

Code of Ethics & Business Conduct

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INTRODUCTION

Message from Marc Prikazsky, Ceva's Group Chairman and CEO



Dear Colleagues,

At Ceva Santé Animale, our purpose intrinsically reflects who we are: a community of passionate people who drive innovative health solutions for all animals, contributing to the future of our diverse planet. This belief drives everything we do. We know that animal health is inseparable from human health and the health of our planet. That is why we strive to go beyond treatment—embracing innovation, prevention, and sustainability—so that together, we can build a healthier world.

Our journey has been extraordinary. From humble beginnings, Ceva has grown into one of the top global leaders in animal health. This success is not just measured in numbers—it is built on the passion, creativity, and resilience of our people. Every achievement reflects the strength of our shared values: ***customer passion, entrepreneurial spirit, solidarity, and innovation****. These values are not words on a page; they are the principles that guide our decisions and inspire us to push boundaries every day.*

But leadership comes with responsibility. As we continue to grow, we must hold ourselves to the highest standards of integrity, loyalty, and respect. Compliance is not optional—it is the foundation of trust with our customers, partners, and communities. ***Our Code of Ethics and Business Conduct****, together with Ceva's Ethics and Compliance Program, defines the behaviors we expect from ourselves and from those we work with. These principles are essential to sustaining our success and protecting the reputation we have built and are the backbone of the governance pillar of our corporate social responsibility policy.*

I invite you to read these materials carefully and embrace them fully. Each of us has a role to play in ensuring that Ceva remains a company admired not only for its results but for its values. If you have questions, reach out to your manager or the Ethics and Compliance team. We will provide the tools and training you need to succeed while upholding the highest ethical standards.

Together, let's continue to innovate, act responsibly, and move beyond animal health—for the benefit of all.

Our Purpose and Vision

Our purpose statement is like the North Star – it sets direction and an organisational framework for our vision, business model and culture to guide us into the future.

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



Animal, human, and planetary health are deeply interconnected. To safeguard our future, we need a truly holistic approach—one that recognizes that by protecting animals and our environment, we are ultimately protecting our own health and well-being. This is why we have embraced the vision “Together, beyond animal health” .

#OneCeva #OneHealth #OnePlanet

Our Values

From the day we started until today, we've been guided by our values. From country to country, business unit to business unit, campus to campus, they unite us as "One Ceva".

Customer passion

•It's not about us, it's about our customers. We listen and learn from them, delivering solutions specific to their individual challenges and needs.
•Passion means putting our feelings into "hands on" service that goes beyond the normal and building long-term partnerships.
•We are fully dedicated to prevent and treat diseases of all animals.

Innovation

•Innovation is embedded in our performance.
•We identify the unmet needs of today, to meet the challenges of tomorrow by developing practical solutions.
•Being innovative goes beyond product innovation and means constantly challenging ourselves to find new ways of creating added value.

Solidarity

•We are a team of committed professionals working Together, beyond animal health, who are continuously encouraged to grow and making people grow through our interactions with the outside world.
•We create collective performance by promoting trust and team spirit.
•As the One Ceva community, we overcome adversity by coming together in difficult times.

Entrepreneurial spirit

•Together, we create an environment which encourages everyone to make decisions and assume responsibility for them.
•In an increasingly complex and competitive world, we are able to get straight to the point without losing sight of our long-term ambitions.
•We promote a culture of courage that allows us to continually move forwards, forge new paths, keep our promises and achieve our common goals, while always learning from our mistakes.

Our expectations and your responsabilities

As part of the prevention of ethics & compliance risks, a Code of Ethics and Business Conduct is an essential instrument for ensuring that the Ceva Group conducts its business ethically and transparently. It is not only a preventive measure but also reflects the Ceva Group's commitment to comply with legal and ethical standards.

- **Applicability:** Compliance is everyone's responsibility, and your continued employment or engagement with Ceva depends on you following the principles in Ceva's Code of Ethics and Business Conduct ("Code").
- **Scope:** Ceva's Code applies globally to every officer, director, employee, contract worker and agent of Ceva and its direct and indirect majority-owned or controlled affiliates, operating anywhere in the world (the "Ceva Group").
- **Expectations:** Read, understand and act in accordance with this Code and create a culture of compliance in our workplace. This Code does not attempt to address every possible situation; rather, it serves as a guiding framework to ensure compliance with applicable laws and regulations across multiple jurisdictions, while defining behavioral standards and supporting ethical decision-making. Each employee bears the responsibility to be fully aware of, and to strictly adhere to, all relevant procedures, policies, and requirements applicable to their role and activities.
- **Disciplinary Measures:** in case of violation, you will be subject to disciplinary action which, depending on the nature of the violation, may range from a simple warning to termination of employment/ contractor status.

Your role as a Manager

You are expected to actively promote compliance with this Code by ensuring your team understands and applies its principles, setting aligned objectives, addressing breaches appropriately, encouraging open dialogue, and protecting good faith reporters from retaliation.

Ceva expects its suppliers, contractors, and other business partners to share Ceva's commitments to operating with integrity and in a lawful manner, consistent with the principles set forth in this Code.

Report concerns

If you experience, observe or suspect misconduct (potential violation of a treaty, a law, a regulation, our Code or policies of the Ceva Group), you are encouraged to report it.

- **Anonymity:** Whether you use the Alert System or the mailbox **reportingcompliance@ceva.com**, you can report your alert anonymously.
- **Good Faith:** The person who raises the alert must act in good faith and refrain from deliberately making false accusations. Any person who willfully makes false or misleading declarations may be subject to disciplinary measures.
- **Protection:** Neither the Ceva Group nor its employees shall engage in any form of retaliation against any individual who, in good faith, reports a potential violation or provides assistance to the team responsible for the investigation.

How to raise an alert

Hierarchical channel: You can report your concerns to your direct manager. If you do not want to report to your manager or if you are not satisfied with the answer, you can make the same report to his/her direct supervisor.

Contact the Ethics & Compliance Department: You have the option to contact directly the Ethics & Compliance Department when you want through the following address: **reportingcompliance@ceva.com.**

The Alert System: You can access the Alert System at **Ceva Santé Animale | Alert System**. You will then be asked to complete a form which will allow you to raise your concerns in confidence.



OUR CODE OF ETHICS
AND BUSINESS CONDUCT

I. Corporate Integrity

I. Corporate integrity – (i) Anti-corruption

As a global company, we must comply with the various anti-corruption laws of each country where we operate including but not limited to the French Law Sapin II, the U.S. Foreign Corrupt Practices Act and the UK Bribery Act.

We do not tolerate any form of corruption, whether involving a veterinary professional, government official or private party, whether the transaction involves Ceva Group purchasing or selling. We expect you to make business decisions, and conduct your work, based on business need, and paying fair market value for the level of service provided.

- **Improper advantage:** Do not offer, promise, authorize, give or request, agree to receive or accept anything of value from or to any person in order to secure an improper advantage or obtain or retain business.
- **Transparency:** Conduct business in an open and transparent manner to prevent corruption. Avoid informal or undocumented agreements, and ensure all transactions are properly recorded to uphold integrity and accountability.
- **Gifts & Hospitality:** The use of gifts and hospitality must be handled with caution to avoid any perception of undue influence. You must follow Ceva Group's rules to ensure such gestures remain appropriate and align with business standards of your country, do not create obligations, and do not compromise the Group's integrity. Employees and Ceva's affiliated organizations are forbidden from making, directly or indirectly, political donations on behalf of the company.

A real-life situation

You are a procurement officer at Ceva Group, approached by a supplier who offers you an expensive gift in exchange for ensuring the supplier wins a lucrative contract. The supplier hints that this could be a regular arrangement if you cooperate.

How to act: Refuse the gift and report the incident to a supervisor or compliance officer

I. Corporate integrity
(ii) Anti-money laundering



Money laundering is broadly defined as engaging in a transaction with criminally-derived property (proceeds), structuring a transaction in order to avoid detection of criminal conduct, or engaging in a transaction in furtherance of criminal conduct.

Ceva Group is committed to complying with all applicable anti-money laundering laws, rules and regulations.

- **Transaction Vigilance**: Do not engage in transactions involving criminally-derived property or ones designed or intended to further criminal conduct.
- **Business Partner Integrity:** Ensure the Ceva Group conducts business with only reputable partners involved in legitimate activities and using funds from legitimate sources.
- **Due diligence Obligations:** Follow all applicable anti-money laundering laws, rules, and internal procedures when entering new business relationships.

I. Corporate integrity
(iii) Embargoes, boycotts and trade sanctions

Trade embargo and boycott laws and regulations govern the export and transfer of goods, software, technology, and services. Ceva Group's international operations can trigger issues under applicable trade sanctions and trade embargo laws.

Ceva Group International Sanctions Policy ensures the compliance of our business.

- **Activities**: exporting products or providing services in sanctioned countries may be prohibited or require specific authorizations.
- **Sanctions Lists**: Ceva Group is not authorized to conduct business with entities or individuals identified in international sanctions lists.
- **Authorization**: when required, obtain a formal approval granted by a competent authority allowing the export of goods, technology, or services to a sanctioned destination, subject to specific conditions and regulatory oversight.

A real-life situation

You are a member of Ceva Group's sales team and receive an inquiry from a potential customer based in a country subject to international trade sanctions. The customer requests a quote for veterinary products. You are unsure whether this transaction is permitted under current regulations.

How to act: Before proceeding, you must immediately consult Ceva Group's Compliance Department. You should not issue a quote until it has been confirmed that the country, entity, and individuals involved are not subject to restrictions

I. Corporate integrity – **(iv) Competing fairly**



Competition or Antitrust laws promote fair competition by prohibiting behavior that results in decreased competition or unjustified price discrimination, or that produce other artificial forces or restraints in the market. Antitrust laws governing competition exist in virtually all countries and apply to conduct at all levels of an organization.

- **Fair Competition**: Ceva Group is committed to offering innovative products and services at fair prices. It strictly prohibits gaining competitive advantages through fraud, deception, or illegal practices. You must act with integrity in the marketplace.
- **Confidential Information:** Ceva Group does not tolerate the misuse or theft of trade secrets or confidential data. You must avoid using any patented, copyrighted, or privileged information without proper authorization.
- **Prohibition of Collusion:** Any form of agreement or informal coordination that restricts competition is prohibited in principle (in accordance with applicable regulations). You must be especially cautious during industry events to avoid even the appearance of anti-competitive conduct.
- **Strong Market Position:** Holding a dominant market position is not unlawful, but it must be exercised responsibly. Ceva Group ensures it does not exploit its influence to harm competitors or customers. Abuse of such power is strictly avoided.

I. Corporate integrity
(v) Customers, advertising and promotion



Ceva Group must provide scientifically backed, accurate, and honest information about its products. Promotional content, especially for medications and vaccines, must include proper usage details and legally required safety information. All promotional material regarding Ceva Group's products or services must be reviewed and approved through the appropriate process for each country's operations.

When you are discussing our products and services:

- **Integrity**: always be truthful, accurate, and not misleading in describing products and services.
- **Transparency:** provide a fair and balanced description of the benefits and risks.
- **Evidence:** only make statements that are supported by appropriate clinical information or other data.
- **Compliance:** ensure that all promotional statements align with approved product uses and follow applicable laws and regulations.

A real-life situation



You are preparing promotional materials for a new veterinary product and realize that highlighting only the benefits could make the product more attractive to customers. You consider leaving out information about potential side effects or limitations.

How to act: All promotional content must be truthful, balanced, and compliant with applicable laws. This means presenting both the benefits and the risks, supported by scientific evidence, and making sure the information reflects the approved uses of the product.

I. Corporate integrity
(vi) Billing practices, accurate books and records



Ceva Group is committed to maintaining the highest standards of integrity in its billing and financial reporting practices. We ensure that all transactions are recorded truthfully, accurately, and in compliance with applicable laws and internal policies. Our commitment includes maintaining reliable records and robust internal controls to safeguard the transparency and accountability of our financial operations.

- **Integrity:** All bills for products and services must be truthful, complete, and compliant with legal and contractual obligations. Ceva Group prohibits the creation or approval of any false or misleading records, forms, or reports.
- **Transparency:** Business records must reflect the true nature and extent of each transaction. All financial activities must be promptly and accurately recorded in the appropriate accounts, ensuring clarity and traceability.
- **Compliance:** We maintain internal accounting controls to guarantee the accuracy of our financial data. All paper and electronic records, including policy-related documentation, must be retained in accordance with applicable data retention laws. Circumventing financial policies or controls is strictly forbidden.

I. Corporate integrity - (vii) Communicate responsibly

At Ceva Group, communication is a cornerstone of our integrity and reputation. Whether we are engaging with public authorities, external stakeholders, or the wider public, we are committed to ensuring that all information shared is consistent, honest, accurate, and compliant with applicable laws and regulations. Only authorized and trained individuals may represent the company in official matters, and any request for information must be referred to the appropriate internal teams.

- **Interaction with Governments and Public Authorities:** All employees interacting with governments and public authorities must strictly adhere to Ceva's code of ethics and business conduct. You must ensure that any response to government audits or official requests for information is honest, accurate, timely, and compliant with all applicable laws. Only authorized and properly trained individuals are allowed to communicate with government and public authorities (Consultants are not authorized to communicate with government and public authorities, in any way, on behalf of Ceva Group).
- **External Parties:** If you receive a request for any Ceva Group-related information from journalists, investors or for public inquiries, refer the request to your local Ceva media relations personnel and/or the Ceva Group Communications Department.
- **Social Media:** You are encouraged to use various communication channels, including social media, to share Ceva's Group values and initiatives. However, your online activity can impact the company's reputation, so you must act responsibly, follow applicable regulations, and refer to internal policies available on the intranet for employees for guidance.

A real-life situation

You are a researcher in Ceva Group's Innovation Department at Ceva Santé Animale. Your latest research results on new products are highly promising, and you feel enthusiastic about sharing this achievement on your LinkedIn profile.

How to act: Even though the results are exciting, they constitute confidential information. Sharing such details on social media could compromise the company's competitive advantage. Instead, you should refrain from posting any specifics and ensure that all communications comply with internal confidentiality and disclosure policies.

I. Corporate integrity – **(viii) Data privacy**



As part of its business activities, Ceva Group collects, processes or uses personal data of employees, customers, suppliers and other affected individuals. This personal data must be protected and collected with transparency to maintain a relationship of trust with employees and business partners. Ceva Group is committed to respecting all applicable regulations regarding personal data protection and only collects, processes, or uses personal data to the extent permitted by applicable law, and if necessary for business, research, or employment purposes.

- **Commitment to Lawfulness:** Ceva is committed to processing personal data in a lawful, fair, and transparent manner.
- **Purpose Limitation:** Ceva collects personal data solely for specific, explicit, and legitimate purposes and then ensures that data is not processed in ways that are incompatible with these purposes.
- **Accuracy:** Ceva Group ensures the accuracy of personal data and implements procedures to correct or delete incorrect data.

Your rights and obligations

For any request relating to the processing of your personal data, you can send an e-mail to Ceva Group's Data Protection Officer:
privacycompliance@ceva.com

You're also expected to promptly report lost, stolen or damaged Ceva Group -owned devices or devices containing sensitive company information and personal data.



OUR CODE OF ETHICS
AND BUSINESS CONDUCT

II. Personal integrity

II. Personal integrity – **(i) Conflict of interest**

Within the scope of your activities, you may face conflicts of interest that could negatively affect Ceva Group. You are expected to avoid activities or relationships that conflict with Ceva Groupor could adversely affect its reputation.

- **Private interest:** A potential or actual conflict of interest exists when your private interests interfere or could reasonably interfere with the business interests of Ceva Group.

- **Situations:**
  - Have a financial interest in a competitor, customer or supplier ;
  - Engage business activities outside of Ceva Group that could negatively interfere with the business interest of Ceva Group;
  - As part of your duties at Ceva, hire, manage or do business with a relative or a close personal friend.

- **Transparency:** If you identify a potential or actual conflict of interest, you must inform your manager in writing and declare it directly to the Ethics & Compliance Department

USE OF CORPORATE OPPORTUNITIES FOR SELF-GAIN

Any business opportunity you come across while acting on behalf of Ceva Group belongs to Ceva Group. You must not use Ceva Group's resources (property, confidential information, or your position within Ceva Group) for your own benefit or to advantage a third party.



OUR CODE OF ETHICS
AND BUSINESS CONDUCT

III. Product Integrity

III. Product integrity – (i) Quality and Safety

Statutory as well as internal safety and quality regulations must be followed strictly, from product research and development studies in laboratories, manufacturing processes and distribution, to customers use of our products on animals. You are responsible for ensuring compliance with these principles within your area of responsibility.

- **Scientific Integrity:** We understand and respect the role of independent scientific research and debate in advancing medical, scientific, and human interests. Accordingly, in all research endeavors that are sponsored by Ceva Group, we will refrain from attempting to inappropriately influence the results and conclusions of such research. Clinical research shall be conducted under the direction of qualified personnel and in accordance with current good clinical practices.

- **Quality:** We adhere to the highest standards in formulation, development, and manufacturing processes to ensure that our products pose no undue risk to employees involved in their preparation, end users, treated animals, or the environment. Across all facilities, we are committed to continuously strengthening our quality culture and maintaining rigorous controls to uphold these principles.

- **Adverse Events:** An important part of improving product quality is gathering and reviewing adverse events and product complaints to ensure their safety. By doing this, we also meet our legal obligation to report these complaints to regulatory authorities.

- **Transparency:** We conduct our research with scientific integrity and communicate results with honesty and clarity. Product registration files are prepared with rigor and transparency, and we work openly and respectfully with regulatory authorities throughout product development.



OUR CODE OF ETHICS
AND BUSINESS CONDUCT

IV. Corporate Social Responsibilty

IV. Corporate social responsability

(i) Dignity at work



Everyone who works at Ceva Group should encounter an environment free from verbal or physical harassment, bullying, violence, or intimidation from supervisors, co-workers, vendors, consultants, or customers of Ceva Group. Our respect for people is demonstrated in what we do and how we act toward everyone we encounter in our work.

- **Inclusive Workplace:** Ceva Group is committed to fostering a workplace grounded in mutual trust, respect, and adherence to the principles outlined in this Code. These principles ensure that all employees act ethically and uphold the standards necessary for a professional and inclusive environment.
- **Compliance:** Ceva Group fully complies with all applicable laws governing employment opportunities and anti-discrimination practices. Employment decisions are based solely on legitimate business needs, qualifications, and performance, without consideration of protected categories, as mandated by law.
- **Responsibility:** You are encouraged to report any violations of these principles through appropriate channels, including your supervisor, their supervisor, Human Resources, or the Alert System. By doing so, you help maintain accountability and ensure that our workplace remains fair, lawful, and respectful.

IV. Corporate social responsability

(ii) Health & Safety



We seek to provide a safe, healthy and productive workplace for our employees and our business partners who assist us in our business operations.

- **Health and Safety Standards:** Ceva Group has established comprehensive processes and tools to comply with applicable health and safety standards across all sites. Ceva Group Health & Safety Policy provides a framework that applies to daily activities, based on:
  - Detection and resolution of unsafe conditions
  - Reduction of the accident rate through targeted action plans.
  - Reduction of risks related to sites activities.
  - Prevention of risks and professional diseases.
  - Integration of ergonomics in each project.
  - Adaptation of workstations.

- **Prevention:** You are expected to actively contribute to the proper implementation of these measures by taking all necessary precautions to prevent injury or harm to yourself, your colleagues, and any business partners. Your involvement is essential to ensure a safe and compliant working environment for all.

IV. Corporate social responsability
(iii) Environment

Ceva Group complies with environmental laws and regulations and respects the environment in each country where we operate. We observe laws and regulations regarding the generation, use, storage and disposal of hazardous chemicals and other materials.

- **Environmental Approach:** Beyond legal obligation, we build an environmental approach to reduce our environmental footprint and reduce the impact of all our activities and products. This is reflected in our responsible use of natural resources, adoption of improvement in resource efficiency, development of new technologies, optimization of processes and innovative products that protect or even benefit the environment.

- **Value Chain:** We have stepped up our environmental protection actions across our entire value chain. Among other initiatives, our key priorities are:
  - Conducting, every year, a carbon footprint assessment in order to follow and limit our greenhouse gas emissions
  - Monitoring our water consumption at facilities.
  - Working to reduce its generation of hazardous and non-hazardous waste.

IV. Corporate social responsability
(iv) Responsible sourcing

Ceva Group recognizes that Responsible Sourcing is fundamental to ensuring operational integrity and continuity in the production and marketing of its products. Our approach is designed to build sustainable, ethical, and transparent relationships with suppliers worldwide, while contributing positively to local communities.

- **Local Purchasing Commitment:** To foster the growth of local economic communities and strengthen responsible sourcing, Ceva Group strives to prioritize purchases as close as possible to our sites of consumption. Whenever feasible and at equal cost, preference is given to regional suppliers during tender processes, reflecting our commitment to building long-term partnerships that support local development and sustainability.
- **Ethical Procurement:** Ceva Group's Responsible Sourcing Policy ensures that all procurement activities adhere to environmental, social, and ethical standards. This includes compliance with applicable laws and internal requirements designed to prevent corruption, protect human rights, and promote sustainability throughout the supply chain. Suppliers are required to meet these standards as a condition of doing business with Ceva Group.
- **Interaction with Suppliers:** You are expected to apply these principles in all interactions with suppliers and third parties. This means exercising due diligence, reporting any suspected violations, and ensuring that procurement decisions align with Ceva Group's Responsible Sourcing commitments. Your active involvement is critical to maintaining a transparent and responsible sourcing process.

IV. Corporate social responsability
(v) Animal welfare



Research and development studies determine the safety and efficacy of our products, so that we may further the interests of science and society in animal welfare and disease prevention. Where use of animals in research is scientifically necessary, we will continue to ensure that we are in compliance with applicable regulations and generally accepted standards on animal welfare.

Ceva Group is committed to comply with itsEthical Animal Welfare Charter and notably with the international rule of the **3Rs**:

- **Replace:** Use of animals in studies/ tests/ antigen production are authorized only when no other alternative solution is known or when those are not recognized by regulatory authorities.
- **Reduce:** Use of animals in studies/ tests/ antigen production are authorized only when no other alternative solution is known or when those are not recognized by regulatory authorities.
- **Refine:** Use of methods that minimize the pain, suffering, distress, or lasting harm that may be experienced by animals used in studies/ tests/ antigen production, and which improve their welfare.



OUR CODE OF ETHICS
AND BUSINESS CONDUCT

V. Asset integrity

V. Asset integrity
(i) Cybersecurity



The Ceva Group's information systems comprise all hardware and software resources utilized to collect, store, process, and disseminate data essential to the proper functioning of our operations. These systems constitute critical corporate assets whose security, integrity, and availability must be preserved at all times. Failure to do so may result in data breaches, operational disruption, and significant legal and financial consequences.

Ceva Groups is making every effort to improve its ability to detect, protect against and respond to attacks.

Nevertheless, employees are the first line of defense which means that you all play a part in protecting our company and its resources by being alert and responsible on a daily basis.

YOUR ROLE AS EMPLOYEES

You MUST:

Be cautions of unsolicited links and attachments.
Verify the sender's email address.
Exercise caution with emergencies and unusual requests.

If you identify a suspicious email, report it to the cyberaware-group@ceva.com team who will be able to take measures to investigate and prevent further similar incidents

V. Asset integrity
(ii) Confidentiality

All documents and information on Ceva Group's internal operations must be treated confidentially. Confidential information includes all non-public strategic, financial, and technical or business information of Ceva Group, as well as all business and trade secrets of Ceva Group's business partners.

This proprietary information includes information regarding our products, customers, vendors, pricing, systems, employees, etc.

YOUR ROLE AS EMPLOYEES

YOU MUST NOT:

- talk to third parties about projects, products, specific business practices, technical details, or other confidential information, or grant them access to such information in any other way unless such disclosure is covered by a confidentiality agreement.
- circulate trade or company secrets of our business partners;
- make any transcripts or copies of data for other than operational purposes;
- use confidential information in your own business endeavors; or
- access information that is unrelated to your own activities or disclose, without a legitimate business reason, such information to any fellow employee or third party.

YOU MUST:

- handle confidential information with special care, in particular in public places, such as trains, buses, planes, etc.;
- follow local rules on removing documents, notes, files, records, oral information, computer files or similar materials from the premises.

V. Asset integrity
(iii) Protecting intellectual property



Intellectual property is a cornerstone of Ceva Group's innovation and economic success, as well as that of our business partners and customers. Protecting our intellectual property—including patents, trademarks, copyrights, trade secrets, technical and scientific knowledge, and expertise developed in the course of our business—is essential to maintaining our competitive advantage and safeguarding our reputation.

- **Intellectual Property Rights:** Ceva Group strictly adheres to all applicable laws and regulations governing intellectual property rights. We ensure that our products, technologies, and processes are protected through appropriate registrations, legal filings, and contractual safeguards. Conversely, Ceva Group is committed to respecting the intellectual property rights of third parties and will not knowingly infringe upon or misuse their protected assets.

- **Protection:** To prevent counterfeiting and unauthorized use, Ceva Group implements robust security measures across its supply chain and monitors markets for potential infringements.

- **Responsability:** As an employee you play a critical role in safeguarding Ceva Group's intellectual property by :
  - Handling technical and scientific data with the highest level of confidentiality;
  - Avoiding disclosure of know-how or trade secrets to unauthorized individuals or entities;
  - Using Ceva Group's intellectual property solely for legitimate business purposes and never for personal gain.

Contact Information

For any questions, concerns, or reports relating to ethical standards or compliance matters, please contact:

Ceva Group Ethics and Compliance Department
ethicsandcompliance@ceva.com

For further details regarding the members of the Ethics and Compliance Department and to learn more about the Ethics & Compliance Program, please visit our website which is regularly updated to ensure that the most current information is available :

https://www.ceva.com/ethics-and-compliance/