



Ceva Group Business Ethics & Principles For Business Partners

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INTRODUCTION

Ceva Santé Animale, S. A. and its direct and indirect majority-owned or controlled affiliates and subsidiaries ("Ceva Group"), is committed to conducting its business in an honest and ethical manner. To that purpose, the Ceva Code of Ethics & Business Conduct ([click here](#)) sets forth comprehensive principles and guidance for Ceva's employees, enabling them to act with integrity, make ethical decisions and create trust for all stakeholders.

In alignment with this commitment, Ceva Group expects all third parties with whom it enters into business relationships to not only fulfill their contractual/business obligations, but also to uphold a comparable standard of legal and ethical compliance and to maintain awareness and comply with all applicable laws, rules and regulations, in the countries where they operate.

For the purpose of the present document, third party are defined as "any third party Ceva Group conduct business with" (hereafter "Business Partners"). This includes but is not limited to subcontractors, suppliers, service providers, consultants, distributors, and commercial intermediaries as well as any affiliate and subsidiary, insofar they are involved in the business relationship with Ceva Group.

To help Business Partners understand Ceva Group's commitment to integrity and the standards of business conduct, Ceva Group has prepared this Ceva Group Business Ethics & Principles For Business Partners (hereinafter the "Business Partners Principles") that summarizes the values set out in Ceva Group's Code of Ethics and Business Conduct.

These standards cannot address every conceivable situation. The fact that an issue is not specifically addressed herein does not relieve Business Partners of their obligation to maintain the highest ethical standards under any and all circumstances.

I. ADOPT ETHICAL BUSINESS PRACTICES

1. Comply with Anti-Corruption Laws

Business Partners must comply with all applicable anti-corruption laws, rules and regulations.

In particular, no one acting on Ceva Group's behalf may offer, promise, give, authorize giving, request, agree to receive, or accept any advantage or anything of value to or from outside parties, either personally or for any other person or entity, in order to improperly influence a decision.

Special care must be taken when dealing with Government Officials. The term "Government Officials" should be read broadly and includes not only individuals acting on behalf of governments (such as elected officials, customs officials, tax officials, etc.), but also:

- individuals acting on behalf of government-owned or government-controlled enterprises (such as doctors and staff of public hospitals and universities, etc.),
- individuals acting for political parties or as or on behalf of candidates for public office, and
- individuals acting on behalf of public international organizations (such as the World Bank or OECD, etc.).

In addition, no person who both holds an ownership interest, position, or title in Business Partners and is also a Government Official, will use his/her position as a Government Official to influence the award of business or regulatory approvals or any special concession to or for the benefit of Ceva Group. Any such person will recuse himself/herself from any government decision relating to Ceva Group or its business.



2. Manage Gift, Hospitality and Entertainment

Gifts and hospitality can be an important part of developing business relationships and in certain circumstances or cultures, refusing to receive or not offering any would appear as highly inappropriate. However, they can easily create the impression of influencing or trying to influence an action or a decision.

Any gift or entertainment that could reasonably be perceived as an attempt to influence the judgment or actions of Ceva's employees is strictly prohibited. Business Partners must refrain from offering, promising, or giving any gift, hospitality, or other benefit to Ceva's employees unless it is of modest value, infrequent, and clearly intended to foster legitimate business relations.

3. Prevent Conflict of interest

Business Partners undertake to avoid any situation that may give rise to a conflict of interest in the context of its relationship with Ceva Group. A conflict of interest arises when personal, financial, professional, or other interests of Business Partners, its employees, or related third parties may interfere with, or appear to interfere with, Business Partners' ability to act objectively and fairly as part of their collaboration with Ceva Group.

This includes, but is not limited to:

- Personal relationships with Ceva employees that may influence business decisions;
- Accepting or offering gifts, favors, or hospitality that could compromise impartiality.

Business Partners shall promptly disclose to Ceva Group any actual, potential, or perceived conflict of interest and shall cooperate in good faith to resolve such situations in a manner consistent with Ceva Group's ethical standards.

4. Respect Trade Sanctions and Embargo

Business Partners must comply with all applicable trade embargo laws and sanctions, including but not limited to those imposed by any Sanction Authority. For purposes hereof, a "Sanction Authority" shall mean an international institution or applicable national or regional government, or subdivisions thereof that possess the authority to enact and implement economic and/or financial sanctions regulations or other economic controls upon individuals, organizations, corporations, political entities and other parties, including, but not limited to: United Nations Security Council, the European Union, The German Federal Office for Economic Affairs and Export Control, the German Federal Bank, the United States Department of the Treasury's Office of Foreign Asset Control, the United States Departments of State or Commerce, the United Kingdom (including Her Majesty's Treasury, Australian Department of Foreign Affairs and Trade, and any other equivalent sanctions authority.

Neither Business Partner nor any officer, employee, or direct or indirect owner of Business Partner; nor any person or entity acting under the control or direction of Business Partner is identified on any list of sanctioned parties maintained pursuant to any economic or financial sanction regulation, trade embargo or export control law or regulation implemented, administered or enforced by any Sanction Authority.

Where applicable to the commercial relationship, Business Partners also undertake that the products, services, or technologies provided to Ceva Group are not subject to any international sanctions or export restrictions that would prevent or limit their use, transfer, or delivery. Should any such products, services, or technologies are subject to applicable sanctions or export control measures, Business Partners represent and warrant that they have obtained all necessary licenses, permits, or authorizations from



the relevant competent authorities to lawfully perform their obligations under the commercial relationship with Ceva Group.

In the event that any person or products, services and technologies mentioned above become subject to any sanctions or restrictive measures, Business partners shall immediately notify Ceva Group.

5. Comply with Anti-Money Laundering Laws

Business Partners hereby undertake to comply fully with all applicable laws and regulations relating to the prevention of money laundering, terrorist financing, and related financial crimes, including but not limited to those in force in the jurisdictions in which it operates and those applicable to the Ceva Group.

Business Partners shall implement and maintain adequate internal policies, procedures, and controls designed to prevent and detect any activity that may involve money laundering or the financing of terrorism.

6. Ensure Fair Competition and Antitrust Compliance

Business Partners acknowledge and agree to conduct its business activities in strict compliance with all applicable laws and regulations governing fair competition and antitrust.

Business Partners shall refrain from engaging in any conduct that may restrict, distort, or impede fair competition, including but not limited to:

- Entering into agreements or understandings—formal or informal—with competitors to fix prices, allocate markets or customers, rig bids, or otherwise limit competition;
- Abusing a dominant market position or engaging in exclusionary practices that could harm competitors or consumers;
- Exchanging commercially sensitive information with competitors outside the bounds of legal and ethical business practices;
- Participating in any cartel or other anti-competitive arrangements, whether directly or indirectly.

7. Maintain Accurate Accounting Standards and Records

Business Partners must maintain complete and accurate books and records of accounts relating to work performed for Ceva Group.

The use of false documents is prohibited, as is the making of inadequate, ambiguous or deceptive bookkeeping entries and any other accounting procedure, technique or device that could hide or otherwise disguise the nature of the transaction at issue.

8. Protect Personnel Data

Business Partners acknowledge and agree to comply with all applicable data protection laws and regulations, including but not limited to the European Union General Data Protection Regulation (Regulation (EU) 2016/679, “GDPR”), as well as any other relevant national or international legislation governing the processing of personal data.

In the context of its relationship with the Ceva Group, Business Partners shall:

- Process personal data lawfully and securely;



- Implement appropriate technical and organizational measures to protect personal data;
- Cooperate with Ceva Group in the event of a data breach or regulatory inquiry;
- Ensure that any international data transfers comply with applicable legal safeguards;
- Retain personal data only as long as necessary and delete it securely thereafter.

For more information Business Partners may consult Ceva Group Policy on the protection of personal data at the following address: <https://www.ceva.com/privacy-policy/>

II. ENGAGE IN CORPORATE SOCIAL RESPONSIBILITY

1. Respect Internationally Recognized Human Rights

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

Accordingly, Business Partners are expected to respect, protect, and promote human rights within their operations. They shall ensure that their employees and subcontractors are treated with dignity and fairness, and that their fundamental rights are safeguarded at all times.

The following human rights principles must be observed and upheld:

- Prohibition of forced or compulsory labor, including modern slavery and human trafficking;
- Prohibition of child labor
- Freedom of association and the right to collective bargaining;
- Fair wages and working hours, in compliance with applicable laws and industry standards;

2. Combat Harassment and Discrimination

Ceva Group maintains a zero-tolerance policy towards any form of discrimination or harassment. Business Partners acknowledge and agree to uphold this principle by fostering a respectful, inclusive, and safe working environment for all individuals involved in its operations, including employees, contractors, and third parties.

Business Partners shall ensure that no person is subjected to discrimination on the basis of race, color, gender, sexual orientation, gender identity or expression, age, religion, national origin, disability, marital status, or any other characteristic protected by applicable law. Likewise, Business Partners shall prohibit and actively prevent all forms of harassment, including but not limited to verbal, physical, psychological, or sexual harassment.

To this end, Business Partners undertake to:

- Implement and enforce clear policies and procedures aimed at preventing and addressing discrimination and harassment in the workplace;
- Provide regular training to its personnel on respectful conduct, diversity, and inclusion;
- Establish accessible and confidential channels for reporting incidents or concerns, and ensure that all complaints are investigated promptly and impartially;
- Take appropriate disciplinary measures against any individual found to have engaged in discriminatory or harassing behavior.



3. Promote Health and Safety Environment

Business Partners are expected to provide a safe, healthy, and hygienic working environment for all employees, contractors, and visitors by complying with all applicable laws, regulations, and standards relating to occupational health and safety in the jurisdictions in which they operate. This includes, but is not limited to, the implementation of appropriate safety measures, the maintenance of equipment in safe working condition, and the identification and mitigation of workplace hazards.

Business Partners shall establish and maintain effective mechanisms for the timely reporting and investigation of work-related accidents, injuries, unsafe equipment, and hazardous practices or conditions. Such mechanisms must ensure that employees can report concerns without fear of retaliation and that corrective actions are promptly taken to prevent recurrence.

4. Commit to an Environmentally Sustainable Approach

Business Partners undertake to comply with all applicable environmental laws and regulations in the jurisdictions in which it operates. Beyond mere legal compliance, Business Partner commits to adopting a proactive environmental approach aimed at minimizing its environmental footprint.

Business Partners acknowledge that its environmental practices directly influence the overall environmental impact of the Ceva Group. Accordingly, Business Partners shall implement appropriate measures to reduce its environmental impact, including but not limited to energy efficiency, waste reduction, sustainable resource use, and pollution prevention.

Furthermore, Business Partners agree to provide Ceva Group all relevant data and documentation necessary to assess and quantify the environmental impact associated with the Business Partners' activities, products, and services. This includes, but is not limited to, carbon emissions data, resource consumption metrics, and environmental certifications.

5. Ensure Animal Welfare

Ceva Group, as a company operating in the field of animal health, is committed to upholding the highest standards of animal welfare. In this regard, Ceva Group has adopted an Ethical Animal Welfare Charter (hereafter "Ceva Animal Welfare Charter"), which sets out the principles and commitments that guide its actions in this domain (https://www.ceva.com/wp-content/uploads/2025/04/Ceva-Ethical-Animal-Welfare-Charter-V3_23APR2025.pdf).

Ceva Group expects its Business Partners to adopt an equivalent level of commitment to animal welfare. Where the services provided by Business Partners involve the use of animals, the latter ensure full compliance with Ceva Animal Welfare Charter, as may be updated from time to time.

Business Partners shall implement appropriate policies, procedures, and controls to ensure adherence to the principles set out in Ceva Animal Welfare Charter. Ceva Group reserves the right to request evidence of such compliance and to conduct audits or assessments as reasonably necessary.

III. **COOPERATE WITHS AUDITS**

In accordance with the commitments undertaken by Business Partners under these Ceva Business Partners Principles, Ceva Group reserves the right to conduct audits, inspections, or investigations—either directly or through authorized third parties—to verify the Business Partners' compliance with the obligations set forth herein.



Business Partners shall fully cooperate with Ceva Group during the course of such audits or reviews. This includes, without limitation, granting timely access to relevant premises, personnel, documents, records, systems, and any other information reasonably required to assess compliance. Business Partners shall not obstruct, delay, or otherwise hinder the conduct of such reviews.

Should any non-compliance with the provisions of these Ceva Business Partners Principles or applicable laws and regulations be identified as a result of such audits or investigations, Ceva Group reserves the right to take appropriate corrective measures. These may include, but are not limited to, the issuance of a formal warning, the requirement to implement a corrective action plan within a defined timeframe, or, in cases of serious or repeated breaches, the immediate suspension or termination of the business relationship.

IV. REPORT MISCONDUCT

If Business Partners are aware of a violation or potential violation of any of these principles, they are expected to notify Ceva Group's Ethics and Compliance Department by filling out the Alert Form available on the Ceva's website (<https://www.ceva.com/alert-system/>) or writing to the following email address: reportingcompliance@ceva.com.