CORPORATE **SUSTAINABILITY POLICY**



Introduction

At **Ceva Santé Animale (Ceva)**, we are convinced that animal health, human health and the balance of ecosystems are all intimately linked and must be approached holistically. We are therefore committed to **protecting animal health in order to better preserve human health and ecosystem balance.**

It is because we are convinced that all these areas are interconnected that we focus on developing **innovative solutions** to address global health issues, improve animal welfare, preserve biodiversity - primarily animal biodiversity - and work to limit our environmental impact.

Version #1, approved on June 18, 2025, for immediate application



Our vision and commitments
for more sustainable animal health

As a global player and a leader in France in the sector, our responsibility goes beyond simply providing solutions in veterinary medicine. **In light of today's great health, environmental and societal challenges, we have a key role to play in actively contributing to their resolution and in building a more resilient and sustainable business.** That is why we are committed to sustainable innovation, reducing our environmental impact, and improving animal and human well-being.

Our sustainability policy is part of our Purpose, which is as follows:

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

This sustainability policy defines our vision and commitments for:

- Integrating the principles of our purpose into all our activities.
- Strengthening our social and environmental responsibility in a process of continuous improvement.
- Reducing our carbon footprint by optimizing our energy consumption and our supply and logistics chain.
- Developing a working environment that is healthy, safe, free of discrimination, and characterized by learning and fulfillment.
- Ensuring responsible governance based on ethics, integrity and compliance. Collaborating with our stakeholders, including customers, suppliers, health authorities and other partners, to build a more sustainable future for all.

Our sustainability actions are both internal, in our operations themselves, and external, mobilizing our ecosystem of partners to encourage responsible practices and promote a global approach to sustainability that goes beyond animal health.

This policy is based on and incorporates all the policies already adopted by the Group in terms of ethics and compliance, corporate social responsibility, animal welfare and responsible purchasing available at

https://www.ceva.com/fr/a-propos-de-ceva



The pillars
of our sustainability policy

Our sustainability policy is based on our Purpose. It is organized around its 3 pillars, which are: One Ceva, One Health and One Planet. The governance of this policy is consistent with our corporate governance.

#OneCeva #OneHealth #OnePlanet

#OneCeva



1. Social responsibility and employee engagement

As part of the One Ceva pillar of our Purpose, we affirm our desire to offer an inclusive, healthy, safe and stimulating work environment for our employees, while actively contributing to the development of the communities in which we pursue our operations. Our commitments are based on five main areas of action, explained in the Ceva Group's Corporate Social Responsibility Policy, in which we affirm our desire for sustainable progress:

- **Inclusion and equal opportunity:** we promote equal pay for equal work among women and men, cultural diversity and the inclusion of persons with disabilities, upholding the principles of non-discrimination and fairness at every stage of our employees' professional journeys.
- **Workplace health, safety and well-being:** we take a proactive approach to ensuring a healthy and safe working environment, providing psychosocial risk prevention and support for the mental well-being of employees.
- **Skills development:** we invest in continuing training to enable our employees to acquire new skills and advance within the company. Our programs include personalized training courses, access to professional certifications and internal mobility opportunities, which allow each employee to develop and fully contribute to the Group's ambitions.
- **Social dialogue and employee engagement:** We promote a culture of dialogue by encouraging active participation among employees, notably with the "We Share" program, internal surveys, and structured and open social dialogue. We maintain constructive relationships with unions, works councils and staff representatives, in order to guarantee transparent, participatory governance aligned with our teams' expectations.
- **Support for local communities:** We are committed to making a positive impact in the areas where we operate, by supporting local initiatives in the fields of the human-animal bond, the environment, economic development, and sports, in close collaboration with local stakeholders.

#OneHealth



2. Innovation and animal welfare in the service of a unified approach to health

The One Health approach is based on the concept of the interdependence of human, animal and environmental health. In this perspective, Ceva is committed to developing innovative solutions to promote a preventive and sustainable approach to animal health, while also contributing to public health and food safety.

Our commitments focus on five areas:

Developing preventive solutions

Disease prevention is central to our strategy to limit the spread of animal diseases, combat antibiotic resistance and improve animal welfare.

We are committed in particular to:

- Investing a substantial portion of our turnover in researching and developing preventive health solutions.
- Developing new generation vaccines that are more effective, more adaptable and faster to develop, and that can effectively combat infectious diseases affecting livestock.
- Implementing epidemiological surveillance programs in collaboration with our partners to anticipate and control the emergence of new pathologies.

Fighting emerging and zoonotic diseases

In the face of the growing risks of disease transmission between animals and humans, **we are committed to:**

- Developing vaccines to combat zoonotic diseases.
- Supporting veterinary capacity building in risk areas in order to promote early detection and rapid response in the event of a health crisis

Improving animal welfare and quality of veterinary care

Respect for animal welfare is a fundamental pillar of our sustainability policy.

We are committed to:

- Developing veterinary treatments and protocols that help improve the care of both livestock and companion animals and minimize their suffering.
- Implementing European animal welfare standards in all our operations, in line with our Group Animal Welfare Policy.
- Training veterinarians, farmers and stakeholders in best practices for animal care, handling and stress management.

Promoting the human-animal bond

We recognize the fundamental importance of the human-animal bond for the well-being and health of both humans and animals. In this context, **Ceva is committed to:**

- Raising awareness of the importance of positive interactions between humans and animals by highlighting their contribution to emotional balance, mental and physical health.
- Providing support to professionals and owners for the promotion of responsible practices in the management of companion animals and livestock.
- Developing animal mediation and assistance programs in partnership with non-profits and researchers (e.g. EHPANIMAL and HANDI'CHIENS). These programs help promote social inclusion, emotional well-being and the maintenance of the humananimal bond at all stages of life.

Promoting the benefits of animal protein for human health

Aware as we are that a balanced diet requires an intake of high-quality proteins, essential for human development, **we are committed to:**

- Improving the accessibility and quality of animal protein, particularly in regions where malnutrition is a major issue.
- Encouraging research and awareness regarding the links between animal proteins, nutritional quality and public health, as part of an approach focused on prevention and the promotion of global health.

#OnePlanet



3. Reducing our environmental impact

As a global player in animal health, we recognize our responsibility in preserving natural resources, fighting climate change and protecting biodiversity. As such, we are committed to sustainably reducing our environmental footprint by integrating responsible practices into all our operations and aligning our strategy with international climate objectives.

Our commitments are structured in particular around the following focuses:

Preserving animal biodiversity and ecosystem health

Animal and ecosystem biodiversity are essential to the balance of global health.

We are committed to:

- Protecting wildlife by supporting research, particularly through the Ceva Wildlife Research Fund.
- Developing adapted veterinary solutions for so-called "minor" species, in order to help preserve genetic diversity.
- Promoting initiatives to safeguard domestic breeds threatened with extinction.
- Encouraging veterinary practices that do not harm ecosystems, by limiting the impact of drug residues on the environment.

Reducing greenhouse gas emissions

In light of the climate emergency, we are shaping our carbon strategy to align with international climate agreements.

We are committed to:

- Decarbonizing our operations, while continuing our growth trajectory, improving the efficiency of our industrial processes and promoting the use of low-carbon energies.
- Reducing our supply chain's carbon footprint by adopting more sustainable modes of transport to optimize our distribution flows.
- Developing products and services with low environmental impact to support our customers in their own transitions.

Optimizing resource consumption

Moderating our use of natural resources is key to reducing our environmental impact.

We are committed to:

- Continuously improving energy performance at our production sites.
- Optimizing industrial water consumption by adopting energy-saving practices and developing recycling and reuse solutions.
- Integrating energy- and water-efficient technologies into the design of our new infrastructure and processes, in order to enshrine sustainability at the heart of our operations.

Promoting circular economy and sustainable waste management

We integrate the principles of circular economy right from the earliest phases of our value chain.

We are committed to:

- Developing products and packaging that are eco-designed from the R&D phase onward, minimizing their environmental impact and ensuring regulatory and product safety compliance.
- Reducing the volume and impact of packaging by optimizing formats and prioritizing the use of recyclable or reusable materials.
- Sorting, treating and recovering our industrial and pharmaceutical waste locally whenever possible.

Protecting natural environments and preventing pollution

Environmental health involves preserving the environments in which we operate.

We are committed to:

- Reducing environmental impact at our facilities by limiting our emissions and the pollution of air, water and soil.
- Integrating environmental management into all of our operations, in accordance with industry best practices.
- Raising awareness among our teams and partners about preserving natural resources and reducing pollution.



4. An ethical and resilient company

Ceva's growth is based on integrity, transparency, compliance and organizational resilience. As a global player, we take care to ensure that all our decisions and actions reflect the ethical principles defined in our **Code of Ethics and Good Conduct** and are fully aligned with the commitments of our **corporate social responsibility policy.**

We are committed to:

Promoting a culture of ethics and compliance

- Ensuring adherence to and compliance with the Code of Ethics by all employees and partners, **through regular and accessible training activities.**
- Ensuring the effective implementation of policies to combat corruption, fraud, money laundering and conflicts of interest.
- Maintaining a reliable, anonymous and secure reporting system to prevent and address any instances of unethical conduct or non-compliance.

Ensuring responsible governance practices

- Integrating sustainability concerns into corporate strategy and decision-making processes at all levels.
- Maintaining a governance approach based on **responsibility, ethics and respect for our employees and stakeholders.**
- Strengthening our ability to **anticipate risks, adapt to crises and ensure business continuity.**

Working to uphold human rights and prevent all forms of discrimination

- Enforcing fundamental labor rights, including freedom of association, the prohibition of forced and child labor, and equal treatment.
- Strictly enforcing our **Discrimination and Harassment Policy** to provide a respectful, safe and fair work environment.
- Encouraging diversity, inclusion and equal opportunity at all levels of the organization.

Developing a resilient and agile business

- Investing in skills development and managerial innovation to strengthen our organizational agility.
- Deploying risk management, cybersecurity and business continuity tools adapted to a constantly changing environment.
- Supporting the sustainable transformation of our economic model by aligning performance, innovation and societal impact.



Scope of application

This sustainability policy applies to all Ceva Group entities at all sites and in all geographical areas where the company is physically present.

It constitutes a common frame of reference for all of the Group's employees. Its implementation will be progressive and contextualized, in a manner specifically tailored to the various organizational fields (positions, business divisions, operational units) in order to take into account the diversity of activities, local issues and maturity levels. This approach is based on adapted roadmaps, integrating objectives, action plans and monitoring indicators, as part of an approach emphasizing continuous improvement and collective mobilization.

Ceva expects its suppliers, subcontractors and other business partners to share its commitments to integrity, compliance with the law and ethics, as well as all of its environmental and social responsibility commitments.



Governance

In order to enshrine sustainability at the heart of our strategy, we have implemented a structured governance approach guaranteeing the consistency and effectiveness of our actions at all levels of the company.

The sustainability portfolio is overseen at the highest level of the company by the **Director of Corporate Affairs and Communication**, who is a member of the **Executive Committee** (Comex). He/she will handle its strategic management, with the support of the **Global Sustainability Manager**, in order to ensure that sustainability concerns are properly integrated into all of the Group's activities.

This governance is provided by several key bodies:

Group Executive Committee

The Executive Committee approves the sustainability policy, determines its main strategic orientations, and is periodically informed of the advancement of its implementation and the progress made.

Cross-functional Working Group on Sustainability

Composed of representatives from various key divisions (R&D, Purchasing, Production, Distribution, Quality, HR, Ethics and Compliance, etc.), this group is tasked with:

- **Raising awareness** among the teams of the importance of integrating sustainability into their daily practices.
- **Deploying** the sustainability policy at the various entities and departments.
- **Coordinating** the implementation of local roadmaps.
- **Ensuring** consistency with Ceva's overall strategy.
- **Collecting** the data needed for reporting (Policies, KPIs, initiatives, action plans).

Ethics and Animal Welfare Committee

This multidisciplinary committee oversees Ceva's commitments to ethics, animal welfare and social responsibility. In particular it is responsible for:

- Defining and updating the company's animal welfare policy.
- Ensuring consistency and compliance of practices with internal and international standards.
- Ensuring that animal welfare is integrated into all operations and decisions regarding the use of animals in our operations.
- Managing ethics alert mechanisms, analyzing reports and recommending corrective actions.
- Monitoring key performance indicators (KPIs) related to animal welfare.

Ethics & Compliance Committee

This committee brings together the Ethics & Compliance Director, the Ethics & Compliance lawyer and the regional Compliance Managers (also legal managers). It meets monthly in order to:

- Oversee the deployment of the Ethics & Compliance Program.
- Identify and address difficulties or questions encountered in the field.

Thanks to these measures, Ceva ensures a collective effort, continuous improvement of its practices, and an enhanced ability to anticipate and respond to sustainability challenges both now and in the future.



Reporting
and transparency

We believe transparency is an essential driver of the credibility and effectiveness of our sustainability policy. We are therefore committed to regular reporting on our progress and impacts.

Our reporting commitments include:

- **The annual publication** of a consolidated sustainability report, aligned with European standards (NFRD, then CSRD), covering our progress, our key performance indicators (KPIs), the risks and opportunities we face, and our areas for improvement.
- **Monitoring of local and functional roadmaps**, with measurable and verifiable indicators, collected from entities and consolidated at the Group level.
- **Regular dialogue with our stakeholders** (customers, suppliers, partners, sector organizations, institutions, employees) in order to better meet their expectations and enrich our strategic orientations.
- **The gradual integration of sustainability criteria into our financial reporting**, in line with European sustainability requirements (CSRD, green taxonomy).

The company is committed to building a robust management system based on reliable and auditable data, which will enable both the **tracking of our progress** and the **engagement of our teams around clear objectives.**



Ceva Animal Health

8, rue de Logroño
33500 Libourne - France

contact@ceva.com
www.ceva.com

Join us