



Healthy Future

2024 Report



Sustainability at our Heart

Healthy Future encompasses our approach to promoting healthy people, a healthy planet and a healthy business.

We are proud to share our 2024 Healthy Future Report, which sets out Teva's Healthy Future sustainability strategy and builds on our Pivot to Growth strategy.

We believe that driving sustainability makes Teva stronger and is essential for our continued growth. By doing business responsibly, and leveraging our footprint, resources, products and skills to help address global challenges and support our communities, we aim to create long-term value and provide medicines to millions of patients who count on us around the world.

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A Letter from our Chairman and President and CEO

At Teva, **we're all in for better health** – supporting patients today and building a healthier tomorrow for generations to come. Our purpose drives everything we do.

From advancing our company's **Pivot to Growth** strategy, to going beyond medicines to help shape a world where health is more accessible, systems are more resilient, and our planet's resources remain sustainable for the long-term.

We're proud to share that in 2024, we made excellent progress on our **Healthy Future** sustainability strategy – achieving or surpassing our targets for the year, including several tied to our Sustainability-Linked Bond (SLB) ahead of schedule.

People's health is at the heart of everything we do. We believe we have a key role in addressing the issue of global health equity – as millions of people around the world still lack essential medicines and healthcare. We launched two additional access programs this year, bringing the total to nine in action globally. Together, they provided nearly 20 million doses at little or no cost, reaching approximately 187,000 patients.

We were especially proud that our efforts in mental health care were also recognized with the U.S. Chamber of Commerce Foundation's 2024 Citizens Award for Best Health and Wellness Program.

People's health is deeply connected to the health of our planet, which is why we are committed to reducing our environmental impact and preparing our business for climate change. We've reduced our Scope 1 and 2 greenhouse gas emissions by 29% compared to 2019, surpassing our 2025 SLB target and on track to achieve net zero by 2045.

Operating responsibly is a core element of our business and culture. We believe that integrity, ethical conduct, and strong compliance are essential to our long-term success. In 2024, over 99% of our employees completed compliance training, reinforcing our culture of accountability.

We're building a healthier future together. Thanks to the dedication and commitment of our employees and partners, we've made great progress. As a result of these collective efforts, Teva has also earned recognition as a top performer in the pharmaceutical industry by leading sustainability rating agencies.

We support the United Nations Global Compact and integrate its Ten Principles in the areas of human rights, labor, environment and anticorruption into our business.

We continue to strive to ensure that our actions reflect our purpose and help create a healthier, more sustainable future for people and the planet.



Dr. Sol J. Barer
Chairman of the Board of Directors



Richard Francis
President and CEO

2024 Sustainability Highlights

Our Ratings Performance

We measure our improved and sustained performance in key global ratings. The table below demonstrates our continued strong sustainability performance, placing us in the top decile for our sector among leading rating agencies.

Organization	Performance		Industry ranking	
	2023	2024	2023	2024
SUSTAINALYTICS	22.9 (Medium risk)	22.3 (Medium risk)	Top 8%	Top 6%
MSCI	BB (4.1)	BBB (4.4)	N/A	N/A
ISS ESG	B-	B-	Top 10%	Top 10%
S&P Global	52	44	Top 9%	Top 23%
ecovadis	73	74	Top 4%	Top 3%
CDP	Climate	A-	A-	N/A
	Water	B	B	N/A

ESG Rating scores are accurate as of 9 April 2025. The 2024 S&P score was impacted by a legacy controversy only recently scored. For Sustainalytics, a better result is indicated by a lower performance score. For MSCI, numbers are related to the industry-adjusted score.

1 Inclusive of donations made through the Teva Cares Foundation.

2 AMR: Antimicrobial Resistance (first certificate received in 2023).

3 Via digital messaging to pharmacists at the point of care. Not necessarily unique patients reached.

All numbers included here relate to 2024 performance unless otherwise stated.



Healthy People

373.6 million

total doses of medicines donated¹

9

global programs launched, (since 2020) focused on getting medicines to people who otherwise would not have access to them – surpassing 2025 target

187,000

patients reached through our Access to Medicines programs

20 million

doses of medicine provided through our Access to Medicines programs

3.6 million

doses of medicines on WHO Essential Medicines List in key Therapeutic Areas (TAs) donated by Teva in low- and middle-income countries (LMICs) through our Access to Medicines programs

[Read more on page 15](#)



Healthy Planet

29%

reduction in greenhouse gas emissions from our operations since 2019, exceeding our 25% target for 2025

47%

of our electricity used comes from renewable sources

73%

of our applicable sites have achieved safe discharge levels of antibiotics

AMR²

second Teva certification for responsible manufacturing for three variations of an antibiotic product

65,000

pharmacists and

389,000

patients reached³ through educational messaging about appropriate antibiotic use

[Read more on page 40](#)



Healthy Business

>99%

of our active employees assigned to compliance and ethics trainings completed them

91%

of our employees feel comfortable reporting alleged misconduct, 6% higher than externally benchmarked companies

100%

evaluation of all our submitted third-party representative (TPR) business partners through Teva's Due Diligence tool (RiskMate) annually

42%

of our significant suppliers have undergone sustainability performance evaluations

[Read more on page 54](#)

About Teva

Our Business

We provide quality innovative, generics and biosimilar medicines to millions of people each day in

57 markets

tevapharm.com/product-focus



Supply Chain

>41,000

suppliers we work with

Our People

~37,000

global workforce
(including contractors)



Founded

1901

when Teva was founded in Israel and where we are still based.

tevapharm.com/our-company

72 billion

tablets and capsules produced

547 million

sterile units produced

Global Reach

48

manufacturing facilities and

21

research and development sites

Trading

Public

Teva is publicly traded on the New York Stock Exchange (NYSE:TEVA) and the Tel Aviv Stock Exchange (TASE:TEVA).

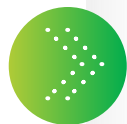
Leadership

Our Board of Directors, chaired by Dr. Sol J. Barer, comprises 12 members (all independent, aside from President and CEO). Our company is led by our President and CEO, Richard Francis.

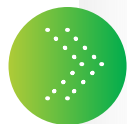
Images left to right: Teva employees in Croatia; Teva logistics center in Israel; Teva employees in The Netherlands

Strategic Framework

Guided by our **values**...



Inspired by our **purpose**...



We are all in for Better Health

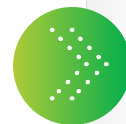
We: unite our employees as one – regardless of business function or geography – for one common goal.

All in: means all of us, but also all of our energy, ideas, resource and innovation power. We are truly "giving it our all".

Better: brings soul and accountability to how we approach the world – "better" emotionally connotes a measure of impact.

Health: connects business objectives to our broader purpose and includes the health of society, communities and the economy.

Dedicated to delivering better health through our **business strategy**...



Pivot to Growth:

- Deliver on growth engines
- Step up innovation
- Sustain generics powerhouse
- Focus the business

More on page 6

Committed to a better world through our **Healthy Future** vision

Healthy People

Improving the well-being of people and society

More on page 15

Healthy Planet

Safeguarding our planet

More on page 40

Healthy Business

Leading our business the right way

More on page 54

Strategic framework continued

Our Pivot to Growth Strategy

Deliver on Growth Engines

We aim to maximize pivotal solutions that lead to better health for patients and a stronger company for our people.

208

medicines in our innovative portfolio

13

new innovative medicine marketing authorizations

6

medicines in our biosimilar portfolio

1

biosimilar medicine launched



Teva employees in India

Step up Innovation

We strive to become a category-defying company. From in-house innovation to strategic partnerships, we are persistently discovering, developing and delivering innovative and biosimilar medicines.

11

innovative medicines in development in pipeline*; of those, 4 developed in partnerships

16

biosimilar medicines in development in pipeline*; of those, 11 developed in partnerships

*Pipeline as of January 2025



Teva employees in Israel

Sustain Generics Powerhouse

We leverage our capabilities to bring forward complex generics at scale to help create more value for patients and healthcare systems.

1,737

medicines in our generic portfolio

94

generic medicine product launches, 24 of which were complex generics and 30 were in low and middle-income countries (LMICs)

1,208

new generic medicine marketing authorizations in 2024, including 210 in LMICs

193

generic medicines in our pipeline, including 10 antibiotics and antifungals



Teva employees in the UK

Focus the Business

We plan to increase our focus and optimize our businesses and portfolio, and establish Teva API (TAPI) as a standalone business, which divestment process continues to progress.

327

generic APIs in our portfolio

8

innovative APIs in our portfolio



Teva employees in Israel

All numbers included here relate to 2024 unless otherwise stated.

Our Social and Economic Impact

As a leading global biopharmaceutical company, we contribute to the economy and society.

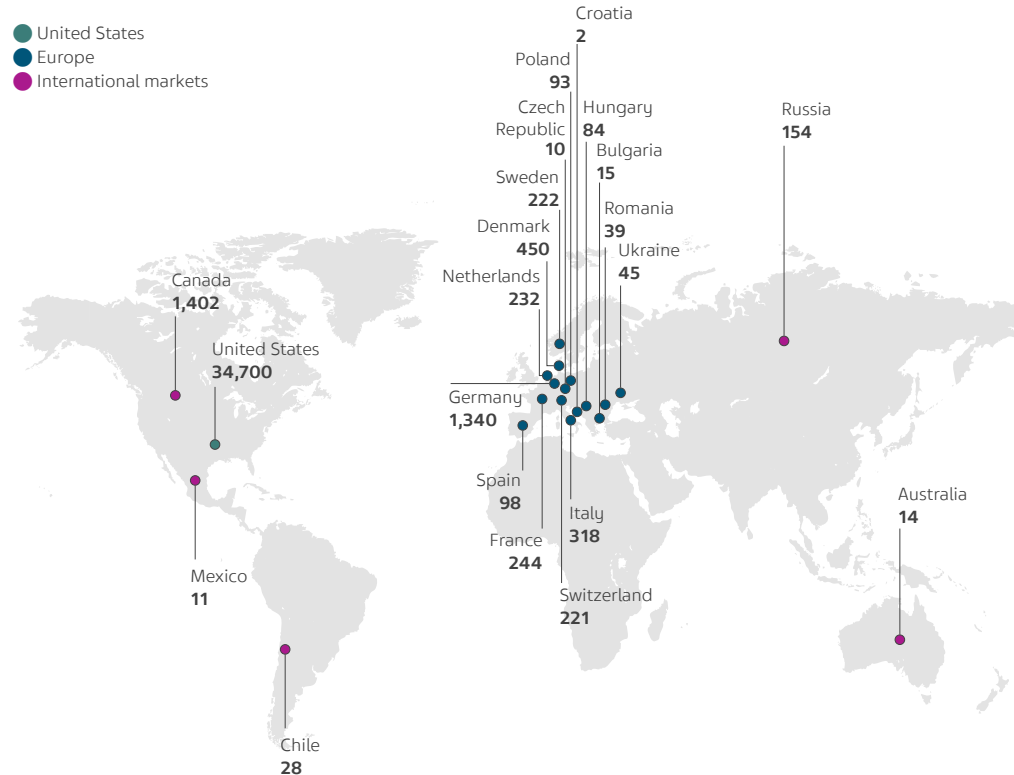
In 2024, we reconducted an assessment to quantify the value we provide to the economy and our impacts, in terms of savings from generic medicines, contributions to the labor market and economic output. We increased the scope of our assessment of generic savings from 20 countries in 2023 to 22 countries in 2024, and for other economic impact indicators, from 24 countries to 26 countries, with the addition of Australia and Romania.

Generic Medicine Savings

Our generic medicines generate savings for healthcare systems and help patients access treatments at lower costs, without compromising quality. The savings achieved can free up resources and generate additional financial resources for government healthcare budgets and reinvestment to provide additional health benefits. These savings also positively impact family healthcare budgets by lowering necessary medicines costs.

Savings from Teva's Generic Medicines (\$ Millions)

- United States
- Europe
- International markets



Teva's generic medicines contributed to **\$39.7 billion¹** in savings across 22 countries, including:

\$34.7bn in the USA¹

\$3.4bn in 15 countries in Teva's Europe region

\$1.6bn in 6 countries in Teva's International Markets region

Note: This analysis covers 22 countries which represent 81% of total Generic revenue (Excluding: Biosimilars, Over-the-Counter and Medis). External data used to calculate generic medicine savings are not available for UK, India, Ireland and Israel.

¹ 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 of 8.5% for 2024 and Teva's generic market share of 7.4% for Moving Annual Total (MAT) December 2024. Click [here](#) for an explanation of our Economic Impact and Generic Medicine Savings methodology.

Our Social and Economic Impact continued

Social and Economic Impact Around the World

We recognize our tremendous opportunity – and responsibility – to improve lives and deliver lasting societal impact. Applying a shared-value mindset, we seek to create business value while also benefiting society. Our spending and income, both directly and indirectly through our supply chain, initiate a production cycle that creates jobs and contribute to improving the economy and communities.

The global trend from 2023 to 2024 was a 3.5% increase in Gross Domestic Product (GDP) contribution, broken down into: a 6.1% increase in our direct GDP contribution from our own operations; and 1.7% increase in additional impacts generated through our spending and wages paid. The main drivers behind this global growth trend were the USA, Switzerland and Hungary.

Country	GDP (\$M)	Jobs	Labor Income (\$M)
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United States

United States	8,414	40,565	2,804
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Europe

Bulgaria	217	9,152	123
Croatia	560	16,127	359
Czech Republic	412	8,443	227
Denmark	65	284	15
France	348	2,159	128
Germany	1,088	10,188	520
Hungary	700	15,579	331
Ireland	541	5,448	215
Italy	476	5,000	215
Netherlands	542	8,156	322
Poland	359	5,007	118
Romania	106	1,866	46

Country	GDP (\$M)	Jobs	Labor Income (\$M)
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Spain	450	4,968	177
Sweden	148	588	27
Switzerland	660	5,271	219
Ukraine	83	1,025	25
United Kingdom	610	4,670	237

International Markets

Australia	62	905	28
Canada	472	5,971	223
Chile	193	2,924	85
China	36	1,896	23
India	475	32,128	149
Israel	3,555	37,340	1,794
Mexico	208	3,342	84
Russia	349	6,727	112



Teva employees in Mexico.

Teva's direct and indirect economic activity in 26 countries assessed:

\$21.1bn
contributed to gross domestic product (GDP)

236,000
jobs supported (in full-time equivalents or FTEs)

\$8.6bn
generated in labor income, a measure of aggregate worker wages

Note this analysis covers 26 countries with 32,161 FTEs (representing around 92% of Teva's global workforce of 35,094 FTEs). See the 2024 Healthy Future Report Disclosures for further information and reinstatement of 2023 data. Click [here](#) for an explanation of our Economic Impact and Generic Medicine Savings methodology.

Sustainability at Teva

Our Strategy

As a global biopharmaceutical company, championing sustainability today means creating a positive impact and a healthy future for generations to come. It reflects our purpose in practice: we are all in for better health.

We are dedicated to bringing access to health for underserved populations; protecting patients and our employees by ensuring their health and safety; combating climate change, reducing pollution and protecting the environment; building trust with stakeholders through high standards of ethics and integrity; and extending our positive impact over our supply chain.

Our Healthy Future strategy is a continuation of our sustainability journey and encompasses all that we do to promote healthy people, a healthy planet and a healthy business.

In line with our Pivot to Growth strategy, Healthy Future sets out a path to being stronger – with enhanced action and transparency across topics that are most important to Teva and our stakeholders; bolder – with a clear focus on issues with the greatest impact on our business and where we make the greatest impact, and includes ambitious targets; and simpler – integrating sustainability into our company. Healthy Future is an integral part of how we do business. It is our purpose in practice: we are all in for better health.

Healthy Future



Teva employees in Croatia

Sustainability at Teva continued

Our Priorities

We regularly conduct materiality assessments, including engagement of key stakeholders, to identify our main impact on the society and environment and the risks and opportunities most relevant to our business.

In 2024, we conducted our first Double Materiality Assessment (DMA). We identified eight material topics, related to 20 material impacts, risks and opportunities:

- Health Equity and Access to Medicines.
- Patient Safety and Quality.
- Inclusion and Diversity.
- Employee Health, Safety, and Well-being.
- Climate Action and Resilience.
- Pharmaceuticals in the Environment (PiE).
- Ethics and Integrity.
- Sustainable Procurement.

Our DMA guides our Healthy Future strategy, ensuring alignment with our Pivot to Growth strategy and our business. For more information on the DMA methodology in our [Healthy Future Report Disclosures](#), see pages 20-22.

Healthy Future Focus Areas

Of these material topics, we have focused on the six we believe require the most attention to advance sustainability and to create long-term value. For most of these, we have ambitious targets to hold us accountable and track our progress. We recognize the interconnectedness of these topics and the importance of managing them in a coordinated way to contribute to a healthy future. We report on our actions and performance across other areas in this report and in our [Healthy Future Report Disclosures](#).

Healthy People

Improving the well-being of people and society

Health Equity and Access to Medicines

Create equitable and sustainable solutions to enable more people to get the medicines they need, while contributing to strengthening health systems

- Health System Strengthening and Capacity Building
- Patient Reach
- Submissions
- Patient centricity

Inclusion and Diversity

Foster an inclusive culture and diverse representation to enable business excellence and innovation



Healthy Planet

Safeguarding our planet

Pharmaceuticals in the Environment

Minimize the environmental impact of pharmaceuticals in our operations and supply chain, and encourage appropriate use of our products

- Appropriate Use of Antibiotics
- Priority Active Pharmaceutical Ingredients (APIs)
- Antimicrobial Resistance

Climate Action and Resilience

Reduce our environmental footprint to help fight climate change, while preparing to adapt to its impacts

- Decarbonization
- Renewable Electricity

Healthy Business

Leading our business the right way

Ethics & Integrity

Uphold the highest standards of business conduct

- Training
- Culture of Ethics and Integrity
- Third-Party Due Diligence

Sustainable Procurement

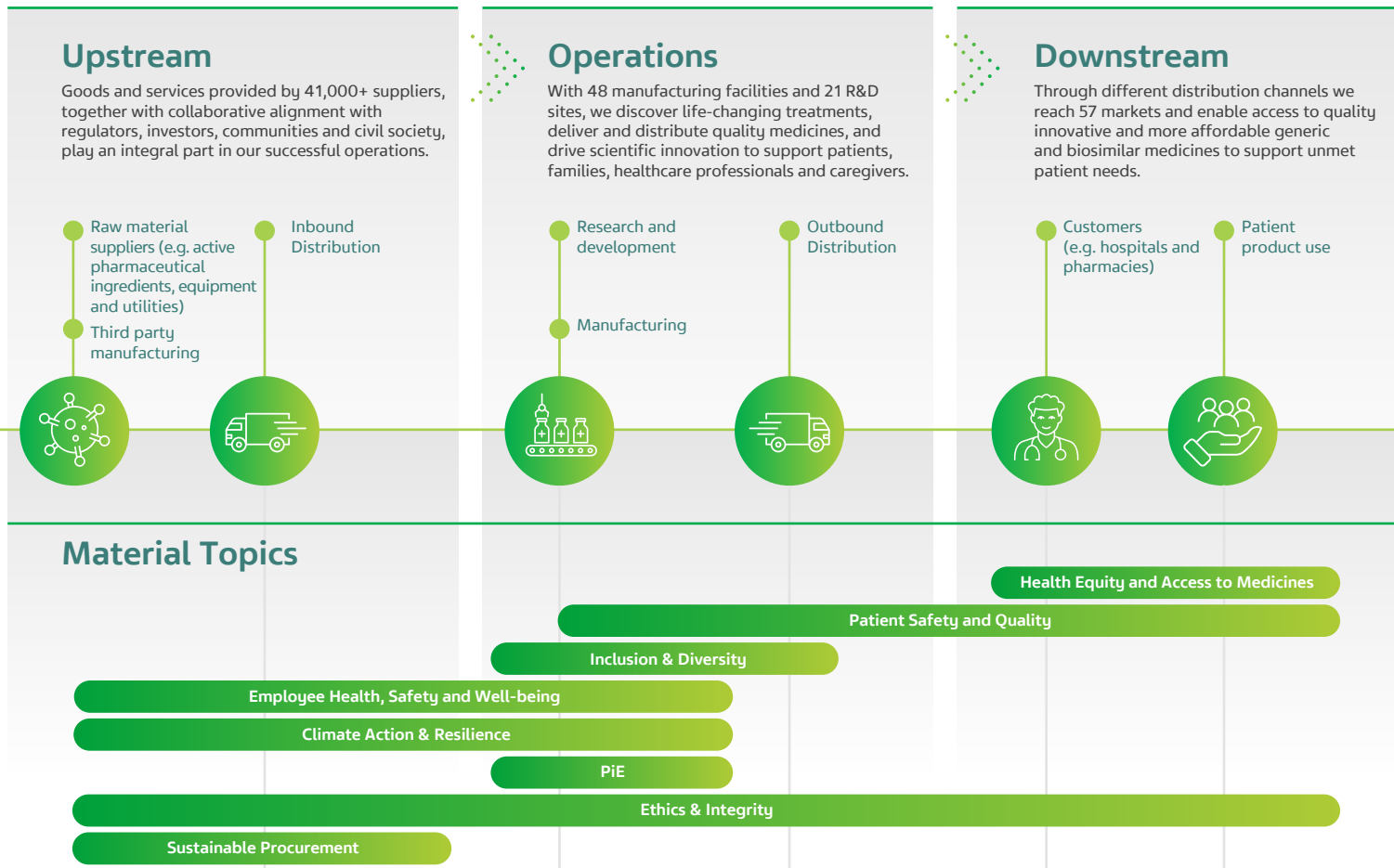
Further integrate priority sustainability factors in our engagement with suppliers

- Supplier Engagement and Development

Sustainability at Teva continued

Our Value Chain

As a different kind of global biopharmaceutical leader, one that operates across the full spectrum of innovation to reliably deliver medicines to patients worldwide, we carefully monitor the impacts, risks and opportunities generated by our engagements and activities with stakeholders across our value chain.



Upstream

Goods and services provided by 41,000+ suppliers, together with collaborative alignment with regulators, investors, communities and civil society, play an integral part in our successful operations.

- Raw material suppliers (e.g. active pharmaceutical ingredients, equipment and utilities)
- Third party manufacturing
- Inbound Distribution

Operations

With 48 manufacturing facilities and 21 R&D sites, we discover life-changing treatments, deliver and distribute quality medicines, and drive scientific innovation to support patients, families, healthcare professionals and caregivers.

- Research and development
- Manufacturing
- Outbound Distribution

Downstream

Through different distribution channels we reach 57 markets and enable access to quality innovative and more affordable generic and biosimilar medicines to support unmet patient needs.

- Customers (e.g. hospitals and pharmacies)
- Patient product use

Material Topics



Governance

Governance is about good management, accountability, systematic ways of working and ownership. We value transparency and continuously seek to improve our business practices, guided by our [Corporate Governance and Policy Documents](#). Our Healthy Future governance model encapsulates responsibility for our sustainability strategy and activities.

All our Executive Management members have sustainability goals across various topics (e.g., greenhouse gas emissions, health equity and access to medicines and ethics and integrity) tied to their compensation (annual bonuses) and we embed sustainability into our processes, decisions and actions.

In 2024, seven sessions on Sustainability were held with relevant board committees.

Oversight

Board of Directors

Provides strategic guidance and direction; oversees activities; receives updates on progress from committees.

Compliance Committee

Holds primary responsibility for overseeing sustainability strategy, targets and performance; reviews best practices, trends and issues; receives quarterly sustainability updates

Finance Committee

Receives updates on sustainable finance instruments and targets; approves sustainability related financial transactions

Human Resources and Compensation Committee

Oversees sustainability-linked compensation and Human Resources management

Audit Committee

Receives updates on reporting trends; oversees Enterprise Risk Management process

Strategy

Sustainability Steering Committee

Monitors performance; drives decision-making on key matters

Operations

Sustainability Global Forum

Consolidates key themes; conducts quarterly reviews of performance on cross-cutting metrics; manages cross-cutting emerging topics

Sustainability Task Forces and Working Groups

Track, align and support cross-cutting metrics; consider and address upcoming priorities; supported by sustainability business partners and function points of contact

Sustainability at Teva continued

Fostering a Culture of Sustainability

We share our commitments, actions and progress openly and transparently to support our sustainable culture and to increase awareness of our many initiatives.

We aim to create a culture of transparency and accountability, grounded in our belief that real change is driven by focus, purpose, action and engagement. By openly sharing targets, processes and progress, we aim to build trust and credibility with all our stakeholders.

Sustainability is everyone's responsibility at Teva. We encourage collaboration across the value chain to address global challenges, improve health, make a positive environmental and social impact and strengthen our resilience.

We also educate and engage our employees, empowering them to adopt and advocate for sustainable and ethical practices within and beyond Teva. We do this by distributing internal articles, webinars, screensavers, teams backgrounds, surveys, challenges, videos, vlogs and more – all for the same cause of educating and engaging our employees with our sustainability strategy. This amplifies our influence by strengthening our own sustainability efforts and making our employees ambassadors for real-world change.



We aim to create a culture of transparency and accountability, grounded in our belief that real change is driven by collective awareness, engagement and action.

Teva employees in the USA

Sustainable Finance

We tie our commitments and progress in priority areas, such as climate action and resilience and health equity and access, to our business strategy through sustainable finance instruments. Teva's combined sustainability-linked bond (SLB) issuances total \$7.5 billion, making us the largest issuer in the pharmaceutical sector and second largest corporate SLB issuer in the world.

In 2024, we amended our syndicated sustainability-linked revolving credit facility (RCF), extending it by one year and setting a new 2027 regulatory submission target, so the RCF remains sustainability-linked for its full lifespan.



Target Areas



Health Equity and Access to Medicines: bringing more medicines to low- and middle-income countries (LMICs) to treat noncommunicable diseases (NCDs) by increasing regulatory submissions and product volume on the World Health Organization's Essential Medicines List across six key therapeutic areas (TAs)



Climate Action and Resilience: reducing scope 1 and 2 greenhouse gas emissions to support efforts to limit global temperature increase to 1.5°C



Health Equity and Access to Medicines: increasing regulatory submissions in LMICs across six key TAs

1 Entered into in 2022, amended in 2023, and 2024.

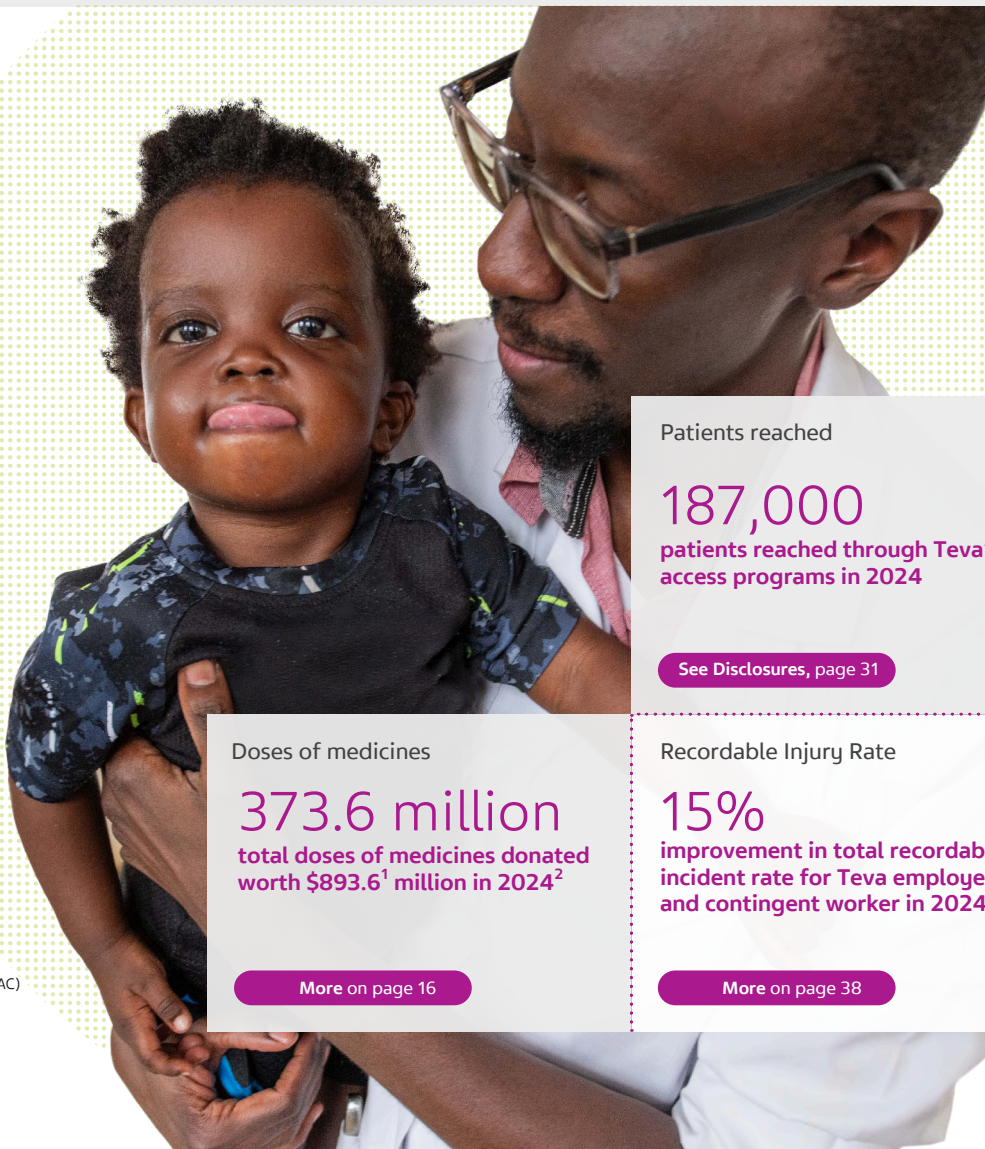
Healthy People

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Image caption: This child received otherwise non-available medicines donated by Teva as part of the Global Hope Program, Mulago Hospital, Uganda

1 Worth of medicine provided is represented in wholesale acquisition cost (WAC) or the local market equivalent.
 2 Inclusive of donations made through the Teva Cares Foundation.



"Everyone deserves access to the medicines they need and a well-functioning and resilient healthcare system. We work tirelessly to break barriers, expand access and support communities in need."

Yonina Fleischman
 Sr. Director, Global Head of Health Equity & Access



Patients reached

187,000
 patients reached through Teva's access programs in 2024

See Disclosures, page 31

Doses of medicines

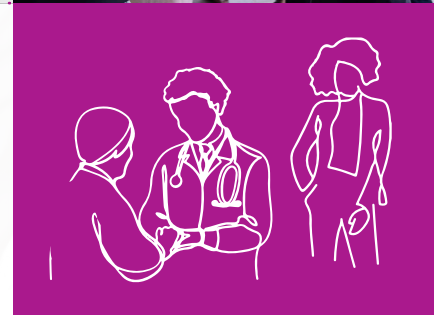
373.6 million
 total doses of medicines donated worth \$893.6¹ million in 2024²

More on page 16

Recordable Injury Rate

15%
 improvement in total recordable incident rate for Teva employees and contingent worker in 2024

More on page 38



Teva employees in India in the photograph above

Health Equity and Access to Medicines

At Teva, we are all in for better health. Increasing access to quality medicines is fundamental to improving the health of patients and the success of our business.

We use various approaches to address unmet health needs around the world: leveraging our medicines to get them to those who need them most, going beyond our product portfolio by strengthening health systems, as well as adopting a patient-centric approach to drug development.

To reinforce our dedication and to hold ourselves accountable to advancing health equity, we have linked two of our access commitments to our financial strategy through sustainable financial tools, including sustainability-linked bonds (SLBs).

Around one-third of the world’s population lacks access to medicines, vaccines, diagnostic tools and other essential treatments¹. Underserved populations and those living in under-resourced communities across the globe are often unable to afford or obtain the treatments they need.

Governance

All our access to medicines initiatives are approved by Executive Management and reviewed by the Board-level Compliance Committee. A dedicated Health Equity and Access to Medicines Steering Committee is chaired by the Senior Vice President Global Head of Sustainability. It advises on and oversees our access to medicines initiatives on a strategic level. All approved matters are reviewed by the Sustainability Steering Committee, which is chaired by our Chief Executive Officer. Additionally, we assign access targets to executives to demonstrate accountability.

Guiding Document

[Teva's Position to Access to Medicines](#)

Increasing access to medicines in 2024

Through our business

1,737

generic medicines in our portfolio

208

innovative medicines in our portfolio

6

biosimilar medicines in our portfolio

28

regulatory submissions in low and middle-income countries (LMICs) on the WHO Essential Medicines List (EML) across key TAs

1,208

new generic medicine marketing authorizations, including 210 in LMICs

Beyond our Business

373.6m

total doses (worth over \$893.6m)² donated to patients³

2.0m

units of medicines provided to address drug shortages across the globe

20.2m

doses provided through our access programs, including 3.6m doses (worth over \$14m)² to LMICs on the WHO EML across key TAs

71.1m

units of medicines provided to UN organizations and aid agencies through global health tenders

¹ Essential Medicines and Pharmaceutical Policies. Source: World Health Organization, <https://www.emro.who.int/essential-medicines/strategy-access/>

² Worth of medicine provided is represented in wholesale acquisition cost (WAC) or the local market equivalent.

³ Inclusive of donations made through the Teva Cares Foundation.

Health Equity and Access to Medicines continued

Progress on Targets

● Achieved ● In progress ● New target

Subtopic	Targets	Progress	Status
Health Equity and Access to Medicines			
Submissions	Increase the cumulative number of new regulatory submissions in low- and middle-income countries (LMICs) on the WHO Essential Medicines List (EML) across six key therapeutic areas (TAs) ¹ by 150% from 2022-2025 (vs. 2017-2020) ²	74 submissions cumulative (99% of target)	●
Access Programs and Product Volumes	Increase access to medicines program product volume by 150% in 2025 (vs. 2020) through four access to medicines programs, including donations and social business in LMICs on WHO's EML across six key TAs ^{1,2}	3.6m single unit doses provided	●
	Launch eight access programs by 2025 that address underserved populations and those in the last mile in LMICs	Nine programs launched	●
Health System Strengthening and Capacity Building	Increase the cumulative number of beneficiaries of health system-strengthening and capacity-building initiatives in support of underserved populations by 200% by 2026 (vs. cumulative 2022-2023 baseline)	Approximately 56,000 beneficiaries reached (65% of target)	●
Patient Centricity	Incorporate a patient-centric approach in 100% of clinical trials for innovative products by 2030, which will help enable more equitable access to medicines	Approach activated (see here for more detail)	●

1 Therapeutic areas for submissions include: cardiovascular diseases, pediatric oncology, respiratory diseases, diabetes, mental health and pain/palliative care. Therapeutic areas for volumes include: cardiovascular diseases, adult and pediatric oncology, respiratory diseases, diabetes, mental health and pain/palliative care.

2 Target is part of sustainability-linked bond.

3 Source: IQVIA MIDAS MAT Q4 2024; Analysis of 38 countries.

A Unique Portfolio of Medicines

We increase access to quality medicine through our products: our innovative medicines help address the unmet health needs of a diverse range of patients, while our generic and biosimilar medicines offer more affordable options and reach more patients across the globe.

Our portfolio of generic medicines covers 58% of treatments on WHO's Essential Medicines List of important drugs that address key healthcare needs across the globe, including³:

- 59% of cardiovascular treatments.
- 61% of pain treatments.
- 69% of mental health treatments.
- 44% of anti-infective treatments.
- 61% of cancer treatments.
- 29% of respiratory treatments.
- 30% of diabetes treatments.



A Global Hope program pharmacy in Uganda to which Teva donates medicines

Health Equity and Access to Medicines continued

Reaching Underserved Populations

Teva's Health Equity and Access strategy is closely aligned with global health priorities and our Pivot to Growth strategy, and integrates our access objectives with commercial priorities to ensure both social impact and sustainable business growth.

We focus on addressing unmet needs of underserved populations as identified by global health authorities and partners worldwide, ensuring that our Access to Medicines programs make the greatest impact on populations that need them the most. We partner with trusted organizations that know the needs of local communities, are familiar with local health systems and understand and can implement appropriate patient treatment plans directly with healthcare providers.

Our approach to Health Equity and Access to Medicines is rooted in maximizing impact through:

- Providing medicines to those who need it most, by harnessing our unique portfolio through our Access programs.
- Strengthening healthcare systems to improve health services and foster sustainable change in local health ecosystems.
- Addressing emergencies and disasters quickly and efficiently to reach patients fast.
- Increasing our regulatory submissions in LMICs to improve access to quality medicines worldwide.

Access to Medicines Programs

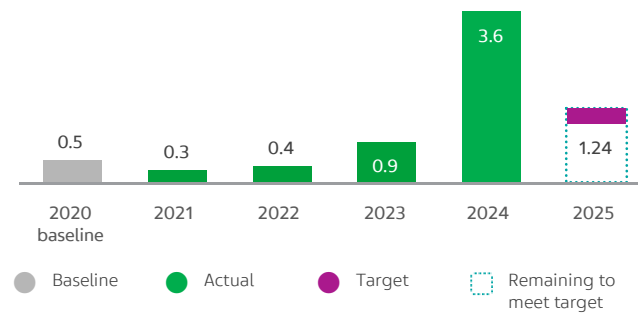
In 2020, we committed to launching eight Access to Medicines programs by 2025, aimed at providing treatments to underserved populations worldwide via customized, localized models conducted with partner organizations, and tailored to meet specific national health challenges.

Having launched two new access programs in 2024 (El Salvador and Strategic Emergency Stockpile), we surpassed our goal a year early, with a total of nine programs launched: four programs are eligible for inclusion in our product volume sustainability-linked bond (SLB) target.

Our programs consist of product donations or social business programs, and each supports global health needs by reaching underserved communities.

- In 2024, we donated more than 17.9 million tablets/doses of medicines through our designated access initiatives, worth over \$23.3 million¹, through our strategic access programs. Of these, over 3.6 million tablets/doses were donated through programs included in our SLB target.
- Through our social business programs, we sell our products at a low cost to partners, who then distribute to underserved patients, making a sustainable, positive impact while supporting our business. In 2024 we supplied more than 2.2 million tablets/doses of medicines through such channels.

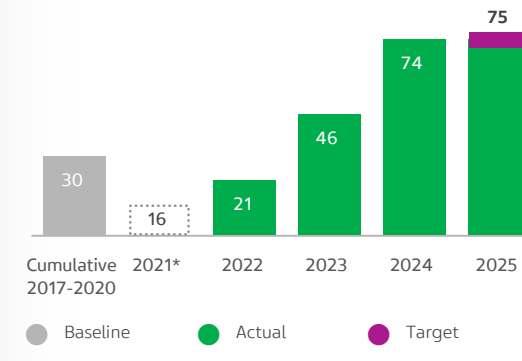
Product Volume in LMICs Across Six Key TA Access Programs (millions of doses)



Increasing Regulatory Submissions In LMICs

In addition to the efforts previously mentioned, to enhance access to medicines to underserved populations, our International Market Region supports our access efforts to increase regulatory submissions of WHO EML products across key therapeutic areas, in LMIC, in line with our SLB target. Between 2022 and 2024 we filed 74 submissions and, in January 2025, we achieved our target of 75 submissions.

Cumulative new regulatory submissions in LMICs across six key TAs



* Not counted towards target

¹ Worth of medicine provided is represented in wholesale acquisition cost (WAC) or the local market equivalent.

Health Equity and Access to Medicines continued

Our Nine Access Programs

In 2024, we launched two new Access Programs:

Donations

Sustainability linked bond



Strategic Emergency Stockpile (SES)

The SES program supports the Strategic Emergency Stockpile, an initiative managed by Direct Relief. It ensures that essential medical supplies are readily available for rapid deployment in crisis situations, thereby enhancing the resilience and responsiveness of healthcare systems worldwide. By maintaining a strategic reserve of vital medications, Teva and Direct Relief can promptly react to address health emergencies, mitigate the impact of disasters and support affected communities.

2.6 million doses of medicine

worth approximately \$123,000¹

reaching over 16,500 patients

Donations

Sustainability linked bond



El Salvador

People with low income in El Salvador have little or no access to basic healthcare services, while the burden of non-communicable diseases (NCDs) continues to grow. In 2024 we partnered with Américas and FUSAL to launch a program enhancing access to medicines for vulnerable populations in El Salvador. The program is active in clinics in two cities and focuses on NCDs such as cardiovascular and respiratory conditions, diabetes and pain management.

183,000 doses of medicine

worth approximately \$283,000¹

reaching approximately 4,400 patients

¹“Sustainability linked bond” (SLB) indicates program eligible to the SLB target.

¹ Worth of medicine provided is represented in wholesale acquisition cost (WAC) or the local market equivalent.

² Teva Cares Foundation is a separate legal entity funded by Teva.

Other Access to Medicines initiatives

In addition to our nine strategic access programs, we continuously explore other opportunities to support underserved patients and those facing emergencies and disasters, so they can obtain the medicines they need. In 2024, our progress included:

Addressing Emergencies and Disasters

We reinforced our longstanding commitment to support patients in need during emergencies and disasters through our strategic partnerships and timely interventions. By leveraging our extensive network of credible suppliers and partners, we serve as a trusted collaborator with healthcare organizations to address urgent medical needs.

For example, during hurricanes Milton and Helene, Teva donated over 1.5 million doses of products including medications indicated in diabetes, CVD, respiratory diseases, diarrhea, epilepsy and infectious diseases.

Additionally, we introduced our new Strategic Emergency Stockpile (SES) program, working with Direct Relief to provide products to support disaster relief efforts worldwide.

1.5 million doses donated during hurricanes Milton and Helene

USA Inhaler Access Program

We launched a new initiative in partnership with Direct Relief to make two of Teva’s generic inhalers available free of charge for uninsured patients at charitable clinics in the USA

Teva Cares Foundation Patient Assistance Program

Since 2013, the Teva Cares Foundation² has provided certain Teva medicines at no cost to patients in the USA who meet specific insurance and income eligibility criteria. In 2024, the Foundation donated medicines worth over \$298.9 million.

\$298.9 million of medicines donated by Teva Cares Foundation² in 2024

Health Equity and Access to Medicines continued

Our Nine Access Programs continued

Below we outline progress during 2024 for our previously launched programs

Donations

Sustainability-linked bond



Malawi, Uganda, Botswana, Tanzania and Rwanda

Sub-Saharan Africa faces a childhood cancer crisis due to a lack of pediatric cancer care. We support Global HOPE, providing medicines for children with cancer and blood disorders in the region. In 2024 we delivered more than 756,000 doses of medicine worth \$13.7 million¹, reaching over 42,000 patients.



Patient who is part of the Global Hope Program in Uganda

Donations



Israel

The statusless population in Israel has no access to basic healthcare. We partnered with Terem Clinic, Naavat David, Ruth Clinic and Amcha to donate 16,500 doses of medicine worth \$3,000¹ to more than 350 patients without refugee status during the first quarter of 2024. This program has now concluded due to evolving priorities and changes in local clinic operations.

Donations

Sustainability-linked bond



Ghana

In Ghana, breast cancer is the most common cancer among women, posing substantial burdens on healthcare systems and communities. In 2024 through our partnership with Breast Care International (BCI) and Direct Relief, we donated 330,000 doses of medicine worth almost \$1.5 million¹, reaching around 2,400 patients with breast cancer.

Social Business



Spain

Approximately 1.5 million people in Spain cannot afford prescription medicines and health products for chronic diseases. We support Banco Farmacéutico to increase access to underserved populations. In 2024 we provided approximately 70,000 doses of medicine with an estimated reach of 1,200 underserved patients.

Donations



USA

Our program Community Routes: Access to Mental Health Care helped to advance access to medicines and behavioral health services for uninsured and underserved patients. In 2024, we donated 14 million doses of medicine worth over \$7.7 million¹, reaching 49,000 patients.

Social Business



France

In collaboration with Pharmacie Humanitaire Internationale, we supply medicine to charitable care centers that give medication, consultations and social services to underserved patients. In 2024, the program reached approximately 59,000 underserved patients, providing almost 1.7 million doses of medicine.

Social Business



Chile

The Communities Without Pharmacies project by Fundación Fracción opens pharmacies in rural areas for people living in poverty with chronic health needs. We supported Fundación Fracción in Chile in 2024, providing 472,000 doses of medicine, reaching around 12,300 patients.

Note: "Sustainability-linked bond" (SLB) indicates program eligible to the SLB target.

¹ Worth of medicine provided is represented in wholesale acquisition cost (WAC) or the local market equivalent.

Health Equity and Access to Medicines continued

Health System Strengthening and Capacity Building

In order to achieve lasting impact, we have expanded a number of our access programs to go beyond the product by incorporating Health System Strengthening and Capacity Building efforts.

Capacity building is critical for ensuring sustainable and resilient healthcare systems, directly contributing to our mission of expanding access to care. To increase our positive impact beyond medicines, our health system strengthening and capacity-building initiatives expand healthcare professionals' skill sets, increase treatment accessibility such as diagnosis and screening, improve community members' health literacy and awareness and overall enhance local capacity to support the health needs of underserved populations. We take a holistic approach to health equity to address other social determinants of health, including financial, geographic, socioeconomic and cultural factors. We aim to increase the cumulative number of beneficiaries of our initiatives by 200% by 2026 (vs. cumulative 2022–2023 baseline). Many of our initiatives complement our Access to Medicines programs (see [page 19](#)).

Our main initiatives in 2024 to promote health system strengthening and capacity-building were:

- **Malawi, Uganda, Botswana, Tanzania and Rwanda** – Pediatric oncology specialists are few and far between in Sub-Saharan Africa. We expanded our support for Global HOPE in 2024 through efforts specifically focused on strengthening local capacity, including training for nurses and medical officers, as well as nurse training scholarships. Beneficiaries in 2024 numbered 1,965 – including HCPs trained and resulting patients diagnosed. We are building sustainable healthcare capacity, ensuring that children receive timely and effective treatment.

- **Ghana** – A lack of breast care centers and trained healthcare practitioners, along with low awareness and high stigma, contribute to high breast cancer mortality rates in Ghana. Through our partnership with Breast Care International, we are addressing healthcare challenges that hinder early diagnosis and treatment, ensuring that patients receive the care they need. We are raising awareness on breast cancer and the importance of early diagnosis, increasing local capacity to increase breast cancer screening for women aged 18–60, and improving referral pathways. Beneficiaries in 2024 totaled 10,752, including patients and HCPs in rural Ghana.
- **Chile** – We organized an educational event focusing on mental health, the risks of self-medication and the importance of adhering to prescribed therapies, attracting 100 participants including healthcare professionals and community members. We conducted community training sessions in Cochamó and Río Puelo, collectively impacting around 5,100 residents.
- **USA** – From November 2023 to October 2024, our grant funding helped 34,916 beneficiaries (14,480 directly and 20,436 indirectly) in clinics supported by our Community Routes program. Over two years of funding, we have trained 2,800 community members, held 131 community events, expanded access to mental health services for 63,659 beneficiaries and conducted 24,617 patient screenings. Together with our partners Direct Relief and NAFC, in 2024 we published a report in collaboration with the grantees of our behavioral health program in local USA clinics and communities. [Lessons Learned from Community Routes: Access to Mental Health Care](#) highlights experiences and understandings relevant for broader underserved, bi-lingual/bi-cultural populations and patients with low health literacy. The report is a useful resource for social impact program policymakers, funders and safety-net providers.

— teva — Support the Soul

Support the Soul in Israel

Following the brutal attacks of October 7, 2023 trauma took hold of the lives of Israelis, affecting citizens with post-traumatic stress disorder and related issues such as depression, anxiety, sleep disorders and addictions.

Israel needs more professional trauma therapists as the shortage hampers mental health support and recovery. Therapists are also experiencing burnout, as well as dealing with intense personal challenges.

Our Support The Soul program provides support via: training professional teams, creating safe spaces, innovative tools, and research. It is strengthening the infrastructure of resilience centers to provide safe spaces for therapy, increasing treatment facilities and making mental health services more accessible.

In collaboration with the Israel Trauma Coalition, our training courses in Israel in 2024 included 32 hours of instruction for 430 practitioners that benefited over 2,580 individuals in need.

Support the Soul will continue through 2025, aiming to train and supervise 750 professional therapists, support two resilience centers (benefiting 6,000 people directly), equip 2,000 first responders with resilience tools, and support 18 technology companies through a southern-based acceleration program.

Health Equity and Access to Medicines continued

Advancing Health Research

Improving access to medicines and healthcare requires a continued effort to develop new evidence-based solutions that address unmet needs. We engage in scientific collaborations with universities and research centers, start-ups, pharmaceutical companies, hospitals and health maintenance organizations to find external scientific solutions for internal R&D needs. These efforts increase our scientific visibility, while expanding and accelerating our innovative medicines portfolio, in line with the Step-up Innovation pillar of our Pivot to Growth business strategy. Ultimately, these innovation efforts can shorten discovery and development timelines and increase success rates in discovering new drug candidates, as well as finding solutions to advance our pipeline.

Innovation and Collaboration Initiatives

Our approach to innovation is multi-directional, connecting internal needs (identified through meetings and workshops), with external opportunities (identified through deep mapping, our database, AI-based scouting and other conventional approaches). Participation and membership of key industry and trade associations enriches Teva's network across the industry in line with our strategic focus areas and, as a partner of choice in the biotech ecosystem, we provide access to industry insights and our team's expertise.

In the USA, we have partnerships with key universities to foster innovation, including Harvard, Thomas Jefferson, Pittsburgh, Oklahoma and Pennsylvania.

In Europe, we have been part of the Innovative Medicines Initiative (IMI) since 2019. It is Europe's largest public-private partnership in life sciences and aims to develop next-generation vaccines, medicines and treatments. In 2024 we participated in more than eight IMI consortia – from drug discovery to development. Two new consortia focused on biologics and biomarkers:

- RealHOPE: aims to develop guidelines for improving handling of biologic drugs from the user end (pharmacies and patients/caregivers).
- European Platform for Neurodegenerative Diseases (EPND): intends to establish a platform for storing and analyzing clinical and biological samples and data for biomarker discovery in progressive loss of structure or function of neurons (neurodegeneration).



Teva employees in the USA

Health Equity and Access to Medicines continued

Innovation and Collaboration Initiatives continued

A strategic focus in our global innovation and collaboration activities revolves around growing and leveraging the health ecosystem in Israel, given Teva's deep ties to the country, and historic successes that include academic collaborations.

Our engagement approach in Israel re-started in 2020, and since then we have established approximately 50 projects with Israeli researchers; these have received 18 partnership grants to date from the Israel Innovation Authority, two of which were given additional advanced grant funding in 2024.

Key initiatives in our Israel-focused collaboration include:

- **AION Labs:** An alliance between Teva and three other global pharmaceutical companies, Amazon and the Israel Biotech Fund, AION creates and supports start-ups focusing on artificial intelligence (AI) in drug discovery and development. We play an active role in AION Labs, supporting with training and engagement. AION has created eight new start-up partnerships and plans to establish two more in 2025. In 2024 we partnered to establish CombinAble, an AION start-up, which focuses on antibody optimization. We also supported Cellerix, a start-up focused on AI early diagnostics of cancer and autoimmune diseases based on cell states.

- **Organospheres:** We work with multiple start-ups, pharma companies and academic groups through Organospheres, a consortium that is developing a human ex-vivo 3D system that could provide an alternative to animals being used in preclinical studies.
- **BioInnovators Forum:** Each year we offer 30 specialist PhD and post-doctorate students mentorship and training on translational research, and an annual innovation competition for students to develop solutions to unmet medical needs. Since 2020 the program has attracted over 150 graduates since inception, leveraging the skills of young scientists to drive future medical innovation. In 2024, entries included an at-home detection kit for tuberculosis based on breathing molecular analysis, and an IVF support device for the fertilization and implantation of embryos. This program has also been a source for identifying scientific talent to bolster our R&D function.

Since 2020:

50

innovation projects with Israeli researchers

18

partnership grants received from Israel Innovation Authority

150

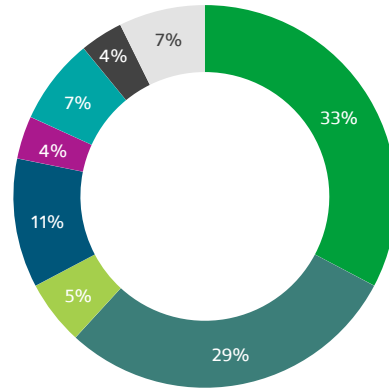
graduates taken part in BioInnovators Forum

Health Equity and Access to Medicines continued

Public Health Research

We collect and use public health and epidemiological data to estimate unmet economic, clinical and social needs of patients across our key TAs, including central nervous system, psychiatric, inflammatory and oncological conditions. Our research focuses on understanding the burden of illness, examining new clinical educational tools and evaluating ways to ensure patients have access to necessary treatments and enable HCPs, payers and other decision-makers to focus on areas with the greatest need. We can also identify appropriate patient populations and design clinical trials with relevant inclusion and exclusion criteria to benefit the maximum number of patients with unmet needs. In 2024, we presented our research at 176 congresses and published 55 peer-reviewed articles across scientific and medical journals.

Teva Research and Development Academic Papers Published on PubMed in 2024 (55 total)



- Research Innovation
- Neurology/Psychiatry
- Immunology
- Migraine
- Central Nervous System/Pain
- Oncology
- Cardiovascular
- Respiratory



Teva employees in USA

176
research presentations
by Teva

55
peer-reviewed articles
across scientific and
medical journals
published

Health Equity and Access to Medicines continued

Driving Patient Centricity

In line with our Pivot to Growth strategy, we are stepping up innovation to continue the momentum behind the discovery, development and delivery of medicines. By putting patients' needs at the center of our clinical trials approach, we gain insights into how we develop medicines that are more effective and accessible.

During 2024, we further defined our patient centricity approach, creating specific goals across four pillars: Patient and Caregiver Engagement, Inclusivity in Clinical Trials, Remote Decentralized Trials and Communication and Site Awareness.

As part of our innovation programs, we partner with Innovative Medicines Initiative EU consortia. Our key initiatives include EPND and Trials at Home to encourage more patients to participate in clinical trials.



Sarah Alexander-Georgeson; Content creator and activist from Liverpool, UK. She is a regular contributor to Teva's [Life Effects](#) patient-to-patient program

Health Equity and Access to Medicines continued

Patient Centricity Approach

Patient and Caregiver Engagement

Involving patients and caregivers in the design and operation of clinical trials leads to higher quality data, better engagement and greater insight into the real-world impact of our medicines.

Target by 2030

100% of new innovative clinical trials will include input and insights from patients or caregivers regarding the clinical trial design or patient or caregiver journey.

2024 Progress

Engaged with patient advocacy organizations to support incorporation of the patient or caregiver voice in clinical trial design. For example, as well as developing novel treatment options for patients living with Multiple System Atrophy, we gathered insights and preferences related to clinical trial design.

Inclusivity in Clinical Trials

We aim to give equal opportunities for all interested patients by enrolling participants from diverse backgrounds. This improves our understanding of how our medicines impact a broader range of people and supports our objective of developing and producing medicines that are effective and safe for more patients.

100% of diversity action plans created for new innovative clinical trials, and submitted according to FDA guidance, as applicable.

Began development of internal and external training program on inclusivity in clinical trials, as well as executed community education events providing general clinical trial information through community leaders. We are developing diversity action plans for applicable programs in an effort to make our trials more accessible to all populations.

Decentralized Clinical Trials

We are designing trials to make them more accessible to diverse populations. For example, sending a medical practitioner on a home visit if access to the clinical site is challenging. We also use technology to improve accessibility.

100% of applicable clinical trials studies will be assessed for the option or requirement for decentralized components.

Established a framework to evaluate, explore and implement remote components as an option for clinical trial participants, to support flexibility in and accessibility to clinical trials.

Communication and Site Awareness

We aim to partner with clinical trial sites to improve the execution of our clinical trials and ensure the sites are carrying out trials effectively (for example, by eliminating barriers to recruitment and introducing more effective ways of working remotely).

100% of clinical trial studies will have a pre-study site engagement activity.

Partnered with clinical trial sites for future support on gathering insights on how we design clinical trials and preferences/recommendations for successful execution (such as strong sponsor-site partnership, eliminating barriers related to recruitment or retention and lessons learned with remote visits).

[See here for how we prioritize the safety of our patients](#)

Patient Safety and Quality

Patient safety and quality is integral to our commitment to delivering positive social impacts. It is our responsibility to promote health and ensure that patients can trust our medicines.



Teva employees in Argentina

Patient Safety and Quality continued

Patient Safety

We integrate patient safeguards throughout the full product life cycle to ensure the health of our patients. Our Global Patient Safety and Pharmacovigilance (GPV) unit continuously assesses the benefit and risk profiles of all our products and adopts measures to minimize risk.

Governance

Our Global Head of Patient Safety leads Patient Safety at Teva, reporting to the EVP and Global Head of R&D. He chairs the Corporate Safety Board (CSB), which is responsible for reviewing and assessing Teva's product portfolio from a Patient Safety perspective, including products under development. The CSB is supported by Teva's product specific patient safety groups (PSGs), who evaluate global data collection system outputs, including product use data, data from Teva studies, and scientific publications, on an ongoing basis for all Teva medicinal products.

Guiding Document

[Teva's Position on Patient Safety](#)



Zion, living with Huntington's disease

17

Teva's subsidiaries and 63 third-party sites audited

100%

of products (Teva portfolio and clinical trial pipeline) are continuously assessed for patient safety

Patient Safety and Quality continued

Prioritizing Pharmacovigilance

Our global pharmacovigilance (GPV) system ensures our medicines meet our high standards of safety. Our pharmacovigilance system includes procedures for case management, signal detection, risk minimization, aggregate reports and health authority interactions, as well as audits, deviation management, monitoring activities and training. It harnesses both technology-led insights and the in-depth knowledge of expert physicians, pharmacists and other healthcare professionals. This enables us to swiftly identify, investigate and mitigate all safety signals around new or known adverse events. Regular supervision from the Food and Drug Administration (FDA), European Medicines Agency (EMA) and other health authority inspections confirms we are complying with all legal requirements.

Ensuring Product Safety

In 2024, we:

- Enhanced our patient safety database with new features ensuring consistency and improving quality.
- Reviewed more than 45,000 drug-event combinations and more than 135,000 literature abstracts to determine new potential risks. Results were included in more than 1,400 aggregate safety reports and shared with health authorities as per local requirements.
- As a result, we initiated safety label updates for more than 300 compounds, including potential health impacts and their mitigation, and
- Provided 350 additional measures, including educational materials for patients and HCPs on how to use a given product safely, to identify, avoid and minimize health risks and improve treatment outcomes.

- All Teva's subsidiaries and partners are regularly audited through our PV audit Program. In 2024, we audited 17 subsidiaries and 63 third parties PV systems. No critical observations were identified, but we will always undertake corrective and preventative actions on all observations.

We also contribute to systematic patient safety improvements via industry associations, including Medicines for Europe (MfE) and the European Federation of Pharmaceutical Industries and Associations (EFPIA). These associations enable us to improve data collection, signal detection and minimize risk, and, in so doing, maximize treatment benefits for patients.

Safety Training and Awareness

All Teva employees are required to complete patient safety training when they join Teva and thereafter annually. The training covers PV, communication and reporting protocols to prepare our employees for rapid collection and sharing of safety information. In 2024, more than 35,248 employees worldwide completed our annual PV refresher training.

Innovation in Patient Safety Highlights

In 2024, we:

Australia, Belgium, Brazil, Denmark, Germany, Israel, Mexico, Netherlands, Norway, Poland and Ukraine: Added QR codes on product labels directing to a non-promotional website educating patients on risk minimization.

Ireland and UK: Created a digital platform to enhance patient safety and product quality, through real-time data access, with a user-friendly interface for healthcare professionals.



Teva employees in Israel

Patient Safety and Quality continued

Patient Safety Day

For World Patient Safety Day in 2024, we amplified our commitment to patient safety with a social media campaign focusing on patient safety, and shared tips on the safe use of our medicines. We interviewed two PV Safety Physicians on their role in helping ensure our medicines are safe, as well as creating an interactive virtual quiz on PV and patient centricity. Our LinkedIn posts associated with this campaign had more than 15,000 impressions and 5,000 video views. On Facebook, the posts had more than 1,200 impressions.

initiated
>300
label updates and

>350
additional measures introduced to
minimize patient health risk

“Our goal is to empower patients to understand the benefits and risks of the medicines they take, resulting in better health outcomes for all.”

Bianca Neculai, M.D.
Associate Director, PV Safety Physician
Safety Surveillance of Legacy Speciality Products



“As a safety physician, you are kind of a watchdog. You are there to protect patients: not just one-by-one but whole populations at a time. I really like having that kind of impact!”

Antonanela Stanilescu, M.D.
Associate Director, PV Safety Physician
Clinical Development



Teva PV Safety Physicians who featured in Teva's 2024 Patient Safety Day campaign

Patient Safety and Quality continued

Counterfeit Medicines

At least one in 10 medicines in LMICs are counterfeit, which means that these countries are spending \$30.5 billion a year on medicines that may contain no active pharmaceutical ingredients (APIs) or have an incorrect amount of APIs and/or other contaminants. This could lead to patients not receiving the right treatments or putting their lives at risk.¹

We work with governments, our industry peers and enforcement authorities to prevent and control counterfeit medicines (those manufactured without strict standards and controls from authorized manufacturers.)

Especially at risk are vulnerable populations in countries with no social protection, weak health systems and poor regulation, disrupted supply chains, and a lack of access and affordability.

Our Global Corporate Security unit manages our supply chain security.

35,000

online sites for counterfeit medicines were reviewed in 2024

Governance

Our Global Anti-Counterfeiting Oversight Committee reviews anti-counterfeit controls, counterfeit-related risks and mitigation plans. This oversight committee includes representatives from across Teva. Teva's Global Quality Operations team cooperates closely with the Oversight Committee to prepare for and manage any counterfeiting threats.

Global Trade Investigations and Inspections

We investigate the global trade of large volumes of medicines, focused on import and export customs information. In 2024, we identified entities involved in illicit manufacturing, trade and distributing falsified medicines and illegal diversion of authentic medicines. We conducted market inspections in African and Middle Eastern markets, and investigations in Turkey, China and the US. Information from our investigations, monitoring and inspection, resulted in raids, seizures and arrests.

Online Monitoring and Intellectual Property (IP) Enforcement

By monitoring 20 key products online we detected and reviewed 35,000 websites, marketplace advertisements and social media posts in 2024: 4,013 were deemed high risk and sent for IP enforcement, and 3,923 were removed, achieving a 98% enforcement rate.

Public Awareness and Customs Recordal Program

Through our social media information campaign in Chile we are raising awareness of the risks of purchasing medicines through unauthorized channels and the dangers of counterfeit medicines. Our 2024 campaign included 13 awareness videos which generated over 670,000 views.

In 2024, we initiated a Customs Recordal program, registering trademarks of selected products with customs agencies in high-risk countries in Asia and the Middle East. Authorities were trained to distinguish authentic Teva medicines from falsified versions, leading to seizures of counterfeit medicines.

Public Health Programs

We participate in various public health access programs that help to prevent the illegal purchase and use of counterfeit medicines, such as Breast Care International in Ghana and Global HOPE in sub-Saharan Africa. For more details, see [page 20](#).

Supply Chain Security and Legal and Regulatory actions

We collaborate with worldwide health, drug, law enforcement and customs authorities, including AIFA and NAS (Italy), DEA and FDA (USA), MHRA (UK), ISP (Chile), DIGEMID (Peru), COFEPRIS (Mexico), NMPA (China), Europol and Interpol.

Through our membership of global organizations, we aim to help combat counterfeit medicines and enhance public health through training, standards monitoring and enforcement. Our memberships include:

- Pharmaceutical Security Institute (PSI): focused on protecting public health, raising awareness about counterfeit medicines and initiating enforcement action through authorities. We participate in PSI's cross-industry Disruption Special Projects to prevent the illicit online sale of counterfeit, substandard and unsafe medicines, and to remove illicit sales.
- React: supports members with customs protection, market monitoring and online enforcement to combat trading in counterfeit products.
- Transported Asset Protection Association (TAPA): provides intelligence, industry standards, training, networking and representation solutions for in-house security programs.

1 1 in 10 medical products in developing countries is substandard or falsified. Source: World Health Organization, <https://www.who.int/news/item/28-11-2017-1-in-10-medical-products-in-developing-countries-is-substandard-or-falsified>

Patient Safety and Quality continued

Quality

Millions of patients rely on our products every day, and it is our responsibility to provide them with safe, effective, high-quality medicines in line with our purpose: we are all in for better health.

Quality is a primary focus at all 48 of our manufacturing facilities and for every Teva employee, and our quality commitment extends throughout our supply chain. We are dedicated to maintaining the highest manufacturing standards, processes and procedures to ensure our products always meet or exceed customer and regulatory quality expectations.

~4,500

quality professionals at Teva bringing medicines to market

88

routine inspections resulting in no critical outcomes or observations

Our Quality Management System

We deliver medicines of high quality and have a robust Quality Management System (QMS). We conduct quality testing with a broad set of analytical tools, equipment and methodologies across the product life cycle – from development to the pharmacy shelf. Everyone at Teva is responsible for ensuring we continue to meet all quality requirements as defined by our QMS, and that we all conduct activities with the highest level of quality.

In 2024 we updated our quality-related policies and standard operating procedures, based on internal and external quality intelligence, to ensure best practice behaviors and regulatory compliance.

In addition to our own strict standards, the 72 billion tablets and capsules we manufacture annually must meet the relevant regulatory requirements of the 57 markets where we supply our products. The processes involved in meeting these requirements ensure that we proactively identify and address any quality issues. Throughout 2024 we continued to manage external quality inspections, with over 88 routine inspections resulting in no critical outcomes or observations.



Teva employees in Germany

Governance

Our Board-level Compliance Committee receives updates of quality compliance KPIs, regulatory inspections and complaints. Quality compliance is managed by our Senior Vice President Global Quality and Chief Quality Officer (who reports to the Executive Vice President of Teva Global Operations). They ensure the design, implementation and continuous improvement of our Quality Management System. Teva's Global Quality Leadership team facilitates the development and implementation of our Global Quality strategy.

Guiding Document

[Teva's Position on Quality](#)

Inclusion and Diversity

By building an inclusive culture, and a fair and psychologically safe working environment, we can harness the potential of all our people.

Diversity of thought and skill drives our collective creativity and success, creating high-performing teams that understand the diverse medical needs of patients. Positive feedback from our employees reflects the sense of belonging we have fostered: according to Teva's 2024 Organizational Health Survey, 81% of our employees believe we have an inclusive culture where they can achieve their full potential.

Governance

Fostering Inclusion and Diversity (I&D) is a team effort, led by a dedicated Global Inclusion and Diversity (I&D) Lead, who is responsible for our global I&D strategy, initiatives and partnerships. Our I&D Steering Committee is responsible for shaping and steering all I&D activities and updates our Sustainability Steering Committee.

Guiding Document

[Teva's Position on Inclusion and Diversity](#)



Teva employees in the UK

Recognition

Teva's commitment to being an employer of choice was recognized globally in 2024. We received "Great Place to Work" certifications in Israel, China, Brazil, Mexico and India, reflecting our focus on creating supportive and rewarding workplace environments. Additionally, our initiatives supporting gender diversity earned us the "Best Employer for Women" award in several regions, including Argentina and Canada.

Inclusion and Diversity continued

Inclusion and Diversity Culture

Teva's fair and inclusive culture is centered around enabling our people to be at their best and promoting equal access to opportunities for professional growth and development, enhancing our ability to deliver the best medicines to our patients and, in turn, helping us to meet our business goals.

Over 2024, we have continued to evolve our Inclusion and Diversity (I&D) approach to develop a more holistic approach that embeds I&D into our purpose, Pivot to Growth strategy and value chain. It is focused around psychological safety, I&D awareness, mindset building and leadership development.

Inclusion and Diversity Strategy and Governance

We are developing a refreshed I&D strategy to ensure it continuously evolves, and aligns with our business objectives and best practice. In 2024 we introduced a new I&D Steering Committee to oversee I&D at Teva, composed of senior managers from each of Teva's business units.

Awareness and Mindset Building

We continue to invest in company-wide inclusion and diversity initiatives that increase employee awareness, participation and support. In 2024, we introduced several learning opportunities to strengthen employee knowledge on I&D, featuring dedicated sessions for our HR function. Our HR employee and manager training included modules covering equitable recruitment processes and reducing biased thinking. 13,541 employees completed I&D training in 2024. We also ran global learning sessions for employees led by Teva's Executive Management team, covering the role of inclusion in operational and production environments, medicine development processes and intercultural inclusion.

Inclusive Leadership Development

We recognize the importance of inclusive leadership and ensure consistent training quality and accessibility for all managers across Teva. We have launched a training program for our people managers to equip them with the skills to leverage diversity as a key driver for innovation and high performance.

Inclusive Talent Acquisition

We aim to be fair and include all relevant job candidates, and have reviewed our talent acquisition process to make it more inclusive and ensure equal opportunity, hiring on merit, regardless of background. We have also developed guidelines for recruiting managers and recruiters to align with evolving business needs and drive organizational growth.

Promoting Inclusion

In 2024, we leveraged key awareness days throughout the year to emphasize how I&D can help us achieve our business objectives and foster Teva's culture of inclusion:

- International Women's Day: focused on the importance of inclusion in operational environments. Communications included interviews with leaders in operations and a webinar led by Teva Global's Executive Management team, featuring a panel of executive female leaders.
- Pride Month: highlighted intercultural differences and pride through a global webinar showcasing employees' unique life stories and the cultural influences on their personal and professional experiences.
- Global Diversity Month: launched our new Inclusive Leadership Development program, focusing on skills to leverage diverse points of view leading to high performance. This initiative included learning materials explaining scientific rationale, a social media campaign and learning sessions.



Teva employees in India

Inclusion and Diversity continued

Continuing to Ensure Equal Opportunities

Our data for gender breakdown shows that women and men are equally represented on an overall basis and across management positions at Teva.

Leadership development is a key focus at Teva and in 2024, 34% of our roles at Vice President level and above were held by women (vs. 29% in 2023).

Ensuring Pay Equity

We aim for pay equity at all levels. In 2024 we continued to identify pay differences across our employee population using our global methodology, which includes pay differences between men and women and across other disparities among employees of the same function, level and location. Findings revealed that we have no gender pay gap among our employees at the same level, function, profession and location, and that we pay women 0.2% more than men for base salaries.

There are no barriers to success based on gender at Teva. We always take action to minimize any gaps identified during our annual rewards cycle. Because pay differences are often created when employees are hired or are promoted, we are continuing to work with our talent acquisition team to introduce new tools and approaches to avoid pay differences during the job offer stage.

Employees by Gender



Inclusion and Diversity continued

Inclusion and Diversity Across the Globe

Progress in 2024



Israel

Expanded initiatives to employ individuals with disabilities, including: workshops for hiring managers and employees, strengthening collaborations with non-profit organizations, and enhancing advocacy for workplace accessibility.



Italy

Earned the Gender Equality Certification, recognizing our commitment to equal career opportunities, pay equity, work-life balance and inclusive policies. Signed the Gender Equality Manifesto.



Chile

Implemented a comprehensive plan to promote the employment of individuals with disabilities.



Poland

Over 150 Teva employees attended two webinars on language inclusivity led by industry experts, focused on feminine forms in communication, and empathy, linguistic sexism, exclusion and the impact of language in the workplace.



Germany

Women at Teva Germany took part in the TeamEVA Bootcamp, an employee-led initiative on a digital learning platform, as well as three empowerment sessions for young talent.



Mexico

Signed a public commitment with 'Pride Connection,' a local advocacy group dedicated to promoting diversity and inclusion within companies and supporting the Human Rights Campaign.



UK and Ireland

Ran a range of activities, including new initiatives for neurodiverse employees such as developing neurodiversity e-learning modules.

Through autism charity, Autistica, awarded the Neurodiversity Employers Index – NDEI® – Bronze Award for our work on neurodiversity in the workplace.



India

Created an Employee Resource Group for female employees. Celebrated Pride Month with activities through virtual and in-person engagements for employees. Celebrated International Women's Day with activities including self-defense training and sessions with women leaders and financial independence.



Teva employees during Well-being month in Australia

Employee Health, Safety and Well-being

Our employees are the foundation of our success. We are dedicated to enhancing our employees' psychological and physical health, as well as their overall well-being, which in turn supports our business growth.

Our Environmental, Health and Safety (EHS) Management System outlines the policies, standards, and procedures to ensure the safety of all our employees at work.

Governance

Our Corporate Environmental, Health, Safety and Sustainability (EHS&S) Committee ensures appropriate engagement and oversight of material issues. Health, safety and well-being management are the operational responsibilities of each business unit's line management. Managers are supported by our Global EHS&S function, which reports to the Senior Vice President of Global Quality, who reports to the Executive Vice President of Teva Global Operations. All Teva sites are part of the EHS governance model with site EHS teams as a minimum having a dotted reporting line to site management. Each operational site holds a periodic management review, and where required by local regulation also an EHS council with employee representation.

In general, well-being and benefits are managed at a local level.

Guiding Document

[Teva's Position on Occupational Health and Safety](#)

Progress on targets

2024 Targets	Progress	Status	New 2025 Target
Achieve a total recordable incident rate (TRIR) of <0.25 ¹	0.22	Achieved	<0.23
Achieve a process safety event (PSE) rate of 0.028	0.015	Achieved	<0.01
Maintain an on-time corrective and preventative actions (CAPA) closure (OTCC) of 95% or above	97%	Achieved	≥ 95%
Maintain a 90% or above regulatory inspection with no further action required	92%	Achieved	≥90%
Maintain a closure rate of above 80% for all EHS&S observations	89%	In Progress	≥ 80%

● Achieved ● In Progress



Teva employees in Germany

¹ TRIR includes Teva and contingent employees, injuries and illness and is calculated based on 200,000 hours.

Employee Health, Safety and Well-being continued

Maximizing Employee Health and Safety

In 2024, we continued to improve in our key health and safety metrics, including:

- 15% improvement (vs. 2023) total recordable incident rate for Teva employees and contingent workers.
- 11% improvement (vs. 2023) in lost time frequency incident rate (LTIFR) for Teva employees and contingent workers

Our EHS Observation Program encourages all employees to report concerns or suggestions related to their work environment, recognizing the value of open, honest communication and that employees are best positioned to report potential risks. From 64,000 observations raised in 2024, 89% were closed in 2024, exceeding our target of 80% and demonstrating our proactivity in promptly evaluating, correcting and mitigating issues.

Contributing to Employee Well-being

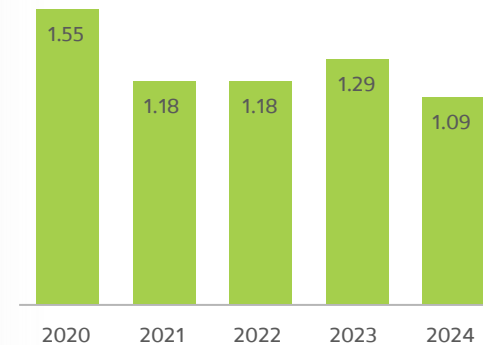
Employee well-being is critical to our success – impacting performance, morale, engagement and the ability to innovate and contribute at work. It is multi-faceted, affected by physical, emotional, social and other factors.

Through global policies and local initiatives, we strive to reduce stress and promote a healthy work-life balance for our employees.

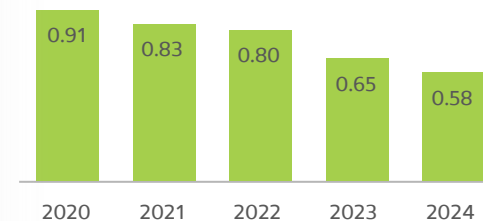
In September 2024, we celebrated Well-being Month with a focus on healthy living and gut health. We hosted a global webinar for employees, with activities and educational events to support employees in maintaining a healthy lifestyle. We have identified five areas of focus: adopting a balanced diet; being active; taking “me” time; prioritizing quality sleep; and getting regular health check-ups.

15%
improvement in total recordable incident rate for Teva employees and contingent workers in 2024

Total Recordable Incident Rate (TRIR):
Teva Employees and Contingent Workers



Lost-Time Incident Frequency Rate (LTIFR):
Teva Employees and Contingent Workers



The figures shown in the graphs above are calculated on 200,000 hours worked.

Healthy People: Additional Highlights

Developing Talent

We encourage our employees to achieve their full potential and support their professional growth through a range of learning and development programs.

Teva Grow is our online learning Global Skills Enhancement program, which aims to help Teva employees develop essential cross-functional skills. The program caters for hybrid working through a combination of virtual session and digital, interactive self-paced modules that are accessible on PC and mobile. In 2024, Teva Grow attracted a monthly average of 2,000 views with over 1,000 unique visits from new employees.

A key Teva Grow initiative in 2024 was Twist, our innovative AI-based talent marketplace. It matches an employee's profile and career aspirations with development opportunities across Teva. Through Twist we are able to provide personalized recommendations for short-term projects, networking opportunities, learning offerings and open positions. Twist also assists our HR recruiters in identifying and engaging internal candidates, fostering a dynamic and responsive talent management process. Over 2024 our employees opened 240 projects, viewed more than 18,200 courses and gained more than 1,150 skills. In 2025, Teva will give all employees access to Twist, while implementing more features such as mentoring within open marketplace or closed groups.



18,200
online training courses
viewed by employees

1,150
new skills gained
by employees

Healthy Planet

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Image caption: Teva team members inspecting the solar panel array on the roof of our Ulm site in Germany.



"A healthier world starts with a healthier planet. We are cutting emissions, ensuring clean discharges, conserving resources and making sustainable choices to protect future generations."

Josh Decktor
VP, Head of Global EHS&S

Decarbonization Roadmap

Our new Decarbonization Roadmap has helped us to achieve our scope 1 and 2 GHG emissions targets early

[More on page 43](#)



Greenhouse gas (GHG) emissions

29%
reduction in operational GHG emissions since 2019, exceeding our 2025 target

[More on page 44](#)

AMR¹

73%
of our applicable sites have achieved safe discharge levels of antibiotics

[More on page 48](#)



1 AMR: Antimicrobial Resistance (first certificate received in 2023).

Teva electric car in Germany in the photograph above

Managing Our Environmental Impact

At Teva, we are all in for better health. To deliver on our vision of a healthy future, we must ensure a healthy planet. A healthy environment could prevent nearly a quarter of the global disease burden¹.

We recognize that planetary health is essential for sustaining our own health. We are committed to reducing our impact on the environment and supporting business growth and resiliency.

Our environmental initiatives focus on addressing climate change and pharmaceuticals in the environment (PiE), as well as reducing our impact in other areas such as waste and water. We have clear goals to address environmental challenges.

Our Environmental, Health, and Safety Management System (EHSMS) provides a structured framework to advance environmental sustainability and regulatory compliance through rigorous standards. As part of a multi-year program, 100% of our operations² implemented the EHSMS as of 2024, with 98% verifying³ environmental standards installation.

We are enhancing our EHSMS and environmental risk management plan, focusing on strengthening climate action, reducing PiE, including antibiotics and air emissions.

In 2024, we updated our environmental standards relating to emissions and waste management to align with our environmental sustainability and compliance commitments.

Governance

Our Board-level Compliance Committee and our Sustainability Steering Committee oversee our performance on our focus areas, including climate change and PiE. Our Corporate Environmental, Health, Safety and Sustainability (EHS&S) Committee helps to ensure appropriate engagement and oversight of material issues. Management of environmental activities is overseen by our Head of Environmental Sustainability. Teva's Global EHS&S function reports to the Senior Vice President of Global Quality, who reports to the Executive Vice President of Teva Global Operations. At our sites, local management is responsible for EHS&S compliance and performance, supported by Environment, Health and Safety (EHS) professionals and Teva's Global EHS&S function. A multidisciplinary Global Environmental Sustainability Taskforce drives progress against our targets, and helps to define and manage plans for priority environmental topics, such as energy consumption, decarbonization and Pharmaceuticals in the Environment, including AMR.

Guiding Documents

[Teva's Position on Environmental Sustainability](#)

[Teva's Position on Pharmaceuticals in the Environment](#)

1 Environmental health. Source:World Health Organization:https://www.who.int/health-topics/environmental-health#tab=tab_1

2 Scope includes all sites with the exception of office locations and commercial sales.

3 Verification conducted by independent from site representatives, such as Global EHS&S team members.

Managing Our Environmental Impact continued

Progress on Targets

● Achieved ● In progress ● New target

Subtopic	Targets	Progress	Status
Climate Action and Resilience			
Decarbonization	Achieve net zero emissions ¹ across our operations and value chain by 2045	See scope 1, 2 and 3 progress below	●
	Reduce absolute scope 1 and 2 greenhouse gas (GHG) emissions by 25% ² by 2025 and by 46% by 2030 (vs. 2019) ³	Reduced by 29%, achieving 2025 target	
	Reduce absolute scope 3 GHG emissions by 25% by 2030 (vs. 2020) ³	Reduced by 24%	
	Engage with significant suppliers to get 80% committed or approved by the Science Based Targets initiative (SBTi) by 2030	33% of suppliers with SBTi	
Renewable Electricity	Achieve 100% ⁴ use of renewable electricity by 2035	47% use of renewable electricity	●

Pharmaceuticals in the Environment

Antimicrobial Resistance	Achieve safe discharge levels ⁵ (RQ <1) ⁶ for antibiotics for 80% of applicable Teva sites by 2030 and 100% by 2035	73% of sites with RQ<1	●
	Assess discharge levels of 100% of antibiotic supplier sites by 2030: <ul style="list-style-type: none"> At least 50% of antibiotics supplier sites to have safe discharge levels⁷ (RQ <1)⁶. 50% of remaining supplier sites with discharge levels above safe limits to have mitigation plans in place. 	51% of suppliers answered our AMR survey	

Subtopic	Targets	Progress	Status
Priority Active Pharmaceutical Ingredients (APIs)⁷	Achieve safe discharge levels (RQ <1) ⁶ for priority APIs for 50% of applicable Teva sites by 2030 and 100% by 2040	60% of sites ⁸ with RQ<1	●
	Assess discharge levels of 100% of priority API supplier sites by 2030: <ul style="list-style-type: none"> At least 50% of priority API supplier sites to have safe discharge levels (RQ <1)⁶. 50% of remaining priority API supplier sites with discharge levels above safe limits to have mitigation plans in place. 	Strategy in development	
Appropriate Use of Antibiotics	Reach 40,000 targeted healthcare professionals and 400,000 patients with educational materials about appropriate antibiotic use to contribute to AMR stewardship efforts by 2026	65,058 HCPs and 388,864 patients reached ⁹ by our inaugural AMR stewardship campaign in Germany	●

Product Stewardship

Life Cycle Assessment	Assess the environmental life cycle impact of key products by 2030	2 LCAs completed to date and 1 LCA in progress	●
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See Teva's [Healthy Future disclosure report](#) for full details of environmental data including historic data restatements.

We have removed two targets related to packaging and materials to better align with our material topics as outlined in the new DMA. This strategic decision allows us to concentrate our efforts on areas that are most impactful and relevant to our sustainability goals.

1 According to the Science Based Targets initiative (SBTi) net zero standard (Teva intends 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 Validated by SBTi.

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

5 Safe discharge levels as described in the AMR Industry Alliance Antibiotic Manufacturing Standard.

6 RQ refers to the risk quotient measure of risk that compares the predicted environmental concentration to the predicted no-effect concentration (RQ = PEC/PNEC).

7 Defined by Teva as including hormones, cytotoxins and other APIs on the European Union Water Framework Watch List.

8 This KPI was established in 2022 based on the 10 sites which had the largest volumes of priority APIs production. 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).

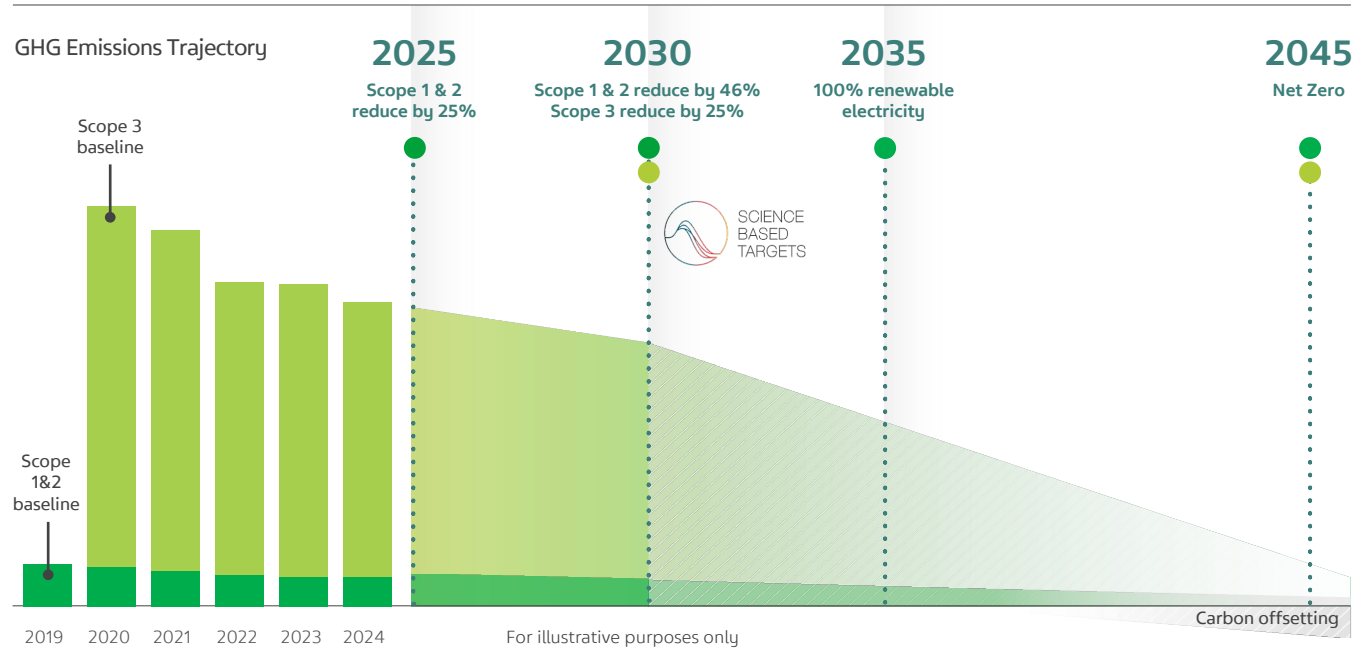
9 Via digital messaging to pharmacists at the point of care. Not necessarily unique patients reached.

Climate Action and Resilience

Minimizing our greenhouse gas (GHG) emissions and increasing the use of renewable electricity are key pillars in achieving our long-term sustainability targets. We are committed to building our resilience to mitigate the effects of climate change on our business.

In 2024, the Carbon Disclosure Project (CDP) again recognized our efforts and transparency on climate change, awarding us an A-, the score we have successfully maintained since 2022.

In 2024, we also commenced work on our transition plan to help us meet Net Zero by 2045.



<p>● Scope 1 & 2</p> <p>Decarbonizing Our Direct Operation</p> <ul style="list-style-type: none"> • Sourcing renewable electricity • Energy efficiency and heat recovery • Promote decarbonization technology 	<p>● Scope 3</p> <p>Decarbonizing Our Upstream Value Chain</p> <ul style="list-style-type: none"> • Supplier engagement • Sustainable material procurement • Eco-design integration into products <p>Decarbonizing Our Downstream Value Chain</p> <ul style="list-style-type: none"> • Circular and resource optimization • Transportation optimization and low-carbon vehicles
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Climate Action and Resilience continued

Climate Action in our Operations

Led by our Global Environmental Sustainability Taskforce, we are driving energy efficiency and decarbonization projects across our global network of facilities, reducing our GHG emissions and current and future operating costs. Our validated, near-term Science Based Targets initiative (SBTi) scope 1, 2 and 3 GHG emissions targets are supplemented by our intention to achieve net zero emissions across our operations and value chain by 2045.

Our comprehensive 2030 Decarbonization Plan covers energy and process efficiency, renewable electricity generation, and sourcing optimization. In 2024, our facilities continued implementing Decarbonization Roadmaps to support site-level targets, with a focus on cost savings and implementation feasibility. These roadmaps have helped us to realize scope 1 and 2 GHG emissions reductions of 29% in 2024 (vs. 2019), exceeding our 2025 target ahead of time.

Energy Efficiency

We have adopted a centralized and robust approach to energy efficiency across Teva, led by our global energy team. We have also created a new governance structure to track our progress in energy efficiency, reducing GHG emissions and related cost benefits for Teva.

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 sites self-funded initiatives we have 89 active projects directly contributing to our emissions reduction goals. In 2024 this program generated an overall emissions reduction of 5,133 tCO₂e, and it is expected to result in a further 8,251 tCO₂e reduction in 2025.

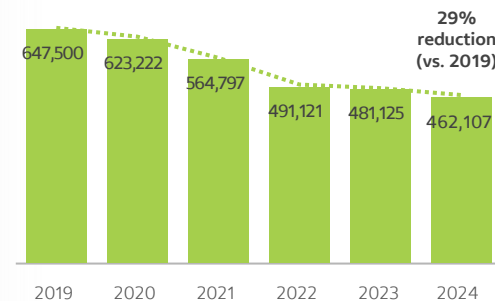
Our new energy model was designed during 2024 and will be implemented in 2025 in order to streamline our energy use and ensure best practices across our network. Using global evaluation tools, our operational sites are enabled to evaluate their maturity level and identify opportunities to improve their energy management processes.

ESCO Projects

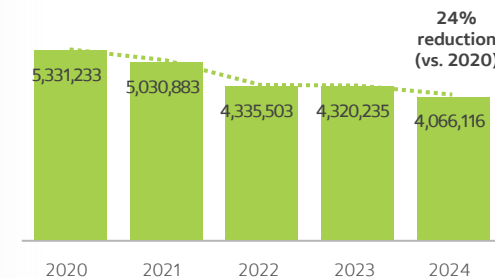
To maximize energy use reduction and improve energy efficiency across our sites, we work with Energy Service Companies (ESCOs) to help us identify and implement energy efficiency projects such as updating production processes, ventilation and air conditioning. An ESCO is a business that provides comprehensive energy solutions to improve energy efficiency and reduce energy consumption, including audits, project design, implementation, financing and ongoing maintenance.

- USA: We have begun the process of selecting a supplier to execute ESCO projects at several of our US sites. As part of this initiative, we conducted a preliminary audit at our Cincinnati site to assess its energy usage and identify opportunities for improvement.
- Malta and Hungary: To identify potential areas for improvement, we conduct comprehensive energy audits with ESCOs, which provide valuable insights into the efficiency potential of these locations, guiding our future energy-saving initiatives.

Scope 1 and 2
GHG Emissions (tCO₂e)



Scope 3
GHG Emissions (tCO₂e)



Climate Action and Resilience continued

Increasing Renewable Electricity

Our target is to reach 100% renewable electricity across our operations by 2035. In 2024, 47% of our electricity was from renewable sources, up from 39% in 2023. Initiatives supporting our progress included:

Europe

- Signing a European VPPA (Virtual Power Purchase Agreement) to secure 100% renewable electricity for Teva's sites in Spain, Portugal, France, Germany, Netherlands, Italy, Hungary, Nordics, Czech Republic, Croatia and Ireland.

Israel

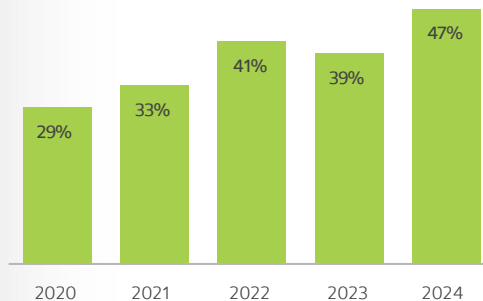
- Supplying all our Israel sites with 100% renewable electricity, from our new long-term renewable electricity contract that came into effect in September 2024. This contract substituted part of the power from the public grid with renewable electricity, reducing operational costs and increasing energy resiliency and security. The net effect in 2024 has been an 18,500 tCO₂e reduction and 32% clean electric power consumption.

Energy and Climate Awareness

In 2024, our Global Environmental Sustainability Taskforce conducted seven awareness and training workshops for our Energy Champion community, a forum of approximately 130 members from our sites who manage energy consumption and lead local decarbonization efforts. We focused on energy efficiency processes and the purchase of renewable electricity, with workshop topics including: Energy Efficiency Opportunities & Reporting, Teva's global Energy Management Model and Teva's updated Decarbonization Model.

In addition to these workshops, we conducted deep-dive sessions to enhance knowledge and capabilities around topics including visualizing energy flows and regression models for energy data analysis.

Renewable Electricity (%)



100%

Israel sites supplied with renewable energy

100%

renewable electricity will be sourced for our sites across 11 countries in Europe following a new VPPA signed in 2024



Teva employees in Israel

Spotlight on Teva Israel

Our Teva Tech site has undertaken five energy efficiency projects to reduce electricity demand by approximately 737,000 kWh, including installing variable frequency drives in circulation pumps and treating air leaks to improve compressor efficiency.

Climate Action and Resilience continued

Climate Action Across the Globe



Hungary

- Over the past three years, our Debrecen site has reduced its direct (scope 1) GHG emissions by over 22%. Initiatives included changing the heating system in 19 site buildings, converting from steam heating to waste heat recovery and using heat pumps. Our Hungarian teams have also implemented an energy saving program focused on culture change and utilizing operational processes, resulting in an energy usage reduction of 3700 MWh in 2024.



Germany

- Our German commercial fleet is using new aerodynamic-optimized trucks (mirror cam) and trailers to reduce fuel consumption.



Israel

- At our Abic Netanya site, we have 25 fume hoods and about half the hoods are open throughout the day. By installing an automated sash closing system with a passive infrared movement detector to constantly monitor the work area, we have saved 720 tCO₂e/year.



UK

- Since 2021, our UK car fleet has reduced its GHG emissions from 93 g/km in 2021 to 10 g/km in 2024 by switching to EVs, representing a 90% decrease.



Europe

- We are prioritizing the adoption of electric vehicles (EVs) and aim to have a fully electric fleet in Europe by 2030. This transition to EVs will contribute to our net-zero emission targets with an expected contribution of approximately 2.5% decrease in Scope 1 and 2 GHG emissions.
- Over the past two years, our transition to EVs has reduced emissions from 157 g/km to 149 g/km in our European car fleet. Our Baltic operations in particular have made significant strides in transitioning to EVs: with 23% of 88 employees who use company cars for work having opted for electric cars.



USA

- In 2024 Teva USA continued its Energy Treasure Hunt program for the third year, in line with the US Environmental Protection Agency's Energy Star program. Cross-functional teams searched facilities for ways to save energy, and sites enhanced their operational capabilities by educating employees on energy efficiency best practice. New initiatives in 2024 included strategic de-lamping, upgrades to LED lighting and chiller units.



Teva electric car charging point in Germany

Climate Action and Resilience continued

Catalyzing Emissions Reduction in our Value Chain

GHG emissions across our value chain (scope 3 GHG emissions) represent around 90% of our total footprint and we recognize the importance of addressing these emissions. In 2024, we achieved scope 3 GHG emission reductions of 24% (vs. 2020), putting us well on track to achieving our 2030 target of a 25% reduction.

Most of our scope 3 GHG emissions are a result of the products therefore invest in engaging with our significant suppliers to encourage them to reduce their GHG emissions through various initiatives and to set targets through the Science Based Targets Initiative (SBTi).

Our Sustainable Procurement team educates suppliers on sustainability, focusing in GHG emissions reduction, among other topics. Out of 2,245 significant suppliers, 741 (33%) have committed to, or already have, approved SBTi targets, of which 208 (28%) of them began the process in 2024.

In addition, we participate in the Energize Program to encourage the adoption of renewable electricity, providing education and functional support for our suppliers to action climate change. Our suppliers engaged in the Energize Program increased to 176 in 2024, up from 113 in 2023.

In 2024, we continued to collaborate with CDP (Carbon Disclosure Project), inviting 687 suppliers to disclose their scope 3 GHG metrics in CDP's climate questionnaire. This initiative enhances the quality of data used to calculate some of our scope 3 GHG emissions categories. 51.8% of the suppliers that we approached responded to our climate questionnaire.

24%
Scope 3 GHG emission reductions vs. 2020

33%
of our suppliers have committed or obtained SBTi-approved targets

Building Climate Resilience

We are transparent about our approach to climate risks, through our fifth consecutive [Taskforce on Climate-Related Financial Disclosures \(TCFD\) statement](#) on pages 58 to 64 of our Healthy Future Disclosure report . In 2024, we completed a project to enhance our processes for identifying, managing and reporting climate risk, and to better prepare for potential impacts of climate change, which enhances our business resiliency.

We re-assessed our exposure to the physical impacts of climate change, such as hurricanes, flooding, wildfires and droughts via a climate risk intelligence tool. Insights from these assessments are being fed into our Loss Prevention Program to help us to better protect our sites. We commenced a new risk and opportunity assessment to assess the impact of the world's transition to a low-carbon economy on our business, under various scenarios.

USA

With increasingly extreme hurricane events in Florida, we conducted a third-party risk assessment audit at our Davie site and are upgrading the facility roof to be more resilient to powerful hurricanes. Construction work should be completed in June 2025. We are also assessing other Teva sites for natural catastrophe risk and its correlation with high-value exposure.

Reducing Transportation Emissions

To reduce our transport fuel-associated emissions we are developing a range of initiatives across different regions.

In 2024, we successfully maintained our site-to-market transport emissions by keeping an industry-leading ocean transport ratio of 92%, compared to air transport. Additionally, we executed our first commercial shipments via rail instead of road in Europe. By switching from road to rail, we will reduce transport emissions by 50% to 60% on these routes.

We also have started a pilot to switch from road transport to sea transport from Spain to the UK, which could reduce emissions by up to 60%. Our new container load pilot shares low-utilized containers with other pharma companies.

92%
ocean vs air ratio for site-to-market transport in 2024

Pharmaceuticals in the Environment

We are committed to reducing the environmental impact of our business, including impacts related to pharmaceuticals in the environment (PiE). While the main sources of pharmaceutical residues in the environment are medicine usage and improper disposal, we have significantly reduced active pharmaceutical ingredients (APIs) in our manufacturing effluents that are also thought to affect public health and ecosystems.

We continued implementing our PiE and AMR Program in 2024 to progress toward our 2030 objectives that are focused on achieving voluntary safe discharge levels for antibiotics and Priority APIs (Teva defines as hormones, cytotoxins and APIs on EU Water Framework Watch List)¹. We will next focus on all remaining APIs that we manufacture to ensure they achieve voluntary safe discharge levels. Every Teva location has a risk register and is obligated to recognize environmental, health and safety issues, including opportunities for reducing PiE and AMR impact. Through our PiE and AMR Program, we identify sites for evaluation, effluent assessment and, if required, determine corrective and preventive actions to ensure safe discharge levels. The EHS&S Global team supports our sites in implementing suitable mitigation and treatment options, in collaboration with our global engineering and technology teams.

Contributing to Reduce Antimicrobial Resistance (AMR)

Resistance to antibiotics happens when bacteria and other microbes no longer respond to antibiotics and related medicines, making infections harder to treat, and increasing the risk and spread of disease. AMR is an urgent health challenge – leading to more than 1.27 million deaths globally each year.²

We tackle AMR through a program that links our value chain: upstream (in our extended manufacturing supply chain); in our own operations (through responsible antibiotic production); and downstream (through healthcare professionals (HCP) and patient education on appropriate antibiotic use).

Managing AMR in our Operations

We have assessed all Teva sites that have handled antimicrobial drug substances since 2019. In 2024 our assessments confirmed that two additional sites (Zagreb and Krakow) are achieving safe discharge levels, so 19 out of 26 Teva antibiotic manufacturing sites now meet safe discharge levels.

We are a pioneer in tackling AMR across our industry and we continue to innovate with industry partners. We were one of six companies to voluntarily pilot the BSI certification program, which provides third-party verification that an antibiotic has been manufactured according to AMRIA's Responsible Manufacturing Standard.

Teva was one of the first generics companies to join the AMR Industry Alliance (AMRIA) and was a leading contributor in developing the AMRIA Manufacturing Discharge Standard.

Germany

One of our German sites was the first site in the pharma industry to be certified by BSI for its antibiotics production in 2023, and the first in the industry to complete a BSI Surveillance Assessment. This same Teva site in Germany carried out a successful pilot for an advance wastewater treatment system in 2024, which we plan to install in 2026 and use as a model for installation in other Teva sites. This investment will eliminate the need to collect antibiotic wastewater for off-site incineration and will provide the site with added operational flexibility.

Croatia

Our Zagreb site successfully passed the BSI certification assessments for three variations of an antibiotic product in 2024, as part of the AMRIA Manufacturing Discharge Standard.

¹ We define safe discharge levels as discharges for which we have a very high level of confidence that they will have no negative impact on the environment or public health. A site not yet achieving "safe discharge levels" does not imply the discharge is unsafe. Instead, it indicates that additional measures or assessments are required to achieve this very high level of confidence.

² Antimicrobial Resistance Collaborators (2022). Global burden of bacterial antimicrobial resistance in 2019: a systematic analysis. *The Lancet*; 399(10325): P629-655. DOI: [https://doi.org/10.1016/S0140-6736\(21\)02724-0](https://doi.org/10.1016/S0140-6736(21)02724-0)

Pharmaceuticals in the Environment continued

Collaborating with Suppliers

In 2024, we expanded the reach of our Tier 1 Antibiotic Supplier Survey to more Tier 1 suppliers, receiving a 51% response rate. In 2025, we will continue to seek information from our outstanding Tier 1 antibiotics suppliers, partnering to help them reach safe discharge levels and adhere to the AMRIA Manufacturing Discharge Standard.

We engage with key industry partners including the Pharmaceutical Supply Chain Initiative (PSCI) and the Pharmaceutical Environmental Group (PEG) to encourage more suppliers to meet industry standards. By learning from and sharing our own experience, we believe we can move the industry forward in reducing the extended impact of AMR throughout the supply chain.

Reducing AMR Impact Downstream and Across Our Industry

Awareness and Engagement

We are making steady progress to reach 40,000 targeted healthcare professionals and 400,000 patients with educational materials on appropriate antibiotic use, supporting global AMR stewardship initiatives.

Launched in December 2023, our AMR Stewardship Campaign in Germany targeted pharmacists' dispensing practices and encouraged patient engagement on the importance of appropriate antibiotic use. Digital messaging delivered educational prompts and encouraged intentional patient interactions. Additionally, screens provided digital messaging to educate patients on the appropriate use and disposal of antibiotics. Over 12 months, the campaign reached approximately 65,000 pharmacists and 389,000 patients¹ across 11,000 pharmacies. The program analysis revealed fewer escalations and reduced switches in antibiotic treatments versus the historical control period. In 2025, we plan an AMR Stewardship Campaign in Kenya.

During AMR Awareness Week in November 2024, our internal AMR lobby page attracted nearly 1,000 visitors. Externally, our social media posts achieved an 11.5% engagement rate, with over 15,000 impressions, and was one of Teva's highest performing social posts on sustainability in 2024.

Poland

- In 2024, Teva joined the "Medicines to the Pharmacy" campaign initiated by a Polish drug distributor with three other drug manufacturers to provide information on proper disposal of pharmaceuticals and key principles.



A pharmacy in Spain that dispenses Teva products

65,000
pharmacists and

389,000
patients reached¹ through
educational messaging about
appropriate antibiotics use

¹ Via digital messaging to pharmacists at the point of care. Not necessarily unique patients reached.

Pharmaceuticals in the Environment continued

Collaborating to Identify Solutions

As a Board member of AMRIA, Teva collaborates with over 100 biotech, diagnostics, generics and research-based pharmaceutical companies to drive progress in addressing AMR. Due to the threat of AMR, strains of bacteria resistant to antibiotics are developing faster than new antibiotics are being produced.

The AMR Action Fund, of which Teva is a founding member, is the world's largest public-private partnership investing in companies that are developing new antimicrobial therapies. It also establishes partnerships so governments can develop a sustainable antibiotic pipeline. In 2024, we contributed over \$354,459 to the fund, bringing our total to approximately \$1.2 million, with a total \$8 million pledge over ten years (from 2021).

Reducing the Impact of Priority APIs

Beyond antibiotics, we adopt a proactive strategy to minimize the discharge of other priority APIs (Teva defines as hormones, cytotoxins and APIs on EU Water Framework Watch List), as these substances potentially result in environmental impacts at lower concentrations than non-priority APIs. Our goal is to mitigate the impact of these substances within our operations and across our supply chain, demonstrating leadership and preparedness for potential upcoming PiE-related regulations.

Through our priority PiE assessment, we identified sites with unsafe discharge levels and are now exploring solutions to achieve safe discharge levels.

By 2024, we had assessed our 10 main sites that manufacture priority APIs or final products containing priority APIs and determined that six of the sites present safe discharge levels. We are planning additional reduction measures for the remaining four sites so they can also achieve safe discharge levels. In 2024, our new wastewater discharge calculator tool assisted us in evaluating API discharge levels based on a site's product portfolio and any new product introductions.

In 2025, we will assess our remaining sites that manufacture priority APIs in lower volumes to confirm these sites are achieving safe discharge levels.



Teva employee in Germany taking a wastewater sample

Healthy Planet: Additional Highlights

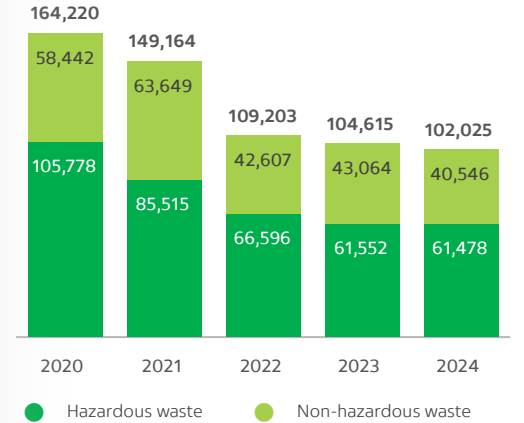
Waste and Circularity

We adopt the hierarchical principles of reducing, reusing and recycling to minimize waste and harness circularity.

We have introduced a new tool and indicators for our sites to support and promote recycling and to reduce waste going to landfill. Where our sites are unable to reuse, recycle or recover waste, our EHSMS requires them to properly manage and dispose of any residual waste. Moreover, our EHS standard mandates periodic assessments for all companies handling waste from Teva facilities – whether for reuse, recycling, recovery, storage or disposal. These assessments ensure waste management contractors properly manage waste and meet our compliance requirements. By 2024, we had decreased our overall waste generation by 38% since 2020.

Our new Sustainability Packaging Working Group, launched in 2024, is responsible for identifying packaging and recycling opportunities at Teva. It closely monitors our compliance with upcoming packaging regulatory requirements such as the Food and Drug Administration (FDA) requirements and the EU Packaging and Packaging Waste Regulation (PPWR) to reduce usage of single-use plastics and packaging.

Hazardous and Non-hazardous Waste (metric tons)



38%
decrease in overall waste
generation since 2020

Healthy Planet: Additional Highlights continued

Water

Our Environmental, Health and Safety Management System (EHSMS) sets out our approach to water conservation and management across our operations, with more stringent requirements for those projected to be in water-stressed areas. We have reduced our total water withdrawal by 29% since 2020 and by 37% at our sites in areas projected to be in water stress. As part of our ongoing actions to conserve water and transparently communicate our progress in this area, we again received a B score from CDP for water security in 2024, having maintained this score since 2021.

Water Usage Progress in 2024

India

- At our Gajraula manufacturing wastewater Effluent Treatment Plant (ETP) we have reduced the amount of extracted groundwater by installing an additional Reverse Osmosis Unit (Polisher RO) to purify the ETP's effluent, allowing us to reuse this water onsite instead of withdrawing groundwater. Together with other water efficiency projects, we have reduced annual groundwater extraction by 12,775 cubic meters (a 4.9% reduction compared to 2023) at this site.

Israel

- We are undertaking a project to reuse condensate water in the steam generator, saving approximately 1,244 cubic meters of water per year at TAPI's Netanya site.

Nature and Biodiversity

Loss of biodiversity and the depletion of natural resources significantly impacts economic development and human health, reliant as they are on functional ecosystems, according to leading experts¹. We take a science-based approach to understanding and minimizing the impact of our business on biodiversity and nature, with a focus on our operations and priority raw materials. We evaluate relevant nature-related impacts and risks to establish policies and guidelines that minimize negative consequences and improve the utilization of natural resources. In 2024, we screened our sites using the WWF Biodiversity Risk Filter Suite and are assessing the results to better understand the potential impact of our operations on biodiversity.

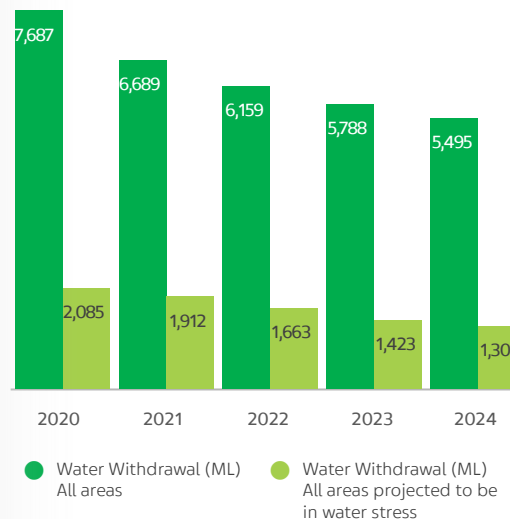
USA

- At our West Chester site in Pennsylvania, we are transforming the campus into a native planting- and pollinator-supporting site. On Earth Day 2024, we created a pollinator garden on site, and employees planted three Paw Paw trees, an important fruit tree for native Americans. The garden features native plants to attract pollinating insects and birds, with over 30% of the site's plant beds converted to 100% native plants.

30%

of the plant beds at our West Chester site have been converted to 100% native plants

Water Withdrawal (ML)



37%

reduction in total water withdrawal since 2020 at our sites in areas projected to be in water stress

1 Nature, Biodiversity and Health: An Overview of Interconnections. Source: World Health Organization, <https://iris.who.int/bitstream/handle/10665/341376/9789289055581-eng.pdf>

Healthy Planet: Additional Highlights continued

Go Green Together

Teva's Go Green Together campaign inspires employees to take meaningful steps toward a healthier planet by committing to One Green Action Every Day. Launched in 2023, the campaign encourages sustainable choices at work, at home and in our communities.

Following strong employee engagement with the campaign in the first year, we launched Go Green Together again in 2024 with renewed energy and a sharpened focus. In alignment with Earth Day, the 2024 campaign emphasized two key areas where we are working to reduce our environmental impact: lowering greenhouse gas emissions and minimizing pharmaceuticals in the environment.

In 2024, over 25 Teva markets took part in our Go Green Together campaign, organizing local activities such as clean-ups, team competitions and lunch-and-learn sessions. A highlight of the 2024 campaign was the global "What's Green in Pharma?" webinar, attended by 2,323 Teva colleagues, demonstrating the growing commitment across our global workforce to environmental sustainability.

>25

Teva markets took part in our Go Green Together campaign in 2024

2,323

colleagues attended our global "What's Green in Pharma?" webinar in 2024



In alignment with Earth Day, our 2024 Go Green Together campaign emphasized two key areas where we are working to reduce our environmental impact: lowering greenhouse gas emissions, and minimizing pharmaceuticals in the environment.

Teva employees taking part in the 2024 Go Green Together day in Germany

Healthy Business

In this Section

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Image caption: Teva team member in our Zagreb site in Croatia

Employees trained on Ethics and Integrity

>99%

of our active employees who were assigned compliance and ethics trainings in 2024 completed them

[More on page 56](#)

Supplier sustainability evaluations

42%

of our significant suppliers have undergone sustainability performance evaluations

[More on page 59](#)

Misconduct reporting

91%

of our employees feel comfortable reporting misconduct, 6% higher than externally benchmarked companies

[More on page 57](#)

"Doing what's right is at the heart of Teva. We foster a culture of integrity – ensuring trust, accountability and ethical decisions in everything we do."

Kathleen Veit
Chief Compliance & Ethics Officer



Teva employees in Germany in the photograph above

Ethics and Integrity

Conducting business with integrity and transparency is non-negotiable for Teva. What we achieve is important, but how we achieve it is just as important.

Operating with ethics and integrity is the right thing to do and is vital for Teva's success. We must be trusted by our patients, caregivers, health care professionals, customers, suppliers, investors, shareholders, employees and relevant regulatory bodies so that we can continue to deliver on our purpose.

We uphold the highest standards of compliance and have nurtured a strong culture of ethics and integrity, where people are empowered to speak up. Our approach is supported by regular training, monitoring, robust third-party due diligence and other internal processes.

To ensure ethics and integrity excellence in 2024 we have enhanced our risk assessment and compliance monitoring program to provide more timely results to the business. We have also developed our use of data and analytics by combining independent data points to gain insights and provide early insights into emerging compliance risks.

We continue to embed accountability for compliance and ethics across Teva through various initiatives. Each employee owns compliance and ethics-related behavioral expectations. We also state this expectation as part of our Leadership Principles that help our leaders understand Teva's strategy, carry out their roles and lead their teams with the highest levels of integrity. Specifically, the Principles set the expectations that managers are expected to make tough choices, manage conflicts constructively, and maintain our standards for ethics and integrity. Compliance and ethics are also core to our employee performance evaluations and covered in our annual Organizational Health Survey (OHS). Read more about our OHS [here](#) and how we manage ethics and integrity [here](#).

Governance

Our Global Compliance and Ethics (GC&E) program is reviewed by the Board Compliance Committee and approved by Executive Management. Our Chief Compliance Officer has direct access to Executive Management and Teva's Board.

The Chief Compliance Officer leads a team of compliance professionals in managing our GC&E program, which includes third-party due diligence, trade sanctions, our Office of Business Integrity (OBI) handling Integrity Hotline calls and investigations, and data privacy topics.

Our GC&E team works collaboratively with business colleagues as well as legal, finance, procurement and internal audit business units. There are local, regional and functional compliance professionals with responsibility for GC&E throughout Teva, all of whom report into our Chief Compliance Officer.

Teva's OBI is an internal, independent function responsible for managing Teva's Integrity Hotline, and objectively, confidentially and consistently addressing reports of misconduct globally. The OBI reports directly to the Chief Compliance Officer and shares its findings with the Board.

Guiding Documents

[Teva's Code of Conduct](#)

[Global Prevention of Corruption Policy](#)

[Global Third Party Due Diligence Policy](#)

[Teva's Position on Marketing and Promotional Practices](#)

[Teva's integrity hotline complaints procedure](#)

Ethics and Integrity continued

Progress on Targets

Targets	Progress	Status	
Ethics and Integrity			
Training	Train 100% ¹ of active employees assigned to annual "Our Way" GC&E training campaigns	>99% employees trained	■
	Recertify 100% ¹ of active employees on Teva's Code of Conduct biennially (performed in 2024 and next due in 2026)	>99% employees recertified in 2024	■
Third-Party Due Diligence	Maintain 100% evaluation ² of all submitted third-party representative (TPR) ³ business partners through Teva's TPR Due Diligence tool (RiskMate) annually	100% evaluated in 2024	■
Culture of Compliance	Meet or exceed the benchmark of high-performing ⁴ organizations for the four comparable questions that appear in Teva's Organizational Health Survey related to compliance and ethics by 2028	Exceeded the benchmark of high-performing organizations for 1 of the 4 ⁵ comparable questions	■

● Achieved ● In progress

1 Teva's compliance training goals are 95% completion after training campaigns are assigned and 100% year-end completion (percentage calculated as average of all "Our Way" campaigns, within -1% for employees on leave).
 2 Evaluation includes both assessments that have been closed and those that may still be in progress, require additional verifications, have had recommendations sent or need additional information.
 3 A TPR is a Teva customer or vendor that interfaces with the government or the healthcare community on behalf of or for the benefit of Teva.
 4 High-performing organizations represent the average of the top quartile of responding companies.
 5 In our baseline year of 2023 just the four questions selected had comparable benchmark.



Teva employees in India

>99%
**of our active employees
 recertified on our Code
 of Conduct biennially**

Ethics and Integrity continued

Our Global Compliance and Ethics Program

Our GC&E Program encompasses policies, procedures, platforms and targeted compliance advice to drive ethical behavior and compliance with applicable laws and policies at Teva. It includes education on compliance, guidance and oversight, third-party due diligence management, compliance risk assessment and monitoring, our Code of Conduct and confidential reporting of misconduct or concerns. We continuously improve the program through benchmarking, surveys, monitoring, assessments and analysis.

We promote the GC&E Program and other compliance-related activities across our organization through leadership announcements, plasma screen images, live interactive town halls, computer screensavers and newsletter articles. We also communicate policies and procedures externally, post key documents on our website, and include relevant language and references in purchase orders and contracts.

Compliance and Ethics Culture

We incorporate compliance and ethics questions into our annual Organizational Health Survey (OHS), which measures employee experience at Teva and our culture. Our 2024 OHS results showed that:

- 84% of our employees answered favorably on questions related to compliance and 77% regarding ethics.
- 91% of our employees feel comfortable reporting misconduct – 6% higher than externally benchmarked companies.

We will use these results to identify areas for increasing compliance and ethics training for Teva employees in 2025.

91%
of our employees feel comfortable reporting misconduct

84%
of our employees answered favorably on compliance related topics



Ethics and Integrity continued

Upskilling Employees in Compliance and Ethics

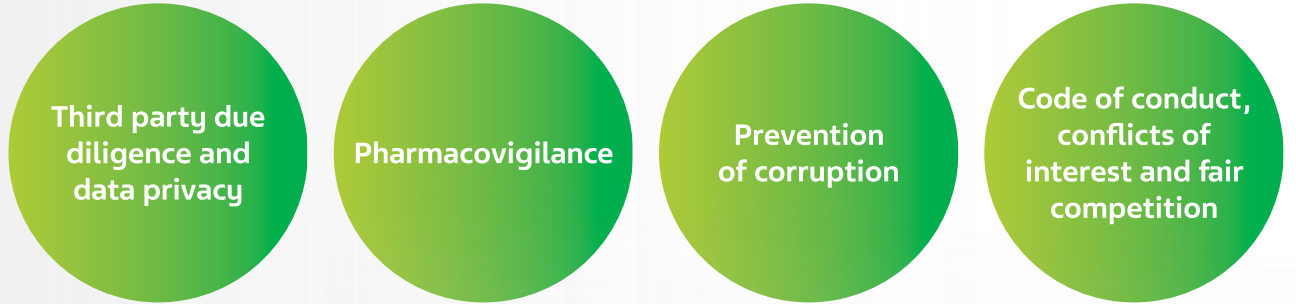
We want our employees to have the necessary knowledge, skills and resources to adhere to our compliance and ethics standards that are outlined in Teva Code of Conduct. We provide all employees with training on our Code of Conduct, which includes guidance on confidential and opportunity for anonymous reporting of misconduct or concerns. We expect all employees to be accountable for compliance at Teva.

We also support our compliance colleagues. Over 2024 we:

- Continued to provide professional development for all GC&E colleagues to strengthen capabilities as trusted advisers, educators and business partners.
- Developed quarterly communications for compliance on new regulations, including guidance from the US Department of Justice, and on ethical culture and other timely updates.
- Built a Global Center of Excellence for Data Governance and recruited a leader to focus on privacy, artificial intelligence and cybersecurity.

Our Way Training

Our 2024 GC&E “Our Way” training campaigns covered detailed procedures, resources and policy information on key topics, such as:



All our employees are made aware of our anti-corruption policies and procedures as part of their Prevention of Corruption training. New employees must complete training on a range of topics including risk prevention, insider trading, anti-bribery and anti-corruption, anti-harassment, and our Code of Conduct.

In 2024

>99%

of our active employees who were assigned compliance and ethics trainings in 2024 completed them

~99%

of our newly hired targeted active employees successfully completed compliance and ethics training modules

Sustainable Procurement

We work with over 41,000 suppliers, so our impact on people, planet and business extends beyond our company. It is important that our suppliers reflect our values and respect the planet and the communities we serve.

Governance

The Executive Vice President of Teva Global Operations oversees sustainable procurement, which is managed by our Chief Procurement Officer.

All sustainable procurement commitments, strategies, policies, procedures and other business, including supplier relationships, are reviewed, reported to and managed by the Chief Procurement Officer and the Global Procurement Leadership team.

Progress and targets for sustainability initiatives are monitored and coordinated by our Global Environmental Sustainability Task Force, including those related to our procurement processes.

Guiding Documents

[Teva's Position on Responsible Supply Chain](#)

[Teva's Supplier Code of Conduct](#)

[Teva's Position on Human Rights](#)

[Teva's Conflict Minerals Policy Statement](#)

Progress on Targets

Subtopic	Targets	Progress	Status
Sustainable Procurement			
Supplier Engagement and Development	Evaluate 95% of significant suppliers ¹ on sustainability topics by 2030	935 (42%) ² of significant suppliers with valid assessments	Achieved
	Achieve 70% of significant suppliers ¹ scoring >60 points in EcoVadis by 2030	616 (27%) of significant suppliers have a score >60	

● Achieved ● In progress



Teva employees in Israel

1 Significant suppliers are identified based on a defined set of criteria, which include businesses with the highest spend, those responsible for over 90% of 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.
2 Teva's definition for valid assessment: <50pts score is valid for 12 months (annual re-assessment) and ≥50pts score is valid for 24 months (biannual re-assessment).

Sustainable Procurement continued

Creating Positive Impact in the Value Chain

Together with our suppliers and through collaborative industry initiatives, we are accelerating sustainability performance across our supply chain and making progress on our Healthy Future targets. We are also creating a positive impact and securing a resilient supply chain to protect and grow our business.

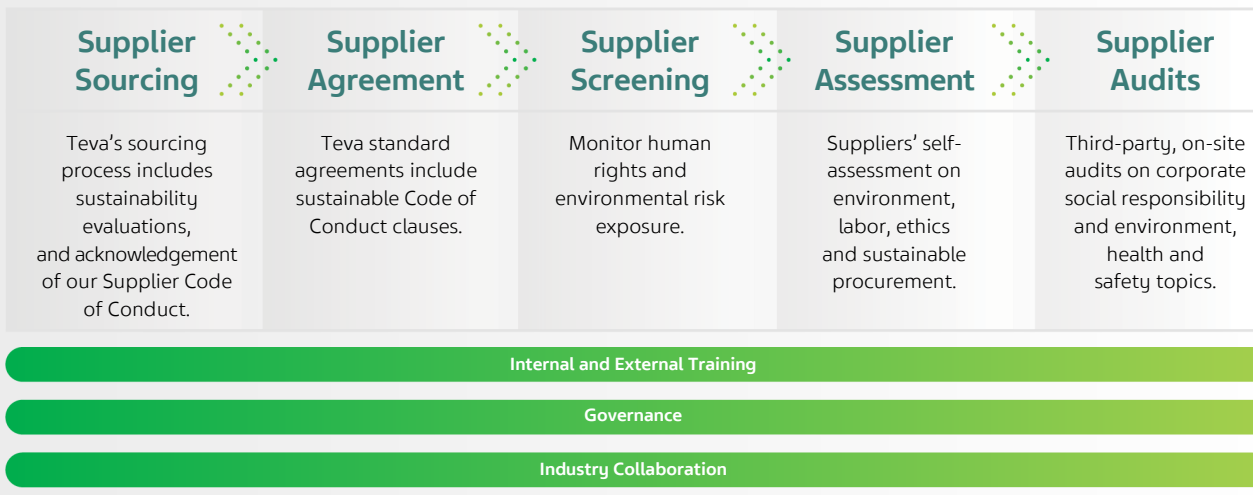
In 2024, we expanded our significant supplier list from 724 to 2,245 suppliers to encompass 90% of our Scope 3 GHG emissions in Category 1. We are engaging more with suppliers to help us reduce our GHG emissions and promote environmental responsibility across our supply chain.

Our Global Procurement team involves suppliers in sustainability assessments conducted by EcoVadis and PSCI, focusing on EHS, ethics and labor audits.

Our sustainable procurement strategy is defined by Teva Global Operations and aligned with our Healthy Future strategy. Our sustainable procurement approach focuses on:

- Integrating sustainability into our procurement process
 - Embedding best-in-class sustainable procurement practices into our source-to-contract process.
 - Implementing Supplier Code of Conduct contract clauses so suppliers formally adopt its guidance.
- Internal and external engagement, education and governance
 - Building a sustainability training program for Global Procurement teams and suppliers, and robust sustainability governance across procurement teams.

Supplier Sustainability Due Diligence Process



- Regulatory compliance
 - Introducing strategy to approach new legislation and increase our regulatory preparedness.
 - Implementing actions to support new regulations: EU CSDDD and EU CSRD, the Norwegian and German supply chain acts, and Australian and Canadian modern slavery acts.
- Industry participation
 - Engaging with pharmaceutical companies through formal alliances to set new sustainability standards.
 - Measuring progress against industry benchmarking

In 2024, we published our updated human rights position and our Supplier Code of Conduct (SCOC), in line with recent updates to the Pharmaceutical Supply Chain Initiative (PSCI) principles. For more information, see [here](#). The SCOC is embedded in our requests for proposals (RFPs) and suppliers must acknowledge it to proceed.

We obtained an EcoVadis score in the sustainable procurement area of 87 (out of 100) in 2024, which ranks Teva in the top 1% of our sector. This reflects our long-term commitment to responsible sourcing and contracting practices and demonstrates our dedication to ethical supply chains, environmental stewardship and positive social impact.

Sustainable Procurement continued

Undergoing Supplier Screenings and Assessments

We embed sustainability criteria into sourcing and contracting processes by:

- Communicating Teva's SCOC.
- Assessing supplier sustainability maturity through internal risk and ESG questionnaires.
- Conducting sustainable due diligence activities; for example, desktop sustainability assessments performed by EcoVadis; human rights and environment screenings conducted with EiQ; and on-site EHS/CSR audits in line with PSCI audit protocols.

All suppliers participating in RFPs through our Global Procurement sourcing platform are required to disclose information on their sustainability maturity, so we can evaluate their sustainability performance, GHG emissions and compliance with the AMRIA Common Antibiotic Manufacturing Framework.

All third-party representative suppliers undergo sanctions screenings, covering topics such as bribery, corruption and forced labor violations.

Our Human Rights and Environmental risk screening tool covers over 5,583 Teva supplier sites, which encompass all our significant suppliers and others relevant for regulatory requirements in Australia, Norway and Germany.

Our Sustainable Procurement team engages with suppliers through EcoVadis assessments and third-party PSCI audits at supplier sites. Significant suppliers, those with high-risk exposure to potential negative impact and those with whom we have high influence¹ in the sustainability screening process, are put forward for EcoVadis assessments. Based on these assessments, some suppliers are selected to undergo independent audits to manage and mitigate our exposure to risk.

To support suppliers in managing their cash flow, we offer a Supply Chain Finance program for EcoVadis-rated suppliers to receive financing at lower rates compared to standard suppliers, fostering positive environmental and social impact within our supply chain. In 2024 and Q1 2025, 269 suppliers participated in the program, with over 60% utilizing the auto-discount mode.

Engaging our Suppliers

Industry Engagement

Collaborating with industry groups fosters greater transparency and accountability within the supply chain, strengthens supplier relationships and underscores our leadership in promoting a sustainable and ethical pharmaceutical supply chain. Additionally, these partnerships enable us to harness innovation, and to drive continuous improvement and best practice in procurement processes, while ensuring adherence to environmental and human rights standards.

In 2024 we continued our relationships with PSCI, the Pharmaceutical Environmental Group (PEG) and the Responsible Health Initiative (RHI). With RHI, we helped to educate its supplier network about the importance of collecting, identifying and sharing GHG emission metrics with member companies. RHI's supplier network grew 14% in 2024, and 75% of RHI suppliers disclosed GHG emissions metrics by the end of 2024.

14%

Growth in RHI's supplier network grew in 2024

75%

of RHI suppliers disclosed GHG emissions metrics by the end of 2024.

¹ Influence is defined based on business relevance (volume of spending) and significant supplier list.

Sustainable Procurement continued

Educating and Engaging Suppliers and Procurement Teams

Suppliers

In our supplier Letter of Intent, we outline our supplier expectations, our approach to a responsible supply chain, and our ongoing dedication to ethical practices and environmental stewardship. It includes emerging International Human Rights and Environmental Regulations requirements. We updated our supplier Letter of Intent in 2024 to ensure comprehensive compliance with human rights regulations and our new SCOC, which we updated following PSCI principles updates.

Our new SCOC:

- Establishes Governance and Management Systems as the first Principle, reflecting its foundational nature and impact on the four sections (ethics, human rights, health & safety and environment).
- Broadens the scope of the human rights section to cover the rights of local communities and a commitment to conduct regular human rights risk assessments.

- Includes new clauses on establishing a culture of responsible practices, providing remediation, setting up grievance mechanisms, protecting products and quality, upholding the right to collective bargaining, supporting the well-being of workers and conserving biodiversity.
- Strengthens clauses on resource efficiency and climate change (covering suppliers' scope 3 GHG emissions).

Through regular supplier initiatives and activities we reinforce the sustainability behaviors we expect of our suppliers and to help them better align with our Healthy Future strategy. At our annual Sustainability Webinar for suppliers in 2024, co-hosted with EcoVadis, we welcomed over 300 attendees. The webinar explained updates to our SCOC and sustainability commitments that we expect from our suppliers.

Procurement Teams

We regularly provide sustainability training for our procurement leaders to equip them to engage with suppliers and drive our sustainability progress. In April 2024 the Sustainable Procurement team delivered internal capability training for Global Procurement as part of its "Sustainability Learning Day", which included:

- Updates on our Healthy Future strategy and Global Procurement targets.
- Reiterating supplier calls to action.
- A focus on human rights regulations.



Teva employees in the Netherlands

All our supplier agreements include clauses that refer to our Supplier Code of Conduct (SCOC). Suppliers are required to abide by our SCOC and relevant position statements to enter the procurement process. Our Sustainability Toolkit for Suppliers outlines our expectations.

Disclosures

For all our data and associated sustainability information, refer to our separate Disclosure Report.

Our Disclosure Report includes additional information related to:

- Global Reporting Initiative (GRI) Content Disclosures.
- Sustainability Accounting Standards Board (SASB) Disclosures.
- UN Global Compact Principles.
- Task Force on Climate-Related Financial Disclosures (TCFD).



[View our Disclosures report](#)

About This Report

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2024 Reporting

This report describes our key actions to advance sustainability in 2024. It complements information contained in our 2024 Annual Report on Form 10-K.

Teva has reported in accordance with the Global Reporting Initiative (GRI) Standards for the period of January 1 to December 31, 2024, as well as some 2025 initiatives that were a result of efforts in 2024. GRI reporting principles have been applied in compiling this report. This report fulfills our commitment to submitting an annual Communication on Progress to the United Nations Global Compact and reaffirms our commitment to embedding its principles across our business. For the fifth time, Teva is reporting per the Sustainability Accounting Standards Board (SASB) standards. As a pharmaceutical company, we have included disclosures related to the Biotechnology & Pharmaceuticals SASB industry standards. On a global level, reporting is done on a voluntary basis to address the topics important to our business and stakeholders. In specific operations, this report is used to comply with non-financial disclosure requirements. This report was externally assured by DNV, as specified in the Assurance Statement, based on limited assurance level according to the International Standard on Assurance Engagements (ISAE) 3000. For more information, please see pages [69–71](#). External verification of greenhouse gas (GHG) emissions data was carried out for the tenth time. Teva 2024 scope 1 and 2 GHG inventory has been verified in accordance with ISO 14064-3:2006 by SGS, with limited assurance. The full verification statement can be found [here](#).

Please contact Amalia Adler-Waxman, Senior Vice President, Global Head, Sustainability, with any feedback or suggestions at HealthyFuture@tevapharm.com.

Our report has been prepared in accordance to Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards Board (SASB).

On a global level, reporting is done on a voluntary basis to address the topics important to our business and stakeholders, identified by our first Double materiality assessment.

[Read more here](#)

Independent Assurance Statement

DNV-2025-ASR- C774897

DNV Business Assurance Italy S.r.l. ('DNV') has been commissioned by Teva Pharmaceutical Industries Ltd (hereafter referred to as 'Teva' or 'the Company') to undertake an independent assurance of Teva's 2024 Healthy Future Report (hereafter referred as 'Report') and selected data and information disclosed in the Report for the year ended 31st December 2024.

Assurance Approach

This assurance engagement has been carried out in accordance with DNV's VeriSustain protocol, V6.0, which is based on our professional experience and international assurance best practice including the International Standard on Assurance Engagements (ISAE) 3000 revised – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited and reasonable assurance.

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17029:2019 – Conformity assessment, whose general principles are requirements for validation and verification bodies. Accordingly, DNV maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We performed the activities applying a limited level of assurance, as described in the following sections.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less detailed than, those undertaken during a reasonable assurance engagement, so the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our conclusion, so that the risk of this conclusion being in error is reduced, but not reduced completely.

We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Teva's website for the current reporting period and for restated information subject to verification as outlined in 'Scope of assurance' section of this Statement.

Reporting Criteria

The Report and the selected data and information have been prepared by Teva in accordance with ("Reporting Criteria"):

- GRI 1 – Foundation 2021 - Reporting Principles for reporting content and quality (Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability context, Timeliness and Verifiability)
- GRI 2 - General Disclosures 2021 and GRI Topic standards in their latest applicable versions
- European Sustainability Reporting Standards (ESRS) (for double materiality assessment only)
- Teva's Sustainability Linked Financing Framework, published on Teva website
- Methodological background for Economic impact and drug savings' impact measurements for Teva, accessible through the link available in note at page 7 of the [Report](#)
- Task Force on Climate-related Financial Disclosures Recommendations.

Responsibilities of the Directors of Teva and of the Assurance Providers

The Management of Teva has sole responsibility for:

- Preparing and presenting the Report;
- Designing, implementing and maintaining effective internal controls over the information and data, resulting in the preparation of the Report and the selected data and information that are free from material misstatements;
- Measuring and reporting the selected performance indicators.



Independent Assurance Statement continued

DNV's responsibility is to plan and perform the work to obtain assurance about whether the Report and selected data and information have been prepared with reference to the reporting requirements and to report to Teva in the form of an independent assurance conclusion, based on the work performed and the evidence obtained.

Our statement represents our independent opinion and is intended to inform all stakeholders. DNV was not involved in the preparation of any statements or data included in the Report except for this Independent Assurance Statement.

Scope of Assurance

The scope of our engagement includes the assessment of the Report for adherence to GRI Reporting Principles (Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability context, Timeliness and Verifiability). We assess the completeness, accuracy, verifiability and reliability of selected performance indicators and disclosures ('Selected data and information'), as listed in the Appendix, which cover the following disclosure areas:

- Materiality, stakeholder engagement and reporting practices
- Employee information and diversity
- Water and effluents
- Waste
- Pharmaceuticals in the environment
- Scope 3 GHG emissions
- Occupational Health & Safety
- Health Equity and Access to medicines
- Economic contribution data
- Sustainable procurement
- Pay gap
- Business ethics and compliance
- TCFD Disclosures.

For the following Scope 3 GHG emissions categories, the engagement covers both 2024 figures and 2020 (Teva's target baseline year) figures, the latter been subject to restatements due to updates in the calculation methodology applied: 1. *Purchased goods and services*; 2. *Capital goods*; 4. *Upstream transportation and distribution*; 6. *Business travel*; 9. *Downstream transportation and distribution*; 10. *Processing of sold products*; 12. *End-of-life treatment of sold products*; 13. *Downstream leased assets*; 15. *Investments*.

For TCFD disclosures, the scope of assurance does not cover environmental information relating to Scope 1 and 2 GHG emissions, which have been subject to limited assurance in accordance with ISO 14064-3:2006 by SGS, as explained in section 'About this Report' of the Report.

Our Competence, Independence and Quality Control

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. We have no other contract with Teva.

Our multi-disciplinary team consisted of professionals with a combination of sustainability assurance experiences.

Inherent Limitations

DNV's assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, and are free from material misstatements. Because of the selected nature (sampling) and other inherent limitation of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected.

The engagement excludes the sustainability management, performance, and reporting practices of the Company's suppliers, contractors, and any third parties mentioned in the Report. We did not interview external stakeholders as part of this assurance engagement.

We understand that the reported financial data, governance and related information are based on statutory disclosures and Audited Financial Statements, which are subject to a separate independent statutory audit process.

The assessment is limited to data and information in scope within the defined reporting period. Any data outside this period is not considered within the scope of assurance, except for a selection of Scope 3 GHG emissions data, as specified in 'Scope of assurance' section of this Statement.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Independent Assurance Statement continued**Basis of our Conclusions**

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work at group level and for selected sites of Teva. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. Our limited assurance procedures included, but were not limited to, the following activities:

- Review of the current sustainability issues that could affect Teva and are of interest to stakeholders, through a context, media and public domain review;
- Review of the methodology used for Teva's double materiality assessment and interviews with those responsible for its development;
- Review of Teva's approach to stakeholder engagement and recent outputs;
- Examination of information provided by Teva regarding its reporting and management processes in relation to the reporting principles;
- Understanding of the key systems, processes and controls for collecting, managing, consolidating and reporting disclosures and KPIs in the Report;
- Walk-through of key data sets. Understanding and testing, on a sample basis, of the processes used to adhere to and evaluate adherence to the reporting requirements;
- Collect and evaluate documentary evidence and management representations supporting adherence to the reporting principles and requirements;
- Review of the disclosures according to reporting requirements and review of supporting evidence for key claims in the Report. Our checking processes were prioritised according to materiality and we based our prioritisation on the materiality of issues at Group level;

- Interviews with Subject Matter Experts and senior managers responsible for management of disclosures. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data consolidation and reporting of the selected information;
- Review of corporate-level data and collection of relevant raw input data to corroborate the accuracy of calculations;
- Remote audits for Teva Group Head Office (Tel Aviv, Israel) and three sites (Cincinnati, USA; Malanpur, India; Opava, Czech Republic). Sample based assessment of site-specific data disclosures was carried out. We chose the sites based on their contribution to Water & Effluents, Employees' Health and Safety and Waste KPIs disclosed in Teva's Healthy Future Report, their location (including water-stressed location), and previous engagement in assurance activities.

Our Conclusions**Reporting principles**

Based on the work undertaken, nothing came to our attention to suggest that the Report does not properly describe the organization's adherence to the Principles of Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability context, Timeliness and Verifiability as described in 'Reporting Criteria' section of this Statement.

Selected information

Based on the work undertaken, nothing came to our attention to suggest that Selected data and information as described in 'Scope of assurance' are not fairly stated and has not been prepared, in all material respects, in accordance with the Reporting Criteria specified in this Statement.

For and on behalf of DNV Business Assurance Italy S.r.l.
Vimercate (MB), Italy
6th May 2025

Alessia Segalini
Lead Verifier

Laura Ierardi
Reviewer

Appendix: Selected Data and Information

The scope and boundary of our work cover Selected data and information, which have been disclosed in the Report and in the 2024 Healthy Future Report Disclosures, which is an attachment to the Report.

Stakeholder Engagement, Materiality, and Reporting Practices:

GRI 2-2 Entities included in the organization’s sustainability reporting

GRI 2-29 Approach to stakeholder engagement

GRI 3-1 Process to determine material topics

GRI 3-2 List of material topics

GRI 3-3 Management of material topics

Employee Information and Diversity:

GRI 2-7 Employees

GRI 2-8 Workers who are not employees

GRI 2-30 Collective bargaining agreements

GRI 401-1 New employee hires and employee turnover

GRI 405-1 Diversity of governance bodies and employees

Water and Effluents:

GRI 303-1 Interactions with water as a shared resource

GRI 303-2 Management of water discharge-related impacts

GRI 303-3 Water withdrawal

GRI 303-4 Water discharge

GRI 303-5 Water consumption

Waste:

GRI 306-1 Waste generation and significant waste-related impacts

GRI 306-2 Management of significant waste-related impacts

GRI 306-3 Waste generated

GRI 306-4 Waste diverted from disposal

GRI 306-5 Waste directed to disposal

Pharmaceuticals in the environment:

Percentage of Teva sites with safe discharge levels of antibiotics

Percentage of Teva sites with safe discharge levels of priority APIs

Health Care Professionals (HCPs) and patients reached with educational materials about appropriate antibiotic use

GHG Emissions:

GRI 305-3 Other indirect (Scope 3) GHG emissions

Health Equity and Access to Medicines:

SLB KPI 1.a: Number of regulatory submissions across six key therapeutic areas (TAs)

SLB KPI 1.b: Product volume through four access to medicine programs, including donations and social business across six key TAs

Number of beneficiaries of health system–strengthening and capacity–building initiatives

Appendix continued

Occupational Health & Safety:

GRI 403-1 Occupational health and safety management system

GRI 403-2 Hazard identification, risk assessment, and incident investigation

GRI 403-3 Occupational health services

GRI 403-4 Worker participation, consultation, and communication on occupational health and safety

GRI 403-5 Worker training on occupational health and safety

GRI 403-6 Promotion of worker health

GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

GRI 403-8 Workers covered by an occupational health and safety management system

GRI 403-9 Work related injuries

GRI 403-10 Work related ill health

Economic Contribution Data:

Teva’s economic contribution data (direct and spillover) at the national and global level:

- Supported jobs
- Contribution to Gross Domestic Product (economic output)
- Labor income generated

Generic Drug Savings Analyses: savings attributable to Teva at the national level and global level

Sustainable Procurement:

GRI 2-6-b-ii Suppliers’ data:

- Total Tier-1 suppliers
- Significant Tier-1 suppliers
- % of spend on Tier-1 significant suppliers
- Number / percentage of significant suppliers with a commitment to set or approved SBTi (Science Based Targets initiative) targets

Supplier screening:

- Number of suppliers screened for ESG risks in Environmental Impact Quotient (EIQ)
- Number of screened suppliers’ sites for ESG risks in Environmental Impact Quotient (EIQ)

Suppliers Code of Conduct:

- GRI 2-24-iv Number / percentage of significant suppliers for which Teva provided training regarding the Suppliers Code of Conduct, sustainability and human rights

GRI 308-2-a/b; GRI 414-2-a/b Assessment:

- Number / percentage of significant suppliers with valid EcoVadis assessment in the reporting year
- Number / percentage of significant suppliers with valid assessment with score >60 in EcoVadis
- Number of suppliers audited (Human Rights, Labor and Environment Audits – PSCI audits)
- 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
- Number / percentage of significant suppliers identified as having significant actual and potential negative environmental impacts (< 50 points in “Environment” EcoVadis theme)
- Number / percentage of significant suppliers identified as having significant actual and potential negative social impacts (< 50 points in “Labor & Human rights” EcoVadis theme)
- Number / percentage of significant suppliers with valid assessment that improved sustainability performance in the reporting year compared to the previous EcoVadis assessment

Appendix continued

Pay Gap:

GRI 405-2 Ratio of basic salary and remuneration of women to men

Women pay gap (without considering level, function/profession, and location)

Business ethics and compliance

Percentage of active employees assigned and trained in annual "Our Way" Global Compliance & Ethics training campaign

Percentage of active employees assigned to recertify on the Code of Conduct

Percentage of submitted Third Party Representative (TPR) business partners evaluated through Teva's Third Party due diligence tool (Risk Mate)

Number of comparable questions that appear in Teva's Organizational Health Survey related to compliance and ethics that Teva meet or exceed the benchmark of high-performing organizations

Task Force on Climate-related Financial Disclosures (TCFD) Recommendations

TCFD elements	Recommended disclosures
Governance	Describe the board's oversight of climate-related risks and opportunities. Describe management's role in assessing and managing climate-related risks and opportunities.
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

TCFD elements	Recommended disclosures
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks. Describe the organization's processes for managing climate-related risks. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.
Metrics & Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

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.

