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Teva's Position on Talent Recruitment and Development

Teva Pharmaceutical Industries Ltd (hereinafter “Teva”), including all its directors, executives, employees and subsidiary and affiliated companies, is committed to consistent, ethical and fair recruitment, hiring and development practices that help build a diverse, talented workforce.

At Teva, we recognize employees are the heart of our company and that each of our more than 40,000 colleagues make unique contributions to discover new medicines and deliver quality treatments to patients safely, quickly and reliably.

Teva’s recruitment and selection process is designed to attract and retain high-performing talent and promotes visibility, transparency and respect for diversity. We strive to provide opportunities for our employees to grow within Teva to ensure they reach their full potential, offering materials and programs at all levels to aid in successful development.

Our position on recruitment and development is underpinned by our internal Global Recruitment Policy and is part of our Environmental, Social and Governance (ESG) strategy. It applies to all companies owned or operated by Teva, as well as any approved agencies or recruitment firms that aid in our recruitment efforts.

Our Talent Recruitment and Development Approach and Commitments

Recruitment and selection practices: We are committed to engaging in effective recruitment and selection practices in compliance with all applicable laws and regulations. We believe in developing internal talent for the long-term benefit of the business and encourage development, movement and promotion from within Teva. Teva provides equal employment opportunity to all qualified applicants, internal and external, and actively promotes inclusion and diversity initiatives in recruitment and selection as a driver of success through innovation.

Promoting inclusion and diversity: We value the diversity of backgrounds, skills and abilities that a global workforce brings to our community. Diversity drives creativity and innovation and helps us deliver on our mission to improve patient lives. We are committed to creating an inclusive and diverse culture at Teva, as outlined in our [Position on Diversity and Inclusion](#), including through the recruitment, development, and retention of employees representing diverse backgrounds.

Interviews, selection and employee referrals: We adhere to the highest professional standards throughout the selection process to recruit the best talent and ensure selected individuals have the opportunity to be successful. Selection decisions are made according to the position requirements and the candidate’s ability to demonstrate our values and positively contribute to Teva’s long-term success. We recognize our employees as knowledgeable company ambassadors, with a strong understanding of what it takes to be successful at Teva. Our Employee Referral Program (ERP), deployed in all countries, enlists employees to identify qualified individuals for available positions.

Expanding our recruitment efforts: We aim to maximize Teva’s direct hiring capabilities over time, however, where required, we form partnerships with search firms and agencies to leverage their expertise in accessing segments of the talent market, which may not otherwise be accessible. Periodically, we conduct vendor reviews to analyze and consider new search firms, in order to optimize our recruitment strategy.

Investing in professional growth and development: We maintain a range of offerings to support employees of all levels in professional development. The Teva Skills Enhancement Strategy was developed to improve our employees’ development and growth, offering in-role training, amplified by global and locally-tailored training modules to help gain new skills. In addition, we provide employees’ access to various online learning libraries, which offer an extensive catalogue of online video lessons taught by industry experts.

Enhancing managers’ skills: As part of the Teva Skills Enhancement Strategy, we offer global development programs to help managers build people and leadership skills and learn how to effectively manage across Teva. We have also partnered with best-in-class universities to design unique programs for our senior commercial managers and operational managers, focused on enhancing business and leadership skills.

Governance Structure for Recruitment and Development Management

Talent recruitment and development activities are the responsibility of the Executive Vice President of Global Human Resources.

Application of this Position

This position is endorsed by Teva’s Board of Directors. It is supported by internal procedures and policies that ensure our commitments are upheld. We communicate this position to our employees and publicly on our website, and we share our progress in our annual ESG Progress Report.