

# TOGETHER, BEYOND ANIMAL HEALTH

Non-Financial  
Performance  
Statement  
2023



#OneCeva

#OneHealth

#OnePlanet



## FORWORD

"In accordance with article L.225-102-1 of the French Commercial Code, this non-financial performance statement presents the Group's main non-financial risks (page 6), the Group's business model (page 9), and the policies implemented by the Group in order to prevent said risks and the repercussions thereof.

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

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

For Ceva, the NFPS is more than a mere regulatory obligation; it is also a tool for managing its non-financial impacts. The NFPS brings together the initiatives taken as part of the various business activities of the Group and its local subsidiaries, and reports on the Group's performance relative to its strategy in terms of Corporate Social and Environmental Responsibility (CSER)."



Marc Prikazsky  
CEO, Ceva Santé Animale

## EDITORIAL

The year 2023 will remain etched in our memory as a period of intense geopolitical tensions, exacerbated by conflicts in the Middle East and at the gates of Europe, as well as growing instability in Africa. The climate crisis, too, is becoming more tangible every day, with its share of ever more frequent extreme phenomena. Despite these challenges, we remain unwavering in our determination, rooted in our values and business purpose: we are passionate people developing innovative health solutions for all animals, thus contributing to the future of our diverse planet.

Throughout the year, we have gone out to meet with our employees to ensure that they take our purpose to heart and bring it to life in their daily activities. Understood in this way, our business purpose can serve as a North star to keep all our employees moving in the same direction.

Our strength lies in our #OneCeva community, which consists of nearly 7,000 employees around the world working alongside our customers, suppliers and partners to make our vision a reality. I would like to congratulate all our employees giving their best every day to help make our company a responsible leader in its industry.

We are ranked among the top five global animal health companies, and that gives us a major responsibility: the responsibility to take an approach that embraces health as a whole. Our #OneHealth approach is now more relevant than ever. That is why we have strengthened our commitment to preventive medicine, in particular by continuing our work on our latest generation vaccine platform, integrating a new campus dedicated to auto-vaccines (Filavie), and registering new oral rabies vaccines in Indonesia.

In 2023, we continued to invest in equipment and services promoting #OneHealth in order to help support farmers and

breeders in their transition to a more sustainable form of agriculture, thus responding to the challenges posed by a growing global population. According to current estimates from the United Nations Food and Agriculture Organization (FAO), 783 million people are now suffering from severe hunger and chronic undernourishment, meaning that they lack regular access to enough food, particularly animal proteins. Deficiencies in these proteins can have a disastrous impact on the proper development of children as well as on the health of pregnant women and elderly persons. By helping livestock producers provide quality animal protein, we help meet the dietary needs of millions of people.

We are keenly aware of our responsibility towards society and the environment. As part of our #OnePlanet program, we have stepped up our efforts to integrate sustainable and responsible practices into all our activities. We have also stepped up our environmental protection actions across our entire value chain: from our carbon footprint to responsible water consumption and waste management. In 2023, our work in this direction earned us a recognition from the ESG rating company Sustainalytics, which awarded us a classification close to low-risk, proving that we are on the right track. We have also continued to invest in the protection of animal biodiversity, with the launch of the Ceva Wildlife Research Fund for the protection of wild animal health and the support we provide to prizes and to non-profit organizations working towards the preservation of endangered domesticated species.

Though there is still much left to accomplish, we are firmly committed to continuing to work towards a world where the health of all - animals, humans and our planet as a whole - is a priority.

**Marc Prikazsky**

# C E V A A T A G L A N C E

The world's **5<sup>th</sup>** biggest animal health company

The **leading** animal health laboratory in France

Created in **1999**

**Headquartered in Libourne,**  
Nouvelle-Aquitaine

**One vision:** "Together, beyond animal health"

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

**4 divisions covering distinct animal species:**  
poultry, swine, ruminants and pets

**In 47 countries**

and a commercial presence  
in more than **110 countries**

**€1.62 billion**

in revenues in 2023

**18 I&D centers**

with **10%** of our revenues  
invested in I&D, including  
**54%** in vaccines

**31 production  
sites** around the world

**More than 6,800**

employees worldwide, **45%** of whom are women



# OUR CSR STRATEGY

Our core purpose is aligned with the company's values, and was developed based on a reflection process carried out with all employees. We know that society expects companies to play a role in resolving the big challenges our planet faces, which is why we have decided to take a new step toward realizing our vision, "Together beyond animal health", and assume our share of the responsibility to respond to these challenges. Two consultations were held with all Ceva employees on the subject of our business purpose going forward as part of a survey conducted by the Human Resources Department called "We Share." Virtual and face-to-face workshops were also organized with targeted

employee groups, particularly with representatives of the younger generation and managers at all levels, as well as with members of the Executive Committee. In this process we had support from a consulting firm, Backbone Consulting, which provided methodological guidance. Our business purpose reflects what Ceva really is; it is what makes us different from other companies. And it is through that difference that we can make our contribution, and participate in solving the great challenges faced by our planet. In a highly uncertain, volatile world, our core purpose is a polestar that guides us and forms an integral part of our business strategy.



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



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



Together, our  
passionate people



drive innovative health  
solutions for all animals



contributing to the future  
of our diverse planet

Themes	Challenges	Indicators
Skills development	Aligning job descriptions, career path management and skillsets into alignment; promoting professional training.	Staff turnover rate (by resignation) Percentage of employees having received training during the year Percentage of skills assessment completed
Social dialogue	Promoting social dialogue in order to prevent a climate of labor tension.	Rate of employees covered by staff representatives or unions, or by a collective agreement
Health and Safety	Protecting employees' physical and psychological integrity and reducing the number of workplace accidents, thereby reducing the number of work stoppages	Lost time workplace accident frequency rate (TF1) Lost time and non-lost time combined workplace accident frequency rate (TF2) Workplace accident severity rate (TG)* Number of hazardous situations per year per employee (CU) Closure rate for hazardous situations Number of fatal accidents
Human rights	Preventing any violation of human rights; preventing risks related to human rights violations in the supply chain	Percentage of female employees with a pay gap less than 10% compared to that of male employees Highest salary relative to the median of all other salaries by country Proportion of women in the workforce Proportion of men in the workforce Gender balance in management Gender balance among directors Distribution of women/men by age, by country 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, by country Existence of family leave by country
Corporate Ethics	Detecting and taking preventive measures to prevent the occurrence of actions contrary to business ethics.	Percentage of assigned employees having received training in the Global Anti-Bribery training module Percentage of assigned employees having received training in the Global Anti-Money laundering training module Percentage of assigned employees having received training in the Global Business Ethics training module Percentage of employees having received Compliance Awareness Campaign training
Personal data	Ensuring the protection of personal data and detecting breaches potentially resulting in its fraudulent use or loss.	Percentage of assigned employees (excluding HR) having received GDPR training (Europe / outside Europe) Percentage of assigned employees (HR) having received GDPR training

	<b>Themes</b>	<b>Challenges</b>	<b>Indicators</b>
#OneHealth	<b>Animal welfare</b>	Strengthening standards and policies in regard to preserving animal well-being.	Percentage of assigned employees having completed the training course on the application of the animal welfare charter
	<b>Product quality and safety</b>	Ensuring product quality and safety at all stages of their life cycle in order to prevent risks to animal and human health (inefficiency, dangerousness).	Percentage of batch recalls compared to total number manufactured.
	<b>Environment</b>	Reducing emissions into air, water and soil.	Electricity use (MWh) Use of stationary fossil fuel combustion sources (MWh) Use of external steam (MWh) Water use (m <sup>3</sup> ) Volume of hazardous waste generated (tons) Volume of non-hazardous waste generated (tons) Percentage of waste recycled Percentage of waste buried Percentage of waste incinerated Percentage of waste, other Carbon intensity Water use intensity CO <sub>2</sub> emissions (scope 1, 2) Scopé 3 – Purchases of goods and services
	<b>Responsible purchasing</b>	Ensuring that the 10 commitments set forth in the charter are properly applied in purchasing processes.	Percentage of purchases made in proximity to facilities (France, Hungary and USA) Percentage of assigned employees having received training in the "Responsible supplier relations" charter





## OUR CSR GOVERNANCE

The Director of Corporate Affairs and Communications, who is in charge of CSR company-wide, brings CSR issues before the Executive Committee. Whenever necessary, we reexamine the organization of our governance bodies. In 2020, we established an ethics and animal welfare committee, and appointed regional animal welfare managers. These managers themselves also participate on the committee. Formed in 2021, the "Strategic Sourcing" committee is in charge of ensuring that Ceva Santé Animale makes responsible procurement choices. The Corporate Affairs and Communication department and the EHS department have jointly managed the Group's ESG strategy since 2022.

# THE CEVA GROUP BUSINESS MODEL

## Our strengths

### Abundance and diversity of talent

More than 6,848 employees, 45.1% of whom are women

- Industrial: 42.9%
- I&D: 8.5%
- Commercial: 34.7%
- Other: 13.9%

### A driving force in innovation and engineering

18 I&D facilities<sup>1</sup>

€112 Million invested in I&D in 2023

31 production facilities<sup>2</sup>

### A robust supply chain

#### for active raw materials

- serums, diluents, excipients -  
consumables and services

22,600 suppliers

€1 billion in purchases for 2023<sup>3</sup>

### An international and multimodal

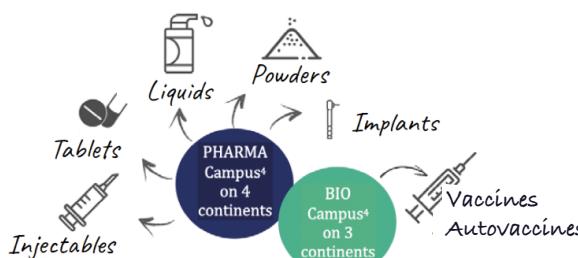
#### distribution chain

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

### Partnership synergy

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

## Together, beyond animal health



<sup>1</sup> excluding partners CROs (Contact Research Organisation)

<sup>2</sup> industrial facilities and auto-vaccine facilities

<sup>3</sup> excluding factory acquisitions

<sup>4</sup> Campus : a facility concentrating both I&D and production activities.

## The value we create

Leading animal health company in France,  
and 5<sup>th</sup> in the world (poultry, pets, swine,  
ruminants).



2023 turnover: €1.62 billion

Commercial presence in 110 country

### CSR Performance

83.3% gender pay equality

94.0% of employees received training in 2023

280.1 MT CO<sub>2</sub> eq. émissions, scopes 1, 2 et 3

### Customers and partners:

veterinarians - farmers - pet owners

### Sharing of expertise

Digitalization: website & applications

Commercial and scientific partnerships

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

# HIGHLIGHTS OF 2023

## #OneCeva

### #1 / Ceva is developing a Disability strategy

Echoing our purpose, the Executive Committee decided in 2023 to make inclusion, via the issue of disability, one of the priority areas of the social dimension of our Group CSR (Corporate Social Responsibility) policy. France is now driving forward this strategy, which we wish to rapidly roll out in other countries, focusing our activity on the following 4 pillars:

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

Furthermore, our Italian subsidiary supported and participated in the opening of the new "PizzAut" pizzeria, which is run by autistic persons. It is a social space where, through training and work, they have the opportunity to express themselves and play an active role in society.

### #2 / Solidarity actions in Ukraine and Turkey

Since the start of the conflict in Ukraine, our #OneCeva community has mobilized on several occasions to help the affected populations; actions taken in the year 2023 included:

- The Ceva solidarity fund was used for the benefit of our colleagues in Ukraine, providing them with emergency financial assistance to meet basic needs (food, heating), rehousing solutions, and materials to help ensure that families could continue their educational pursuits;
- sending out hygiene kits, as part of a collaboration between Ceva employees at the Lenexa Campus and the non-profit organization Heart to Heart International, to help beneficiaries fight the spread of disease;
- organizing two new collection activities at our French facilities in April and December, where Ceva employees as well as several partners (ISEs, customers, schools) generously donated essential products; our logistics teams then chartered transportation to get them to our partner Charity Fund located in Lviv.

After the terrible earthquake that struck Turkey and Syria in February 2023, Ceva Turkey took immediate measures to protect and care for our employees by:

- helping employees and their families find temporary accommodation, 7 employees having lost their homes;
- setting up a psychological support unit, and donating veterinary pharmaceutical products worth €200K, which were distributed via regional and local channels and also via the Ministry of Agriculture.

### #3 / 2023 "WeShare" engagement survey

In the last quarter of 2023, we launched a global engagement survey among all company employees. Continuing our dialogue with each of our employees, this global survey is an essential tool that helps us to understand their level of commitment and their expectations, and to identify areas for improvement so as to best shape the future of our work environment. 84% of employees responded. Analyses of the results will be shared to all of the company's teams through workshops in the 1st quarter of 2024.

### #4 / Ceva launches the 1<sup>st</sup> edition of #PurposeDays:

Four pilot sites successfully organized the first edition of Ceva Purpose Day, a day-long event organized by our associates to help promote a positive and collaborative corporate culture, giving employees a chance to donate some of their time to make a concrete contribution to our purpose among the partners and associations with whom Ceva is involved. These day-long events, organized in Brazil, Italy, the Nordic countries and at corporate functions in France, had a significant impact on their participants, who, in their respective regions of the world, were able for instance to clean up the kennels at a guide dog association, repaint a pet shelter, and install new fences at a sanctuary for retired horses. These events, which grew out of an initiative of the employee-led #OneCeva working group, have given employees an opportunity to show their solidarity, both to these associations and within their teams too.



# #One Health

## # 1 / Filavie joins the Ceva group

On July 1, 2023, Filavie officially joined Ceva's autovaccine network. With the addition of this platform, located near Nantes (France), Ceva now has a production facility for viral autovaccines in Europe, a technology that was previously only available at our North American facilities. This integration thus completes our company's commitment to the market for what are known as the "minor" species (such as ducks, geese or rabbits in particular) whose needs are most often local and require tailor-made solutions.

## # 2 / VECTRA® celebrates its 10<sup>th</sup> anniversary

This flagship product from the catalog of the parasitology team of the Ceva pets division was granted its first marketing authorization in December 2013. VECTRA is characterized by its unique repellent action, which protects not only dogs and cats but also their owners from zoonotic diseases, such as Lyme disease, transmitted in particular by ticks. In 10 years, the VECTRA product range has continued growing in Europe. Our ambition now is to make it the number one product in the pipette parasiticides segment across Europe, as it already is in Spain. It is a real success story, which we will be celebrating over the course of 2024.



## # 3 / PREVENT celebrates its 3<sup>rd</sup> anniversary

Launched 3 years ago in collaboration with the non-profit organization Galvmed, PREVENT (Promoting and Enabling Vaccination Efficiently, Now and Tomorrow) is an ambitious project that aims to help 150,000 small poultry producers in Africa become more efficient and grow their businesses. The program is intended to improve small poultry farmers' access to hatchery-vaccinated day-old chicks, thereby helping to meet growing food needs. Raising chicks that were vaccinated in the hatchery improves productivity on farms by reducing mortality. Here are the principal results of the program so far:

- 11 countries covered;
- 100,000 breeders benefiting from the program since launch;
- 98 million day-old chicks vaccinated at the hatchery;
- 210 field technicians trained in 7 countries;
- 8,606 farms visited;
- 764 meetings organized by field technicians with 13,879 breeders.

## # 4 / Ceva's oral rabies vaccines registered in Indonesia

In the fight against canine rabies, Ceva is at the forefront of innovation to find new effective solutions. The company has developed an oral rabies vaccine for stray dogs, and in September 2023 a Marketing Authorization (MA) was obtained for the product in Indonesia. This contributes to the achievement of the #ZeroRby30 global strategic plan, aimed at eliminating cases of canine-mediated human rabies.

Oral rabies vaccines present a cost-effective approach, building on the success of similar vaccines for wildlife. The registration of this innovation is a milestone in markets like Indonesia, where there is a critical need to effectively combat this deadly disease.



# #OnePlanet

## #1 / The Ceva Wildlife Research Fund, a unique endowment fund for the preservation of the health of wild animals.

Officially launched in March 2023 on the occasion of World Wildlife Day, the Ceva Wildlife Research Fund seeks to finance applied research projects addressing wild animal health.

The fund's 3 missions are:

- Taking action to preserve biodiversity;
- Fighting against outbreaks of zoonoses;
- Facilitating interactions between wildlife, farm animals and humans.

In 2023, support was provided for 5 programs, in South Africa, Australia, Belgium and France.



**Wildlife Research Fund**



## #2 / Ceva improves its Sustainalytics rating

Continuing its efforts in pursuit of sustainable development, Ceva applied for an ESG (Environment, Social and Governance) rating from the Sustainalytics agency.

The evaluation obtained in 2023 had the following results:

- **A score of 20.2/100\***, a rating that means that Ceva presents an average ESG risk, close to low risk (below 20).
- **In the top 4 of our sub-industry**, namely pharmaceutical products. This is a particularly positive result, since this broad category also includes pharmaceutical products for human use.

This ESG rating will help us better organize our actions in terms of sustainable development and will fuel the pursuit of our roadmap for the years to come.

## #3 / Ceva Brazil launches its "Sustainability Week"

This year, Ceva Brazil organized its sustainable development week event, bringing together all its employees to help promote awareness in particular of Ceva's core purpose.

One of the highlights of this event was the presentation of the carbon project. This initiative focuses on innovative ways to reduce and control greenhouse gas emissions, particularly as they relate to breeders and end customers. To develop a solution that meets the requirements of the livestock market - one of the primary segments addressed in the search for alternatives to reduce chemical compound emissions - the company has partnered with two startups through Ceva Insights, its open innovation program.

## #4 / Through its biodiversity working group, Ceva is launching a series of maps to assist in preserving the fauna and flora at its facilities.

At Ceva, we believe it is important to involve our employees in our initiatives to preserve biodiversity. As part of our commitment in this regard, our employees have developed a mobile application to map the biodiversity around our campuses, which helps to better protect local flora and fauna.

This biodiversity mapping activity at Ceva sites consists in collecting information on the environment, in particular concerning the current distribution and status of plant and animal species, and concerning wildlife habitats. All available data is analyzed in order to identify vulnerable species and the necessary conservation measures. To date, 3 mapping projects have been carried out in South Africa, Brazil and the United Kingdom, which has allowed the company to plan conservation programs to address more than 26 species of birds, 2 mammals, 3 kinds of reptiles, 17 families of insects, a particular typology of spiders and 73 types of plants.





#OneCeva

# ACTING ALONGSIDE AND IN SUPPORT OF OUR EMPLOYEES

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

Our employees' commitment and entrepreneurial ability, and the grounding of our approach in creating solutions tailored to our customers' needs are what make us stand out on the market.

These strong markers of our identity fuel the Group's growth ambitions.

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

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

### # 1 / Promoting skill development and the growth of our teams

#### Co-building a tailor-made journey for each employee

The development of skills and careers is at the heart of our Group's culture, and it follows individualized pathways. After their annual job management interviews, employees work with their managers to create a growth plan. This personalized plan takes into account each employee's responsibilities, skills, training needs and aspirations. In 2023, 97% of employees took part in these annual interviews.

Beyond these highlights, Ceva encourages fluid communication between managers and their teams throughout the year. This involves organizing regular discussions between the manager and the employee, focusing on the application of the required skills and any potential difficulties they may encounter in performing their primary duties. These development interviews addressing all employees are mandatory in France and strongly recommended in the Group's other countries. In 2023, 82.3% of employees took part in these interviews.

#### Identifying talents to anticipate development opportunities across our Group

Taking a strategic and prospective view of our various occupational areas, the Human Resources Department identifies the skills necessary for Ceva's growth in the medium and long term. These are the technical and behavioral skills required for every occupation and job position. These occupations are changing across the market in all companies. In order to remain competitive, Ceva must anticipate these developments and train its employees accordingly (for example, data management,

artificial intelligence, digital, key account management, etc.). Skills development programs and training plans allow us to anticipate the strategic changes of our Group going forward.

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

#### Responding to our employees' desire for training

In 2023, new training courses were added to "Ceva University", which is the training library for each job family. Addressing over 90% of the Group's occupational areas (excluding Public Affairs and Competitive and Commercial Monitoring), these courses are open to our employees on PeopleCloud, our development and training tool. In total, 94% of our employees received training this year, whether from these courses or from external sources.



## # 2 / Skill development performance indicators

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

\*This indicator began to be used in 2022

Calculations for the personnel turnover rate and the percentage of employees having received training do not include employees absent for more than 10 months or the employees of companies acquired during the year.

Calculations for the skills assessment completion percentage do not include: employees of companies acquired during the year, new arrivals in 2023, employees with less than 6 months' seniority as of 12/31, employees absent for more than 10 months, and employees absent during the assessment campaign.



# Communicating regularly with our social partners

At Ceva, we see social dialogue as a constructive exchange that results in adapted and pragmatic solutions. In the interest of maintaining quality labor-management dialogue, which we see as the driver of our collective and individual performance, we strive to encourage the growth of all our social partners. More broadly, our Group respects freedom of association and recognizes collective bargaining rights throughout its value chain, both internally and among its suppliers (section 5.b). (see the paragraph entitled "Responsible purchasing").

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

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

In each country where Ceva operates, social dialogue, at minimum, the subjects of well being at work, skill development, health and safety. 73.90% of our employees are represented by union delegates or staff representatives, or are covered under a collective agreement.

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

In the wake of the last two years' focus on the health crisis, the group's business entities have initiated or continued their work on substantive projects. For example:

- In the United States, a diversity policy and a corresponding governance board were implemented. With this policy, Ceva has committed to offering equal employment opportunities to all candidates and employees in terms of recruitment, remuneration, training and benefits. To this end, we are committed to taking affirmative action to employ and advance the employment of qualified women, minorities, individuals with disabilities and protected veterans.
- In Argentina, teleworking practices were formalized (rules for physical presence in the office, ensuring respect for the right to disconnect). The same work was also done in Bulgaria, Peru and the UK.
- In Australia or Brazil, a disability and inclusion policy was implemented, with concrete action plans put in place to recruit more people with disabilities, including, for example, an internal communications campaign to help eliminate stereotypes.
- In France and Canada, measures were taken to address quality of life at work, to help improve employees' working conditions and work-life balance.
- In Germany, the job classification system was reviewed in collaboration with the unions in order to develop company-level agreements.



### Ceva's commitment on disability

In 2023, on the occasion of European Disability Employment Week, Ceva officially launched a collective and ambitious approach to becoming a more inclusive and welcoming company for current employees and future talents with disabilities. This policy is based on 4 pillars:

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

“

*France is our pilot country, but our ambitions reach much further. We firmly believe that it is essential for us to address the issue of disability, in order to ensure that Ceva will continue to grow, and at the same time to help our employees feel fully welcomed and valued on a daily basis. By breaking down barriers and having open conversations, our company is showing its commitment to inclusion and consideration for all.*

”

**Emmanuelle Trébot,**  
Director, Employment Law

Globally, 2023 saw the launch of a worldwide survey on the subject of quality of life at work, covering themes regularly shared among social partners and employees.

The results will be released in 2024 and the areas for improvement will be decided upon and worked on with employees in all of the Group's countries.

### Social dialogue performance indicators

	2020	2021	2022	2023
Rate of employees covered by staff representatives, unions, or by a collective agreement*	N/A	67.60%	69.10%	73.90%

\*Coverage by a collective agreement was added in 2023. Note that including collective agreements in the definition of labor-management dialogue coverage resulted in an increase of 223 employees, or of 3.3 points.

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

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*At Ceva, protecting employees, taking care of their health and protecting the environment are at the heart of our mission. The group's Health, Safety and Environment policy, which has been in place since February 2023, provides a framework that applies to our daily activities, and is part of our increasingly responsible corporate approach.*

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**Peggy Malaussena**

*Group EHS Director*

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

Our EHS roadmap is based on 5 main pillars:

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

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



## # 1 / Leadership and governance

EHS programs apply to all of our activities, from I&D to sales activities. The EHS community, which brings together EHS managers from all our facilities, meets monthly under the leadership of the Group EHS department. Quarterly monitoring meetings are also held, with the participation of executive committee members.

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

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

The main governance and leadership programs that were rolled out in this regard in 2023 were as follows:

- **EHS communication plan:** Implementation of EHS alerts, distribution of the policy on the intranet, EHS Awards rewarding the best EHS ideas, EHS days events, etc.
- **EHS training plan:** This plan lists the different training courses that must be followed for each pillar, based on each employee's occupational area and responsibilities. For example, Ceva's facilities in France have undergone the "Playsafe" training program. This program leverages multiple drivers of prevention: technical, organizational, managerial and behavioral. It mobilizes the skill and efforts of both employees and managers to get them involved and make them aware of their responsibilities. This program will be extended abroad in 2024.
- **EHS audit program:** At all our industrial facilities, we perform different types of EHS audits:
  1. EHS regulatory audit program: led by an independent expert, this program was initiated in 2017. Interrupted in 2020 by the health crisis, the audit campaign resumed in 2023 with 2 audits performed, and will continue in 2024.
  2. Internal cross-functional audit program: this program began in 2023. These audits are carried out by the EHS director in collaboration with an EHS manager from another facility. Their objective is to verify compliance with our internal rules.

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

- **Risk analysis program:** A risk analysis was performed at each of our facilities and campuses. The nature of the risks addressed varies according to activity. In the context of this comprehensive program, we have identified the following main risk categories:
  1. Risks related to manufacturing processes (e.g. handling chemicals and biological agents);
  2. Risks related to machines or mechanical risks;
  3. Risks related to ergonomics;

4. Risks linked to primary energies and industrial utilities — electricity, stationary combustion sources, heat (e.g. lock-out/tag-out).

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

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

## # 2 / Health at work

- Different tools and actions have been implemented to help protect our employees' health, such as social welfare agreements, preventive measures such as periodic medical examinations, workstation ergonomic studies, and measures to prevent excessively arduous work.
- Chemical risk prevention was one of our key programs in 2023: inventory of all products on site, risk identification, employee training.
- We also offer our teams working conditions that do not infringe their physical and mental health: environment, equipment, ergonomics, layout of workspaces.
- Specific programs are also in place to help combat sexual and psychological harassment, workplace violence and psychosocial risks. Beyond the mandatory training provided to employees and the training of Human Resources managers in the management of cases of harassment or discrimination, the Group's entities also have posted displays specifically addressing these issues, assigned internal contact persons that employees can get in touch with, and have individual support resources available to help prevent such conduct (when the sanctions taken against harassers have not gone as far as dismissal).



### # 3 / Biosafety

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

Starting in 2024, this network will be led by a Group biosafety officer.

### # 4 / Safety

In order to prevent workplace accidents, several programs were deployed in 2023:

- Declaration of unsafe conditions: the objective of this program is to identify and report (unsafe conditions) before the accident occurs. This program has been deployed across all GMSQ facilities, with two objectives:
  1. declare one (unsafe conditions) per year per employee;
  2. close 80% of (unsafe conditions) at the end of the year.

- Statistical analysis of the causes of accidents: this has allowed identification of the primary causes of accidents, thus permitting the implementation of appropriate awareness-raising campaigns (e.g. slip trip falls, use of personal protective equipment, Log-Out/Tag-Out/release from Log-Out/Tag-Out).
- Road safety: road safety awareness activities began in 2023. A specific training program has been developed and will be rolled out in 2024.

Focus on "Safety date": our global event, "Meetup with Safety," was rolled out in June 2023 at all group facilities. At this event, each employee was invited to make an individual commitment regarding their own safety and/or that of their colleagues. Each team also made a collective commitment. In total, we collected more than 3000 of these commitments.



## # 5 / EHS performance indicators

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



	2021	2022	2023 (2022 scope)	2023 (2022 scope + new entities)
Lost Time Frequency Rate (FR1)	<b>3.6</b>	<b>4.5</b>	<b>4.03</b>	<b>4.16</b>
Frequency of Severity Rate (SR)*	<b>0.07</b>	<b>0.04</b>	<b>0.06</b>	<b>0.06</b>
Lost Time and Incident Without Lost Time Frequency Rate (FR2)	<b>6.7</b>	<b>6.5</b>	<b>6.09</b>	<b>6.27</b>
Number of unsafe conditions per year per employee (LIC)*	N/A	N/A	<b>1.22</b>	<b>1.17</b>
Closure rate for situations	N/A	N/A	<b>78%</b>	<b>78%</b>
Number of fatal accidents	N/A	N/A	<b>2</b>	<b>2</b>

\* GMSQ only

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

Between 2022 and 2023, at constant scope, we observed a decline in FR1 (-0.5 percentage points) as well as a decline in FR2 (consistent decline since 2021).

The severity rate increased between 2022 and 2023, while remaining lower than 2021.

The indicator calculations have also been updated by incorporating the Group's new facilities and/or new entities (Santa Fe, Artemis, Guelph).

The "unsafe conditions" program was a great success in its first year, with a result clearly above the objective (1 situation declared per year per employee for the GMSQ population.

The closure rate (78%) also closely approximated the goal that was set (80%).

In 2023, 2 fatal accidents were recorded: one involved a road accident (sales team) and one involved the process of Log-Out/Tag-Out.

Following these accidents, specific programs, such as road safety awareness and the implementation of a Group-wide Log-Out/Tag-Out procedure, were implemented at all facilities.

## # 6 / Environment

See OnePlanet paragraph.



## Earning our stakeholders' trust

### Remaining vigilant at all times in relation to respect for human rights.

Ceva affirms its commitment to respect for all human rights, universal and indivisible. Human rights must be a matter of fundamental concern for any company; which is why we also need to remain vigilant to ensure that human rights are respected by the third parties we have relationships with (such as suppliers, customers, subcontractors).

The policy followed by the Group is based on the fundamental rights of workers set forth in the fundamental conventions of the ILO:

- Freedom of association and the effective recognition of the right to collective bargaining;

- The elimination of all forms of forced or compulsory labor;
- The effective abolition of child labor;
- The elimination of discrimination in respect of employment and occupation.

The Group's policy sets out principles intended to ensure that these rights will be respected, and that any adverse human rights impacts will be remediated.

## Preventing any cases of harassment and discrimination

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

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

We strive to create worker-friendly workplaces, for example by conducting specific external studies on working conditions (France and Germany). We also strictly prohibit any form of physical or verbal harassment by means of our procedures on discrimination and harassment, on the training of all employees, and on the creation of an ad hoc commission in case of specific whistleblowing incidents.

The Code of Ethics and Good Conduct, as well as several procedures in place at our local entities (Group procedures, internal regulations, local agreements), include these essentials and provide penalties for non-compliance. The whistleblower system - described in the section "ethics, the cornerstone of our activity" enables anyone, whether they are an employee or a third party, to make a confidential, anonymous report if they suspect or become aware of acts of harassment or discrimination. The Group undertakes to handle all whistleblower reports received in a confidential manner (in accordance with the "Whistleblower System" and "harassment and discrimination" procedures).

### Anti-discrimination and anti-harassment training

In 2023, three individual cases were reported via the whistleblower system, which were then the subject of an investigation and a formal report, resulting in the development of an action plan. In 2023, 91.9% of our employees received training in Ceva's anti-discrimination and anti-harassment policy. Offered primarily via e-learning, this training was also provided in person - in Italy and India for example - at sessions intended for employees less comfortable with IT tools.

Human rights performance indicators	2020	2021	2022	2023
Percentage of female staff with a salary gap less than 10% compared to that of male staff	81.1%	79.8%	81.9%	83.3%
Proportion of women in workforce	45.9%	45.3%	45.9%	45.1%
Proportion of men in workforce	54.1%	54.7%	54.1%	54.9%
Gender balance among management	N/A	40.1 % (F) 59.9 % (H)	40.1%(F) 59.9% (H)	41.2% (F) 58.8% (H)
Gender balance among directors	N/A	20.3% (F) 79.7% (H)	20.8% (F) 79.2% (H)	22.1% (F) 77.9% (H)
Percentage of employees with access to social benefits (health, retirement, life insurance, unemployment)	N/A	N/A	98.1%	99.6% (100% Health, 100% Retirement, 98.8% Life insurance)
Percentage of employees having received "Discrimination and Harassment" training	N/A	N/A	90.0%	91.9%
Percentage of employees with disabilities by gender	N/A	N/A	1.4%	1.6% ** (54% F, 46% M)
Highest salary compared to the median of all other salaries by country	N/A	N/A	N/A	5.5%
Distribution of women/men by age, by country	N/A	N/A	N/A	31.57% of employees are between 18 and 35 years old (48% F, 52% M); 56.89% are over 35 (45% F, 55% M); 11.54% are over 55 years old (37% F, 63% M)
Existence of family leave by country	N/A	N/A	N/A	95.7% of Group entities have implemented at least one type of family leave: • bereavement 99.1% • parental leave for women 96.6% and for men 90.4% • marriage 88% • childhood illness 80.9%

\*100% of employees have social security coverage, including Australians and New Zealanders who receive this benefit in the form of pay.

Furthermore, 98.9% of employees are covered by their public unemployment system.

\*\* or 3.58% not considering countries where it is not legally possible to collect this data (such as Hungary for example).

# Ethics, the cornerstone of our activity

We go beyond our legal obligations in acting according to the principles of integrity, loyalty and respect, as expected by our customers, investors and partners.

Ceva's Ethics and Compliance Department works on the basis of the "ethics and compliance" program and the associated policies and procedures. It is responsible in particular for helping raise awareness among employees, and monitoring the application of "ethics and compliance" principles by the other departments.

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

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

## **# 1 / Commitment to ethics and the fight against corruption within our activities**

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

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

The Code also provides policies and responsibilities in regard to health and safety (page 15), quality and innovation (page 34), animal welfare (page 30), and IT security (page 23). The code was originally written in 2018, and one of our projects for 2024 will be to update it to incorporate the new legal obligations that now apply to our procedures, such as for example the European directive on the protection of whistleblowers.

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

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

Finally, in 2023 we continued our rollout of procedures based on our code of conduct with the update of our gifts and hospitality procedure and the development of a policy for detecting and managing conflicts of interest. These two procedures are intrinsically linked and will be communicated to all employees in the course of 2024.



## # 2 / Raising awareness of ethics and compliance rules

All Ceva employees have access to our code of ethics and associated procedures, which is available in 17 languages. In France, emails were sent out to all with an explanatory brochure on the ethics and compliance program, and the code was incorporated into the internal regulations. On our Group intranet, employees can access this code as well as a FAQ on the subject.

Our primary commercial partners are also made aware of this code via a contractual clause with which they undertake to comply. It is also accessible on our website.

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



## Training and awareness raising for our most exposed employees

Ceva provides training for its senior executives and employees most exposed to compliance risk (Hay scale 16 and up). In 2023, we continued to provide this training to new hires and to employees who last underwent training more than three years ago. Our objective is to train 90% of our employees.

## # 3 / Mapping, reporting and investigating to help mitigate risks

Based on our mapping of primary corruption and influence peddling risks at the Group level, we have established action plans for the activities and procedures posing the greatest risk. We have also established specific policies (corruption, international sanctions, conflicts of interest, human rights) for our employees, and implemented due diligence procedures for third parties. At the same time, our Group has also incorporated ethics and compliance clauses into its contracts. As the risks to which Ceva may be exposed are subject to change and are linked to the international context, each year we review whether it is necessary to update the mapping. In 2023, no update was necessary.

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

Lastly, the Ethics & Compliance Department also provides support to our teams in their daily activities. This year, the Russian-Ukrainian conflict has greatly impacted the context of our relationships in Russia, Belarus and Ukraine. In light of these circumstances, the department provided support to the sales and supply chain teams to ensure that our relationships can continue to be pursued in full compliance with French and international provisions, by regularly verifying that neither our activities nor our stakeholders are subject to international sanctions.



**Business ethics performance indicators**

	2022	2023
Percentage of assigned employees having received training in the "Global Anti-Bribery" training module	74%	82%
Percentage of assigned employees having received training in the "Global Anti-Money laundering" training module	72%	81%
Percentage of assigned employees having received training in the "Global Business Ethics" training module	69%	77%
Percentage of employees having received "Compliance Awareness Campaign" training	70%	85%



# Personal data

For organizational and operational purposes, Ceva processes personal data, in particular that of its employees, customers and partners. The Group undertakes to protect the personal data it processes in order to guarantee respect for the privacy of individuals.

## # 1 / Protecting our stakeholders' personal data

The Group Data Protection Officer (DPO) advises Ceva on these matters. This officer is in charge of ensuring compliance with obligations under the General Personal Data Protection Regulation (GDPR), and ensuring that privacy is protected.

The DPO monitors projects in collaboration with the various departments involved and with European subsidiaries.

Ceva has set forth provisions regarding data confidentiality and IT security obligations in its Code of Ethics and Business Conduct.

We have designed procedures that provide guidance on how to respond to complaints, handle requests to exercise rights, and what measures to take in case of personal data breaches or leaks (no breaches or leaks occurred in 2023).

On our website, we have published our cookie management policy and our data privacy policy, which was updated in 2023. There, we provide access to information on how Ceva collects and uses certain personal data, and the resources and rights available to individuals to control how their data is used.

In 2023, a new data confidentiality policy applicable specifically to the Human Resources Department was added to this body of procedures as part of our implementation of the new Cornerstone hiring system. An IT charter was also prepared, in collaboration with the IT and Human Resources Department, which will be integrated into the internal regulations in 2024.



## # 2 / Continuing our work towards GDPR compliance

As part of its continued efforts to ensure compliance with the GDPR, Ceva has implemented:

- An exhaustive record of all personal data processing performed Europe-wide;
- Tools (dedicated contact forms) to strengthen the rights of individuals and guarantee their rights, such as the right of notification, consent, rights of access and rectification, the right to erasure, the right to be forgotten, the right of opposition and to request the limitation of processing, the right to data portability, and the right to seek redress;
- Raising awareness among the various departments of the Group that process personal data to ensure that, by default, and starting from the design of new projects, only the data necessary for the specific purpose of processing will be processed;
- An impact analysis conducted in advance of any processing likely to create elevated risk to the rights and freedoms of natural persons.

In accordance with regulatory obligations, we have developed a platform to keep a record of our data processing activities.

In 2021, we created a GDPR training program, available in multiple languages. Deployed through our global training platform, this training program was assigned to all Group employees in 2022, with an additional module specifically required for our HR specialists. This course has been incorporated into the mandatory curriculum for all new hires. In 2023, another new training course was developed, likewise in view of raising employee awareness. This new training course is available in several languages and will be assigned in 2024 as part of the training curriculum mandatory for all employees and new hires. Since 2018, our Group has made essential and practical guidelines and procedures for maintaining our compliance with the GDPR available to employees via intranet, covering for example the classification of data processing actors, sensitive data, and legitimate interests. All IT teams were also required to complete a comprehensive GDPR training course in 2023.

### Personal data performance indicators

	2022	2023
Percentage of assigned employees (HR) having received training with the GDPR module	4%	89%
Within Europe: *Percentage of assigned employees having received training with the GDPR module (excluding HR)	61%	95%
Outside Europe: *Percentage of assigned employees having received training with the GDPR module (excluding HR)	53%	93%

A young African American boy with short dark hair is smiling down at a Siamese cat he is petting. He is wearing a blue and white horizontally striped button-down shirt and light blue jeans. The cat is brown with dark points on its ears, face, paws, and tail. They are both sitting on a light-colored couch. In the background, there is a window with a view of greenery.

#OneHealth

## COMBATING ANTIBIOTIC RESISTANCE

The use of antibiotics is necessary for the treatment of bacterial infectious diseases. The use of this type of treatment is an important part of fulfilling our obligation to animal welfare and our commitment to providing support to the people who treat animals, namely veterinarians. Nevertheless, at Ceva, our approach to antibiotic therapy is based on a simple principle: "As much as necessary, and as little as possible."

Four fundamental principles guide our position on the rational use of antibiotics:

1

**THE RIGHT PERSON:**

supporting veterinarians in their role as prescriber of antibiotics;

2

**THE RIGHT PRODUCT:**

developing a wide range of molecules to provide veterinarians with the most suitable product for a given pathology;

3

**THE RIGHT TIME:**

offering training on the responsible use of antibiotics, including the use of complementary diagnostic tools such as antibiograms;

4

**THE RIGHT FUTURE:**

continuing to invest in research and development for innovative approaches to the use of antibiotics or alternatives.

## Contributing to reducing the use of antibiotics in animal healthcare

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

In view of the EMA-AMEG categories, Ceva does not develop any drugs falling under category A ("Avoid"). For our antibiotic sales in 2023, category B ("Restrict") drugs represented only 11.7% of sales, category C ("Caution") represented approximately 54.9%, and category D ("Prudence") 33.4%.

1<sup>st</sup> and 2<sup>nd</sup> line drugs thus account for almost all of Ceva's product offering in this regard. Considering that its antibiotic product line primarily consists of injectables, it is important to note that Ceva is actively involved in seeking to reduce the consumption of antibiotics in animal health care.

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



## Raising awareness among our stakeholders about the proper use of antibiotics

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



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

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



### CEVOLUTION

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



# Innovating for the development of new forms of anti-infectives

Strongly committed to the prevention of infectious diseases, our Group strives to contribute to reducing the use of antibiotics for the treatment of animals. Indeed, 54% of our I&D budget is devoted to the development of vaccines, and in particular autovaccines. Of the other 46% of the budget devoted to non-immunological treatments, only 15 to 20% is devoted to research into new antibiotics.

## # 1 / Ceva, world-class expertise in autovaccines

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

The group has a network of campuses dedicated to the manufacture of these autovaccines (in Germany, Canada, France, the UK and the USA), thus reinforcing Ceva's prevention strategy.



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

In 2023 Ceva officially integrated Filavie. Created in 2002 by the Grimaud Group and located in Roussay (49), Filavie is a company specializing in the research and production of biological solutions (viral and bacterial vaccines and autovaccines) for all animal species (fish, birds and poultry, pigs, ruminants, horses, etc.), whether pets or livestock.

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

“

*This integration work will make it possible to create significant synergies between the various existing I&D and production laboratories, particularly in terms of the development and production of bacterial autovaccines, as well as helping to broaden the scope of our actions internationally.*

”

**Jean-Charles Tissot**  
*Director of Group autovaccine activities*

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

Some of our development programs aim to update the formulations and indications of older first-line molecules that were less commonly used by veterinarians.

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

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



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

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

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

- In Europe, by providing traditional oral rabies vaccine bait for use in foxes (foxes are the main hosts of rabies in Europe)
- In North America, with new baits for raccoons and skunks.
- Field validation testing, at an advanced stage, 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. Focusing on prevention, United Against Rabies - of which Ceva is an active partner - works tirelessly to vaccinate dogs against rabies. Through extensive vaccination campaigns, we can create a shield that not only protects our pets, but also helps stop the spread of the virus at the source.

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*Our commitment extends to wildlife as well. By collaborating with conservation organizations, we are working to tackle rabies at the crossover point where it meets the broader animal kingdom. From foxes to raccoons to other wildlife host species, our aim is to help minimize the risk of rabies transmission within and among species."*

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**Sacha Seneque**  
*Global VPH managing director*

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

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

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

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

Based on these existing guidelines, in 2021 our Group developed a Ceva charter on the care and welfare of animals, which was published in January 2022. This charter, which entered into force in 2022 at all subsidiaries, can be accessed on the Ceva website. The charter was updated in 2023.

A comprehensive procedure for the implementation of this charter has also been developed. All of our employees that directly or indirectly come in contact with animals have received training in this Ceva charter on the care and well being of animals.

Furthermore, all employees of our Group have access to a more general animal welfare awareness program.

## Governance of our Group's commitment to animal welfare

Preserving animal well being is an essential issue for Ceva, and the Group Director of Corporate Affairs & Communication is responsible for reporting to the Executive Committee on the subject. In 2020, our Group appointed regional animal welfare managers to monitor animal welfare at its research and development and production facilities that use animals. These managers are generally drawn from the Quality Control teams and work to continually improve the animals' living conditions. They also ensure the proper performance of ethics reviews covering all animal experimentation activities.

These regional managers also serve on our Group's ethics and animal welfare committee, which was also created in 2020. This Group committee has met every year since 2021. Its role is multifaceted: ensuring compliance with the charter, establishing a priority improvement plan, raising employee awareness and providing training to employees, and finally, collecting and monitoring performance indicators that were defined and approved in 2022.



## Limiting the use of laboratory animals



### # 1 / A necessary, regulated use of laboratory animals

The vaccines and other drugs developed by Ceva are intended to help protect and treat all animals, whether domestic, farmed or wild. The development and production of these healthcare solutions requires the performance of studies involving laboratory animals. These studies are required by law and are highly regulated. Their purpose is to demonstrate:

- The product's effectiveness and safety for animals, and in particular the absence of toxicity;
- The product's safety for humans, and in particular the absence of drug residues in products from treated animals intended for human consumption;
- The absence of toxicity for the environment and other living organisms that may be in contact with the product or its derivatives. As a member of the French veterinary pharmacologists' union (SIMV), since February 2021 our Group has been a signatory to the Transparency Charter on the use of animals for scientific and regulatory purposes.

## # 2 / Ceva and the 3Rs rule

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

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

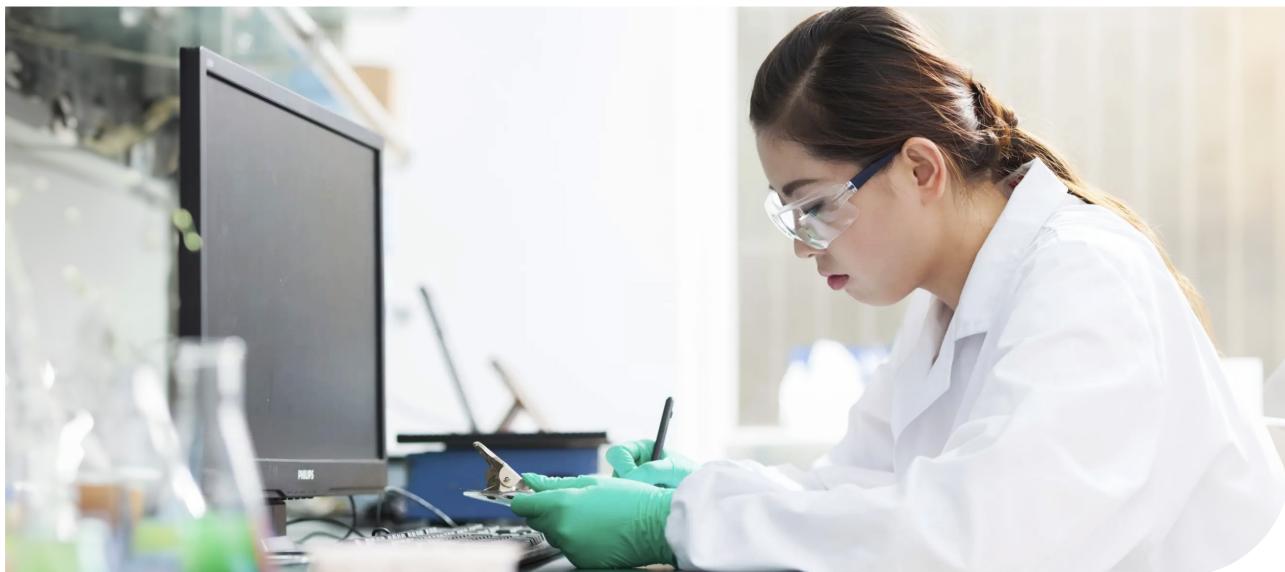
Ceva is a member of the associations HealthforAnimals and AnimalHealthEurope as well as of the Veterinary Medicine and Diagnostic Industry Union (SIMV) in France. These organizations work to ensure the health of animals and to provide treatments that help preserve their well being. Side by side with them, we work every day to find alternatives to animal testing. In 2021, Ceva joined the 3Rs Task Force of HealthforAnimals - an international association of animal health industry professionals - to help find ways to reduce the use of animals in view of the registration and production of veterinary vaccines. This Task Force meets monthly, collecting information and jointly preparing documents intended to help advocate for the implementation of the guiding principles described in the 3Rs by authorities worldwide. Out of our constant concern for improving animal well-being, our Group also works with other partners such as the European Commission, on its platform dedicated to this issue.

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

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

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

In 2023, Ceva participated in the NIBSC (National Institute for Biological Standards and Control) collaborative project to validate a new method to replace the use of animals in the production of the tetanus vaccine.



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

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

Internal audits are periodically performed at Ceva facilities used to house animals. We also verify our main partners' regulatory compliance by means of quality audits. In 2022, we performed a first audit specifically dedicated to animal welfare at the facilities of one of our service providers that uses animals. In 2023, with the collaboration of the Quality department, an "animal welfare" audit program was established and Group Quality auditors were trained for this specific audit component.

In 2023, we performed an audit specifically dedicated to animal welfare at the facilities of one of our service providers that uses animals, as well as a first joint "animal welfare quality assurance" audit.

## # 4 / Monitoring the ethical nature of our activities involving animals

In 2014, Ceva Phylaxia Campus (Budapest) was the first to establish an Ethics Committee responsible for monitoring animal studies.

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

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

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

It will also ensure that the study is justified.



### Animal welfare performance indicators

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

## GUARANTEEING THE QUALITY AND SAFETY OF OUR PRODUCTS TO OUR CUSTOMERS

### Quality at Ceva: a commitment, an identity

#### # 1 / An organisation dedicated to quality

Today, the Ceva Quality Department is organized around:

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

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

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

## # 2 / A well-documented Quality policy and secure data

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

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

### Recording of data

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

Work continued until 2023 to optimize this quality assurance system. Furthermore, all major processes are now documented. Quality risk management is the focus of decision-making concerning Quality issues, and of the definition of strategic Quality objectives for the Group.



## # 3 / Quality control and monitoring

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

The digitalization of an ever-increasing number of processes, such as documentation management or audit management, along with the improvements being made to the efficiency of product delivery flows, allows teams to continue working

ever more efficiently, with a view to increasing customer satisfaction and bringing reliable products to market as quickly as possible.

In 2023, our Group continued measuring the performance of our processes by using quality monitoring indicators. We also started to include indicators for our Innovation and Development (I&D) departments, designed on the same basis as the indicators and reporting used for GMSQ.

## Recording of data

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

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

- report pharmacovigilance cases to the authorities in compliance with local regulations;
- analyze pharmacovigilance cases reported around the world involving the Group's products;
- detect and manage potential pharmacovigilance signals;
- review product risk-benefit ratios and update product information sheets.

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

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



Product quality performance indicators	2020	2021	2022	2023
Percentage of number of product recall events compared to total products sold	0.05	0.03	0.01	0.02

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.





#ne Planet

To reduce our environmental footprint, we strive to reduce the impact of all of our activities: waste production, emissions to air, water and soil, water and energy consumption, and CO<sub>2</sub> emissions. Ceva's maintenance and equipment managers and EHS teams are implementing actions on the ground to achieve this reduction objective.

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

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

The group's EHS policy, applicable since February 2023, fully integrates the environment component. This pillar was also strengthened in 2023 through the deployment of the EHS roadmap, particularly with regard to:

- The governance and leadership component (see safety component)
- The rollout of EHS rules that come together to form a whole separate component specifically addressing environmental issues.
- Monitoring of environmental performance indicators: since 2022, we have strengthened the rules for reporting environmental data.

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

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

Every month, the Group EHS director and facility EHS managers consolidate and review these indicators. To help reduce the impacts observed, the community of energy managers and EHS managers meets monthly to monitor the actions initiated by the facilities. In 2023, Ceva's EHS and Corporate Affairs departments jointly established the environmental component of the EHS roadmap.

Particular effort was made in 2023 with regard to the control of energy consumption and the group's CO<sub>2</sub> strategy.

To this end:

- Specific requirements (for example for a technical note to be attached to tender calls, or for the performance of EHS impact analyses or CO<sub>2</sub> impact analyses) were developed in view of reducing the environmental impact of new projects, in particular the reduction of energy and water consumption levels.
- "Energy managers" have been appointed for each campus. A Group Energy manager has also been hired.

The audit program started in 2022 and continued in 2023. Four of our facilities were audited in 2022, another four in 2023, and another four are planned for 2024. The Group's Energy manager is responsible for monitoring the audit schedule as well as for monitoring the action plans. Optimizing equipment operating modes and regulating heat generation remain priority concerns for us.

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



## Limiting our greenhouse gas emissions

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

In 2023, in collaboration with the firm Carbone4, we performed an in-depth study to verify our assessment results and work towards continued improvement. The work performed allowed us to confirm that the GHG Protocol methodology was correctly followed, and helped us identify areas for improvement, which will be addressed in 2024.

To help improve its carbon footprint, Ceva has approved the following strategy:

1. Implementation of specific governance for the reduction of our greenhouse gas emissions, involving all the key players: management, CSR, EHS, maintenance and purchasing.
2. For scopes 1 and 2, the following strategic orientations have been approved:
  - Controlling our energy consumption;

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

In 2024, the first of our solar panel projects will be launched, in particular at our new distribution platform at the Montpon facility. We plan to launch other projects as well in 2024, notably at our Porto Empedocle facility in Sicily, and at our new headquarters in Libourne.

3. Regarding scope 3: a quantitative analysis was performed in order to target the most significant emission categories in our value chain. We have identified certain specific key actions in terms of carbon impact so that we can work with our suppliers to mitigate the carbon impact of the materials used. At the same time, awareness-raising sessions were conducted among buyers, to facilitate a better understanding of what areas to focus on and how to integrate decarbonization approaches into some of their purchasing strategies.



## Reducing our waste and water consumption

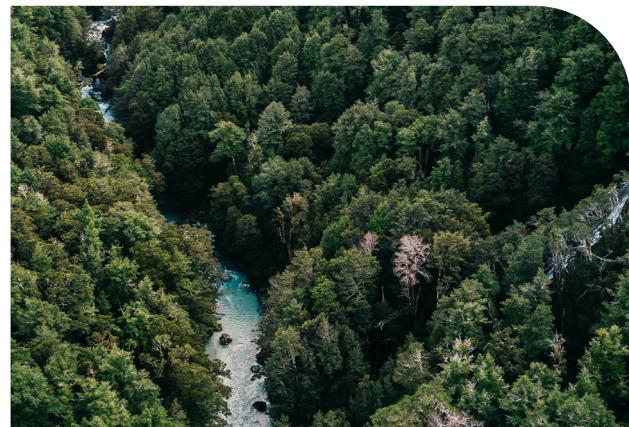
Ceva is also working to reduce its generation of hazardous and non-hazardous waste. To this end, the environmental data reporting rule enacted in 2022 was reinforced in 2023 in order to quantify our different treatment methods and to set goals for 2024 to increase the share of our waste that is recycled. We also monitor our water consumption at our industrial and R&D

facilities on a monthly basis. In 2023, we conducted a detailed analysis to identify facilities located in potential water scarcity areas and prioritize the studies to be performed. In 2023, we began audits at the facilities concerned, supervised by the Group Energy Manager.

## We rely on environmental audits to help us to continually improve.

The Group's eleven most strategic production facilities were audited by an external organization specializing in EHS issues between 2017 and 2019. Interrupted in 2020 by the health crisis, this audit campaign resumed in 2023 (with 2 audits performed), and will continue in 2024. These audits identify risks, and offer corrective measures where appropriate, with regard to:

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



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

Environmental performance indicators	2021	2022	2023
Electricity consumption (MWh)	90 829	95 734	100 474
Stationary sources of fossil fuel combustion (MWh HHV)	62,865	71,787	103,796
External steam consumption (MWh)	40,045	34,403	19,031
Water consumption (m³)	643,666	658,566	721 416
Hazardous and non-hazardous waste generated (t)	N/A	8,599	9,931
CO <sub>2</sub> emissions (scope 1 and scope 2) (t CO <sub>2</sub> eq)	53,389	55,746	61,773
CO <sub>2</sub> emissions (scope 3) – Purchase of goods and services (t CO <sub>2</sub> eq)	N/A	113,129	114,016
CO <sub>2</sub> emissions (scope 3) – Other calculated categories (t CO <sub>2</sub> eq)	N/A	81,808	104,336
Percentage waste recycled	N/A	N/A	17%
Percentage waste buried	N/A	N/A	17%
Percentage waste incinerated	N/A	N/A	36%
Percentage of waste, other	N/A	N/A	30%
Water consumption intensity (m <sup>3</sup> /M€)	N/A	N/A	445
Energy consumption intensity (MWh/M€)	N/A	N/A	154
CO <sub>2</sub> intensity (t CO <sub>2</sub> / M€)	N/A	N/A	173

Overall electricity consumption, fossil heat consumption and overall water use increased in 2023, due in particular to a general increase in the Group's activity, and to the commissioning of a new factory in Canada.

The installation of a supplementary heat production method at our campus in Budapest, Hungary (boilers running on LPG) also helps explain the increase in our overall consumption

of stationary fossil combustion sources. The use of this new energy source has at the same time resulted in lower use of steam from external networks, which explains the overall decline in this indicator for 2023.

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

## CEVA IS ALSO COMMITTED TO...

### Preserving biodiversity



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

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

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

“

*"A separate legal entity from Ceva, we launched this fund in 2023 to finance applied research projects with results that can be observed quickly, with deadlines ranging from 3 to 5 years at most."*

**Pierre-Marie Borne**

Director of the Ceva Wildlife Research Fund

”

The fund's three primary missions are the preservation of biodiversity, the fight against zoonoses, and safeguarding interactions between wild animals, farmed animals and humans. In 2023, funding was provided for 5 scientific initiatives: a program to develop a vaccine for Australian koalas against chlamydia, a project to vaccinate wild birds in Belgium's Pairi Daiza wildlife park against avian influenza, a partnership with CEFE-CNRS intended to help better understand and protect northern gannet populations, an innovative doctoral project on pangolin conservation, aimed at unraveling the mysteries of this enigmatic species, as well as a study on elephant populations.



**Wildlife Research Fund**

### Agrobiodiversity

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



# Responsible purchasing



*The responsible purchasing policy we have in place*

*Group-wide helps us ensure that our transactions with suppliers comply with certain environmental, social and ethical standards, and thus participates in Ceva's ESG strategy in the course of everyday operations (in terms of products purchased, supplier choice, delivery methods used, etc.).*



**Anne Watine**

Director, Group Purchasing, Sourcing and Innovation

**€1 billion**

in purchases

**22 ,600**

suppliers, present in

**110 countries**

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

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

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

In 2022, the Purchasing Department took steps to reinforce our Group's "Responsible Purchasing" approach. In 2023, we launched our common Responsible Purchasing approach, which consists in implementing specific methods and tools for all buyers on the major platforms (Brazil, France, Hungary and the USA).

## # 1 / Governance of our purchasing operations

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

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

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

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

## # 2 / Monitoring respect for human rights throughout the value chain

Ceva monitors compliance throughout its value chain with the fundamental principles set forth in the United Nations Universal Declaration of Human Rights and the conventions of the International Labor Organization. We stand firmly opposed to modern slavery, human trafficking, and all forms of illegal, forced or compulsory labor, in particular child labor, discrimination in hiring and employment, and the restriction of freedom of association and collective bargaining rights.

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

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

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

Our ambition for 2024 is to adapt to our suppliers our Ceva Group Principles of Ethics and Compliance, which are attached to our contracts and are currently applied to all of our commercial partners.

## #3 / Building responsible and supportive relationships with our suppliers

In September 2022, Ceva reaffirmed its commitment by signing the "Supplier Relations and Responsible Purchasing Charter", a charter updated in 2023 to give it an increased focus on environmental issues. Ceva is committed to applying good practices in purchasing from its suppliers, in a context of mutual trust. We undertake in particular to:

- Ensure financial fairness towards suppliers;
- Promote collaboration;
- Reduce the risks of mutual over-dependency;
- Incorporate environmental concerns;
- Ensure that the company is locally responsible;
- Manage procurement in a comprehensive, integrated manner.

These principles of the charter are also incorporated into our supplier relationship management approach.

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

In 2023, we set up awareness-raising sessions for our buyers on environmental issues, carried out an initial CSR maturity analysis of our main suppliers, and integrated the CSR rating grids into our calls for tenders. We also launched joint projects with some of our strategic suppliers seeking to jointly reduce our CO<sub>2</sub> emissions.

In 2024, we will continue to pursue our ambitions in terms of responsible relationships with our suppliers by:

- Finalizing the incorporation of CSR rating grids into our calls for tenders, so as to include these criteria when selecting suppliers;
- Continuing the projects we have launched with our suppliers to identify areas for optimizing CO<sub>2</sub> emissions in our value chain.

## #4 / Ensuring ingredient supply continuity

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

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

Ceva has developed a comprehensive supply chain risk map, covering the Group's twenty-five (25) most strategic products (the "Top 25"), i.e., the products generating the most substantial revenues. Our Group has assessed the exposure of its strategic products to certain risk factors that may possibly lead to a disruption in the supply chain:

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

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

Ultimately we entered an agreement with one of our primary distributors, to have it perform EHS audits of key ingredient suppliers in China. Suspended during the health crisis, these EHS audits will resume in 2024.

Thanks to our Group's policy, we have experienced no supply disruptions since 2021. This is again our goal for 2024, in spite of the very volatile market context.



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

In order to participate in the growth of local economic communities and secure our supply chain, we endeavor to locate our purchases as close as possible to our consumption sites ("geo-purchasing"). To accelerate this increase in local purchasing, our Group added to its list of indicators the share of purchases made in-region, near the location of our facilities in France, Hungary and the USA, as well as the share of purchases made in-country, in the countries where those industrial facilities are located.

In 2023, significant work was performed to determine values for this indicator, since its scope was extended to include all the Group's subsidiaries (all subsidiaries using the JDE ERP suite – 95% of group expenses) and to cover all purchases (direct

and indirect). The share of purchases made locally (i.e., in the local regions where we operate) at our largest purchasing sites (France, Hungary, USA) came to 18%.

It should be pointed out that during the pre-selection process in our calls for tenders and in the deliberations of the "Supplier Choice" committee, priority is given — at equal costs — to regional suppliers. This principle is enshrined in our "Responsible Supplier Relations" charter.

To help us forge closer bonds with our suppliers, this year our Group participated in the "BtoB Néobusiness" purchasing fair in Nouvelle-Aquitaine. The aim of these events is to help reinvigorate the local economic community and increase in-region purchasing.

### Responsible purchasing performance indicators

#### GEO-PURCHASING

Region	Percentage of Ceva Group purchasing in 2023
Local (in proximity to Ceva sites – FR/US/HU)	<b>18</b>
Domestic	<b>53</b>
<b>Total</b>	<b>72</b>
Foreign	<b>28</b>

For purposes of comparability, and given the extension of the scope of calculations for this indicator to include all purchases and subsidiaries, only the data for 2023 are shown.

These calculations involve two steps:

- For France, the US and Hungary, purchases made from suppliers located in the regions where they operate provide the figures for the "Local purchase" indicator.
- For all countries taken together (including FR, HU, US), purchases made from suppliers located in-country (but not in the specific regions referred to above) provide the figures for the "National Purchase" indicator.

#### TRAINING

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

# METHODOLOGICAL NOTE

## **Organizational affiliation of industrial, I&D and autovaccination sites**

The Group's governance is organized into different operational departments bringing together most of Ceva's occupational divisions and activities, including: GMSQ, I&D, Group Operations, Digital Transformation and Autovaccines.

Each Ceva facility or campus, which may accommodate multiple activities (i.e., I&D, production, warehousing, distribution, marketing, commercial functions, support functions, etc.), is organizationally subordinate to one of these departments depending on its primary activity. A campus is a site that includes both I&D and production activities.

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

This list of sites does not include all of the Group's subsidiaries, in particular its commercial subsidiaries, which are present in more than 40 countries.

## **1. One Ceva**

### **1.1. Skills development**

#### **1.1.1. Personnel turnover rate**

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

The resignations turnover rate is determined as follows: Number of new hires on permanent contracts in 2023 / Personnel (permanent employees) on permanent contracts as of December 31, 2023.

These calculations do not include employees absent for more than 10 months or the employees of companies acquired during the year.

#### **1.1.2. Percentage of performance evaluation completed**

Individual interviews are interviews held between employees and their managers with the aim of evaluating the skills used by the employee during the year.

An interview is considered complete when it is signed by the manager in People Cloud.

These calculations do not include employees of companies acquired during the year, new hires in 2023, employees with less than 6 months of seniority as of 12/31, employees absent for more than 10 months, or employees absent for the evaluation campaign.

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

A trained employee is a Group employee who has taken at least one training course (face-to-face or e-learning) during the year. The percentage of the Group's entire personnel having received training was determined in 2023.

The training courses figured into the calculations are both those conducted locally and the Group-wide training courses (mandatory or optional), conducted via the dedicated People Cloud tool.

The percentage of employees having received at least one training module during the year is determined as follows: number of permanent employees having received at least one training module in 2023 / number of permanent employees present as of 31 December 2023.

These calculations do not include employees who had been absent for more than 10 months of the year, or employees of companies acquired by the Group during the year.

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

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

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

#### **1.3 Health and safety**

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

##### **1.3.1. Workplace accidents**

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

##### **1.3.2. Lost workdays resulting from workplace accidents**

Lost workdays refers to the number of calendar days off, as ordered by a doctor, counted from the day following the occurrence of the accident.

##### **1.3.3. Hours worked**

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

They are calculated every month using the average number of monthly hours worked by employees in the country, and the total number of active full-time equivalent employees. This data is provided by the Group's Human Resources Department. However, some facilities use actual hours as recorded by Human Resources departments rather than theoretical hours; this is the case for French, Italian and American facilities.

#### **1.3.4 Lost time workplace accident frequency rate**

The lost time workplace accident frequency rate corresponds to the number of accidents that by order of a health professional must result in a work stoppage lasting one or more day after the day of the accident, per million working hours.

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

#### **1.3.5. Non-lost time workplace accident frequency rate**

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

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

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

#### **1.3.6. Lost-time workplace accident severity rate**

The lost-time workplace accident severity rate corresponds to the number of workdays lost due to a workplace accident per thousand working hours.

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

#### **1.3.7. Hazardous situation**

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

#### **1.3.8. Closure rate for hazardous situations**

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

#### **1.3.9. Number of fatal accidents**

Number of work accidents resulting in death.

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

#### **1.3.10. Reporting scope**

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

The scope for the calculation of the frequency rate and severity rate indicators includes 100% of the Group's internal workforce in 2023 as well as temporary workers.

### **1.4. Human rights**

#### **1.4.1. M/F Group personnel**

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

#### **1.4.2. % of F personnel with a salary gap less than 10% compared to that of M personnel**

Equal pay for men and women is determined on the basis of the classification method for professional positions known as the Hay method.

Equal pay for men and women is obtained by the following calculation: Female personnel at the Group as of December 31, 2023 with a salary difference of less than 10% from the Male personnel by country and by Hay category / Group personnel as of December 31 with comparable salaries.

The scope used does not include:

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

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

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

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

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

This rate is obtained by the following calculation: number of permanent employees having received training as of December 31, 2023 / total permanent personnel.

The scope used does not include employees absent for more than 10 months or the employees of companies acquired during the year.

#### **1.4.5. Percentage of disabled employees by gender**

This involves measuring the number of employees having declared a disability to the management of local entities.

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

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

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

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

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

#### **1.4.7. Distribution of women/men by age, by country**

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

#### **1.4.8. Existence of family leave by country**

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

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

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

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

## **1.5. Business ethics**

### **1.5.1. Percentage of assigned employees having received training in the "Compliance Awareness Campaign" module**

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

This indicator covers the entire Group workforce, excluding non-permanent contracts and employees with inactive status as of December 31, 2023.

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

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

### **1.5.2. Percentage of assigned employees having received training in the "Global Anti-Bribery" module**

The percentage of assigned employees having received training in the "Global Anti-Bribery" module corresponds to the percentage of employees in Hay class 16 to 29 having received training in the module as of December 31, 2023.

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

Employees on non-permanent contracts and those with inactive status as of 31 December 2023 are excluded. Employees not falling within the targeted classes were also assigned to the training.

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

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

### **1.5.3. Percentage of assigned employees having received training in the "Global Anti-Money Laundering" module**

The percentage of assigned employees having received training in the Global Anti-Money Laundering module corresponds to the percentage of employees in Hay class 17 to 29 having received training in the module as of December 31, 2023.

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

Employees on non-permanent contracts and those with inactive status as of 31 December 2023 are excluded. Employees not falling within the targeted classes were also assigned to the training.

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

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

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

The percentage of assigned employees having received training in the Global Business Ethics module corresponds to the percentage of employees in Hay class 17 to 29 having received training in the module as of December 31, 2023.

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

Employees on non-permanent contracts and those with

inactive status as of 31 December 2023 are excluded. Employees not falling within the targeted classes were also assigned to the training.

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

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

## **1.6. Personal data**

### **1.6.1. Percentage of assigned employees (excluding Human Resources) having received training in the GDPR module**

The percentage of assigned employees (excluding Human Resources) having received training in the GDPR module corresponds to the percentage of employees of the entire Ceva Group (excluding employees in the Human Resources Department) having received training in the module as of December 31, 2023.

A distinction is made between assigned employees trained within Europe and outside Europe. Since the GDPR is a European regulation, all employees located in Europe are expected to complete this training module. For employees outside Europe, this training serves to raise awareness of personal data concerns.

Employees on non-permanent contracts and those with inactive status as of 31 December 2023 are excluded.

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

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

### **1.6.2. Percentage of assigned employees (HR) having received training in the GDPR module**

The percentage of assigned employees (HR) having received training in the GDPR module corresponds to the percentage of employees in the Human Resources Department having received training in the module as of December 31, 2023.

A distinction is made between the HR population and other employees. As these employees are responsible for processing sensitive data, a specific module has been assigned, in addition to the general module.

For the same reason, no Europe/non-Europe distinction is made in this case.

Employees on non-permanent contracts and those with inactive status as of 31 December 2023 are excluded.

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

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

## **2. One Health**

### **2.1. Animal welfare**

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

The percentage of assigned employees who have received training in the application of the animal welfare charter corresponds to the percentage of employees in direct or indirect contact with animals having received training in the module as of December 31, 2023.

The employees concerned were identified by contacting:

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

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

Employees on non-permanent contracts and those with inactive status as of 31 December 2023 are excluded.

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

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

## 2.2. Product quality

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

A manufactured batch is a set of units resulting from a series of processes (manufacturing, packaging) conducted under almost identical circumstances. Each batch is registered and identified with a unique batch number.

Batch recalls may be carried out following a report of an incident or accident during its manufacture or its use. Batch recalls are always subject to regulatory reporting.

The product recall percentage corresponds to the number of batch recalls that occurred during the year, divided by the total number of batches manufactured during the same year, multiplied by 100.

The scope of this indicator covers all batches of Ceva products manufactured by industrial facilities or campuses attached to the GMSQ Department or managed by subcontractors, representing 80% of Group sales in 2023.

## 3. One Planet

### 3.1. Environment

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

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

##### 3.1.1.1. Methodology

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

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

- Scope 1: stationary combustion sources (natural gas, LPG, propane, fuel oil, diesel, wood), mobile combustion sources (commercial fleet, service vehicles), refrigerant liquid leaks.
- Scope 2: use of electricity from the grid and steam from external networks.
- Scope 3 – purchases of goods and services: purchases of raw materials and consumables included in the product production phase, non-production purchases, purchases of services.

- Scope 3 – other: emissions relating to other scope 3 categories: fixed assets, energy-related activities (excluding combustion), upstream and downstream transport, business travel (air travel only), waste generated during operations, assets leased upstream.

The data required to perform calculations for scopes 1 and 2 was collected from each included entity over the course of 2023. The emissions factors associated with each emissions source come from national agency databases (IEA, ADEME, DEFRA, IPCC) and from data specific to energy suppliers. Use of the most up-to-date emissions factors began as soon as they were made available.

The data required to perform calculations for scope 3 was obtained from central offices and from the individual entities when necessary. The emissions factors used are drawn from national agency/institutional databases and life cycle analysis databases.

#### 3.1.1.2. Scope

The calculations for scope 1 and scope 2 (excluding commercial fleet) cover all of the Group's campuses, I&D sites and industrial sites. Water, electricity and gas consumption cover the same scope.

The scope covers 100% of production facilities and I&D facilities. The 20% of group employees not covered will be included in later calculations for scope 3 in the "Upstream leased assets" section, because they work in rented offices.

For emissions associated with employee business travel by car, the scope considered covers the countries where the Group's main commercial fleets are located (approximately 90% of the commercial fleet) and also includes vehicles operated by facilities management at production sites.

Calculations for Scope 3 related to the purchase of goods and services include all Group purchases, with the exclusion of the Riems facility.

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

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

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

#### 3.1.2. Waste

The following definitions are used:

- NON-HAZARDOUS WASTE (TONS): Volume of waste not defined as hazardous by local regulations. Includes all types of waste at the facility/campus level (i.e. not limited to production waste, but includes tertiary waste). Ex: organic waste, glass, plastics, wood, food service waste...
- HAZARDOUS WASTE (TONS): Volume of waste (in tons) classified as hazardous under local regulations. If not included in the local definition, the following waste items must nevertheless be classed under this head: explosive, oxidizing, flammable, irritant, harmful, toxic (acutely), carcinogenic, corrosive, infectious, mutagenic, substances that release toxic or eco-toxic and/or noxious gases - including contaminated packaging waste and destroyed products, liquid waste (incineration only, no recourse to wastewater treatment plants).

- WASTE DISPOSAL METHOD: Volume of waste collected, processed or sent to the landfill, sent to recycling, sent for incineration, or disposed of using other elimination methods not listed above. Includes all types of waste at the facility/campus level (i.e. not only production waste, but also tertiary waste).
- INCINERATED WASTE: all waste sent for incineration, with or without energy recovery.
- LANDFILL WASTE: all waste dumped either directly on the ground or filling an unwanted hole in the ground.
- RECYCLED WASTE: all waste recycled, recovered and reprocessed for use in new products or processes.
- OTHER WASTE DISPOSAL METHODS: all waste that cannot be included in treatment categories such as landfill, recycling or incineration (i.e. organic recovery, composting, direct reuse, etc.).

### **3.1.3. Carbon intensity**

Carbon intensity is the ratio between Ceva's carbon emissions (Scope 1, 2 and 3 expressed in tons of CO<sub>2</sub>) and the group's 2023 revenues (in millions of euros).

### **3.1.4. Water use intensity**

Water use intensity is the ratio between Ceva's water use in 2023 (given in m<sup>3</sup>) and the group's 2023 revenues (in millions of euros)..

### **3.1.5. Energy use intensity**

Energy use intensity is the ratio between Ceva's energy use in 2023 (given in MWh) and the group's 2023 revenues (in millions of euros).

## **3.2. Responsible purchasing**

### **3.2.1. Percentage of purchases made in proximity to Ceva sites (France, Hungary, US)**

The percentage of purchases made in proximity to Ceva sites corresponds to the percentage of purchases made, from January 1, 2023 to December 31, 2023, from suppliers operating in the local region where the facilities of Ceva entities are located, in France, Hungary and the US, namely:

- France: Nouvelle-Aquitaine (Libourne), Pays de la Loire (Laval, Filavie, Biovac), Bretagne (Loudéac), Centre-Val de Loire (Laprovet) and Ile-de-France (Financières Mendel);
- Hungary: Budapest and Pest County (Phylaxia);
- US: Kansas (Lenexa) and the bordering states of Iowa, Nebraska, Missouri and Minnesota.

The Libourne, Laval, Loudéac, Filavie, Biovac, Laprovet, Hungary and USA facilities account for 68% of the Group's purchases.

The information source is the total amount invoiced to the Group by third-party entities, excluding internal re-invoicing and employee expense reports. This information is collected directly in an internal visualization tool, interfaced with the group's various JDE applications.

Excluded from the calculation are the expenses of subsidiaries not using JDE. This percentage is calculated as follows: total for expenditures posted by legal entities in France, Hungary and the US in regional proximity to the facilities over the reporting period / total for all expenditures posted by these legal entities over the reporting period \* 100.

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

The percentage of buyers having received training in the Responsible Supplier Relations Charter corresponds to the percentage of employees in "Purchasing" positions (either employees in the Purchasing Department or those who perform purchasing duties, but are not in the Purchasing Department, such as in certain subsidiaries where no employees have the specific title of buyer) having received training in the Charter as of December 31, 2023.

The employees concerned are identified either through the People Cloud tool due to being part of the Purchasing Department, or by the Sourcing & Innovation manager at subsidiaries that have no buyers. Employees in the GEM (Global External Manufacturing) Department who manage relationships with subcontractors are also included.

Employees on non-permanent contracts and those with inactive status as of 31 December 2023 are excluded.

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

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

**Given the nature of our activities, we do not consider the following topics to constitute core CSER risks meriting detailed review in this NFPS:**

- Social commitment to ensuring sustainable development
- Social commitment to supporting the circular economy
- Social commitment to reducing food waste
- Social commitment to reducing food insecurity
- Social commitment to a responsible, fair and sustainable food system
- Social commitments to promote the practice of physical and sports activities
- Actions intended to help reinforce the bond between the armed forces and the nation and support enlistment in the reserves



*This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.*

## **Ceva Santé Animale**

Year ended the 31<sup>st</sup> December 2023

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

EY & Associés



## Ceva Santé Animale

Year ended the 31<sup>st</sup> December 2023

### Independent third party's report on consolidated non-financial statement presented in the management report

*This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.*

To the General Assembly

In our quality as an independent third party, accredited by the COFRAC (Accreditation COFRAC Inspection, n° 3-1681, scope of accreditation available on the website [www.cofrac.fr](http://www.cofrac.fr)), and as a member of the network of one of the statutory auditors of your entity (hereinafter "Entity"), we conducted our work in order to provide a conclusion expressing a limited assurance on the compliance of the consolidated non-financial statement for the year ended 31<sup>st</sup> December 2023 (hereinafter the "Statement") with the provisions of Article R. 225-105 of the French Commercial Code (*Code de commerce*) and on the fairness of the historical information (whether observed or extrapolated) provided pursuant to 3<sup>o</sup> of I and II of Article R. 225-105 of the French Commercial Code (hereinafter the "Information") prepared in accordance with the entity's procedures (hereinafter the "Guidelines"), included in the management report pursuant to the requirements of articles L. 225 102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (*Code de commerce*).

### Conclusion

Based on the procedures we have performed as described under the "Nature and scope of procedures" and the evidence we have obtained, nothing has come to our attention that cause us to believe that the consolidated non-financial statement is not prepared in accordance with the applicable regulatory provisions and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

### Preparation of the non-financial performance statement

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

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

### Limitations inherent in the preparation of the Information

As stated in the Statement, the information may be subject to uncertainty inherent in the state of scientific or economic knowledge and the quality of external data used. Some information is sensitive to the choice of methodology and the assumptions or estimates used for its preparation and presented in the Statement.

### **Responsibility of the Entity**

It is the responsibility of the Management to:

- select or establish appropriate criteria for the preparation of the Information;
- prepare a Statement pursuant to legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies implemented considering those risks as well as the outcomes of said policies, including key performance indicators;
- prepare the Statement by applying the Entity's "Guidelines" as referred above; and to
- implement the internal control procedures it deems necessary to ensure that the Information is free from material misstatement, whether due to fraud or error.

The Statement has been endorsed by the Board of Directors.

### **Responsibility of the independent third party**

Based on our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- the compliance of the Statement with the requirements of article R. 225-105 of the French Commercial Code;
- the fairness of the information provided pursuant to part 3 of sections I and II of Article R. 225-105 of the French Commercial Code, i.e. the outcomes of policies, including key performance indicators, and measures relating to the main risks.

As we are engaged to form an independent conclusion on the Information as prepared by management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence.

It is not our responsibility to report on:

- the Entity's compliance with other applicable legal and regulatory requirements, in particular the French duty of care law and anti-corruption and tax avoidance legislation.
- the compliance of products and services with the applicable regulations.

### **Applicable regulatory provisions and professional guidance**

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

#### **Independence and quality control**

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

#### **Means and resources**

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

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

#### **Nature and scope of procedures**

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

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

- we obtained an understanding of all the consolidated entities' activities and the description of the main risks associated;
- we assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, with due consideration of industry best practices, where appropriate;
- we verified that the Statement includes each category of social and environmental information set out in Article L. 225 102 1 III of the French Commercial Code and includes, where applicable, an explanation of the reasons for the absence of the information required under Article L. 225-102-1 III, paragraph 2 of the French Commercial Code;
- we verified that the Statement provides the information required under Article R.225-105 II of the French Commercial Code where relevant with respect to the main risks;

- we verified that the Statement presents the business model and a description of the main risks associated with all the consolidated entities' activities, including where relevant and proportionate, the risks associated with their business relationships, their products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators associated to the main risks;
- we verified that the Statement includes a clear and motivated explanation of the reasons for the absence of the policies implemented considering one or more of these risks required under Article R.225-105 I of the French Commercial Code;
- we referred to documentary sources and conducted interviews to
  - assess the process used to identify and confirm the main risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the main risks and the policies presented, and
  - corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in Appendix 1; concerning certain risks (Social dialogue, Personal Data Protection, Human Rights, Business Ethics, Animal Welfare, Product Quality and Safety, Responsible Purchasing) , our work was carried out on the consolidating entity, for the others risks, our work was carried out on the consolidating entity and on a selection of two entities : Libourne (France), VETEM (Italy);
- we verified that the Statement covers the scope of consolidation, i.e. all the consolidated entities in accordance with article L. 233-16 of the French Commercial Code within the limitations set out in the Statement;
- we obtained an understanding of internal control and risk management procedures the Entity has implemented and assessed the data collection process aimed at ensuring the completeness and fairness of the Information;
- for the key performance indicators and other quantitative outcomes that we considered to be the most important presented in Appendix 1, we implemented:
  - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data;
  - tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out on a selection of contributing entities and covers between 9% and 34% of the consolidated data relating to the key performance indicators and outcomes selected for these tests (9% of water or natural gas consumptions, 13% of electricity consumption, 21% of the workforce, 34% of waste generated);
- we assessed the overall consistency of the Statement in relation to our knowledge of all the consolidated entities.

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



Lyon, the 11<sup>th</sup> of June 2024

*French original signed by:*

Independent third party  
EY & Associés

Xavier Guillas

Partner, Sustainable Development

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

The CNCC considers that the translation is not signed, insofar as it is a free English translation of the original report established in French. Indeed, a signature is the graphic by which a person identifies themselves in a document and by which they express their approval of the document's content. Moreover, the affixing of a signature on a report gives it the quality of being an original. However, in this specific case, the original is represented by the French version of the report.

## Appendix 1 : The most important information

Social Information	
Quantitative Information (including key performance indicators)	Qualitative Information (actions or results)
Personnel turnover rate (by resignation) (%). Percentage of employees having received training during the year (%). Percentage of skills assessment completed (%). Rate of employees covered by staff representatives or unions, or by a collective agreement (%). * Lost time workplace accident frequency rate (TF1). Lost time and non-lost time combined workplace accident frequency rate (TF2). Workplace accident severity rate (TG). Closure rate for hazardous situations (%). Number of fatal accidents.	Health and safety (accident prevention, working conditions and well-being). Employee development (training, support for skills development, social dialogue).
Environmental Information	
Quantitative Information (including key performance indicators)	Qualitative Information (actions or results)
Electricity use (MWh). Use of stationary fossil fuel combustion sources (MWh). Use of external steam (MWh). Water use (m3). Volume of hazardous and non-hazardous waste generated (tons). Share of waste recycled, buried, incinerated, other (%). Carbon intensity. Water use intensity. Scope 1 and 2 CO2 emissions (tons CO2e). Scope 3 - Purchases of goods and services (tons CO2e).	Actions to reduce energy and water consumption, and waste generation.
Societal Information	
Quantitative Information (including key performance indicators)	Qualitative Information (actions or results)
Percentage of F personnel with a salary gap less than 10% compared to that of M personnel (%). Highest salary relative to the median of all other salaries by Country (ratio). Proportion of female and male personnel (%). Gender balance in management and among directors (%). Distribution of women/men by age, by country (%). Percentage of employees covered in each insurance area (health, retirement, life insurance, unemployment) (%). Percentage of employees having received Discrimination and Harassment training (%). Percentage of disabled employees by gender, by country (%).	Responsible purchasing (continuity of supply and involvement local fabric). Actions to prevent human rights violations human rights violations (harassment and discrimination partners and subcontractors). Actions to promote animal welfare. Actions to guarantee business ethics. Actions to guarantee product quality and safety of products. Actions to protect personal data and RGPD compliance.

Existence of family leave by country (%). Percentage of assigned employees having received training in the Global Anti-Bribery, Global Anti-Money laundering, Business Ethics and Compliance Awareness Campaign training modules (%). Percentage of assigned employees (excluding HR) having received GDPR training (Europe / outside Europe) and of assigned employees (HR) having received GDPR training (%). Percentage of assigned employees having completed the training course on the application of the animal welfare charter (%). Percentage of batch recall events compared to total number of batches manufactured (%). Share of purchases made in proximity to facilities (France, Hungary and USA) (%). Percentage of assigned employees having received training in the "Responsible supplier relations" charter (%).	
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*Together, beyond animal health*

