



2025 | Corporate Responsibility Report

Table of Contents

Report Outline

About Ceva

Message from our CEO

Ceva Approach to Sustainability

Product Stewardship and Impact

Environmental

- Environmental Responsibility in Action
- CO2 Emissions Management

Social

- Our People
- Our Core Values
- Employee Learning and Development
- Employee Benefits & Support
- Employee Engagement and Internal Communication
- Health & Safety
- Inclusion and Belonging
- Impact and Local Communities
- Our Community Partners

Corporate Governance

- Nomination and Governance Committee
- Audit Committee
- Compensation Committee
- Business Ethics and Compliance
- Others
- Appendices

Report Outline

At Ceva, through our corporate responsibility strategy, we have identified a set of factors that aid us in managing both risks and opportunities with respect to our operations and performance and to that of our customers, suppliers, and other partners. As the leader in silicon and software IP enabling Physical AI, we recognize that our impact extends beyond our direct operations to the billions of devices powered by our technologies worldwide.

Our approach to Environmental, Social and Governance (ESG) matters focuses on two dimensions: enabling energy-efficient, intelligent systems through our low-power IP solutions across connect, sense and infer; and

- (i) operating our global business responsibly, with strong governance, ethical practices, and a commitment to our employees, partners and communities.

We continuously assess ESG-related risks and opportunities across our operations and value chain, integrating these considerations into our decision-making to support sustainable, long-term value creation.

About Ceva

Ceva powers the Smart Edge, bridging the digital and physical worlds to bring AI-driven products to life. Our Ceva AI fabric portfolio of silicon and software Intellectual Property (“IP”) enables devices to connect, sense, and infer – the essential capabilities for the intelligent edge. From 5G, cellular IoT, Bluetooth, Wi-Fi, and UWB connectivity to scalable Edge AI NPUs, AI DSPs, sensor fusion processors and embedded software, Ceva provides the foundational IP for devices that connect, understand their environment, and act in real time.

With more than 20 billion devices shipped and trusted by 400+ customers worldwide, Ceva is the backbone of today’s most advanced smart edge products - from AI-infused wearables and IoT devices to autonomous vehicles and 5G infrastructure. Our differentiated solutions deliver seamless integration into existing design flows, total flexibility to combine solutions based on design needs and ultra-low-power performance with a minimal silicon footprint, helping customers accelerate development, reduce risk, and bring innovative products to market faster. As technology evolves toward Physical AI, Ceva’s IP portfolio lays the foundation for systems that are always connected, contextually aware, and capable of intelligent, real-time decision-making.

Our Global Footprint





Message from Our CEO

Dear readers,

I am pleased to present Ceva's 2025 Corporate Responsibility Report. This year marked a major milestone as we surpassed 20 billion devices powered by our IP, reinforcing our position as the leader in silicon and software IP enabling Physical AI.

Our sustainability strategy remains central to our long-term success. As a leading semiconductor IP company for the smart edge, we design solutions that are created once and deployed globally, delivering meaningful energy savings and reducing environmental impact at scale.

A major transformation underway in the technology landscape is the shift of AI inference from the datacenter to the edge, a shift often referred to as Physical AI. By bringing intelligence closer to where data is generated, we reduce latency, improve privacy, and dramatically lower energy consumption compared to cloud-based processing. Ceva's low-power IPs for connect, sense, and infer are enabling this transition, helping create a more sustainable AI future.

We continue to strengthen our environmental efforts through green building initiatives, energy-efficient retrofits, and expanded EV charging infrastructure across our global offices. Our hybrid work model and remote-first policies further reduce emissions, while our products deliver more computing power with less energy.

At the heart of Ceva is our people. We foster an inclusive, innovative culture and deepen engagement with local communities through volunteering and partnerships with social enterprises. Governance remains a cornerstone of our operations, guided by our Sustainability Policy and Code of Business Conduct and Ethics.

This report details our progress toward sustainability goals and our vision for a smarter, lower-power future. We appreciate your continued interest in our progress.

Amir Panush, CEO

Ceva's Approach to Sustainability

At Ceva, we believe that effectively managing environmental, social and governance (“ESG”) risks and opportunities enables us to operate more sustainably and better meet our customers’ expectations. Ceva recognizes the importance of integrating sustainability considerations into our core business strategy and prioritizing operating in an environmentally, socially, and ethically responsible manner, as we believe that drives stakeholders value. This means aligning sustainability goals with the overall objectives of the company. We have adopted a Sustainability Policy covering data privacy and security, resource conservation and recycling, environmental policy and employees’ wellbeing, which is posted on our website.

This process includes:

- **Driving lower energy consumption in the Semiconductor industry.** We believe that our technologies and innovation enable low energy consumption in semiconductors, particularly for battery-powered devices, by supporting lower consumption and longer battery life.
- **Identifying and engaging with key stakeholders, including employees, stockholders and advisory firms.** Reviewing their voting guidelines, stewardship principles and corporate responsibility policies, understanding their concerns and incorporating their feedback into decision-making processes.
- **Recognizing that sustainability issues pose both risks and opportunities.** Assessing and managing these risks and identifying and taking advantage of these opportunities to protect and grow the Company's long-term sustainability.
- **Communicating sustainability efforts to investors.** Many institutional investors are increasingly factoring sustainability factors into their investment decisions.
- **Staying informed about relevant ESG and sustainability disclosure requirements and standards.** Starting now to prepare for compliance with regulations that will apply to us.
- **Fostering a culture of innovation to find new ways to improve sustainability performance.** Periodically reassessing and updating sustainability practices to stay ahead of emerging trends.

- **Extending sustainability considerations to the entire supply chain.** We expect suppliers to comply with our Code of Business Conduct and Ethics, as part of the contracting process. This process applies to the majority of our professional services vendors, across procurement categories and financial thresholds.
- **Educating employees about the importance of ethics and corporate responsibility and how their roles contribute to the Company's relevant objectives.** This is conducted through an annual training held for all employees.

Our Sustainability Targets

Ceva is committed to continuously improving its sustainability performance. In order to manage this process, we have set a comprehensive list of long- and short-term sustainability-related targets:

- Ensuring 100% employee completion of annual ethics and compliance training
- 100% of new eligible suppliers will commit to comply with our Code of Business Conduct and Ethics
- Maintaining a majority of independent directors on our Board of Directors
- A set % of our annual revenues will be from products directly supporting energy efficiency and conservation, compared to current available alternatives
- Adding at least one new learning opportunity for our employees every year
- Ensuring 100% employee completion of annual performance appraisal process
- By 2030, increase gender balance across our workforce, with women accounting for at least 30% of total employees.

We will continue to evaluate and refine measurable targets as our sustainability program evolves

Product Stewardship and Impact

As an IP licensor, Ceva does not manufacture end products. Our impact is primarily realized through the technologies we enable for our customers and their end markets. At Ceva, we view our technology as an enabler of more sustainable, energy-efficient digital infrastructure. Our mission is rooted in advancing a low-power world through the silicon and software IP we deliver to our customers. From the outset, our innovations have been designed to optimize power efficiency without compromising performance, supporting the growing demand for intelligent, connected devices operating at the edge.

Our portfolio of connectivity, sensing and inference technologies enables “Smart Edge” devices that consume less energy, extend battery life and reduce reliance on power-intensive cloud processing. By empowering our customers to build more efficient and capable products, we contribute to addressing broader global challenges such as energy consumption, resource efficiency and safety, extending our impact well beyond the semiconductor industry.

Key highlights of our product stewardship and sustainability impact:

- **Pioneering Battery-Free Connectivity:** Our Bluetooth Low Energy (BLE) technology is engineered for extreme power efficiency, enabling the deployment of battery-free devices. By supporting energy-harvesting technologies (such as ambient light-powered remotes), Ceva directly contributes to the reduction of electronic waste and the elimination of chemical hazards associated with battery production and disposal.
- **Infrastructure Efficiency:** Our technology powers approximately 30% of global 5G infrastructure. Through partnerships with industry leaders such as Nokia, our designs enable our customers to achieve up to a 60% reduction in energy consumption compared to previous generations of technology. These designs minimize thermal output and hardware volume, reducing the need for active cooling systems and allowing for manual installation, which mitigates the carbon intensity of infrastructure deployment.
- **Edge AI and Data Center Energy Savings:** To address the high energy demand of artificial intelligence, Ceva prioritizes on-device processing through our specialized Neural Processing Units (NPUs). By running AI tasks directly on a phone or PC rather than in a cloud data center, we believe our technology reduces global network traffic and lowers the electricity demand and cooling loads required by global server farms.
- **Minimizing Raw Materials (Silicon Footprint):** A foundational principle of our R&D is the minimization of silicon area. By reducing the physical size of the chip and increasing integration, we significantly reduce the components and materials required for manufacturing, supporting global resource conservation.

- Resource Management: Ceva also provides the foundations for smart electricity and water meters. Our technology allows early detection of equipment faults and resource waste supporting more efficient resource management across industrial and utility environments.
- Automotive and Transportation Efficiency: In the automotive sector, Ceva's technologies support advanced driver assistance systems (ADAS) and vehicle-to-infrastructure (V2X) connectivity. These solutions optimize driving behavior and traffic flow to reduce fuel consumption while improving road safety through real-time hazard detection.
- Low-Emission Operational Alternatives: Our high-efficiency communication IP allows for the use of drones in media production and industrial monitoring as a lower-emission alternative to fuel-intensive helicopters and heavy equipment, further reducing travel-related resource consumption.

Environmental



Ceva strives to operate in an environmentally responsible manner, recognizing our responsibility to our customers, stockholders, suppliers, employees, and society at large. At Ceva, we pride ourselves on our minimal environmental footprint. The main environmental impact of our operations stems from our office operations – office and servers energy consumption, office waste, and paper and IT equipment usage. Our core business activities continue to revolve primarily around engineers designing software, which requires no direct or indirect manufacturing or related processes, although our engineering work is aimed toward the semiconductor industry. In addition to operating all of our offices in an environmentally responsible manner, our computing infrastructure includes a combination of on-premises systems for core R&D activities and SaaS-based platforms for enterprise functions such as ERP, HR, finance and collaboration tools. This hybrid model allows us to optimize performance, security and energy efficiency across our operations and computing value chain.

We strive to protect the environment through sound business and operations management practices and decisions. To support this commitment, Ceva is currently in the process of adopting a comprehensive Environmental Policy that will apply to its employees, contractors, and suppliers. This policy will strive that sustainability considerations to be incorporated into business decisions, from facilities management to interactions with customers and partners. Ceva looks at every opportunity to conserve energy, reduce consumption of natural resources, preserve air and water quality, manage waste properly, and reuse and recycle.

We strive to comply with applicable regulatory and industry standards and expect our employees and vendors to act in an environmentally responsible manner.

Environmental Responsibility in Action

The framework of our environmental program consists of the following tenets:

People: Promoting a people-first culture and sustaining an employee culture that embraces environmental stewardship, including educating our employees on sustainability at home, work and in the community at large.

Environmental controls: Reducing energy usage and carbon footprint, and minimizing our impact on the environment, including using environmentally friendly products whenever possible, properly disposing of hazardous materials in accordance with regulatory requirements, and reducing paper usage, including transitioning customer-facing processes to digital formats. In 2024-2025, the Company did not incur any fines, non-monetary sanctions, or environmental-related litigation during the reporting period.

Resource conservation measures: Eliminating wasteful practices wherever possible, including retrofitting our office spaces for energy efficiency and water conservation, using energy-saving lighting, and establishing other energy reduction programs and projects. As an example, over the last few years, we have changed all our office lighting to energy-efficient LED bulbs and have seen significant energy savings and improved lighting quality in our employees' workspaces. In addition, our Israeli Campus project has successfully completed the LEED Design Phase at the Certified level and is progressing toward LEED Silver as part of our broader sustainability strategy. In addition, we do not use water in our product development processes, and only use water for kitchens and bathrooms, which are all equipped with low-flow valves.

Recycling and reusing: Promoting and managing recycling programs to reduce waste. For example, our IT teams in all our offices worldwide recycle unwanted electronic goods as required, using specialized local recycling companies in each region. Furthermore, in some locations, we employ initiatives to recycle electronics in novel ways, as well as paper, plastic bottles and cans. In our Israel office, for example, once a year, we invite our employees to take home any old IT equipment for their personal use, reducing their need to buy similar equipment for their homes, and we also donate some of this equipment to the needy.

Energy-efficient technology: Our products are designed for low power consumption, and we set and track targets for energy efficiency across our hardware and software technologies. While we aim to meet these goals, these targets are aspirational and there can be no assurance that we will meet them. In AI, we focus on delivering step-function improvements in performance-per-watt relative to conventional edge processing architectures. For example, our Ceva-NeuPro-M delivers highly competitive efficiency, achieving up to ~8K tokens/sec/W on Llama 2 and ~24K images/sec/W on

ResNet-50. While industry benchmarks often report efficiency in the hundreds of inferences per second per watt using different methodologies, these results underscore the strength of our architecture for edge AI inference.

Our targets for product energy efficiency:

Product Category	Focus Metric	Key Value Targets
AI NPU	Performance per area	30% improvement gen over gen
AI NPU	Performance per power	20% improvement gen over gen

Carbon Footprint Management

Ceva's business model inherently results in a relatively low direct carbon footprint compared to manufacturing-based semiconductor companies. Our Greenhouse Gas ("GHG") emissions are primarily associated with office operations and employee commuting. Further, one of the key features of the IP we develop is that each generation of our semiconductor technology enables significantly more computing power while consuming less energy.

We continuously assess our GHG inventory to identify operational efficiencies and leverage new opportunities for carbon reduction. By evaluating our environmental impact, we aspire to minimize our footprint while supporting the transition to a low-power, sustainable future.

2025 Performance

We track our Scope 1 and Scope 2 GHG emissions in accordance with the Greenhouse Gas Protocol.

- Scope 1: These include direct greenhouse gas emissions from sources owned or controlled by the company. Our Scope 1 emissions primarily result from company-leased vehicles and minor onsite fuel combustion.
- Scope 2: These represent indirect emissions from the generation of purchased electricity consumed by our global offices. As our core business utilizes on-premises servers, and not external data centers or cloud services, our offices electricity consumption includes the material computing energy we use.

Our Carbon Footprint (Metric Tons CO₂e):

	2024	2025
Scope 1	113.3	79
Scope 2 (Location-Based)	815.3	802.5
Total	928.6	881.5
Intensity per employee	2.3	2.2

Decarbonization efforts

To reduce our carbon footprint, Ceva has a hybrid-working policy to enable our employees to work from home. Currently, all of our employees participate and work remotely on average two days a week, which we believe directly reduces our greenhouse gas emissions by reducing employee commuting to work, and lower office energy consumption.

In our U.K. and Ireland locations, we encourage employees to cycle to and from work through our participation in the Bike to Work scheme, which offers tax incentives for the purchase of a commuter bike. In addition, at our Israel office, we have a special employee bike storage place and washrooms for the use of our employees cycling to work.

Our China, Taiwan, France, Israel, Greece and Mountain View, California offices include charging stations for electric vehicles.

The Company-wide adoption of virtual Video Conferencing and a dedicated VPN for our R&D engineers allow us to streamline collaboration and reduce business travel. We also encourage our sales and marketing teams to utilize video conferencing to connect with customers where possible and reduce customer-related travel.



Energy Management

Our goal is to optimize energy consumption across our operations to minimize our environmental impact and operational costs. We actively monitor total energy consumption across our global research and development centers and offices, implementing retrofits, such as universal LED transitions and motion-sensor lighting, to reduce our operational carbon intensity. By leveraging shared SaaS-based applications for operational and HQ needs and hybrid-work models (excluding R&D computing needs), we optimize the energy demands of our physical infrastructure while maximizing the efficiency of our computing resources. We engage in to a process of continuous benchmarking and assessment to identify further efficiency opportunities. In addition, when purchasing new equipment, we prioritize ENERGY STAR certification so that our energy footprint remains low from the point of acquisition.

	2024	2025
Energy consumption (total GJ)	9170.0	8517.9
Electricity consumption (GJ)	7508.6	7360.7
Fuel Consumption (GJ)	1661.4	1157.2

Materials and hazardous materials

As a software-centric IP provider, we believe that Ceva's business model has minimal direct exposure to raw materials, and it is not significantly exposed to critical mineral risks (including Conflict Minerals), hazardous material or hazardous waste generation, as our primary output consists of digital blueprints and code. We currently maintain no physical inventory of raw materials or hazardous chemicals and have no procurement of such materials. Should our operational requirements evolve, any use of regulated substances will be managed in full compliance with the highest international safety and environmental standards for handling, storage, and disposal.

Our hardware-related activities are limited to minor activity of Evaluation Printed Circuit Boards (PCBs) used for internal R&D and validation purposes as well as customer development needs. This activity accounts for less than 1% of our overall annual revenues. While Ceva manages the design, manufacturing is outsourced to specialized global partners with final assembly and rigorous functional testing completed locally. Most of these boards are utilized by our internal engineering teams, with limited units provided to customers for technology evaluation. Additionally, we utilize 3D printing for prototyping and exhibition displays, maintaining a circular waste strategy by recycling 100% of our plastic waste (approximately 2 rolls annually).

Water Management

Ceva recognizes that water is an increasingly scarce resource. Although our water use is limited to sanitary needs in our offices, we prioritize responsible consumption across all global operations. We specifically recognize that our largest R&D campus in Israel is located in a water-stressed region, which requires an increased focus on conservation and operational stewardship. While our business model does not require water-intensive processes or ultra-pure water consumption typical in semiconductor manufacturing, we focus on efficiency and the minimization of our water footprint.

We work closely with property owners so that all kitchens and bathrooms are equipped with low-flow fixtures and encourage the use of weather-based irrigation controls to limit water use to essential needs. In addition, we continuously monitor day-to-day office operations to identify and eliminate wasteful practices to work toward our goal of our facility management aligning with our broader sustainability objectives. In 2025, there were zero incidents of non-compliance related to water quality permits, standards, or regulations.

	2024	2025
Water Consumption (M3)	2917	3487
Ultra-Pure water consumption (M3)	0	0

Waste Management

Ceva's business model is inherently lean and digital, resulting in no industrial or hazardous operational waste. Our physical waste streams are limited to office materials and IT equipment. To minimize our impact, we implement responsible office-based waste practices across all locations, including structured recycling programs and certified handling of electronic equipment. In addition, we extend the life of our hardware wherever possible by prioritizing reuse and energy-efficient upgrades, with the goal that our operational footprint remains aligned with the low-impact nature of our technology.

E-waste Recycling and Disposal

As a technology company, we recognize that responsible E-waste disposal is a critical issue. Our global IT teams manage the recycling of unwanted electronic goods through specialized local recycling companies in each region, and in line with local regulations on each site. To extend the lifecycle of our hardware, we implement novel reuse initiatives, such as our annual program in Israel where employees may adopt older IT equipment for personal use, reducing the demand for new consumer electronics. In 2025 we sent 1.5 tons of E-waste to recycling.

Biodiversity and Deforestation

Ceva aims to protect global ecosystems and recognizes the critical importance of preserving biological diversity and preventing deforestation. While our business model as a technology licensor is primarily office-based and does not involve direct land-intensive manufacturing, large-scale infrastructure development, or raw material extraction, we remain focused on minimizing our operational impact on the natural world.

Social

Our People

Innovate by challenge, driven by passion, together by choice. Ceva is renowned for its technology, but it's the people that make us shine. Our employees are passionate, flexible, and committed people, teaming up to shape and create a smarter tomorrow. We're Ceva and we're in it.

Ceva's success is driven by its global team of highly skilled engineers, researchers and professionals. Our workforce reflects the multidisciplinary expertise required to develop advanced connectivity, sensing and AI technologies.

We are committed to fostering a collaborative, inclusive and high-performance work environment that supports innovation, professional development and employee well-being.

Our Core Values

We have three main Company values, and these were developed to help us deliver commitments made to employees and customers:

- **Respect for the individual:** This means treating everyone with dignity and as individuals. We have an open atmosphere where communication gives everybody the opportunity to contribute, and all employees commit to the Company policy on equality. We strive to advance inclusion and belonging through various talent acquisition programs to attract, retain and develop a diverse, highly skilled work force. We also aim to maintain a respectful work environment free of physical and verbal harassment. We work to minimize the risks associated with the tasks our employees perform, and we take our responsibility for our employees' health and safety very seriously.



- Ethics and professionalism: This means promoting to an environment of trust and honesty. We encourage our employees to act with integrity in all aspects of business, understand company policies and procedures, and respect the values and culture of our diverse workforce.
- Business and customer focus: Our engineering teams strive to achieve the highest quality designs in support success of the Company as a whole, our customers and their own professional growth. This success translates into technology leadership, employee satisfaction and business achievements, together with our customers.

As of December 31, 2025, we had 424 employees worldwide. Of these employees, 229 are located the Middle East, 28 in North America, 33 in Asia, and 134 in Europe.

Employee Learning and Development

Ceva has training policies and career development plans at all of our sites. Our learning and development program includes formal and informal learning opportunities, the Ceva Academy for knowledge management and onboarding, and a thorough performance evaluation process. A significant part of learning at Ceva happens on the job through role-specific training and internal knowledge-sharing as employees perform their day-to-day responsibilities.

Learning Opportunities

We have both professional and managerial promotion paths in Ceva. We encourage managerial training both in growth and skillset. We conduct annual reviews which help assess, identify and prioritize both personal and team development and growth.

Our training activities include managerial development programs and a range of professional learning opportunities across multiple topics, aligned with best practices. Examples of learning opportunities in Ceva include:

- Access to online learning platforms, such as Udemy and Coursera
- A structured new-employee onboarding process, including personalized role-specific integration plans, a buddy system for guidance and knowledge transfer, and comprehensive orientation covering organizational processes, tools, and team interfaces.

- Leadership training programs, coaching, and peer learning, included in a comprehensive managerial development program, designed to strengthen managerial capabilities, enable continuous growth, and support cross-site collaboration.
- A dedicated onboarding process for new managers, newly hired or promoted, including tailored leadership transition plans, peer mentoring or buddy support, and early focus on leadership expectations, team dynamics, and cross-functional collaboration.

Ceva Academy

Ceva Academy is Ceva's internal learning and development and knowledge management platform that provides employees with onboarding plans, structured technical training, continuous learning opportunities, and role specific development paths. It supports both new hires and current employees at all career stages by offering a comprehensive catalog of courses that help build technical expertise, improve productivity, and strengthen long-term professional growth.

The Academy contains a vast internal course library and suggested training plans that guide employees through the skills required for their roles. The Academy's content is regularly reviewed, managed, and updated on a periodic basis so that employees have access to the related recent knowledge and best practices.

Ceva Academy offers several types of courses, including:

- Architecture courses covering system architecture, processor architecture, DSP fundamentals, and design principles.
- VLSI courses focused on hardware design, verification, logic design, and semiconductor development.
- Software development tools courses that teach employees how to use Ceva toolchains, compilers, debuggers, and simulation tools.
- Product specific courses produced by Business Units that explain Ceva's product lines, capabilities, and use cases.
- Business related orientation, using Ceva's CRM and its related mechanics
- General technical foundation courses that give new and existing employees a strong baseline in Ceva technologies.

The Academy plays a key role in Ceva's global onboarding process. Hiring managers include the relevant courses in new employees onboarding plans to quickly gain familiarity with Ceva's technologies and workflows. The platform also supports continuous learning for employees at all career stages, helping them stay updated on product changes and new technical topics.

Performance Evaluation

Each year, employees go through Ceva's performance review and yearly goal planning process, which is managed through a global, system-based platform with a formal protocol. As part of this process, the employee first completes a self-assessment, responding to a structured set of questions reflecting on their achievements, challenges, and goals. Following this, the direct manager reviews the employee's input, completes the managerial evaluation, and builds the formal assessment. The manager then submits the evaluation for feedback and approval up the chain of command.

This process involves summarizing the previous year and setting objectives for the year ahead, and is built to enable a structured and open dialog between managers and employees, focusing on different soft skills relevant to our employees (e.g. flexibility, proactivity, and conflict resolution), professional competencies (e.g. innovation, job knowledge and quality), managerial competencies (e.g. long term thinking, managing performance, and project management), as well as alignment with corporate values. It provides dedicated time to express appreciation, exchange professional and social feedback, and request improvements where needed. To support organizational alignment, the VP of each division must review and approve the evaluation of each employee before the direct manager conducts the one-on-one evaluation meeting with the employee. Together, the review process provides employees with an opportunity to openly share how they feel about their work, personal roadmap, work experience, and any HR-related issues or ideas. In 2025, over 95% of Ceva's employees participated in this process.

Employee Development and Career Paths

Ceva manages a structured dual system of career paths. Each employee can be promoted in either one of the career paths most suitable for them, ensuring the development and ongoing promotion of employees with different aspirations and skill sets. Both Managerial and professional (technical) tracks lead to high-impact roles and cross-functional exposure.

- **Individual Contributor (IC) Career Path**

A structured career path enables employees to grow professionally as technical experts. Selected leaders receive dedicated development plans, advanced learning opportunities, and clear growth paths that recognize and reward professional excellence and business impact.

- **Managerial Career Path**

A structured leadership track enables high-potential employees to develop managerial expertise and advance into leadership roles. Selected employees receive targeted leadership training, mentoring opportunities, and clear promotion criteria that recognize and reward organizational impact.

Employee Benefits & Support

Ceva aims to foster a healthy, supportive, and inclusive work environment that promotes employee well-being, work-life balance, and long-term engagement. We recognize that employees have responsibilities outside the workplace, and we aim to create conditions that allow individuals to manage personal and professional commitments effectively. Our approach emphasizes the prevention of work-related stress and the provision of clear and accessible support mechanisms.

To uphold these standards, Ceva maintains a comprehensive framework of workplace policies, including our Work-Life Balance Policy, Stress at Work Policy, HR Employee Support Policy, Equal Opportunities Policy, and Grievance Policy. Together, these policies establish expectations for fair treatment and provide structured avenues for raising concerns, and ensure employees receive the support needed to thrive.

All policies are regularly reviewed and updated so that they remain effective and aligned with best practices. Through this ongoing effort, Ceva reinforces its focus on employee well-being and a positive organizational culture built on respect, support, and equal opportunity.

Employee Assistance Program

Ceva launched an Employee Assistance Program (EAP) in Israel to support employees and their immediate family members during a period of heightened personal and emotional challenge. The program provides confidential access to professional mental health and emotional support through a specialized psychological support institute. Services are delivered by qualified professionals via telephone, online, or in-person meetings nationwide, with 24/7 emergency availability, and are conducted in accordance with strict privacy and confidentiality standards.

Flexible Work Opportunities

Ceva supports flexible and hybrid working arrangements through a formal Company-wide hybrid work model. Most employees may work remotely up to two days per week, while maintaining a minimum in-office presence of three days per week. In addition, Ceva enables flexible working hours within defined operational requirements, allowing employees to adjust their schedules while ensuring collaboration and business continuity. These arrangements are governed by clear policies and are implemented in accordance with local regulations and business needs.

Labor Practices and Human Rights

Ceva aims to uphold the highest standards of ethical conduct and responsible labor practices across all global operations. Our publicly available [Human Rights Policy](#) affirms our respect for internationally recognized labor rights, including those articulated in the Universal Declaration of Human Rights and the International Labor Organization's Core Conventions. These principles are embedded in our Code of Business Conduct and Ethics and guide all employment-related decisions. To operationalize these goals, our Human Resources department requires that all employees review and acknowledge our policies upon joining the Company. We maintain protocols so that all employment is voluntary and strictly prohibit child labor, forced labor, or any form of involuntary work. We adhere to all applicable laws regarding wages, working hours, and minimum age requirements.

Ceva maintains a zero-tolerance approach to discrimination and strives to provide equal opportunity regardless of race, gender, religion, age, disability, or any other protected status. This includes providing reasonable workplace accommodations for disabilities and religious practices to foster an inclusive environment. We recognize our employees' rights to freedom of association and collective bargaining.

To foster a safe and harassment-free workplace, we provide clear, confidential channels for employees to report concerns or potential violations. These reports are handled with the utmost confidentiality and appropriate action. To promote high-level accountability, significant updates to our Human Rights Policy are reviewed and approved by the Compensation Committee of the Board of Directors, ensuring oversight of our workforce standards.

Employee Engagement and Internal Communication

Ceva promotes open communication with its employees in the forms of:

- Quarterly all-hands meeting with the CEO, CFO and COO.
- Newsletter & Ceva News emails and HR Bulletins.
- Worldwide SharePoint Portal dedicated to Ceva's employees.

Health and Safety

Ceva endeavors to promote, as far as it is reasonably practicable, the health, safety and welfare of all employees while at work, and to provide whatever information, training and supervision, is necessary for this purpose. Ceva endeavors to protect persons not in our employment who may be affected by our activities and minimize their exposure to risk. This will be accomplished by giving safety the same level of importance as other management activities, although the safety risks level of the Company is relatively low, as there is no manufacturing activity involved in our operations. The main health and safety risks related to our operations are ergonomic risks, mental-health and stress related risks, and transportation risks in employee commuting.

All employees have the responsibility to co-operate with management to achieve a safe and healthy workplace, take reasonable care of themselves and others, and comply with all safety rules and policies. It is the responsibility and duty of all employees to exercise due caution and report any accidents, injuries, or unsafe equipment and conditions immediately. In 2024-2025, there were zero cases of work-related illnesses or injuries for employees or contractors, and there were zero fatalities.

Ceva has many employee focused policies designed for an employees health and safety and well-being. The following polices are a small example of them:

- Human Rights Policy.
- Equal Opportunities Policy.
- Harassment Prevention Policy.

Inclusion and Belonging

We incorporate equality and inclusion and belonging throughout Ceva. We work so that our business practices support inclusion and belonging to build an innovative workforce and to strive toward having our organization reflect the complexion of our customers and suppliers.

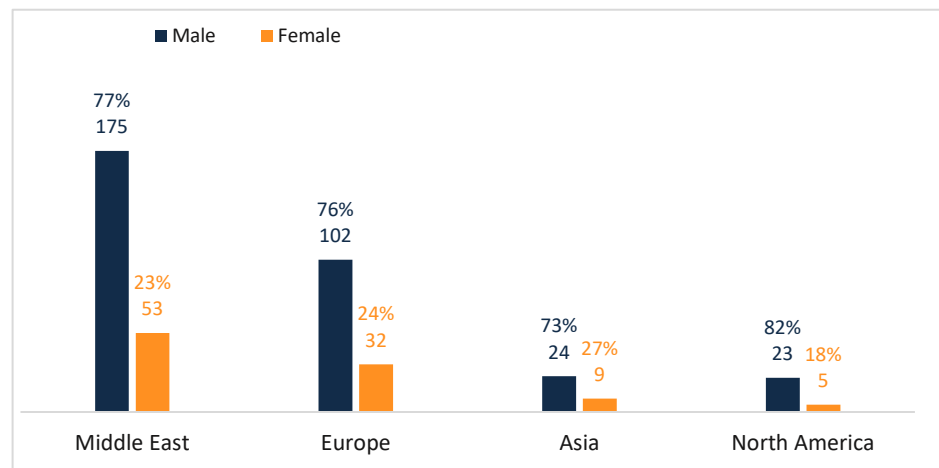
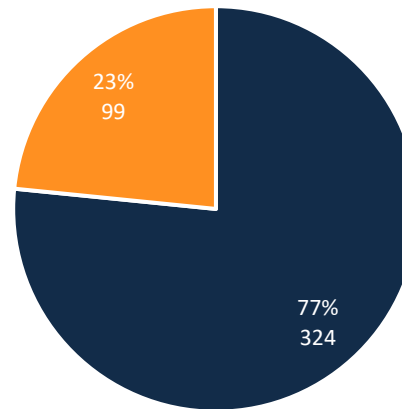
We value a range of diverse perspectives with reference to our business model and specific needs, including, but not limited to age, language, cultural background, educational background, industry experience, professional experience and veteran and active armed service status or other similar characteristics. Our workforce includes employees from all backgrounds. In 2025, we had 6 employees who required a work visa.

To enable the recruitment of employees from different backgrounds we implemented processes such as: multicultural training sessions that to foster cross-cultural understanding and collaboration in our diverse global teams; working to create a safe work environment including zero-tolerance harassment policy in contracts and mandatory training; bias training for hiring managers; and work-life balance benefits for parents.



Our Board is made up of three female and five male members, each of whom contribute unique expertise and capabilities that benefit the Company.

The graphs below outline Ceva's employee gender breakdown for 2025 (*).



Employee distribution by age and gender (*)

	Men	Women
Under 30	38	25
30-50	205	56
Over 50	81	18

(*) Data is based on employee self-identification.

Impact and Local Communities

Ceva views community engagement as an integral part of its culture and values, with a focus on supporting the communities in which we operate and where our employees live. As part of this approach, Ceva selects an annual community theme based on evolving social needs and the broader context within the country, guiding its volunteer and charitable efforts throughout the year. The topics covered in 2025 were:

- Community resilience, for peripheral communities in southern Israel
- Environmental initiatives, including coastal cleanups and agricultural volunteering supporting local farming continuity
- Welfare initiatives, including engagement with elderly populations and enhancing food security for families facing economic hardship
- Inclusion of people with disabilities, by volunteering in workplaces employing individuals with disabilities

In 2025, Ceva's Israel site implemented a structured volunteering program, which was locally driven and integrated into employee engagement activities throughout the year, enabling broad participation across the organization.

A total workforce of 230 employees in Israel contributed 916 volunteering hours during the year. In total, 352 participations (non-unique) were recorded, resulting in a 153% participation rate, indicating repeated engagement across multiple volunteering activities at both team and Company levels. On average, Israeli employees contributed approximately four volunteer hours per person, reflecting consistent participation across the organization.

Impact Area	Total Hours	Share of Total
Community Resilience	450	49%
Environmental	237	26%
Welfare	208	23%
People with disabilities	21	2%
Total	916	100%



Our Community Partners



Bakery Yaldoduss

Neva Hanna in Kiryat Gat is a warm home for 120 children, ages 4-18, from a difficult socioeconomic backgrounds who are unable to grow up at home. Ceva donates to the association by purchasing holiday gifts from Bakery Yaldoduss.



Studio Andjoy

Specializes in the design and creation of flower arrangements and quality gifts. The studio employs dozens of people with disabilities and trains them in various capacities.



Chimes Israel

Works to improve the quality of life of people with special needs with 25 programs for more than 1,400 children and adults.



Shavim Association

Provides vocational rehabilitation for people with mental disabilities through supported employment and work integration programs.

Corporate Governance

Ceva is committed to strong corporate governance practices that support accountability, transparency and long-term stockholder value. Our Board of Directors provides independent oversight of management and is actively engaged in reviewing strategy, risk management, financial performance and ESG-related matters. The Board, through its committees, oversees key ESG topics, including:

- **Audit Committee:** financial reporting, internal controls, cybersecurity and risk management
- **Compensation Committee:** human capital management and executive compensation
- **Nomination and Governance Committee:** board composition, governance practices and ESG oversight

Key highlights of the Board and our corporate governance practices are:



- We have an independent chairman of the board of directors;
- As of 2026, all of our directors, other than our current CEO, are independent (88% are independent);
- All of our board members are up for election annually;
- We have a majority voting standard for the election of directors;
- We have a board of directors with deep industry expertise – all (100%) of our board members have experience in executive positions in our industry;
- Three female directors (38%) in the last seven years, one of whom self identifies as Asian American;
- We periodically review succession planning for our Chief Executive Officer and other Board members;
- We have a robust stockholder engagement program;

- We have no stockholder rights plan in place;
- Our Board committees regularly review and update, as necessary, the committee charters, which clearly establish the roles and responsibilities of each such committee, and such charters are posted on our website;
- Our Board generally has an executive session among our non-employee and independent directors before and/or after every board meeting;
- Our Board enjoys unrestricted access to the Company's management, employees and professional advisers;
- We have a Code of Business Conduct and Ethics that is reviewed regularly for best practices and is posted on our website;
- We have a clear set of Corporate Governance Guidelines that is reviewed regularly for best practices and is posted on our website;
- We maintain an anonymous whistleblower hotline accessible on our website;
- We provide board oversight and leadership on environmental, social and governance issues;
- We conduct an annual say-on-pay vote;
- Our certificate of incorporation and bylaws have no supermajority voting provisions;
- Our Insider Trading Policy prohibits hedging, pledging or shorting of our stock by all of our employees, including executive officers, and directors;
- We have adopted a compensation recoupment policy applicable to our executive officers;
- None of our directors serve on more than four public company boards;
- We have established stock ownership requirements for our named executive officers and all of our directors to ensure that their interests remain aligned with the interests of the company and our stockholders;
- There are no family relationships among any of our directors or executive officers;
- Our Board performs an annual self-assessment, led by the chair of the Nomination and Governance Committee, to evaluate its effectiveness in fulfilling its obligations; and
- Our charter documents do not contain a supermajority standard for the approval of a merger or a business combination, which transaction requires the affirmative vote of a majority of the outstanding shares.

BOARD TENURE		AGE	
0-5 years	4	40-50 years	1
6-10 years	1	50-60 years	2
10+ years	3	60+ years	5

BOARD REFRESHMENT	GENDER DIVERSITY
3 (of 8) new directors appointed in last 4 years.	38 %

Board and Board Committee Meetings in 2025

	Number of Meetings (via written consent)	Attendance Rate
Board of Directors	7 (3)	Over 98%
Nomination and Governance Committee	1 (2)	100%
Audit Committee	6 (1)	100%
Compensation Committee	3 (3)	100%

Our Board of Directors has established an Audit Committee, a Compensation Committee, and a Nomination and Governance Committee as well as an Investment Committee and a Strategy Committee. The configuration and responsibilities of the Audit Committee, Compensation Committee, and Nomination and Governance Committee are described below.

Nomination and Governance Committee

The purpose of the Nomination and Governance Committee of the Board is to:

- recommend to the Board the persons to be nominated for election as directors at any meeting of stockholders;
- develop and recommend to the Board a set of corporate governance principles applicable to the Company; and
- oversee the evaluation of the Board and management.

Audit Committee

The Audit Committee oversees our accounting and financial reporting processes and our audits of the financial statements. In so doing, the Committee endeavors to maintain free and open means of communication between the directors, the independent auditors and Audit Committee. In addition, the Audit Committee reviews the policies and procedures adopted by the company to fulfill its responsibilities regarding the fair and accurate presentation of financial statements in accordance with generally accepted accounting principles and applicable rules and regulations of the Securities and Exchange Commission.

Compensation Committee

The primary purpose of the Compensation Committee is to discharge the responsibilities of the Board relating to compensation of Ceva's executive officers as well as recommend and review incentive compensation and equity-based plans, director compensation and administration of our equity compensation plans.

Business Ethics and Compliance

We aim to promote ethical organizational governance and business ethics and integrity.

Our [Code of Business Conduct and Ethics](#) (the "Code") discusses the legal and ethical standards of conduct by which all Ceva employees are expected to abide. The Code gives guidelines on behavior expected from Ceva employees in situations such as conflicts of interest, dealings with independent auditors, insider trading, fair dealing, and use of corporate assets, among other things.

We promote an ethical organizational culture and encourage all employees, regardless of position or level, to raise questions or concerns about actual or potential ethical issues and Company policies and offer suggestions about how we can make our organization better to address concerns.

The Code also directs employees on how they may report violations of the Code either directly or anonymously, by telephone or e-mail and in international hotline numbers.



Our CFO circulates the Code annually to all employees, to promote awareness and implementation.

Our Board is responsible for setting the standards of conduct contained in the Code and for updating these standards as appropriate to reflect legal and regulatory developments.

Ceva believes in transparency with respect to disclosure associated with the use of corporate funds for purposes of political advocacy, including lobbying, campaign contributions, and contributions to tax-exempt groups such as trade associations. Ceva has not used and does not presently intend to use corporate funds for such purposes.

Ceva maintains a zero-tolerance approach to bribery and corruption. To best of our knowledge, there were zero incidents of bribery, corruption, or material breaches of its Code during the reporting year. In 2025 the Company did not face any legal proceedings associated with anti-competitive behavior regulations, or other compliance issues.

Cybersecurity & Data Privacy

As an IP provider, Ceva does not manufacture physical chips and therefore does not handle end-user data from products that incorporate its technology. The Company's primary cybersecurity exposure relates to the protection of its proprietary design code and internal IT environment. Ceva does not collect, store, or process personally identifiable information from end users, yet it does store private and restricted information of its employees, clients and partners; data privacy responsibilities are limited to safeguarding employee records and business-partner information in alignment with global regulations, including the GDPR. Access to such data is restricted to authorized personnel and is granted only when operationally necessary, and all employees are required to comply with applicable privacy and data-protection laws to secure confidentiality and security.

Ceva maintains a comprehensive and advanced cybersecurity management system. We adopted a cybersecurity policy which is shared with all employees and includes the Company's cybersecurity requirements for relevant suppliers. The policy outlines Ceva's incident-response procedure, including mandatory reporting to the management in the event of a suspected or confirmed incident. Cyber governance is embedded in Ceva's enterprise-wide risk-assessment process, including a dedicated IT-specific cybersecurity risk assessment conducted annually. Cybersecurity risk is overseen by the Audit Committee of the Board, which receives regular updates from management on risk posture, incident response readiness and key developments.

The Company performs routine cyber-resilience activities, including annual SOX-related IT control reviews (ITGC) led by external auditors, preceded by an internal IT audit, and quarterly penetration tests conducted by an independent

third party. Customers also perform their own periodic security audits of Ceva's systems; in 2025, Ceva successfully completed several such customer security checks. In addition to customer oversight, Ceva also performs structured cybersecurity due-diligence reviews of its relevant suppliers to minimize exposure to cyber-related threats across the supply chain.

Ceva prioritizes transparent and responsible data handling and will notify relevant authorities and affected individuals in accordance with legal requirements in the event of a confirmed breach. To date, Ceva has not experienced any material cybersecurity incidents. The Company is currently advancing its efforts toward achieving ISO 27001 certification for its IT operations.

Quality Management System

Quality is fundamental to our operational excellence, as our commercial success is built on the trust our customers place in the reliability of our technology. We fulfill this objective through a comprehensive Quality Management System (QMS), that is based on our certification to the ISO9001 standard¹.

Some of the Company's automotive related products are developed in accordance with the ISO 26262 functional safety standard, to which several of Ceva's products are certified. It is the leading international framework for ensuring the safety and reliability of automotive electronic systems. ISO 26262 defines rigorous requirements for design, verification, and validation throughout the product lifecycle, with the aim of minimizing the risk of systematic and random failures, both for automotive related hardware and software. Compliance with this standard reflects the Company's strong quality management practices and its focus on delivering IP solutions that meet the highest levels of functional safety, robustness, and reliability. This certification demonstrates that safety and quality are embedded into the Company's engineering processes, supporting the delivery of dependable products for safety-critical automotive and mobility applications.

While our core products are digital, we have in place a protocol that enables recall and traceability for our minor operations of physical Evaluation Printed Circuit Boards (PCBs). 100% of the PCBs are tested before being sent to clients, and in the event of a technical issue that cannot be resolved through standard support, we maintain the capability to retrieve the hardware for repair or supply a replacement. This approach supports our ability meet exacting technical requirements while upholding our standing as a global technology leader.

¹ The certification applies to the Company's internal service and HQ departments, which were found relevant to that certification.

Responsible Supply Chain and Human Rights

Due to the digital nature of our operations, standard semiconductor requirements regarding Conflict Minerals are not directly applicable to our primary business. Nevertheless, we strive to uphold human rights throughout our global partnerships. We maintain a zero-tolerance policy regarding forced labor, child labor, and human trafficking. We expect all partners to adhere to internationally recognized human rights standards and to provide work environments free from harassment and discrimination. Through this systematic oversight, we aim to ensure that our supply chain remains aligned with our core ethical values.

Enterprise Risk Management

Ceva maintains an enterprise-wide risk management (ERM) framework that is updated annually. As part of this process, the Company conducts a company-wide risk survey in which each business function identifies key risks under its responsibility. The results are consolidated into the corporate risk register, which includes for each of the risks designated risk owners, mitigation plans, potential monetary impact assessments, and relevant insurance coverage. The annual risk register is reviewed by senior management, the Audit Committee, and the Board of Directors. This process is led by the CFO of the Company, who acts as the Company Chief Risk Officer.

In addition, Ceva has an internal auditor. The Internal Auditor conducts, in addition to the internal audit plan, broader, in-depth risk assessments to support identification of material new risks that should be addressed.

This structured process supports the Company's ability to identify, evaluate, and manage operational, financial, strategic, compliance-related, and cyber risks across the organization.



Appendices

About this Report

This 2025 Corporate Responsibility Report presents Ceva's environmental, social, and governance performance and processes for the 2024-2025 calendar years. The report reflects our ongoing efforts to create long-term value for our stakeholders through responsible innovation, operational integrity, and a focus on low-power technologies for the intelligent edge.

The report covers both the sustainability impact of our products, designed to drive energy efficiency, reduce resource consumption, and enable safer and smarter devices worldwide, as well as Ceva's internal initiatives to operate responsibly across our global offices. Given our role as a technology licensor, the most significant sustainability impacts we can influence stem from the efficiency of the billions of devices powered by our IP, rather than physical manufacturing processes. As such, we prioritize the areas where our technology and operations can have the greatest positive effect on people, the environment, and society.

This report was prepared with consideration of a globally recognized ESG disclosure framework the Sustainability Accounting Standards Board (SASB) Standards. The framework most relevant to Ceva's operations is the SASB Semiconductor standard, which guides our efforts toward transparent, decision-useful reporting. The carbon footprint was calculated according to the GHG protocol.

Unless otherwise noted, "Ceva," "the Company," "we," "us," and "our" refer to Ceva, Inc. and its consolidated subsidiaries.

This Report contains forward-looking statements which are based on our management's beliefs and assumptions and on information currently available to our management. In some cases, you can identify forward-looking statements by terms such as "may," "will," "should," "could," "goal," "would," "expect," "plan," "anticipate," "believe," "estimate," "project," "aim," "strive," "predict," "potential," and similar expressions intended to identify forward-looking statements. These statements involve known and unknown risks, uncertainties and other factors, which may cause our actual results, performance, time frames or achievements to be materially different from any future results, performance, time frames or achievements expressed or implied by the forward-looking statements.

Given these risks, uncertainties and other factors, you should not place undue reliance on these forward-looking statements.

SASB Index

SASB Topic	METRIC	CATEGORY	UNIT OF MEASURE	Code	Disclosure
Greenhouse Gas Emissions	1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Quantitative	Metric tons	Metric tons (t) CO ₂ -e	"Carbon footprint management"
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	TC-SC-110a.2	NA – Currently there are no targets for scope 1, as it is not material to Ceva's operations
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SC-130a.1	"Energy Management"
Water Management	Water Management	Quantitative	Thousand cubic meters (m ³), Percentage (%)	TC-SC-140a.1	"Water Management"
Waste Management	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TC-SC-150a.1	"Materials and hazardous materials" – there is no hazardous waste involved in our operations

Workforce Health & Safety	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Discussion and Analysis	n/a	TC-SC-320a.1	"Health and Safety"
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	Presentation currency	TC-SC-320a.2	There were no monetary losses or and legal proceeding related to employee health and safety
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees that require a work visa	Quantitative	Percentage (%)	TC-SC-330a.1	"Inclusion and Belonging"
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%)	TC-SC-410a.1	NA – Ceva does not manufacture physical products
	Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	Quantitative	Various, by product category	TC-SC-410a.2	NA – Ceva does not manufacture physical products
Materials Sourcing	Description of the management of risks associated with the use of critical materials	risks associated with the use of critical materials Discussion and Analysis	n/a	TC-SC-440a.1	NA – Ceva does not critical materials in its operations

Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Presentation currency	TC-SC- 520a.1	"Business Ethics and Compliance"
---	---	--------------	--------------------------	------------------	-------------------------------------