



Teva Code of Conduct

Our Value.
Our Strength.
Our Code.

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Fostering a culture of integrity in everything we do

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Our Culture

Fostering a culture
of integrity in
everything we do





Code of Conduct

Teva's Code of Conduct outlines the expectations for compliance and ethics in everything we do. Our Code of Conduct ("Code") serves as a resource for all Teva entities, employees, stakeholders, and our Board of Directors because what we do is important, but how we do it is just as important.

What is Teva's Code?

- Teva's expectations for compliant and ethical conduct
- A resource and reference guide to help us succeed
- A standard applicable to all Teva entities, employees, and the Board of Directors

Why is this important?

- Our Code
 - empowers us to fulfill Teva's strategic goals and live our purpose and values every day
 - helps build and maintain an ethical culture driving higher performance, enhancing productivity, and improving employee morale
 - helps ensure we follow our leadership principles professionally, efficiently, legally, and ethically
 - provides information and support to help you make the right decisions

Our conduct

- Read and understand the Code
- Follow Teva's policies, procedures, and guidance as well as all applicable laws and codes
- Learn more about [Our Leadership Principles](#)
- Seek advice from your manager, HR, Legal, or Compliance & Ethics for guidance when needed



Our Code in Action

How Teva's Code relates to other Teva documents

- The Code provides the framework for expected behavior
- The Code helps us address some of the most typical ethical and legal issues we may face, but it cannot cover every situation. Seek advice from your manager, Compliance & Ethics or Legal for guidance when dealing with ethical or legal issues that do not seem to be covered by the Code
- The Code is supplemented by other Teva policies and procedures
- The Code familiarizes us with and links us to many of these other Teva policies and procedures
- The Code does not supersede applicable laws and codes, or Teva's policies or procedures
- The Code is not a contract and does not convey employment rights or guarantee employment
- Understanding policies and procedures that apply to our specific job provides the necessary content and details for our mutual success
- Waivers of the Code require prior written approval of the Chief Global Compliance & Ethics Officer or, in certain circumstances, the Board of Directors or a committee thereof. If required by applicable law, waivers will be promptly disclosed

What are the consequences for violations of the Code?

Teva entities, employees, and members of the Board of Directors who violate the Code will be held accountable and sanctioned appropriately. This may include termination of employment or membership on the Board of Directors. Misconduct that may result in disciplinary action includes:

- Violating the Code or requesting others to violate the Code
- Failing to cooperate in Teva investigations of possible Code violations, interfering with the investigation process, or disclosing confidential information regarding investigations
- Retaliating against another employee for reporting a concern in good faith regarding a potential violation of the Code
- Failing to demonstrate leadership and diligence to ensure compliance with the Code and applicable laws and codes

Putting Our Code into Action means applying our values and principles in every decision we make, ensuring ethical behavior, accountability, and trust in our interactions with patients, colleagues, and communities.



Our Purpose

For more than a century, Teva's passion for helping patients, and our commitment to making a meaningful impact on global health, has created who we are and what we stand for.

What is Teva's Purpose?

- Teva's purpose is to be "all in for better health"
- This means we believe that everyone should have access to quality medicines to manage disease, fight infection, and improve overall health

Why is this important?

- It focuses our hard work and the decisions we make each day to help patients
- It reflects our history of more than 120 years as a global pharmaceutical leader
- It celebrates our tenacity, entrepreneurial spirit, and passion to help patients
- It provides a clear, understandable, and ambitious vision for the future
- Learn more about [Teva's Purpose](#)
- Refer to [Teva's Position on Access to Medicines](#)

Our Values

Teva's values are important because they guide our actions and decisions, ensuring that patients, customers, colleagues, and communities remain at the heart of everything we do, reinforcing our culture and the meaningful impact of our work every day.

What are Teva's values?

- Leading the way
- Focus and accountability
- Getting it done together
- Innovating where we create value
- Caring
- Making our families proud

Why are Teva's values important?

- What we do matters every day
- Our culture is not only about what we do, or how we do things, but why we do them
- Our values guide us to ensure that patients, customers, colleagues, and communities are at the heart of every decision we make
- Learn more about [Teva's values](#)



Our Decisions

Ethical decision-making is important because it builds trust, upholds our integrity, and ensures we do what is right for patients, colleagues, and the communities we serve.

When do we make ethical decisions?

- Every day
- We make ethical decisions with all our actions and behaviors
- We act ethically even when formal controls such as laws, regulations, policies and procedures, and the Code may not address a difficult decision, unexpected situation, or something that makes you feel uncomfortable

Why is it important to make ethical decisions?

- To preserve trust with patients and other stakeholders
- To help you and Teva do the right thing
- To help us flourish as responsible professionals

How can you make better, more ethical decisions?

- Keep the trust, safety and well-being of patients first and foremost
- Never compromise your personal integrity or Teva's reputation to achieve a goal
- Ask yourself if your proposed action aligns with Teva's Purpose and values
- Be transparent when you don't know
- Stop and ask questions if something doesn't feel right
- Follow Teva's Code, all applicable laws and codes and Teva's policies and procedures
- Seek advice from your manager, HR, Legal, or Compliance & Ethics for guidance when needed

Before acting, ask yourself:

- Is it legal?
- Is it ethical and consistent with our values?
- Would I be comfortable if my actions were reported publicly?
- Does it help patients, stakeholders and colleagues?
- Do I have enough information to make this decision, or should I seek guidance before acting?

Our Resources

What resources do we have for you?

- Policies, procedures, and information that can be found on myteva (Teva's intranet), tevapharm.com, and on other Teva applications
- Training to enhance your knowledge about our expectations for compliance and ethics
- Guidance, advice, and subject matter expertise from your manager, HR, Legal, or Compliance & Ethics
- Management support for helping you make the right decisions



Speak Up!

We do what's right, and together we succeed by living our values. Teva's Code helps us put our core values into action in everyday work situations. If you have knowledge or a concern about potential violations of this Code, applicable laws and codes, or Teva's policies and procedures you have several channels available for you to speak up, ask questions, and report any issues.

What is "Speak Up!"?

- Speak Up! is our culture of support to ask questions and raise issues and concerns
- Speak Up! encourages employees to speak freely without fear of retaliation

Why is Speak Up! culture important?

- Builds a safe and transparent workplace linking excellence, achievement, and integrity
- Identifies and resolves situations so that Teva can continually improve and meet its goals
- Confirms Teva's commitment to supporting everyone who seeks to do the right thing

Asking questions and reporting concerns

Need advice on the right thing to do? Your manager or HR are usually the best resources to address your question. You may also contact [Compliance & Ethics](#).

Need to report a concern? If you have knowledge or a concern about potential violations of this Code, applicable laws and codes or Teva's policies and procedures; report the issue via the channel you are most comfortable with:

- Next level management
- Compliance & Ethics
- HR
- Legal
- Internal Audit
- The Office of Business Integrity

In the event that you become aware of concerns related to anti-corruption, anti-bribery, anti-trust laws, fraud, or financial misconduct, you should promptly report the details directly to the Office of Business Integrity for appropriate and consistent handling.



We can make better, more ethical decisions by staying true to our values, seeking diverse perspectives, and considering the impact of our choices.

The Office of Business Integrity is an independent, objective and confidential resource responsible for addressing reports of misconduct and fraud, including those made through the Teva Integrity Hotline. You may choose to report your concerns anonymously, where permitted by law. If you are asked to take part in an investigation, cooperate fully, be honest and transparent, and follow directions related to the investigative process. Any form of retaliation against anyone for making a good faith report, or for participating in an investigation, is strictly prohibited.

You can contact the Office of Business Integrity through the [Teva Integrity Hotline](#) or by email at: Office.BusinessIntegrity@tevapharm.com.

Learn more about Teva's process regarding receiving, handling, and resolving concerns about actual or suspected violations of the Code, applicable laws and codes or Teva's policies and procedures through [Teva's Integrity Hotline Complaints Procedure](#).



Leadership Expectations

Teva's leaders support our Code by setting the tone for ethical behavior through the actions and choices they make every day. Teva expects its leaders to guide teams, support our Speak Up! culture, and reinforce accountability. Our leadership principles define what great leadership looks like and enable our leaders to foster an ethical culture.

Why is this important?

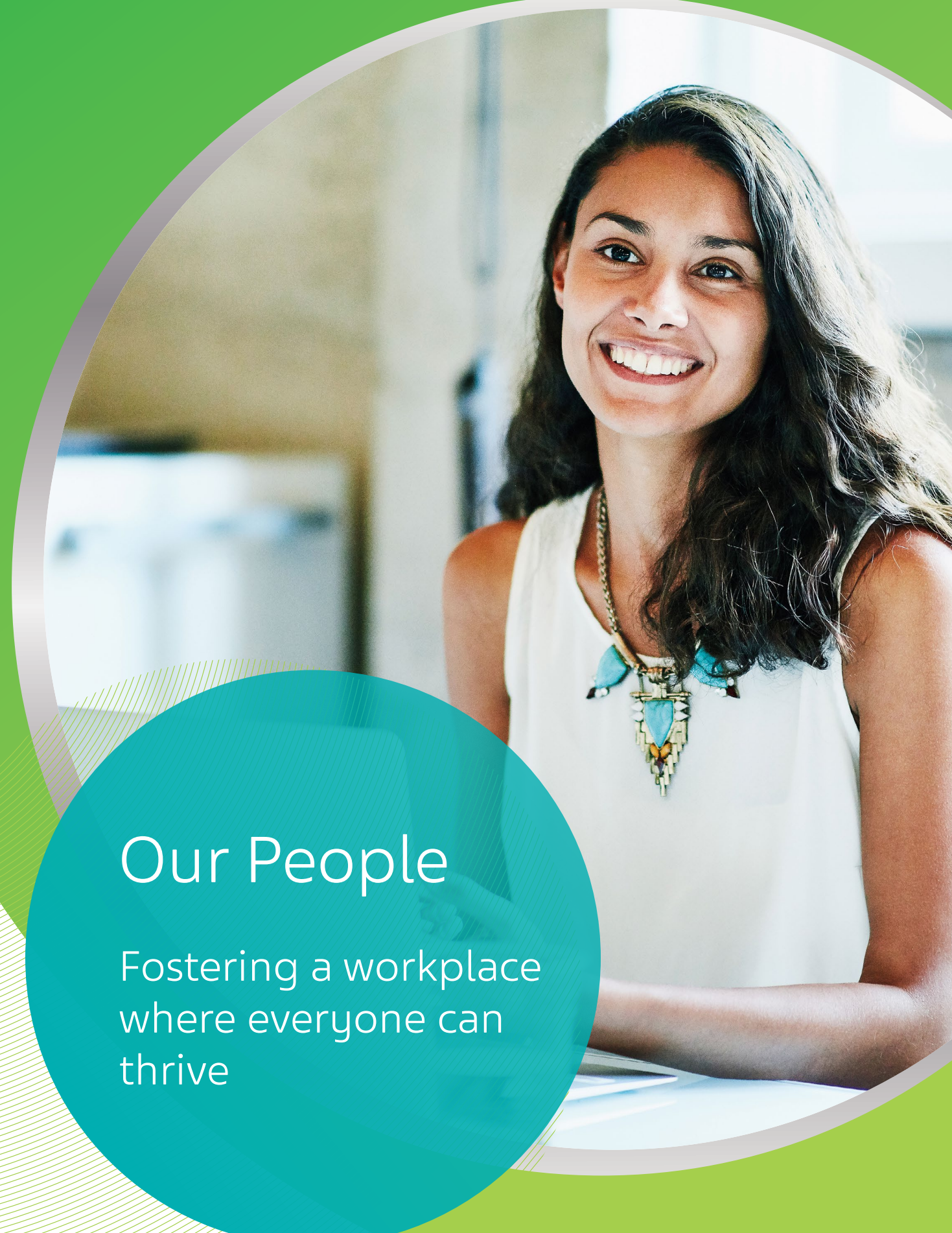
- Leaders shape the culture through their actions, decisions, and interactions
- Employees look to leaders for guidance on what it means to act with integrity
- A strong ethical culture starts with visible and consistent leadership commitment

Our conduct

Leaders at all levels are expected to:

- **Set the tone:** Demonstrate Teva's values, leadership principles, and commitment to compliance and ethics in everyday decisions
- **Lead by example:** Model ethical behavior and hold themselves accountable to the same standards expected of others
- **Encourage our Speak Up! culture:** Create an environment where employees feel comfortable asking questions, raising concerns and sharing different perspectives
- **Promote transparency:** Communicate openly and honestly, including when information is still evolving. Be clear about what is known, what is not yet known, and what employees can expect next
- **Provide clarity and context:** Help employees understand how decisions, priorities, and changes connect to their work, their teams, and the patients we serve
- **Prevent retaliation:** Never tolerate retaliation against anyone who raises a concern in good faith or participates in an investigation
- **Address concerns promptly:** Listen respectfully, escalate concerns appropriately, and ensure issues are addressed in a timely manner
- **Promote accountability:** Reinforce compliance expectations and take appropriate action when misconduct occurs





Our People

Fostering a workplace
where everyone can
thrive



Equal Employment Opportunity and Inclusion and Diversity

Teva is committed to equal employment opportunities and to building a diverse, inclusive workplace where every individual is valued and empowered to thrive. By embracing different perspectives and experiences, we unlock new ideas, drive innovation, and create a positive impact for patients and communities worldwide.

What is Equal Employment Opportunity (EEO) and diversity?

- Equal Employment Opportunity (EEO) is a legal framework that ensures fair treatment in all employment-related decisions, including hiring, promotion, and compensation
- Teva is committed to welcoming and embracing individuals of all ethnicities, races, religions, cultures, genders, gender identities, sexual orientations, ages, and abilities in compliance with applicable law
- EEO reflects the value Teva places on the diversity of backgrounds, skills, and experiences that a global workforce contributes to our success

Why is it important?

- Teva believes that providing equal opportunities and respecting people helps every individual reach their full potential and apply their unique skill and talents
- A diverse workforce together with inclusive leadership and culture can drive higher performance and innovation, enhance productivity, improve morale, and reduce turnover

Our conduct

- Foster an inclusive and respectful environment where everyone feels they belong and all perspectives are valued, supporting a culture of dignity, fairness, and psychological safety
- We do not tolerate any form of discrimination, harassment, bullying, unfair treatment, or any hurtful or inappropriate behavior at any time
- Apply and adhere to Teva's people-related policies and procedures – including recruitment, performance management, development, rewards, and promotion – consistently and fairly, ensuring decisions are based on objective criteria, business needs, and demonstrated performance, and that opportunities and rewards are based on merit, regardless of background
- Refer to [Teva's Position on Inclusion and Diversity](#)
- Seek advice from your manager, HR, or Legal for guidance when needed



Safe and Healthy Workplace

A safe and healthy workplace is essential to protecting employees, contractors, and others performing work on behalf of Teva, as well as the public. Teva is committed to proactively managing health and safety risks to prevent work-related incidents, injuries, illnesses, and to support employees' well-being, productivity, and compliance across the organization.

What is a safe and healthy workplace?

- A safe and healthy workplace is one where proactive measures are taken to identify, assess, and control workplace hazards, and where individuals are expected to work safely and in accordance with applicable laws and codes, policies and procedures

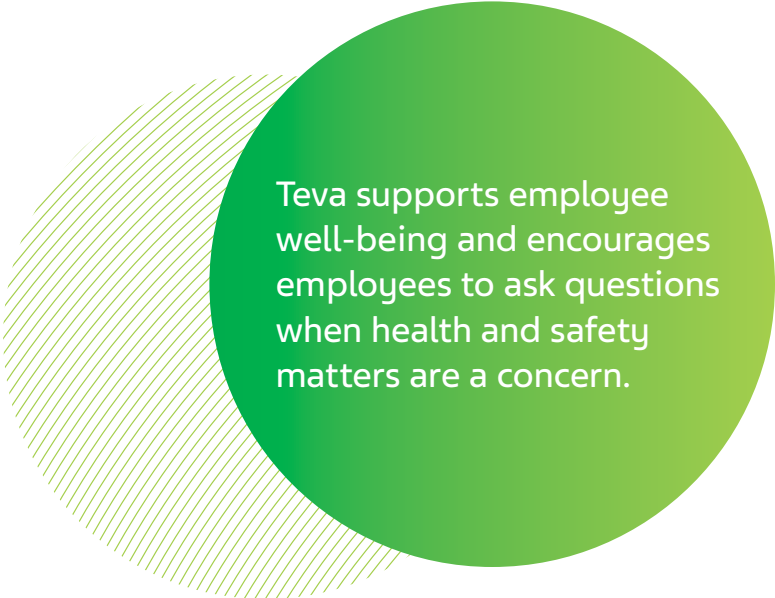
Why is this important?

- Protecting health and safety helps prevent incidents, injuries, and illnesses
- Effective risk management supports productivity, quality, and reliable operations
- Compliance with health and safety requirements is a shared responsibility across the organization

Our conduct

All employees, contractors, and others performing work on behalf of Teva are expected to:

- Follow [Teva's Position on Occupational Health and Safety](#) and understand your role in supporting it
- Complete required health, safety, and operational training before performing assigned work and operating any equipment
- Follow all applicable employment, health, safety, and security laws, policies, and procedures
- Use personal protective equipment as required
- Understand the hazards associated with your role, tasks and work environment
- Immediately stop any work activity if conditions appear unsafe and promptly raise concerns to prevent potential incidents, injuries, and illnesses
- Report actual or potential incidents, hazards, or non-compliance immediately—and assist with corrective actions
- Seek advice from your manager, HR, or Environmental Health Safety & Sustainability (EHS&S) for guidance when needed



Teva supports employee well-being and encourages employees to ask questions when health and safety matters are a concern.





Workplace Harassment

Teva is committed to a respectful, inclusive workplace where harassment of any kind is not tolerated.

What is workplace harassment?

- Workplace harassment is unwelcome conduct that creates an offensive, hostile, or intimidating work environment
- Harassment includes offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, mobbing, ridicule or mockery, insults or put-downs, offensive objects or pictures, interference with work performance, and other similar actions

Why is it important?

- Workplace harassment is harmful to employees and other stakeholders compromising the supportive work environment Teva seeks to foster
- Teva policy prohibits workplace harassment

Our conduct

- Refer to [Teva's Global Harassment Policy](#)
- Refrain from making remarks, telling offensive jokes, or displaying materials that could offend a particular characteristic protected by applicable law such as age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, etc.
- Do not use sexually suggestive language or share materials containing sexual content
- Report promptly to your manager or HR any instances of workplace harassment
- Seek advice from your manager, HR, Legal, or Compliance & Ethics for guidance when needed



Substance Abuse and Workplace Violence

Teva is committed to maintaining a safe, healthy, and respectful workplace by strictly prohibiting substance abuse and any form of violence or threatening behavior at the workplace or while at work.

What are substance abuse and workplace violence?

- Substance abuse is the possession, use, sale, or purchase of illegal or unauthorized drugs, or alcohol at the workplace or while at work
- Workplace violence includes threats or acts of verbal or physical aggression, intentional damage of Teva property or the property of others, or any behavior that makes others feel unsafe at the workplace or while at work

Why is this important?

- Substance abuse and workplace violence have physical, safety, employment, and potentially criminal consequences
- It puts others at risk and can impact the quality of our products and Teva's reputation
- Teva is committed to providing a safe, respectful, and professional work environment, free from substance abuse and any form of workplace violence

Our conduct

- Do not purchase, sell, possess, or use illegal drugs while conducting Teva business
- Do not work under the influence of drugs or alcohol, or create a safety risk through intoxication
- Do not bring firearms, explosives, or any other weapons or dangerous materials to any Teva work location or function without express prior permission to do so
- Immediately report any offensive, threatening, or violent behavior—verbal or physical
- Seek advice from your manager, HR, Legal, or Compliance & Ethics for guidance when needed



Supportive and Collaborative Work Environment

A supportive and collaborative work environment fosters teamwork and open communication across all levels and locations, enabling Teva to achieve its strategic goals through shared expertise and mutual respect.

What is a supportive and collaborative work environment?

- A supportive and collaborative work environment is one where employees have the tools, processes, and time to effectively work together across functions, business units, and geographies to achieve Teva's strategic goals

Why is this important?

- Teva believes that collaboration and teamwork – leveraging diverse skills, perspectives, and expertise – leads to better results
- A well-organized, inclusive, and respectful workplace supports timely, efficient execution of our shared objectives

Our conduct

- Use available tools and spaces, such as conferencing platforms and meeting rooms, to collaborate effectively
- Involve colleagues from relevant teams in your planning and execution activities
- Follow established processes and procedures, and actively suggest improvements when appropriate
- Prioritize tasks and adjust timelines, budgets, and staff in response to business requirements
- Provide information and access to information to relevant stakeholders
- Communicate respectfully and professionally, considering differences in language, culture, time zones, and working styles and create a psychologically safe environment
- Seek advice from your manager, HR, or Compliance & Ethics for guidance when needed

Freedoms of Opinion, Speech, Religion and Association

Teva respects the fundamental rights of individuals and is committed to maintaining a respectful work environment where these freedoms can be exercised responsibly and in line with our values and policies.

What is freedom of opinion, speech, religion and association?

- These are fundamental rights to hold and express personal and religious views, beliefs and opinions, and associate with others without government interference

Why is this important?

- In democracies, national constitutions and a variety of domestic laws and international treaties protect these fundamental freedoms
- Teva is committed to fostering a respectful and inclusive work environment where employees feel safe holding

and expressing views, beliefs and opinions or participating in associations and other organizations, including trade unions

- Teva aims to ensure that the exercise of these freedoms aligns with business needs and workplace harmony

Our conduct

- Exercise freedom of opinion, speech, religion, and association without disrupting Teva's operations, without compromising you or others from fulfilling job responsibilities, and without violating the Code or other Teva policies and procedures
- Respect the rights of others when exercising your own freedoms
- Seek advice from your manager, HR, Legal, or Compliance & Ethics for guidance when needed



Use of Teva's Systems and Equipment

Teva provides systems and equipment to support your work—it's important to use them responsibly, securely, and in accordance with company policies.

What are Teva's systems and equipment?

- Teva's systems and equipment include all tools and technologies provided for work-related purposes—such as computers, phones, mobile devices, internet access, software, applications, and other resources

Why is this important?

- Teva is committed to a modern, secure, and productive workplace where employees have the tools needed to perform their roles effectively
- Responsible use of systems and equipment helps protect Teva's data, infrastructure, and reputation

Our conduct

- Understand that Teva may monitor or access systems and equipment—where permitted by law—without notice or consent, to safeguard against misuse, fraud, or other risks
- Comply with applicable license agreements for software and published materials
- Use only IT-approved software, hardware, and applications (including Teva-approved AI and GenAI platforms)
- Use systems and equipment professionally. Never transmit offensive, illegal, or inappropriate material
- Follow and comply with Teva's IT Security policies and procedures to help protect Teva's work environment, assets, sensitive data and infrastructure
- Seek advice from your manager, IT Security, or HR for guidance when needed



We work together to preserve our company assets – from our devices and spaces to our machinery and networks.





Our Responsibility

Acting with
honesty, care, and
accountability



Conflicts of Interest

Teva expects all employees to act in the company's best interests by avoiding situations that could create, or appear to create, a conflict between personal interests and professional responsibilities.

What are conflicts of interest?

- Conflicts of interest are situations that result from placing personal, social, financial, or political interests before those of Teva
- Conflicts of interest can arise as a result of outside employment, by providing or accepting gifts, hospitality or anything of value, through board memberships, certain family or close personal relationships, or in connection with certain personal financial interests and benefits

Why must we avoid conflicts of interest?

- Teva relies on employees to make decisions that are in Teva's best interests, free from undue influence
- Conflicts of interest can harm Teva's operations, reputation, erode trust, and damage relationships internally and externally

Our conduct

- Refer to Teva's Global Conflicts of Interest Policy & Procedure to learn more
- Avoid situations that may lead to potential, actual and even perceived conflicts of interest
- Promptly disclose and remediate potential or actual conflicts of interest
- Seek advice from your manager, HR, Legal, or Compliance & Ethics for guidance when needed



We conduct our business with the highest standards of integrity and ethics.

Social Media

Social media plays a powerful role in how we communicate and connect, making responsible and thoughtful use essential to protect Teva's reputation.

What is social media?

- Social media refers to digital platforms and technologies that enable individuals to create, share, and engage with the content, opinions, experiences, and perspectives of others
- Examples of social media include private and corporate blogs, social networks, and other interactive online channels

Why is this important?

- Teva uses social media to engage with stakeholders for business purposes
- While employees are free to use social media for personal purposes, Teva expects responsible and mindful use to avoid conflicts or misunderstandings

Our conduct

- Exercise discretion when using social media, understanding the potential impact of your posts and interactions
- Clearly distinguish personal opinions from opinions of Teva when sharing content
- Do not use social media to discuss issues involving Teva's confidential and proprietary information
- Follow Teva's Social Media Playbook when using social media for business purposes
- Social media that inextricably connects you to Teva (e.g., LinkedIn) may not be used for discussions that do not follow all Teva policies
- Seek advice from your manager or Digital Communications for guidance when needed



Personal Data

At Teva, protecting personal data is essential to maintaining trust and meeting our legal and ethical responsibilities under global privacy laws and standards.

What is personal data?

- Personal data is any information that can identify an individual, such as name, location, online identifier, medical data, race, birthday, social security number, and more
- Protecting personal data includes safeguarding how it is collected, recorded, stored, edited, analyzed, combined, and transmitted

Why is it important to protect personal data?

- There are a growing number of global privacy laws and regulations
- Mishandling personal data can have a significant impact on Teva's reputation
- In alignment with Teva's values, we are committed to safeguarding the personal data of employees, patients, customers, and business partners, and to handling all data responsibly and lawfully

Our conduct

- Refer to [Teva's Global Data Privacy Policy](#) to learn more
- Seek guidance from the Global Data Privacy team before collecting or using personal data for new projects or initiatives, as we are legally required to track all processing activities associated with personal data, and in certain cases to conduct privacy impact assessments
- Use only Teva-approved devices, applications, artificial intelligence applications, and software for business activities
- Report any suspected or actual privacy incidents immediately to Teva's Global Security Operations Center (GSOC)
- Seek advice from your manager or the Global Data Privacy team for guidance when needed





Artificial Intelligence (AI)

Teva is committed to developing and using AI systems in ways that uphold fairness, integrity, privacy and ethical standards.

What are AI systems?

- An AI system is a machine-based system that processes data to generate outputs such as predictions, recommendations, content, or decisions in support of defined objectives, and that may adapt its behavior based on new inputs

Why is it important?

- Teva views AI as a catalyst for advancing health and business performance; because AI can create legal, ethical, and safety risks, it is essential to ensure its human-guided, responsible and compliant use
- Teva recognizes that harnessing this potential responsibly is essential, not only to advance global health, but to maintain the trust of patients, partners, and regulators

Our conduct

- Refer to [Teva's Global Artificial Intelligence Policy](#) and [Teva's Position on Responsible and Ethical Use of Artificial Intelligence](#), and follow its core principles to ensure AI is used safely, fairly, and transparently across the organization, supporting both compliance and trust
- Honor individuals' expectations for privacy and transparency in how AI is used
- Participate in AI literacy trainings to build your expertise on the use of AI tools, including their responsible use
- Seek advice from your manager, IT and Legal for guidance when needed

AI at a glance

- Use only AI tools and systems that have been approved for Teva business purposes
- Continue to protect confidentiality, personal data, and intellectual property when using AI
- Remember: you remain accountable for the AI-supported work you create, review, approve, or use



Teva's Assets, Sensitive Information, and Intellectual Property

Protecting Teva's assets, sensitive information, and intellectual property is essential to maintaining our competitive edge, fostering innovation, and safeguarding the trust placed in us by patients, partners, and employees.

What are assets, sensitive information, and intellectual property?

- Teva's assets include both tangible items – such as buildings and equipment – and intangible assets, such as ideas and information. Examples of intangible assets include intellectual property such as patents, trademarks, and copyrights as well as trade secrets, know-how, and other proprietary information
- Sensitive information refers to confidential or top-secret information. Examples include sales, marketing and other corporate research; intellectual property strategy and plans; marketing strategies and plans; pricing and sales information; non-public financial information; customer and employee records; manufacturing techniques, clinical research data, and technical data and information regarding new product development

Why is this important?

- Preventing unauthorized disclosure of sensitive information helps protect Teva and its employees from security, safety, legal, regulatory, and competitive risks
- Safeguarding Teva's assets – including intellectual property – supports Teva's long-term success and innovation as a company engaged in pharmaceutical research and manufacturing

Our conduct

- Refer to Teva's Global Corporate Security's resources on myteva to learn more
- Refer to Teva's Global IT Cybersecurity Policy to learn more
- Safeguard Teva's assets and use them for legitimate purposes only
- Promptly report any suspected or actual loss, misuse, or theft of assets immediately to the Global Security Operation Center (GSOC)
- Refrain from discussing sensitive information in places where others may overhear you
- Ensure that non-disclosure agreements (NDAs) are in place before sharing or receiving proprietary or sensitive information
- Access sensitive information only when authorized and handle it responsibly, including restricting access for others on a strict "need to know" basis, and only to the extent necessary
- Maintain confidentiality of proprietary information during and after your employment with Teva, except when disclosure is authorized by Teva or required by law
- Seek advice from your manager, Corporate Security, or Legal for guidance when needed



Proprietary Information of Third Parties

Protecting the proprietary information of third parties is vital to maintaining trust, honoring our legal commitments, and building strong, ethical partnerships that support mutual success.

What is proprietary information of third parties?

- Proprietary information refers to anything uniquely created or used by a business. This includes corporate intellectual property such as patents, trademarks, and copyrights, as well as trade secrets, know-how, and confidential information
- Teva and its business partners – such as customers, vendors, business development partners – possess their own proprietary information that must be respected and protected

Why is this important?

- Teva is committed to protecting its own proprietary information and respecting the third-party proprietary information of others
- Honoring the confidentiality and ownership of third-party proprietary information helps us comply with legal obligations, maintain trust, and foster ethical partnerships and fruitful collaborations with business partners

Our conduct

- Treat third-party proprietary information with the same level of care as Teva's proprietary information
- Use copyrighted materials only with appropriate permission or license
- Confirm licensing agreements are in place before using third-party proprietary information
- Do not disclose or take Teva's proprietary information or third-party proprietary information if you leave Teva
- Do not provide Teva with third-party proprietary information (including former employers)
- Seek advice from Legal for guidance if needed



Records and Information Management

Effective records and information management is essential for maintaining the integrity, accuracy, and security of Teva's business documentation across all formats, and in turn supporting compliance, operational efficiency, and informed decision-making.

What is records and information management?

- Records and information management refers to Teva's policies and procedures for creating, managing, retaining, and disposing of records and information—across all formats, including paper, electronic, audio, and video

Why is this important?

- Proper management of records and information helps protect Teva's business interests, intellectual property, and operational integrity
- It supports sound decision-making, ensures compliance with legal, regulatory, financial, and contractual obligations, and promotes organizational efficiency

Our conduct

- Create accurate, complete, and objective business records using clear, professional, and factual language – avoid exaggeration, emotional or misleading statements, and inappropriate characterizations
- Follow Teva's Global Records and Information Management policy, including the Global Records Retention Schedule
- Preserve (do not destroy or delete) documents or data relating to potential or pending litigation, investigations, or court orders – follow Legal's instructions in these cases
- Seek advice from the Global Records and Information Management team for guidance when needed



Maintaining accurate business records reflects our commitment to integrity, stakeholder confidence, and Teva's reputation.



Communications with External Parties

Teva is committed to ensuring that all communications with external parties are accurate, consistent, and handled by authorized representatives to uphold our integrity and public trust.

What are communications with external parties?

- Communications with external parties, which include individuals and organizations, such as the media, investors, credit ratings agencies, regulators, financial analysts, and members of the general public, who may request information from or ask questions about Teva
- These parties may rely on the information Teva provides to make decisions, report on our operations, assess and document our financial performance, and generally understand our business

Why is this important?

- It is essential that the information shared externally is timely, accurate, credible, clear, and documented
- Maintaining public trust depends on Teva's reputation for transparency, reliability, and ethical communication
- Teva is legally and ethically obligated to provide accurate and appropriate information
- Inappropriate communications may also lead to civil or criminal penalties imposed on Teva

Our conduct

- Certain information may not be communicated externally, and the decision on the ability to disseminate (as well as the appropriate time, persons, etc.) is governed by Teva's Regulation Fair Disclosure policy
- Direct all media and investor inquiries to Corporate Communications
- Only select and trained employees are allowed to speak with the media and investors and/or able to release any Teva information to the public. Reach out to your local contact in Global Communications for guidance prior to participating in public forums
- Seek advice from your manager, Global Communications, Investor Relations, or Legal for guidance when needed. It is often non-obvious whether media or investors might be in attendance at a particular event, so err on the side of caution should you have any doubts



A circular photograph of three female scientists in white lab coats working in a laboratory. One scientist is smiling at the camera while holding a Leica microscope. The other two are looking down at something out of frame. The background is a blurred lab setting. The image is set against a green background with a white circular border.

Our Science

Putting patients first
through safety and
innovation



Product Quality and Safety

Teva is committed to delivering safe, effective, and high-quality pharmaceutical products by upholding rigorous standards that protect patients and maintain public trust.

What is product quality and safety?

- Product quality focuses on whether a product consistently meets predefined specifications and requirements, ensuring it performs as intended
- Product safety is about ensuring that the benefits of a product to patients outweigh the risks to the highest extent possible

Why is this important?

- Teva is committed to improving the lives of patients by establishing and maintaining robust product quality and patient safety systems
- Pharmaceutical product quality and safety are governed by strict laws, regulations, and protocols to ensure products are safe and effective – meeting these requirements is essential to protecting trust by health regulators, our patients and the public
- Teva is committed to patient safety and meeting or exceeding patients' expectations and regulatory requirements regarding the research, development, procurement, manufacturing, packaging, testing, supplying, maintenance, and marketing of our products and services
- Teva is dedicated to continuous improvement in the development, production and timely delivery of high-quality pharmaceutical products

Our conduct

- Never compromise on product quality or safety—even under pressure or to meet a deadline or a financial target
- Complete all required training, including on quality systems and Pharmacovigilance
- Follow Teva's quality and safety policies, processes and controls for Good Operating Practices (GxP), including Good Laboratory Practices (GLP), Good Clinical Practices (GCP), Good Manufacturing Practices (GMP), Good Pharmacovigilance Practices (GVP) and Good Distribution Practices (GDP) as required
- When outsourcing activities to an external vendor, ensure that Teva's quality and safety processes and controls are adhered to by the vendor, including appropriate controls by Teva
- Report any concerns or issues with quality or safety systems to your manager immediately
- Report adverse events immediately
- Report any known or suspected counterfeit Teva medicines, or practices that may facilitate counterfeiting, immediately to Global Corporate Security
- Refer to [Teva's Position on Quality Medicines](#) and [Teva's Position on Patient Safety](#)
- Read more about [Patient Safety](#)
- Seek advice from your manager, Quality, Pharmacovigilance, or Legal for guidance when needed



Innovation and Creativity

Teva values innovation and creativity as vital drivers of progress, empowering employees to think boldly, solve problems, and contribute ideas that improve lives and advance our mission.

What are innovation and creativity?

- Innovation is the process of generating new ideas, products, services, solutions, or processes that create value and drive positive outcomes for our patients and Teva
- Creativity is the ability to think in fresh, effective ways to solve problems, improve operational efficiency, and advance Teva's purpose

Why is this important?

- Sustained innovation and creativity are essential to our continued success and growth as a pharmaceutical leader
- Teva is committed to fostering a culture that empowers employees to bring forward bold ideas and entrepreneurial energy

Our conduct

- Apply your knowledge, talent, and resources to discover insights and contribute bold ideas to advance Teva's mission
- Follow Teva's Code of Conduct, policies, and procedures to focus your efforts legally and ethically
- Seek advice from your manager or HR for guidance when needed

Promotional Materials and Scientific Exchanges

Teva is committed to responsible communication by ensuring that all promotional materials and scientific exchanges are accurate, compliant, and support informed healthcare decisions.

What are promotional materials and scientific exchanges?

- Promotional materials include marketing communications and activities intended to encourage the prescribing, sale, or use of Teva's products
- Scientific exchanges involve the sharing of medical or scientific information in a non-promotional context, typically in response to unsolicited questions from members of the healthcare community

Why is this important?

- Teva is committed to enhancing medical knowledge and patient care by providing accurate, balanced, and timely information about its medicines
- Teva's goal is to support informed decision-making by healthcare professionals and contribute to the advancement of medical research and effective use of medicines
- Teva aims to maintain public trust in our products,

services, and employees by ensuring that all communications are responsible and compliant

- Applicable laws and codes and Teva's policies strictly prohibit the promotion of products outside their approved use ("off label") or without valid marketing authorization
- Many countries prohibit promotion of products directly to patients or the public

Our conduct

- Follow local sales and marketing regulations and obtain required activity approvals in Teva's designated systems
- Use only approved promotional materials designated for your country
- Do not promote any product, directly or indirectly, without proper marketing authorization
- Ensure that scientific exchanges are factual, complete, non-promotional, and not misleading
- Refer all unsolicited questions about off label use to Global Medical Affairs
- Refer to [Teva's Position on Marketing and Promotional Practices](#)
- Seek advice from Global Medical Affairs or Compliance & Ethics for guidance when needed



What would you do?

May I provide an iPad containing presentations on Teva's products to the healthcare professionals I promote to?

No. Teva only provides educational items that are of nominal value, medically relevant, and permitted under applicable laws and codes and Teva policies.

—

May I discuss pharmaceutical products with a healthcare professional over a meal in a restaurant as is customary in my country?

- *Generally, the preferred location to discuss products is in the healthcare professional's office, or in a hospital or clinical setting.*
- *Applicable laws and codes increasingly limit where, when, and under what circumstances we can interact with healthcare professionals.*
- *Consult with your manager or Compliance & Ethics to determine a suitable manner you can interact with healthcare professionals.*

—

As a sales representative, may I forward an article on a public website that discusses Teva products to one of the healthcare professionals with whom I work?

No. All communications between a sales representative and a healthcare professional are part of detailing, and

all detailing communications must be approved through Teva's promotional materials review process before they are used.

—

May a sales representative answer a question from a healthcare professional about using our medicine for one of his patients for an off-label use?

- *No (even if you know the answer to the question). Refer the healthcare professional's question to Medical Affairs so that Teva's medical colleagues can relay medical information directly to such professional.*
- *Remember that promotional efforts to healthcare professionals must be "on-label" (meaning consistent with the approved label) and everything a sales representative says is considered promotional.*

—

When presenting clinical trial data to a healthcare professional, may I restrict my discussion to the positive outcomes of the trial only?

No, clinical data communications must be presented in a fair and balanced way, allowing materials to be objective, complete, accurate, non-promotional, and not misleading. Oversimplification, overgeneralization, overstatement, opinions, and characterizations can easily be misunderstood.



Research and Development and Clinical Trials

Research and Development (R&D) and clinical trials are at the heart of Teva's mission to innovate and bring safe, effective healthcare solutions to patients worldwide.

What are R&D and clinical trials?

- R&D involves systematic scientific activities – both basic and applied research – focused on discovering new healthcare solutions and developing innovative pharmaceutical products and healthcare solutions
- Clinical trials are studies conducted to evaluate the safety and efficacy of pharmaceutical products in humans. Clinical trials are preceded by foundational scientific research, laboratory testing, and pre-clinical (including animal toxicology) studies

Why is this important?

- Teva is committed to advancing health through innovation – improving disease management,

developing new products and services, and expanding access to therapies that improve overall health

- Teva believes that what we do matters and that R&D is essential to the advancement of healthcare and the long-term success of Teva

Our conduct

- [Learn more about Teva's R&D organization and its role in innovation](#)
- [Familiarize yourself with Teva's Policy on Clinical Trial Transparency & Disclosure](#)
- [Report any adverse events you become aware of immediately and through appropriate channels](#)
- [Seek advice from your manager, R&D, Pharmacovigilance, Compliance & Ethics, or Legal for guidance when needed](#)

If you are involved in planning, implementing, or managing clinical trials, help ensure that they:

- Protect participants' rights and safety by ensuring they are not subjected to unnecessary risks
- Secure informed consent of subjects and do not use undue influence or coercion to enroll subjects, and do not influence the outcomes of clinical trials and scientific research activities
- Maintain confidentiality, and follow the safety monitoring procedures outlined in the trial protocol
- Prior to trial initiation, ensure that all applicable internal policies and procedures are followed and that required approvals are obtained from relevant internal functions, as well as from external health authorities and ethics committees, as required
- Comply with international standards of good practice, including the Declaration of Helsinki and Good Clinical Practice
- Train all parties involved in the study on the trial protocol and procedures, and provide oversight during the conduct of the study
- Hold outsourced study partners (Contract Research Organizations (CROs)) to the same standards we apply to ourselves by conducting thorough evaluations and maintaining appropriate oversight of clinical trial activities
- Manage data responsibly by ensuring it is recorded, handled, and stored in compliance with privacy laws—and that results are reported accurately, transparently, and verifiably
- Refer to [Teva's Position on Clinical Trial Ethics & Transparency](#)

Advancing Research Through External Support

Teva may support external research activities, including investigator-sponsored studies, collaborative research, and research grants, to advance scientific and medical knowledge, improve disease understanding, and enhance clinical practice and patient outcomes in therapeutic areas of interest. Such support must be grounded in legitimate scientific or medical objectives, comply with all applicable laws and codes, and Teva's policies and procedures, and must not be used to improperly influence healthcare decisions.



A circular inset image shows two men in a laboratory or clinical setting. On the left, a man with dark curly hair, wearing a white lab coat over an orange shirt, is holding a smartphone. On the right, a man with short brown hair, wearing a dark blue suit jacket over a light blue shirt, is looking at the phone. The background is a blurred laboratory with shelves and equipment. The entire image is framed by a green circular border with a white inner ring.

Our Business

Operating
responsibly, ethically,
and transparently



Business Controls and Accurate Reporting

Teva relies on strong business controls and accurate reporting to ensure integrity, transparency, and effective resource management for all financial transactions.

What are business controls and accurate reporting?

- Business controls refer to the suite of policies, processes and mechanisms that are designed to protect Teva's assets, ensure accurate financial reporting, and promote operational efficiency
- Accurate reporting involves maintaining and providing financial and operational information that is complete, correct, verifiable, well-documented, understandable, and timely as required by applicable laws and codes, and business objectives

Why are they important?

- Effective business controls support sound resource management, help prevent errors and fraud, and are essential for achieving Teva's objectives
- Teva is committed to providing accurate and transparent reporting to regulators, auditors, shareholders, customers, healthcare professionals, the media, financial analysts, brokers, ratings agencies, and the general public

Our conduct

- Fulfill your responsibility to act as a good steward of Teva's resources
- Support Teva's financial planning, audit, and reporting processes as required by applicable laws and codes and Teva's policies
- Maintain accurate, complete, and timely documentation of all financial transactions according to Finance processes and procedures
- Avoid entering into any transaction or arrangement that improperly accelerates, postpones or otherwise manipulates the accurate and timely recording of business revenue or expenses
- If you identify potentially erroneous, unrecorded, questionable, or fraudulent financial transactions – including suspicious requests for payments to individuals, entities, or countries – you should report it immediately to the Office of Business Integrity
- Seek advice from your manager, Finance, Legal, or Compliance & Ethics for guidance when needed

What would you do?

Our department is under pressure to meet our quarterly financial targets. Someone in my department delayed the recording of expenses for the quarter to increase earnings so we can meet our financial goals. They will report these expenses next month instead. Is this OK?

No. It is inappropriate to report inaccurate earnings. Report questionable entries immediately to the Office of Business Integrity.

In order to meet year-end sales targets, can I offer my customers a discount if they overstock their supply so I can book the sales this year?

No. It is inappropriate to manipulate sales orders to show better results. This type of intentional misconduct is considered fraud, and is illegal and against Teva policy.

I have authority to approve invoices up to \$50,000, however, I need to have an invoice approved immediately from a supplier for \$100,000. My manager has authority to approve this amount but is out of town. Is it OK for me to split the invoice into two separate invoices for \$50,000 each?

No. It is inappropriate to split invoices or expenses to avoid exceeding approval limitations. Wait until your manager returns or escalate it to someone else with sufficient approval authority.

I do not have time to check all the invoices that my vendor has sent me to approve. Is the vendor responsible for ensuring the invoice is accurate?

Yes, but so are you. It is the responsibility of the vendor and all Teva employees to help ensure all financial documents, including invoices are accurate and appropriately detail the goods and/or services provided.



Insider Trading

Teva is committed to upholding fair and lawful trading practices by prohibiting the use or sharing of material, non-public information for personal or financial gain.

What is insider trading?

- Insider trading is the buying or selling of securities based on material, non-public information ("insider information")
- The range of what can be considered insider information is vast, including information on finances, earnings, and dividends; changes in senior management; mergers, acquisitions, dispositions, joint ventures, licensing or other transactions involving a significant product; approval or denial of a significant product; results of clinical trials or litigation; commencement, acquisition or loss of a major contract; significant cybersecurity incidents; and information legally and confidentially obtained about another company
- Insider trading is prohibited by law and Teva policy

Why is this important?

- Teva is committed to protecting the integrity of the capital markets
- Teva seeks to safeguard company and employee reputation
- Violating insider trading laws can result in serious consequences, including fines, criminal charges, imprisonment, disgorgement of profits, civil penalties and/or private party damages

Our conduct

- Maintain the confidentiality of Teva data
- Do not trade securities of Teva – or any company – based on insider information
- Do not share insider information with others, including friends, family, or business contacts ("tipping")
- Comply with Teva's Insider Trading Policy
- Observe trading limitations ("blackout periods") if you are a Teva board member, Teva officer, or an employee involved in the preparation of Teva's financial statements
- Seek advice from Legal for guidance when needed





Anti-Bribery and Anti-Corruption

Teva is committed to doing business the right way—free from bribery, corruption, or improper influence in any form.

What is bribery and corruption?

- Bribery is promising, offering, providing, asking for, accepting, or receiving anything of value (which includes indirect and non-monetary benefits), to improperly influence a person's actions or decisions
- Corruption is abusing power or authority for personal or third-party gain, including through bribery, fraud, or other illegal or unethical conduct

Why is this important?

- Teva is committed to conducting business legally and ethically
- Teva expects the same ethical business conduct of its business partners
- Corruption harms public health, distorts markets, and diverts resources away from patients
- Teva strives to protect the integrity of healthcare systems and markets
- Teva has a zero-tolerance policy for bribery and corruption

Our conduct

- Conduct business legally and ethically
- Do not engage in bribery or corruption, or in activity that could create the perception thereof
- Refer to [Teva's Global Prevention of Corruption Policy](#), [Global Third Party Due Diligence Policy & Procedure](#), relevant local Teva policies and procedures, and all applicable laws and codes
- Follow approval and documentation procedures for activities involving members of the healthcare community, government officials and entities, and for activities such as charitable contributions, sponsorships, and political contributions, to mitigate legal, compliance, and reputational risk
- Seek advice from your manager, Legal, or Compliance & Ethics for guidance when needed



Fair Competition

Teva competes with integrity and is committed to observing all applicable laws and codes and earning trust through innovation, quality, and ethical business practices.

What is fair competition and what laws regulate it?

- Fair competition is a set of principles and guidelines that ensure Teva competes in the right way
- Antitrust and other competition laws regulate business conduct including interactions with competitors
- These laws prohibit unfair competition such as price fixing, bid rigging, predatory pricing, agreeing with competitors to allocate sales territories or customers, participating in boycotts, improperly forcing competitors out of the market, distorting or improperly monopolizing the market, and other improper activities

Why is this important?

- Teva is committed to fair competition:
 - based on quality, price, and service
 - to spur development of quality products for patients
 - to maintain trust with patients, customers, and communities

Our conduct

- Do not engage in conduct that prevents or restricts competition or distorts the market
- Do not discuss externally Teva's internal deliberations on pricing, marketing, or intellectual property
- Obtain and use business information about third parties in an ethical and lawful manner
- Maintain proper confidentiality of all proprietary and business information
- Follow Teva's Antitrust and Competition Law Compliance Policy
- Seek advice from Legal for guidance when needed

What would you do?

What should I do if I am at an industry conference and a competitor starts to discuss pricing pressure from buyers? What if that person says: "Buyers have to buy products from someone and if we all agree not to discount our products, we will all have better sales and increase revenues"?

- *State that pricing is not an appropriate topic for such a discussion*
- *Leave the conversation before any agreement might be reached*
- *Make clear that you are not participating in any such agreement*
- *Report the incident promptly to the Office of Business Integrity*

—
A friend forwarded me a photo he secretly took with his phone of a competitor's pricing strategy that was visible on a laptop that was momentarily left unattended at a coffee shop. This information could help Teva develop better pricing and increase sales for Teva. Can I use this information?

- *No. You can only use business information that was obtained legally*
- *Report the incident promptly to the Office of Business Integrity*
- *Do not use or share this information with anyone else*



Money Laundering

Teva is committed to preventing money laundering by conducting business transparently, verifying counterparties, and complying with all applicable laws and codes.

What is money laundering?

- Money laundering is the process of concealing the origins of illegally or unethically obtained funds to make them appear legitimate
- Many countries have strict anti-money laundering laws that prohibit participation in or facilitation of these and similar activities

Why is this important?

- Teva is committed to conducting business with transparency and integrity in full compliance with applicable laws and codes
- Complying with anti-money laundering laws protects Teva from being used to conceal or support criminal activity and helps preserve our reputation

Our conduct

- Conduct business only with third parties willing to provide Teva with sufficient information to verify the legitimacy of payments
- Ensure all payments are made to and received from the parties specifically identified in the relevant contracts or other documentation
- Do not accept or offer cash payments
- Seek advice from Legal for guidance when needed especially if you encounter suspicious or unusual payment arrangements



Sanctions and Trade Controls

As a global company, Teva must navigate and comply with complex international rules on economic sanctions, export control laws and regulations to ensure lawful and responsible business operations across borders.

What are sanctions and trade controls?

- Sanctions are measures imposed by governments or international bodies to address foreign policy, security, or human rights concerns. These include trade embargoes, asset freezes, financial restrictions, and bans on doing business with denied or restricted parties
- Trade controls are restrictions on the transfer of goods, services, software, or technology across borders. These include controls on dual-use items—such as pharmaceutical ingredients that could be misused for military or criminal purposes (e.g., bioweapons)

Why is this important?

- Teva operates globally and is committed to full compliance with all applicable sanctions and trade control laws and regulations, which can be complex and change rapidly
- Failure to comply with sanctions and trade controls can subject Teva and its employees to civil and criminal penalties, including suspension or denial of trade privileges

Our conduct

- Comply with Teva's Global Sanctions and Trade Controls Policy and all applicable sanctions and trade controls laws
- Obtain guidance from Legal and Compliance & Ethics for activities involving sanctioned countries, regions, activities, entities or individuals
- Do not engage in any transactions with sanctioned countries, entities, individuals, and do not participate in boycotts or restrictive trade practices or any other activities in violation of sanctions and trade controls laws and regulations
- Seek advice from Legal or Compliance & Ethics for guidance when needed



Political Activities

Teva respects the personal political rights of employees while ensuring that all political activities related to Teva are conducted legally, transparently, and in alignment with our values and regulatory obligations.

What are political activities?

- Political activities include efforts to influence the outcome of elections, legislation, regulations, or public policy
- This may involve supporting or opposing political parties, candidates, proposed or existing laws, or partisan groups
- Political activities for Teva may include lobbying, meeting with government officials, or hosting government or regulatory representatives to a Teva site or event

Why is this important?

- Teva respects every employee's right to participate in personal political activities
- As a business, Teva may engage in political activity to help shape a legal and regulatory environment that supports the pharmaceutical industry and public health
- Political contributions and lobbying activities are heavily regulated in many countries and must be carefully managed to ensure compliance and avoid reputational or legal risks

Our conduct

- Obtain prior written approval from Government Affairs before making political contributions on behalf of Teva or engaging in lobbying activities, including meetings or events involving government officials
- Ensure all relevant activities are documented in Teva's designated approval systems
- Keep personal political activities separate from your role at Teva—do not use company time, resources, or branding, and make it clear your views are your own
- Preserve Teva documents related to known or potential government audits and inquiries and fully cooperate with Compliance & Ethics, Legal, and law enforcement agencies
- Seek advice from your manager, Government Affairs, or Legal for guidance when needed

What would you do?

I support a particular political candidate in my community and would like to send a few messages via Teva's email system to other employees in Teva and friends to encourage their support. Is this OK?

No. Teva respects your right to be involved in the political process. However, you must not use Teva's funds, systems, equipment, or materials to support a particular cause or candidate, and you must not engage in political activities while on the job.

—
A customer asked me if Teva would make a contribution to support the political campaign of a candidate for public office in our country. Can I do so?

Most countries in which Teva conducts business have strict and complex laws regulating political contributions. Obtain prior written approval from Government Affairs and work with relevant Legal, Compliance & Ethics, and Government Affairs colleagues to ensure compliance with all applicable laws and regulations governing political contributions.



Interactions with Governments

Teva is committed to engaging with government stakeholders in a lawful, transparent, and respectful manner that supports our mission and upholds the integrity of the pharmaceutical industry.

What are interactions with governments?

- Governments around the world regulate Teva and the pharmaceutical industry, and therefore, Teva must interact frequently with various government stakeholders
- These government stakeholders include officials, politicians, regulators, inspectors, entities, and their employees. In many countries this also includes hospitals, clinics, and healthcare professionals

Why is this important?

- Teva shares expertise and insights with governments to support a productive environment for the development, manufacture, promotion, and distribution of pharmaceutical products and services
- Conducting these interactions transparently and professionally strengthens Teva's reputation, supports the integrity of our industry, and ultimately benefits patients

Our conduct

- Follow Teva's policies, procedures and approval requirements related to interactions with government stakeholders before engaging or communicating with government representatives
- Cooperate fully with internal and external audits, inspections, or investigations
- Seek advice from your manager, Legal, Government Affairs, or Compliance & Ethics for guidance when needed



Third Party Management

We rely on third parties to help us achieve our goals, and it's essential that we choose and manage third parties carefully to uphold Teva's integrity, reputation, and commitment to ethical business practices.

What is a third party?

- A third party includes any external individual or organization Teva engages with, including Teva's business partners, suppliers, vendors, and customers

Why is this important?

- When third parties conduct business on Teva's behalf, Teva may be held accountable for their actions, making careful selection and ongoing oversight essential
- Third parties can significantly influence our operations, reputation, and legal risk profile
- Regulators expect Teva to actively manage third party risks and ensure appropriate oversight

Our conduct

- Engage only with reputable third parties that uphold high ethical standards, comply with [Teva's Supplier Code of Conduct](#), and protect Teva's reputation
- Select third parties based on the overall value they provide to Teva, including price, quality, service, delivery, sustainability practices, and their ability to operate ethically and in compliance with applicable laws and codes
- Conduct appropriate due diligence on potential third parties based on the nature of the engagement, which may include financial and compliance-related reviews
- Follow Teva's Global Procurement Policy and other applicable policies and procedures, and comply with the [Global Third Party Due Diligence Policy & Procedure](#) when a third party may interact with the healthcare community, government regulators, entities, or officials on Teva's behalf
- Ensure required documentation and approvals are in place before engagement, and treat third parties fairly while honoring contractual obligations
- Refer to [Teva's Position on Responsible Supply Chain](#)
- Seek advice from your manager, Procurement, or Compliance & Ethics for guidance when needed





Our Impact

Creating value
for society and
the planet



Human Rights and Labor Practices

Teva is committed to conducting business with integrity by respecting human rights and promoting fair labor practices throughout our operations and business relationships. We take all measures that are reasonably possible within our business and throughout our supply chain to respect all individuals and uphold their human rights.

What are human rights and labor practices?

- Companies are legally and ethically obligated to conduct business in a manner that respects human rights and upholds fair employment and labor practices

Why is this important?

- Teva believes in the fundamental dignity of all individuals and is committed to upholding human rights as well as fair employment and labor practices
- Teva supports the protection of internationally recognized human rights, protocols, and avoids engaging or being complicit in human rights abuses, including those related to child labor, forced labor, modern slavery, discrimination, harassment, safe working conditions, adequate wages, and freedom of association
- Compliance with applicable laws and codes designed to protect human rights is fundamental to our corporate well-being

Our conduct

- Refer to Teva's Global Human Rights Policy to learn more
- Familiarize yourself with [Teva's Position on Human Rights](#) and align with its principles
- Treat everyone with respect, professionalism, and fairness
- Report to HR, Legal, or the Office of Business Integrity any situation where there are potential or actual violations of human rights or fair labor practices involving Teva or Teva's business partners, customers, vendors, and suppliers
- Seek advice from your manager, Corporate Sustainability, HR, Legal, or Compliance & Ethics for guidance when needed



We strive to create a corporate environment where each person feels the freedom, safety, and dignity to be their very best self.



Animal Welfare

Ensuring the humane treatment of animals supports Teva's commitment to ethical research and responsible business conduct.

What is animal welfare?

- We are obligated legally and ethically to ensure the humane treatment of animals used in research
- We advocate the use of nonanimal alternatives whenever possible

Why is this important?

- Teva is committed to responsible resource use in the development and production of high-quality pharmaceutical products
- Treating research animals humanely is a fundamental ethical obligation and critical to scientific integrity

Our conduct

- Refer to [Teva's position on animal welfare](#) and how it applies to your work
- Seek advice from your manager or Global R&D for guidance when needed



Safeguarding the Environment

Protecting the environment is a fundamental responsibility that supports Teva's commitment to sustainability, responsible business practices, and patient health. We recognize the close link between environmental protection and human health, and that a healthy planet is essential to the well-being of individuals and the communities we serve.

What does it mean to safeguard the environment?

- Companies have a legal and ethical obligation to protect the environment
- Environmental sustainability focuses on preventing pollution, addressing climate change, minimizing resource consumption, and reducing environmental impacts across operations and product lifecycles

Why is this important?

- Teva is committed to environmental sustainability and responsible resource use in the development and production of high-quality pharmaceutical products
- Environmental protection supports Teva's broader sustainability strategy and long-term business goals
- Effective environmental stewardship helps mitigate compliance, operational, and reputational risks and meets the expectations of stakeholders (patients, customers, regulators, investors, and communities)

Our conduct

We are all expected to play a role in safeguarding the environment:

- Learn more about Teva's efforts in [Protecting Our Planet](#), [Teva's Position on Environmental Sustainability](#) and [Teva's Position on Pharmaceuticals in the Environment](#)
- Follow all environmental laws, policies, standards and procedures
- Seek to minimize your environmental impact through your decisions and actions
- Understand the potential environmental hazards related to your role and work environment
- Report any actual or potential environmental incidents, hazards, or non-compliance immediately—and assist in corrective actions as instructed
- Seek advice from your manager, Environmental, Health, Safety & Sustainability (EHS&S), or Corporate Sustainability for guidance when needed



Philanthropy and Community Involvement

Teva is committed to making a positive impact beyond our business by supporting philanthropic efforts and encouraging community involvement that reflects our values and purpose.

What are philanthropy and community involvement?

- Teva supports philanthropic and charitable initiatives in the communities where we operate or where there is significant need

Why is this important?

- Teva is dedicated to advancing healthcare and fulfilling its broader mission to improve lives
- Community involvement is a key part of being a good corporate citizen and demonstrates our commitment to social responsibility
- Community involvement reinforces our values and strengthens our connection to the people and places we serve

Our conduct

- Teva encourages and supports employees who participate in Teva-sponsored community volunteering activities
- All philanthropic contributions, including cash donations and volunteering, must follow Teva's related policies and procedures to maintain alignment with Teva's strategic goals and to mitigate risk
- Refer to Teva's Global Donations Policy and Procedure for details on types of donations and how they are managed
- Refer to Teva's Global Employee Volunteering Guidance and visit Teva Gives for local volunteering activities
- Donations and community service must never be used to unfairly or illegally influence business and must be free of conflicts of interest
- Seek advice from your manager, HR, Finance, or Compliance & Ethics for guidance when needed





Appendix

Contact Information

For compliance or ethics guidance—including questions related to the Code—contact your Local Compliance Officer or [Global Compliance & Ethics](#). You can also find resources by searching Global Compliance & Ethics on myteva.

To reach Teva's Office of Business Integrity (OBI), search Office of Business Integrity on myteva or email Office.BusinessIntegrity@tevapharm.com.

Continuous Improvement

We are continuously examining and refining our Code, our policies and procedures, and our Compliance & Ethics program. If you have a suggestion as to how to improve our controls and processes in order to detect violations of laws or Teva's policies, we encourage you to bring it to our attention through any of the previously described mechanisms. The same holds true if you believe there is a need for training in a particular area or that other areas should be covered by the Code.

More Information

For additional information or training on Code topics, visit myteva, speak with your Local Compliance Officer, or contact [Global Compliance & Ethics](#) directly.

