

The title "Tea's Position on Animal Welfare" is centered within a dark teal circle. This circle is set against a larger, light green circular background that fills most of the page. The text is in a bold, white, sans-serif font.

**Tea's
Position on
Animal
Welfare**

Teva Pharmaceutical Industries Ltd (hereinafter “Teva”), including all its directors, executives and employees, and subsidiary and affiliated companies, is committed to treating all animals humanely and respecting animal rights and welfare in line with globally recognized standards and practices for pharmaceutical companies.

With a mission to be a global leader in generics and biopharmaceuticals, Teva must use various scientific resources and methods to assure the effectiveness and safety of our medicines. Only when deemed necessary from a scientific or regulatory perspective, we conduct animal studies as part of our research to discover and develop new therapeutic medicines. Use of animals in any testing or scientific process only occurs when absolutely required for the benefit of human health and after alternate methods have been fully explored and rejected. Any Teva research involving the use of animals is conducted according to animal welfare guidelines and best practices. Whenever possible, we seek alternative research methods that do not involve animals.

Teva conducts all aspects of our business ethically and maintains high standards in accordance with all governmental and industry standards, laws and regulations, as well as Teva’s internal policies. Our position on Animal Welfare applies to all companies that are owned or operated by Teva, as well as all active joint ventures and vendors who supply Teva with materials, goods or services. We educate, inform and engage in dialogue with employees to ensure all those with roles affected by this position are aware of our expectations and their responsibilities.

Our Animal Welfare Commitments

Avoiding animal use in research: Biological research to date requires that certain experiments are performed in animals to mimic the complex biology of human health and disease. Teva aims to avoid the use of animals in research and development as much as possible and encourages the use of alternatives. However, when animal studies are required, Teva acknowledges the need to conduct minimal and focused studies that provide key research insights. We limit the number of animals in each research program to that strictly required to deliver on our research objectives.

Respect for animals: When the use of animals in research is unavoidable, we treat all animals humanely and with care. We also pay special attention to the needs of different species in line with veterinary care guidelines. We strive to comply with all applicable scientific, legal, regulatory and ethical requirements, guidelines and policies to ensure animal welfare.

Applying animal welfare research guidelines: All animal research at Teva is conducted responsibly and ethically and complies with local laws and internationally accepted principles. The few Teva facilities that operate animal research laboratories conduct research in accordance with the internationally established 3R principles (Reduce, Refine, Replace):

- **Reduce:** using the minimum number of animals possible to achieve maximum information without compromising animal welfare

- **Refine:** continually modifying procedures to limit discomfort and distress to animals
- **Replace:** using alternative, non-animal systems in place of live animal utilization whenever possible

Maintaining high standards of practice in our facilities: In line with best practices, and tailored to meet local regulations, Teva's Local Ethical Committees oversee the governance of animal research at Teva facilities and explicitly approve our research protocols. Teva's R&D management approves third-party protocols. We require internal and third-party facilities to apply the following practices:

- Monitoring and tracking the number and type of animals used.
- Explicitly granting approval for use of animals after review of available options.
- Implementing established animal care programs that include environmental enrichment and pain relief through appropriate sedation, analgesia or anesthesia, where relevant.
- Enforcing particular care when transporting animals for experimental use. Appropriate and adequate facilities for transport are to be provided in accordance with animal welfare guidelines and legal requirements.
- Enforcing the National Research Council (NRC) guidelines for the care and use in laboratory animals for high standards of animal house maintenance and animal welfare, including number of animals per cage, temperature, humidity and pressure control, environmental monitoring etc.

Working with third parties: Medical studies using animals are conducted for Teva by contractors and academic collaborators worldwide. These studies are subject to the local laws of the countries and institutions in which the research takes place. We aim to work with vendors and collaborators in countries and regions with strictly enforced regulation related to the use of animals in research, and require that all vendors and collaborators fully comply.

Engaging with animal welfare organizations: Teva welcomes scrutiny by animal welfare organizations with regard to our use and treatment of animals. We engage with animal welfare organizations as relevant to seek advice on different aspects of animal welfare. We collaborate on matters aiming to support animal welfare and ensure the best possible conditions for animals used in our research.

Preventing mistreatment of animals: Mistreatment of animals at Teva is a serious violation of our working guidelines and organizational values. We expect any employee or other individual observing any such mistreatment at Teva or vendor facilities to report this immediately to management. Such mistreatment is grounds for dismissal of employees or termination of contracts with vendors.

Governance Structure for Animal Welfare Management

Animal welfare management is under the responsibility of the Executive Vice President for Global R&D. Teva's Local Ethical Committees oversee the governance of animal research at Teva facilities and explicitly approve research protocols.

Application of this Position

This position is endorsed by Teva's Board of Directors. We communicate this position to our employees and publicly on our website, and we share our progress in our annual ESG Progress Report.