Healthy Future

2024 Report

Disclosures

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Overview

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Global Reporting Initiative (GRI) **Content Index**

General Disclosures

GRI Indicator	Reference	2024 Healthy Future Report Disclosures Page Reference	United Nations (UN) Sustainable Development Goals (SDGs)
GRI 1: Foundation (2021)			
2-1: Organizational details	Teva Pharmaceutical Industries Ltd. is publicly traded on the New York Stock Exchange (NYSE: TEVA) and the Tel Aviv Stock Exchange (TASE: TEVA). For more details, see page 57 of Teva's 2024 Annual Report (Form 10-K). We operate worldwide, with headquarters in Israel and a significant presence in the United States, Europe and many other markets around the world. We have 48 manufacturing facilities and 21 R&D sites. Our products are sold in 57 countries. For more: https://www.tevapharm.com.		
2-2: Entities included in the organization's sustainability reporting	This report covers all of Teva's owned and operated facilities around the world, covering all the entities included in Teva's financial reporting.		
2-3: Reporting period, frequency and contact point	The reporting period is for the 2024 calendar year. We report on an annual basis. Contact information can be found on page 65 of the 2024 Healthy Future Report.		
2-4: Restatements of information	All restated information is indicated in the notes of tables.		
2-5: External assurance	2024 Healthy Future Report, pages 66-68.		
2-6: Activities, value chain, and other business relationships	There were no significant changes in Teva's operations in 2024.Teva's 2024 Annual Report (Form 10-K), pages 2-16 and 117-120; 2024 Healthy Future Report, pages 4-6 and 11.		9, 12
2-7: Employees	2024 Healthy Future Report Disclosures	p. 40-41	5, 8
2-8: Workers who are not employees	2024 Healthy Future Report Disclosures	p. 40-41	8, 10
2-9: Governance structure and composition	Teva's Board of Directors (BOD) is comprised of 12 members (11 of which are independent, aside from President and CEO). The average tenure for board members is 6.86 years. For more:page 5 Proxy Statement for Teva's 2025 Annual Shareholder Meeting.		5, 16
2-10: Nomination and selection of the highest governance body	Proxy Statement for Teva's 2025 Annual Shareholder Meeting, pages 11-20 "Election of Directors"; page 25, "Nominees for Directors"; and page 30, "Corporate Governance and Nominating Committee."		5, 16
2-11: Chair of the highest governance body	Proxy Statement for Teva's 2025 Annual Shareholder Meeting, pages 11, 17 and 23; Teva's Non-Executive Chairman of the Board is Dr. Sol Barer.		16

There were no omissions to report for the year 2024.

GRI Content Index continued

GRI Indicator	Reference	2024 Healthy Future Report Disclosures Page Reference	United Nations (UN) Sustainable Development Goals (SDGs)
2-12: Role of the highest governance body in overseeing the management of impacts	Proxy Statement for Teva's 2025 Annual Shareholder Meeting, pages 23-24, "Board Meetings" and "Board of Directors' Role in Risk Oversight"; pages 29-31 for roles and responsibilities of various board committees under "Committees of the Board." For more information, please see our 2024 Healthy Future Report, page 12. The Compliance Committee oversees sustainability impacts, risks and opportunities.		
2-13: Delegation of responsibility for managing impacts	2024 Healthy Future Report, page 12.		
2-14: Role of the highest governance body in sustainability reporting	The Board of Directors acknowledges the report and Executive Management (EM) is responsible for reviewing and approving.		
2-15: Conflicts of interest	Proxy Statement for Teva's 2025 Annual Shareholder Meeting, pages 113-114, "Related Party Transactions".		
2-16: Communication of critical concerns	Proxy Statement for Teva's 2025 Annual Shareholder Meeting, page 33 "Shareholder Engagement"; pages 34-35 "Human Capital Management"; Teva's Code of Conduct, page 39; Teva's Integrity Hotline Complaints Procedure.		
2-17: Collective knowledge of the highest governance body	Proxy Statement for Teva's 2025 Annual Shareholder Meeting, pages 22-23, "Director Terms and Education"; 2024 Healthy Future Report, page 12.		
2-18: Evaluation of the performance of the highest governance body	Proxy Statement for Teva's 2025 Annual Shareholder Meeting, page 32, "Board Evaluation Process."		

GRI Indicator	Reference	2024 Healthy Future Report Disclosures Page Reference	United Nations (UN) Sustainable Development Goals (SDGs)
2-19: Remuneration policies	Proxy Statement for Teva's 2025 Annual Shareholder Meeting, pages 25-26, "Non-Employee Director Compensation" (for Director compensation); pages 45-92 for executive compensation; and the Chief Executive Officer's variable compensation according to predefined financial metrics and relative financial metrics (e.g., relative total shareholder return).		
2-20: Process to determine remuneration	Proxy Statement for Teva's 2025 Annual Shareholder Meeting, page 56, "Role of Independent Compensation Consultant"; pages 33 and 50, "Shareholder Engagement."		
2-21: Annual total compensation ratio	See the CEO to employee compensation ratio here: Proxy Statement for Teva's 2025 Annual Shareholder Meeting, page 88. The highest-paid individual did not receive any salary increase by the end of the year; therefore, the ratio of the percentage increase in annual total compensation for the CEO to the median percentage increase in annual total compensation for all employees cannot be calculated.		
2-22: Statement on sustainable development strategy	2024 Healthy Future Report, pages 2(, Letter from the Chair and President and CEO) and 9-10.		
2-23: Policy commitments	Teva Corporate Governance & Policy Documents and relevant policies are communicated to employees via trainings, written policies, handbooks and more. For policy commitments to respect human right, please see the Sustainable Procurement chapters of the 2024 Healthy Future Report, pages 59-62, and the 2024 Healthy Future Report Disclosures.	p. 56, 82-86	
2-24: Embedding policy commitments	Measures to embed each of its policy commitments are included in the 2024 Healthy Future Report, Healthy People, page 15; Healthy Planet, page 40; and Healthy Business, page 54.	p. 83	

There were no omissions to report for the year 2024.

GRI Content Index continued

GRI Indicator	Reference	2024 Healthy Future Report Disclosures Page Reference	United Nations (UN) Sustainable Development Goals (SDGs)
2-25: Processes to remediate negative impacts	Teva is committed to preventing and mitigating all significant negative impacts. The approach to manage each material impact is disclosed in the sections in the 2024 Healthy Future Report. Teva's Code of Conduct, page 39, includes our process to manage grievances from all stakeholders. Also see Teva's Integrity Hotline Complaints Procedure and 2024 Healthy Future Report Disclosures.	p. 56, 82-88	
2-26: Mechanisms for seeking advice and raising concerns	2024 Healthy Future Report, pages 55-58, Teva's Code of Conduct, page 39. Also see Teva's Integrity Hotline Complaints Procedure.		16
2-27: Compliance with laws and regulations	Teva's 2024 Annual Report (Form 10-K), pages 139-154;2024 Healthy Future Report Disclosures	p. 80	16
2-28: Membership associations	Teva engages with several industry and trade associations at the local or national level to support responsible business practices and improve access to medicines and healthcare quality for patients. Notably, Teva is a member of the Pharmaceutical Supply Chain Initiative (PSCI), the Antimicrobial Resistance Industry Alliance (AMRIA) (Board position), Biopharma Sustainability Roundtable (BSRT), Responsible Health Initiative (RHI), Pharmaceutical Environment Group (PEG), Medicines for Europe (MfE) (Board position), Association for Accessible Medicines (AAM), International Federation of Pharmaceutical Manufacturers and Associations (IFPMA), the European Federation of Pharmaceutical Industries and Associations (EFPIA) (Board position), Healthcare Distribution Alliance (HDA), EU Critical Medicines Alliance and the Biosimilars Forum and European Fine Chemicals Group (EFCG).		17
2-29: Approach to stakeholder engagement	2024 Healthy Future Report Disclosures	p. 23	17
2-30: Collective bargaining agreements	We respect the right of our employees to organize or join associations, and bargain collectively, if they choose to do so. We aim to engage collaboratively with employee representatives and reach agreements that serve both the needs of our employees and our business. As of 2024, 44% of our employees globally are covered by collective bargaining agreements and/or are members of a union. This information includes only employees where there is a signed CBA/Union agreement. Please note that there may be other situations in which employees are represented by collective organizations but there is no official agreement signed.		8 10
3-1: Process to determine material topics	2024 Healthy Future Report, page 10; 2024 Healthy Future Report Disclosures	p. 20-22	
3-2: List of material topics	2024 Healthy Future Report, page 10; 2024 Healthy Future Report Disclosures	p. 22	

There were no omissions to report for the year 2024.

GRI Content Index continued

Topic Disclosures

GRI Indicator	Topic Disclosures	Reference	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
Health Equity and Access to Medicines*				
GRI 3: Management of material topics (2021)	3-3: Management of material topics (2021)	Teva's Position on Access to Medicines; 2024 Healthy Future Report, page 16; 2024 Healthy Future Report Disclosures	p. 30-33	3
Patient Safety and Quality*				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Position on Patient Safety., 2024 Healthy Future Report, page 27-32; 2024 Healthy Future Report Disclosures	p. 35-38	3
GRI 416: Customer health and safety (2016)	416-1: Assessment of the health and safety impacts of product and service categories	100% of medicinal products (Teva portfolio and clinical trial pipeline) are continuously assessed for health impacts. 2024 Healthy Future Report Disclosures	p. 35	3
	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	During 2024 Teva did not receive any penalty, fine or warnings regarding non-compliance concerning the health and safety impacts of our medicines.		3
Ethics and Integrity				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Policy on Clinical Trial Transparency; 2024 Healthy Future Report Disclosures	p. 39	

GRI Indicator	Topic Disclosures	Reference	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
Inclusion and Diversity*				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Code of Conduct; Teva's Position on Inclusion and Diversity; 2024 Healthy Future Report, page 33-36; 2024 Healthy Future Report Disclosures	p. 40-43	5 10
GRI 405: Diversity and equal opportunity (2016)	405-1: Diversity of governance bodies and employees	Proxy Statement for Teva's 2025 Annual Shareholder Meeting, page 6; 100% of current Board members are over 50 years old; 2024 Healthy Future Report Disclosures	p. 42	5 10
	405-2: Ratio of basic salary and remuneration of women to men	2024 Healthy Future Report Disclosures	p. 43	5 10
Employee Health, Safety and Well-being*				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Position on Occupational Health and Safety; 2024 Healthy Future Report, page 37-38; 2024 Healthy Future Report Disclosures	p. 44-49	3 8
GRI 401: Employment (2016)	401-2: Benefits provided	2024 Healthy Future Report Disclosures	p. 49	3 8
	401-3: Parental leave	2024 Healthy Future Report Disclosures	p. 49	3 8

There were no omissions to report for the year 2024.

* Material topics identified through Teva's Double Materiality Assessment (DMA) that are also focus or priority topics within Teva's Healthy Future strategy are comprehensively disclosed.

GRI Content Index continued

GRI Indicator	Topic Disclosures	Reference	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
GRI 403: Occupational health and safety (2018)	403-1: Occupational health and safety management system	2024 Healthy Future Report Disclosures	p. 45-46	3, 8
	403-2: Hazard identification, risk assessment and incident investigation	Teva's Position on Occupational Health and Safety; 2024 Healthy Future Report Disclosures	p. 47	3, 8
	403-3: Occupational health services	2024 Healthy Future Report Disclosures	p. 47	3, 8
	403-4: Worker participation, consultation and communication on occupational health and safety	Teva's Position on Occupational Health and Safety; 2024 Healthy Future Report, page 37		3, 8
	403-5: Worker training on occupational health and safety	2024 Healthy Future Report Disclosures	p. 47	3, 8
	403-6: Promotion of worker health	2024 Healthy Future Report Disclosures	p. 48	3, 8
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Healthy Future Report Disclosures	p. 47	3, 8
	403-8: Workers covered by an occupational health and safety management system	2024 Healthy Future Report Disclosures	p. 46	3, 8
	403-9: Work-related injuries	2024 Healthy Future Report Disclosures	p. 44-45	3, 8
	403-10: Work-related ill health	2024 Healthy Future Report Disclosures	p. 44-45	3, 8

Talent Recruitment and Development

GRI Indicator	Topic Disclosures	Reference	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Code of Conduct; 2024 Healthy Future Report Disclosures	p. 50-54	8
GRI 401: Employment (2016)	401-1: New employee hires and employee turnover	2024 Healthy Future Report Disclosures	p. 50-52	8
GRI 402: Labor/ management relations (2016)	402-1: Minimum notice periods regarding operational changes	We follow the legal requirements in the countries or collective labor agreement, at the minimum. Typically, the notice period ranges from one month to several months, depending on the country or the collective labor agreement. Depending on the scenario, sometimes advance notice in addition to the notice period is provided to ensure employees have more time to find alternatives. We consult and provide notice to the unions based on the terms specific in the collective bargaining agreements.		8
GRI 404: Training and education (2016)	404-2: Programs for upgrading employee skills	2024 Healthy Future Report Disclosures	p. 53-54	4, 8
	404-3: Performance reviews	2024 Healthy Future Report Disclosures	p. 53	4, 8

There were no omissions to report for the year 2024.

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GRI Content Index continued

GRI Indicator	Topic Disclosures	Reference	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
Employee Engagement				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Code of Conduct; Teva's Position on Talent Recruitment and Development; 2024 Healthy Future Report Disclosures	p. 54	3, 8
Economic Impact				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	2024 Healthy Future Report, page 7; 2024 Healthy Future Report Disclosures	p. 55	3, 8
GRI 201: Economic performance (2016)	201-2: Financial implication and other risks and opportunities due to climate change	2024 Healthy Future Report Disclosures	p. 58-65	13
GRI 203: Indirect economic impacts (2016)	203-1: Infrastructure investments and services supported	2024 Healthy Future Report Disclosures	p. 33-34	1, 2, 3, 8, 10, 17
	203-2: Significant indirect economic impacts	2024 Healthy Future Report, pages 7-8; 2024 Healthy Future Report Disclosures	p. 55	3, 8
Human Rights				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	2024 Healthy Future Report, page 59; 2024 Healthy Future Report Disclosures	p. 56	5, 6, 8, 16

GRI Indicator	Topic Disclosures	Reference	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
Responsible Lobbying				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Position on Government Affairs; 2024 Healthy Future Report Disclosures	p. 89	16
GRI 415: Public policy (2016)	415-1: Political contributions	2024 Healthy Future Report Disclosures	p. 89	16
Climate Action and Resilience*				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Position on Environmental Sustainability; 2024 Healthy Future Report, page 41-47; 2024 Healthy Future Report Disclosures	p. 58-66	7, 12, 13
GRI 302: Energy (2016)	302-1: Energy consumption within the organization	2024 Healthy Future Report Disclosures	p. 64	7, 12, 13
	302-3: Energy intensity	2024 Healthy Future Report Disclosures	p. 65	7, 12, 13

There were no omissions to report for the year 2024.

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GRI Content Index continued

GRI Indicator	Topic Disclosures	Reference	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
GRI 305: Emissions (2016)	305-1: Direct (scope 1) greenhouse gas (GHG) emissions	2024 Healthy Future Report Disclosures	p. 65	13
	305-2: Energy indirect (scope 2) GHG emissions	2024 Healthy Future Report Disclosures	p. 65	13
	305-3: Other indirect (scope 3) GHG emissions	2024 Healthy Future Report Disclosures	p. 66	13
Pharmaceuticals in the Environment*				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Position on Pharmaceuticals in the Environment, 2024 Healthy Future Report, pages 48-50; 2024 Healthy Future Report Disclosures	p. 67	6, 12
GRI 303: Water and effluents (2018)	303-2: Management of water discharge-related impacts	2024 Healthy Future Report Disclosures	p. 67	6, 12
Waste				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	2024 Healthy Future Report, page 51; 2024 Healthy Future Report Disclosures	p. 68-70	12

GRI Indicator	Topic Disclosures	Reference	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
GRI 306: Waste (2020)	306-1: Waste generation and significant waste-related impacts	2024 Healthy Future Report Disclosures	p. 68-70	12
	306-2: Management of significant waste-related impacts	2024 Healthy Future Report Disclosures	p. 69	12
	306-3: Waste generated	2024 Healthy Future Report Disclosures	p. 68	12
	306-4: Waste diverted from disposal	2024 Healthy Future Report Disclosures	p. 68	12
	306-5: Waste directed to disposal	2024 Healthy Future Report Disclosures	p. 68	12
Nature and Biodiversity				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Position on Environmental Sustainability; 2024 Healthy Future Report, page 52.		12
Water				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Position on Environmental Sustainability; 2024 Healthy Future Report, page 52; 2024 Healthy Future Report Disclosures	p. 71-72	6, 12

There were no omissions to report for the year 2024.

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GRI Content Index continued

GRI Indicator	Topic Disclosures	Reference	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
GRI 303: Water and effluents (2018)	303-1: Interactions with water as a shared resource	2024 Healthy Future Report Disclosures	p. 72	6, 12
	303-3: Water withdrawal	2024 Healthy Future Report Disclosures	p. 71	6, 12
	303-4: Water discharge	2024 Healthy Future Report Disclosures	p. 72	
	303-5: Water consumption	2024 Healthy Future Report Disclosures	p. 71	6, 12

Ethics and Integrity*

GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Code of Conduct, Teva's Global Prevention of Corruption Policy; 2024 Healthy Future Report, page 55-58; 2024 Healthy Future Report Disclosures	p. 77-81	16
GRI 205: Anti-corruption (2016)	205-1: Operations assessed for risks related to corruption	2024 Healthy Future Report Disclosures	p. 77	16
	205-2: Communication and training about anti-corruption policies and procedures	2024 Healthy Future Report Disclosures	p. 78	16
	205-3: Confirmed incidents of corruption and actions taken	2024 Healthy Future Report Disclosures	p. 79	16
GRI 206: Anti-competitive behavior (2016)	206-1: Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Teva's 2024 Annual Report (Form 10-K), pages 142-147.		

GRI Indicator	Topic Disclosures	Reference	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Position on Responsible Supply Chain; 2024 Healthy Future Report, page 59-62; 2024 Healthy Future Report Disclosures	p. 82-84	12
GRI 308: Supplier environmental assessment (2016)	308-1: New suppliers that were screened using environmental criteria	Teva's Position on Responsible Supply Chain and Supplier Code of Conduct; 2024 Healthy Future Report, page 60-61; 2024 Healthy Future Report Disclosures	p. 82	12
	308-2: Negative environmental impacts in the supply chain and actions taken	2024 Healthy Future Report Disclosures	p. 82-84	12
GRI 414: Supplier social assessment (2016)	414-1: New suppliers that were screened using social criteria	Teva's Position on Responsible Supply Chain and Supplier Code of Conduct; 2024 Healthy Future Report, page 60-61; 2024 Healthy Future Report Disclosures	p. 82	5, 6, 8, 12, 16
	414-2: Negative social impacts in the supply chain and actions taken	2024 Healthy Future Report Disclosures	p. 82-84	5, 6, 8, 12, 16

Sustainable Procurement*

There were no omissions to report for the year 2024.

* Material topics identified through Teva's Double Materiality Assessment (DMA) that are also focus or priority topics within Teva's Healthy Future strategy are comprehensively disclosed.

GRI Content Index continued

GRI Indicator	Topic Disclosures	Reference	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
Data Privacy				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva Global Data Privacy Policy; 2024 Healthy Future Report Disclosures	p. 85	
GRI 418: Customer privacy (2016)	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Teva had 0 reportable substantiated complaints of data privacy breaches and 0 losses of personal data, including customer data. The Teva Legal and Compliance teams continue to be vigilant and partner with their IT counterparts to be proactive on this subject matter.		
Cybersecurity and Information Security				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	2024 Healthy Future Report Disclosures	p. 85	
Innovation				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	2024 Healthy Future Report, page 22-24; 2024 Healthy Future Report Disclosures	p. 86	
Animal Welfare				
GRI 3: Management of material topics (2021)	3-3: Management of material topics	Teva's Position on Animal Welfare; 2024 Healthy Future Report Disclosures	p. 87-88	

There were no omissions to report for the year 2024.

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Sustainability Accounting Standards Board (SASB) **Content Index**

Biotechnology and Pharmaceutical Standard

Safety of Clinical Trial Participants

SASB Code	SASB Metric	Disclosure	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	2024 Healthy Future Report Disclosures	p. 39	3, 9
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Teva had no clinical trial and pharmacovigilance inspections that resulted in voluntary remediation or regulatory or administrative actions.		9
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	None.		

Access to Medicines

SASB Code	SASB Metric	Disclosure	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	2024 Healthy Future Report, page 16-21; 2024 Healthy Future Report Disclosures	p. 30-34	3, 10
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	We do not have any medicines on the WHO List of Prequalified Medicinal Products.		3

Affordability and Pricing

SASB Code	SASB Metric	Disclosure	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across USA product portfolio compared to previous reporting period	2024 Healthy Future Report Disclosures	p. 33	3, 10
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Not disclosed.		3, 10

SASB Content Index continued

SASB Code	SASB Metric	Disclosure	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
Drug Safety				
HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	MedWatch: The FDA Safety Information and Adverse Event Reporting Program.		3
HC-BP-250a.2	Number of fatalities associated with products	Not disclosed.		
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	2024 Healthy Future Report Disclosures	p. 37	3
HC-BP-250a.4	Total amount of product accepted for takeback, reuse or disposal	2024 Healthy Future Report Disclosures, for recalled products and takeback schemes.	p. 37, 70	3
HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	2024 Healthy Future Report Disclosures	p. 37	3
Counterfeit Drugs				
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	2024 Healthy Future Report, page 31; 2024 Healthy Future Report Disclosures	p. 36	3
HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	2024 Healthy Future Report, page 59; 2024 Healthy Future Report Disclosures	p. 36	3
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests and/or filing of criminal charges related to counterfeit products	2024 Healthy Future Report Disclosures	p. 36	

SASB Code	SASB Metric	Disclosure	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
Ethical Marketing				
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	None.		
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Our promotional efforts to healthcare professionals must be "on-label" for approved products. Everything a Teva sales representative or authorized contractor says as part of performing their jobs may be considered to be promotional. Therefore, sales representatives and our contractors who receive an inquiry about off-label use are obligated to refer the healthcare professional's question(s), or questions from others to our medical affairs department, allowing medical professionals to communicate Teva medical information directly in a non-promotional way and limited specifically to the inquiry being made, and our sales representatives and contractors are not allowed to solicit or encourage in any way these types of requests. See more in Teva's Code of Conduct, as well as the 2024 Healthy Future Report Disclosures.	p. 77-81	16

SASB Content Index continued

SASB Code	SASB Metric	Disclosure	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
Employee Recruitment, Development and Retention				
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	Teva engages in market mapping to assess industry trends and emerging areas in research and development and to identify talent. Our strategic partnerships with universities allow us to recruit young scientists. We also actively participate in industry conferences, networking events and thought leadership to connect with potential candidates. To increase retention, our R&D mentoring program, Momentum, teaches communication skills, change management, critical thinking and career planning. The program, which engaged 400 participants in 2024 and will expand over the next two years, includes reverse mentorship initiatives to foster cross-generational knowledge. Young talent mentors experienced counterparts on social media, technology and more. Additionally, approximately 40% of our R&D leaders participate in annual leadership programs. Our Learn, Grow and Inspire portfolio and organizational development sessions ensure a continuous learning environment, fostering leadership skills and career advancement.		

SASB Code	SASB Metric
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others

Disclosure

	2022*		2023**		2024***	
	Voluntary Turnover	Involuntary Turnover	Voluntary Turnover	Involuntary Turnover	Voluntary Turnover	Involuntary Turnover
Executives/senior managers	6.2%	4.9%	8.1%	8.1%	3.0%	4.7%
Middle managers	8.1%	3.4%	3.5%	3.6%	3.5%	4.7%
Junior managers	7.9%	3.0%	5.5%	3.1%	5.5%	4.2%
Total management positions	**7.9%**	**3.1%**	**5.1%**	**3.4%**	**5.0%**	**4.3%**
Professionals	8.8%	4.4%	7.0%	4.1%	7.5%	4.2%
Entry-level positions	6.5%	8.4%	6.9%	7.1%	6.9%	7.2%
Total non-management positions	**7.9%**	**5.9%**	**6.6%**	**5.3%**	**7.3%**	**5.3%**
Total employees	**7.9%**	**5.2%**	**6.2%**	**4.8%**	**6.7%**	**5.0%**

* 0.8% attrition is related to other reasons, including death, health reasons and retirement.

** 0.8% attrition is related to other reasons, including death, health reasons and retirement.

*** 0.5% attrition is related to other reasons, including death, health reasons and retirement.

SASB Content Index continued

SASB Code	SASB Metric	Disclosure	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
Supply Chain Management				
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	2024 Healthy Future Report Disclosures	p. 37-38	
Business Ethics				
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	0		
HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals	Teva interacts appropriately with healthcare professionals by following applicable laws, industry codes of conduct, and internal governance documents, policies and procedures including Teva's Position on Marketing and Promotional Practices and Teva's Code of Conduct. We treat these interactions very seriously given the trust placed upon us by our health care partners, customers, patients and those regulating our industry. Teva trains relevant employees on responsible sales and marketing practices and is committed to compliant, ethical, and transparent practices. Teva's promotional materials undergo a careful internal legal and regulatory review and approval prior to their use and are submitted to the FDA and other regulators as required at the time of their first use. Our Code of Conduct also aligns with relevant pharmaceutical industry associations' codes of conduct, which govern interactions with healthcare professionals, healthcare organizations, patients, patient organizations, government officials, and third parties and which are important voluntary practices we embrace to remain true to our mission and corporate integrity. If this Code is violated, we implement timely corrective actions, that may include as appropriate warnings, additional training, adjustment to our policies and procedures, and disciplinary actions that in extreme cases can lead to employee financial consequences and/or dismissal. Please see more about Teva's compliance and ethics training on page 80 and the office of business integrity on page 82.	p. 80, 82	

SASB Content Index continued

SASB Code	SASB Metric	Disclosure	2024 Healthy Future Report Disclosures Page Reference	UN SDGs
Activity Metrics				
HC-BP-000.A	Number of patients treated	We provide quality innovative, generics and biosimilar medicines to millions of people each day.		
HC-BP-000.B.2	Number of drugs (1) in portfolio and (2) in research and development (Phases 1–3) and (3) number of new entries for clinical pipeline	1) Approximately 2,000 drugs in portfolio. 2) As of January 2025, 16 biosimilar products are in development (eight in pre-clinical, five in Phrase 3 confirmatory studies and three under regulatory review), and 11 innovative medicines products are in development (four in pre-clinical, three in Phase 1, two in Phase 2 and two in Phase 3). 3) Three investigational new drug applications.		

UN Global **Compact Principles**

The United Nations Global Compact (UNGC) is a strategic policy initiative that encourages companies around the world to adhere to ten principles of responsible business, relating to human rights, labor standards, environmental protection and anti-corruption. Teva has participated in the UNGC since 2010 and we confirmed our signatory status in 2024.

Global Compact Principles		Our Position
1	Businesses should support and respect the protection of internationally proclaimed human rights.	Human Rights Position; 2024 Healthy Future Report, pages 59-62; 2024 Healthy Future Report Disclosures, pages 56, 82-85.
2	Businesses should make sure that they are not complicit in human rights abuses.	
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Human Rights Position; 2024 Healthy Future Report Disclosures, page 6.
4	Businesses should support the elimination of all forms of forced and compulsory labor.	Human Rights Position; 2024 Healthy Future Report, pages 59-62; 2024 Healthy Future Report Disclosures, pages 56, 82-85.
5	Businesses should support the effective abolition of child labor.	
6	Businesses should support the elimination of discrimination in respect of employment and occupation.	Human Rights Position; Inclusion and Diversity Position; 2024 Healthy Future Report, pages 33-36; 2024 Healthy Future Report Disclosures, pages 40-44.
7	Businesses should support a precautionary approach to environmental challenges.	2024 Healthy Future Report, pages 41-53; 2024 Healthy Future Report Disclosures, pages 59-76.
8	Businesses should undertake initiatives to promote greater environmental responsibility.	
9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	
10	Businesses should work against corruption in all its forms, including extortion and bribery.	2024 Healthy Future Report, pages 55-58; 2024 Healthy Future Report Disclosures, pages 78-81.

General Disclosures

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From Materiality to **Healthy Future Strategy**

Materiality Assessment

Materiality assessments help us identify the sustainability topics of greatest importance and priority to our stakeholders and for our business. In 2024 we conducted our first Double Materiality Assessment (DMA), applying a new approach as compared to our previous impact materiality assessments (conducted in 2013, 2020 and 2022). The results of our new DMA will go on to guide our Healthy Future strategy.

The DMA was carried out in accordance with the European Sustainability Reporting Standards (ESRS) as laid out by the EU Corporate Sustainability Reporting Directive (CSRD) and the European Financial Reporting Advisory Group (EFRAG) Materiality Assessment Implementation Guidance. Teva does not currently fall within the legal obligations of CSRD, and our efforts described hereon are intended as preparations for future obligations. Our evaluation included the entire Teva business and also, in light of the expected divestment of TAPI in 2025, we assessed TAPI also in isolation.

We intend to reassess our DMA results annually, considering any significant changes at Teva, as well as outcomes from our Environmental and Human Rights Due Diligence, Risk Assessment processes, relevant stakeholder input and the evolving sustainability landscape. A comprehensive review of the DMA will be scheduled over an extended period.

In the next sections, we outline the process adopted to identify impacts, risks, and opportunities and to assess material issues, which have been used to determine the disclosures made in our Healthy Future Report.

1. Value Chain Mapping

We developed our value chain map by reviewing internal documentation, carrying out external research and engaging with internal subject matter experts (SMEs). The process identified where impacts, risks, and opportunities (IROs) were likely to arise based on our business activities, relationships or other factors. The value chain map also provided an overview of the stages and activities of our operations, products and services. See Our Value Chain in our Healthy Future Report page 11.

Key assumption: The detail captured in Teva's value chain map represents our primary upstream, operational, and downstream activities and business relationships.

2. Identifying sustainability Impacts, Risks and Opportunities (IROs)

We identified IROs in our value chain from current and potential drivers through desktop research and stakeholder engagement.

Desktop research encompassed a comprehensive review of external and internal documentation, such as the outcomes of our human rights and environmental impact due diligence and risk management processes, in addition to public-facing documents such as Teva's Healthy Future and Financial Reports. We also examined peer documentation, regulations and materials related to current and emerging trends.

Our process also included stakeholder engagement interactions with both internal and external parties. Internally, this included our corporate sustainability team subject matter experts, and employee representatives. We also interviewed a broad range of external stakeholders. For more information see Stakeholder Engagement Section on page 23.

Key assumptions:

i) The peer group selected serves as an appropriate proxy to understand the sustainability and operating context of the pharmaceutical sector, specifically with regards to Teva.

ii) The stakeholders we engaged with provide a comprehensive representation of Teva's key stakeholders.

From Materiality to Healthy Future Strategy continued

3. Integrating Teva's Due Diligence Process in the DMA

Our human rights and environmental due diligence process was critical in identifying and scoring IROs, enabling us to identify, assess, prioritize and monitor salient potential and actual impacts on both people and the environment. This process focused on specific activities, business relationships, geographical areas, and other pertinent factors. It considered the impacts stemming from our operations and from our business relationships. See more about our Due Diligence process in the Human Rights section on page 56.

Key assumption: Our Due Diligence process is comprehensive, and identifies and assesses negative human rights impacts in the spirit of the UN Human Rights principles.

4. Prioritizing IROs

We established a scoring framework, which was used to evaluate each IRO, including qualitative and quantitative measures.

For impact assessment the scoring criteria assessed severity, including scale, scope, irremediable character (for negative impact only), and likelihood over short- (1-2 years), medium- (3-5 years), and long-term (6-15 years) time horizons. Severity took precedence over likelihood when determining materiality for negative human rights-related impacts.

For risk and opportunities assessment we used financial and non-financial magnitude criteria, such as financial loss/gain, business objectives impact, operational impact, regulatory compliance/legal impact, reputational impact, and personal liability (civil or criminal) (risks only), and the same likelihood used for the impact assessment (see above). These criteria align with our enterprise risk management framework.

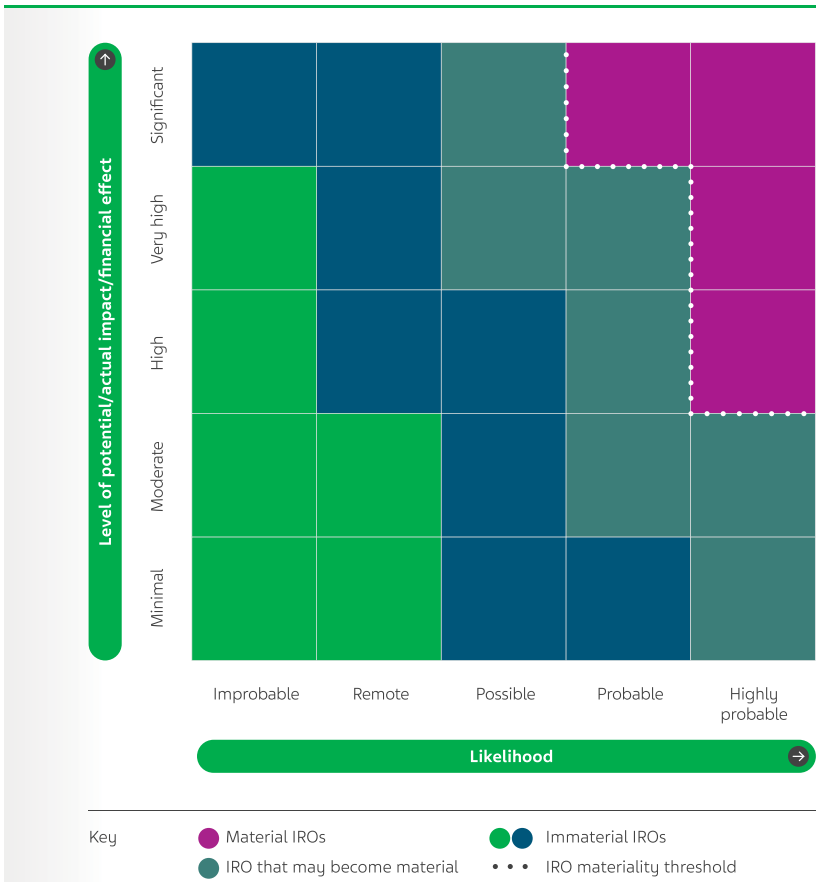
We validated the scores through workshops and consultations with internal stakeholders, culminating in formal approval by Teva's Sustainability Committee, and shared with the Compliance Committee of the Board of Directors.

IROs were positioned within in a matrix (refer to the side) according to their final scores. Those located in the purple area were deemed material.

Key assumptions:

i) The materiality threshold and framework allow for a fair and accurate assessment of our actual or potential material IROs.

ii) We consider the risk and negative impact severity/size before mitigation measures. The exception is for actual negative impact with measurable impacts in place.



5. Results of the Double Materiality Assessment

We then identified eight material topics related to 20 material IROs:

- **Health Equity and Access to Medicines** (consumers and end-users – ESRS S4)
- **Patient Safety and Quality** (consumers and end-users – ESRS S4)
- **Inclusion and Diversity** (own workforce and workers in the value chain – ESRS S1 and S2)
- **Employee Health, Safety and Well-being** (own workforce and workers in the value chain – ESRS S1 and S2)
- **Climate Action & Resilience** (climate change – ESRS E1)
- **Pharmaceuticals in the Environment (PiE)** (pollution – ESRS E2)
- **Ethics and Integrity** (business conduct – ESRS G1)
- **Sustainable Procurement** (entity-specific topic)

Note: Names in parentheses indicate the applicable ESRS topic and code that Teva's topics have been considered against.

The results of our 2024 DMA aligns with our previous materiality assessment outcomes, with the exception of climate adaptation, which was not assessed as having associated material IROs. Nevertheless, we will continue to voluntarily report the results and actions related to physical climate risk assessment. Additionally, Risk Management and Corporate Governance were not included as specific topics for evaluation, as these are considered general reporting requirements, regardless of their materiality.

Key assumption:

The priority IROs and related sustainability topics identified in the DMA sufficiently cover all relevant potentially material sustainability matters specific to Teva's business operations, relationships and activities at the enterprise level.

Stakeholder **Engagement**

A broad range of individuals and groups contribute to our business. Our relationships with these stakeholders help us to understand their expectations, validate our focus areas and inform our programs and activities. We engage with our stakeholders in a variety of ways, including through our Double Materiality Assessment (DMA), annual surveys, community partnerships and participation in industry associations.

Engagement for DMA

Engaging with stakeholders is a critical component for performing our sustainability materiality assessments. Our first DMA was completed in 2024 and helped us to identify impacts, risks and opportunities, which influenced what we have disclosed in our 2024 Healthy Future Report.

Our Corporate Sustainability unit determined the key stakeholder groups to be engaged. Internal stakeholders acted as a representative sample of Teva employees, and included employees from relevant functions with expertise and knowledge of the company, as well as an understanding of applicable sustainability topics. Through 15 interviews, we engaged with 37 internal stakeholders, including employees from the EU and Israel Works Councils' representatives, and specialist functions such as EHS&S, R&D, TAPI Customer Experience, TAPI Strategy, Human Resources, Compliance and Ethics, Health Equity and Access, Quality, Patient Safety, Corporate Sustainability, Procurement, Commercial, Legal, Enterprise Risk Management, Communications and Investor Relations.

External stakeholders represented a range of those affected by Teva and the anticipated audience of our Healthy Future Report. We interviewed 13 external stakeholders, including customers, suppliers, investors, lenders, sustainability experts and patient advocacy representatives.

Our DMA, including stakeholder inputs, will guide the evaluation and potential adjustments to our Healthy Future strategy in 2025, ensuring alignment with our overall strategy and business model.

Stakeholder Engagement continued

Regular Stakeholder Engagement

Patients

We engage with patients, patient advocacy organizations and clinical trial participants to gain insights, get medicines to the people who need them and improve their lives.

Regulators and Policymakers

We collaborate and consult on public policy with regulators and policymakers, and work with industry associations to advocate for shared objectives and key priorities related to medicine access, pricing, regulatory and IP reforms.

Customers

We build relationships with our customers and utilize questionnaires and audits performed by them, as well as surveys developed by us to better understand our customers' needs and to support collaboration and improve patient outcomes.

Suppliers

We partner with over 41,000 suppliers to promote sustainability practices and make progress toward our short- and long-term sustainability goals. We assess their performance through questionnaires, surveys, and audits, and we engage with them via meetings, webinars, and industry associations.

Employees

We conduct performance reviews, invest in employees' professional development and well-being, and foster an engaging, safe, inclusive workplace for approximately 37,000 employees. We conduct an annual organizational health survey to understand and work towards improving employee satisfaction.

Healthcare Industry

We are a member of over 13 industry associations and engage with payers and healthcare systems decision-makers to improve access to our medicines.

Nonprofit Organizations

We collaborate with nonprofit organizations on social and environmental initiatives and participating in global health tenders, and attend global health congresses and meetings.

Investors

We engage with our investors on sustainability matters through direct outreach and dialogue, participation in ESG ratings and periodic meetings with investor groups to communicate our Healthy Future strategy and understand their expectations in terms of sustainability.

Risk Management

We prioritize risk management across our value chain and manage and treat key risks throughout our global operations and across all markets. We proactively address risks through risk management, crisis strategy management and business continuity planning, so we can continue to deliver on our purpose.

Governance

Teva's Board delegates oversight of risk management, crisis management and business continuity, including reviewing performance, policies, operations, and business strategies, to the Audit Committee.

Our Executive Management team governs our Enterprise Risk Management (ERM) processes. Teva's Executive Vice President, Chief Financial Officer, who reports directly to the Chief Executive Officer, is responsible for overseeing our risk management. Our Senior Vice President, Chief Internal Auditor is responsible for auditing selected risks across our business units (based on the approved Global Internal Audit annual plan). For more information on internal audit activities see page 80.

Guiding Documents

Teva's Position on Enterprise Risk Management

Risk Management continued

Our Top Risks

All our top risks are plotted in a matrix of likelihood and impact. The tables on the next page set out the top three risks in focus and two emerging risks from our 2024 risk assessment.

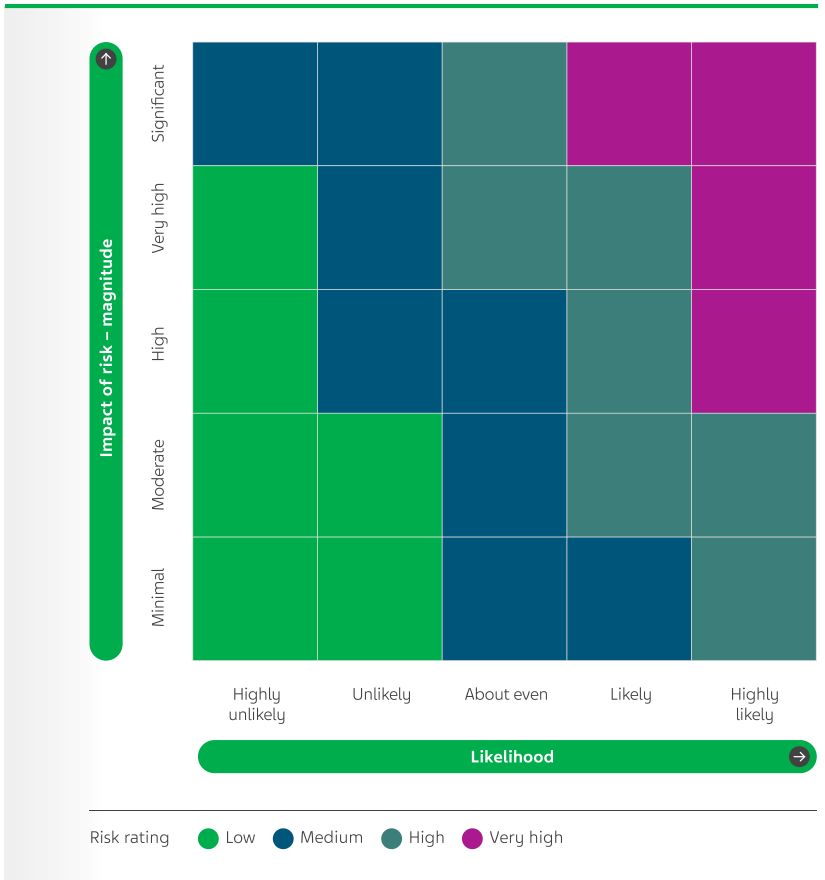
Our ERM Approach

We assess, manage and monitor risks through our Enterprise Risk Management (ERM) process: a series of assessments and measures that help identify risks across the organization. Our risk assessment process considers and reviews the likelihood and impact of risks that could affect our ability to achieve our short and long-term objectives. We consider current and emerging risks that could affect our ability to achieve our short-term and long-term objectives. We identify sustainability risks through our DMA, which are reflected in our Healthy Future strategy and, the material topics are raised though the ERM process.

In 2024, we enhanced our ERM framework and updated our risk portfolio, reviewed our principal risks and presented updates to our Executive Management team and Audit Committee.

Crisis Management

In 2024, we created a Safe Room, from which we can manage any cyber/war threats to our global Finance and IT business units. We continue to enhance procedures for effective Situation Room activation and maintenance.



Risk Management continued

Risk rating key

Very high · High · Medium · Low

Top Three Risks in Focus in 2024	Context	Action	Rating
Macroeconomic Developments Global economic conditions (Inflation, increasing interest rates and currency volatility) may negatively affect us and magnify certain risks that affect our business Risk Trend No change	In recent years, the global economy has been impacted by fluctuating foreign exchange rates. Approximately 47% of our revenues are denominated in currencies other than the USA dollar. Fluctuations in the USA dollar versus other currencies where we operate may materially impact our revenues, results of operations, profits and cash flows. Additionally, high levels of inflation have led to significant economic volatility and monetary tightening by central banks through increasing interest rates.	We have implemented certain measures to mitigate and offset the impact of negative macroeconomic factors, including price adjustments where we are not restricted contractually or regulatory, enhanced inventory management, alternative sourcing strategies for our raw material supply, and backup production plans for key products.	
Major Cyber Incident Cybersecurity breaches could adversely affect our business and reputation Risk Trend No change	Our business processes rely on intricate and interconnected IT systems. We recognize the potential impact of cyberattacks, which could result in critical system unavailability, disrupting our operations and compromising sensitive information.	We maintain an ISO 27001-based information protection system, employing harmonized security controls based on international standards. We are constantly strengthening our cyber defenses and resilience, modernizing IT infrastructure and expanding employee training.	
IT Disruptions and Vulnerabilities Significant disruptions of our information technology systems could adversely affect our business Risk Trend No change	Teva has a diverse range of IT systems, platforms and applications. Failure of a critical system could lead to disruptions in our day-to-day operations. Aging systems may contribute to cyber risk.	We are modernizing our IT infrastructure and systems, implementing strategic applications for efficiency and aligning hardware and operating systems upgrades based on infrastructure health checks. We are also decommissioning systems for improved solutions and technological advancement.	

Emerging Risks in 2024	Context	Action	Rating
Adverse Outcomes of AI technologies	We may face AI-related risks, including: • Biases in drug discovery and clinical trials. • Privacy breaches. • The need for robust governance. • Vulnerability to adversarial attacks. • Stringent regulatory requirements. • Uncertainty surrounding future AI regulations. Additionally, while we are committed to leveraging AI technologies effectively, there are inherent challenges that may impact our competitive positioning.	Teva is: • Enhancing data handling practices to prevent privacy breaches. • Establishing robust governance frameworks for ethical AI use and compliance. • Strengthening cybersecurity measures to protect against data breaches and adversarial attacks. • Ensuring adherence to stringent regulatory requirements to avoid legal penalties and delays in drug approval. To effectively leverage AI technologies, we have established a governance framework to prioritize high-value use cases, ensuring transparency and adaptability.	
Potential Effect of Inflation Reduction Act	There is uncertainty about how the Inflation Reduction Act (IRA) will impact our portfolio and pipeline, especially with pricing penalties and Medicare redesign.	We continue to analyze requirements to ensure compliance and monitor legislation, as we add new products in the future.	

Note: For the highest risks, risk trends are based on the change in risk rating compared to the previous Healthy Future Report.

Risk Management continued

Educating on Risks

Our approach to risk management education ensures all our employees can contribute to proactively addressing risks throughout the business so Teva can continue to deliver on its purpose.

Every year, we hold risk topic-specific sessions for our Executive Management and Board including a global risk overview, presenting relevant World Economic Forum information and data.

In 2024, we conducted a cyber tabletop exercise with our Executive Management to build a broader consensus around appropriate response strategies to cyber incidents.

Cybersecurity Crisis Management

We regularly review and update our Corporate Cyber Crisis Management procedures by simulating potential cyber threats at all operational and organizational levels. In 2024, we carried out a cyber tabletop exercise and developed cyber eLearning based on our Corporate Cyber Crisis Management Procedures for Cyber Global Situation Room members. We will roll this out in 2025 to develop appropriate response strategies to cyber incidents.

Business Continuity and Resilience

From our analysis of current Business Continuity (BC) plans to align with BC resilience and objectives, we identified the need for enhanced standardization and effectiveness.

In 2024, we launched our Global BC Program (BCP), which established Company-wide governance for standardized BC planning throughout Teva and a BCP roadmap. We formed our BCP Steering Committee with members from each business unit, which has approved our BCP Charter (setting out the objectives, scope, responsibilities and Committee structure) and BCP minimum requirements guidance, to align our BCP efforts with ISO 22301. We also trained the BCP Steering Committee, business unit employees responsible for the BC lifecycle and writing plans, and general Teva employees, to help them develop a better understanding of BC practices and to promote resilience to potential disruptions to our critical business processes.

By the end of 2024, we had 14 BC plans covering a range of processes, including: manufacturing sites, R&D sites, distribution centers in the US, EU and international markets, global payroll, finance and IT. Our Corporate Risk Management unit coordinates and supports our BCP, with training, workshops, tools, templates and one-to-one guidance.

In 2024, we conducted a BCP Awareness Week across our Indian sites as part of our ongoing efforts to establish robust BCP frameworks throughout the organization. Specific sessions focused on the creation of BC tools to help drive the creation and implementation of more effective plans throughout the business.

Healthy People Disclosures

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Health **Equity and Access to Medicines**

Regulatory Submissions in Low- and Middle-Income Countries (LMICs) of Products on the World Health Organization (WHO) Essential Medicines List (EML) Across Six Therapeutic Areas (TAs) in Teva International Markets [SLB KPI 1.a]

	Cumulative 2017-2020	2021	2022	2023	2024	2022 - 2024	Cumulative Target by 2025
Submissions in cardiovascular diseases	9	6	7	12	8	27	
Submissions in pediatric oncology	9	5	9	6	7	22	
Submissions in respiratory disease	7	3	4	2	3	9	
Submissions in diabetes	3	0	0	4	7	11	
Submissions in mental health	0	0	0	1	2	3	
Submissions in pain/palliative care	2	2	1	0	1	2	
Total number of regulatory submissions across six TAs LMICs	**30**	**16**	**21**	**25**	**28**	**74**	**75**

Note: Our sustainability-linked bonds (SLBs) are tied to three targets, including this KPI. The observation date to determine whether we have achieved each of these targets is December 31, 2025. Further information on our efforts toward achieving each target is available in the 2024 Healthy Future Report, page 41. Key therapeutic areas for submissions include: cardiovascular diseases, pediatric oncology, respiratory diseases, diabetes, mental health and pain/palliative care. Teva international markets include Central and South America, Africa, Asia-Pacific and part of Eastern Europe. The European countries in this region are the ones that were part of the former Soviet Union. LMICs include those designated by the World Bank in 2020 at the time of our debut SLB issuance, as referenced here. 2021 submissions are not considered for the target.

Products Provided Through Access to Medicines Programs in LMICs on the WHO EML Across Six TAs in Teva International Markets (Total Annualized Volumes) between 2021 and 2024 [SLB KPI1.b]

	2021	2022	2023	2024
Amount of Medicine Provided (thousands of tablets/doses)	308	362	880	3,600

Note: The 2023 number has been restated to enhance accuracy, addressing discrepancies identified within the input data, thus ensuring its reliability. The reported 2024 product amount should not be used as an indicator of our current trajectory or likelihood of achieving the 2025 target, as the target observation date is December 31, 2025.

Products Provided Through Access to Medicines Programs in LMICs on the WHO EML Across Six TAs in Teva International Markets in 2024 [SLB KPI1.b]

Donation/Social Business Receivers	Type of Program	Therapeutic Areas	Number of Products	Amount of Medicine Provided (Tablets/ Doses)	Value of Medicine Provided (Thousands $)	Number of Patients Reached/ Treated
Malawi, Uganda, Botswana, Tanzania, Rwanda	Donations	Pediatric Cancer	15	640,156	13,197	35,623
Ghana	Donations	Breast Cancer	8	312,638	1,409	2,300
Strategic Emergency Stockpile	Donations	Chronic disease	11	2,553,900	122	16,110
El Salvador	Donations	Chronic disease	5	93,600	5	294
Total				**3,600,294**	**14,732**	**54,327**

Note: Our SLB is tied to three targets, including achieving 1.24M doses provided in 2025. The reported 2024 product amount should not be used as an indicator of our current trajectory or likelihood of achieving the 2025 target, as the target observation date is December 31, 2025. Determining whether Teva has achieved the target will be dependent on Teva's product amount performance in 2025 alone, as this is not a cumulative target. Further information on our effort toward achieving each target is available in the 2024 Healthy Future Report, page 41. Key therapeutic areas include: cardiovascular diseases, adult and pediatric oncology, respiratory diseases, diabetes, mental health and pain/ palliative care.Teva international markets include Central and South America, Africa, Asia-Pacific and part of Eastern Europe. The European countries in this region are the ones that were part of the former Soviet Union. LMICs include those designated by the World Bank in 2020 at the time of our debut SLB issuance and as referenced here. The value of medicine provided is represented in wholesale acquisition cost (WAC). Strategic Emergency Stockpile Countries List: Democratic Republic of the Congo.

Total Access to Medicines Programs in 2024

Receiver	Type of Program	Therapeutic Area	Number of Products	Provided (Tablets/ Doses)	Medicine Provided (Thousands $)**	Patients Reached/ Treated***
Malawi, Uganda, Botswana Tanzania, Rwanda*	Donations	Pediatric oncology	20	756,076	13,717	42,223
Ghana*	Donations	Breast cancer	12	328,838	1,472	2,345
El Salvador*	Donations	Chronic disease medicines	10	182,976	283	4,384
Strategic Emergency Stockpile*	Donations	Chronic disease medicines	11	2,625,600	123	16,673
Israel	Donations	Chronic disease medicines	15	16,518	3	353
USA	Donations	Mental health	44	14,030,700	7,715	49,195
France	Social Business	Chronic disease medicines	155	1,674,379	97	58,667
Spain	Social Business	Chronic disease medicines	241	69,380	25	1,199
Chile	Social Business	Chronic disease medicines	283	471,958	23	12,290
Total				**20,156,425**	**23,458**	**187,329**

* Part of the program volume meets the eligibility requirements to be counted towards Teva's sustainability-linked bond key performance indicator to increase access to medicines program product volume by 150% in 2025 (vs. 2020) through four access to medicines programs in LMICs on the WHO EML Across Six TAs in Teva International Market Region.

** The value of medicine provided is represented in wholesale acquisition cost (WAC) or the local market equivalent.

***Teva changed the methodology for Patient Reach calculation in 2024 once our Patient Reach Tool was created, in order to create consistent reporting across all programs.

Access Playbook

Teva's Access Playbook outlines the systematic approach behind our approach to initiating, developing and implementing our Access Programs. These processes have been created in partnership with all relevant business units to guarantee that access programming receives the same priority as commercial operations. Medical products or drug donations are made based on WHO Guidelines for drug donations.

Patient Reach Calculations

We implement a "Patient Reach Calculator" to measure the reach of Teva's donation and social business programs based on an estimation of medication use as per the volumes of products shipped. The tool estimates patient reach per program based on the estimated daily dose and typical treatment duration per product. This approach provides a reliable indicator of program impact, though it may not equate to unique individual counts.

The following equation is employed: patient reach per pack = pack strength/(average dose * treatment duration).

Total patient reach is calculated as number of packs * patient reach per pack.

Disaster Relief in 2024

Teva has partnered with Direct Relief since 2006. We work together to strategically provide medicines so when emergency situations arise, they can be transported to patients who need them. These efforts are in addition to the Strategic Emergency Stockpile, managed in partnership with Direct Relief.

Country	Case	Number of Units Donated	Value of Medicine Provided (Thousands $)*
USA	We have been supporting the disaster relief efforts for Hurricanes Milton and Helene in the USA.	2,527,005	1,567
Ukraine**	We have been supporting humanitarian relief effort in the context of the war in Ukraine since it broke out in early 2022.	60,585	109

* The value of medicine provided is represented in wholesale acquisition cost (WAC) or the local market equivalent.

** In 2024, this initiative was solely led by Teva Ukraine, with no donations from other Teva markets as was the case in the past.

Product Accessibility

To ensure a steady and uninterrupted supply of our products to our markets across the world, we work closely with our partners to ensure the integrity of our supply chain and reduce the risks of shortages and expired products. We work with wholesalers to provide millions of doses each year to address shortages in Europe and Teva's International Markets regions. To ensure our donations are maximized and reach those who need them, we are also working on distribution models of reallocation of products. Our methods to increase product accessibility through planning and distribution include:

- Improving Product Availability: We implement various strategies to ensure continuous supply of our products and uphold quality standards, while combating substandard and falsified medicines. We aim to maximize our global manufacturing capabilities to meet the supply needs of different countries and regions. For example, our sites in the Latin American and Asia-Pacific regions serve different LMICs markets. We are simplifying our network by creating clusters and specialized sites focusing on specific manufacturing technologies and products, which can enhance efficiency in terms of lead times and cost optimization.
- Demand Planning and Data Sharing: Our internal system for forecasting and demand planning for our regular supply activities and for new product launches includes a 24-month forecast, shared with our manufacturing sites during our annual operating plan, which is adjusted monthly. We also collaborate with government agencies and authorities, disclosing information regarding stocks to fulfil local needs.
- Delivery Performance: We use a global logistics system to track the delivery of our finished goods, and will extend the coverage to APIs and raw materials. We measure On Time in Full (OTIF) performance data for every delivery and aggregate performance results based on a monthly KPI, which is assessed globally. We have established last-mile tracking systems for product distribution in countries where delivery takes place.
- Stockout and Shortage Mitigation: We have multiple strategies to mitigate the risk of shortages and stockouts. We maintain buffer stocks of APIs, critical components and finished goods, and have a finished good stock policy. We conduct weekly and monthly regional audits to identify and mitigate out-of-stock risks. Additionally, we have developed software to optimize global stocks, and leverage our global network to meet supply needs in different locations. We implement our dual-sourcing policy based on risk profile and portfolio importance. We use global and local suppliers to meet demand and maintain the availability of APIs. We also have a Critical Action Committee to address emergencies related to drug or API shortages. Our global platform facilitates fulfilling product demand in case of emergency needs, allowing us to move available stock to other locations.

In 2024, we supplied more than 71 million units via tender to United Nations Organizations and aid agencies for global use.

At the same time, shortages of essential medicines, including antibiotics and oncology medicines, triggered a growing public and political concern. To address local national shortages we supplied or initiated more than two million units of essential/critical medicine in Europe. By allocating stock from Europe and USA to countries with unmet needs, we helped to resolve 516 national shortages (+140% vs. 2023) in 26 countries in Europe and Africa. We also helped to resolve national shortages with our partners by providing stocks to support patients in need and in territories where the product was in low supply or not registered by any pharmaceutical company, covering a wide range of therapeutic areas, including: Antibiotics, Oncology, Antivirals, Antimycotics, Cardiovascular, CNS, Malaria, Pain/Analgesics, Respiratory and Transplant.

Pricing

HC-BP-240b.2 Percentage Change in: (1) Average List Price and (2) Average Net Price Across USA Product Innovative Portfolio Compared to Previous Year

	2022	2023	2024
Change (%) in average list price across US innovative product portfolio compared to previous year	3.74	3.53	3.35
Change (%) in average net price across US innovative product portfolio compared to previous year	1.07	-0.16	-1.90

Note: Changes are calculated based on weighted average.

We regularly review prices in the context of market conditions, availability and production costs. Our local subsidiaries set and reassess prices of medicines based on regional dynamics, including health authority, manufacturing costs, reimbursement and other applicable rules and regulations.

Teva USA operates two cross-functional committees – the US Commercial Brand Pricing Committee, established in 2014, and the US Generic Drug Pricing Committee, established in 2016. These committees discuss and deliberate Teva's pricing decisions, often going beyond legal or compliance requirements, and ensure potential price increases consider all relevant factors. The committees include representatives from Commercial, Finance, Legal, and Customer Operations. To learn more, see Teva's Position on Pricing.

Donations

We are committed to improving the health and well-being of people in communities across the globe. We believe that investing in communities is not merely a choice, but our responsibility. Our community contributions are part of our Sustainability strategy and reflect our commitment to increasing access to healthcare, particularly for underserved populations, developing countries and crisis zones.

Our Global Donations Policy and Procedure provides the standards for us to provide consistent and impactful donations. It establishes our decision-making and administration of donations, ensures it is in alignment with our Sustainability strategy and values, reduces risk and upholds compliant and ethical standards. We provide donations to organizations for legitimate scientific, educational or philanthropic purposes and not to reward or influence prescriptions, purchases or recommendations of Teva products. Our donation activities independently address programmatic and educational gaps.

On December 15, 2022, we launched a revised donation policy and training that applies to all Teva employees, including directors, executives, subsidiary and affiliated companies involved in making donations. The training has two elements: overall procedural guidance and video training about cash donations. Over 96% of employees assigned this training completed it in the last 2 years. We have also implemented software called Grants Connect to align global donations with our donation policy. The online platform brings all grant making into one place to execute, automate and assess the impact of our donations using a global database.

We do everything possible to avoid, identify and disclose all conflicts of interest. We do not donate to organizations or programs that discriminate against individuals based on, but not limited to, gender, gender identity, sexual orientation, race, ethnicity, religion, disability, age or parental status. Teva is accurate and transparent in its books and records for all donations provided.

GRI 203-1: Infrastructure Investments and Services Supported

Million $	2022	2023	2024
Cash contributions*	2.4	2.5	3.4
Drug donations (Wholesale Acquisition Costs)**	700	829	894

* Cash contribution increase is mainly related to Support the Soul capacity Building program (See more here, page 21).

** Inclusive of donations made through the Teva Cares Foundation.

Key Donation Initiatives in India[1]

- Teva joined hands with Transforming Rural India Foundation for the Women Economic Empowerment Project in Amroha, which aims to enhance the economic and social standing of women in two blocks – Joya and Dhanaura – of Uttar Pradesh. The project targeted 70% of women in Self-Help Groups, benefiting approximately 10,000 economically disadvantaged women through access to one-stop resource centers.
- In partnership with NGO HelpAge India we launched a project designed to deliver compassionate, community-centered palliative care for the elderly. The "Kaarunya" Center aims to set a benchmark for elderly palliative care in India, inspiring scalable and sustainable solutions nationwide. The integrated approach, in combination with community mobilization, training to caregivers and social inclusion and ambiance, ensures 15,000 elderly individuals from neighboring communities receives holistic attention tailored to their physical, emotional and social needs.

Humanizing Health

Our Humanizing Health Awards program celebrates local healthcare initiatives that enhance patient experiences by adding a human touch. Employees vote for initiatives they feel best demonstrate humanity, and winners receive a monetary prize to help expand their activities. In 2024, we ran this program in 16 countries. Here are a few examples of successful applications from around the world:

Spain - Fundación Arte Paliativo: Project for girls with Rett Syndrome and their families. Through group art therapy sessions, therapeutic spaces are created to improve and alleviate patient suffering, strengthen their connection with the world, and improve their quality of life and emotional well being.

Brazil – Cancer Foundation – INCAvolunteer Project: Radiotherapy Without Fear is a project that transforms pediatric radiotherapy treatment into a fun and welcoming experience. Around 120 children and adolescent patients receive a welcome kit when they start treatment, as well as receiving certificates of courage. In total, 335 people will be indirectly impacted.

Italy – Comitato Maria Letizia Verga (Mariaμ Letizia Verga Committee) : "I Ragazzi del Verga" (The Verga Teens) is a project aimed at patients aged 13 to 20 with onco-hematological diseases who are receiving treatment at a hospital in Monza. The project addresses the needs of these young patients during therapy and beyond, and is structured around activities that provide opportunities to share and talk, supporting growth, care and healing.

Hungary – With Music for Children with Cancer Foundation: Starting 12 years ago, the Foundation volunteers have taught children with cancer to play the guitar at oncology wards. Children aged six to 18 learn the basics of playing pop music from a specially developed music book, with guitars provided for each child by the Foundation.

Argentina – Esteban Bullrich Foundation: Living ALS as a Family is program that supports patients with Amyotrophic Lateral Sclerosis (ALS) and their families. It aims to provide support, promote training and exchange and connect health professionals with families. Monthly virtual meetings are held on specific ALS topics, and include specialists in nutrition, psychology and kinesiology.

Croatia – La Verna Association: No One Should Die Alone is an initiative where Association's volunteers provide support and assistance to palliative patients and their families, offering counseling services, grief support, home visits, and a free loan service for orthopedic aids such as hospital beds, wheelchairs and walkers.

1 These programs are part of the mandatory Corporate Social Responsibility commitment.

Patient **Safety** and **Quality**

Patient Safety

Adverse Event Reports by Country

Number of Adverse Event Reports	2024
Top five countries from which adverse event reports originated	
USA	35,648
Canada	28,000
United Kingdom	22,919
France	14,839
Italy	10,045
Other Countries	48,948
Total number of adverse event reports (including top five countries and others)	**160,399**

Patient Safety Management System

To ensure we can fulfill our objectives and comply with legal requirements on patient safety, we have a robust Pharmacovigilance (PV) management system that covers procedures, audits, deviation management, monitoring activities (metrics/governance) and training. It includes the following components:

- **Patient Safety Policy:** It applies to all employees and outlines PV responsibilities at Teva. Defined PV system performance indicators are regularly reviewed by our senior experts and governance boards, enabling system oversight, early identification of trends and actions for further improvement.
- **Reducing Patient Risks:** Utilizing advanced IT systems and the review of expert physicians and pharmacists, our Global Patient Safety Network identifies and mitigates any possible new safety signal. If a new safety signal is identified, we address it in a timely manner to minimize patient risks. Case reports are sent to global health authorities for independent review and assessment, as per legal requirements. The potential impact of new product technologies is reviewed as part of implemented product development and in-licensing assessments, and/or post-launch market surveillance activities.
- **PV System Monitoring and Audit:** Critical infrastructure and personnel for the PV system are tested regularly to confirm availability, including short response times in emergency situations. This includes the cloud-based PV global safety database offering high availability, reliability and security. PV processes are regularly monitored for their compliance and performance through metrics and/or monitoring reports. Our annual Global Good Vigilance Practice (GVP) audit program comprises internal and third-party (including vendor) audits and uses a defined risk-based approach. It is conducted by qualified Teva auditors or external consultants. During the audits, the PV system is reviewed and assessed for compliance with internal processes and external regulations.
- **PV System Continued Improvement:** Deviations from PV processes are identified by those executing the processes, and/or through the implemented systematic metrics, audits and governance bodies. All deviations are documented, managed and tracked, including the root cause of any deviation.

Patient Safety and Quality continued

Counterfeit Medicines

SASB HC-BP-260a.3: Number of Actions That Led to Raids, Seizure, Arrests and/or Filing of Criminal Charges Related to Counterfeit Products

Number of Actions Related to Counterfeit Products According to Teva's Role	2022	2023	2024
Provision of information or evidence that led to raids or arrests of counterfeiters or the seizure of counterfeit products	5	20	5
The filing of criminal charges against counterfeiters	2	3	2
Other (e.g., provision of information in response to official law enforcement or other authorities' inquiries)	6	10	34
Total	**13**	**33**	**41**

Note: Relevant authorities and agencies in 2024 included Ukraine Health Authorities, Homeland Security in the USA and the US FDA, supporting local police investigations.

In 2024, we worked with local authorities and law enforcement to identify stores, warehouses and workshops in Turkey, United Arab Emirates and China selling, distributing or producing counterfeit medicines. Following monitoring, test purchases, market surveys and field investigations were carried out before authorities undertook raids, seizing counterfeit medicines, and arresting and sentencing suspects.

In addition to day-to-day collaboration with national health authorities, we also interacted with and supported other authorities and law enforcement agencies more than 35 times in 2024.

SASB HC-BP-260a.2: Discussion of Process for Alerting Customers and Business Partners of Potential or Known Risks Associated with Counterfeit Products

We are committed to combating counterfeit medicines through a multi-pronged approach, which includes securing the supply chain, detecting and rapidly responding to counterfeit activity, and raising public and stakeholder awareness of the dangers of counterfeit medicines.

As part of our internal Anti-Counterfeiting Policy, we have established a Global Anti-Counterfeiting Oversight Committee, which meets quarterly to review anti-counterfeit controls, counterfeit-related risks and mitigation plans. Our Global Quality Operations team coordinates with the Global Anti-Counterfeiting Oversight Committee to prepare for and manage counterfeiting threats.

In response to confirmed counterfeit medicine incidents, we have also established a Counterfeit Event Response Team that coordinates and documents all activities, including colleagues from Global Security, Quality Assurance (QA), Legal, Supply Chain, Operations, Communications and Marketing.

The QA unit quarantines any suspect or illegitimate product within Teva's possession or control until it is cleared or removed from the supply chain. The appropriate health or regulatory authority is notified, according to the relevant directive or regulation, as well as all immediate trading partners. We take reasonable and appropriate steps to assist our trading partners in removing illegitimate products that are not in our possession or control.

We use various methods and technologies to help us maintain traceability of our products throughout the supply chain and prevent counterfeiting. In Brazil, China, the EU, Russia, Turkey and the USA, products are validated against the National Medicines Verification System using a unique identifier for product tracing throughout the supply chain.

- **USA:** unique identifiers are validated against our database by our trading partners. As part of Enhanced Drug Distribution Security (EDDS) requirements under the Drug Supply Chain Security Act (DSCSA), we have aggregated a USA pharmaceutical supply chain, integrating functionality and track-and-trace systems into packaging lines.
- **EU:** we supply data to the European Medicines Verification Organization, which sends it on to the National Medicines Verification database. When medicine is dispensed, the unique identifier is validated against the database.
- **Russia:** upon import, a product is aggregated, creating a parent/child relationship of unique identifiers to trace the product throughout the supply chain. Each product movement is reported to the Russian Government database. When the product is dispensed, its unique identifier is validated against the cryptographic data and the Russian Government database.

Patient Safety and Quality continued

Quality

SASB HC-BP-250a.3: Number of Recalls Issued; Total Units Recalled

	2022	2023	2024
USA-FDA recalls			
Number of Class I recalls	2	0	0
Number of Class II recalls	8	3	6
Number of Class III recalls	3	3	2
Total USA recalls	**13**	**6**	**8**
Number of recalls in non-USA markets	43	37	45
Total recalls (USA and non-USA)	**56**	**43**	**53**
Total batches subject to a recall	**350**	**265**	**440**

Note: Teva has not been requested or mandated to take recall action in the US; all USA recalls were initiated voluntarily. 92% of non-US recalls were initiated voluntarily and 8% were mandated by Health Authorities due to market authorization withdrawal or other reasons. No notable recalls such as those that affected a significant number of units of one product or those related to serious injury or fatality occurred in 2024.

SASB HC-BP-250a.5: Number of US FDA Enforcement Actions Taken in Response to Violations of Current Good Manufacturing Practices (cGMP), by Type

	2022	2023	2024
Number of regulatory agency inspections	81	75	88
Number of Form 483 observations*	199	181	435
Number of FDA warning letters	0	0	0
Number of seizures	0	0	0
Number of consent decrees	0	0	0

* Increase on the numbers observations is related to two inspections that had high number of non-critical observations.

Quality Management

As a leading manufacturer of generic medicines, and with a portfolio of innovative and biosimilar treatments, we have a responsibility to develop, produce and distribute quality, effective, reliable and safe medicines that reach millions of people each day. This is a priority for Teva, including at all our manufacturing sites and across our network of contract manufacturing organizations that support the development, manufacturing, packaging, and testing of our products.

Quality compliance, driven by a continuous improvement mindset, are fundamental to all we do. Teva, including all its directors, executives, employees and subsidiary and affiliated companies, is committed to ethical business practices that promote safety and quality medicines.

Our Position on Quality Medicines is aligned with our purpose, values, Code of Conduct and Healthy Future strategy, as well as topics and issues raised by key stakeholders. The scope of the position covers our production operations and business facilities, products and services, testing, distribution and logistics, suppliers, service providers and contractors and other key business partners. It applies to all companies that we own or operate, and suppliers and supply chain partners through our Supplier Code of Conduct.

Our best-in-class Quality Management System (QMS) enables us to develop, monitor, identify and implement product quality improvements in our manufacturing processes. Our QMS ensures our products meet our stringent criteria, maintain their safety, effectiveness and compliance, and are produced in accordance with current Good Practices (GxP) for manufacturing, clinical and lab organizational processes and conditions across our facilities.

Teva uses root cause analysis tools to conduct investigations through quality systems software. Our corrective and preventive action (CAPA) system helps us collect and analyze information, identify and investigate product and quality issues and take appropriate and effective action to prevent recurrence. We monitor the execution of these actions monthly, and quality audits are performed at 100% of applicable Teva facilities, minimally every three years.

We are committed to complying with applicable regulatory quality requirements of the countries in which our products are developed, made and distributed. This includes standards defined by the International Council for Harmonization (ICH), Current Good Manufacturing Practices (CGMP), Current Good Clinical Practices (CGCP), Current Good Laboratory Practices (CGLP) and Current Good Distribution Practices (CGDP) as stipulated by all major authorities, including the US Food and Drug Administration (FDA).

Patient Safety and Quality continued

Guided by our Supplier Code of Conduct, we ensure our core values – and the principles, standards and expectations behind them – are reflected across our vast supply chain. We assess global manufacturing providers to determine adherence to CGMP requirements and our own quality standards. Most audits relate to integrity of supply chain and ingredients are performed by Teva Global Quality Audit (GQA) group. Teva is an active member of the Rx-360 International Pharmaceutical Supply Chain Consortium, and we also utilize the Rx-360 International Pharmaceutical Supply Chain Consortium Audit program for supply chain and ingredients.

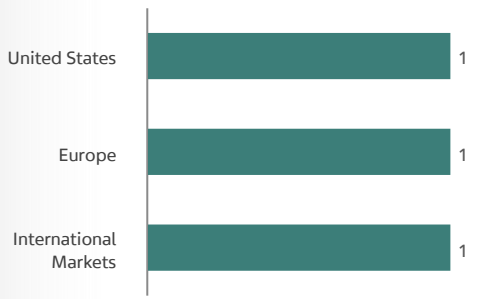
Teva's GQA group performed 22 internal audits at our manufacturing operations in 2024, covering approximately 45% of Teva's manufacturing facilities. Every three years, we audit 100% of our facilities. Our GQA group audited 757 suppliers in 2024. Additionally, GQA procures audits performed by Rx-360 through upcoming GxP audits or library audit reports of our suppliers. If an audit report for one of our Tier 1 suppliers is available in the Rx-360 library, we evaluate whether to procure the audit report or perform the vendor audit with Teva resources. Less than 1% of Teva vendor audits were procured through Rx-360 in 2024.

Ethics and Transparency in Clinical Trials

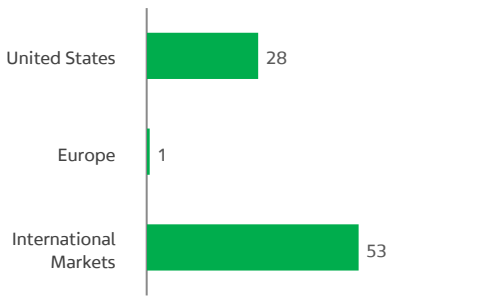
Information on transparency of our clinical trials is in our Policy on Clinical Trial Transparency & Disclosure.

In 2024, no clinical studies conducted by Teva or a Contract Research Organization (CRO) were terminated for failing to follow the global standard of Good Clinical Practice (GCP). The majority of our clinical trials are performed in India and the US.

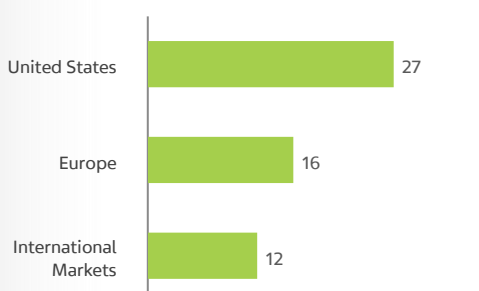
Number of Biosimilars Clinical Trials (Total: 1)



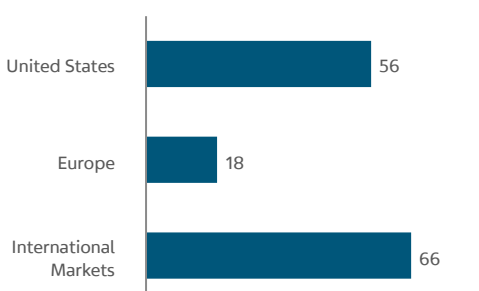
Number of Generics Clinical Trials (Total: 82)



Number of Innovative Clinical Trials (Total: 33)



Total Clinical Trial Studies (Total: 116)



Inclusion and Diversity

GRI 2-7: Employees

GRI 2-8: Workers Who Are Not Employees

Global Workforce	2022	2023	2024
Permanent employee full-time equivalent (FTE)	34,848	35,929	35,094
Supervised workers FTE	1,672	1,297	1,073
Total workforce FTE	**36,520**	**37,226**	**36,167**
Permanent employee (headcount)	35,125	36,472	35,686
Supervised workers (headcount)	1,701	1,379	1,144
Total workforce (headcount)	**36,826**	**37,851**	**36,830**

Note: The table considers all active employees, which excludes those on personal leave (e.g. maternity leave or sick leave). Precise data on the number of temporary workers is not available since definitions of temporary vary from region to region and according to local legislation. Hiring temporary workers is not a common practice at Teva, and therefore, the number is considered not relevant compared to the total number of permanent employees disclosed. Using non-guaranteed-hour employees is also not a common practice for Teva. Teva uses two types of supervised workers: 1) Professional Consultant (person performing a service requiring specialties and skills not available internally; used for a specific time and for a project to support Teva's business); and 2) Operational Outsourced (typically a long-term solution for non-core activities performed by a third party).

Employees by Region (Headcount: Teva's Permanent Employees)		2022	2023	2024
Israel	Full-time	3,218	3,356	3,295
	Part-time	22	29	25
	Total	**3,240**	**3,385**	**3,320**
Europe	Full-time	16,760	17,196	16,813
	Part-time	1,074	1,406	1,742
	Total	**17,834**	**18,602**	**18,555**
United States	Full-time	6,081	6,304	5,089
	Part-time	18	26	15
	Total	**6,099**	**6,330**	**5,104**
International markets	Full-time	7,945	8,145	8,695
	Part-time	7	10	12
	Total	**7,952**	**8,155**	**8,707**

Note: Teva international markets include Central and South America, Canada, Africa, Asia-Pacific and part of Eastern Europe. The European countries in this region are the ones that were part of the former Soviet Union.

Employees by Type (Headcount: Teva's Permanent Employees)	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Full-time	15,303	18,701	34,004	16,076	18,925	35,001	15,569	18,323	33,892
Part-time	927	194	1,121	1,147	324	1,471	1,325	469	1,794
Total	**16,230**	**18,895**	**35,125**	**17,223**	**19,249**	**36,472**	**16,894**	**18,792**	**35,686**

Inclusion and Diversity continued

Employees by Country and Gender for Countries with 50 or More Employees (Headcount: Teva's Permanent Employees)

Country	Women	Men	Total
Argentina	134 (37%)	228 (63%)	362
Australia	73 (58%)	52 (42%)	125
Austria	65 (64%)	37 (36%)	102
Brazil	65 (53%)	57 (47%)	122
Bulgaria	1,019 (61%)	662 (39%)	1,681
Canada	377 (44%)	487 (56%)	864
Chile	341 (43%)	457 (57%)	798
China	43 (64%)	24 (36%)	67
Croatia	1,699 (58%)	1,236 (42%)	2,935
Czech Republic	937 (54%)	802 (46%)	1,739
Finland	45 (70%)	19 (30%)	64
France	185 (69%)	82 (31%)	267
Germany	1,657 (56%)	1,293 (44%)	2,950
Greece	37 (60%)	25 (40%)	62
Hungary	748 (40%)	1,132 (60%)	1,880
Iceland	59 (70%)	25 (30%)	84
India	751 (20%)	2,951 (80%)	3,702
Indonesia	98 (40%)	144 (60%)	242
Ireland	309 (41%)	441 (59%)	750
Israel	1,577 (48%)	1,743 (53%)	3,320
Italy	241 (34%)	464 (66%)	705
Japan	85 (28%)	223 (72%)	308
Kazakhstan	76 (77%)	23 (23%)	99
Lithuania	141 (66%)	73 (34%)	214
Malta	183 (35%)	337 (65%)	520
Mexico	291 (42%)	396 (58%)	687
Peru	72 (41%)	102 (59%)	174
Poland	533 (59%)	363 (41%)	896
Portugal	46 (58%)	33 (42%)	79
Republic of Korea	24 (44%)	30 (56%)	54
Romania	224 (67%)	111 (33%)	335
Russia	474 (79%)	129 (21%)	603
Serbia	49 (68%)	23 (32%)	72
Slovakia	36 (62%)	22 (38%)	58
Spain	409 (43%)	540 (57%)	949
Sweden	40 (73%)	15 (27%)	55
Switzerland	149 (66%)	78 (34%)	227
The Netherlands	294 (44%)	381 (56%)	675
Turkey	33 (39%)	52 (61%)	85
Ukraine	228 (75%)	76 (25%)	304
United Kingdom	446 (41%)	640 (59%)	1,086
United States	2,403 (47%)	2,701 (53%)	5,104
Other	198 (70%)	83 (30%)	281
Total	**16,894 (47%)**	**18,792 (53%)**	**35,686**

Note: The table considers all active employees, which excludes those on personal leave (e.g. maternity leave or sick leave).

Inclusion and Diversity continued

GRI 405-1: Diversity of Governance Bodies and Employees

	2022		2023		2024	
Employees by Gender (%)	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**
Executives/senior managers	61 (27%)	167 (73%)	65 (29%)	156 (71%)	81 (34%)	160 (66%)
Middle managers	841 (43%)	1,132 (57%)	915 (43%)	1,190 (57%)	978 (44%)	1,230 (56%)
Junior managers	3,475 (50%)	3,442 (50%)	3,764 (51%)	3,600 (49%)	3,821 (51%)	3,643 (49%)
Total management positions	**4,377 (48%)**	**4,741 (52%)**	**4,744 (49%)**	**4,946 (51%)**	**4,880 (49%)**	**5,033 (51%)**
Professionals	8,037 (51%)	7,718 (49%)	8,499 (52%)	7,947 (48%)	8,276 (52%)	7,768 (48%)
Entry-level positions	3,816 (37%)	6,436 (63%)	3,980 (39%)	6,356 (61%)	3,738 (38%)	5,991 (62%)
Total non-management positions	**11,853 (46%)**	**14,154 (54%)**	**12,479 (47%)**	**14,303 (53%)**	**12,014 (47%)**	**13,759 (53%)**
Total employees	**16,230 (46%)**	**18,895 (54%)**	**17,223 (47%)**	**19,249 (53%)**	**16,894 (47%)**	**18,792 (53%)**

Note: The table considers all active employees, which excludes those on personal leave (e.g. maternity leave or sick leave).

% of Women in Specific Areas	**2022**	**2023**	**2024**
Information technology (IT)	24%	26%	26%
Revenue-producing roles (sales)	54%	53%	53%
STEM-related positions (e.g., R&D, engineering, IT)	29%	33%	33%
Management positions in revenue-generating functions that are women (sales)	39%	40%	38%
Employees promoted during the fiscal year that were women	47%	48%	50%

	2022			2023			2024		
Employees by Age Group (%)	**<Age 30**	**Age 30–50**	**>Age 50**	**<Age 30**	**Age 30-50**	**>Age 50**	**<Age 30**	**Age 30-50**	**>Age 50**
Executives/senior managers	0.0%	39.0%	61.0%	0.0%	38.0%	62.0%	0.0%	36.5%	63.5%
Middle managers	0.0%	55.0%	45.0%	0.0%	54.0%	46.0%	0.0%	53.0%	47.0%
Junior managers	2.0%	68.0%	30.0%	2.0%	68.0%	30.0%	2.0%	66.7%	31.3%
Total management positions	**2.0%**	**65.0%**	**33.0%**	**2.0%**	**64.0%**	**34.0%**	**1.5%**	**62.9%**	**35.6%**
Professionals	13.0%	62.0%	25.0%	14.0%	61.0%	25.0%	13.4%	60.3%	26.3%
Entry-level positions	17.0%	52.0%	31.0%	20.0%	48.0%	32.0%	20.1%	47.5%	32.4%
Total non-management positions	**15.0%**	**58.0%**	**27.0%**	**17.0%**	**56.0%**	**27.0%**	**15.9%**	**55.5%**	**28.6%**
Total employees	**11.0%**	**60.0%**	**29.0%**	**13.0%**	**58.0%**	**29.0%**	**11.9%**	**57.5%**	**30.5%**

Equal Pay and Gender Pay Parity

Women Pay Gap	**2023**	**2024**
Considering level, function/profession and location	0.0%	-0.2%
Without considering level, function/profession and location	2.3%	-1.1%
Mean individual performance factor gap (considering same level, function/profession and location)*	0.2%	-0.3%

Note: The table considers all active employees, which excludes those on personal leave (e.g. maternity leave or sick leave).

* This shows the ratio comparing females to males of the actual bonus payouts as a percentage of the target bonus.

Inclusion and Diversity continued

Pay Gap by Percentile

	2022	2023	2024
% of the company's top 10% compensated employees that are women	43%	44%	44%
% of the company's women in the top pay quartile globally	48%	49%	50%
% of the company's women in the upper middle pay quartile globally	49%	50%	49%
% of the company's women in the lower middle pay quartile globally	51%	50%	49%
% of the company's women in the lower pay quartile globally	41%	43%	41%

GRI 405-2: Ratio of Basic Salary and Remuneration of Women to Men

Salary Pay Ratio per Category	2022	2023	2024
Executives/senior managers	87%	86%	91%
Middle managers	91%	91%	92%
Junior managers	93%	96%	97%
Total management positions	**84%**	**86%**	**89%**
Professionals	98%	101%	105%
Entry-level positions	103%	104%	106%

Note: The table considers all active employees, which excludes those on personal leave (e.g. maternity leave or sick leave). Gender pay differences can be attributed to a higher representation of males in the upper grade levels within the relevant category. Ratio is presented with reference to base salary only, to ensure accuracy and a fair comparison across all Teva employees. This approach allows Teva to capture comprehensive and representative information for our entire workforce without various remuneration elements that might differ from one type of employee to another.

Remediation for Cases of Discrimination and Measures to Prevent Discrimination

We have a zero-tolerance policy towards harassment, including sexual harassment, discrimination and retaliation, with policies and procedures to prevent harassment and discrimination, and remediation measures. Our policies provide prompt and effective investigation of harassment, discrimination and retaliation reports.

Anti-Harassment

All employees are trained on anti-harassment (including sexual harassment), which, in 2024, was part of the Code of Conduct training. In addition, as part of Onboarding Foundational Training new Teva employees must complete a course that covers harassment. See more information about out Compliance and Ethics training here.

Employee Resource Groups (ERGs)

Our ERGs connect like-minded employees through networking opportunities. We have active ERGs in Europe, USA, India, Israel and other countries.

Employee Health, Safety and Well-being

Contributing to Employee Well-being

Employee well-being is critical to our success – impacting performance, morale, engagement and the ability to innovate and contribute at work. It is multifaceted, affected by physical, emotional, social and other factors. Through global policies and local initiatives, we strive to reduce stress and promote a healthy work-life balance for our employees. We continued our hybrid working policy in 2024, which allows employees with office-based roles to work from home two days a week.

Our EHS performance in 2024 improved from the previous year with a significant reduction in recordable injuries and illness from own employees and contingent workers: from 87 in 2023 to 74 in 2024 (down 15%). Combined (injury and illness) lost time events also decreased by 11%.

GRI 403-9: Work-Related Injuries & GRI 403-10: Work-Related Ill Health

Injuries and Illnesses: Teva Employees and Contingent Workers	2022	2023	2024
Number of Recordable Injuries and Illnesses	78	87	74
Recordable Injury and Illness rate	1.18	1.29	1.09
Number of fatalities because of work-related injury or illness	0	0	0
Lost-time incident frequency rate (LTIFR)	0.80	0.65	0.58
Number of injuries and health ill resulting in lost days	53	44	39

Health and Safety: Teva Employees	2022	2023	2024
Number of recordable injuries	60	70	61
Recordable injury rate	0.96	1.08	0.93
Main type of work-related injury	Slip, Trip, Fall, Struck By, Contact with	Slip, Trip, Fall, Interaction with machinery, impact injuries	Slip, Trip, Fall, Interaction with machinery, motor vehicle Incident
Number of high-consequence injuries	3	2	1
High-consequence injury rate	0.05	0.03	0.02
Number of lost days due to occupational injuries	2,028	750	1,386
Number of injuries resulting in lost days	43	38	33
Lost-time injury frequency rate (LTIFR)	0.69	0.59	0.50
Number of fatalities as a result of work-related injury	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0
Number of cases of recordable work-related ill health	14	12	11
Work-related ill health rate	0.22	0.19	0.17
Main types of work-related ill health	Musculoskeletal (over-exertion/ergonomic), one case of repetitive strain injury	Musculoskeletal (over-exertion/ergonomic)	Musculoskeletal disorders (MSD & Occupational Stress (as a result of an Incident)
Number of fatalities because of work-related ill health	0	0	0
Number of high-consequence illnesses	3	0	0
High-consequence illness rate	0.05	0.00	0.00
Number of lost days due to occupational illnesses	740	107	115
Number of ill-health cases resulting in lost days	8	4	6
Lost-time illness frequency rate (LTIFR)	0.13	0.06	0.09
Number of hours worked	62,751,988	64,804,685	65,348,126
Percentage of employees covered	100%	100%	100%

Note: Rate calculations are based on 1,000,000 hours worked. Data is relevant for recordable injuries (all employees) excluding COVID-19 cases. Injuries and Illness reporting has been adjusted to take account upcoming Corporate Sustainability Reporting Directive (CSRD) reporting criteria, which requires musculoskeletal injuries (MSDs) to be reported as illness. Simple MSDs were previously captured under injury. High-consequence injury is defined according to the number of lost work days (180+ days). For this reason, some figures were restated in 2024 due to the identification of high-consequence injuries and lost days for injuries that happened by the end of 2023.

Employee Health, Safety and Well-being continued

Health and Safety: Contingent Workers	2022	2023	2024
Number of recordable injuries	4	4	2
Recordable injury rate	1.17	1.45	0.87
Main type of work-related injury	Slip, trip, fall	Slip, trip, fall, cuts from contact with sharp objects	Contact by vehicle, Struck by tool
Number of high-consequence injuries	0	0	0
High-consequence injury rate	0	0	0
Number of lost days due to occupational injuries	12	1	0
Number of injuries resulting in lost days	2	1	0
Lost-time injury frequency rate (LTIFR)	0.59	0.36	0.00
Number of fatalities as a result of work-related injury	0	0	0
Rate of fatalities as a result of work-related injury	0.00	0.00	0.00
Number of cases of recordable work-related ill health	0	1	0
Work-related ill health rate	0.00	0.36	0.00
Main types of work-related ill health	N/A	Musculoskeletal (over-exertion/ ergonomic)	N/A
Number of fatalities because of work-related ill health	0	0	0
Number of high-consequence illnesses	0	0	0
High-consequence illness rate	0.00	0.00	0.00
Number of lost days due to occupational illnesses	0	20	0
Number of ill-health cases resulting in lost days	0	1	0
Lost-time illness frequency rate (LTIFR)	0.00	0.36	0.00
Number of hours worked	3,408,804	2,763,516	2,292,576
Percentage of employees covered	95%	95%	95%

Note: Rate calculations are based on 1,000,000 hours worked.Data is relevant for recordable injuries (all employees) excluding COVID-19 cases. Injuries and Illness reporting has been adjusted to take account upcoming Corporate Sustainability Reporting Directive (CSRD) reporting criteria, which requires musculoskeletal injuries (MSDs) to be reported as illness. Simple MSDs were previously captured under injury.

GRI 403-1: Occupational Health and Safety Management System; GRI 403-2: Hazard Identification, Risk Assessment and Incident Investigation

Our global Environment, Health and Safety Management System (EHSMS) comprehensively deals with all aspects of occupational health and safety and applies to all our employees, contingent workers and contractors across our jurisdictions. Its implementation enables Teva sites to ensure compliance with regulatory expectations, as well as our internal standards, and meet if so required, certification for external standards such as ISO 45001.

All our standards, specifications and operating procedures in our EHSMS outline mandatory requirements, in addition to local regulatory requirements. All standards have been successfully implemented across all locations.

To optimize our EHSMS for office coverage, we continued to install our new office safety standard at all our office locations worldwide in 2024.

Our standards database gives our sites access to all applicable external technical standards e.g. ISO, EN and ANSI.

Our EHSMS includes the following standards:

- **Identification and Management of Requirements:** Requires a process to be developed to identify and manage all applicable legal, Teva and other requirements. The system includes checklists for sites to evaluate and record if they comply with our standards. All Teva's sites also have an electronic legal register tool to identify applicable legal obligations, which also provides regular updates about regulatory changes so sites maintain legal compliance at all times.
- **Risk Identification and Management:** Outlines the overarching procedure for risk assessment (detailed and site-level risk register). Other standards that cover Environmental, Health, Safety and Sustainability (EHS&S) risk identification and management include responsible and inherently safer process and product design, EHS&S Integration into Technology Transfer and EHS&S by Design.
- **Development and Management of EHS&S Plans:** Outlines expectations and focus areas, including objectives and targets. Sites are expected to develop annual plans related to site goals and objectives, and challenges.

Employee Health, Safety and Well-being continued

- **Performance Measurement, Monitoring and Reporting:** Stipulates KPIs, method of KPI calculation and frequency of reporting. We track leading KPIs, which measure proactive EHS&S activity (e.g. leadership engagement, verification of standards) and lagging KPIs, which measure events that have already occurred (e.g. total recordable injury rate). This standard details expectations for internal reporting, and all our locations are also required to report externally, according to local legal obligations.
- **Management of Audits and Workplace Inspections:** Stipulates expectations around preparation, execution, management and reporting of Global EHS&S Audits and for regular site self-inspection. All operational and service areas are expected to be inspected monthly, and lower risk office/administrative areas every three months. Internal audits are performed every three to four years at each operational site (on average).
- **Management of Non-Conformities, Incidents and Regulatory Inspections:** All CAPAs related to non-compliance and risk management identified during inspections, audit and investigations must be tracked to closure within our electronic reporting system.
- **Emergency Preparedness and Response:** Outlines obligations in planning for potential emergency situations. The standard requires regular drills and cooperation with local external emergency services.
- **Community Impact and Engagement:** Covers open dialogue and proactive local community communications, including mechanisms to receive, investigate and respond to community concerns and complaints. It covers mitigation of community EHS&S concerns, and development and/or collaboration with local stakeholders. It also includes participation, as appropriate, in local community forums.
- **EHS&S Management System Industry-Specific Topics:** Includes management of employee exposure, biorisk, radioactive materials, laboratory safety, ergonomics, process safety, fire and explosion prevention, personal protective equipment, occupational health and medical surveillance and control of high-risk work.

Within the past three years 42% of sites, which encompass 55% of Teva's employees, have their EHSMS internally audited. 97% of our Teva Global Operation (TGO) sites (manufacturing and supply chain) have undergone internal audits within the past three years.

GRI 403-8: Workers Covered by an Occupational Health and Safety Management System

	2022	2023	2024
Number/percentage of workers covered by Teva's Occupational Health and Safety (OHS) system	35,125 (100%)	36,472 (100%)	36,830 (100%)
Number/percentage of workers covered by Teva's OHS system that have been internally audited*	31,091 (89%)	25,184 (69%)	20,383 (55%)
Number/percentage of workers covered by Teva's OHS system that have been audited or certified by an external party	12,638 (36%)	16,592 (45%)	15,488 (42%)

Note: Workers consider Teva Employees and contingent workers. For the accurate breakdown of the figure into employees and contingent workers, please refer to GRI 2-7 (page 40 of the Disclosures).

* Internal Global EHS Audit in the last three years (2022-2024). The system includes Environmental and Sustainability aspects.

Seven of our manufacturing facilities are certified to ISO 45001, including:

Site	Country	Date of Certification (dd/mm/yy)	End of Certification (dd/mm/yy)
Dupnitsa	Bulgaria	07/03/23	24/11/25
Opava (TAPI and Pharma)	Czech Republic	08/04/22	07/04/25
Gajraula	India	13/03/23	20/02/26
Waterford	Ireland	05/11/24	02/11/27
Krakow	Poland	15/03/22	14/03/25
Harlow	UK	17/05/23	16/05/26
Ridings Point	UK	17/05/23	16/05/26

Additional EHSMS Effectiveness Assessment Key Performance Indicators (KPIs)	2022	2023	2024	2024 Target
Percentage of leadership engagement in the EHS process review	N/A	90%	98%	95%
Percentage of on-time corrective and prevention actions closure	96%	96%	97%	95%
Percentage of non-critical global EHS&S audit findings	95%	91%	92%	90%
Environmental event rate*	0.05	0.04	0.03	NA
Percentage of regulatory inspection with no further action required	87%	94%	92%	90%

* Number of environmental events calculated based on 200,000 employee hours worked.

Employee Health, Safety and Well-being continued

GRI 403-2: Hazard Identification, Risk Assessment and Incident Investigation

We are involved in the manufacturing of active pharmaceutical ingredients and pharmaceutical products for patient use. Our industry is subject to a wide variety of hazards, some of which can result in high-consequence injuries if not managed correctly. Our Environment, Health and Safety Management System (EHSMS) provides a comprehensive set of requirements and tools to enable site Environment, Health and Safety (EHS) professionals to identify, assess and manage all these hazards.

All our sites maintain a site risk register, which summarizes the output of more detailed risk assessments, providing a ranking of relative risk. In 2024, the top three safety and health risk categories were: fire and explosion, slips, trips and falls (including falls from height), and chemical exposure risks. Most significant risks reported in site risk registers identify a gap between control expectations and physical installations and/or work practices. We have risk control plans in progress for all significant risks identified, with interim controls in place.

Our EHS&S internal audit program and event history indicate if identified risks are ranked correctly. The hierarchy of control is embedded in our management system and includes elimination, substitution, engineering control, administrative control and personal protective equipment. Our detailed engineering requirements relate to expectations for facility control and primary engineering control when handling highly hazardous drugs and materials, and we are investing to incrementally improve exposure control standards.

Risk assessment is a foundational element of our EHSMS, and meets legal and Teva requirements.

For more information on our risk assessment and hazardous materials incident investigation processes, see our Position on Occupational Health and Safety.

GRI 403-3: Occupational Health Services

Our occupational health and medical surveillance providers are familiar with the site they support. They are consulted on significant changes and specific recommendations for controls, and informed of the results of workplace measurements (e.g. chemical exposure or noise monitoring). Recommendations from healthcare providers are implemented to further reduce site risk. We support employees who experience injuries or illness at work and are committed to learning from these events to avoid similar events in the future. For more information about Occupational Health Services see our Position on Occupational Health and Safety.

GRI 403-5: Worker Training on Occupational Health and Safety

Appropriate training is essential to preventing injuries and other workplace health and safety risks. Across the organization, we offer training to all employees. Our global learning management system (Studium) includes mandatory training modules on our EHSMS standards for all EHS professionals at Teva. Site EHS leaders assign their EHS team members and other site contacts to appropriate modules. We have added voluntary modules to Studium, so employees can self-assign topics of interest.

Each Teva site has a detailed training plan covering regulatory and job-specific EHS aspects. In 2024, 5,243 employees engaged with 70 programs provided by Global EHS&S, resulting in 11,410 training events (not including training provided at the site level).

During 2024, we deployed a new competence framework to ensure specific roles at Teva meet minimum levels of competence, initially focused on process safety. Additional modules on managing employee exposure, management and control of legionnaires disease, and EHS&S for leaders, will follow in 2025.

For more information about worker training on occupational health and safety see our Position on Occupational Health and Safety. This document also contains details about worker participation, consultation and communication.

GRI 403-7: Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships

Teva's Supplier Code of Conduct specifies that suppliers must abide by Teva's Position on Occupational Health and Safety (OHS) and conduct activities with adequate regard for the safety and health of their employees and the general public. All contractors are required to sign and acknowledge that they understand all site safety rules and procedures.

Contractor qualification is performed before we award work and thereafter at intervals not exceeding three years. Contractors involved in work typically considered high risk must complete a documented EHS plan before beginning work, and we provide on-site orientation and induction. High-risk work will also be covered by a safe work permit or permits. Work areas are periodically inspected during the work and again at the end of work. Those contractors who do not meet our minimum standards are not allowed to work at our sites.

For more information about managing health and safety for contingent workers and contractors see our Position on Occupational Health and Safety.

Employee Health, Safety and Well-being continued

Celebrating Local Initiatives

To motivate our employees, our annual EHS&S Excellence Awards (part of our annual EHS&S Week in October), recognize initiatives from Teva teams that contribute to creating a safe and healthy workplace. In 2024, we received over 80 applications. Winning applications included:

- Bulgaria: Developed an innovative, transferable design for safely charging combustible powders into mixing vessels containing flammable liquids, enhancing safety and production efficiency.
- Europe: Addressed an unmet need by creating an online training program to support safe, comfortable work in office environments. This program will be available in 13 languages on Studium, promoting better health practices globally.
- Global procurement: Secured power purchase agreements for 175 GWh of renewable electricity per year for the next ten years, avoiding 122,000 tons of CO_2 emissions annually and supporting our GHG reduction and renewable energy targets.
- USA (New Britain): Continued to develop and mature the local management system and culture, introducing updated observation methods, an electronic safety inspection system, and measures to enhance pedestrian safety in areas where vehicles operate. This continued focus has enabled the team to achieve 12 years without an Occupational Safety and Health Administration (OSHA) recordable event.

GRI 403-6: Promotion of Worker Health

Our range of programs and activities related to non-occupational health for Teva's employees include:

- Comprehensive medical, dental and vision insurance.
- Access to virtual and telehealth services for physicals and counseling from psychologists and therapists.
- Life insurance plans and medical programs for all full-time and part-time employees, with the option for employees to purchase additional coverage.
- Voluntary/employee-paid supplemental insurance for accidents.
- Medical check-ups.
- Voluntary long-term disability coverage.
- A well-being program to encourage healthy habits, including access to comprehensive nutrition and diet programs, health coaching and tobacco cessation programs.

Employee availability of our Employee Assistance Program (EAP) increased from 81% in 2023 to 91% in 2024, in countries where it is operating. Our EAP varies from country to country and is part of a robust well-being platform. Globally, we encourage sites to hold health promotion sessions and include them in our annual EHS&S Week and Global Well-being Month.

Supporting Healthy Lifestyles

Our well-being strategy is embedded within educational webinars that take place throughout the year for our employees, and covers financial, social, physical and mental well-being. In 2024 we implemented a lifestyle spending account in the USA to support the physical, emotional and financial well-being of our employees.

Teva USA's AI-powered preventative medicine app, Livez, launched new health check-up screenings in 2024. This has resulted in increased engagement rates from employees and their spouses, with 4,122 screenings and self-tests performed. On average, 31.3% of our USA employees now engage with Livez.

Employee Health, Safety and Well-being continued

Benefits Provided

Our benefits programs differ by country and adhere to local practice, market conditions and governmental and economic environments. As well as the health-related benefits listed above, we offer long-term savings and pension programs to ensure the financial well-being of our employees, welfare activities for employees and their families, car allowance and car lease services, and canteen services or food coupons. In some countries, we also subsidize summer camps for our employees' children.

80% of Teva employees are eligible for a short-term incentive benefit (bonus or sales incentive). Non-eligibility is related to union and/or collective labor agreements. Our long-term incentive program below executive management covers 9% of Teva's employees and is granted in the form of restricted stock units (RSUs). Employees at director level and above are eligible. In the USA and Canada, employees at mid-manager level are also eligible to align with local market practice. The equity vests over a four-year period.

GRI 401-2: Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-time Employees

Country/Region	Life Insurance	Disability and Invalidity Coverage	Retirement Provision	Healthcare
Israel	There is no separate offering dependent on the time spent at work/contract type unless stipulated by law.			Not provided to temporary employees.
Europe	Teva is compliant with legal requirements for each country and local market. There is no separate offering dependent on the time spent at work/contract type unless stipulated by law.			
USA and Canada	Not provided to part-time employees who are scheduled to work less than 30 hours per week, nor to temporary employees.		None.	Not provided to part-time employees who are scheduled to work less than 20 hours per week nor to temporary employees.
International Markets	Teva is compliant with legal requirements for each country and local market. There is no separate offering dependent on the time spent at work/contract type unless stipulated by law.			

GRI 401-3: Parental Leave

Global Parental Leave	2022	2023	2024
Percentage of women who returned from parental leave during previous fiscal year and remained employed by the company 12 months after their return	79%	89%	83%
Minimum number of weeks of fully paid primary parental leave offered by the company	8	12	12

In the USA, we offer:

- Maternity leave: up to eight weeks paid 100% by Teva as disability + eight weeks of parental leave for bonding.
- Parental leave: eight weeks paid 100% by Teva.
- Family and Medical Leave Act: 12 weeks paid, depending on state laws.

Caregiver Program

Globally, our caregiver program supports individuals caring for family members with long-term illnesses. It offers additional time off, flexible working hours and adaptable shifts. Country policies may vary as per local laws and requirements. Our Facebook community for caregivers reached 20,000 members.

- **Israel**: In 2024 we hosted a meeting with an Israeli young singer, who is a caregiver to his mother, to raise awareness about Teva's support for caregivers, and created supporting content for caregivers in our employees.

Talent Recruitment and **Development**

GRI 401-1: New Employee Hires and Employee Turnover

	2022			2023			2024		
New Hires and Leavers by Gender	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**
New hires (FTE)	2,165	2,431	4,596	2,690	2,550	5,240	1,854	1,882	3,736
Leavers (FTE)	2,153	2,751	4,904	1,889	2,322	4,210	2,097	2,248	4,345
Hires rate*	13%	13%	13%	16%	13%	15%	11%	10%	10%
Turnover rate*	13%	14%	14%	11%	12%	12%	13%	12%	12%

* Rates are based on yearly FTE average.

	2022			2023			2024		
New Hires and Leavers by Age	**<Age 30**	**Age 30–50**	**>Age 50**	**<Age 30**	**Age 30–50**	**>Age 50**	**<Age 30**	**Age 30–50**	**>Age 50**
New hires (FTE)	1,597	2,414	585	1,981	2,694	565	1,377	1,870	489
Leavers (FTE)	828	2,862	1,214	887	2,334	990	973	2,301	1,081
Hires rate*	41%	11%	6%	43%	13%	5%	33%	9%	5%
Turnover rate*	21%	14%	12%	19%	11%	9%	23%	11%	10%

* Rates are based on yearly FTE average.

	2022				2023				2024			
New Hires and Leavers by Region	**Israel**	**Europe**	**United States**	**International Markets**	**Israel**	**Europe**	**United States**	**International Markets**	**Israel**	**Europe**	**United States**	**International Markets**
New hires (FTE)	359	1,963	1,082	1,193	321	2,305	1,136	1,477	190	1,781	666	1,099
Leavers (FTE)	684	1,930	1,181	1,109	202	1,789	985	1,234	237	1,795	924	1,399
Hires rate	11%	11%	17%	15%	10%	13%	18%	18%	6%	10%	13%	12%
Turnover rate	21%	11%	19%	14%	6%	10%	16%	15%	7%	10%	18%	16%

Note: Teva international markets include Central and South America, Africa, Asia-Pacific and part of Eastern Europe. The European countries in this region are the ones that were part of the former Soviet Union. Rates are based on yearly FTE average.

Talent Recruitment and Development continued

		Executives/ Senior Managers	Middle Managers	Junior Managers	Total management positions	Professional	Entry-level positions	Total non-management positions
2022	New Hires (FTE)	7	118	649	774	2,131	1,691	3,822
	Leavers (FTE)	28	243	786	1,057	2,219	1,629	3,848
	Hires rate*	3%	6%	9%	9%	13%	16%	15%
	Turnover rate*	13%	12%	11%	12%	14%	16%	15%
2023	New Hires (FTE)	20	126	772	918	2,438	1,884	4,322
	Leavers (FTE)	38	167	663	868	1,924	1,419	3,343
	Hires rate*	9%	6%	11%	10%	15%	19%	16%
	Turnover rate*	17%	8%	9%	9%	12%	14%	13%
2024	New Hires (FTE)	28	179	615	822	1,734	1,180	2,914
	Leavers (FTE)	19	191	746	956	1,954	1,445	3,399
	Hires rate*	12%	8%	8%	8%	11%	12%	11%
	Turnover rate*	8%	9%	10%	10%	12%	15%	13%

* Rates are based on yearly FTE average.

Since 2019, there have been no major layoffs. In the case of layoffs, Teva offers adequate severance payments and ensures compliance with legal requirements. Typically, outplacement services are provided.

Young Workers

	2022	2023	2024
Minimum employee age	17	16.5	16.3
Number of employees between 15 and 18 years old	8	36	41
Location and context of young workers*	Interns/Apprentices in Germany and Ireland who work in operations in part-time job	Interns/Apprentices in Germany and Bulgaria who work in operations in part-time job	These are interns in Europe (Germany, Bulgaria and Malta) – students who have assignment/internship in Teva

* Interns/apprentices are coached and are not exposed to work that by its nature or circumstances is likely to harm the health, safety or morals of young workers.

Talent Recruitment and Development continued

Career Mobility

	2022	2023	2024
Positions filled by internal candidates	2,286	2,265	1,771
Percentage of open positions filled by internal candidates	33%	30%	33%
Percentage of VP+ open positions filled by internal candidates*	N/A	55%	30%
Percentage of critical positions filled by identified successors*	60%	65%	26%

* Reductions in 2024 is a result of Teva's new strategic direction. This strategy necessitates new skills and capabilities, prompting an increase in external hires to acquire expertise that is currently unavailable within the organization. Additionally, the decrease in the "Percentage of critical positions filled by identified successors" is due to a change in the definition of critical positions, resulting in a reduced scope.

We are committed to fostering career mobility and internal growth opportunities. Our commitment to internal talent mobility reflects our dedication to nurturing our employees' professional journeys and ensuring a fulfilling and progressive work environment.

To incentivize internal recruitment, we post every open position internally for a minimum of five consecutive business days. This ensures that our talented employees are aware of and have access to relevant opportunities within the organization and that they have ample time to review and apply for opportunities that align with their professional development goals. In addition, employees within specific business functions are alerted to openings that align with their skills and career aspirations. In 2024, we filled 33% of all our open positions with internal candidates.

Our goal is to strengthen Teva's talent pipeline and foster internal growth. We are intensifying our focus on critical roles at Vice President (VP) level and above, supported by a robust Talent Review and Succession Planning process. This comprehensive process involves evaluating current incumbents in critical roles, ensuring development plans are in place and reviewing potential successors: we identify development actions to accelerate their readiness and carry out detailed talent reviews at each business unit, optimizing cross-business unit opportunities. Additionally, we have launched a new onboarding program for both internal and external VP+ appointments, which emphasizes Teva's strategy, networking and leadership, ensuring our new leaders are well-integrated and positioned for success.

Transparent and Inclusive Recruitment Framework at Teva

Teva's Position on Talent Recruitment and Development is built on principles of visibility, fairness and accountability. Our Internal Recruitment Policy ensures consistent, transparent hiring practices aligned with our core leadership standards, fostering equity and open communication with candidates at all levels.

Our global careers site plays a pivotal role in this process, offering detailed insights into Teva's mission, and hiring procedures, and tailored resources for candidates. Features include a "How We Hire" section and set clear expectations, providing transparency and guidance for applicants worldwide.

Talent Recruitment and Development continued

GRI 404-3: Performance Reviews

Our appraisal reviews formally assess employee performance, discuss aspirations, and identify opportunities and career options. Two performance reviews are conducted each year – a mid-year review in July and a comprehensive annual review in November/December, called the Connect process. In 2024, 100% of eligible, active employees received feedback.

The Connect process involves two-way discussions between employees and managers focused on feedback, remuneration, setting performance development goals and discussing working conditions (e.g. benefits and well-being). Formal feedback includes:

- Employees' self-evaluation.
- Managers' evaluation and performance rating. Since 2023, we added and emphasized peer feedback to provide a broader and more comprehensive assessment.
- A meaningful feedback dialogue between managers and employees to discuss next year's goals.

Our managers are encouraged to conduct regular check-ins and provide consistent feedback to support the growth and development of their team members.

For our Manager Feedback Tool (MFT), employees rate their managers towards the mid-year review process, aiming to support their development. The MFT is based on Teva's Leadership Principles which is a set of leadership expectations. We also have a 360-degree feedback tool as part of all of Teva's Leadership development Programs. In 2024, these programs commenced mid year, following the launch of the new Leadership Principles, and, in this context, 25% of the first Line managers went through the new leadership development program as well as 10% of senior level managers.

Employee Development; 404-2: Programs for upgrading employee skills

Leadership Development

We aim to help leaders grow professionally and personally to be able to perform successfully. In 2024, we launched new Leadership Principles, a set of behavioral expectations to help our leaders understand Teva's strategy, carry out their roles and lead their teams.

As part of implementing our Leadership Principles, we carried out dedicated sessions for 2,000 People Managers and provided them with support materials to help them understand relevant mindset and required capabilities, as well as practical tools to lead their teams. The Leadership Principles are embedded within our Performance management process to allow leaders to receive feedback on the way they lead their people and how they align with the new leadership principles.

Following the rollout of the Leadership Principles, we then redesigned our Global Leadership Development programs, which identify focus areas relevant to leaders' roles and required capabilities. They aim to strengthen understanding of Teva's strategic direction and include topics such as people development, high-performing teamwork and collaboration. By the end of 2024, around 350 managers had participated in 50 Global Leadership Development programs targeting various leadership levels.

Employee Development

In 2024, we expanded Teva Grow, our global employee development solution, to include all our offerings in one place and added career development programs.

Teva Grow is available to all employees, including part-time staff and contractors. It focuses on selected competitive capabilities, and aims to equip employees with the skills to drive the business forward and make them an active partner in maintaining our position as a leading pharmaceutical company. The digital portfolio and offerings are enhanced every year and available on PC and Mobile. In 2024, 14,766 employees visited the Teva Grow website.

Talent Recruitment and Development continued

My Career

The My Career section of Teva Grow aims to help employees learn how to intentionally manage their career by developing their skills to perform at their best and stay relevant in the job market.

To develop this program, we partnered with UK-based organization, which provided a model of seven career management skills. This model serves as the foundation for our new initiative, the "Shape Your Career" program, reflecting Teva's commitment to supporting employees' career development.

Shape Your Career contains learning sessions for employees and a session for managers, a self-assessment tool ("Career Pulse") and additional learning materials. These are offered in the "My Career" section on the Teva Grow web page. The "Career Pulse" tool helps our employees to evaluate their career behaviors, with tips and ideas to take their next step.

Twist

As part of implementing Twist, our AI-based talent management platform, we have expanded our employee development solutions into a comprehensive career development framework. We have also integrated LinkedIn Learning content into Twist, providing employees with a platform to practice and develop their skills, as well as personalized recommendations for learning, networking, on-the-job experiences and career opportunities.

My Ecosystem

Employees can learn more about Teva by strengthening their core knowledge and understanding of our unique business environment and market orientation.

My Skills

We have updated our learning resources to help our workforce build essential skills, including collaboration, adaptability and decision making, we have updated our learning resources.

Training and Development Inputs

	2022	2023	2024
Average amount spent per FTE on training and development	$738.78	$660.89	$626.51

Employee **Engagement**

Trend of Employee Engagement

	2022	2023	2024
OHS Participation/Coverage	83%	86%	87%
Engagement and connection to Teva	72%	74%	72%
Connection to Teva's purpose and values	83%	85%	86%
Enablement and support to perform job (satisfaction)	73%	74%	74%
Internal motivation to go beyond job responsibilities	71%	74%	72%
Inclusion and diversity	81%	82%	81%
Manageable stress	62%	64%	65%

Teva's annual Organizational Health Surveys cover metrics including:

- Care and respect (e.g. being able to freely express views).
- Purpose and values (e.g. the company's positive impact on society and communities).
- Personal experience (e.g. feeling stressed or overwhelmed).
- Leadership (e.g. having trust and confidence in senior leaders).

Survey results are communicated to employees through global communications and town halls, and shared with the Board of Directors. All our business units review survey results to determine areas for improvement and develop action plans.

Economic **Impact**

	2022	2023	2024
Savings From Teva's Generic Medicines ($B)*	40.1	40.9	39.7
USA savings From Teva's Generic Medicines ($B)*	32.7	36.3	34.7
Economic Impact			
Direct GDP contribution ($M)	7,792	8,382	8,947
Spillover GDP contribution ($M)	12,066	11,867	12,182
Total GDP contribution ($M)**	**19,858**	**20,249**	**21,129**
Direct jobs (FTE)	32,791	32,400	32,161
Spillover Jobs (FTE)	204,312	207,919	203,568
Total Jobs (FTE)	**237,103**	**240,320**	**235,729**
Direct labor income ($M)**	2,573	2,828	2,860
Spillover labor income ($M)**	5,658	5,663	5,744
Total labor income ($M)	**8,232**	**8,491**	**8,604**

Definitions: GDP (Gross Domestic Product) Contribution – Economic value-added and generated by and as a result of Teva's activities (commercial, production and R&D) around the world; Jobs – Created by and as a result of Teva's activities around the world; Labor income – Sum of wages and salaries generated from and as a result of Teva's activities around the world. Click here for an explanation of our Economic Impact and Generic Medicine Savings methodology.

Note: for 2024, this analysis covers 26 countries, two more than last year, with 32,161 FTEs (representing 92% of Teva's global workforce of 35,094 FTEs). Due to the addition of new countries, the numbers are not directly comparable to previous years. The scope of Teva's economic footprint includes the economic impact of all activities (e.g. manufacturing, commercial and R&D), as well as domestic and foreign supply chain effects around the world. The global model used for spillover calculations includes 188 countries and 56 industries. External data used to calculate 2022, 2023 and 2024 generic medicines savings are not available for India, Ireland and Israel, and 2023 data for the UK was also unavailable. In 2022, UK generic medicines savings accounted for $2.9B. T

* The generic medicines savings for 2022 and 2023 have been amended as compared versus the published report. This figure uses an estimate for 2024 generic savings in the USA based on the 2023 Association for Accessible Medicines reported savings, assuming an average yearly generic savings increase rate of 8.5% for 2024 and Teva's generic market share of 7.4% for MAT December 2024. 2023 generic figures data was restated to reflect actual source data rather than estimates.

** Teva's direct GDP contribution (direct and spillover) for the business years 2022 and 2023 has been revised to enhance accuracy, addressing discrepancies identified within the input data.

Total GDP contribution per country ($M)*	2022	2023	2024
Australia	N/A	N/A	62
Bulgaria	251	230	217
Canada	785	454	472
Chile	192	236	193
China	15	26	36
Croatia	438	585	560
Czech Republic	489	473	412
Denmark	33	43	65
France	306	266	348
Germany	1	1,293	1,088
Hungary	510	521	700
India	417	423	475
Ireland	557	545	541
Israel	4	3,546	3,555
Italy	474	579	476
Mexico	136	182	208
Netherlands	622	549	542
Poland	332	384	359
Romania	N/A	N/A	106
Russia	341	369	349
Spain	519	469	450
Sweden	87	99	148
Switzerland	302	334	660
Ukraine	63	69	83
United Kingdom	618	687	610
United States	8	7,886	8,414

* Teva's direct GDP contribution (direct and spillover) for the business years 2022 and 2023 has been revised to enhance accuracy, addressing discrepancies identified within the input data.

Human Rights

As a signatory of the United Nations Global Compact since 2010, we take all measures reasonably possible within our business and throughout our supply chain to respect all individuals and uphold their human rights. The International Labor Organization's Declaration on Fundamental Principles and Rights at Work guides our approach and Human Rights Position (updated and published in 2024). Human rights continues to emerge as an important topic to address and manage for our industry and our business, and we continuously work to better evaluate the risks and impacts across our company and supply chain.

Our Human Rights Position summarizes our due diligence approach on Human Rights, which includes expectations for different functions. This approach includes key commitments, roles and responsibilities, risk assessment principles, preventive and remedial measures and effectiveness assessments.

As stated in our position, at least annually, we perform a human rights risk assessment, ensuring that the list of suppliers and our own sites are updated in the assessment platform. Our human rights risk assessment evaluates the risk exposure of our operations and suppliers. The assessment leverages a real-time online artificial intelligence system that covers risks for more than 170 geographies and 350 products and services relating to 38 sustainability topics (including humans rights and environmental issues).

It includes risks related to:

- Labor e.g. children's rights, gender inequality, slavery, workers' rights, migrant workers, freedom of association, humane treatment, wages, working hours and contractors.
- Health and safety e.g. life expectancy, sanitation and drinking water, building safety, machine safety, fire safety, hygiene and sanitation, injuries, chemical and emergency evacuation.
- Environment e.g. air quality and emission, carbon intensity, waste and wastewater management, tree cover loss, flood and storm risk, and water stress and environment permits.
- Business ethics e.g. corporate governance, business integrity and transparency.
- Management systems e.g. regulatory quality.

Source data includes thousands of audits performed each year, media screening results and public indices.

In 2024, more than 5,000 of our supplier sites and more than 100 of Teva's locations were screened and rated according to their risk exposure level (low, medium, high and extreme) for the various human rights and environmental topics. The analysis also classified suppliers according to Teva's influence rating (low, medium and high), which considers business relevance (volume of business) and list of significant suppliers (see more in the Sustainable Procurement section). Teva's operations are classified as extreme influence rating. Risk and influence ratings are plotted on a matrix to help determine the suppliers and operations where further due diligence action may be warranted. Key management implications and recommendations are outlined for each segment of the matrix. The assessment matrix can also be integrated into other assessment results, such as a self-assessment (EcoVadis score) and third-party audits (PSCI).

Further descriptions of our Human Rights Due diligence approach, including effectiveness assessment metrics, can be found in various sections of this report, including Inclusion and Diversity, Talent Recruitment and Development, Employee Health, Safety and Well-being, Ethics and Integrity and Sustainable Procurement.

Healthy Planet Disclosures

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Climate Action and Resilience

Task Force on Climate-related Financial Disclosures

This represents Teva's fifth annual report that provides information according to the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

Governance

Climate-related Risks and Opportunities Governance and Management

Board Oversight:

Teva's Board of Directors maintains oversight of risk management and fulfills this responsibility through review of risk management performance, policies, operations and business strategy. The Board Compliance Committee has been delegated primary responsibility for the sustainability strategy, targets and performance and is chaired by our Sustainability Board Ambassador. Our new net zero target was endorsed by the Board of Directors in January 2024. Climate change was also covered in various sessions of the Board in 2024 relating to the sustainability-related regulatory landscape, its implications for Teva and our targets and performance. Topics related to sustainability and climate change are covered as follows:

- **Compliance Committee** reviews emerging best practices, trends and key issues related to sustainability, oversees sustainability strategy and receives periodic updates from the sustainability team. Progress against our climate action targets is presented quarterly.
- **Audit Committee** receives updates on sustainability reporting trends and oversees our Enterprise Risk Management (ERM) process. The committee reviews the company's short-term risk management matrix twice a year and long-term risk matrix annually. We have monitored climate change as a risk topic since 2021 and for the past three years it has appeared on our risk map and been shared with this committee.
- **Finance Committee** receives updates on sustainable finance instruments and approves financial transactions linked to sustainability, including climate change. This committee approved our sustainability-linked bonds (SLBs), which are tied to our scope 1 and 2 greenhouse gas (GHG) emission reduction target.
- **Human Resources (HR) and Compensation Committee** oversee sustainability-linked remuneration, including that related to climate change. Since 2020, we have tied executive compensation to sustainability performance for executives. Since 2022, all executive officers have sustainability-linked remuneration. Sustainability targets, including climate-related targets, were included in individual performance goals, which represented 25% of the variable bonus performance achievement.

Management Oversight:

Climate change risks and opportunities are overseen by various roles and committees at Teva:

- The Sustainability Steering Committee, chaired by the President and CEO, and our Sustainability Forum, chaired by the Head of Sustainability, receive quarterly updates and monitor climate change projects such as climate risk assessments, decarbonization commitments, and performance. Teva's climate risks and opportunities assessment results, including physical climate risk assessment, are shared with the Sustainability Steering Committee. In January 2024, the Sustainability Steering Committee and the Sustainability Forum approved our new net zero target.
- The Chief Financial Officer (CFO) holds the primary responsibility for ERM, along with Executive Management and other risk leaders. They review Teva's top risks and report to the Board and Audit Committee twice a year, including on risk trends and main mitigation actions in addition to related initiatives.
- The Executive Vice President (EVP) of Teva Global Operations reports directly to the President and CEO. The EVP is responsible for Teva's Environmental, Health, Safety and Sustainability (EHS&S) Policy and is the executive sponsor for all EHS&S matters, including those related to climate change.
- The Corporate EHS&S Committee, chaired quarterly by the EVP of Global Operations, assesses climate-related risks and opportunities. It provides management, oversight and direction on EHS&S policies and targets (including climate change), and coordinates our EHS&S team's implementation of relevant programs. This committee is composed of senior-level executives from key business units. It is responsible for EHS&S and climate change-related operational strategy, compliance, performance, public policy, trend monitoring, communications and establishing technical advisory committees, as required. The EHS&S Committee regularly (at least quarterly) reviews our EHS&S and climate change matters and performance with the EVP and Teva's Global Operations including escalating matters and/or issues for further action as needed. The Corporate EHS&S Steering Committee reviews the results of Teva's climate risk and opportunities assessments. In 2024, the Committee gave its endorsement for Teva's net zero target.
- The Global Environmental Sustainability Task Force, composed of EHS&S, Sustainability, Global Engineering, Global Procurement, Finance and Global Facilities Management, coordinates the dissemination of Teva's energy and GHG emission-related targets throughout the business, and develops the framework for their execution.

Climate Action and Resilience continued

Strategy

Climate-related Risks and Opportunities

Physical Risk Assessments:

Climate change risks and opportunities assessments are a collaborative effort managed by our Sustainability, Corporate Risk Management, EHS&S, and Finance teams. In 2021, we conducted a physical climate risk screening assessment covering 80 of Teva's key facilities, seven key climate change physical hazards, including flood, water stress, heat wave, cold wave, hurricane, sea-level rise, and wildfire, and three climate scenarios (Representative Concentration Pathways (RCP) 2.6, 4.5 and 8.5) across short-, medium-, and long-term horizons (2020, 2030 and 2050, respectively). The results indicated that Teva's composite risk is 'Moderate,' with insignificant change at the composite level in the risk across the various scenarios and time horizons assessed.

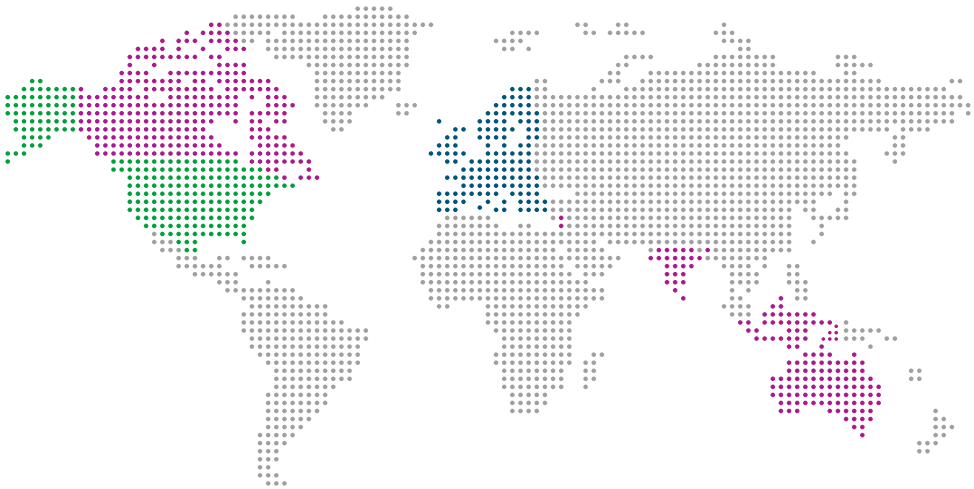
Between 2021 and 2022, we extended our work and conducted an additional assessment project covering physical financial risks. For physical risks, we considered the same time horizons and scenarios as the previous project, covering ten of our key manufacturing sites.

In 2024, we conducted comprehensive assessments of physical climate risks across short-term (1-2 years), medium-term (3-5 years), long-term (6-15 years), and up to 2050 (15+ years) horizons. These efforts are part of our ongoing commitment to identifying and managing climate risks as applicable. The insights gained from these assessments are being integrated, as relevant, into our business operations.

Our physical climate risk assessment for 2024 encompassed 56 key Teva sites across the globe, excluding Latin America, utilizing IPCC scenarios SSP1-2.6, SSP2-4.5, and SSP5-8.5. We evaluated ten physical hazards and quantified potential losses for nine of them, including river flooding, surface flooding, coastal flooding/sea level rise, subsidence, landslide/coastal erosion, wildfire, storms, tropical cyclones, and storm surge (extreme heat risk assessed but not quantified[1]). The difference between the retrospectively estimated losses from the 2020 baseline and the projected losses associated with these scenarios represents the identified potential financial impact. See the map to the right.

Following on from previous assessments, in 2024, we assessed water scarcity risk to determine if our sites are located in water-stressed areas using the WWF Water Risk Filter. The results below reflect the combined water scarcity risk, encompassing physical, regulatory, and reputational aspects.

Main physical climate risks by regions based on potential financial impact*:



United States
- Subsidence
- Storm surge
- Surface flood
- River flood

Europe
- Surface flood
- River flood

International markets
- Subsidence
- Surface flood
- Wildfires

1 Our assessment of extreme heat risk focused on its impacts on human health rather than the potential damage to assets, even though the assessed Teva sites may face low to high heat risk.

* The main physical risks are responsible for over 10% of the overall potential financial losses in this region.

Note: The assessment did not cover sites in Latin America.

Climate Action and Resilience continued

Risk/Opportunity Description	Potential Impact	Management Approach
Physical Climate Risks		
Site damage and loss due to acute and chronic natural hazards*	Exposure to natural hazards ranges from low to high. Findings from the assessment indicate a **low** annual total potential financial impact (<$100 million USD) under all three scenarios and four timeframes, not considering adaptation and mitigation measures.	Extreme weather risks, such as hurricane and flood, are evaluated and managed as part of Teva's loss prevention processes, insurance coverage and are considered during sites' contingency and business continuity planning.
Increasing water scarcity levels causing water supply disruptions at our sites*	Reduced water availability may raise water costs and potentially cause production shutdowns. It may also necessitate investments in water efficiency technologies and alternative water sources. By 2030, under a business-as-usual (BAU) (SSP2, RCP4.5/RCP6.0) scenario, the exposure to water scarcity is high for 15 sites, not considering adaptation and mitigation measures.	Water stress is managed through Teva's Environment, Health and Safety Management System (EHSMS).

* Results of the recent 2024 physical risk assessments.

Transition Risks and Opportunities Assessments

To identify transition risks and opportunities, we used the TCFD taxonomy as a starting point between 2021 and 2022, utilizing input from interviews with internal stakeholders and industry reviews, and resulting in the identification of 30 risks and opportunities. Through a shortlisting process using pre-defined criteria, we then reduced these risks and opportunities to three transition risks and three opportunities that all have a potential impact on Teva, and for which data were readily available. We modeled climate scenario analysis and financial quantification of these risks and opportunities utilizing robust climate scenario datasets (e.g., Network for Greening the Financial System and International Energy Agency IEA SDS and IEA STEPS). In this context, we included Paris-aligned 1.5°C, and business-as-usual (BAU) 3°C climate scenarios, projected to 2030 and 2050 time horizons. This project was overseen by a dedicated project steering committee with input from different Teva functions and endorsement from senior leaders. The summary of risks and opportunities identified as part of the above assessment is outlined in the next page.

In 2024, we conducted a further analysis of prioritized transition risks and opportunities based on our previous assessment, utilizing and refining some of the previous assessment outcomes across short-term (1-2 years), medium-term (3-5 years), and long-term (6-15 years) timeframes. In 2025, we plan to complete the evaluation of the financial impacts of these risks and opportunities. We present key findings and financial figures for one of the 2024 risks assessed: the risk of increased pricing of carbon emissions (scopes 1 and 2). We assessed the risk of transitioning from the current situation to other climate scenarios, including the assumption of the rollout of Teva's transition to net-zero by 2045. We used the IEA carbon pricing projections for three scenarios: Net Zero (SSP1-2, RCP 2.6), Announced Pledges (SSP3, RCP 3.4), and Stated Policies (SSP3, RCP 4.5/RCP 8.5). The difference between the current projected carbon costs and the costs associated with these scenarios represents the identified risk.

Our transition risk process is aligned with the risk thresholds used for our Double Materiality Assessment, which is consistent with our ERM framework.

Climate Action and Resilience continued

Risk/Opportunity Description	Potential Impact	Management Approach
Transition Climate Risks		
Higher carbon pricing for scope 1 and 2 GHG emissions increasing operating costs*	Two of our European sites fall under the EU Emissions Trading Scheme (EU ETS), exposing them to carbon pricing. Other carbon pricing mechanisms and regulations could affect regions where we operate and market our products. Additionally, carbon prices are anticipated to increase, especially under the Net Zero scenario. However, findings from the assessment indicate a **low** annual potential financial impact (<$100m USD) under all three scenarios and three timeframes.	Our climate transition to net zero by 2045, including initiatives to lower GHG emissions throughout its operations, is crucial for managing and mitigating this risk. By converting manufacturing sites to 100% renewable electricity, enhancing energy efficiency, and introducing low-carbon transportation options, Teva reduces its direct and indirect emissions. These measures help lower the financial impact of carbon pricing, ensuring Teva remains competitive and financially resilient.
Increased operating costs related to propellant-based inhalers	Teva's current propellant-based inhaler portfolio may face various regulatory changes, such as carbon pricing and taxes on propellant gas procurement. This portfolio represents a significant Scope 3 GHG emissions hotspot.	Our net zero target and the development of a 'low-carbon' inhaler are key strategies to manage this risk.
Changing costs of raw materials in response to the low-carbon transition	We could face rising costs of raw materials due to volatile supply and demand caused by climate change and related measures. The prices of three key raw materials – lactose, aluminum, and methanol – are projected to increase in a Paris-aligned 1.5°C scenario, leading to higher costs by 2050 compared to our base procurement growth on a fixed price.	We manage this risk through our net zero target and a comprehensive supplier engagement program, which includes our Supplier Code of Conduct, sustainability assessments of critical suppliers, and encouraging our suppliers to set SBTi targets and join the Energize renewable electricity program.
Transition Climate Opportunities		
Cost savings related to low-carbon transportation	Rising fossil fuel prices could increase costs associated with in-house and third-party logistics. Transitioning to low-carbon transportation, such as electrified fleets, presents an opportunity to mitigate potential cost increases, particularly with third-party logistics suppliers that are major contributors to our transport emissions.	To facilitate this opportunity, our efforts to transition to low-carbon fleets and implement sustainable logistic practices (e.g., load, route, and freight-mode optimization) are expected to reduce costs in the future.
Cost savings due to transition to low-emission sources of energy	With renewable energy costs expected to decrease compared to fossil fuels, transitioning to renewable energy across our operations presents an opportunity to reduce potential electricity costs.	Our target to source 100% renewable electricity will help us capitalize on this opportunity. We are actively implementing measures to increase the proportion of electricity procured or generated from renewable sources for our operations. We continue to expand our use of renewable electricity across markets where we operate.
Cost savings due to low-carbon inhaler	Investing in an alternative low-carbon inhaler could reduce potential costs. An assessment of substituting the current propellant gas with two alternatives indicated that savings could range from $10m to $121 m per year by 2030, depending on the propellant used and the climate change scenario selected (BAU and Paris-aligned, respectively).	Teva's net zero target and the development of a 'low-carbon' inhaler are key strategies to capitalize on this opportunity.

* Results of the recent 2024 transitional risk assessments. The remaining risks and opportunities are based on assessments conducted between 2021 and 2022.

Risk Management

Teva's Processes for Identifying, Assessing and Managing Climate-Related Risks

We integrate our risk management processes into a multidisciplinary, company-wide ERM program focused on direct operations, as outlined in our ERM Position. Each of our business units identifies risks by performing risk assessments at operating locations based on a standard risk assessment framework, which can include climate-related risks, including those listed in our ERM risk universe. Identified risks are assessed by aggregating them at the corporate level. Risks are prioritized for materiality according to a standard framework approach, which includes, among other aspects, probability, impact and preparedness level. Currently, we do not consider climate change to be a high-risk topic for our business. For more details on our risk management processes, refer to the Risk Management section.

To prepare for certain physical risks (e.g., extreme weather impacts such as hurricanes and floods), we carry out loss prevention surveys, emergency response planning, and identify preparedness measures. The risks are included in the risk evaluations performed by our sites as part of their risk register, which is a component of our integrated EHSMS. Teva's loss prevention and insurance teams utilize the recent

Climate Action and Resilience continued

physical climate risk assessment results as one of several data inputs into their process. Relevant risks raised are considered during contingency and business continuity planning.

Mitigating factors, such as having adequate site emergency risk plans, emergency power generation capacity (relevant in case of natural disasters) or ensuring building roofs, materials and equipment are adequately secured and anchored in hurricane-prone areas, are put in place, where warranted, to reduce the risk of impact to manufacturing operations.

Physical risks are also considered in our supplier management processes, with mitigating factors such as multiple supplier networks and systems to manage internal supply. Other mitigating factors include a broader property loss prevention program, which may involve provision of physical protections, back-up services and business continuity planning, and our Supplier Code of Conduct, which requires suppliers to operate in an environmentally responsible manner, and have emergency preparedness and response measures.

We conduct sustainability assessments of suppliers through EcoVadis, and use these assessments to drive improvements in sustainability measures through corrective and preventive actions. We also engage suppliers to set Science Based Targets (SBTi) and participate in CDP. Teva is a sponsor and a member of the Energize program – a collaboration between 24 global pharmaceutical companies to engage hundreds of suppliers in climate action and decarbonization of the pharmaceutical value chain. Teva is one of only a few Energize sponsors to have signed a virtual power purchase agreement as part of an Energize cohort. For more details, please refer to the Sustainable Procurement section.

In relation to transition risks and opportunities (that we consider to be policy and legal, reputational, market and technological risks and opportunities related to our direct and indirect emissions), major process and product development, capital or technology transfer projects include an assessment of EHS&S risks to reduce negative impacts and ensure sustainable operations. This integrates elements of green chemistry, such as design for energy efficiency. We aim to better understand how to embed green chemistry principles into our product development and production.

We continually improve our EHS&S Risk Register to ensure that sites have controls in place and are ready to mitigate risk levels. In 2023, we expanded our risk register and added a new risk category, and updated our EHS&S Risk Matrix to include a new severity category. This improves our ability to evaluate business interruption risks associated with physical climate risks and other natural catastrophes.

In 2024 and early 2025, to strengthen our climate-risk processes and capabilities, we:

- **Developed a process and defined the materiality of sustainability impacts, risks, and opportunities (IROs) for sustainability disclosure purposes:** we defined and approved the process for determining materiality of sustainability IROs, including climate risks, for disclosure purposes, as part of our double-materiality assessment (DMA) processes. Based on DMA results, climate action and resilience were material for Teva, while climate adaptation was not. Nevertheless, we will continue to voluntarily report on physical climate risk assessment results and actions.
- **Integrated climate risks into our ERM processes and defined a process to further integrate them into EHS&S risk processes:** we assessed existing risk processes and have successfully integrated climate risks into our ERM framework and identified enhancements to our EHS&S risk management processes.
- **Introduced an internal carbon price to support our climate-related targets and manage transitional risks:** we began developing an internal carbon pricing mechanism in 2024 to support our climate-related targets, identifying the type of mechanism and the internal price per tonne of CO2e. We are continuing to implement this pricing mechanism in 2025, integrating it into selected capital projects to help reduce our scope 1 and 2 GHG emissions.
- **Build competency among senior leaders and relevant employees on climate risks and opportunities:** in 2024, more than 100 employees from different business units and functions (Global Operations, R&D, Finance, Legal and Commercial) participated in six interactive workshops to enhance their climate risks and opportunities awareness and management skills.
- **Enhanced physical climate risk assessment capabilities through automation:** in 2024, we selected software to facilitate continuous site physical climate risk assessments and financial quantification by partially automating the process, enhancing our internal capacity for identifying and quantifying climate risks. Moreover, we launched a specialized project team to support these assessments, including comprehensive training in climate science and loss modeling. By equipping our team with these advanced skills, we enhance our ability to manage physical climate-related risks effectively and make informed strategic decisions.

Climate Action and Resilience continued

Scope 1 and 2 Decarbonization Plan and Roadmap

We established our Decarbonization Plan and Roadmap to support us in achieving our scope 1 and 2 GHG emissions reduction targets. It is overseen by our Global Environmental Sustainability Task Force and disseminated through the organization to various business functions and teams. It includes specific year-over-year GHG reduction targets, along with potential actions and initiatives to achieve required GHG reductions.

Our Decarbonization Plan is based on two key levers:

- Energy and process efficiencies.
- Renewable electricity.

We are building employee knowledge and capabilities to help us mitigate climate-related risks. Each Teva site has a nominated Energy Champion with clearly defined roles and responsibilities to manage energy consumption and lead decarbonization efforts, with periodic reporting to site management. A training roadmap and a knowledge-sharing portal of tools with education and competencies are available.

Several of our sites have participated in a globally-coordinated program to perform detailed energy inspections, audits and surveys with the aim of identifying and evaluating energy and GHG reduction opportunities and projects. Some of the sites that previously participated have already realized significant energy reductions. We provide capital investment for energy reduction, conservation and decarbonization projects based on feasibility assessment. In 2024 we established an $10m energy efficiency budget. Teva sites can apply for funding for their energy efficiency projects throughout the year and, together with individual site self-funding initiatives, we have 89 active projects directly contributing to our emissions reduction goals.

Metrics and Targets

In January 2024, as part of our Healthy Future strategy, we shared renewed environmental targets. As validated by the SBTi in 2022, our near-term 2030 scope 1 and 2 and our scope 3 GHG emissions reduction targets are aligned with international efforts to achieve 1.5°C, and well below 2°C, respectively. These targets were approved by Teva's Executive Management (EM) and endorsed by the Board of Directors, and are part of the EM variable remuneration. We also commit to achieving net zero by 2045 and expect to make a formal commitment to the SBTi against its net zero standard at the beginning of 2026.

The table below outlines our main targets and KPIs according to physical and transition risks and opportunities.

Target	KPI	Performance
Transition Risks		
Achieve net zero emissions across our operations and value chain by 2045[1]	Scope 1, 2 and 3 GHG emissions	• See below for scope 1, 2 and 3 GHG emissions performance
Reduce absolute scope 1 and 2 GHG emissions by 25% by 2025 and by 46% by 2030 (vs. 2019)[2]	Scope 1 and 2 GHG emissions	• 2024 scope 1 GHG emissions: 243,603 • 2024 scope 2 GHG emissions, market-based: 218,504 • Total 2024 scope 1 and 2 GHG emissions: 462,107 • 2024 reduction relative to 2019 baseline: 29%
Reduce absolute scope 3 GHG emissions by 25% by 2030 (vs. 2020)	Scope 3 GHG emissions	• 2024 scope 3 GHG emissions: 4,066,116 • 2024 reduction relative to 2020 baseline: 24%
Engage with significant suppliers to get 80% committed or approved by the SBTi by 2030[3]	Significant suppliers with commitment to set or approved target by the SBTi	• Out of 2,245 suppliers in the revised list, 741 (33%) of significant suppliers with a commitment to set or approve SBTi targets, 208 (28%) of them started engagement in 2024
Achieve 100% use of renewable electricity by 2035[4]	% electricity purchased or generated from renewable sources	• 2024 electricity purchased or generated from renewable sources: 47%

1 According to the Science Based Targets initiative (SBTi) net zero standard. we intend to make official SBTi net zero commitment at the beginning of 2026, as we await the readjustment of our baseline due to expected TAPI divestment.

2 Sustainability-linked bond target (2030 target has been validated by SBTi as meeting their near-term standard).

3 In 2024, we undertook a comprehensive revision of our significant supplier list, expanding it to encompass suppliers that collectively account for 90% of our scope 3 GHG emissions in Category. As a result, the list expanded significantly, growing from 724 suppliers to 2,245. This updated list now incorporates suppliers from all indirect and direct categories, thereby activating the inclusion of a broader pool of suppliers who play a role in helping Teva achieve its decarbonization goals.

4 According to RE100 standard. we intend to make our RE100 commitment official at the beginning of 2026, as we await the readjustment of our baseline due to expected TAPI divestment.

Climate Action and Resilience continued

In some instances, these targets are supplemented by business unit targets covering specific topics and initiatives. Our scope 1 and 2 GHG emissions are verified in accordance with the GHG Protocol and ISO 14064-3:2006 standard by SGS, to a limited assurance level. The full verification statement is here. Our scope 3 GHG emissions are verified in accordance with International Standard on Assurance Engagement (ISAE) 3000 standard by DNV, with limited assurance. The full verification statement is here (pages 65-70). More information relating to Teva's climate disclosures can be found within our CDP submission.

Forward-Looking Statements Disclaimer:

This document contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, which are based on management's current beliefs and expectations and are subject to substantial risks and uncertainties, both known and unknown, that could cause our future results, performance or achievements to differ significantly from that expressed or implied by such forward-looking statements. These forward-looking statements include statements concerning our plans, strategies, objectives, future performance and financial and operating targets, and any other information that is not historical information. Important factors that could cause or contribute to such differences include risks relating to: changes in climatic, economic, operational, sectoral, political or other circumstances; new or amended legislative or regulatory requirements relating to environmental or climate change or climate risk-related laws or the interpretation thereof; our ability to successfully compete in the marketplace; our ability to successfully execute our Pivot to Growth strategy; our significant indebtedness; our business and operations in general; compliance, regulatory and litigation matters, including environmental risks and the impact of ESG issues; the impact of the state of war declared in Israel and the military activity in the region; other financial and economic risks; our exposure to changes in international trade policies, including the imposition of tariffs in the jurisdictions in which we operate; and other factors discussed in this document, in our Quarterly Report on Form 10-Q for the first quarter of 2025 and in our Annual Report on Form 10-K for the year ending December 31, 2024, including in the sections titled "Risk Factors" and "Forward-Looking Statements." Forward-looking statements speak only as of the date on which they are made, and we assume no obligation to update or revise any forward-looking statements or other information contained herein, whether as a result of new information, future events or otherwise. It is cautioned to not put undue reliance on these forward-looking statements.

GRI 302-1: Energy Consumption Within the Organization

Energy Consumption (MWh)	2022	2023	2024
Natural gas (scope 1)	932,081	851,310	869,097
Fuel oil (scope 1)	44,649	14,686	54,074
Diesel fuel (scope 1)	24,437	57,861	30,776
Liquefied petroleum gas (scope 1)	43,102	44,817	43,616
Propane (scope 1)	14,923	13,419	12,732
Petrol: Mobile (scope 1)*	76,576	83,116	85,911
Liquified natural gas: Mobile (scope 1)	761	555	267
Diesel: Mobile (scope 1)	45,540	42,328	34,340
Renewable electricity produced (scope 1)	1,619	7,189	10,181
Electricity purchased from grid (scope 2)**	529,498	557,445	465,855
Heating purchased (scope 2)	16,385	17,846	18,576
Steam purchased (scope 2)	67,947	66,313	66,819
Renewable electricity purchased (scope 2)	377,888	354,225	402,048
Scope 1 – Non-renewable energy	1,182,070	1,108,092	1,130,815
Scope 1 – Renewable energy	1,619	7,189	10,181
Scope 1 – % of renewable energy	0%	1%	1%
Scope 2 – Non-renewable energy	613,830	641,604	551,250
Scope 2 – Renewable energy	377,888	354,225	402,048
Scope 2 – % of renewable energy	38%	36%	42%
Total energy consumption (scopes 1 and 2)	**2,175,407**	**2,194,226**	**2,094,293**
Total non-renewable consumption (scope 1 and 2)	**1,795,900**	**1,695,419**	**1,682,064**
Total renewable energy (scopes 1 and 2)	**379,507**	**361,414**	**412,229**
Scopes 1 and 2 – % of renewable energy	17%	16%	20%
% of renewable electricity***	41%	39%	47%

* We adopt a conservative approach by categorizing transportation energy sources such as hybrid, plug-in hybrid, and other origins as petrol-based

** Excluding purchased renewable electricity.

*** The indicator relating to renewable electricity purchased and generated as a proportion of the total is calculated based on electricity purchased and generated prior to accounting for structural changes, e.g. divestment or acquisitions, that may have occurred in that given year.

Note: Energy data for the business year 2023 has been revised to enhance accuracy, addressing discrepancies identified within the input data.

Climate Action and Resilience continued

GRI 302-3: Energy Intensity

	Unit	2022	2023	2024
Energy intensity	kWh/revenue (USD)	0.139	0.125	0.127
Year-on-year change in intensity	%	-5%	-10%	1 %

Note: Energy consumption data relates only to facilities (e.g. excludes transportation). Energy consumption data used for intensity calculation differ from the published data as they include the energy consumption of divested sites. This is to provide a fair comparison, as the published energy consumption data has been adjusted to consider business divestment, while the published revenue data (our denominator) has not. Energy data for the business year 2023 has been revised to enhance accuracy, addressing discrepancies identified within the input data.

GRI 305-1: Direct (Scope 1) GHG Emissions; GRI 305-2: Energy Indirect (Scope 2) GHG Emissions & GRI 305-3: Other Indirect (Scope 3) GHG Emissions

GHG Emissions	Units	2019	2020	2021	2022	2023	2024
Scope 1 emissions	tons CO_2e	299,146	290,471	282,044	253,306	242,056	243,603
Scope 2 emissions (location-based)	tons CO_2e	N/A	N/A	N/A	N/A	349,260	337,970
Scope 2 emissions (market-based)	tons CO_2e	348,354	332,751	282,753	237,815	239,069	218,504
Total GHG emissions (scopes 1 and 2 [market-based])	tons CO_2e	**647,500**	**623,222**	**564,797**	**491,121**	**481,125**	**462,107**
Scope 1 and 2 (market-based) GHG emissions cumulative change from baseline 2019* (SLB SPT #2a)	%		-4%	-13%	-24%	-26 %	-29 %
Scope 3 emissions	tons CO_2e		5,331,233	5,030,883	4,335,503	4,320,235	4,066,116

* Emissions are counted towards Teva's sustainability-linked bond key performance indicator to reduce absolute scope 1 and 2 GHG emissions by 25% by 2025 (vs. 2019).

Note: Scope 1 and 2 data for the business year 2023 has been revised to enhance accuracy, addressing discrepancies identified within the input data.

Teva applies the operational control approach for GHG data. The source of the emission factors used includes:

- Scope 1: UK DEFRA (2023), IPPC AR6 (2023).
- Scope 2: IEA – US EPA eGRID (year 2021), UK DEFRA (2023) and Final Rule (40 CFD 98) and energy suppliers (market-based emission factors). Renewable energy was accounted with zero emission factor.

Scope 1 and 2 GHG emission data refers to the total amount of emissions resulting from various sources, including energy consumption (which accounts for approximately 90% of Teva's Scope 1 and 2 GHG emissions) and other sources, including but not limited to, process and fugitive emissions (which account for the remaining approximately 10%).

2024 is the tenth consecutive year Teva's scope 1 and 2 GHG emission data has undergone external assurance, and the fourth year for our full scope 3 GHG emissions. The level of assurance for all three scopes is classed as "limited". The GHG emission inventory that is presented for external assurance accounts for 100% of Teva's known GHG emissions across the entire business, operations and value chain. Our scope 1 and 2 external assurers typically assess between 70% and 80% of the source data as part of their process. The scope of our external assurance also includes verification of our performance against our GHG emission reduction targets, as compared to our stated baseline and its readjustment. Our scope 1 and 2 GHG emissions are verified against the GHG Protocol according to the ISO 14064-3:2006 standard by SGS. The full verification statement can be found here. Teva's scope 3 GHG emissions are verified in accordance with International Standard on Assurance Engagement (ISAE) 3000 standard by DNV.

Emission by Source (tons CO_2e): Scope 1 & 2 (Market-Based)	2019	2021	2022	2023	2024
Stationary emissions (facility energy)	589,495	510,488	437,905	428,724	413,018
Transportation emissions	43,918	31,689	30,261	30,434	28,949
Refrigerants/fugitive emissions/process emissions	14,087	22,619	22,955	21,967	20,140

Note: Scope 1 and 2 data for the business year 2023 has been revised to enhance accuracy, addressing discrepancies identified within the input data.

Direct (Scope 1) GHG Emissions

Emission by Gas (tons CO_2e)	2024
CO_2	222,755
CH_4	316
N_2O	392
HFCs	20,140

Climate Action and Resilience continued

GRI 305-3: Indirect (Scope 3) GHG Emissions

GHG Emissions	Units	2022	2023	2024
Total scope 3 GHG emissions	tons CO_2e	**4,335,503**	**4,320,235**	**4,066,116**
Category 1: Purchased goods and services	tons CO_2e	2,669,182	2,644,965	2,464,952
Category 2: Capital goods	tons CO_2e	15,442	12,173	8,259
Category 3: Fuel- and energy-related activities (not incl. in scope 1 or 2)	tons CO_2e	178,495	174,487	104,356
Category 4: Upstream transportation and distribution	tons CO_2e	98,823	94,744	73,510
Category 5: Waste generated in operations	tons CO_2e	65,563	18,949	18,757
Category 6: Business travel	tons CO_2e	10,027	16,328	16,975
Category 7: Employee commuting	tons CO_2e	20,400	20,400	20,400
Category 9: Downstream transportation and distribution	tons CO_2e	91,351	79,803	83,082
Category 10: Processing of sold products	tons CO_2e	50,151	39,033	41,726
Category 11: Use of sold products	tons CO_2e	762,873	799,945	754,046
Category 12: End-of-life treatment sold products	tons CO_2e	359,166	413,026	470,586
Category 13: Downstream leased assets	tons CO_2e	42	47	50
Category 15: Investments	tons CO_2e	13,988	6,335	9,417
Scope 3 GHG emissions cumulative from baseline 2020	%	-19%	-19%	-24%

Note: In 2024, Teva partnered with a third-party provider whose scope 3 calculation methodology is based on the GHG Protocol's guidelines. In this context, scope 3 historical data has been restated and the baseline readjusted according to the GHG Protocol.

We have applied a spend-based calculation methodology to scope 3 categories 1, 2 and 4, utilizing an Environmentally Extended Multiregional Input-Output approach. This model maps economic transactions across sectors and regions, and integrates environmental data, tracing indirect emissions. Additionally, we have included any primary data we have been able to collect from our CDP supply chain efforts as part of 2024 Category 1 emissions.

Scope 3 categories 9, 10 and 13 were obtained through a monetary-based approach, covering transportation and distribution expenditures, sold unfinished manufactured goods and revenue from building leases. For Category 12, monetary data on packaging was converted into quantities and combined with quantity-based emissions factors. Category 15 used a ratio of enterprise value sales to estimate GHG emissions associated to Teva's investments.

For scope 3 categories 3, 5, 6 and 11, we continue utilizing inventory-based calculation methodology:

- Category 3 is based on energy consumption (emission factors – DEFRA and IEA)
- Category 5 is based on waste and wastewater generated in operations data (emission factors – DEFRA)
- Category 6 is based on distance traveled (emission factors – DEFRA)
- Category 11 is based on volume of gas inserted in inhalers (GWP – IPCC)

Category 7 is based on number of employees, and is assumed the same as in previous years.

Category 8 is reported as part of scope 1 and 2 data emissions, while Category 14 (franchises) is not applicable to Teva.

Climate Action in Our Supply Chain	2023	2024
Percentage of significant suppliers* with either commitment to set or approved SBTi targets	Out of 724 suppliers, 270 (37%) of significant suppliers with a commitment to set or approved SBTi targets, 83 (31%) of them started engagement in 2023	Out of 2,245 suppliers in the revised list, 741 (33%) of significant suppliers with a commitment to set or approved SBTi targets, 208 (28%) of them started engagement in 2024
Number of significant suppliers* registered to Energize program	113	176
Number (percent) of significant suppliers that submitted the CDP supply chain questionnaire	172 (24%)	485 (22%)

* In 2024, we undertook a comprehensive revision of our significant supplier list, expanding it to encompass suppliers that collectively account for 90% of Teva's scope 3 GHG emissions in Category 1. As a result, the list expanded significantly, growing from 724 suppliers to 2,245. This updated list now incorporates suppliers from all indirect and direct categories, thereby activating the inclusion of a broader pool of suppliers who play a role in helping Teva achieve its decarbonization goals.

Pharmaceuticals in the Environment

GRI 303-2: Management of Water Discharge-Related Impacts

Our Environmental, Health, Safety and Sustainability (EHS&S) standards prescribe minimum engineering requirements for specific types of above- and below-ground wastewater treatment units and piping to protect groundwater and surface water bodies. Our standards for on-site wastewater treatment depend on the level of risk posed by the discharge, and regulatory standards and requirements. Sites are required to conduct risk assessments to determine controls needed to protect groundwater and surface water bodies from unplanned releases from wastewater units and pipes to meet minimum requirements.

Nearly all our sites have primary treatment to adjust pH levels. As necessary, sites use secondary treatment involving biological processes, and tertiary treatment involving membrane separation, carbon beds or other technologies. Teva dictates wastewater monitoring through regulatory requirements, which may include conventional standards such as pH, biological oxygen demand (BOD) and total suspended solids (TSS).

With respect to Pharmaceuticals in the Environment (PiE), we determine active pharmaceutical ingredient (APIs) safe discharge levels through an environmental risk assessment. For a detailed description of how we determine safe discharge levels, see our Position on Pharmaceuticals in the Environment.

AMR & Priority APIs	2023	2024
Teva sites with safe discharge level of antibiotics	65 %	73 %
Teva sites with safe discharge level of priority APIs	44 %	60 %

Note: The KPI of percentages related to priority APIsI was established in 2022 based on the 10 sites which had the largest volumes of priority APIs production. 2023 and 2024 KPI are based on these sites. At the time of publishing this report, the assessment of these 10 sites has been completed and the program will be focused on all the remaining sites with smaller volumes of Priority API production (9, in 2025).

Waste

GRI 306-3: Waste Generated

Waste by Composition, in Metric Tons	2022			2023			2024		
Waste composition	Waste generated	Waste diverted from disposal (recovery treatment types)	Waste directed to disposal (disposal treatment types)	Waste generated	Waste diverted from disposal (recovery treatment types)	Waste directed to disposal (disposal treatment types)	Waste generated	Waste diverted from disposal (recovery treatment types)	Waste directed to disposal (disposal treatment types)
Hazardous	66,596	24,581	42,014	61,552	20,131	41,421	61,478	19,736	41,743
Non-hazardous	42,607	22,411	20,196	43,064	22,411	20,653	40,546	23,989	16,558
Total	**109,203**	**46,992**	**62,210**	**104,615**	**42,542**	**62,074**	**102,025**	**43,724**	**58,300**
% diverted from disposal and disposed	–	43%	57%	–	41%	59%	–	43%	57%

Note: Figures are affected by rounding adjustments and slight discrepancies might be present between total values and the sum.
Waste data for the business years 2022-2023 has been revised to enhance accuracy, addressing discrepancies identified in the input data.

GRI 306-4: Waste Diverted from Disposal; GRI 306-5: Waste Directed to Disposal

Waste by Composition, in Metric Tons	Units	2022			2023			2024		
		On-site	Off-site	Total	On-site	Off-site	Total	On-site	Off-site	Total
Waste diverted from disposal by recovery treatment types										
Hazardous waste										
Preparation for reuse	Metric tons	0	83	83	0	88	88	0	844	844
Recycling	Metric tons	5,562	18,937	24,499	5,696	14,347	20,043	5,200	13,691	18,892
Total	**Metric tons**	**5,562**	**19,019**	**24,581**	**5,696**	**14,435**	**20,131**	**5,200**	**14,535**	**19,736**
Non-hazardous waste										
Preparation for reuse	Metric tons	231	1,023	1,254	37	2,243	2,281	4	5,501	5,505
Recycling	Metric tons	1	21,156	21,157	0	20,130	20,130	0	18,483	18,483
Total	**Metric tons**	**232**	**22,179**	**22,411**	**37**	**22,374**	**22,411**	**4**	**23,985**	**23,989**
Waste directed to disposal by treatment type										
Hazardous waste										
Incineration (with energy recovery)	Metric tons	0	4,213	4,213	0	4,133	4,133	0	16,057	16,057
Incineration (without energy recovery)	Metric tons	0	16,684	16,684	0	17,618	17,618	0	3,074	3,074
Landfilling	Metric tons	0	2,560	2,560	0	2,761	2,761	0	3,225	3,225
Other disposal operations	Metric tons	0	18,557	18,557	0	16,909	16,909	0	19,387	19,387
Total	**Metric tons**	**0**	**42,014**	**42,014**	**0**	**41,421**	**41,421**	**0**	**41,743**	**41,743**
Non-hazardous waste										
Incineration (with energy recovery)	Metric tons	0	5,581	5,581	0	6,218	6,218	0	5,886	5,886
Incineration (without energy recovery)	Metric tons	0	1,006	1,006	0	1,299	1,299	0	702	702
Landfilling	Metric tons	0	5,799	5,799	0	5,683	5,683	0	4,304	4,304
Other disposal operations	Metric tons	0	7,810	7,810	0	7,452	7,452	0	5,665	5,665
Total	**Metric tons**	**0**	**20,196**	**20,196**	**0**	**20,653**	**20,653**	**0**	**16,558**	**16,558**

Note: Figures are affected by rounding adjustments and slight discrepancies might be present between total values and the sum.
Waste data for the business years 2022-2023 has been revised to enhance accuracy, addressing discrepancies identified in the input data.

Waste continued

Waste Intensity	2022	2023	2024
Non-hazardous total waste intensity (per revenue in millions of US$)	2.85	2.72	2.45
Hazardous total waste intensity (per revenue in millions of US$)	4.46	3.88	3.72
Total waste intensity (per revenue in millions of US$)	**7.32**	**6.60**	**6.17**

Note: Waste data for the business years 2022-2023 has been revised to enhance accuracy, addressing discrepancies identified in the input data.

GRI 306-1: Waste Generation and Significant Waste-Related Impacts

As a large manufacturer and supplier of pharmaceutical products, material inputs to our business include various raw materials required to produce drug substances and drug products, packaging materials and materials required for facility maintenance and operations. Outputs from production, research and distribution processes are predominantly the same materials in waste format, either processed or in their original format if not utilized.

GRI 306-2: Management of Significant Waste-Related Impacts

Our sites are responsible for ensuring compliance with all required regulations and our standards relating to waste management, as required by our EHSMS. Waste data is provided from each site to Global Environmental, Health, Safety and Sustainability (GEHSS), where it is consolidated, validated and analyzed for reduction, reuse or recycling opportunities.

Our waste minimization and management standard includes specific contractual provisions for waste management vendors to ensure the proper management and disposal of Teva's waste. It also details how our sites are to periodically assess all waste management vendors handling waste from Teva facilities – whether for reuse, recycling, recovery, storage, or disposal – to determine if they meet our compliance requirements. We have increased the robustness of our waste vendor approval process to better assure lower risk and compliant management of our waste. Over 2024, we began implementing a process to enhance our existing program for assessing waste vendors utilized by our sites. This new process will include a comprehensive assessment of the EHS&S risk and compliance management system of the corporate entities that own or operate waste disposal sites used by our facilities.

Hazardous Waste

We expect all sites to comply with applicable regulations in their jurisdictions for labeling, storing, handling and transporting hazardous waste. Our EHSMS establishes standards and specifications for sites to minimize waste generated by operations, and many sites recycle organic solvents generated as waste from processes, such as regenerating solvents onsite using distillation columns and strippers. Our GEHSS is working with certain sites to better assure that their offsite recycling efforts have no adverse environmental impacts.

Packaging Waste

Our global sustainability packaging program is designed to reduce product packaging waste. For upstream benefits in our value chain, the program focuses on reducing weight and increasing recycled content of secondary packaging to lessen use of virgin materials and pressures on nonrenewable and stressed renewable resources and carbon emissions. Downstream, the program lowers carbon emissions associated with product transport and waste generated from end users of our products. Because primary packaging is highly regulated by drug regulatory agencies, we primarily focus on secondary packaging, more specifically on reducing box and leaflet reduction.

For more information about our management of waste see our Position on Environmental Sustainability and Position on Pharmaceuticals in the Environment.

Waste continued

Teva Site Waste Highlights

	Waste reduction and circularity progress at Teva
TAPI Israel	Reducing solvent usage: A greener, scalable solid-phase synthesis protocol has been developed based on green chemistry principles at the Abic Israel R&D site . This enabled a solvent consumption reduction of 23 m^3, which represent 26% reduction compared to the previous year. The Abic site also significantly cut down on solvent packaging waste by transitioning from ordering 2,000 of 4 liters bottles of organic solvent, shipped by sea and delivered by truck around 40 times a year. The new system feeds solvents from Intermediate Bulk Container to drums and directly to the labs, reducing the need for packaging materials and hazardous waste handling. This initiative has resulted in savings of approximately $100,000 in solvent costs and $5,000 annually in hazardous waste handling.
Italy	At Rho, improvements in hazardous waste separation have resulted in 375 tons of waste being treated and recovered in 2024.
UK	Optimized processes in our distribution center to reduce the number of split customer orders. This has resulted in us using 38,000 fewer cardboard boxes per year and reduced wrap costs, also lowering transport costs.
Poland	Our manufacturing site in Krakow implemented an initiative aimed at eco-saving in blister packaging processes, with less foil used, leading to less paper for packaging material. We reduced the foil amount to 19,800 kg of PVC, and 31,450 kg of PVC/PVDC.
USA	Our West Chester Landfill Reduction Initiative evaluated options for energy recovery waste and has eliminated about 10 tons of waste from entering landfill since November 2024.

Take-Back Schemes

Teva supports many medicine take-back programs that have been established across the world.

In the Netherlands, Teva Retourbox provides a collection box at pharmacies and hospitals for customers to drop off unused medicines. This program is managed by our commercial team out of the Haarlem site in collaboration with pharmacists, wholesalers, the Institute for Responsible Medication Use, Renewi and MediSchoon. Through this initiative, Teva is the first pharmaceutical company to offer pharmacies, hospitals and consumers practical support in drug waste collection. It is implemented in approximately 25% of all pharmacies. Since 2023, one hospital placed Teva's Retourbox in out-patient traffic, increasing the program's reach.

Teva Canada is a member of Health Products Stewardship Association (HPSA), which operates free take-back programs to safely dispose of unwanted medications and used sharps in several Canadian provinces. In addition to helping producers meet their stewardship obligations, HPSA assists collection sites in implementing these programs and educating consumers on safe disposal practices, thereby strengthening connections within communities and the industry.

Similar initiatives are ongoing in Spain through the SIGRE program, a non-governmental organization that supports medicine take-back efforts in Spain.

In the USA, Teva is a member of the Pharmaceutical Product Stewardship Working Group (PPWSG) that coordinates the pharmaceutical industry's efforts to respond to household pharmaceutical products and sharps take-back laws.

Water

GRI 303-3: Water Withdrawal

Water Withdrawal		2022		2023		2024	
	Units	All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
Surface water (Total)	**ML**	**377**	**0**	**364**	**0**	**317**	**0**
Freshwater (≤1,000 mg/L Total Dissolved Solids)	ML	377	0	364	0	317	0
Other water (>1,000 mg/L Total Dissolved Solids)	ML	0	0	0	0	0	0
Groundwater (Total)	**ML**	**1,411**	**354**	**1,262**	**313**	**1,189**	**322**
Freshwater (≤1,000 mg/L Total Dissolved Solids)	ML	1,206	327	1,106	288	970	290
Other water (>1,000 mg/L Total Dissolved Solids)	ML	205	28	156	25	218	32
Third-party water (Total)	**ML**	**4,371**	**1,309**	**4,161**	**1,110**	**3,989**	**986**
Freshwater (≤1,000 mg/L Total Dissolved Solids)	ML	4,371	1,309	4,161	1,110	3,989	986
Other water (>1,000 mg/L Total Dissolved Solids)	ML	0	0	0	0	0	0
Total third-party water withdrawal by withdrawal source across areas with water stress							
Surface water	ML		807		759		610
Groundwater	ML		266		142		189
Seawater	ML		235		209		187
Water withdrawal total	**ML**	**6,159**	**1,663**	**5,788**	**1,423**	**5,495**	**1,308**

Note: Teva does not withdraw water from seawater. Figures are affected by rounding adjustments and slight discrepancies might be present between total values and the sum. Areas with water stress data are based on the 2020 assessment. Water data for the business years 2022-2023 has been revised to enhance accuracy, addressing discrepancies identified in the input data.

GRI 303-5: Water Consumption

		2022		2023		2024	
Water Consumption	Units	All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
Water consumption (with evaporated pond)	ML	1,250	677	1,264	612	1,220	625
Water consumption (without evaporated pond)	ML	1,399	825	1,401	750	1,336	741
Water intensity consumption (with evaporated pond)	ML/revenue (in billions of US$)	84		80		74	
Water intensity consumption (without evaporated pond)	ML/revenue (in billions of US$)	94		88		81	

Note: Figures are affected by rounding adjustments and slight discrepancies might be present between total values and the sum. Areas with water stress data are based on the 2020 assessment. Water data for the business years 2022-2023 has been revised to enhance accuracy, addressing discrepancies identified in the input data.

Water continued

GRI 303-4: Water Discharge

Wastewater Discharge		Units	2022 All areas	2022 Areas with water stress	2023 All areas	2023 Areas with water stress	2024 All areas	2024 Areas with water stress
Wastewater discharge by destination	Surface water	ML	1,642		1,500		1,265	
	Groundwater	ML	240		210		152	
	Evaporation pond	ML	149		137		117	
	Seawater	ML	0		0		0.00	
	Third-party water (Total)	ML	2,878		2,677		2,742	
	Third-party water sent for use to other organizations	ML	1		0		0	
Wastewater discharge by freshwater and other water	Freshwater (≤1,000 mg/L Total Dissolved Solids)	ML	2,251	571	2,099	429	1,977	341
	Other water (>1,000 mg/L Total Dissolved Solids)	ML	2,658	415	2,425	382	2,297	343
Total wastewater discharge	**Surface water + groundwater + seawater + third-party water + evaporation ponds**	**ML**	**4,909**	**986**	**4,524**	**811**	**4,275**	**684**
Total wastewater discharge (excluding evaporation pond)		**ML**	**4,760**	**838**	**4,386**	**674**	**4,158**	**567**

Note: Figures are affected by rounding adjustments and slight discrepancies might be present between total values and the sum. Areas with water stress data are based on the 2020 assessment. Water data for the business years 2022-2023 has been revised to enhance accuracy, addressing discrepancies identified in the input data.

GRI 303-1: Interactions with Water as a Shared Resource

Access to clean and reliable water supplies is essential to our continued business operations. We generally withdraw water from third-party water suppliers, such as municipality-owned water networks; the remainder is sourced from on-site bore wells and surface water where available and permitted. Most of the water usage at our manufacturing facilities occurs during drug substance and product manufacturing, with a significant proportion of this usage associated with the utilities and auxiliary equipment needed to create the right production environment.

Product **Stewardship**

Across the globe, hazard communication (including: Safety Data Sheets (SDS) and product labelling) requirements change across different countries and regions. In 2024, to efficiently and effectively maintain compliance and avoid disruptions in shipping essential medicines to patients, Teva's Product Science team installed many new sub-formats that update automatically when requirements change.

Life Cycle Assessments

Due to the size of our product portfolio and the resources needed to develop life cycle assessments (LCA), we conduct life cycle assessments only for key products. These assessments are typically carried out on a cradle-to-grave basis and evaluate the upstream, manufacturing, and downstream environmental impacts, mainly related to carbon footprint and water, of materials used for the product as well as the product's final disposal. We have completed two life cycle assessments for Teva products, one for a migraine product and the other for our inhaler portfolio. In 2024, we started to prepare an LCA for an additional Teva product.

Other **Environmental Topics**

Teva's Environmental Management System

Individual corporate Environmental, Health, Safety (EHS) standards that are a part of our EHSMS are reviewed on a periodic cycle and updated as needed to address changes in EHS risk and to incorporate lessons learned. Within the past three years 42% of sites, which encompass 55% of Teva's employees, have their EHSMS internally audited. Excluding office locations, 97% of our sites have undergone internal audits within the past three years. Ten of our manufacturing facilities hold either ISO 14001 or European Eco-Management and Audit Scheme (EMAS) certification. The sites that hold certifications at the end of 2024 include the following:

Site	Country	2024 Certification	Date of Certification (dd/mm/yy)	End of Certification (dd/mm/yy)
Dupnitsa	Bulgaria	ISO 14001	26/11/22	25/11/25
Opava (TAPI & Pharma)	Czech Republic	ISO 14001	08/04/22	07/04/25
Gajraula	India	ISO 14001	20/02/23	20/02/26
Waterford	Ireland	ISO 14001	05/11/24	18/10/27
Krakow	Poland	ISO 14001	15/03/22	14/03/25
Harlow	United Kingdom	ISO 14001	17/05/23	16/05/26
Ridings Point	United Kingdom	ISO 14001	17/05/23	16/05/26
Munro	Argentina	ISO 14001	09/12/24	21/04/27
Ulm – Weiler (Ulm – Distribution; Ulm Biotech)	Germany	ISO 14001 EMAS	6/10/23 19/10/23	08/10/26 08/10/26
Bulebel	Malta	ISO 14001	12/01/24	12/01/27

Teva's Energy Management System

Site	Country	2024 Certification	Date of Certification (dd/mm/yy)	End of Certification (dd/mm/yy)
Harlow, Ridings Point Castleford	United Kingdom	ISO 50001	24/04/23	23/04/26
Savski Marof; Zagreb IT; Zagreb Office; Zagreb Pharma; Zagreb-RD; Prilazbaruna Filipo (Zagreb TAPI R&D); Savski Marof-DC;	Croatia	ISO 50001	06/13/23	05/12/26

The EHS&S Academy

Our EHS&S Academy aims to educate employees on key topics around effective risk communication, health research and EHS in new products. In 2024, our EHS&S Academy hosted a world-renowned researcher from Princeton University and the US National Oceanic and Atmospheric Administration to present on climate change. Other session topics included waste reduction, discussions on PFAS, machine learning and innovative medicine development.

Transportation of Hazardous Materials

Transport of hazardous materials is handled on an operational level. Our internal standard for dangerous goods classification and transportation requires sites to establish programs for proper chemical classification and labeling of hazardous materials applicable under global frameworks and local law and regulations. Checklists for loading and unloading operations are developed on a site level and shared through regional and global meetings. The internal standard establishes requirements for employee training programs and for a legal registry to identify transport of hazardous material according to regulatory requirements.

Other Environmental Topics continued

Actions to Reduce the Potential for Local Pollution

Our EHSMS includes standards and specifications that apply to all sites to prevent spills and accidental releases, and to properly manage and report events. All sites must prepare detailed response plans in the event of a spill or release of a hazardous material to minimize any impact. We require sites to promptly make required notifications to regulatory agencies and to the global EHS&S team. Global EHS&S supports the sites in situations when the spill or release has impacted or can potentially impact the environment. In these rare situations of spill or release, our EHSMS standards require the spill or release to be fully investigated (e.g. soil, groundwater sampling) to determine the actual impact and, if necessary, remediation to meet recognized regulatory standards.

Many jurisdictions where our sites are located have regulatory requirements to minimize noise and odor from operations to specific acceptable levels. In jurisdictions that do not establish limits on noise or odor, the EHS&S standard requires sites to identify potential EHS operating risks, including odor, noise, dust and particles, and if they present a meaningful risk to colleagues or the community, to control these appropriately.

Non-GHG Emissions

Our sites are required to identify all regulatory monitoring requirements related to each air emission source and incorporate requirements in compliance calendars. Sites report annual emissions of certain air pollutants, including halogenated and non-halogenated VOCs, and ozone depleting substances to global EHS&S. Global EHS&S further assesses the sites' environmental release information to identify opportunities to reduce pollutants. The VOC/HVOC annual emission calculations have revealed several sites where impact assessments are warranted to confirm that they do not pose a potential adverse impact on the environment and public health. Global EHS&S will support the sites in these assessments to confirm they do not have an adverse impact on the environment and public health.

Our sites also assess opportunities to reduce air emissions through combinations of administrative and engineering controls to further decrease risk. Based on these assessments, sites are expected to assess the need for added emission control equipment, which could for example include thermal oxidizers for VOC and halogenated VOC compound control, scrubbers for acid gas and particulate control, adsorption systems for VOC control and biofilters. As the result of needs identified at several sites, EHS&S and Global Engineering will be working closely to support these efforts in 2025.

Local Highlights in Healthy Planet

Our sites and operating functions look for specific opportunities to reduce environmental impacts. Local 2024 initiatives included:

- **Teva India**: minimized the consumption of natural resources in producing four major products in Malanpur, resulting in reductions of 65,000 liters in raw water consumption, 75 metric tons in steam consumption and 2,200kWh in power consumption compared to 2023. Our Gajraula site achieved an 11% reduction in water consumption compared to 2023 by reusing a reverse osmosis permeate for utilities and enhancing steam condensate recovery by 5%.
- **Teva Poland**: collected 73kg of electro-waste and 23kg of expired medicines during EHS Week 2024 in Krakow. We also redesigned our Warsaw office, helping reduce space needed by 20% by focusing on sustainability and efficiently redeploying existing resources.
- **TAPI Mexico**: raised awareness for safe disposal of medicines for second year, in collaboration with SINGREM (National System for the Management of Waste from Medication Packaging). In 2024, this resulted in the successful site collection and safe incineration of 150 kg of unused pharmaceutical products via SINGREM.

Healthy Business Disclosures

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Ethics and Integrity

Compliance and Ethics Program

Our Global Compliance & Ethics (GC&E) program is periodically reviewed by an external law firm and continues to operate in a timely, proactive and robust fashion. It aligns to the standard elements of an effective compliance program as set forth by the Office of the Inspector General of the US Department of Justice. The following are specific measures used by the Chief Compliance Officer and team to support our GC&E program, deter non-compliance and reduce exposure to unethical opportunities for both Teva and our authorized representatives.

Compliance Systems to Manage Risk

- A global activity approval system to submit, review, approve and document high-risk company activities, including interactions with government officials and members of the healthcare community.
- A risk assessment and monitoring system to identify, evaluate and monitor company activities.
- A system to support third-party due diligence.
- Data analytics for early identification of emerging company risks.

Compliance and Ethics in the Supply Chain

- Inclusion of compliance and ethics principles and expectations in our Supplier Code of Conduct.
- Compliance requirements in procurement and finance systems to ensure we have evaluated third-party representatives (TPRs) before formally engaging with them, and providing necessary training for TPRs.
- Internal audit function to audit TPRs, and include compliance and ethics standards in internal audits.
- Inclusion of meaningful contract clauses regarding anti-bribery/anti-corruption, anti-kickback, trade sanctions and data privacy.
- Third-party trade sanctions screening using industry standard tools.
- Use of an industry standard data privacy platform to process and protect personal data of Teva employees, contractors and those other external parties we do business with.

Resources to Support Ethical Conduct

- Due diligence guidance for business development, which addresses business development activities that include joint ventures (including sales and marketing), licensing counterparties, divestitures, acquisitions, partnerships and other alliance initiatives.
- A training dashboard to track compliance and ethics training across our company.
- Policy governance and a centralized policy repository for all employees.
- Integrity hotline case studies from the office of Business Integrity developed for training and awareness purposes.

GRI 205-1: Operations Assessed for Risks Related to Corruption

Our highest risks for 2024 are described as follows:

Commercial	Teva Global Operations	R&D
• Interactions with and use of third-party representative • Teva product discounts and rebates • Market research • Political party contributions/ lobbying • Drug sample	• Customs clearance and logistics, destruction or scrap (of Teva product, samples, materials and assets), and regulatory and customer interactions • Third-party representatives • Regulatory interaction • Fee-for-service engagements	• Investigator-sponsored and/or initiated studies • Interactions with and use of • third-party representative • Providing research grants • Market research • Post-marketing study/collaborative

We conduct a formal annual compliance risk assessment as part of our compliance monitoring program. We do this for 100% of business units that have touchpoints with members of the external healthcare community and government officials, including: Commercial Operations, Teva Global Operations (TGO) and R&D. Risk sources include regulatory guidance, policies and requirements, new or changed legislation, internal and external audit reports, Office of Business Integrity hotline reports, business monitoring analyses, advice from internal and external legal colleagues, results of employee surveys, and benchmarking data on risk and best practices supplied by external consulting firms. We continue to assess our risks, and make adjustments as needed, throughout the year. We use monitoring results from our own business experiences and third-party interactions to help determine risks and trends, advise business colleagues, recommend process improvements and remediation, and guide and develop subsequent risk assessments and monitoring plans.

Ethics and Integrity continued

GRI 205-2: Communication and Training About Anti-Corruption Policies and Procedures

Our GC&E team communicates about compliance:

- At meetings with business colleagues, senior management and the Board of Directors.
- In local, regional and global compliance committees.
- In global newsletters and other communication platforms.
- In daily advice and guidance to Teva employees, contractors and other colleagues in our normal course of business.

In 2024, our compliance training campaigns covered the following topics:

- Part 1: Third-Party Due Diligence and Data Privacy.
- Part 2: Prevention of Corruption and Pharmacovigilance Annual Refresher Training.
- Part 3: Code of Conduct Recertification Training (including digital acknowledgment of the document), Conflicts of Interest and Fair Competition.

Our Prevention of Corruption and Bribery Policy applies to all employees. We assign employees for training on the policy, which includes annual recertification on prevention of corruption, as part of our 'Our Way' training campaigns, based on each employee's risk-based job classification.

The percentages in the table below include results from above-mentioned compliance training campaigns:

Employees	2022		2023		2024	
Global Compliance and Ethics Training Campaigns	Assigned #	Completed %*	Assigned #	Completed %*	Assigned #	Completed %*
Part 1	30,653	99.62%	31,654	99.79%	17,384	99.93%
Part 2**	32,371	99.57%	20,267	99.83%	35,293	99.87%
Part 3***	20,611	99.41%	31,288	98.28%	35,274	99.41%
Total		**99.53%**		**99.30%**		**99.70%**

* This considers employees active at the time of the campaigns and at the end of the year. Note: Teva's training goals for each campaign are 95% completion by the end of the campaign and 100% by the end of the year (within ±1% for those on leave). The percentage is calculated as an average of all "Our Way" campaigns.

** In 2024, part 2 covered the Prevention of Corruption and Bribery Policy and all employees were assigned.

*** In 2024, part 3 included the recertification of Teva's Code of Conduct. Teva's target is to retrain 100% of active employees (within ±1% for employees on leave) on the Code of Conduct every two years.The Code of Conduct recertification training covers the main topics of the Code of Conduct. In 2022 and 2023, Part 3 covered the Prevention of Corruption Policy. In 2022, all employees were assigned, except shop floor employees, and in 2023, all employees were assigned.

Foundational Training

Foundational training	2023	2024
Percentage of training completions by targeted employees*	98.7%	98.5%

* New employees and those who have changed roles within Teva.

Our Foundational curriculum covers training on our Code of Conduct, which includes the digital acknowledgment of the Code of Conduct, Business Ethics, Prevention of Corruption, Conflicts of Interest, Harassment (including sexual harassment), Data Privacy, Careful Communications, Speaking Up and Fair Competition. Certain employees also receive local live training on important risk areas.

Ethics and Integrity continued

GRI 205-3: Confirmed Incidents of Misconduct and Actions Taken

Teva's Integrity Hotline is a confidential channel for anyone to ask questions and/or report concerns about actual or suspected non-compliance of Teva's Code, policies or laws. An electronic summary of all reports is created and maintained in a secure case management system managed by the OBI, an independent group at Teva comprised of impartial investigators.

	2022		2023		2024	
Areas of alleged concerns	**Received**	**Substantiated**	**Received**	**Substantiated**	**Received**	**Substantiated**
Business integrity (corruption, bribery, fraud)	72	22	89	19	73	17
Employee relations (bullying, harassment, discrimination)	109	35	140	31	145	30
Conflicts of interest (non-business integrity)	13	2	24	8	14	0
Money laundering or insider trading	0	0	1	0	2	0
Customer privacy data	0	0	2	0	0	0
Off-label promotion	0	0	0	0	1	0
Environment	0	0	0	0	0	0
Human rights	0	0	0	0	1	0
Other (e.g. quality, protection of property, information breaches)	66	14	80	16	78	24
Total	**260**	**73**	**336**	**74**	**314**	**71**
Percent confirmed		**28%**		**22%**		**23%**

Note: Minor adjustments to total number of cases by classification for previous years may occur as cases that are still open at the end of one year are not counted as confirmed until they are fully investigated and resolved; therefore, they may be closed in ensuing years. In addition, the investigation may have been opened under one classification (e.g. employee relations), but in the course of investigation, it was determined that the case was actually related to another classification (e.g. business integrity).

Any confirmed misconduct reports cited have been resolved appropriately or continue to be investigated and remediated by the Company in a timely, proactive and appropriate manner.

Approximately 23% of all reports made to the Office of Business Integrity (OBI) in 2024 raised concerns that were substantiated. Of substantiated cases, 100% resulted in one or more corrective actions, including:

- Terminations of employment (68% of cases).
- Targeted coaching (30% of cases).
- Disciplinary warnings (7% of cases).
- Policy reviews (7% of cases).
- Retraining of employees and/or contractors (4% of cases).
- Vendor disengagements (6% of cases).

Aligning Executive Pay with Ethical Standards

Executive bonuses can be reduced for unethical or non-compliant behavior in applicable circumstances. Executives are subject to a compliance modifier for their compensation as described in our Proxy Statement: Strong individual goal performance by the CEO and other executives, as measured by the various components, is fully rewarded only if there are no substantial compliance events. Individual goals performance achievement may be decreased by up to 100% if there is a substantial compliance event that would warrant this action.

In addition,we maintain claw back provisions to recoup cash compensation and equity-based incentives paid to executive officers based on erroneously prepared financial statements or other confirmed misconduct. Moreover, all members of Executive Management have a formal individual performance goal regarding completion of required compliance training for their teams.

GRI 2-27: Compliance With Laws and Regulations

Since 2022, we have not received any fines as a result of legal proceedings associated with clinical trials, false marketing claims, corruption and bribery, social and environmental issues. For detailed non-privileged reports on any material litigation for Teva, and other legal proceedings, see our Quarterly Contingencies.

With regard to other kinds of laws, for 2023 Teva had one (1) significant instance of non-compliance with applicable laws and regulations. On August 21, 2023, Teva USA entered into a three-year deferred prosecution agreement (DPA) with the US Department of Justice relating to compliance with anti-competition laws. Under the terms of the DPA, Teva USA: (i) admitted to non-compliance with the Sherman Antitrust Act by one of its employees in three instances between 2013 and 2015 involving pravastatin, clotrimazole and tobramycin; (ii) agreed to divest the pravastatin that it sells in the United States to a third-party buyer; (iii) agreed to donate $50 million worth of clotrimazole and tobramycin to humanitarian organizations over five years; and (iv) agreed to pay a fine to the US Government of $225 million over five years, with $22.5 million due each year from 2024 through 2027, and $135 million due in 2028.

In addition, in October 2024, the European Commission fined Teva €462.6 million for allegedly having abused a dominant position in certain European member states on its multiple sclerosis drug COPAXONE®, purportedly by (i) filing and withdrawing certain divisional patents, and (ii) raising concerns about competitors' follow-on versions of COPAXONE. Teva filed an appeal against the decision with the General Court of the European Union in January 2025, and that appeal remains pending.

For any complaints or allegations entailing government-initiated investigations or litigation, tracking is undertaken by Teva's legal function. Any such material matters, and their resolutions, are disclosed in our required quarterly (or other) securities filings. This information is available on Teva's Investor Relations page.

Internal Audit Activities

Number of Audits and Operations Assessed per Year

Topic	Type of activity	2022	2023	2024
Compliance and financial controls (including anti-corruption and anti-bribery)		92 audits/reviews conducted in 48 countries	111 audits/reviews conducted in 30 countries	109 audits/reviews conducted in 55 countries
	Compliance and financial audits/reviews	35	31	56*
	Self-assessments	N/A	24	2**
	Data analytics reviews	44	46	41
	Third-Party Representatives (TPR) audits/reviews	12	10	10
	Advisory	1	0	0
Cybersecurity and privacy (IT aspects)	Audits and reviews of Teva's IT control environment focusing on cybersecurity risk; may include review of privacy aspects of Teva's systems	28 audits/reviews conducted in 10 countries covering 21 systems	33 audits/reviews conducted in 9 countries covering 43 systems	20 audits/reviews conducted in 8 countries covering 54 systems

* Compliance and financial audits/reviews in two markets included 3 TPRs.
** We conduced self-assessments in two regions, which included 56 TPRs.

Ethics and Integrity continued

Global Internal Audit

Our Global Internal Audit (GIA) function is designed to enhance and protect organizational value by providing objective, risk-based assurance, advice and insight. With a systematic, disciplined approach, GIA evaluates and improves the effectiveness of governance, risk management and control processes. These activities include information gathering, review, analysis, evaluation, appraisal and testing for compliance and the adequacy of managerial systems and controls to mitigate risks.

The audits, reviews, data analytics, countries, sites and units are selected for audit based on ongoing risk assessments, which include interviews with key stakeholders, meetings with executive management, fraud risk assessment, past years' audit results and benchmarks. In addition, ad hoc audits and reviews are performed based on identified emerging risks or management requests. As a result of the audit/review, GIA reports on observations and recommends improvements. The annual audit plan is focused on compliance (anti-bribery/anti-corruption), finance (financial control and books and records) and IT (cyber and information security, and IT governance). In 2023 and 2024, GIA performed audits on sustainability matters, including selected KPIs and the associated governance processes, systems, controls and management. In 2024, GIA actively tracked the completion of defined action plan tasks to improve the process.

Teva's internal audit practices are designed to be consistent with elements of the Institute of Internal Auditors' (IIA) International Professional Practices Framework (IPPF), including the Core Principles for the Professional Practice of Internal Auditing, the Code of Ethics, the International Standards for the Professional Practice of Internal Auditing and the Definition of Internal Auditing.

According to our Articles of Association, the organizational superiors of the Chief Internal Auditor are the CEO and the Chairman of the Board. The Chief Internal Auditor also reports to the Chairman of the Audit Committee. The Internal Audit Department is objective and free from any and all conditions that might threaten the ability of its internal auditors to carry out their responsibilities in an unbiased, professional and independent manner, including matters of audit selection, scope, procedures, frequency, timing and report content. GIA's auditors are free to review and appraise any policies, plans, procedures and transactions.

The Chief Internal Auditor confirms to the Audit Committee, annually, the organizational independence of the Internal Audit activity. The internal audit team consists of professional and expert auditors in finance, compliance and IT. In addition, the team includes experts in accounting, data analytics, cyber, fraud risk, investigation and risk management.

Sustainable Procurement

Suppliers profile

Type of Supplier	2023 Absolute Number of Suppliers	2023 Share of Total Spend (%)	2024 Absolute Number of Suppliers	2024 Share of Total Spend (%)
Total Tier-1 suppliers	**44,971**	**100%**	**41,335**	**100%**
Significant Tier-1 suppliers*	724	43%	2,245	66%
Number of screened suppliers for ESG risks in Environmental Impact Quotient (EiQ)	N/A		3,848	
Number of screened suppliers' sites for ESG risks in Environmental Impact Quotient (EiQ)	5,446		5,583	

* In 2024, we undertook a comprehensive review of our significant supplier list. In 2024, significant suppliers are identified based on a defined set of criteria, which include businesses with the highest spend, those responsible for over 90% of the Category 1 of Scope 3 GHG emissions, those connected to antimicrobial resistance (AMR) and those targeted for sustainability initiatives based on a sustainability maturity model.

GRI 308-2: Negative Environmental Impacts in the Supply Chain and Actions Taken; GRI 414-2: Negative Social Impacts in the Supply Chain and Actions Taken; 308-1: New Suppliers that Were Screened Using Environmental Criteria; 414-1: New Suppliers that Were Screened Using Social Criteria

Supplier Assessment	2023	2024
Number/percentage of significant suppliers assessed in EcoVadis or on-site assessments in EcoVadis in the reporting year*	78 (11%)	938 (42%)
Number/percentage of significant suppliers assessed in EcoVadis in the reporting year*	74 (10%)	761 (34%)
Number/percentage of significant suppliers with valid EcoVadis assessment in the reporting year**	436 (60%)	935 (42%)
Number/percentage of significant suppliers identified as having significant actual and potential negative sustainability impacts in one or more themes: Environment, Ethics, Human Rights and Labor, or Sustainable Procurement, as evaluated by EcoVadis (score <50) in the reporting year***	23 (31%)	39 (4%)
Number/percentage of significant suppliers identified as having significant actual and potential negative environmental impacts (<50 points in the Environmental EcoVadis theme) in the reporting year***	9 (12%)	29 (3%)
Number/percentage of significant suppliers identified as having significant actual and potential negative social impacts (<50 points in the Labor and Human Rights EcoVadis theme) in the reporting year***	4 (5%)	19 (2%)
Number/percentage of significant suppliers with valid assessment with score >60 in EcoVadis	N/A	616 (27%)
Number/percentage of significant suppliers with valid assessment that improved sustainability performance in the reporting year compared to the previous EcoVadis assessment ***	135 (31%)	446 (48%)
Number of suppliers audited (Human Rights, Labor and Environment Audits - PSCI audits)****	4	3
Number of suppliers screened using the Request for Quotation risk questionnaire****	1,178	541
Relationships terminated due to environmental violation or Human Rights Assessments and Verifications Service (HURi)	1	0

Note: In 2024, Teva changed the criteria of significant supplier, which ares covered under the Assessments.

* Percentages are calculated from total of 724 significant suppliers in 2023 and 2,245 in 2024.

** Teva's definition for valid assessment: <50pts score is valid for 12 months (annual re-assessment), ≥50pts score is valid for 24 months (biannual re-assessment)

*** Percentage calculated against valid assessments.

**** EHS, Labor, Human Rights & Ethics site audits conducted by a third-party auditor in alignment with Pharmaceutical Supply Chain Initiative audit protocols and methodology.

All suppliers that receive Purchase Orders have contracts and participate in RFPs receive communication regarding Teva's SCOC. All our template contracts include SCOC clauses that refer to our policies and positions on environmental, labor, human rights requirements, ethics and management systems.

Sustainable Procurement continued

Sustainable Procurement Practices	2023	2024
Number (percentage) of targeted employees who have received the sustainable procurement training*	N/A	131 (57%)
Number (percentage) of significant suppliers for which Teva provided training regarding supply chain code of conduct, sustainability and human rights	134 (19%)	192 (9%)

* Targeted employees include Global Procurement Managers, specifically Category Procurement Managers and Country Procurement Managers.

Supplier Assessments

Global Procurement embeds sustainability criteria into supplier selection, contracting, and performance management. We leverage the EiQ tool to screen suppliers based on business relevance, regulatory requirements, and assess human rights and environmental risks by industry, product and location. Additionally, suppliers undergo sustainability assessments by EcoVadis, CDP and PSCI for audits.

For significant suppliers and/or suppliers that present high risk exposure and for which we have a high influence over (see more in the Human Rights section), we complement our approach with several assessment tools, including:

- Self-assessment: we use EcoVadis to assess the Sustainability performance of suppliers and to benchmark them against industry peers. EcoVadis is a leading provider of business sustainability ratings, intelligence and collaborative performance improvement tools for global supply chains. EcoVadis assessments include evaluation of REACH, labor and human rights, ethics, child/forced labor, sustainable procurement, conflict minerals, toxic emissions and more. This assessment comprises desk-based assessments with systematic verification of evidence, and methodologies of a recognized industry or multi-stakeholder initiative. All suppliers who achieve EcoVadis ratings under 50 points automatically receive a request on Teva's behalf for improvement through the implementation of corrective actions for high- and medium-risk areas identified (GRI 2-25).
- Third-party independent audits: Supplier on-site assessments verify compliance with our Supplier Code of Conduct and identify potential risks and gaps in sustainability performance. Third-party independent audit firms, approved by Pharmaceutical Supply Chain Initiative (PSCI), conduct on-site assessments on Teva's behalf against the PSCI audit protocols. PSCI audits cover sustainability topics, such as Management Systems, Ethics (e.g. business integrity and fair competition, privacy, animal welfare), Human Rights and Labor (e.g. freely chosen labor, wages, benefits, working hours), Health and Safety (e.g. policy, procedures, practices, worker protection, process safety), Environment (e.g. energy consumption, GHG emissions, water consumption, waste management) and company-specific questions. In 2024, three third-party PSCI audits were conducted on high-risk suppliers. The audit reports included findings and recommendations, and Teva expects suppliers to implement corrective action plans to address any non-conformities or improvement opportunities identified, within a reasonable timeframe.

Sustainable Procurement continued

Conflict Minerals

Type of Supplier	2022	2023	2024
Percentage of suppliers assessed by EcoVadis for which information regarding conflict minerals is available	12%	14%	12%
Number of suppliers mapped for conflict minerals disclosure*	3	5	N/A
Number of suppliers surveyed for conflict minerals disclosure*	9	5	N/A

* Reporting from previous fiscal year. 2024 figures to be reported in 2025. EcoVadis assessment is just expected from suppliers that provide to Teva 3TG (tin, tungsten, tantalum and gold)

Our suppliers align with the Conflict Minerals Policy Statement and implement appropriate measures to determine whether they are using any 3TG (tin, tungsten, tantalum and gold) minerals that originate from conflict regions. We conduct in-depth reviews of our supply chain and survey the suppliers most likely to use or source 3TG based on their nature and prior relationship.

Suppliers are responsible for responding to queries about the use and origin of any 3TG minerals and for continually providing updates on the conflict status. The questionnaire we send is based on the template developed by the Electronic Industry Citizenship Coalition and The Global e-Sustainability Initiative, known as the Conflict Minerals Reporting Template. The template was developed to facilitate disclosure and communication of information regarding smelters that provide materials to a company's supply chain. It includes questions on a company's conflict-free policy and engagement with direct suppliers, and the smelters the company and its suppliers use. In addition, the template contains questions about the origin of 3TG included in products, as well as supplier due diligence.

If direct suppliers submit incomplete information or information that raises concern in their templates, we engage with them to investigate and uncover missing details. Teva expects suppliers to update on any change to their conflict status. If any supplier uses conflict minerals, Teva works with them to ensure the minerals are certified as conflict free or to find alternate sourcing.

For the 2023 fiscal year, we surveyed five suppliers. Our yearly reviews build on the reviews conducted in previous years, adding any newly identified materials that may contain 3TG.

Data **Privacy**

Data Privacy Management

Our data privacy governance function includes a Global Privacy Officer and dedicated team of privacy professionals reporting to the Chief Compliance Officer, as well as a global, cross-functional Privacy Steering Committee, and external and internal privacy lawyers. They work together to provide targeted direction, guidance and training for activities involving personal data. We focus on ensuring understanding and compliance with applicable laws, as well as our own internal policy framework, consisting of a global privacy policy, incident/breach reporting policy, individual rights policy and other privacy-related procedures and guides.

Our global privacy program is designed to implement and oversee our global data privacy principles. It is based on the requirements of the EU General Data Protection Regulation (GDPR) and other applicable laws in the USA and other regions and is adjusted to ensure compliance globally. Our Regional Privacy Compliance Officers work closely with business units in their regions to ensure compliance with our data privacy policies and applicable legislation, and to address global topics when required.

Privacy operations including assessments, inventories, incidents/breaches and individual rights requests are tracked using our privacy management platform. Periodic data privacy training is conducted throughout the company and was included in "Our Way" Training Part I Campaign of 2024 (page 78). In addition, the Regional Privacy Compliance Officers and legal department conduct ad hoc data privacy trainings for various business units and regions. Teva also periodically communicates and educates employees on various data privacy topics through our global employee newsletter.

Cybersecurity and **Information Security**

Number of Information Security Breaches

	2022	2023	2024
Total number of information security breaches	0	0	0
Total number of cybersecurity incidents*	1,000	1,200	1,000
Total amount of fines/penalties paid in relation to information security breaches or other cybersecurity incidents	0	0	0

Note: The maximum insurance coverage of Teva's information security breaches or other cybersecurity incidents is $100-500 million.
* Including different levels of cybersecurity internal cases.

Our comprehensive Information Technology Security program is designed to protect the confidentiality, integrity and availability of our data systems and processes. A professional team of approximately 30 individuals is dedicated to the information security function. It includes primary and backup full-time Security Operations Centers (SOCs) which monitor, defend against and remediate cyber incidents across the organization's global offices and facilities.

Teva's Chief Information Officer (CIO) and Chief Information Security Officer (CISO) meet regularly with Executive Management and the Audit Committee reporting to the Board of Directors to advise and report on cyber activity, initiatives and status. This ensures information on our cyber position is available to the Board and CEO. In addition, in 2024 we had a dedicated cybersecurity training session for the Audit Committee.

We have more than 30 documented and approved information security policies and standards aligned with major international cybersecurity frameworks. Our employees receive cyber awareness training and drills aimed at fostering user awareness. We also perform multiple drills and tests in such areas as cyber incident response and crisis management to mitigate the effects on business operations should a major cyber event occur. In 2024 we reviewed and updated our Corporate Cyber Crisis Management Procedure, focusing on cyber tabletops. These test potential cyber threats through simulated operation missions across the business, and allow us to build consensus on appropriate responses to threats. We also developed an e-Learning on managing cyber crises, which will be rolled out in 2025. We periodically use external auditors or assessors to evaluate and/or test specific security-related areas.

We train employees to recognize and report suspicious cyber activity and we have never suffered from a material cyber breach or event.

Teva maintains active ISO 27001 information security certification.

Manufacturing **Innovation**

Teva Global Operations (TGO) Modernization Program

The TGO Modernization Program is anchored in our Pivot to Growth Strategy and is designed to improve the competitiveness of our sites by introducing digital solutions supported by a changed way of working. An Operations Network, powered by data and at the forefront of technology, aims to deliver breakthrough performance across core business metrics i.e. quality, efficiency and cost. With the TGO DataHub, a common IT/OT platform (Information Technology & Operational Technology) was built on Enterprise. The Program will enrich Teva with new capabilities and lead to new ways of working across the TGO network.

Over 2024, we have developed and implemented seven Modernization Use Cases together with the Lighthouse site teams:

1. Digital performance management: Enables site-wide performance conversations by leveraging real-time data from machines and other sources.
2. Data-based yield improvement: Improves yield of key productions and processes by building and operationalizing advanced analytic (AA) models using real-time and historical data. It was operational in all lighthouse sites by the end of 2024.
3. Digital deviation management: Automates deviation investigation and identifies recurring patterns by deploying AA models on historical deviations data. It was operational in all lighthouse sites by the end of 2024.
4. SFRx site scheduling optimization: Improves labor and asset efficiency in production and quality control (QC) lab through AA. It was developed together with one USA site and will be expanded to two sites, one in Germany and one in Hungary.
5. Electronic batch records (EBR): Digitally documents all pertinent batch data.
6. Augmented reality for change-over (AR/VR) technology: Digitally assists change-over, including cleaning, setup and line clearance. AR has been implemented in two sites, one in Malta and another in Ireland.
7. Optimizations and raw material (RAMAN) identity testing: Digitally assists testing through opaque and transparent containers.

The global Modernization Team together with the experts in our network also ensure the structured evaluation and development of new use cases to further improve the TGO performance.

Emerging **Technologies**

Teva uses emerging technologies related to genetic engineering and use of stem cells. We apply these technologies to evaluate and characterize therapeutic candidate molecules, to help us develop improved medicines for patients with unmet needs.

Teva and our academic collaborators only conduct genetic engineering on somatic cell lines and non-human germline cells.

For somatic cell lines, this may include transfecting genes to induce the expression of specific proteins. For non-human germline cells, suppressing or inducing expression of specific genes can generate transgenic mice.

We may use hematopoietic and inducible pluripotent stem cells. In both cases, they are of non-embryonic origin. They are obtained from a commercial source and used to generate specific cell types to test the safety and efficacy of candidate therapeutics. Stem cells are not incorporated in therapeutic products.

We use these technologies in accordance with local regulations. For example, in Australia we abide by the guidelines of our local Biosafety Committee, the Office of the Gene Technology Regulator (Australia) and the National Health and Medical Research Council (NHMRC, Australia) guidelines on the use of stem cells in clinical practice and research.

Animal **Welfare**

We use animals when required by regulation for scientific-based decisions. We only approve studies with satisfactory rationales that comply with animal welfare requirements, including the 3R principles (Replacement, Reduction and Refinement). Our management structure follows what is set out in the "Guide for the Care and Use of Laboratory Animals". We have a global animal welfare forum that ensures harmonization of animal welfare across all Teva units involved in conduct of animal studies. The forum establishes a common global policy and works to enforce it.

We follow national and international regulations related to animal welfare and conduct of animal studies in our internally-conducted and outsourced studies.

We have two internal animal facilities, and each facility has an Animal Welfare Committee that approves all animal studies and ensures compliance with animal welfare principles, including study design, animal husbandry, study conduct and animal facility standards. The local animal welfare committee comprises a chairman, at least one member who is involved in animal studies, one member not involved in animal studies and a supervising veterinarian. Each facility has veterinarian control, and all relevant employees and internal researchers are trained and approved according to national regulations. The person responsible for the test checks it is carried out professionally and meets all animal ethics requirements. External national authority audits are also performed by the relevant national council.

In all our animal studies we aim to control any pain and/or suffering of animals via the use of analgesia (pain relief), proper handling and maintenance. If an animal suffers adverse effects during a test, it is immediately removed to eliminate further exposure. We define early termination criteria for every study to avoid animal pain and suffering. All unexpected events during animal husbandry or animal experiments are reported to the veterinarian, who escalates to the authority as applicable.

In our outsourced studies, Teva works with vendors and collaborators in countries and regions with strictly enforced regulations on the use of animals in research. We require our vendors to fully comply with these regulations. Vendors to all major studies are evaluated by Teva scientists and/or Teva QA units for compliance with animal welfare requirements.

Feed Supply

All animals in Teva studies are given nutrition on a daily basis that is adequate, uncontaminated, sterilized and commercially provided. It consists of a fixed formula of irradiated or autoclaved nutrients manufactured with high-quality ingredients designed to support gestation and lactation, and to support growth of immature animals and maintenance of body weight.

Minimizing Use of Biocides and Antibiotics

Lab animals used in facilities are specific-pathogen free, ordered from an authorized breeding center and housed in individually-ventilated cages or in an open cage system. All the facilities (except one internal facility) have a sentinel health monitoring program to assess the microbial exposure of the animals. Our animal care programs include environmental enrichment. To prevent antibiotic use, we implement cleaning of animal house and equipment, a process that defines roles, responsibilities, methodology and periodicity for cleaning different laboratory areas and equipment. We do not use disinfectants, anti-fouling agents or pesticides of any kind on lab animals. When needed, we use antibiotics where there is infection potential, as well as local disinfectants including iodine and chlorhexidine.

Animal Welfare continued

Substitution to Animal Testing

We limit the number of animals in each research program to that strictly required to deliver on our research objectives and on regulatory requirements.

Whenever possible, we promote the use of alternative methods such as in vitro, ex vivo, organ on a chip and in silico. Animal testing and animal studies are performed only when there is no alternative procedure to achieve study objectives. We have been able to find innovative alternatives to numerous in vivo tests by expanding our in vitro and in silico testing teams and their capabilities. Some alternative assays include:

- In vitro skin irritation tested in keratinocytes monolayer and skin explants.
- Genotoxicity assay-ames and micronucleus.
- Biochemical selectivity assay.
- Enzyme and receptor binding assays to assess target binding.
- Liver microsomes-metabolic stability and induction of cyp450 activity.
- Primary neuronal and glia culture for assessing neuroprotectivity.
- Cell lines for gene expression.
- Brain-derived neurotrophic factor secretion and other physiological effects on cells.
- Chondrocytes from Osteoarthritis human patients grown in 3D cultures to test drug effect on inflammatory markers.
- Human mast cells to compare effectiveness anti-histaminic effect of compounds, without the need to compare in vivo.
- Organ on chip of bone marrow to investigate effects on NK cells and translatability to humans, replacing a monkey study.

Formal Partnerships

Teva enhances expertise in lab animal practice, animal rights and welfare through internal and external knowledge-sharing, including presentations with partners and collaboration with professional, industrial and academic entities.

Teva engages with animal welfare organizations to seek advice on animal welfare and assure optimal conditions for animals used in research processes. Some of our researchers and ethical committee members belong to animal welfare organizations and consortia that were established to advance animal welfare and the 3Rs. These include the Israeli Laboratory Animal Forum (ILAF), an affiliate member of the Federation of European Laboratory Animal Science Associations (FELASA), the 3Rs Translational and Predictive Sciences Leadership Group, the Two Species ICH M3 project, held by IQ Consortium and the NC3Rs – National Center for the Replacement, Refinement and Reduction of Animals in Research consortium.

Responsible Lobbying

GRI 415-1: Political Contributions

		2022	2023	2024
Lobbying, interest representation or similar	USA	$3,770,000	$3,800,000	$3,800,000
	EU	N/A	$634,229	$672,591
	Total	**$3,770,000**	**$4,434,229**	**$4,472,591**
Trade associations or tax-exempt groups (e.g., think tanks)	USA	$9,500,000	$4,000,000	$4,000,000
	EU	N/A	$468,877	$533,961
	Total	**$9,500,000**	**$4,468,877**	**$4,533,961**
Total contributions and other spending	**USA**	**$13,270,000**	**$7,800,000**	**$7,800,000**
	EU	**N/A**	**$1,103,107**	**$1,206,552**
	Total	**$13,270,000**	**$8,903,107**	**$9,006,552**

Note: We make no contribution to local, regional or national political campaigns/organizations/candidates and to other lobbying activities (e.g. spending related to ballot measures or referendums).Teva Europe engages regularly with EU institutions to actively participate in the decision-making process, safeguarding our interests in relation to EU policies. As part of this commitment, Teva Europe is registered as an "interest representative" in The Transparency Register of EU. We have no contribution to local, regional or national political campaigns/ organizations/candidates and other political spend (e.g. ballot measures or referendums).

Total number represents the sum of EU and USA numbers only.

USA Lobbying Contributions per Topic

The main topics covered by our government affairs activities are access to health, drug pricing, drug approvals and patent reform.

Issue or Topic	Total Spend in 2024	Corporate Position (Oppose, Support, Support with Minor Exemptions	Description of the Engagement
Drug pricing*	$5,000,000	Oppose	Lobbied Congress, Administration and State Legislatures
Patent reform**	$2,800,000	Oppose	Lobbied Congress, Administration and State Legislatures

* We oppose price setting or other price mandates, such as direct government negotiation, that interfere with market dynamics in the US.

** We oppose efforts to limit Teva's ability to obtain or assert intellectual property rights within the framework of the Hatch-Waxman Act and the Biologics Price Competition and Innovation Act, which help maintain the balance between innovation and access.

Responsible Lobbying continued

Lobbying Contributions per Main Membership Associations

Trade Associations	Type of Organization	Total Amount Paid in 2024
Medicines for Europe (MfE)	Medicines for Europe is a trade association that represents the pharmaceutical companies supplying the largest share of medicines across Europe and is the voice of the generic, biosimilar and value-added industries. They focus on the value of biosimilar medicines, shortages of medicines and security of supply chain as well as bringing untapped innovation from non-patented molecules to improve care delivery. Medicines for Europe members' portfolio covers 80% of generics therapy areas, and in so doing, safeguards the sustainability of Europe's healthcare systems for future generations.	$219,553
The European Federation of Pharmaceutical Industries and Associations (EFPIA)	The European Federation of Pharmaceutical Industries and Associations (EFPIA) represents the biopharmaceutical industry operating in Europe. EFPIA works via direct membership of 37 national associations and 38 leading pharmaceutical companies. EFPIA focuses on the life cycle of innovative medicines, from research and development to access to medicines, as well as disease-specific platforms (oncology, cardiovascular, diabetes, Alzheimer's disease and obesity).	$314,408
Association for Accessible Medicines (AAM)	The Association for Accessible Medicines (AAM) is a USA trade association representing developers and manufacturers of generic and biosimilar medicines. AAM advocates for policies important to the industry that improve patient access to safe, effective and more affordable generic and biosimilar medicines.	$3,000,000
Biosimilars Forum	The Biosimilars Forum (BSF) is a nonprofit organization created to advance biosimilars in the United States with the intent of expanding access and availability of biological medicines and improving health care. The Biosimilars Forum will provide evidence-based information to inform and support public policies that encourage awareness, access and adoption of biosimilars.	$400,000
US Chamber of Commerce	The US Chamber of Commerce is a nonprofit organization representing commercial interests of the US business community. It advocates for policies that help businesses create jobs and grow the US economy.	$200,000

Cautionary Note Regarding **Forward-looking Statements**

This 2024 Healthy Future Sustainability Report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, which are based on management's current beliefs and expectations and are subject to substantial risks and uncertainties, both known and unknown, that could cause our future results, performance or achievements to differ significantly from that expressed or implied by such forward-looking statements. These forward-looking statements include statements concerning our plans, strategies, objectives, future performance and financial and operating targets, and any other information that is not historical information. Important factors that could cause or contribute to such differences include risks relating to:

- our ability to impact and effectively execute on our sustainability, social, economic, environment and governance related strategies and goals; environmental risks; failure to comply with applicable environmental laws, health and safety laws and regulations worldwide; our ability to select sustainability-related disclosure frameworks that seek to align with various reporting standards which may change from time to time; our ability to collect, measure and report sustainability information and metrics, which is subject to evolving reporting standards; our ability to satisfy the targets set forth in our sustainability-linked senior notes, our sustainability-linked revolving credit facility and in other sustainability-linked financing instruments that we may issue; the impact of sustainability issues and other environmental risks on our business; and consequences of climate change;
- our ability to successfully compete in the marketplace, including: that we are substantially dependent on our generic products; concentration of our customer base and commercial alliances among our customers; competition faced by our generic medicines from other pharmaceutical companies and changes in regulatory policy that may result in additional costs and delays; delays in launches of new generic products; our ability to develop and commercialize additional pharmaceutical products; competition for our innovative medicines; our ability to achieve expected results from investments in our product pipeline; our ability to successfully execute our Pivot to Growth strategy, including to expand our innovative and biosimilar medicines pipeline and profitably commercialize the innovative medicines and biosimilar portfolio, whether organically or through business development, to sustain and focus our portfolio of generics medicines, and to execute on our organizational transformation and to achieve expected cost savings; and the effectiveness of our patents and other measures to protect our intellectual property rights, including any potential challenges to our Orange Book patent listings in the U.S.;
- our significant indebtedness, which may limit our ability to incur additional indebtedness, engage in additional transactions or make new investments; and our potential need to raise additional funds in the future, which may not be available on acceptable terms or at all;
- our business and operations in general, including: the impact of global economic conditions and other macroeconomic developments and the governmental and societal responses thereto; the widespread outbreak of an illness or any other communicable disease, or any other public health crisis; effectiveness of our optimization efforts; significant disruptions of information technology systems, including cybersecurity attacks and breaches of our data security; interruptions in our supply chain or problems with internal or third party manufacturing; challenges associated with conducting business globally, including political or economic instability, major hostilities or terrorism, such as the ongoing conflict between Russia and Ukraine and the state of war declared in Israel; our ability to attract, hire, integrate and retain highly skilled personnel; our ability to successfully bid for suitable acquisition targets or licensing opportunities, or to consummate and integrate acquisitions; and our prospects and opportunities for growth if we sell assets or business units and close or divest plants and facilities, as well as our ability to successfully and cost-effectively consummate such sales and divestitures, including our planned divestiture of our API business;
- compliance, regulatory and litigation matters, including: failure to comply with complex legal and regulatory environments; the effects of governmental and civil proceedings and litigation which we are, or in the future become, party to; the effects of reforms in healthcare regulation and reductions in pharmaceutical pricing, reimbursement and coverage; increased legal and regulatory action in connection with public concern over the abuse of opioid medications; our ability to timely make payments required under our nationwide opioids settlement agreement and provide our generic version of naloxone hydrochloride nasal spray in the amounts and at the times required under the terms of such agreement; scrutiny from competition and pricing authorities around the world, including our ability to comply with and operate under our deferred prosecution agreement ("DPA") with the U.S. Department of Justice ("DOJ"); potential liability for intellectual property right infringement; product liability claims; failure to comply with complex Medicare, Medicaid and other governmental programs reporting and payment obligations; compliance with sanctions and trade control laws;

Cautionary Note Regarding Forward-looking Statements continued

- the impact of the state of war declared in Israel and the military activity in the region, including the risk of disruptions to our operations and facilities, such as our manufacturing and R&D facilities, located in Israel, the impact of our employees who are military reservists being called to active military duty, and the impact of the war on the economic, social and political stability of Israel;
- other financial and economic risks, including: our exposure to currency fluctuations and restrictions as well as credit risks; potential impairments of our long-lived assets; the impact of geopolitical conflicts including the state of war declared in Israel and the conflict between Russia and Ukraine; potential significant increases in tax liabilities; the effect on our overall effective tax rate of the termination or expiration of governmental programs or tax benefits, or of a change in our business; our exposure to changes in international trade policies, including the imposition of tariffs in the jurisdictions in which we operate, and the effects of such developments on sales of our products and the pricing and availability of our raw materials; and the impact of any future failure to establish and maintain effective internal control over our financial reporting; and
- other factors discussed in our Quarterly Report on Form 10-Q for the first quarter of 2025[MK1] and in our Annual Report on Form 10-K for the year ended December 31, 2024, including in the sections captioned “Risk Factors” and “Forward-Looking Statements”. Forward-looking statements speak only as of the date on which they are made, and we assume no obligation to update or revise any forward-looking statements or other information contained herein, whether as a result of new information, future events or otherwise. You are cautioned not to put undue reliance on these forward-looking statements.