



2025



#neCeva

#neHealth

#nePlanet



Extra-Financial Report
2025



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EDITORIAL

In a world shaken by conflict, market volatility, technological disruption and climate urgency, staying true to what guides us at our core has never been more essential.

This has long been a guiding principle for us. But in 2025, it takes on particular significance, because it is about far more than our results: it mobilizes our responsibility, our vision and our ability to build the future. What kind of company do we want to be, and what legacy do we want to leave behind?

The world is changing fast, sometimes brutally. Geopolitical tensions are multiplying, economic balances are becoming more fragile, and uncertainty is settling in for the long term. Against this backdrop, some companies are choosing to slow down, or even to question their sustainability commitments. As if the turbulence of the present justified abandoning what prepares us for the future.

At Ceva, we are making the opposite choice. We are holding our course. Better still: we are turning this period of uncertainty into an additional reason to act, innovate and accelerate.

But an ambition is only worthwhile if it stands the test of time and rests on solid foundations. That is why 2025 marks a decisive step in how we manage our commitments. We have defined a Group Sustainability Policy, approved by our entire Executive Committee, and established a Sustainability Committee bringing together all of the Group's departments. Our CSR commitments are no longer simply stated: they are governed, measured and driven at the highest level of the company. This collective momentum gives us the means to turn our convictions into lasting results.

True to our purpose, we continue to structure this approach around our three founding pillars: #OneCeva, #OneHealth and #OnePlanet. They give clear direction to our action and reflect our determination to have a tangible, measurable and meaningful impact — for our teams, for health, and for the planet.

#OneCeva – A company that grows with its people

At Ceva, we know that there can be no sustainable performance without human commitment. In 2025, we continued our efforts to make our company a place where everyone can grow, contribute and envision their future. We continued to invest in the safety, development and inclusion of all our employees, everywhere in the world. We made concrete progress on disability, strengthening our inclusion policies and engaging our managers and social partners more broadly.

These advances are built over time, with rigor and sincerity. They reflect a simple conviction: diversity is not just a value, it is a strength that helps us think more clearly, act more quickly and go further. We want every employee, whatever their background, origin or abilities, to be able to find their place at Ceva, thrive there and take full part in our shared mission. Our new headquarters, *Pulse*, is a concrete illustration of this commitment. This building was designed as a place for sharing that pulses with the energy of the company and its teams, welcoming every employee regardless of their site of attachment, and fostering collaboration. This site is also a biodiversity sanctuary where more than 100 wild species have been recorded, helping our teams maintain a connection with nature.

#OneHealth – Caring for animals, protecting people, preserving the environment

Our mission goes well beyond animal health. It is built on a deep conviction: that the health of animals, people and the environment are intimately linked. This is the very meaning of the “One Health” approach, which we bring to life every day through our research, our products and our work in the field. In championing this vision, we are also asserting a certain idea of progress: a transformation that is useful, responsible and geared toward the common good.

In 2025, this vision translated into new, concrete progress. The opening of Biogenovac, our new research laboratory, illustrates our determination to

invest in the science of tomorrow and strengthen our innovation capabilities. Our Rabies Free Streets program, committed to the fight against rabies, demonstrates our ability to act where global public health needs it most. These initiatives, like all our R&D investments, meet one and the same requirement: innovating with integrity, acting responsibly and putting science to work for real impact.

#OnePlanet – A shrinking carbon footprint, a transforming model

In the face of climate urgency, intentions are no longer enough: only actions count. In 2025, our carbon footprint declined significantly. The solar projects deployed at several of our sites, notably in Sicily and in France, the increased use of renewable energy, and the inauguration of our new headquarters, *Pulse*, designed to be energy self-sufficient, are not merely symbolic. They embody the first milestones of a deep transformation of our industrial and commercial model.

The road ahead remains demanding, and we approach it with clear eyes. But the direction is clear, the targets are set, the indicators are tracked rigorously, and our ambition remains intact: to reduce our Scope 1 and 2 emissions by 30% by 2030, despite our strong growth. Acting for the planet is not a peripheral undertaking. It is a way of making our company more resilient, more responsible and stronger for generations to come.

2025 gives us reasons to be confident. Not because everything has been achieved — far from it. But because we have strengthened what matters most: our vision, our governance and our capacity for collective action. We have the foundations, the talent and the determination to go further. Together, with the same rigor, the same energy and the same determination to make a meaningful contribution to the society of tomorrow.

Marc Prikazsky

Chairman and Chief Executive Officer - Ceva Animal Health

CEVA AT A GLANCE

The **5th** largest
animal health company
worldwide

Created in **1999**

Headquarters in Libourne,
Nouvelle-Aquitaine, France

1 vision: "Together, beyond animal health"

4 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

€1.92 billion
in revenue in 2025

21
R&D centres

32
production sites
around the world

More than 7,000
employees worldwide,
including 46.5% women



OUR CSR STRATEGY

Our CSR strategy is rooted in our purpose, which emerged from a reflection process conducted with all our employees. We are fully aware that society expects companies to play a role in solving the major challenges facing our planet, and we decided to take a new step beyond our vision of "Together, beyond animal health," and thereby assume our share of responsibility in addressing these challenges.

All Ceva employees were consulted as part of the We Share survey, which aims to measure the level of employee engagement. Virtual and in-person workshops were also organized with targeted groups of employees. Our purpose reflects what Ceva truly is, what sets us apart from other companies.

To give this ambition a structured and lasting framework, Ceva took a decisive step in 2025 in structuring its sustainability approach. At the end of 2024, a Global Sustainability Manager position was created within the Group, reflecting Ceva's determination to professionalize and accelerate its sustainability commitment.

Building on this new dedicated resource, a Group Sustainability Policy was formalized and approved by the Executive Committee in 2025. This founding document sets out Ceva's ambitions, priorities and commitments in environmental, social and governance matters, in line with the three pillars — #OneCeva, #OneHealth and #OnePlanet — that structure our CSR approach.

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*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

#OneCeva	Themes	Challenges	Indicators
	Skills development	Align job definitions, career and skills management; Foster professional training	Staff turnover rate (by resignation) Percentage of employees having received training during the year Percentage of skills assessment completed
	Social dialogue	Promote 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	Protect employees' physical and mental integrity and reduce 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	Prevent any human rights violations; Prevent 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	Detect and take preventive measures to prevent acts 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	Ensure the protection of personal data and detect breaches	Percentage of assigned employees who completed and validated GDPR training

	Themes	Challenges	Indicators
#OneHealth	Animal welfare	Strengthen 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	Ensure product quality and safety at all stages of their life cycle	Percentage of batch recalls compared to total number manufactured
#OnePlanet	Environment	Reduce emissions into air, water and soil; Reduce CO ₂ emissions	Electricity consumed (MWh) Fixed fossil combustion sources (MWh GCV) External steam (MWh) Biomass (MWh) Water consumed (m ³) Hazardous and non-hazardous waste (t) CO ₂ emissions scope 1+2 location-based (t CO ₂ eq) CO ₂ emissions scope 1+2 market-based (t CO ₂ eq) CO ₂ emissions scope 3 (t CO ₂ eq) Water use intensity (m ³ /M€) CO ₂ intensity (tCO ₂ /M€) Energy intensity
	Responsible purchasing	Ensure that the 10 commitments of the Charter are properly applied in procurement processes	Percentage of domestic purchases made in 2025 (FR, USA, HUN) Percentage of assigned employees trained on the Responsible Supplier Relations Charter



Our CSR governance

CSR is championed within the Executive Committee by the Corporate Affairs and Communications Director, who is responsible for this topic within the company. In 2020, we created an Ethics and Animal Welfare Committee and appointed regional animal welfare officers. Established in 2021, the Strategic

Sourcing Committee ensures the responsible nature of Ceva's procurement choices. In 2025, Ceva strengthened its sustainability governance by creating a Group Sustainability Committee, a cross-functional body dedicated to steering and monitoring CSR commitments across the Group.

This committee meets every two months and brings together representatives from the Group's main operational and functional departments:



Marc Prikazsky
Chairman and Chief Executive Officer
Chairman



Géraldine Kutas
EVP, Corporate Affairs & Communication Director
Sponsor



Ariane Van-Ghelue
Sustainability Manager
Secretary General



Pascal Anjot
EVP, Innovation & Development Director
Animal Welfare and I&D



Christophe Bailet
EVP, Chief Financial Officer
Finance, Procurement and IT



Véronique Kodjo
EVP, Industrial Director
GMSQ



Ferhat Zatsan
Senior Vice President of International Industrial Operations
GMSQ



Christophe Dehondt
Group EHS Director
GMSQ



Cindy Bosman
Supply Chain Director
Supply Chain



Nicolas Beaujard
Compensation & Benefits, Organization and HR Technology Director
Human Resources



Emilie Barrail
External Communications Manager
Communications



Joséphine Farcot
Compliance Counsel
Compliance



Oleksiy Nagornyy
Country Manager France
Sales

Internal experts are also invited depending on the topics addressed at each meeting. This committee is the main governing body for the Sustainability Policy approved in 2025, ensuring the operational

embedding of Ceva's CSR commitments and the consistency of their implementation across all the Group's departments.

THE CEVA GROUP BUSINESS MODEL

Our strengths

A diverse and abundant pool of talents

More than **7,000** employees
46.5% of whom are women

- Industrial: 40.8%
- I&D: 8.7%
- Commercial: 39.0%
- Other: 11.5%

A driving force in innovation and engineering

21 I&D facilities¹

€175.1 million invested in I&D in 2025

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 2025³

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).



2025 turnover: €1.92 billion

Commercial presence in **110 countries**

CSR performance

86.4% gender pay equality

93.3% of employees received training in 2025

241.6 MT CO₂ eq. GHG emissions, scopes 1, 2 (market based) and 3

Customers and partners:

Veterinarians, livestock farmers, pet owners

Sharing of expertise

Digitization: website & applications
Commercial and scientific partnerships

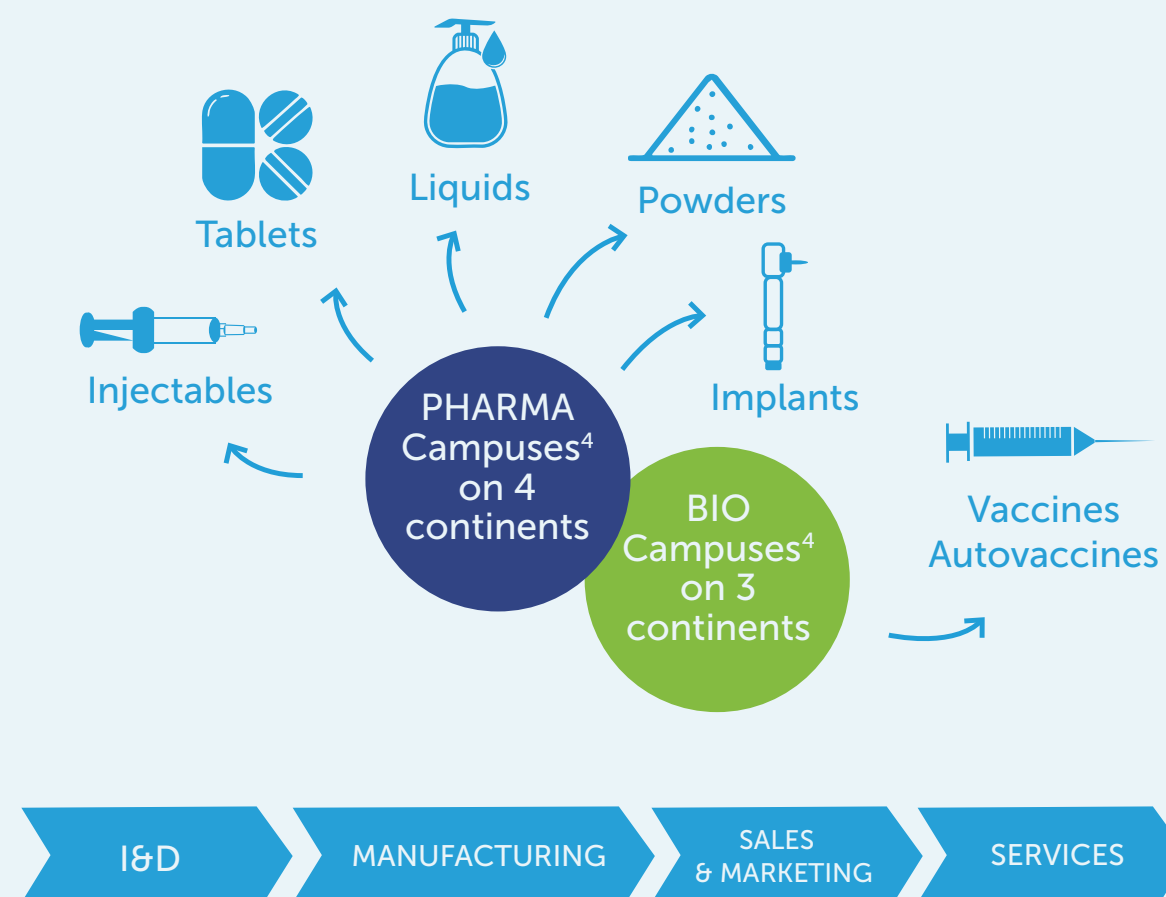
Towards sustained and balanced growth between prevention, treatment and animal welfare

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.

2025 Highlights

#ONE CEVA

- › We are #OneCeva
- › One Ceva Life 2025
- › Ceva Graduate Program

#ONE HEALTH

- › Biogenovac
- › BoviSensor
- › Rabies Free Streets

#ONE PLANET

- › Pulse: our new headquarters
- › Biodiversity conservation
Juatuba campus
- › Decarbonization
Porto Empedocle

2025 HIGHLIGHTS



#1 - We are #OneCeva: our new employer brand

In 2025, Ceva unveiled its new employer brand, the result of an exceptional collective effort across the company. Built through a collaborative, international approach – 75 employee interviews from a range of functions and countries, experiential focus groups with new hires in several regions, and contributions from top management – this brand faithfully reflects our DNA, our culture and the everyday experience of our teams. Designed to strengthen our global attractiveness, improve talent retention and celebrate our distinctive culture, it marks an important step in building an inspiring work environment, driven by our teams' passion and commitment.



#2 - One Ceva Life 2025: coming and celebrating together

In July, we held the 5th edition of One Ceva Life, our unmissable annual event. This key moment once again brought the #OneCeva community together for an occasion that was informative, unifying and festive all at once.

Our CEO Marc Prikazsky presented first-half results via webcast. Our new headquarters, just inaugurated, welcomed its occupants in the amphitheatre for the webcast. Sites in western France also took part in the One Ceva Life spirit. The 5th edition was also an opportunity

to present a new chapter of "Destination Ceva France," highlighting the synergies between our Laval and Loudéac campuses.

Internationally, our Hungarian colleagues kicked things off a few days earlier, with an afternoon and evening on the theme "Ceva & Animals," celebrating our actions in favour of animal welfare.



#3 - Ceva Graduate Program: focus on our 1st cohort



Launched in December 2024, the Ceva Graduate Program is a 2-year accelerated development program for young graduates from partner universities or via the V.I.E. program. The 1st cohort benefits from ambitious assignments in France and internationally, individualized support, 360° immersion in our value chain and genuine exposure to our leadership. The goal: to offer a rich and varied experience on a global scale, and to enable these talents to develop the 5 qualities essential at Ceva: ambition, pragmatism, agility, openness & respect, courage.

#1 - Biogenovac: a new genomic platform to accelerate the fight against emerging animal diseases

In February 2025, Ceva strengthened its leadership in animal health innovation with the inauguration of Biogenovac, a state-of-the-art genomic research laboratory in Beaucouzé, France. Co-financed by the French government's recovery plan and the Pays de la Loire region, this new platform strengthens Ceva's ability to anticipate the evolution of viral strains and develop next-generation vaccines capable of responding rapidly to emerging infectious threats.

Equipped with high-throughput sequencing technologies and a centralized bioinformatics hub, Biogenovac supports the design of highly targeted nucleotide-based vaccines, offering better coverage and greater efficacy.

This investment reflects Ceva's long-standing commitment to the One Health approach, global health sovereignty and the protection of livestock against emerging epizootic diseases.



#2 - BoviSensor: a scientific application for detecting pain in cattle

In 2025, Ceva strengthened its contribution to animal welfare with the development of BoviSensor, a free mobile application designed to help farmers and veterinarians objectively detect and manage pain in cattle. Developed by Ceva's Ruminants team in collaboration with the Oniris veterinary school in Nantes and a panel of expert practitioners, the tool translates specialized veterinary expertise into scientifically validated assessment grids.

By selecting observed behaviours, users obtain an objective pain score, tailored recommendations and the ability to generate shareable reports.

This cross-functional project, involving the R&D, marketing and digital teams as well as academic partners, was awarded 3rd place at the Purpose Awards (One Health category) during the "Pulse the Future" convention in October 2025.

#3 - Launch of the "Rabies Free Streets" program

In September 2025, Ceva strengthened its commitment to the One Health approach with the launch of the "Rabies Free Streets" campaign, unveiled on World Rabies Day.



Building on decades of experience supporting wildlife rabies control programs in North America and Europe, this initiative marks a decisive step toward eliminating dog-mediated human rabies, in line with the global Zero by 30 Target.

At the heart of the program is Rabitec, Ceva's oral rabies vaccine specially designed for stray dogs in endemic areas. Easy to administer and providing lasting immunity in a single dose, Rabitec is a safe solution that meets WHO and WOA requirements and is approved by the European Medicines Agency.

#1 - Pulse: our new headquarters, embodying Ceva's sustainable and entrepreneurial ambitions

On July 4, 2025, Ceva inaugurated its new headquarters, *Pulse*. This project, part of Ceva's #OnePlanet initiative, illustrates the Group's commitment to biodiversity and environmental balance. Designed to reflect the Ceva logo, the building takes on a tree-like shape, with a 1,300 m² planted roof, blending harmoniously into the landscape as a true haven for biodiversity.

The site, currently undergoing BREEAM "Very Good" certification, stands out for its full energy self-sufficiency, provided by geothermal systems and 4,500 m² of solar panels installed on the parking canopy, covering all of its electricity needs. Beyond its environmental impact, the project was designed collaboratively with employees, through co-design workshops, to create an environment aligned with their expectations.



#2 - Biodiversity conservation: a commitment driven by employees at the Juatuba campus

Ceva's Juatuba campus in Brazil illustrates our commitment to environmental responsibility. The site includes 12,000 m² of protected land where more than 40 endemic species have already been recorded. Environmental preservation is naturally part of our

teams' daily life, supported by a group of passionate employee volunteers who actively work to protect local biodiversity, through training sessions with a specialist biologist and inventories of the species present on the site.

#3 - Decarbonization: a key milestone with the commissioning of the Porto Empedocle solar plant



In 2025, a major milestone in our decarbonization strategy was reached with the commissioning of a new photovoltaic system at our Porto Empedocle site in Sicily. With a capacity of 700 kWp, this installation covers at least 30% of the site's energy needs and reduces its CO₂ emissions by 20%, strengthening our energy self-sufficiency through local, renewable production. This project demonstrates our ability to meet complex technical challenges while generating long-term, sustainable value.



#OneCeva

#OneCeva

ACTING WITH AND FOR OUR EMPLOYEES

Developing autonomy and accountability to support the growth of our teams

The commitment of our employees, their spirit of initiative and our ability to design solutions tailored to our customers' needs are major differentiating factors in our market. These defining elements of our identity provide lasting support for the Group's growth ambition.

At Ceva, leaders and managers play a key role in developing skills and expanding everyone's responsibilities. Their commitment helps strengthen employee retention and the Group's appeal.

Individual development paths thus contribute to the collective progress of our teams. At the same time, our job families are evolving to incorporate skills development and employees' ability to meet ever-higher standards in support of Ceva's performance.

1 / Fostering skills development and career progression for our teams

At the heart of the Group's culture, skills development and career paths follow an individualized approach. During the annual job proficiency review, each employee draws up a personalized development plan in consultation with their manager. This considers the responsibilities held, the skills possessed, identified development needs and career aspirations. In 2025, 84.9% of employees benefited from this annual review.

Building on this momentum, from 2026 Ceva will extend these discussions to career development, to inform the committees dedicated to promoting professional and geographic mobility.

Beyond these structured moments, Ceva encourages regular, ongoing dialogue between managers and employees throughout the year. These discussions aim to support the application of the required skills and to identify, where applicable, any difficulties encountered in carrying out core duties.

Identifying talent to anticipate development opportunities across our Group

Drawing on a strategic, forward-looking view of jobs, the Human Resources Department identifies the technical and behavioural skills needed for Ceva's development in the medium and long term. As roles are constantly evolving in the market, the Group anticipates these changes to maintain its competitiveness and adapt its employees' skills accordingly. As a result, 95.8% of our 24 job families have developed training specific to their scope. Skills development programs and training plans thus contribute to anticipating the Group's strategic changes.

The consolidation of annual individual performance reviews is a key lever for identifying the talents and skills of each employee and offering them tailored career development prospects. The Human Resources Department develops individualized development plans for emerging talent, high potentials, and successors to key or critical positions.

In 2025, the skills of managerial staff and certain non-managerial employees, along with their development potential, were reviewed as part of a career committee, with the aim of encouraging and accelerating mobility, both within a given job family and across different job families.

Supporting employees' continuous training

In 2025, new training pathways were added to enrich Ceva University, a library of training courses for each job family. Most of these pathways were revised in 2025 to reflect the evolution of our roles. They are available to our employees on PeopleCloud, our development and training tool. In total, 93.3% of our employees were trained this year, either through these pathways or through external contributions.

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At Ceva, our commitments take shape every day through concrete actions in favour of workplace equality, enabling everyone to benefit from the same development opportunities.

David Derain,
Group Human Resources Director

2 / Skill development performance indicators

	2023	2024	2025
Staff turnover rate (by resignation)	5.25%	5.70%	5.40%
Percentage of employees having received training during the year	94%	95%	93.30%
Percentage of skills assessments completed	97.06%	94.10%	85%*

* The calculation method was changed in 2025 to synchronize the year of the skills assessment with the headcount for that same year.

For the staff turnover rate and the percentage of employees trained, employees of companies acquired during the year are excluded from the scope. Employees with less than one month of service as at 31 December 2025 are excluded from the calculation.



Engaging regularly with our social partners

At Ceva, social dialogue is based on constructive exchange, geared toward pragmatic solutions adapted to our various contexts. Building on actions already undertaken, and to maintain high-quality social dialogue - a genuine lever for collective and individual performance - the Group is committed to supporting the development of its social partners. More broadly, Ceva respects freedom of association and recognizes the right to collective bargaining across its entire value chain, both internally and with its suppliers.

The Group Human Resources Department ensures, on the one hand, compliance with legal obligations regarding employee representation and, on the other hand, the consultation or information of representatives on “Corporate” topics (quality of life at work, remote working, health coverage, etc.). Where no representation exists, the Human Resources Department invites local HR contacts to discuss priorities with managers and employees.

In all the countries where Ceva operates, social dialogue addresses, at a minimum, issues related to well-being at work, work-life balance, skills development, and health and safety.

Rooted in a long-term approach, this results in extensive coverage: 75.9% of employees are represented by union delegates or employee representatives or are covered by a collective bargaining agreement.

Widely deployed, this dialogue is built to last and supports the Group's overall transformations. In this continuity, entities have initiated or deepened substantive work, for example:

- The implementation of an inclusion and diversity policy in France, focused mainly on disability.
- The formalization of remote working practices in Argentina, Brazil, and Turkey.
- The implementation of working-time flexibility policies in Germany, Canada, and China.
- The harmonization of social benefits, particularly health coverage, in Egypt, Morocco, South Africa, and the USA.

Participation in Ceva's global quality of life at work survey conducted in 2025 reached 86%, reflecting employees' commitment to continuing, in consultation with managers, the deployment and enhancement of the action plans initiated in 2024 across all the Group's countries.

Performance indicators - Social dialogue

	2022	2023	2024	2025
Rate of employees covered by staff representatives, unions, or by a collective agreement*	69.1%	73.9%	76.8%	75.9%

* Coverage by a collective agreement was added in 2023.

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



Health and safety at work, as well as environmental protection, remain major requirements for the Group and are fully embedded at the heart of our practices. This policy is part of the Group's CSR approach and translates concretely into the EHS roadmap, implemented on each campus under the responsibility of Campus Managers and EHS Managers.

The EHS roadmap is based on 5 main pillars:

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

1 / Leadership and governance

EHS programs apply to all our activities, from R&D to sales activities. Bringing together EHS managers from all sites, the EHS community meets monthly under the guidance of the Group EHS Department. Quarterly follow-up meetings involving Executive Committee members complete this governance framework.

In this regard, the main initiatives deployed since 2023-2024 remained fully active in 2025:

- **EHS communication plan:** continuation of EHS alerts, communication of the policy on the intranet, EHS Awards, and awareness-raising initiatives carried out on-site.

- **EHS training plan:** maintenance of a training plan structured by pillar, tailored to employees' roles and responsibilities.
- **EHS regulatory audit program:** conducted by an independent expert, this program continued in 2025 with seven sites audited.
- **Risk analysis program:** updated every year, deployed across all our sites and campuses.

2 / Health at work

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

Chemical risk prevention continued in 2025, in particular through the inventory of products present on-site, risk identification, employee training, and the deployment in France of a shared database bringing together sites' safety data sheets.

Prevention and support measures are also maintained to combat harassment, discrimination, workplace violence, and psychosocial risks.

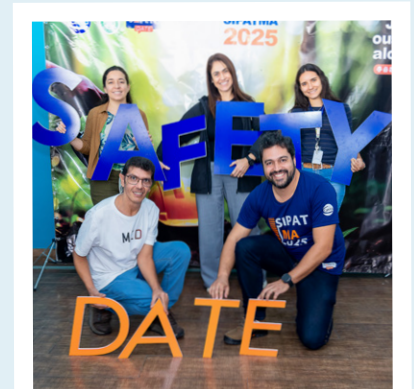
3 / Safety

To prevent workplace accidents, several measures continued to be deployed in 2025:

- **Reporting of hazardous situations:** this program aims to identify and report hazardous situations before an accident occurs. In 2025, this momentum was continued and strengthened at certain sites through dedicated stand-down periods.
- **Deployment of the EHS ambassadors' network:** this network continues to support the safety culture on-site.
- **Road safety:** awareness-raising and training initiatives are maintained to strengthen road risk prevention.



Focus on "Safety Date": the global "Safety Date" event, launched in 2023, was continued in 2025, with particular emphasis on the importance of speaking up and taking preventive action whenever a risk situation is identified.



4 / Performance indicators - Health and Safety

	2022	2023	2024	2025
Lost time Frequency Rate (FR1)	4.50	4.16	2.70	3.60
Frequency of Severity Rate (SR)	0.04	0.06	0.10	0.14
Lost Time and Incident Without Lost Time Frequency Rate (FR2)	6.50	6.27	4.01	4.70
Number of unsafe conditions per year per employee (CU)*	N/A	1.17	1.58	2.42
Closure rate for unsafe conditions	N/A	78%	84%	87%
Number of fatal accidents	N/A	2	0	0

** GMSQ only. The scope of these indicators covers all the Group's internal employees (permanent contract, fixed-term contract, work-study students, interns, VIE) as well as temporary staff.*

On a like-for-like basis, an increase in TF1 (+0.90 points) as well as an increase in TF2 (+0.69 points) was observed between 2024 and 2025. The severity rate also increased, rising from 0.10 to 0.14. The "hazardous situation" program continues to show strong momentum, with 2.42 situations reported per year per employee for the GMSQ population, as well as a closure rate of 87%, up from 2024.



Earning our stakeholders' trust

Constant vigilance in respecting Human Rights

Ceva affirms its commitment to respecting all human rights, which are universal and indivisible. We must remain vigilant and ensure respect for human rights in our relationships with third parties (suppliers, customers, subcontractors).

- Our Group's policy is based on fundamental labour rights, derived from the ILO's fundamental conventions:
- Freedom of association and the effective recognition of the right to collective bargaining;
 - The elimination of all forms of forced or compulsory labour;
 - The effective abolition of child labour;
 - The elimination of discrimination in respect of employment and occupation.

Preventing any potential cases of harassment and discrimination

In accordance with French law and international conventions, Ceva condemns all forms of discrimination - particularly based on origin, gender, age, disability, or opinions. We take care to ensure that our employees' career paths - recruitment, training, promotion, and any termination of contract - are never influenced by discriminatory criteria.

In 2025, the seven individual cases reported through the whistleblowing system were investigated and were the subject of a formal report leading to an action plan. Our e-learning training was enhanced. Overall, 78.8% of our employees completed training on Ceva's non-discrimination and anti-harassment policy.

Le
HANDICAP
Chez Ceva

Ceva's commitment to disability issues

- In 2025, Ceva continued the commitments made since 2023 and laid the first building blocks of a collective approach to becoming an inclusive company that welcomes employees and future talent with disabilities. This policy rests on 4 pillars:
- The recruitment of employees with disabilities;
 - The retention in employment of employees with disabilities;
 - Raising awareness of disability, in particular supporting employees who wish to apply for officially recognized disability status;
 - External partnerships.

- This proactive policy has enabled French sites to increase from 1.7% in 2023 to 2.6% in 2024 and 3.1% in 2025, thanks to the following initiatives:
- Signing of a Disability agreement with employee representatives and the establishment of disability officers;
 - Broad communication, meetings between disability officers and employees, and webinars;
 - Immersion of employees in the professional world of employees with disabilities (DuoDay);
 - Discovery of our professions by people with disabilities from outside the Group.

In this same momentum, Italy went from 4.4% to 6.4% of people with disabilities between 2024 and 2025, Poland from 0% to 2.4%, and the United Kingdom from 0% to 4.4%.

Gender equality in the workplace

In 2025, 86.4% of women receive a salary comparable to that of their male counterparts for equivalent positions and countries, a ratio that has been steadily improving since 2022 (81.9%). The overall pay gap measured between the average salary of men and that of women, across all qualifications and countries combined, stands at 46.3%. This figure, which does not account for differences in the positions held or the weight of each country, primarily reflects structural imbalances in

the distribution of responsibilities between women and men on a global scale.

This represents a medium-term undertaking that we fully embrace, and which guides our proactive gender diversity policy in management (42.9% women in 2025) and among our executives

Human rights performance indicators

	2022	2023	2024	2025
Proportion of women in the workforce	45.90%	45.10%	46.70%	46.45%
Proportion of men in the workforce	54.10%	54.90%	53.30%	53.52%
Gender balance among management	40.1%	41.2%	42.5%	42.9%
Gender balance among directors	20.8% (W) 79.2% (M)	22.1% (W) 77.9% (M)	24.1% (W) 75.9% (M)	22.6% (W) 77.4% (M)
Percentage of employees with access to social benefits (health, retirement, life insurance, unemployment)	98.1%	99.6%	99.7%	99.7%
Percentage of employees having received "Discrimination and Harassment" training	90.0%	91.9%	79.6%	78.8%
Percentage of disabled employees	1.40%	1.60%	2.04%	2.25%
Ratio of women whose salary is higher than that of male employees by less than 10%*	81.90%	83.30%	84.80%	86.41%
Pay gap between men and women ⁽¹⁾ Calculation: (average male salary – average female salary) / average female salary.	N/A	N/A	N/A	46.3%
Highest salary relative to the median of all other salaries by country	N/A	5.50%	5.10%	4.94% ⁽²⁾
Breakdown of women/men by age, by country	N/A	31.57% of employees are between 18 and 35 years old (48% W / 52% M) 56.89% are over 35 years old (45% W : 55% M) 11.54% are over 55 years old (37% W / 63% M)	29.40% employees are between 18 and 35 years old (49.6% W / 50.4% M) 58.20% are over 35 years old (46.5% W / 53.5% M) 12.40% are over 55 years old (40.6% W / 59.4% M)	27.70% of employees are between 18 and 35 years old (49.4% W, 50.6% M) 48.30% are between 36 and 50 years old 24% are over 50 years old
Existence of family leave by country	N/A	95.7% of Group entities have implemented at least one type of family leave, i.e. in terms of employees covered: • Bereavement: 99.1%; • Parental leave: women 96.6% and men 90.4%; • Marriage: 88%; • child illness: 80.9%.	97.9% of Group entities have implemented at least one type of family leave, i.e., in % of employees covered: • Bereavement 99.9% • Parental leave: women 96.6% and men 87.6% • Marriage 80.1% • Childhood illness 72.6% • Caregiver leave 51.1%	97.9% of Group entities have implemented at least one type of family leave, i.e., in % of employees covered: • Bereavement: 99,9% • Parental leave: women 99.1% and men 90.1% • Paternity leave 90.1% • Marriage: 91.1% • Childhood illness: 85.5% • Caregiver leave: 47.1%

* This ratio consolidates positive gaps, meaning it also includes women by bracket and by country who have a higher average salary than men. It excludes employees on international assignment paid in a currency different from that of their home country.

(1) This calculation method does not weight the averages according to the number of women and men per country; it therefore assigns an identical weight to each country, regardless of its size.

(2) The total number of salaries differs from the Group's total headcount as of 31/12/2025, due to an extraction carried out in April, with no major impact on the result, since no significant salary increase campaign took place between December and April.

Ethics, the cornerstone of our activity

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Ethics is at the heart of our decisions: we continuously strengthen our culture of integrity to build lasting trust with our partners.

Valérie Mazeaud
Group Ethics, Governance and Compliance Director

Beyond our legal obligations, we act according to the principles of integrity and fairness expected by our customers, investors, and partners. Ceva's Ethics and Compliance Department relies on the “Ethics and Compliance” program, along with its associated policies and procedures.

Since 2021, the Compliance Committee, made up of local ethics and compliance representatives, has met every month. A network of “Compliance Sponsors” has also been established in each subsidiary and department of the Group.

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

Our Code of Ethics and Business Conduct and the associated procedures define the ethical obligations of every employee, particularly in the following areas:

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

Drafted in 2018, the Code of Ethics was updated starting in 2024 and continuing in 2025, to incorporate new legal obligations, modernize its presentation and enrich its content (social responsibility, practical scenarios). The updated Code will be communicated to employees in 2026.

At the same time, the Ceva Group's Ethics and Compliance Principles applicable to business partners were updated in 2025 to strengthen the principles applicable to third parties and incorporate new topics (responsible purchasing, conflicts of interest, etc.).

In accordance with international sanctions regulations and anti-corruption regulations, a verification process for any new export customer has been in place since 2022. Since 2025, subsidiaries exporting to non-at-risk countries have also been incorporated into this process.

2 / Raising awareness of ethics and compliance rules

Since 2022, Ceva has been rolling out an awareness campaign on its Ethics and Compliance program to all its employees, translated into 23 languages. In March 2025, a new training campaign was launched with the selection of three new modules, more interactive, more modern and shorter:

- The ABC of Corruption;
- Compliance basics;
- Prevention of Money Laundering.

Ceva trains its senior executives and the employees most exposed to compliance risk (Hay grade 16 and above). In 2025, new training courses were introduced to replace the previous ones. The target is set at 90% of employees trained.



Mapping, reporting and investigating to help mitigate risks

Based on our mapping of primary corruption and influence peddling risks at the Group level, action plans have been defined for the highest-risk activities and procedures. Our whistleblowing system allows for confidential and anonymous investigation of behaviour that violates our ethics and compliance rules.

Business ethics and performance indicators

	2022	2023	2024	2025
Percentage of assigned* employees having taken the "The ABCs of Anti-Bribery and Anti-Corruption" training module	74%	82%	85%	84%
Percentage of assigned employees having taken the "Prevention of Money Laundering and Funding Terrorism" training module	72%	81%	79%	83%
Percentage of assigned employees having taken the "Compliance Basics" training module	69%	77%	79%	80%
Percentage of employees having received "Compliance awareness campaign" training	70%	85%	87%	88%

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



Personal data

As part of its organization and activities, Ceva processes personal data, that of its employees, customers and partners. Our Group is committed to protecting the personal data it processes to guarantee respect for individuals' privacy.

1 / Protecting our stakeholders' personal data

The protection of the personal data of Ceva's stakeholders is ensured through the implementation of the following measures:

- Appointment of a Data Protection Officer (DPO) registered with the CNIL, coordinating compliance actions at the international level;
- Inclusion in the Code of Ethics and Good Conduct of obligations relating to data confidentiality and IT security;
- Publication of privacy policies on the corporate website and other Group websites;
- Internal procedures and guidelines accessible to all (data breaches, management of rights requests, etc.);
- Mandatory GDPR (General Data Protection Regulation) awareness training for every new employee upon arrival.

2 / Continuer notre mise en conformité avec le RGPD

As part of its ongoing commitment to GDPR compliance, Ceva continues:

- Tracking and recording of personal data processing activities;
- Updating existing procedures and guidelines;
- Strengthening the network of local DPOs and Privacy Champions;
- General or targeted awareness sessions for the Group's various departments.



Personal data performance indicators

	2023	2024	2025
Percentage of assigned employees who completed and validated GDPR training*	89% (RH pop.)	74%	74%

* A new unified training course was rolled out during 2024, replacing the previous categories (Europe/outside Europe, HR/non-HR). It is now assigned to all Group employees.



#OneHealth



COMBATING ANTIBIOTIC RESISTANCE

To avoid the risk of antibiotic resistance developing in both animals and humans, our Group complies with the recommendations of the World Health Organization (WHO) and the World Organisation for Animal Health (WOAH).

Based on the EMA-AMEG classification, Ceva does not develop any molecule classified as A ("Avoid"). Among our antibiotic sales, Category B ("Restrict") accounts for only 10.1% of sales, Category C ("Caution") approximately 53.8%, and Category D ("Prudence") 36.1%. As a result, first- and second-line molecules (Categories C and D) represent a large majority of Ceva's sales.

Ceva, global expertise in autogenous vaccines

Beyond the many vaccines available on the market, Ceva has established itself as a global leader in custom-made vaccines, also known as autogenous vaccines. This unique technology makes it possible to develop a vaccine tailored to a specific farm or herd, or even for so-called minor animal species (turkeys, ducks, guinea fowl, etc.), thereby helping to fill the gap in existing vaccine solutions. Autogenous vaccines play a key role in preserving species by helping to reduce antibiotic use and therefore the development of antimicrobial resistance.

The company has a network of campuses dedicated to manufacturing these autogenous vaccines (Germany, Canada, France, USA, United Kingdom), further strengthening Ceva's preventive strategy.

Technological innovation 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 claims tens of thousands of victims every year, mainly in Asia and Africa, where 40% of its victims are children under the age of 15.

More specifically, Ceva devotes investment, resources and effort to the worldwide supply of oral rabies vaccines. Indeed, Ceva offers this solution around the world:

- In Europe, with the traditional oral bait for foxes (foxes being the main hosts of rabies in Europe);
- In North America, with new baits for raccoons and skunks;
- Advanced-stage field validation of a new oral vaccine for dogs, authorized last September 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. By 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 are creating a shield that not only protects our companion animals but also stops the spread of the virus at its source.



OUR ACTION FOR ANIMAL HEALTH: OUR COMMITMENT TO THEIR WELFARE

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At Ceva, animal welfare is a foundational priority: it guides our practices and choices, with the constant goal of improving animals' lives and contributing to responsible global health.

Béatrice Besche

Group Clinical Methodology and Animal Welfare Manager

In 2018, Ceva included its commitment to animal welfare in research in its Code of Ethics and Business Conduct. Since 2022, Ceva has had a Ceva Charter on Animal Care and Welfare, regularly updated and applicable to all Group subsidiaries. A new Animal Welfare Policy, approved by the Executive Committee at the end of 2024, has been applicable since January 1, 2025. In 2025, this policy provided a common reference framework for all Group

activities involving animals, strengthening and structuring the commitments already upheld by the Charter.

At the end of 2025, the training on the application of the Charter was updated and extended to all R&D employees. In addition, training explaining the use of animals at Ceva was made available to all Group employees.

#OneHealth

Governance of our Group's commitment to animal welfare

Respect for animal welfare is represented at the Executive Committee by the Group Director of Corporate Affairs and Communication. In 2020, Ceva appointed regional animal welfare managers, responsible for continuously improving animals' living conditions and ensuring ethical reviews are properly conducted. These managers are part of the Group's

Animal Ethics and Welfare Committee, created the same year, which has met annually since 2021.

In 2025, the Animal Welfare Policy strengthened the existing governance framework and supported the Committee's work in reviewing projects and monitoring continuous improvement actions.

Limiting the use of laboratory animals

The vaccines and medicines that Ceva develops aim to protect and treat all animals. Developing these solutions requires studies involving laboratory animals, as required by regulations. Ceva strictly complies with the 3Rs rule - Replace, Reduce, Refine:

- **REPLACE:** use recognized alternative methods to animal testing where regulations permit;
- **REDUCE:** limit the number of animals used and the number of studies conducted;
- **REFINE:** continuously improve procedures involving animals and identify humane endpoints.

Ceva is a member of Health for Animals, Animal Health Europe and SIMV. In 2021, Ceva joined the Health for Animals 3Rs Task Force. In 2025, Ceva continued its active participation in the collective work carried out within international 3Rs Task Forces, contributing to scientific and regulatory exchanges aimed at promoting the use of alternative methods. Internal audits of sites housing animals are conducted every year. In accordance with the "Animal Welfare" audit program established in 2023, joint Quality Assurance and Animal Welfare audits have been carried out since 2024.



Animal welfare performance indicators

	2022	2023	2024	2025
Percentage of assigned employees having received training in the application of the Animal Welfare Policy	86%	93%	93%	95%
Percentage of Ceva sites audited on compliance with the Animal Welfare Policy*	N/A	N/A	N/A	89% (8/9)

* New indicator for 2025.



A well-documented quality policy and secure data

GUARANTEEING OUR CUSTOMERS THE QUALITY AND SAFETY OF OUR PRODUCTS

In 2025, a major change took place in the Group Quality Department, with the promotion of Alberto Duran to the position of VP Quality and Acceleration in October 2025. This promotion aims to strengthen synergies between Quality Assurance and the teams responsible for addressing industrial operational issues.



At Ceva, the Quality & Acceleration department is essential to ensuring consistency across our entire product value chain, enabling us to deliver value to our customers while complying with regulations.

Alberto Duran
VP Quality & Acceleration

An organization dedicated to quality

The Ceva Quality department has been organized since 2020 around the creation and ongoing coordination of various communities: Systems QA, QA Communities in commercial subsidiaries, research centres and manufacturing sites, as well as a community of Quality auditors. Ceva's Quality Department continues to roll out its Quality strategy through the implementation of global processes

that apply to the Group's various departments and entities. In addition, Ceva's management is convinced that Artificial Intelligence will become a lever for competitiveness and Quality improvement. Accordingly, a computerized system based on Artificial Intelligence has been implemented at the French sites to help investigate deviations.

To guarantee the quality and safety of manufactured products, Ceva has designed a 5-level pyramidal documentation structure, defining the Group's requirements, how to implement them, and the recording processes needed to ensure a high level of traceability.

On average every three years, our sites are inspected by the supervisory authorities. The digitalization of a growing number of processes allows teams to work ever more efficiently.

In 2025, our Group continued to measure the performance of our processes using quality monitoring indicators, now extended to the Research and Development departments and autogenous vaccine sites.



The safety of our products

Ceva's pharmacovigilance department monitors the safety and efficacy of our products once they are on the market. 100% of our products, whether subject to pharmaceutical registration, are monitored by the Group's pharmacovigilance system.

Product quality performance indicators

	2021	2022	2023	2024	2025
Percentage of batch recall events compared to total number of batches manufactured*	0.03%	0.01%	0.02%	0.03%	0.01%

* 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.



#OnePlanet



REDUCING OUR ENVIRONMENTAL FOOTPRINT

The Corporate Affairs & Communication, EHS and Engineering departments jointly steer the Group's environmental strategy and ensure its operational implementation at sites. Environmental issues are fully integrated into the EHS policy, through a roadmap structured around several priority areas.

In 2025, effort was devoted to controlling energy and water consumption, continuing the roll-out of our environmental strategy. EHS and CO₂ impact requirements are in place for new projects. Consumption targets are set for sites, particularly for electricity and heat sources.

Limiting our greenhouse gas emissions

Each year, we carry out a carbon footprint assessment covering scopes 1, 2 and 3 in accordance with the "GHG Protocol" methodology. In 2025, the Group continued to roll out its CO₂ strategy to achieve its target of reducing scope 1 and 2 emissions by at least 30% by 2030, compared with 2023.

The scope 1 & 2 strategy is built around four pillars:

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

In 2025, several concrete actions were continued: energy optimization work on industrial water production systems in Guelph, Canada, and air treatment equipment in Libourne, France; solar panel projects at the Porto Empedocle site, Italy, and at the new Pulse headquarters in Libourne, France. Renewable electricity purchases were made for several sites in Hungary, the United States and China. In France, biomethane supply was also introduced at three sites, amounting to 2,672 MWh.

Regarding scope 3, work was carried out with certain Global External Manufacturing suppliers to obtain emission factors dedicated to products manufactured for Ceva.

Reducing our waste and water consumption

Ceva is working to reduce the generation of its hazardous and non-hazardous waste. Waste and water roadmaps through 2030 are currently being structured.

In 2025, several water-related projects were rolled out, notably in Beijing, China, Libourne and Montpon-Ménestérol, France, and Guelph, Canada: rainwater harvesting, optimization of certain production processes, and reduction of drinking water use for certain industrial purposes.

Environmental performance indicators

	2022	2023	2024	2025
Electricity consumed (MWh)	95,734	100,474	108,319	108,057
Stationary sources of fossil fuel combustion (MWh)	71,787	87,246	97,956	110,671
External steam consumed (MWh)	34,403	19,031	20,494	10,287
Biomass (MWh)	23,844	25,414	19,342	27,659
Water consumption (m³)	658,566	748,956	780,463	761,305
Hazardous and non-hazardous waste generated (t)	8,599	10,166	7,704	7,311
CO ₂ emissions (scope 1 and scope 2 - location-based) (t CO ₂ eq.)	55,746	58,101	58,746	57,509
CO ₂ emissions (scope 1 and scope 2 - market-based) (t CO ₂ eq.)	N/A	N/A	56,577	44,965
CO ₂ emissions (scope 3) - Purchases of goods and services (t CO ₂ eq.)	113,129	84,430	140,636	118,408
CO ₂ emissions (scope 3) - Other calculated categories (t CO ₂ eq.)	81,808	103,756	80,019	78,231
Percentage of waste recycled	N/A	17%	24%	30%
Percentage of waste buried	N/A	17%	24%	23%
Percentage of waste incinerated	N/A	36%	49%	43%
Percentage of waste disposed by other means	N/A	30%	3%	4%
Water consumption intensity (m³/€M)	N/A	445	442	396
CO ₂ intensity (t CO ₂ / M€)	N/A	152	157	126
Energy intensity (MWh/€M)	N/A	NA	NA	134

The scope of these indicators covers 100% of production sites and R&D sites. The commissioning of the new headquarters during the year adds to the existing scope.

For Scope 3, data relating to Global External Manufacturing for 2023 and 2024 have been revised to consider the update of the 2025 monetary emission factors. This revision resulted in a decrease in Scope 3 emissions, directly linked to the application of these updated monetary emission factors. It consequently has an impact on the Group's CO₂ intensity.

To keep improving, relying on environmental audits

Ceva relies on an environmental audit program conducted by an independent expert, continued in 2025 with seven sites audited. It helps identify the main environmental risks and define appropriate corrective measures, covering notably environmental management, air emissions, waste management, storage of hazardous products, and ozone-depleting substances.



CEVA IS ALSO COMMITTED TO...

Preserving biodiversity

Alongside globally recognized organizations such as the CNRS, INRAE and the "Fondation du Patrimoine", Ceva has been actively involved for many years in initiatives aimed at preserving biodiversity.

The **Ceva Wildlife Research Fund** (Ceva WRF) is an endowment fund dedicated to financing research projects aimed at protecting the health of wildlife, built around three main missions: preserving biodiversity, combating zoonoses, and preserving the interactions between wild animals, farm animals and humans.

In 2025, the Ceva Wildlife Research Fund strengthened its commitment to wildlife preservation by supporting four new applied research projects around the world. These new initiatives bring the total number of projects supported by the fund in favour of wildlife health to around fifteen.



In Cameroon, the Tikky Hywood Foundation works on the rehabilitation of white-bellied and black-bellied pangolins. As part of this initiative, Ceva WRF supports the establishment of blood reference values from healthy animals rescued during operations against poaching and illegal trafficking. This project aims to improve disease diagnosis, veterinary monitoring and rehabilitation protocols, thereby increasing the chances of reintroducing individuals into their natural habitat. In Tasmania, Tasmanian devil populations have fallen by nearly 70% in twenty years, notably due to Devil Facial Tumour Disease (DFTD), a contagious cancer that threatens the survival of this iconic species. To combat this decline, Ceva WRF supports the University of Tasmania in developing an innovative anti-tumour vaccine. The project relies on an innovative oral bait vaccination strategy, deployed through automated dispensers equipped with artificial intelligence-based facial recognition technology. This approach makes it possible to identify animals individually, optimize vaccine administration in the wild, and increase the effectiveness of conservation efforts in the field.

Faced with the growing threat of avian influenza, Ceva WRF is also supporting two research programs aimed at strengthening the protection of wild birds housed in zoological parks. In Singapore, where no case of avian influenza has yet been recorded, the endowment fund is supporting a preventive study in partnership with the National Parks Board and Mandai Wildlife Group to assess the efficacy and safety of a new vaccine on several species particularly susceptible to the disease. In France, six zoological parks, in partnership with the "Association Française des Parcs Zoologiques" and Ceva WRF, are taking part in a vaccination campaign combined with a scientific program involving around twenty species, including penguins, birds of prey and ostriches. This work aims to generate scientific data to develop sustainable prevention strategies suited to the health challenges facing wild bird populations in captivity.



Agrobiodiversity

At the national level, the Animal Agrobiodiversity Award, created with the "Fondation du Patrimoine", aims to preserve French livestock breeds threatened with extinction and to reward the commitment of farmers and associations working to safeguard them, under the high patronage of the Ministry of Agriculture and Food Sovereignty of France; Ceva continues to support animal genetic diversity.

In 2025, Ceva Animal Health and the "Fondation du Patrimoine" chose World Endangered Species Day to present, for the thirteenth consecutive year, the French National Animal Agrobiodiversity Award. The award recognized three winners for the quality of their living heritage preservation projects: two associations and a project led by four farmers were

rewarded for their contribution to safeguarding the Kriaxera duck (Basque Country), the Cotentin, Avranchin and Roussin de la Hague sheep breeds (Normandy), and the Nantaise cow (Loire-Atlantique).

In total, more than €300,000 has been awarded to 40 winners since the award was created. Despite the Fondation du Patrimoine's decision to bring this award ceremony, which we co-founded in 2012, to an end, Ceva's actions in favour of preserving animal biodiversity continue in other forms, in order to keep supporting and promoting the stakeholders working for this diversity and for the sustainability of livestock farming in our regions.



Responsible purchasing



All our purchasing decisions reflect Ceva's values: we favour 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 on numerous suppliers around the world to purchase certain raw materials and packaging, services for its industrial and commercial activities, and for its R&D and marketing departments. The Purchasing Department, made up of around thirty people, leads this strategy at Group level.

Since 2022, the Purchasing Department has strengthened its Responsible Purchasing approach and introduced a common approach for all buyers across the main hubs (France, Hungary, the USA and Brazil), representing 73% of the Group's spending.

1 / Monitoring respect for human rights across the entire value chain

Across its entire value chain, Ceva pays close attention to compliance with the fundamental principles set out in the United Nations Universal Declaration of Human Rights and ILO conventions. Ceva firmly condemns modern slavery, forced labour, child labour and any form of discrimination in employment.

In 2023, a set of criteria covering compliance with labour law was introduced into the tender processes, including eliminatory questions on forced labour, child labour and discrimination in employment.

2 / Building responsible and supportive relationships with our suppliers

In September 2022, Ceva reaffirmed its commitment by signing the "Responsible Supplier Relations and Purchasing Charter". In 2023, awareness-raising sessions on environmental issues were held for buyers, and CSR rating grids were incorporated into tender processes. In 2025, Ceva continued this work to identify ways of optimizing the CO₂ emissions of its value chain.

3 / Securing the continuity of supply of our components

Ceva's overall strategy is based on a risk assessment of its supply chain, covering the Group's 25 most strategic products. Since 2021, the Group's strategy has made it possible to avoid any supply shortage.

4 / Getting involved in the local economic fabric

To contribute to the development of local economies, Ceva sources its purchases as close as possible to its consumption sites ("geo-purchasing"). During tender processes, national suppliers are given preference where costs are equal.



Responsible purchasing performance indicators

Géo-purchasing

Primary Ceva platforms	Percentage of domestic purchases 2023	Percentage of domestic purchases 2024	Percentage of domestic purchases 2025
France	62% of French platform purchases were made in France	63% of French platform purchases were made in France	62% 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	90% 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	75% of Hungarian platform purchases were made in Hungary

Training

	2022	2023	2024	2025
Percentage of assigned employees having received training in the "Responsible supplier relations" charter	85%	87%	89%	84%

METHODOLOGICAL NOTE

This section describes the calculation methods and scopes used for the indicators presented in the 2025 Extra-Financial Report.

Reporting Scope

The reporting scope covers all of the Group's campuses, industrial sites and commercial subsidiaries. This list does not include all of the commercial subsidiaries present in more than 40 countries.

1. One Ceva

1.1. Skills Development

Employee resignation rate: number of resignations under permanent contracts in 2025 / permanent headcount under permanent contracts as of December 31, 2025. Employees of companies acquired during the year are excluded.

Percentage of performance reviews completed: a review is considered completed when it has been signed off by the manager in PeopleCloud. Employees of acquired companies, new hires in 2025, and employees with less than 1 month of seniority as of 31/12/2025 are excluded.

Percentage of employees who received at least one training course during the year: calculated on the basis of all of the Group's permanent headcount. Employees of companies acquired during the year are excluded.

1.2. Social Dialogue

Employee coverage rate: number of employees belonging to entities that have established employee representation or that benefit from a collective bargaining agreement, divided by total headcount.

1.3 Health and Safety

Lost-time injury frequency rate (TF1): number of accidents resulting in at least one day of work stoppage per million hours worked, for permanent and temporary employees.

Severity rate (TG): number of days of work stoppage following a workplace accident per thousand hours worked.

Frequency rate of accidents with and without lost time (TF2): number of accidents requiring professional medical care per million hours worked.

Dangerous situation: any situation observed on site, reported by an employee, that could potentially lead to an incident or accident.

For the 2025 closure rate, data entered in 2024 is combined with 2025 data.

1.4. Human Rights

Ratio of women whose salary is less than 10% higher than that of men: calculated using the Hay classification method, by country and by category.

Percentage of employees with disabilities: number of employees who have declared a disability to local management, in accordance with local legislation. Employees of the Hungarian subsidiary, which is not legally authorized to collect this data, are excluded.

1.5. Business Ethics

The training completion percentages for the modules The ABCs of Anti-Bribery and Anti-Corruption, Prevention of Money Laundering and Funding Terrorism, and Compliance Basics relate to employees at Hay grade 16 and above. The training is assigned every three years. An employee is considered trained when the training has been validated (module viewed in full and knowledge test passed).

1.5. Personal Data

Percentage of assigned employees who completed the GDPR training: calculated on all active permanent employees of the Group as of December 31, 2025. Non-permanent contracts are excluded.

2. One Health

2.1. Animal Welfare

Percentage of assigned employees who completed the training on the application of the Animal Welfare Policy: concerns employees in direct or indirect contact with animals, identified through Innovation & Development managers, Welfare Officers and franchise directors. Non-permanent contracts are excluded.

Percentage of sites audited (8 sites) relative to the number of sites due to be audited in 2025 in accordance with the audit program (9 sites).

2.2. Product Quality

Percentage of batch recalls: number of recalls occurring during the year divided by the total number of batches manufactured during that same year, multiplied by 100. The scope covers the campuses and industrial sites under the responsibility of the GMSQ department and products manufactured by its subcontractors, representing 80% of the Group's sales.

3. One Planet

3.1. Environment - Methodology

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

Scope 1: stationary combustion sources (natural gas, LPG, propane, heating oil, diesel, wood), mobile combustion (commercial fleet, service vehicles), refrigerant fluid leaks.

Scope 2: electricity and steam consumption from the external grid. Results are calculated using two methods (location-based and market-based). Guarantees of origin were purchased in Hungary, the United States and China.

Scope 3 - purchases: purchases of raw materials, production consumables, non-production purchases and services. Physical approach for direct purchases, financial approach for indirect purchases and subcontracting. As part of the work on the 2025 Extra-Financial Performance Report, scope 3 data relating to Global External Manufacturing for 2023 and 2024 were revised to take into account the update of the 2025 emission factors. For fiscal year 2025, certain purchases are excluded from the GHG emissions calculation due to the lack of categorization to date, as part of a reliability improvement effort under way. This exclusion applies solely to uncategorized indirect purchases, representing 22% of indirect purchasing expenditure. Uncategorized direct purchases, meanwhile, were estimated and included in the calculation. No further exclusions have been identified within the Global External Manufacturing scope.

Scope 3 - other: capital goods, fuel- and energy-related activities (not included in combustion), upstream transportation, business travel, waste generated in operations, upstream leased assets.

The calculation scope for scopes 1 and 2 covers 100% of production and R&D sites. For business travel, the scope covers the countries with the largest commercial fleets (approximately 95% of the fleet).

Energy intensity: energy intensity is calculated by dividing the Group's total energy consumption, expressed in MWh, by the fiscal year's revenue in €M.

Carbon intensity: carbon intensity is calculated by dividing the Group's total GHG emissions (Scope 1, 2 and 3), expressed in tCO₂e, by the fiscal year's revenue in €M.

3.2. Responsible Purchasing

Percentage of national purchases: calculated from January 1, 2025 to December 31, 2025 in the main purchasing countries (France, the United States and Hungary), representing 73% of the Group's purchases. All transactions not falling within the scope of purchasing are excluded, namely sales, deposits, taxes, fees and invoices related to sponsorship.

Percentage of buyers trained on the Charter: employees attached to the "Purchasing" function, whether they belong to the Purchasing Department or perform a purchasing role in subsidiaries, as well as employees of the GEM department. Non-permanent contracts are excluded.

This is a free translation into English of the Independent assurance practitioner's report on the verification of information presented in the voluntary non-financial report for the year ended December 31, 2025, issued in French 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.



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Ceva Santé Animale

Year ended December 31, 2025

Independent limited assurance report of the independent assurance practitioner on the verification of information presented in the voluntary non-financial report for the year ended December 31, 2025

To the General Assembly,

In our capacity as independent assurance practitioner, we have performed work to express a limited assurance conclusion on a selection of ESG information voluntarily prepared by Ceva Animal Health (hereinafter the "Entity"), with regards to the Entity's procedures (hereinafter the "Criteria") for the year ended December 31, 2025 (hereinafter the "Information"), listed in Appendix 1 and presented in the document attached to this report (hereinafter the "Voluntary Non-Financial Report").

Our assurance does not extend to information in respect of earlier periods, or to any information presented in the Voluntary Non-Financial Report not included in the Information and accordingly, we do not express a conclusion on such information.

Limited Assurance Conclusion

Based on the procedures we have performed as described under the "Nature and scope of procedures" section and the evidence we have obtained, nothing has come to our attention that cause us to believe that the Information is not prepared, in all material respects, in accordance with the Criteria.

Preparation of the information

In the absence of a commonly-used generally accepted reporting framework or established practices on which to rely when assessing and measuring the Information, different but acceptable measurement techniques may be used, which may affect comparability with those of other entities and over time.

Consequently, the Information should be read and understood with reference to the Criteria, available upon request at the Entity's headquarters, the key elements of which are presented in the Voluntary Non-Financial Report.

Inherent Limitations in preparing the Information

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

Ceva Santé Animale

Year ended December 31, 2025

Independent limited assurance report of the independent assurance practitioner on the verification of information presented in the voluntary non-financial report for the year ended December 31, 2025

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S.A.S. à capital variable
817 723 687 R.C.S. Nanterre
Société de Commissaires aux Comptes
Société d'expertise comptable inscrite au Tableau
de l'Ordre de la Région Auvergne-Rhône-Alpes

Siège social : 1-2, place des Saisons - 92400 Courbevoie - Paris-La Défense 1



Responsibility of the Entity

The Information has been prepared under the responsibility of Management, who is responsible for:

- selecting or establishing appropriate criteria for preparing the Information.
- Preparing the Information in accordance with the Criteria;
- designing, implementing and maintaining internal control relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

Responsibility of the independent assurance practitioner

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Information is prepared, in all material respects, in accordance with the Criteria and is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained;
- reporting our conclusion to the Entity's Management.

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.

Professional standard applied

The procedures described below were performed in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB).

This engagement does not constitute an audit or a review of financial statements. Nor does it constitute a certification engagement in accordance with the guidelines issued by the *Haute Autorité de l'Audit* (H2A).

Independence and quality management

Our independence is defined by the International Code of Ethics for Professional Accountants (including Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA). This Code is based on compliance with the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional behavior.

In addition, we apply International Standard on Quality Management 1 which requires that we design, implement and operate a system of quality management including policies and procedures regarding compliance with applicable ethical requirements, professional guidance and applicable legal and regulatory requirements.



Nature and Scope of procedures

We planned and performed our procedures, described below, taking into consideration the risk of material misstatement in the Information. As part of our limited assurance engagement and based on our professional judgment, we performed the following procedures in particular:

- obtaining an understanding of the Entity and its environment, including the aspects of internal control relevant to the preparation of the Information, noting that our work was not intended to express a conclusion on internal control;
- assessing the appropriateness of the Criteria in terms of relevance, completeness, reliability, neutrality and understandability, taking into consideration, where appropriate, industry good practices;
- obtaining an understanding of the internal control procedures implemented by the Entity to ensure compliance of the Information with the Criteria;
- assessing whether the methods used by the Entity to prepare the Information are appropriate with respect to the Criteria and evaluating the relevance of changes in methods and assumptions;
- controlling that the Information has been prepared for the reporting scope defined in the Criteria;
- selecting, on the basis of our professional judgment, the information that we considered the most significant, for which we:
 - performed analytical procedures to assess consistency in trends and, where appropriate, requested explanations from management regarding unusual items identified;
 - performed tests of details, based on sampling or other selection methods, in order to assess the application of calculation methods and assumptions described in the Criteria and reconciling underlying data to supporting documentation;
 - obtained an understanding of the assumptions, the calculation methods and the data used for estimates through interviews with Management. We assessed the appropriateness and application of those methods, assumptions and data;
- assessing the overall consistency of the Information with our knowledge of the Entity.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion.

The procedures performed in a limited assurance engagement are less extensive than those required for a reasonable assurance engagement conducted under ISAE 3000 (Revised); a higher level of assurance would have required more extensive verification procedures.



Restrictions on Distribution and Use

This report has been prepared solely for your attention and should not be used, distributed or quoted for any other purpose. We do not accept or assume any responsibility to any third party to whom this report may be distributed or into whose hands it may come.

Paris-La Défense, the 8 July 2026

French original signed by: Xavier Guillas

Independent assurance practitioner
EY & Associés



Appendix 1 : The most important information

Social information	
Quantitative Information (including key performance indicators)	Qualitative Information (actions or results)
• Lost-time injury frequency rate (TF1) • Total injury frequency rate (TF2) • Severity rate (TG) • Number of hazardous situations opened per employee per year • Hazardous situation closure rate • Number of fatal accidents • Total workforce at December 31 • Employee turnover rate (resignations) • Percentage of employees receiving training during the year • Percentage of performance reviews completed	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 consumption (MWh) • Fossil fuel consumption from stationary combustion sources (MWh) • Water consumption (m³) • External steam consumption (MWh) • Scope 1 and Scope 2 market-based CO₂ emissions (tCO₂e) • Scope 1 and Scope 2 location-based CO₂ emissions (tCO₂e) • Scope 3 - Purchased goods and services (tCO₂e) • Total waste generated (tons) • Hazardous waste generated (tons) • Non-hazardous waste generated (tons) • Percentage of waste recycled • Percentage of waste landfilled • Percentage of waste incinerated • Percentage of other waste treatment methods • 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)
• Gender pay gap • Female workforce ratio • Male workforce ratio • Share of women in total workforce • Share of women among managers • Share of women among executives • Percentage of employees covered by health, retirement, life insurance and unemployment benefits • Percentage of employees trained on anti-discrimination and anti-harassment modules • Number of employees with disabilities / total employees	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.

• Highest salary compared with median salary by country • Percentage of employees covered by employee representatives, labor unions or collective bargaining agreements • Gender and age distribution by country • Existence of family leave by country • Percentage of assigned employees trained on the ABC of Corruption module • Percentage of assigned employees trained on Prevention of Money Laundering • Percentage of assigned employees trained on Compliance Basics • Percentage of assigned employees trained through the Compliance Awareness Campaign • Percentage of assigned employees completing and passing GDPR training • Percentage of assigned employees trained on the Animal Welfare Charter • Percentage of Ceva sites audited for compliance with the Animal Welfare Policy • Percentage of product recalls relative to total products sold • Percentage of purchases made in France by the French platform • Percentage of purchases made in the United States by the U.S. platform • Percentage of purchases made in Hungary by the Hungarian platform • Percentage of assigned employees trained on the Responsible Supplier Relations Charter	Actions aimed at ensuring product quality and safety. Actions aimed at protecting personal data and GDPR compliance.en conformité RGPD.
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Together, beyond animal health

