to the total number of employees.

1.4.4. Percentage of workers having received training in the anti-discrimination and harassment module

This involves measuring the number of employees having received training in the Group's "Harassment and discrimination" policy, i.e., having passed the corresponding test in People Cloud.

This rate is obtained by the following calculation: number of permanent employees having received training as of December 31, 2024 / total permanent personnel.

1.4.5. Percentage of disabled employees by gender and by country

This indicator measures the number of employees having declared a disability to the management of local entities.

The rate is obtained by the following calculation: number of employees considered handicapped under local legislation over the total number of Group personnel.

The scope of this calculation does not include employees of the Hungarian subsidiary, as the entity is not legally authorized to collect disability-related data.

1.4.6. Highest salary relative to the median of all other salaries by country

This involves comparing the salary of the highest paid employee in each country in the Group to the median salary of the other employees in these same countries.

The ratio is obtained by the following calculation: highest salary divided by the median of other salaries (excluding the highest).

1.4.7. Breakdown of women/men by age, by country

This involves measuring the number of women and men, by age and by country, then breaking down that population according to status (executives and senior executives) based on their classification level.

1.4.8. Existence of family leave by country

This involves taking an inventory of the types of family leave existing in each country where the Group operates and measuring the number of employees theoretically benefitting from these types of leave.

The rate of Group countries where employees are covered by the existence of family leave is calculated by dividing the number of countries with family leave by the number of countries in which the Group operates.

The rate of employees covered by family leave is calculated by dividing the number of employees theoretically benefitting from each type of family leave in each country by the total number of employees within that country.

This rate thus excludes male employees from maternity leave, women's parental leave and menstruation leave, and excludes female employees from paternity leave and men's parental leave.

1.5. Business ethics

1.5.1. Percentage of assigned employees having taken the "Compliance Awareness Campaign" training module

The percentage of assigned employees having received training in the "Compliance Awareness Campaign" module corresponds to the percentage of employees across the entire Ceva Group who received training in the module.

This indicator covers the entire Group workforce, excluding non-permanent contracts and employees with inactive status as of December 31, 2024.

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.

This percentage is calculated as follows: $\text{total assigned employees trained} / \text{total assigned employees} * 100$.

1.5.2. Percentage of assigned employees having taken the "Global Anti-Bribery" training module

The percentage of assigned employees having received training in the "Global Anti-Bribery" module corresponds to the percentage of employees in Hay class 16 to 29 who had received training in the module as of December 31, 2024.

A training course is assigned every three years, on the anniversary date of the completion of the original training course.

Employees on non-permanent contracts and those with inactive status as of December 31, 2024 are excluded. Employees not falling within the targeted classes were also assigned to the training.

An employee is considered trained when the training has been validated, i.e., when the employee has viewed the entire module and passed the proficiency test accompanying the training course.

This percentage is calculated as follows: $\text{total assigned employees trained} / \text{total assigned employees} * 100$.

1.5.3. Percentage of assigned employees having taken the "Global Anti-Money Laundering" training module

The percentage of assigned employees having received training in the Global Anti-Money Laundering module corresponds to the percentage of employees in Hay class 17 to 29 who had received training in the module as of December 31, 2024.

A training course is assigned every three years, on the anniversary date of the completion of the original training course.

Employees on non-permanent contracts and those with inactive status as of December 31, 2024 are excluded. Employees not falling within the targeted classes were also assigned to the training.

An employee is considered trained when the training has been validated, i.e., when the employee has viewed the entire module and passed the proficiency test accompanying the training course.

This percentage is calculated as follows: $\text{total assigned employees trained} / \text{total assigned employees} * 100$.

1.5.4. Percentage of assigned employees having received training in the "Global Business Ethics" module

The percentage of assigned employees having received training in the Global Business Ethics module corresponds to the percentage of employees in Hay class 17 to 29 who had received training in the module as of December 31, 2024.

A training course is assigned every three years, on the anniversary date of the completion of the original training course.

Employees on non-permanent contracts and those with inactive status as of December 31, 2024 are excluded. Employees not falling within the targeted classes were also assigned to the training.

An employee is considered trained when the training has been validated, i.e., when the employee has viewed the entire module and passed the proficiency test accompanying the training course.

This percentage is calculated as follows: $\text{total assigned employees trained} / \text{total assigned employees} * 100$.

1.6. Personal data

1.6.1. Percentage of assigned employees having received GDPR training

The percentage of assigned employees having received training on the GDPR module corresponds to the percentage of employees across the entire Ceva Group who had been trained on the module as of December 31, 2024.

Employees on non-permanent contracts and those with inactive status as of December 31, 2024 are excluded.

An employee is considered trained when the training has been validated, i.e., when the employee has viewed the entire module and passed the proficiency test accompanying the training course.

This percentage is calculated as follows: $\text{total assigned employees trained} / \text{total assigned employees} * 100$.

2. One Health

2.1. Animal welfare

2.1.1. Percentage of assigned employees having received training in the application of the animal welfare charter

The percentage of assigned employees having received training in the application of the animal welfare charter corresponds to the percentage of employees in direct or indirect contact with animals who had received training in the module as of December 31, 2024.

The employees concerned were identified by contacting:

- Innovation & Development Managers
- Welfare Officers
- Division directors and geographical area directors

Members of the Group Ethics Committee and France Ethics Committee were also automatically included. All employees with job titles including the terms "Caretaker", "Care" or "Cleaner" were identified as well.

Employees on non-permanent contracts and those with inactive status as of December 31, 2024 are excluded.

An employee is considered trained when the training has been validated, i.e., when the employee has viewed the entire module and passed the proficiency test accompanying the training course.

This percentage is calculated as follows: $\text{total assigned employees trained} / \text{total assigned employees} * 100$.

2.2. Product quality

2.2.1. Percentage of product recall events compared to total products sold

A 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 facilities or campuses attached to the GMSQ Department or managed by subcontractors, representing 80% of Group sales in 2024.

3. One Planet

3.1. Environment

The Group's EHS policy (Ceva EHS Management System - QCORPH- POL-00001) refers to all EHS rules deployed within the Group, particularly in terms of the Environment.

All definitions and reporting rules relating to the environment are described in the following Ceva internal standard: Environmental Reporting Rules no. QCORPH-QSOP-00290.

3.1.1. Carbon footprint, use of water, stationary fossil fuel combustion sources, electricity and steam from the grid

3.1.1.1. Methodology

Stationary fossil fuel combustion sources include all the following primary energy types: Natural gas, LPG, fuel oil, diesel, propane. They are used for heat and electricity generation purposes. Usage is expressed in a single unit: MWh HHV (higher heating value).

Direct and indirect emissions (scope 1, scope 2 and scope 3) were calculated using the methodology recommended by the "GHG Protocol":

- Scope 1: stationary combustion sources (natural gas, LPG, propane, fuel oil, diesel, wood), mobile combustion sources (commercial fleet, service vehicles), refrigerant liquid leaks.
- Scope 2: consumption of electricity from the grid and steam from external networks. In 2024, scope 2 results were calculated in two ways, as required by the GHG protocol:
 1. Scope 2 location-based: as in previous years, and using national emission factors, these are emissions calculated based on the actual consumption determined for the facilities.
 2. Scope 2 market-based: we have acquired Guarantees of Origin in Hungary, the US, and China. Therefore, residual emission factors are specifically applied for European countries.
- Scope 3 – purchases of goods and services: purchases of raw materials and consumables included in the product production phase, non-production purchases, purchases of services. Some direct and indirect purchases are not yet included in the calculation of Scope 3 - purchases of goods and services; categorization work is now underway to help improve the calculations.
- Scope 3 – other: emissions relating to other Scope 3 categories: fixed assets, energy-related activities (excluding combustion), upstream transport, business travel (air travel, trains and taxis), waste generated during operations, assets leased upstream.

The data required to perform calculations for scopes 1 and 2 was collected from each included entity over the course of 2024. The emission factors associated with each emission source come from national agency databases (IEA, ADEME, DEFRA, IPCC) and from data specific to energy suppliers. Use of the most up-to-date emissions factors began as soon as they were made available.

The data required to perform calculations for scope 3 was obtained from central offices and from the individual entities when necessary. The emissions factors used are drawn from national agency/institutional databases and life cycle analysis databases. Internal data from life cycle analyses of certain Ceva products were used for the calculations, as well as a subcontractor-specific factor for the GEM component.

3.1.1.2. 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.

Note that in regard to water consumption, sites which use very little water in their processes and whose premises are leased, such as the Gallant site, were excluded because they do not consume water in their industrial processes. Desvac provides an estimate of the quantity used because no details are provided on its bills.

The scope covers 100% of production facilities and I&D facilities. The 20% of Group employees not covered will be included in future scope 3 calculations in the

"Upstream leased assets" section, because they work in rented offices.

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 95% of the commercial fleet, accounting for 25 countries in 2024) and also includes vehicles operated by facilities management at production sites.

The scope of calculation for scope 3 relating to the purchase of goods and services covers all of the Group's purchases. For direct purchases, the scope is more specifically that of industrial sites, with some uncategorized purchases for the Chinese, German and Hungarian sites. For indirect purchases including the entire Group, a supplier categorization process is now underway with the implementation of global management tools at all sites.

Calculations for scope 3 concerning purchases of goods and services are performed in two different ways:

- Using a physical approach for direct purchases from Ceva, i.e., for goods included in the finished product nomenclature. The data source used for this purpose is the purchase price variance file, provided by the financial controllers, which indicates the quantities received over the period for all items. Emissions factors are then applied to these quantities as received over the period, depending on item type.
- Using a financial approach for the Group's indirect purchases (opex) and subcontracting purchases.

The data sources used are the amounts invoiced per supplier (excluding internal re-invoicing and employee expense reports) / accounting codes, to which emissions factors are linked (depending on purchase type).

3.1.2. Waste

The following definitions are used:

- Non-hazardous waste (tons): Volume of waste not defined as hazardous by local regulations. Includes all types of waste at the facility/campus level (i.e., not only production waste, but also tertiary waste). Examples: organic waste, glass, plastics, wood, food service waste...

- **Hazardous waste (tons):** Volume of waste (in tons) classified as hazardous under local regulations. If not included in the local definition, the following waste items must nevertheless be classed under this heading: explosive, oxidizing, flammable, irritant, harmful, toxic (acutely), carcinogenic, corrosive, infectious, mutagenic, substances that release toxic or eco-toxic and/or noxious gases - including contaminated packaging waste and destroyed products, liquid waste (incineration only, no recourse to wastewater treatment plants).
- **Waste disposal methods:** Volume of waste collected, processed or sent to the landfill, sent to recycling, sent for incineration, or disposed of using other disposal methods not listed above. Includes all types of waste at the facility/campus level (i.e., not only production waste, but also tertiary waste).
- **Incinerated waste:** all waste sent for incineration, with or without energy recovery.
- **Landfill waste:** all waste dumped either directly on the ground or filling an unwanted hole in the ground.
- **Recycled waste:** all waste recycled, recovered and reprocessed for use in new products or processes.
- **Other waste disposal methods:** all waste that cannot be included in treatment categories such as landfill, recycling or incineration (i.e., organic recovery, composting, direct reuse, etc.).

3.1.3. Carbon intensity

Carbon intensity is the ratio between Ceva's carbon emissions (Scope 1, 2 and 3 expressed in tons of CO₂) and the Group's 2024 revenues (in millions of euros). Carbon intensity determinations include scope 2 market based emissions.

3.1.4. Water use intensity

Water use intensity is the ratio between Ceva's water use in 2024 (given in m³) and the Group's 2024 revenues (in millions of euros).

3.1.5. Energy use intensity

Energy use intensity is the ratio between Ceva's energy use in 2024 (given in MWh) and the Group's 2024 revenues (in millions of euros).

3.2. Responsible purchasing

3.2.1. Percentage of domestic purchases made in France, the United States and Hungary compared to the share of total purchases in each of these countries

The percentage of domestic purchases made in France, the United States and Hungary compared to the share of local purchases in each of these countries corresponds to the percentage of domestic purchases made from January 1, 2024 to December 31, 2024 in Ceva's main purchasing countries, namely France, the United States and Hungary, compared to the share of local purchases in these countries.

France, Hungary and the United States represent 68% of the Group's purchases.

This percentage is calculated as follows: total domestic purchases made by the country over the reporting period / total of all purchases made by this country over the reporting period * 100.

We also provide the percentage of purchases made in the country of implementation for all our sites compared to the Group's overall purchases.

3.2.2. Percentage of buyers having received training in the Responsible Supplier Relations Charter

The percentage of buyers having received training in the Responsible Supplier Relations Charter corresponds to the

percentage of employees in "Purchasing" positions (either employees in the "Purchasing" Department or those who perform purchasing duties, but are not in the "Purchasing" Department, such as in certain subsidiaries where no employees have the specific title of buyer) having received training in the Charter as of December 31, 2024.

The employees concerned are either identified via the PeopleCloud tool by their attachment to the "Purchasing" Department, or by the Purchasing Department for subsidiaries that have no buyers. Employees in the GEM (Global External Manufacturing) Department who manage relationships with subcontractors are also included.

Employees on non-permanent contracts and those with inactive status as of December 31, 2024 are excluded.

An employee is considered to have received training when the training is validated, i.e., when the employee has viewed the entire module and has passed the quiz with the minimum score.

This percentage is calculated as follows: total buyers trained / total buyers assigned * 100.

Given the nature of our activities, we do not consider the following topics to constitute core CSER 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 a responsible, fair and sustainable food system
- Societal commitments to promote the practice of physical and sports activities
- Actions intended to help reinforce the bond between the armed forces and the nation and support enlistment in the reserves



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 12 31, 2024

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

EY & Associés



Year ended the 12 31, 2024

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 (Accreditation COFRAC Inspection, 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 company (hereinafter "Entity"), we conducted our work in order to provide a conclusion expressing a limited assurance on the compliance of the consolidated non-financial statement for the year ended 12 31, 2024 (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 we have performed as described under the "Nature and scope of procedures" and the evidence we have obtained, nothing has come to our attention that cause us to believe that the consolidated non-financial statement is not prepared in accordance with the applicable regulatory provisions and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

Preparation of the non-financial performance statement

The absence of a commonly used generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Guidelines, summarised in the Statement and available on the Entity's website.



Responsibility of the Entity

It is the responsibility of the Management to:

- select or establish appropriate criteria for the preparation of the Information.
- prepare a Statement pursuant to legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies implemented considering those risks as well as the outcomes of said policies, including key performance indicators.
- prepare the Statement by applying the Entity's "Guidelines" as referred above; 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 endorsed by the Board of Directors .

Responsibility of the independent third party

Based on 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 pursuant to part 3 of sections I and II of Article R. 225-105 of the French Commercial Code, i.e. the outcomes of policies, including key performance indicators, and measures relating to the main risks.

As we are engaged 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 doing so may compromise our independence.

It is not our responsibility to report 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.

Applicable regulatory provisions and professional guidance

We performed the work described below in accordance with Articles A. 225-1 et seq. of the French Commercial Code, the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) applicable to such engagement, in particular the professional guidance issued by the Compagnie Nationale des Commissaires aux Comptes, *Intervention du commissaire aux comptes – Intervention de l'OTI – Déclaration de performance extra-financière*, our own procedures (*Programme de vérification de la déclaration de performance extra-financière*, July 7th 2023) acting as the verification programme and with the international standard ISAE 3000 (revised).



Independence and quality control

Our independence is defined by the provisions of Article L. 823-10 of the French Commercial Code and French Code of Ethics for Statutory Auditors (Code de déontologie) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures aimed at ensuring compliance with applicable legal and regulatory requirements, ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) relating to this engagement.

Means and resources

Our verification work mobilized the skills of five people and took place between October 2024 and June 2025 on a total duration of intervention of about twelve weeks.

We were assisted in our work by our specialists in sustainable development and corporate social responsibility. We conducted around ten interviews with the people responsible for preparing the Statement, representing in particular: Purchasing, Quality, Human Resources, Animal Welfare, Legal, Environment, Health and Safety, Personal Data Protection.

Nature and scope of procedures

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Information is likely to arise.

The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Information:

- we obtained an understanding of all the consolidated entities' activities and the description of the main 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 and includes, where applicable, an explanation of the reasons 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 provides the information required under Article R.225-105 II of the French Commercial Code where relevant with respect to the main risks;
- we verified that the Statement presents the business model and a description of the main risks associated with all the consolidated entities' activities, including where relevant and proportionate, the risks associated with its business relationships, its products or services, as well as its policies, measures and the outcomes thereof, including key performance indicators associated to the main risks;



- we verified that the Statement includes a clear and motivated explanation of the reasons for the absence of the policies implemented considering one or more of these risks required under Article R.225-105 I of the French Commercial Code;
- we referred to documentary sources and conducted interviews to
 - assess the process used to identify and confirm the main risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the main 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 (Product Quality and Safety, Skills Development, Social Dialogue, Health, Safety, and Environmental Footprint), 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 : Biovac site (France) and Juatuba site (Brazil);
- 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;
- we obtained an understanding of internal control and risk management procedures the Entity has implemented and assessed the data collection process aimed at ensuring 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 4% and 7% of the consolidated data relating to the key performance indicators and outcomes selected for these tests;
- we assessed the overall consistency of the Statement in relation to our knowledge of all the consolidated entities.

The procedures performed in a basis for our limited assurance conclusion; reviews are less in extent than for a reasonable assurance opinion in accordance with the professional guidelines of the French National Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*); a higher level of assurance would have required us to carry out more extensive procedures.



Paris-La Défense, the 3 June 2025

French original signed by: Xavier Guillas

Independent third party
EY & Associés

Partner, Sustainable Development

La CNCC considère que la traduction n'est pas signée, dans la mesure où il s'agit d'une traduction libre en anglais du rapport original établi en français. En effet, la signature est le graphisme par lequel une personne s'identifie dans un acte et par lequel elle exprime son approbation du contenu du document. En outre, l'apposition d'une signature sur un rapport lui confère la qualité d'être un original. Or, au cas particulier, l'original est représenté par la version française du rapport.

Appendix 1 : The most important information

Social Information	
Quantitative Information (including key performance indicators)	Qualitative Information (actions or results)
• Frequency rate of work-related accidents with lost time (TF1) • Frequency rate of work-related accidents with and without lost time (TF2) • Severity rate of work-related accidents (TG) • Number of hazardous situations reported per year per employee (CU) • Closure rate of hazardous situations • Number of fatal accidents • Total workforce as of December 31 • Employee turnover rate (due to resignation) • Percentage of employees who received training during the year • Percentage of performance evaluations conducted	Health and Safety (accident prevention, working conditions, and well-being). Employee Development (training, skills development support, career management, social dialogue).
Environmental Information	
Quantitative Information (including key performance indicators)	Qualitative Information (actions or results)
• Electricity consumed (MWh) • Fixed fossil fuel sources consumed (MWh) • Water consumed (m³) • External steam consumed (MWh) • CO2 emissions - Scope 1 and scope 2 market-based (tCO2eq) • CO2 emissions - Scope 1 and scope 2 location-based (tCO2eq) • Scope 3 - Purchased goods and services (tCO2eq) • Total waste generated (tons) • Hazardous waste generated (tons) • Non-hazardous waste generated (tons) • % of waste recycled • % of waste landfilled • % of waste incinerated • % of other waste • Carbon intensity (tCO2e / M€) • Water consumption intensity (m³ / M€)	Actions aimed at reducing energy consumption, greenhouse gas emissions, waste generation, and water consumption.
Societal Information	
Quantitative Information (including key performance indicators)	Qualitative Information (actions or results)



• Ratio of women whose salary is less than 10% higher than that of men • Proportion of women in the workforce • Proportion of men in the workforce • Gender distribution in the Group - % of female workforce • Gender distribution in the Group - % of female executives • Gender distribution in the Group - % of female leaders • % of employees covered in each area (health, retirement, life insurance, unemployment) • Number of disabled persons / Total employees • Percentage of employees trained in the anti-discrimination and harassment module • Rate of employees covered by the presence of employee or union representatives • Highest salary compared to the median of all other salaries by country • Gender distribution by age, by country • Existence of family leave by country • Percentage of assigned employees who completed the Ethics & Compliance: Anti-Bribery modules • Percentage of assigned employees who completed the Ethics & Compliance: Anti-Money Laundering modules • Percentage of assigned employees who completed the Ethics & Compliance: Business Ethics modules • Percentage of assigned employees who completed the Ethics & Compliance: Compliance Awareness Campaign modules • Percentage of assigned employees who completed and validated the GDPR training • Percentage of assigned employees who completed the training on the application of the Animal Welfare Charter • % of purchases from the French platform made in France • % of purchases from the USA platform made in the USA • % of purchases from the Hungary platform made in Hungary • % of assigned employees trained in the Responsible Supplier Relations Charter • % of product recall events compared to the total number of products sold	Responsible purchasing (supply continuity and integration into the local fabric). Actions aimed at preventing human rights violations (harassment and discrimination, monitoring of partners and subcontractors). Actions in favor of animal welfare. Actions aimed at ensuring business ethics. Actions aimed at ensuring product quality and safety. Actions aimed at protecting personal data and GDPR compliance.
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Together, beyond animal health



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