



Teleflex™

Empowering the future of healthcare



2023 Global Impact Report

Advancing sustainable healthcare by focusing on our products, patients, people and the environment.

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Welcome to the Teleflex 2023 Global Impact Report. Here you will find information on how Teleflex is advancing sustainable healthcare by focusing on our products, patients, people and the environment.

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About this Report

The Teleflex Incorporated fourth annual Global Impact Report details our Corporate Social Responsibility (CSR) program and encompasses our current progress and future aspirations as a company. This report also showcases practical ways in which we seek to address evolving Environmental, Social and Governance (ESG) standards to identify and quantify the measures of our sustainability and societal impact.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 Standards, the Sustainability Accounting Standards Board's (SASB) industry-specific standards for medical equipment, and the guidelines of the Taskforce on Climate-Related Financial Disclosures (TCFD). Tables providing relevant information and mapping of applicable reporting standards to relevant information included elsewhere in this report are included at the end of this report.

Unless otherwise noted, this report provides information for the year ended December 31, 2023 and includes information from our owned and operated facilities globally. While we have internal processes in place to ensure that our reporting is accurate and as robust as possible, the data in this report has not been externally assured. Teleflex is considering external assurance in the future.

We value feedback from all of our stakeholders. You can contact us regarding this report or our CSR Program at CSR@teleflex.com.

CEO Message

I am pleased to present the Teleflex 2023 Global Impact Report, which provides an update on our Corporate Social Responsibility (CSR) progress. In 2023, we continued to implement new projects and execute on existing initiatives to further our CSR efforts, as we remained focused on our products, patients, people and the environment.

As an organization, we have a 3-year Growth Strategy to drive long-term durable growth and we will achieve this growth by staying focused on four strategic priorities: We will drive sustainable constant currency revenue growth, achieve margin and earnings expansion, optimize our product portfolio, and **advance corporate social responsibility and an inclusive culture.**

The integration of CSR into our 3-year Growth Strategy reaffirms our commitment to sustainability, corporate responsibility and inclusivity.

While this report shares many examples of our progress, I would like to highlight a few key initiatives. In 2023, Teleflex:

- **Committed to reaching net-zero greenhouse gas emissions across its value chain by 2050:** The Science Based Targets initiative (SBTi) has validated our commitment for both near-term and long-term emissions reduction targets for scope 1, 2, and 3 emissions.

- **Improved our ESG ratings:** We improved our ratings in three of the industry's recognized reporting agencies, earning us an AA rating for MSCI; a 3, 1, and 6 respectively on the ISS ESG QualityScore for each relative topic area; and an ESG Risk Rating of 24.6 from Morningstar Sustainalytics.
- **Generated Renewable Energy at our Manufacturing Sites.** We have 7 manufacturing sites equipped with solar photovoltaic (PV) installations. During 2023, those sites generated over 7.5 GWh (gigawatt hours) of renewable electricity.
- **Continued our focus on advancing independent research:** In 2023, we issued 12 directed grants totaling nearly \$4.8 million and 20 Investigator Initiated Study (IIS) grants worth over \$3.7 million for a total of \$8.5 million in clinical research grants.

By strengthening our sustainability efforts as a company, we can become a better partner to all of our key stakeholders and a better steward of the environment.

Around the globe, over 14,500 Teleflex employees are united in the understanding that what we do every day makes a difference and together we can achieve our purpose to improve the health and quality of people's lives.

Thank you,



Liam Kelly
Chairman, President and CEO



Liam Kelly
Chairman, President and CEO

Corporate Social Responsibility Chair Message

I am very honored to be the new Chair of our CSR Steering Committee and excited to continue the growth of our CSR program. I am responsible for Teleflex's overall CSR program and performance. I know that the efforts we make in our CSR program are important to our organization and success will require all of our employees to be CSR champions to ensure that we are moving our initiatives forward. I am fortunate to have amazing colleagues and leaders globally who work diligently on each CSR pillar and are passionate about our CSR program.

Our fourth annual report provides the most comprehensive review thus far of the great work we have done globally to improve our corporate social responsibility. I am extremely proud of the significant progress our team has made regarding CSR. In 2023, we continued to formally engage more employees in our CSR program, continued to expand our sustainable healthcare work, and grew our advocacy efforts to ensure more patients have access to essential healthcare. In 2022, we shared that we had committed to setting Science Based Targets for our climate change goals, and in 2023 we have created and received validation of our near-term and long-term Net Zero Science Based Targets. We know that climate change is more than just a regulatory hurdle, but rather a

global risk that we must manage closely, and so we conducted our first-ever climate risk assessment with a third-party consulting agency.

We also made leaps in our ESG ratings in 2023 with a large improvement in our ISS ESG QualityScore, Sustainalytics, EcoVadis ratings, and our MSCI AA ESG rating. We are very satisfied with our CSR progress and look forward to our continued journey.

CSR is also an ongoing opportunity to attract and retain great talent, engage with our stockholders, and improve our relationships with our customers and patients. We believe that our CSR journey can be a competitive advantage for Teleflex in all of these areas.

Sincerely,



Cam Hicks

Corporate VP & Chief Human Resources Officer

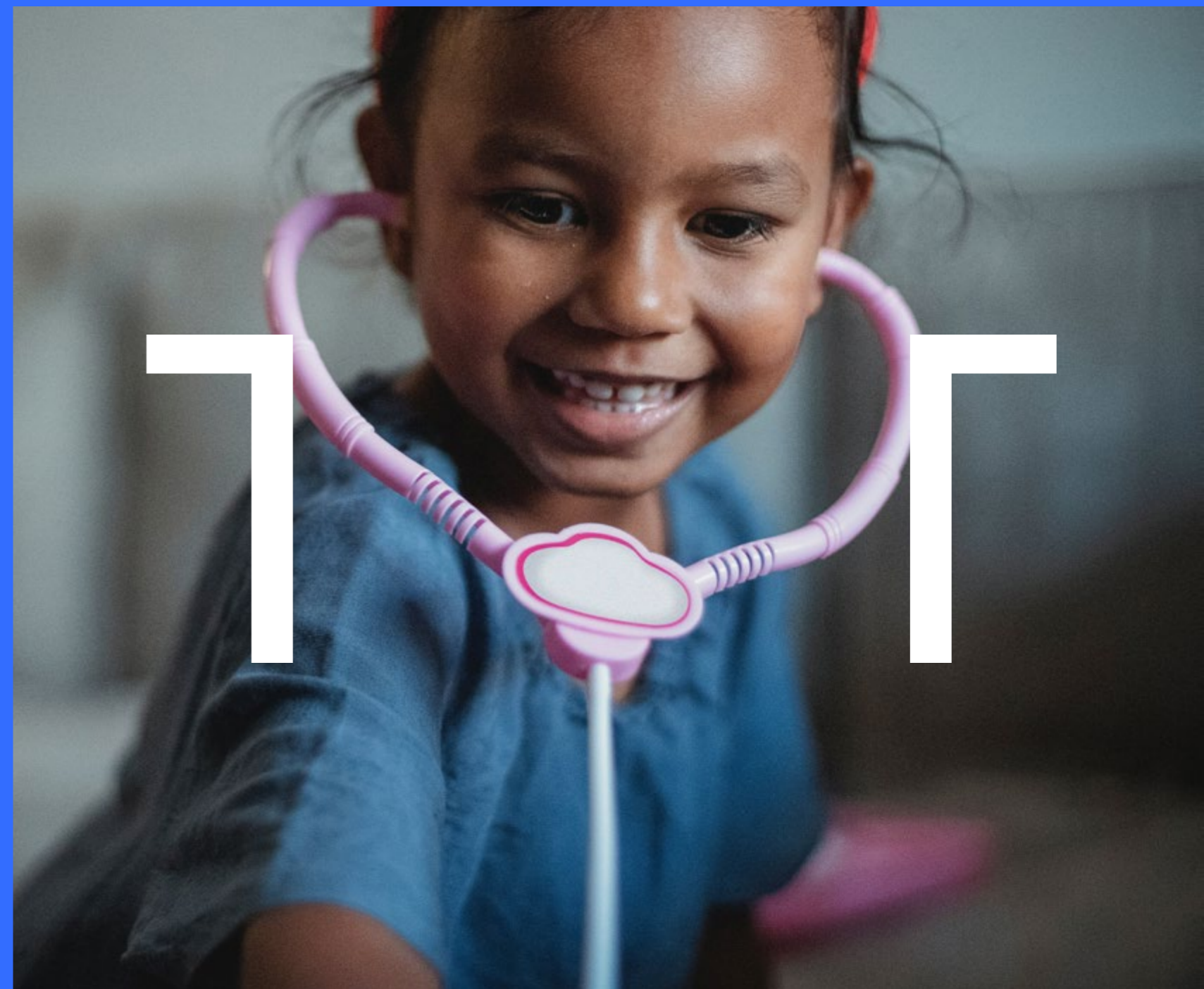


Cam Hicks

Corporate VP & Chief Human
Resources Officer

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Teleflex at a Glance

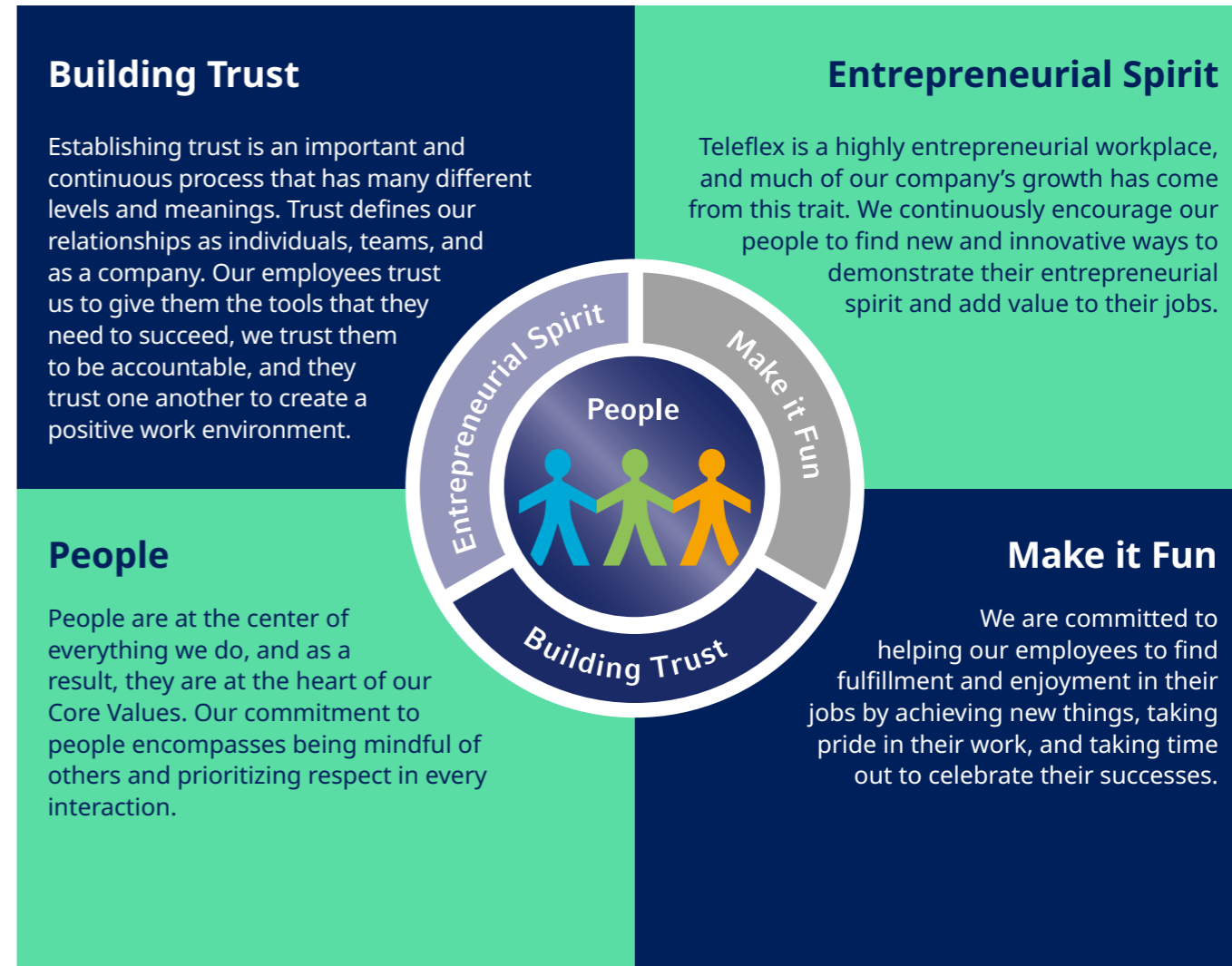
Teleflex is a global provider of medical technologies that are designed to enhance clinical benefits, improve patient and provider safety, and reduce total procedural costs. We primarily design, develop, manufacture, and supply single-use medical devices used by hospitals and healthcare providers for diagnostic and therapeutic procedures. We are home to industry-leading brands with solutions in the fields of vascular access, interventional cardiology and radiology, anesthesia, emergency medicine, surgical, and urology. We market and sell our products to hospitals and healthcare providers worldwide through a combination of our direct sales force and distributors.

Throughout our history, we have continually focused on providing innovative, technology-driven, specialty-engineered products that help our customers meet their business requirements. Beginning in 2007, we significantly changed the composition of our portfolio of businesses,

expanding our presence in the medical device industry, while divesting all our other businesses, which served the aerospace, automotive, industrial, and marine markets. Following the divestitures of our marine business and cargo container and systems businesses in 2011, we became exclusively a medical device company. Since then, we have continued to expand our business through a combination of internal research and development, external partnerships, and strategic acquisitions.

Our Core Values

Our Core Values define our company, shaping our corporate culture, guiding our business practices, and directing the way we interact with our stakeholders. Our Core Values revolve entirely around people - from our patients and healthcare professionals to our employees and stockholders, to our suppliers and distributors, to the countless individuals who make up the communities we serve around the world.



The Teleflex Purpose

English: Improve the health and quality of people's lives.

Español (Spanish): Mejorar la salud y la calidad de vida de las personas.

Português (Portuguese): Melhorar a saúde e a qualidade de vida das pessoas.

Deutsch (German): Die Gesundheit und Lebensqualität der Menschen verbessern.

Français (French): Améliorer la santé et la qualité de vie des gens.

Italiano (Italian): Migliorare lo stato di salute e la qualità di vita delle persone.

Cestina (Czech): Pomáhat lidem ke zdravějšímu a spokojenějšímu životu.

Nederlands (Dutch): De gezondheid en kwaliteit van mensenlevens verbeteren.

中國的 (Chinese): 提高人民的健康和生活水平。

日本語 (Japanese): 人々の健康と生活の質を改善します。

Snapshot

Headquartered in **Wayne, Pennsylvania, U.S.** with operations in **35 countries** and serving healthcare providers in more than **150 countries**

By the Numbers:

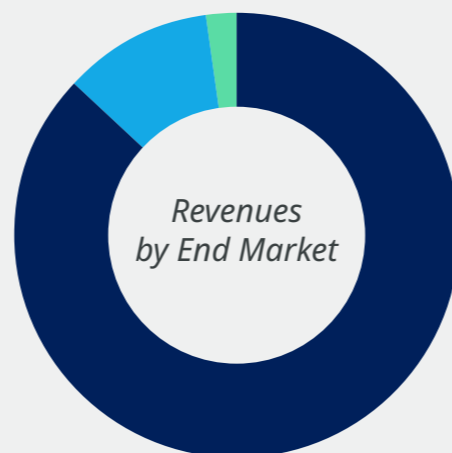
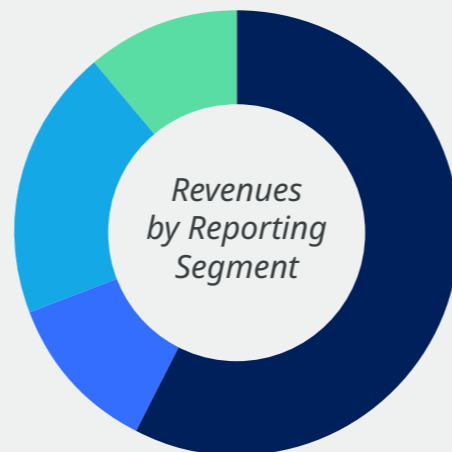
14,500 employees

2023 Consolidated Revenue:



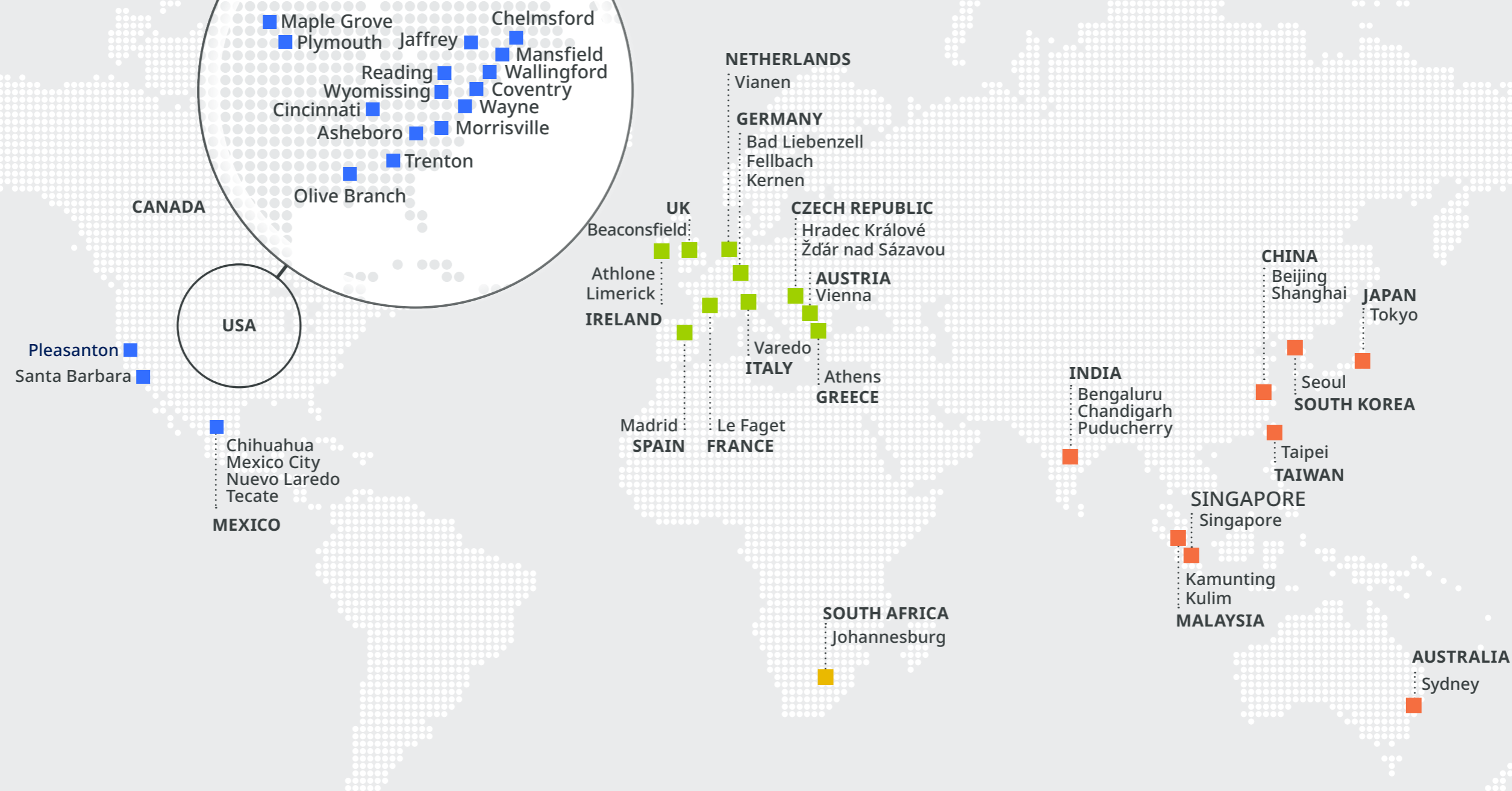
You can find more information about Teleflex in our **Annual Report**.

2023 Revenues:



Americas:	\$1,715.4 million
Asia:	\$346.9 million
EMEA:	\$586.2 million
OEM:	\$326.0 million
Vascular:	\$708.0 million
Interventional:	\$511.4 million
Interventional Urology:	\$319.8 million
Anesthesia:	\$390.0 million
Surgical:	\$427.4 million
OEM:	\$326.0 million
Other:	\$291.9 million
Hospitals/Healthcare Providers:	87%
Medical Device Manufacturers:	11%
Home Care:	2%

Map of our Global Sites¹



¹ Locations with 25 or more employees as of December 31, 2023.

Our Products



Vascular Access

Our Vascular Access product category offers devices that facilitate a variety of critical care therapies and other applications with a focus on helping reduce vascular-related complications. These products primarily consist of our Arrow™ branded catheters, catheter navigation and tip positioning systems and our intraosseous, or in the bone, access systems.

Our catheters are used in a wide range of procedures, including the administration of intravenous therapies, the measurement of blood pressure and the withdrawal of blood samples through a single puncture site. Many of our catheters provide antimicrobial and antithrombogenic protection technology that has been shown to reduce the risk of catheter related bloodstream infections and microbial colonization and thrombus accumulation on catheter surfaces.

Our intraosseous access systems are designed for the delivery of medications and fluids when intravenous access is difficult to obtain in emergent, urgent or medically necessary cases. Our products offer a method for vascular access that can be administered quickly and effectively in the hospital and pre-hospital environments and include the EZ-IO™ Intraosseous Vascular Access System and Arrow™ FAST1™ Sternal Intraosseous Infusion System.



Interventional

Our Interventional product category offers devices that facilitate a variety of applications to diagnose and deliver treatment of coronary and peripheral vascular disease. These products primarily consist of a variety of coronary catheters, structural heart support devices, peripheral intervention products and mechanical circulatory support platform used by interventional cardiologists, interventional radiologists and vascular surgeons. Clinical benefits of our products include increased vein and artery access, post-procedure closure, and increased support during complex medical procedures. Our primary product offerings consist of a portfolio of Arrow™ branded intra-aortic balloon pumps and catheters, GuideLiner™, Turnpike™ and TrapLiner™ catheters, the MANTA™ Vascular Closure device and Arrow™ OnControl™ powered bone biopsy system.



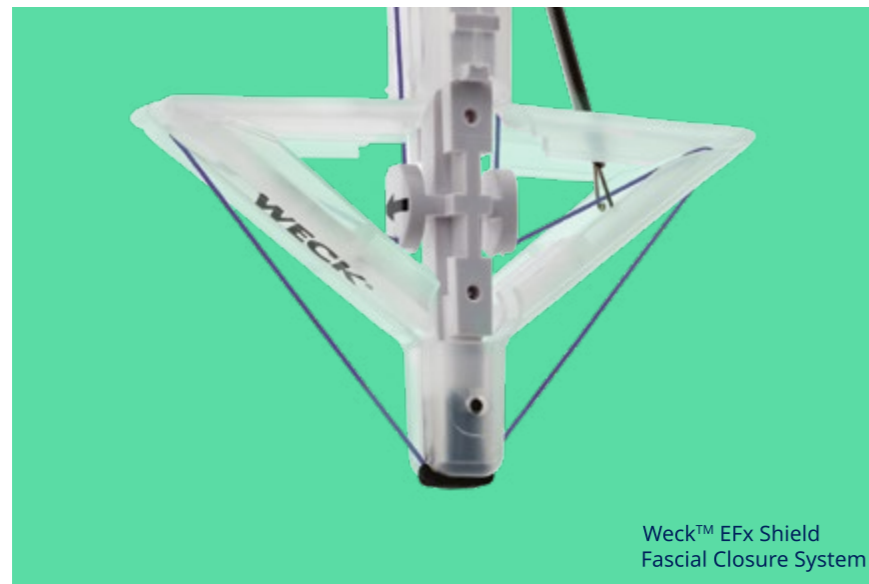
Anesthesia

Our Anesthesia product category is comprised of airway, pain management and hemostatic product lines that support hospital, emergency medicine and military channels.

Our airway management products and related devices are designed to enable use of standard and advanced anesthesia techniques in both pre-hospital emergency and hospital settings. Our key products include laryngoscopes, supraglottic airways, endotracheal tubes and atomization devices, which are branded under our LMA™, Rusch™ and MAD™ trade names.

Our pain management product line includes epidurals, catheters and disposable pain pumps for regional anesthesia, designed to improve patients' post-operative pain experience, which are branded under our Arrow™ trade name.

Our hemostatic products accelerate the body's natural clotting cascade and are used in trauma situations where bleeding is difficult to control. The portfolio consists of external hemostats used by first responders, interventional products used in the catheter lab, and trauma products used by trauma surgeons, which are branded under our QuikClot™ trade name.



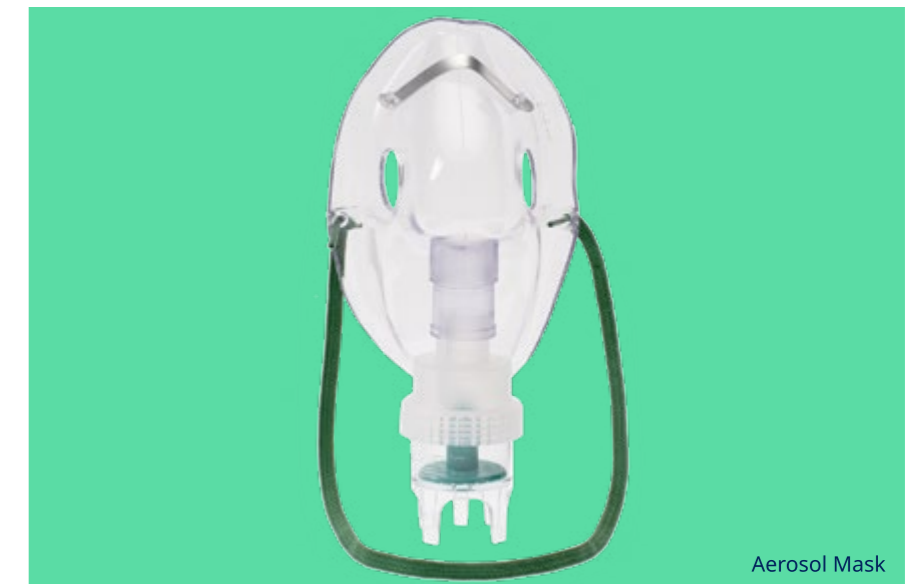
Surgical

Our Surgical product category consists of single-use and reusable devices designed for use in a variety of surgical procedures. These products primarily consist of metal and polymer ligating clips, fascial closure surgical systems used in laparoscopic surgical procedures, percutaneous surgical systems, a powered bariatric stapler, and other surgical instruments used in Ear, Nose and Throat and Cardio-Vascular and Thoracic procedures. Our significant surgical brands include Weck™, MiniLap™, Pleur-Evac™, Deknatel™, KMedic™, Pilling™ and Titan SGS™.



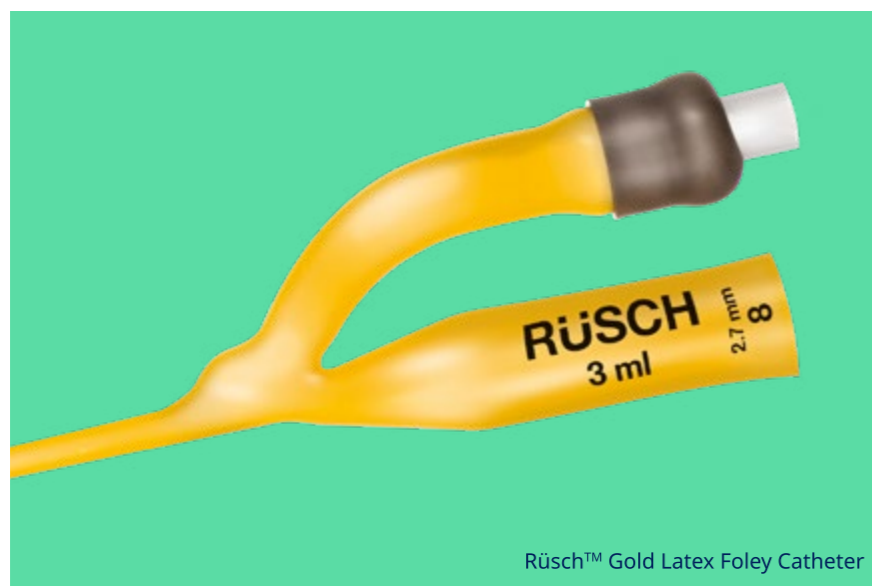
Interventional Urology

Our Interventional Urology product category includes the UroLift™ System, a minimally invasive technology for treating lower urinary tract symptoms due to benign prostatic hyperplasia, or BPH. The UroLift™ System involves the placement of permanent implants, typically through a transurethral outpatient procedure, that hold the prostate lobes apart to relieve compression on the urethra without cutting, heating or removing prostate tissue. In 2023, we expanded our product portfolio with the acquisition of Palette Life Sciences AB ("Palette"), which adds a portfolio of hyaluronic acid gel-based products primarily utilized in the treatment of urological diseases, including Barrigel, a rectal spacing product used in connection with radiation therapy treatment of prostate cancer. Our Interventional Urology product portfolio is most heavily weighted in our Americas segment.



Respiratory

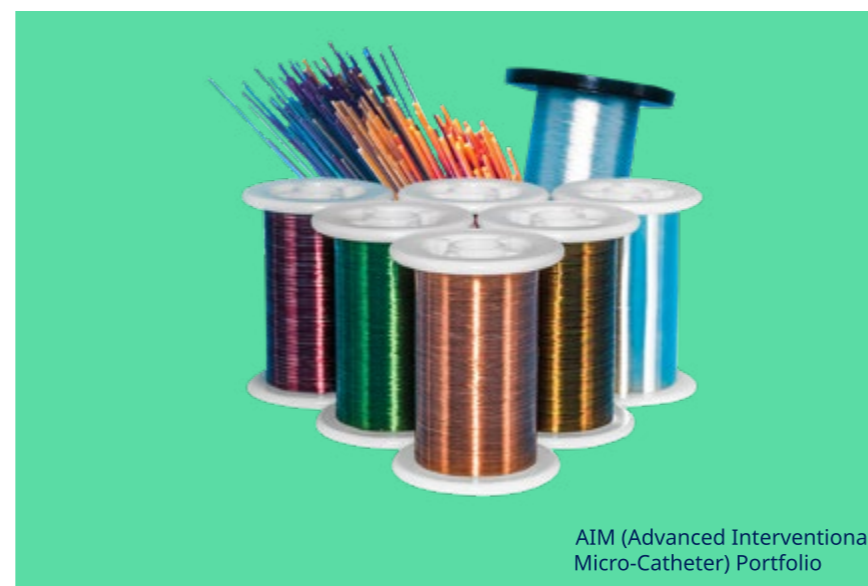
Our Respiratory products are used in a variety of care settings and primarily consist of humidification and oxygen therapy products. This product category previously included aerosol therapy, spirometry 6 and ventilation management products, as well as certain other oxygen therapy products, all of which were included in the Respiratory business divestiture.



Rüsch™ Gold Latex Foley Catheter

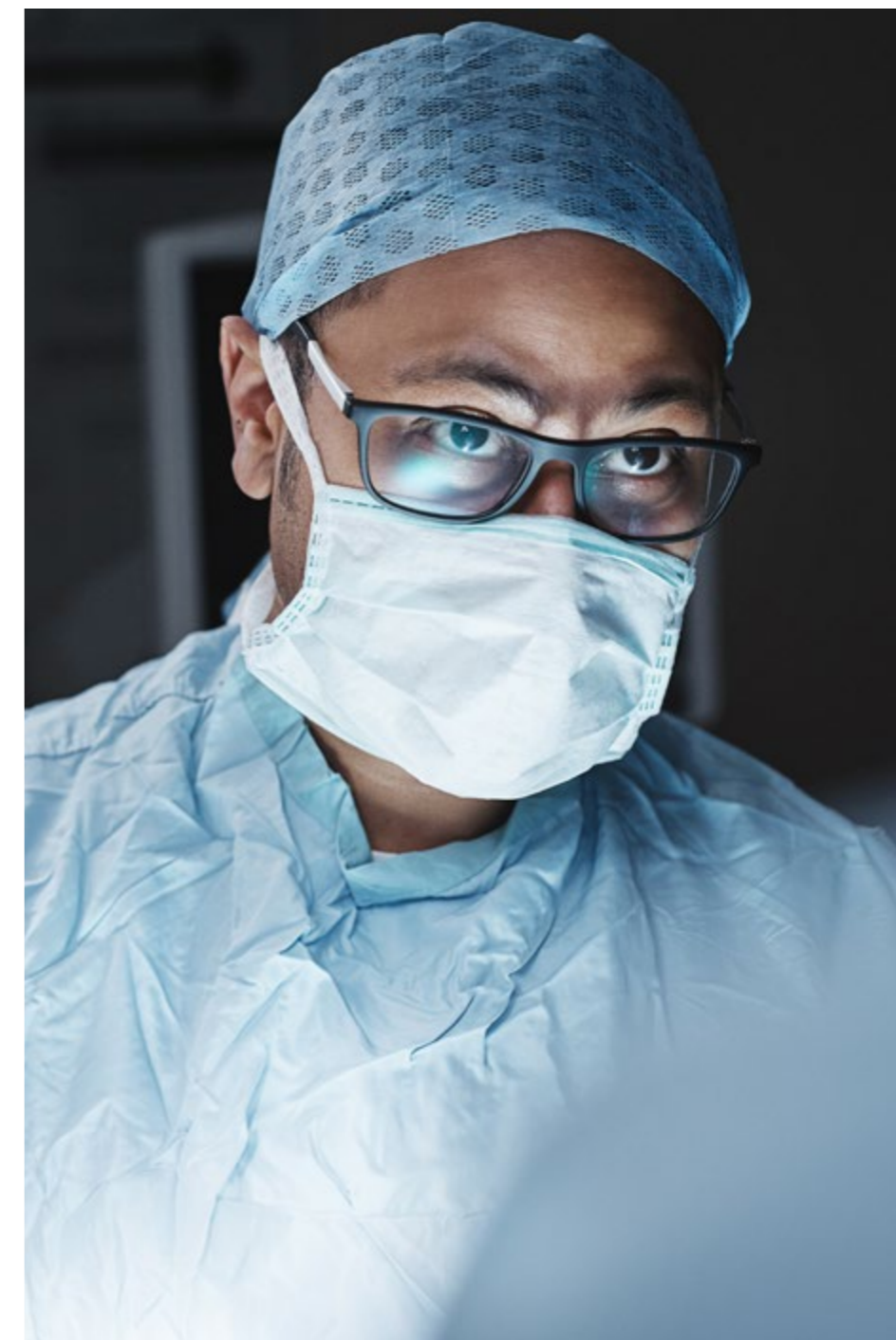
Urology

Our Urology product portfolio provides bladder management for patients in the hospital and individuals in the home care markets. The product portfolio consists principally of a wide range of catheters (including Foley and intermittent), urine collectors, catheterization accessories and products for operative endourology, which are marketed under the Teleflex™ and Rusch™ brand names. Our Urology product portfolio is most heavily weighted in our EMEA segment.

AIM (Advanced Interventional
Micro-Catheter) Portfolio

OEM (Original equipment manufacturer)

Our OEM segment designs, manufactures and supplies devices and instruments for other medical device manufacturers. Our OEM division, which includes the TFX Medical OEM, TFX OEM, Deknatel™ and HPC Medical brands, provides custom extrusions, micro-diameter film-cast tubing, diagnostic and interventional catheters, balloons and balloon catheters, film-insulated fine wire, coated mandrel wire, conductors, sheath/dilator introducers, specialized sutures and performance fibers, bioabsorbable sutures, yarns and resins.



Our Products Impact

Making a Difference *Teleflex products are used globally every day:*



53,000

In over **53,000 surgical procedures**



5,000

By Interventional Cardiologists, Radiologists, and Vascular Surgeons in over **5,000 patients** who require various percutaneous diagnostics interventions



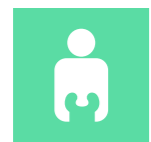
12,000

To care for more than **12,000 patients** in the Intensive Care Unit from neonates to adults



4,000

By emergency responders to treat **4,000 patients in the field**, including more than 1,000 cardiac arrests



300

To treat nearly **300 men** with benign prostatic hyperplasia (BPH) and prostate cancer



7,000

By Interventional Cardiologists to treat over **7,000 Interventional Cardiology** procedures

Note: Statistics included in the graphic above were calculated based on 2023 global sales data, management assumptions and estimates.

Corporate Social Responsibility

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Corporate Social Responsibility (CSR) is how a business holds itself accountable in areas such as environmental stewardship, ethics, employee engagement, community involvement, and economic responsibility. Successful CSR programs are instrumental in boosting brand perception and are taking a more prevalent place in customer buying habits, investor interest, and talent management. You can learn more about our CSR program here.

When Teleflex developed our 2023-2025 3-year Growth Strategy, it was important that CSR was one of the four main corporate objectives to deliver long-term durable growth. The integration of CSR into our 3-year Growth Strategy demonstrates our commitment and efforts in working towards a more sustainable and inclusive society. We don't just view CSR as the right thing to do, we also view it as the right thing to do for business. CSR is necessary for companies to continue to conduct business and to keep their "social license to operate." Our employees, customers, patients, and stockholders continue to support us in our CSR journey, keeping us motivated to innovate and forge ahead.



**DELIVER LONG-TERM
DURABLE GROWTH**

Teleflex™
Empowering the future of healthcare

CSR Strategy and Approach

At Teleflex, our Core Values put people at the center of all that we do. In consulting and engaging our people, we defined a CSR strategy and structure that reflects the specific topics and priorities of CSR stakeholders across our organization.

CSR in Teleflex is structured based on four strategic pillars, each responsible for key focus areas for our people, business, and stakeholders. Each pillar focuses on a set of specific topics and priorities. We developed these pillars based on a number of internal and external factors and through input from various functions within the organization.

In 2023, these pillars have been updated to reflect the ongoing evolution of our business and strategic priorities. As such, our fourth and final pillar has been updated to Community & Sustainable Healthcare, in recognition of the important role Community plays in our JOIN Act with Purpose initiative, the Teleflex Foundation, Clinical Research and Medical Education Grants, and our ongoing commitment to our local communities.

We continue to mature in our CSR efforts and below are a few key highlights for 2023:

- Increased diversity on our Board of Directors
- Announced near-term and long-term Net Zero targets for climate action which were validated by the Science-Based Targets Initiative
- Conducted our first climate change risk and opportunity assessment

- Continued expansion of our learning and development programs
- Focused on our sustainable healthcare program to expand its impact
- Improved in all major ESG ratings


In 2022, we initiated the process for developing our CSR Roadmap. This roadmap incorporates programs, initiatives, and activities we plan to work towards in our CSR journey. This roadmap is reviewed throughout the year to ensure each pillar is on the right path and is adjusted as needed. This roadmap is not just for the year ahead but for years out with some items all the way out to 2030. In 2023, we continued building this roadmap out in more detail and use this as our north star.

In 2024, we have, or are planning to add, three additional resources to the Teleflex CSR team. We hired a Sustainability Analyst who is a key member of the team supporting the management of corporate sustainability initiatives from our CSR pillars, data analysis, and ESG reporting. We also hired a Manager, ESG Reporting who will support our mandatory ESG reporting such as the new E.U. Corporate Sustainability Reporting Directive (CSRD) requirements and any other mandatory requirements. In addition, we plan to hire a Sustainable Procurement Analyst to support Global Procurement in managing sustainability risks and prepare data for all external regulatory and internal reporting requirements. They will also manage data integrity within our third-party sustainability software platforms.




Ethics & Governance

- Corporate Governance
- Public Policy
- Compliance, Integrity and Ethics
- Enterprise Risk Management
- Sales & Marketing Practices
- Information Security and Data Privacy



Planet & Environment

- GHG Emission Reduction
- Sustainable Procurement
- Logistics and Distribution
- Responsible Consumption



People

- Employee Engagement and Communication
- Learning and Development
- Benefits and Family Support
- Diversity, Equity and Inclusion
- Employee Recognition
- Employee Health and Safety



Community & Sustainable Healthcare

- Philanthropy
- Community Engagement
- Grants
- Product Training and Education
- Sustainable Products
- Healthcare Access and Equity
- Product Safety and Quality

Corporate Social Responsibility Governance

Our CSR Steering Committee is made up of executive and senior-level leaders within the company and provides oversight and management of Teleflex's CSR program. We created a CSR Working group, which is a subset of the Steering Committee adding other internal functions that are critical to moving our agenda forward.

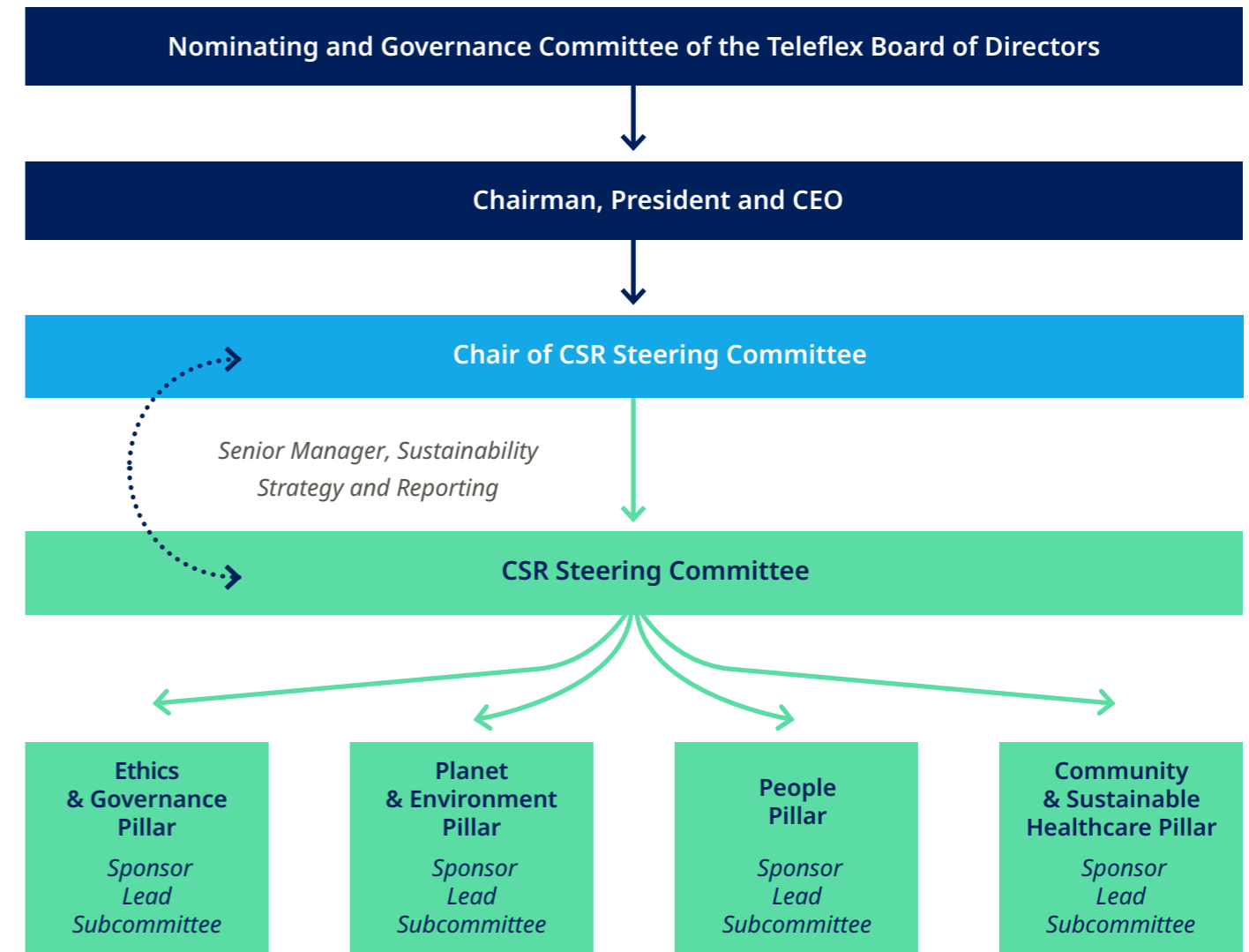
This group meets regularly to discuss action items and more detailed program development and execution. Our Pillar Leads are senior-level leaders who are responsible for the day-to-day improvements and management for each pillar and our Pillar Sponsor is an executive-level member who provides oversight and strategic guidance. Our Senior Manager, Sustainability Strategy and Reporting manages our CSR program from a day-to-day standpoint and is responsible for the larger program process.

The Senior Manager meets with the Pillar Leads on a monthly, if not more frequent, basis to align on program and pillar strategy and progress. The Senior Manager reports directly to the Chair of the Steering Committee who reports into our CEO and provides monthly updates

about the progress and status of our CSR program. The Chair also provides an update to Executive Management² on a periodic basis during their larger leadership meetings. The Senior Manager and CSR Chair provide reports on our CSR program to the Nominating and Governance Committee of the Teleflex Board of Directors on a quarterly basis and to the full Board of Directors at least once a year.

The members of the Steering Committee consist of senior leaders across most company functions, including:

- Compliance
- Clinical and Medical Affairs
- Global Manufacturing and Supply Chain
- Commercial
- R&D
- Investor Relations
- Global Brand, Digital and Communications
- Human Resources
- Legal
- Finance
- Sustainability



²Executive Management Team is defined as a smaller subset of the Senior Management Team

ESG Ratings

One of the ways that Teleflex can demonstrate our advancements in our CSR program is through external ESG ratings. These organizations review and rate Teleflex based on our level and quality of reporting and disclosure as it relates to ESG topics.

MSCI ESG Rating³

We are proud to share that in 2023, Teleflex received a rating of AA (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment. This shows tremendous improvement from BB in 2020 and puts us in the top 38% of all companies in the medical equipment and supplies sub industry.³



ISS ESG QualityScore⁴

We have obtained a 3, 1, and 6 ratings on the ISS ESG QualityScore for the environmental, social, and governance categories respectively. In 2023, we have seen a 3-point improvement in our Governance Score and maintained our E&S scores. This scoring system is based on 1-10 (1 being lower governance risk and higher governance risk = 10 as well as higher E&S disclosure = 1 and lower E&S disclosure = 10).



Sustainalytics⁵

Teleflex received an ESG Risk Rating of 24.6 from Morningstar Sustainalytics and was assessed to be at medium risk of experiencing material financial impacts from ESG factors. The ESG Risk Rating has a score range from 0 to 40+, with 0 representing the lowest ESG risk. This is an improvement from 29.4 in 2022 and puts Teleflex in the 19th percentile of medical device companies (the lower percentile the better).⁶



³The use by Teleflex of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Teleflex by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

⁴These scores are as of January 31, 2024 and may have changed. To learn more about the ISS ESG ratings please visit <https://www.issgovernance.com/esg/ratings/>

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⁶This rating is as of January 31, 2024 and in no event the report shall be construed as investment advice or expert opinion as defined by the applicable legislation

Meet our Corporate Social Responsibility Leaders



Derek Noah
*Senior Manager,
Sustainability Strategy
and Reporting*

What do you do in your role at Teleflex?

I work directly with the Chair of our CSR Steering Committee to manage our CSR program, support our pillars, and develop our long-term CSR strategy. I also lead the development of our Global Impact Report and ensure alignment with industry standards and reporting frameworks. Additionally, I assist in providing information and education to our employees, investors, customers, patients, and other key stakeholders about CSR matters.

Why did you join Teleflex in this role?

This is not just a job for me. To me, this is a purpose in life – to push the boundaries and help to make the world a better place for people and the planet. I have been lucky to have found an organization that truly believes in CSR and making the commitments that are needed to move things forward. With over 9 billion people in the world, it is not good enough to sit on the sidelines, action is needed.



David O'Flynn
Sustainability Director

What do you do in your role at Teleflex?

I manage our environmental sustainability efforts as the Pillar Lead for Planet & Environment. I also support the wider sustainability agenda through the CSR committee and various working groups.

What win from 2023 are you most proud of?

I am extremely proud of the leadership and collective efforts of Teleflex that resulted in us having validated near- and long-term Net Zero Science-Based Targets. I am also grateful for the many business leaders that over the course of 2023 have increased their commitment to sustainability in support of these targets.

CSR Materiality Assessment

We conducted a third-party materiality assessment with Nasdaq Corporate Solutions, LLC in 2022. To ensure we are focusing our efforts and reporting on what are the most important and relevant topics for Teleflex, we had all of our key stakeholders top of mind and used various strategies to learn what specific issues or topics each of these stakeholders held as most important.

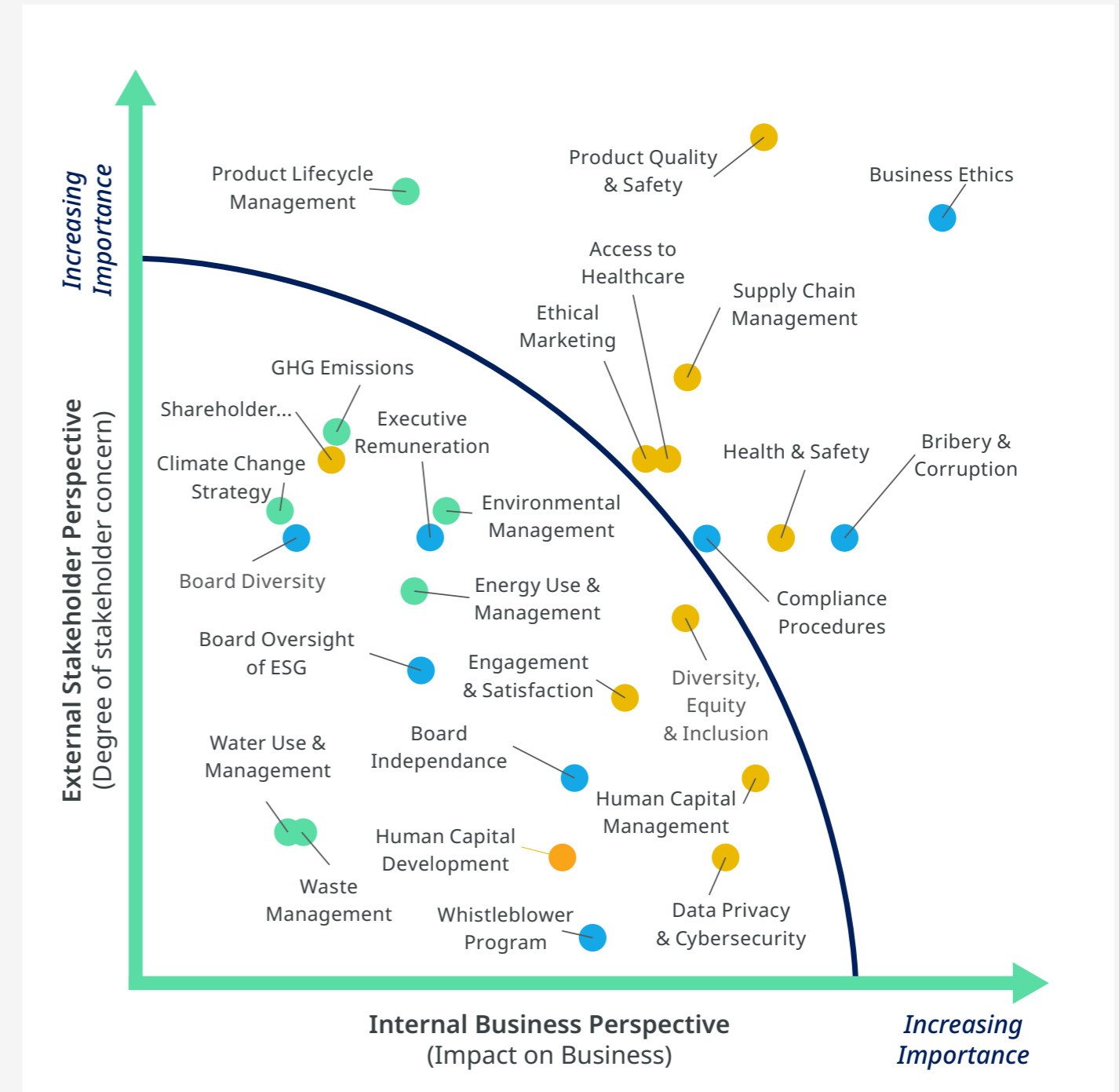
The assessment included, but was not limited to, a review of our top investor policies, voting patterns, and holdings focused on ESG; analysis of three major ESG rating agencies; review of multiple major sustainability reporting frameworks; panel interviews with 20 internal employees and executives; internal employee surveys sent to 80 employees; and a peer benchmarking exercise.

A key finding was that our internal stakeholders found social and governance topics more important compared to environmental topics, whereas external stakeholders found all three topic areas roughly equally as important. We would also like to note that even though GHG emissions and climate change strategy was not above the line on our materiality matrix, at Teleflex, we still find this to be an extremely important topic for us to focus on and thus you will see throughout the report our work and progress on climate change action, which is demonstrated by our recent announcement on our climate action targets.

We shared this materiality assessment with the CSR Steering Committee and presented it to Executive Management within Teleflex. We used the results of the materiality assessment to inform any changes, updates, or adjustments to our CSR strategy. We have also used the results to advise any new areas of disclosure in our Global Impact Report or other avenues of CSR reporting. We plan to conduct a materiality assessment periodically to ensure we are continuing to update our top key topics based on evolving stakeholder feedback and priorities. Our next assessment will begin in 2024, and we will expand the scope of the assessment to include “double materiality,” which considers both impact and financial materiality in accordance with the new global sustainability reporting frameworks and requirements.

Priority topics across internal & external stakeholders:

- Product Quality & Safety
- Business Ethics
- Product Lifecycle Management
- Access to Healthcare
- Ethical Marketing
- Supply Chain Management
- Bribery & Corruption
- Health & Safety
- Compliance Procedures



Stakeholder Engagement

It is important for Teleflex to interact with all the stakeholders that our company may impact or who may impact us. It is necessary for us to be proactive in these activities so that we can promptly address any concerns or issues. As a global company, our stakeholders are global in nature and can range from local, regional, and global organizations or groups. We use various methods of communication and engagement with our key stakeholders, which provides both one- and two-way communication channels.

Key Stakeholders:

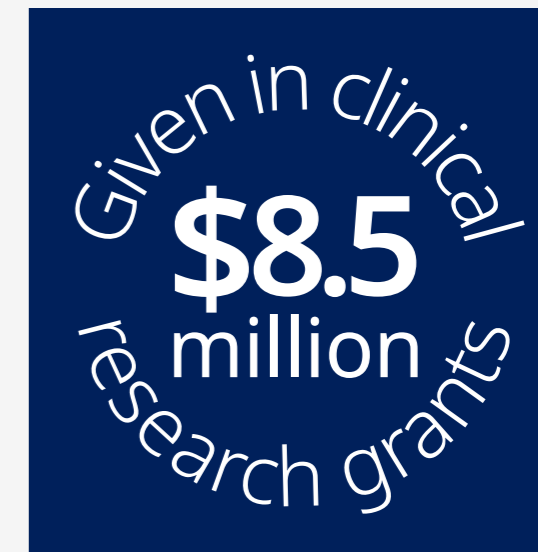
- Employees
- Governments and Policymakers
- Group Purchasing Organization (GPOs) and Integrated Delivery Network (IDNs)
- Healthcare Professionals and Healthcare Organizations
- Industry Associations and Nongovernmental Organizations (NGOs)
- Local Communities
- Patient and Advocacy Groups
- Regulatory and Certified Bodies
- Stockholders
- Suppliers
- Wholesalers and Distributors

Example methods of engagement with select stakeholders groups:

Stakeholder Group Methods

Stockholders and Analysts	<ul style="list-style-type: none"> ■ Routine attendance at various investor conferences hosted by investment firms ■ Established proactive outreach strategy to stockholders ■ Inbound request for information which are answered by our VP, Investor Relations ■ Publications such as our Annual report, proxy statement, and other financial filings ■ Annual General Meeting ■ Analyst and investor days hosted by Teleflex
Employees	<ul style="list-style-type: none"> ■ Townhalls (in person and virtual): corporate-wide, regional, and business unit or functional area ■ Annual employee engagement survey ■ Onsite screens and monitors ■ Email communications (company newsletters and various updates from senior management) ■ Company trainings ■ Publications such as our Annual Report and Global Impact Report
Industry Associations	<ul style="list-style-type: none"> ■ Attending organizational meetings ■ Participation through direct engagement on a workstream within the organization ■ Attending conferences, webinars, or other events ■ Cross-industry collaboration
Governments	<ul style="list-style-type: none"> ■ Senior leaders conduct in-person meetings with U.S. Senators and Representatives on an ongoing basis ■ Providing public comments to rules, legislation, or changes to law as needed
Healthcare Professionals	<ul style="list-style-type: none"> ■ Sales representatives and sales team ■ Customer service representatives ■ Medical education ■ Tradeshows and other product demos

CSR Highlights from 2023



Sustainability Medical Advisory Board is launched in 2023

Zero Dollars spent in **direct political donations**



Ethics & Governance

Executive Sponsor: Howard Cyr - *Corporate Vice President, Chief Compliance Officer*

Pillar Lead: Roberta Griggio - *Deputy Compliance Officer, EMEA*

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It is of the utmost importance that Teleflex conducts its business with strong corporate governance and robust ethics in order to maintain the trust of our employees, customers, investors, patients, and society at large.



Corporate Governance

Our Corporate Governance Principles address the responsibilities, composition and operation of our Board of Directors, director selection, independence, conflicts of interest, compensation and equity ownership, and succession planning.

Board of Directors

Our Board of Directors currently consists of nine total members, eight of whom are independent with an independent Lead Director. We have three standing committees, each of which is chaired by an independent director. At the end of 2023, 33% of our Board members were women, the average age of our Board members was 62.8 and the average tenure of our Board members was 6.6 years.

■ Nominating and Governance

Provides oversight of corporate governance generally, oversees our Environmental, Social, and Governance (ESG) strategy and practices, reviews size, structure and composition of Board committees, reviews Board compensation and identifies and recommends to the Board individuals qualified to become directors.

■ Audit

Provides oversight of financial statements, internal controls compliance, compliance with legal and regulatory requirements, the independent auditor's qualifications, independence and performance, the performance of the internal audit function, the risk management process, and the oversight of our reporting on ESG matters to internal and external stakeholders.

■ Compensation

Assists the Board in its responsibilities relating to the compensation of the Company's executives, reviews and makes recommendations to the Board with respect to compensation plans, and provides compensation committee report required to be included in the Company's annual proxy statement.

The roles and responsibilities of each committee are set forth in each committee's charter, which can be found on the [investor page](#) of our website.

Board Refreshment

Teleflex is currently in the process of a phased-in declassification of the Board over a three-year period. We implemented the first year of declassification of the Board at our 2023 Annual Meeting of Stockholders and commencing with our 2025 Annual Meeting of Stockholders, all Teleflex directors will be elected for a one-year term expiring at the next Annual Meeting of Stockholders.

The Nominating and Governance Committee is responsible for identifying qualified individuals to be considered for election to our Board. Each search is unique, and we look for specific skills and backgrounds for each new board candidate. Directors are expected to possess the highest character and integrity, and to have business, professional, academic, government or other experience which is relevant to our business and operations. In addition, we also seek candidates with the potential to contribute to the diversity of the Board, including with respect to gender, race, ethnicity, national origin, and other differentiating characteristics. More selection details and information can be found in our [Corporate Governance Principles](#).

Shareholder Rights

As part of our ongoing stockholder engagement process, in 2022, we engaged with holders of approximately 50% of our outstanding common stock on governance matters. During this process, when asked about the advisability of providing stockholders the right to call a special meeting of stockholders, all of the investors with whom management engaged supported such a right. In light of this feedback, in February 2023, the Board amended and restated our bylaws to allow stockholders holding, for not less than one

continuous year, at least 20% of the voting power entitled to vote generally in the election of directors the right to call a special meeting of stockholders, subject to the requirements and procedures set forth in our bylaws.

Executive Compensation

We feel it is important for Teleflex to align our executives' interests with those of our stakeholders. Our executive compensation program includes both short-term (annual) and long-term goals, which are designed by our executive management team under the governance and approval of the Compensation Committee of our Board of Directors. Our annual incentive plan includes a component of pay that measures individual performance against several established objectives. All members of the Teleflex Executive Management² team have at least one ESG-specific objective included in their individual performance objectives. There are four ESG-specific objectives that members of the Executive Team can choose from, and these align directly with each of our four CSR pillars. You can read more about our executive compensation program in our [annual proxy statement](#).

Public Policy

The healthcare industry is very heavily influenced by local, regional, and national public policy. We believe it is our obligation as a corporate citizen to voice our opinions and views as a medical technology expert on public policy that may affect the larger society and communities. We monitor ongoing regulatory and legal requirements in the countries in which we operate and when we see fit, take a position on a specific issue. Teleflex may engage in public policy when we think it may directly affect our business, impact public health, or limit access to healthcare.

Teleflex does not provide any direct political donations or advocacy on behalf of a specific candidate, campaign, party, or committee, nor do we provide contributions to any groups such as governors' associations, political action committees or other section 527 entities. We also do not have or offer any employee-funded political action committees.

We have worked with a third-party adviser to assist in direct lobbying on several key areas that Teleflex finds most important, such as patient access. In 2023, Teleflex leaders met with congressional members, staff and committee members both directly and as participants in trade associations. We have expanded this work to include environmental and patient safety initiatives. You can read more about this work in the Sustainable Healthcare section of this report.

In 2023, we received a 44 out of 70 score on the CPA-Zicklin Index of Corporate Political Disclosure and Accountability rating which is the only measure of electoral spending transparency and accountability among the country's largest public corporations. This score highlights our 41-point increase since 2020 which now puts us in the 2nd tier of companies and ahead of many of our healthcare industry peers.

Please see our **Statement on Engagement on Public Policy Issues** for more information.

⁷Includes industry and trade groups of which Teleflex is a member and for which Teleflex pays at least \$25,000 per year in membership dues or fees.

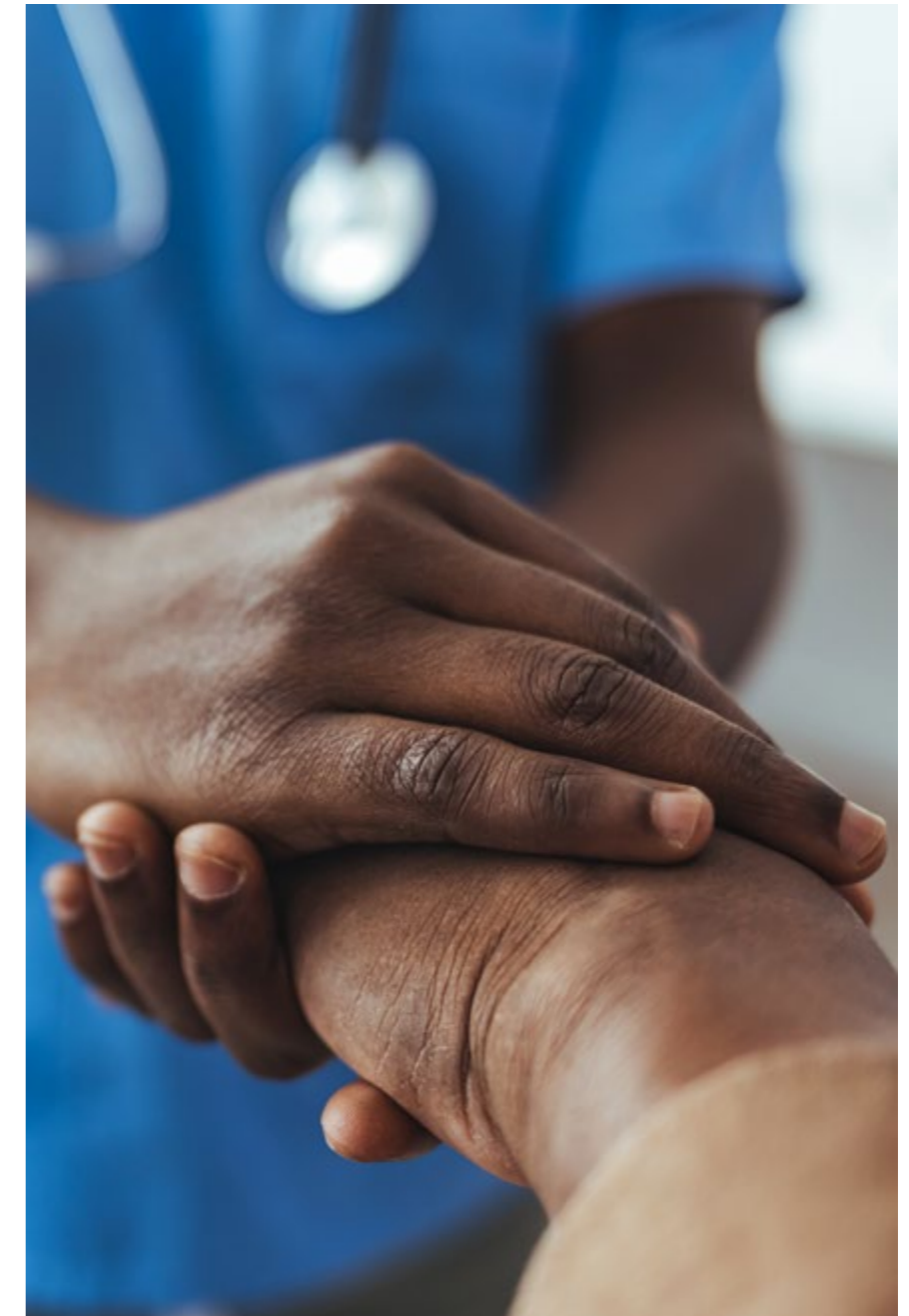
Industry Groups and Trade Associations

Industry groups and trade associations provide Teleflex with an effective way to engage with peer companies and other organizations in the industry in a precompetitive landscape. These groups help Teleflex to remain up to date on any changes, challenges, or other note-worthy information for medical technology and healthcare. We voice our opinions, pose questions, and raise concerns through these organizations.

2023 Teleflex Industry Groups and Trade Associations⁷:

- AdvaMed
- APACMed
- BVMed
- Confindustria Dispositivi Medici
- IBEC Trade Association
- Medical Device Manufacturers Association
- MedTech Europe
- SNITEM
- South African Medical Device Industry Association (SAMEDI)

Many of our membership-based organizations have dedicated committees or groups related to CSR and sustainability. We are a part of the AdvaMed Environmental, Health and Safety Awareness Working Group as well as a number of working groups from MedTech Europe. These working groups focus on areas such as circular economy, chemicals, environment and sustainability, and corporate governance.



A Culture of Compliance

Our Global Compliance Program is a key component of running an ethical company. Our Global Compliance Team implements and oversees policies and programs related to our legal, compliance and ethical obligations.

Our Program is headed by our Chief Compliance Officer (CCO) in conjunction with our Business Ethics and Compliance Committee (BECC), which consists of members of the Executive Management team. Our CCO reports directly to our CEO with a dotted line to the Chairperson of the Audit Committee of our Board of Directors – this allows for complete independence of the Compliance Department. Our Compliance team also has a dedicated group focused on auditing, monitoring, and investigations. This structure allows our compliance officers to focus day to day on business counseling as well as helping to ensure consistency in our auditing and monitoring and investigations activities. We also retain outside counsel to periodically review and harmonize policies and to ensure our policies are up to date based on local, regional, and national requirements.

.....
“Successful and sustainable businesses are built on strong ethical and governance systems. It is through our purpose and strategy that we address ESG issues, fully integrating them into our systems and processes.”

Roberta Griggio

Deputy Compliance Officer, EMEA

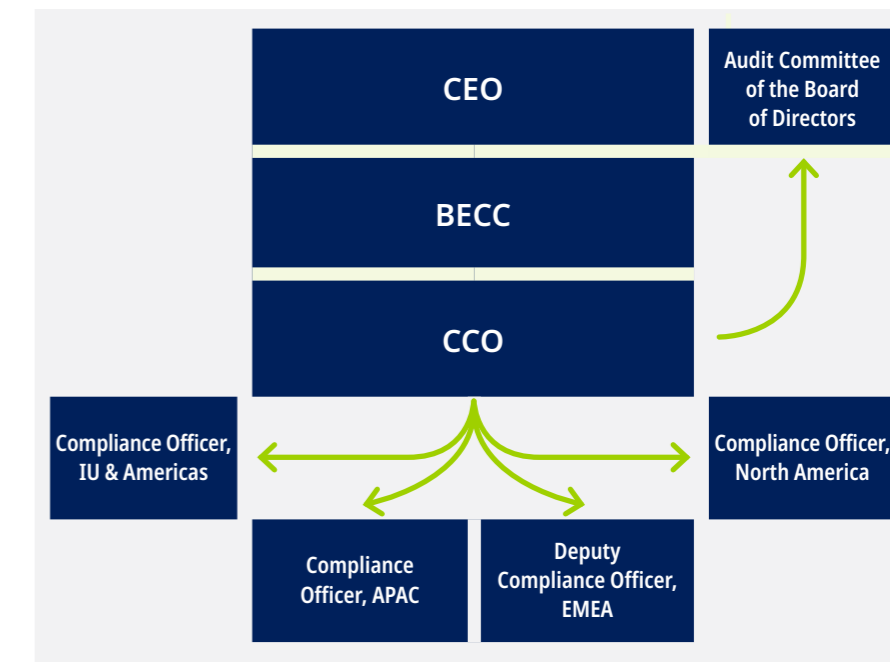
Business Ethics and Compliance Committee Members:

- Chairman, President and Chief Executive Officer (Chair)
- Chief Compliance Officer and Corporate VP
- Chief Financial Officer and Executive VP
- Corporate VP of Commercial Finance
- Chief Medical Officer and Corporate VP
- General Counsel and Corporate VP
- Chief Human Resources Officer and Corporate VP
- VP of Internal Audit
- Chief Accounting Officer and Corporate VP
- President Global Commercial and Corporate VP

Teleflex has several policies that guide how we operate and do business. These policies set the foundation for our culture of ethical behavior and good corporate conduct and are accessible for all employees and relevant for everyday work. To learn about Teleflex policies, you can find this information in the appendix of this report under Teleflex Policies.

Along with our enterprise-wide policies, each region/country and specific business units have their own set of Integrity Policies and Procedures (IPPs) which are readily available on our intranet to our employees in the languages in which Teleflex operates. These separate IPPs provide more specific guidelines on topics such as business meals, educational grants, HCP consultant engagement, market research and product samples.

Compliance Management Structure



Training and Communication

Teleflex utilizes various formats, tools, and methods of communication to train and communicate our policies and procedures to our employees and to certain Third-Party Representatives. These training tools include live interactive group training, one-on-one training, interactive online modules, and videos which are available in multiple languages. We also utilize email communication and our internal employee newsletter to provide relevant updates or reminders about specific content. Teleflex is proactive in identifying any trends where training may be helpful in providing our employees with more clarity or guidance to mitigate any compliance risks.

We conduct annual training on our Code of Ethics, and we track employee completion rates for both new and current employees. Our training modules highlighted the changes and updates we made to our Code of Ethics in 2023. We achieved a 97% completion rate for our 2023 Global Code of Ethics Training. While 100% completion may not be obtainable due to the nature of employee turnover, family or personal leave, and other reasons, we are very proud of our high completion rate and continue to remain focused on achieving high completion rates each year and getting as close to 100% as possible.

Teleflex also provides specific training for various other policies and programs including at our regional and country kick-off meetings, as well as periodic trainings for our Integrity Policies and Procedures and other relevant topics such as identifying and preventing financial crimes, sexual harassment, and data protection.

2023
GLOBAL CODE
OF ETHICS
TRAINING



COMPLETION
RATE ACHIEVED
97%

We use interactive training modules for our Integrity Policies and Procedures (IPP), and these modules were developed in collaboration with a third-party training vendor, and the content is tailored to each learner's job responsibilities and demonstrated understanding of the material. Recognizing that learners have varying levels of knowledge, the training is delivered in a personalized and purposeful manner, optimizing the learning experience for each individual. As of December 2023, we had achieved a 96% completion rate.

Auditing and Monitoring

We have an auditing and monitoring program in place at Teleflex to ensure compliance with all Teleflex policies and ethics. Our auditing and monitoring efforts include activities such as employee expense audits focused on transactions with HCPs, in-person distributor compliance reviews, third-party distributor audits and continuing usage of a leading third-party due diligence software platform. Teleflex's Compliance Department provides the BECC with quarterly reports on its auditing and monitoring activities and findings.

Reporting and Investigations

Our policy on Reporting Non-Compliance and Enforcement demonstrates our commitment to doing business with integrity. In this policy, we encourage all our employees and third-party representatives to report any concerns about potential misconduct and violations of the law and our policies. People can utilize various outlets to report concerns or seek guidance from their direct manager, HR, Legal, Compliance, or utilize the **Teleflex Ethics Line** in which anyone can report issues anonymously. Teleflex encourages people to freely voice their concerns and maintains a strict policy of non-retaliation. The Ethics Line is managed by an independent third party, and all reports are investigated thoroughly, and corrective actions are implemented, if needed. Our CCO provides both the BECC and the Audit Committee of our Board of Directors with reports regarding Ethics Line activities on not less than a quarterly basis.

Corporate Compliance and Ethics Week

We held our annual Corporate Compliance and Ethics Week in November, which included communications each day of the week about different parts of our compliance and ethics programs. We sent employees policy documents, guides, and other links to help understand our compliance programs. We also hosted a meet and greet event at our HQ and regional offices with Compliance leadership.

Enterprise Risk Management

Teleflex utilizes enterprise risk management (ERM) to deploy a systematic approach to identify, assess, prioritize, and manage the various risks faced by the Company which can have significant financial, regulatory, and reputational implications. ERM in this context involves risk identification, risk assessment, and risk mitigation.

Enterprise Risk Assessment

As a part of our larger Enterprise Risk Management process at Teleflex, we conduct an annual Enterprise Risk Assessment (ERA) where key risks are identified, compiled, and categorized into a report that is presented to Executive Management and the Board of Directors. The top risks and associated mitigation efforts that were identified are then monitored by Executive Management throughout the year. In 2023, 157 employees and executives identified and ranked the top risks based on their roles and/or areas of expertise and were asked to describe existing or planned mitigation efforts for these specific risks. We then conducted interviews with Executive and Senior Management to further discuss the identified risks and determine next steps.

Since 2022, Teleflex has included a dedicated section of the ERA focused on corporate social responsibility risks, reiterating to our employees that we take CSR seriously. The topics included areas such as climate change, DEI, product sustainability, and impending CSR regulations. In 2023, we took a more holistic approach to the questions we asked and the ways we posed the questions. In our first year of the CSR section in the ERA, we were focused on getting a baseline. In 2023, we added more pointed and direct questions on specific topics we were more interested in knowing about. We will continue to evolve this section of the ERA as we grow in our CSR efforts.

Crisis Management Team

Our Global Crisis Management Team (GCMT) provides leadership and oversight with respect to global crisis management at Teleflex. The GCMT follows a playbook which outlines Teleflex's crisis management approach and outlines a high-level process for the management of crisis incidents. The playbook outlines several crisis scenarios and the approach, actions, and communications required. The Global Crisis Management Team may engage with local site management and/or local crisis management teams as applicable and dependent on the crisis scenario. The GCMT managed our global approach to the COVID-19 pandemic and our response. The team worked with local crisis management teams on site to roll out site-specific rules, recommendations, and actions.

The GCMT is composed of:

- **Global Crisis Lead – Corporate VP, Strategic Projects**
- **Executive VP and Chief Financial Officer**
- **Corporate VP, Manufacturing and Supply Chain**
- **Corporate VP, General Counsel**
- **Corporate VP and Chief Compliance Officer**
- **Corporate VP, Quality Assurance/Regulatory Affairs**
- **Corporate VP and Chief Human Resources Officer**
- **Corporate VP and Chief Medical Officer**
- **Corporate VP and President, Global Commercial**
- **VP, Global Brand, Digital and Communications**

Sales and Marketing Practices

Being in the medical technology industry, we consider ethical and responsible sales and marketing of our products to be a top priority. When our sales or marketing teams are creating new content or materials, they are entrusted to highlight the features, benefits, quality, and value of our products clearly and truthfully to the healthcare community.

Prohibition of Off-Label Use Promotion

We strictly prohibit the promotion of a product for off-label use, as well as soliciting requests for information on off-label use. Teleflex has a global off-label use response program designed to mitigate the risk of off-label promotion and to handle off-label use inquiries in accordance with current FDA and other global regulatory agency requirements, without inhibiting lawful scientific exchange. Importantly, in adherence to FDA guidance, our off-label use response activities are managed by our medical and scientific personnel, independent from our sales and marketing departments.

As part of our off-label use response program, unsolicited off-label use inquiries and subsequent responses are reviewed and tracked in a database maintained by the response program coordinator and Clinical and Medical Affairs (CMA) personnel. Responses to these inquiries are handled by trained CMA representatives and follow FDA or other global regulatory agency guidance. Per FDA guidance, this policy requires these responses to be truthful, balanced, non-misleading, and provide independent, non-promotional scientific or medical information that is responsive to the specific off-label use request. In addition, the CMA representative is required to provide a private response, sent only to the individual requesting the information, and must include appropriate statements and disclosures, as well as a copy of the product's current labeling.

Employee Training

Teleflex new hires and current employees receive annual training on Conflict of Interest and must fill out a conflict of interest form to disclose any important relationships that may exist that Teleflex should know about. At the end of December 2023, we achieved a completion rate of 98%.

Relevant employees also receive training on off-label promotion, recognizing off-label use inquiries, and the potential consequences of off-label promotion. Training is tracked by the response program coordinator and CMA personnel, who receive additional in-depth training on Teleflex's procedure for responding to unsolicited off-label use inquiries. Failure to maintain current training certification or any violations of the off-label use promotion policy may result in disciplinary action per Teleflex Human Resources policy.



Sales and Marketing Policies

We have several policies to ensure our marketing and sales processes and procedures are best practice and in compliance with all applicable legal and regulatory standards. The listing of several of these policies can be found in the Policy Appendix.

Our various business units and other functional departments work together very closely when reviewing, revising, and approving our marketing materials before they are available. Our sales and marketing practices are continually evolving based on best practice and ever-changing business standards. We do not see this as just a legal or compliance requirement but rather how we operate as a healthcare company with high ethical standards.

Information Security and Data Privacy

Teleflex relies on our information systems to process, transmit, and store electronic information in our day-to-day operations. Disruption to critical information systems or material breaches in the security of our systems may adversely affect our business and that of our external business partners.

This is why we have developed a global information security and data privacy program, under the management of our Vice President of Information Security and Privacy reporting into our Chief Information Officer (CIO). The program is focused on ensuring the confidentiality, integrity and availability of Teleflex's information assets and compliance with data privacy requirements. Our program is aligned to industry standards, including the National Institute of Standards and Technology (NIST), ISO/IEC 27001 and the Center for Internet Security (CIS) Critical Controls.

Our Global IT leadership team meets on a weekly basis, which includes a standing agenda item to review new trends and risks relative to security as needed. Our CIO and Vice President of Information Security and Privacy provide updates on the security posture of the organization to the Audit Committee of our Board of Directors on an annual basis, if not more often based on the need. We work with a third-party firm to perform an annual external security assessment of select information security controls from the perspective of an attacker. We have a master Global IT and Cybersecurity Policy with several additional internal policies that govern specific topics including mobile computing, access management, disaster recovery, and vulnerability management which are foundation to an effective cybersecurity program. Our Global IT leadership team continues to monitor information security and data privacy risks as well as regulatory requirements to ensure we have the appropriate risk mitigation measures in place to meet the expectations of our internal and external business partners.

In July 2023, the Securities and Exchange Commission (SEC) adopted a final rule requiring public companies to provide enhanced and standardized disclosures regarding cybersecurity risk management, strategy, governance, and incidents. The new rule requires companies to include disclosure in their annual report on Form 10-K describing the organization's cybersecurity program. The rule also requires companies to report material cybersecurity incidents through current reports on Form 8-K. We have included the required disclosures in our Form 10-K for the year ended December 31, 2023, and we are implementing revisions to our security incident response procedures to align with the new 8-K requirements.

“An Information Security and Privacy Program focused on continuous improvements based on risk is imperative to our success. This allows us to build trust with our stakeholders and demonstrates our commitment to being a good corporate citizen.”

Chuck Fliehman
VP, Information Security and Privacy

Protect Our Systems and Our Response

Teleflex has implemented a number of initiatives to protect our systems and data, while supporting our most important asset - our employees - when working either at a Teleflex location or remotely. We have implemented controls to protect our systems and data when Teleflex devices are used outside of a Teleflex facility or employees are working remotely. Our 24/7 Security Operations Center (SOC) monitors and alerts us based on abnormal system activity or user behavior which may be indicative of an attack. We continue to refine our security incident response procedures and perform various types of simulations in preparations of a cyberattack. We also have an Acceptable Use and Responsibilities Policy which outlines the requirements, prohibitive activities, and company practices that apply to the use of Teleflex's Systems, Information Assets, and Third-party systems supporting Teleflex business activities by employees and authorized agents of Teleflex.

In the last three years, we have experienced one immaterial data breach relating to non-sensitive information impacting approximately 130 data subjects with no loss/damage associated with the breach. All reporting and notification requirements were adhered to in responding to the breach, and remediation activities to minimize the likelihood of future occurrences have been completed.

Training, Education, and Simulations

Our information security and data privacy program can have all of the technical components, software, and systems, but if our employees are not fully educated then we still face a significant risk and threat. Security awareness training is provided to all employees multiple times throughout the year along with periodic security update communications and targeted training for select groups based on job responsibility. Recent training has included an emphasis on social engineering as this has been one of the primary sources of recent attacks. Phishing simulations are an important element of an effective information security program. We perform phishing simulations throughout the year to better understand areas for increased training and awareness. We also provide online resources and additional



training on our Global IT Knowledge Base which is hosted on our intranet. Each year, we highlight cybersecurity and data privacy through our Cybersecurity Awareness Month in which employees receive a series of communications on the latest threats and actions they should take to reduce the likelihood of a security incident.

Third-Party Risk

Like other organizations, we face growing risks from third-party systems, and managing these risks is a critical component of our program. We

have policies and procedures in place to review the internal controls associated with proposed new software or hardware solutions and third-party managed technology as part of our vendor selection process. We evaluate solutions and providers from a security and privacy perspective to ensure the proper controls are in place to comply with privacy requirements and promote the confidentiality, integrity and availability of Teleflex systems and data.

Planet & Environment

Executive Sponsor: James Winters - *Corporate Vice President, Manufacturing & Supply Chain*

Pillar Lead: David O'Flynn - *Sustainability Director*

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As a healthcare company, we are focused on having a positive impact on both human health and the environment. Our responsibility starts before our products are in the hands of clinicians and patients. People's health will be better if we have a healthy planet. This requires businesses such as Teleflex to reduce emissions and to use resources responsibly.

You can read about our commitments in our **Environmental Statement**.



Environmental Management and Governance

Our Planet & Environment pillar is structured similar to our other pillars and is led by our Sustainability Director, and sponsored by our Corporate VP, Manufacturing and Supply Chain. The pillar has a subcommittee with leadership from our corporate functions such as logistics, procurement, HR and finance. The subcommittee meets monthly to plan and provide updates on project deliverables, and activities are tracked centrally on our project management platform. Additionally, leaders from many of our major manufacturing and operations locations meet monthly to help drive sustainability on site.

Collaboration Among Facility Professionals

With a variety of manufacturing, research and design, office, and logistical sites throughout the world, sharing of knowledge has allowed us to learn from each other and adopt best practices. With the creation of a Virtual Facilities Team, which has been organized by our Sr. Director of Technical Services, the sharing of ideas from site to site gives us a vehicle for continual improvement. Subjects such as the use of automated monitoring techniques, equipment procurement, maintenance procedures and utility optimization will lead the facility professionals at our various locations to learn from each other thus improving site performance and minimizing waste.

Data Management

At Teleflex, we use a software provider to help manage our water, waste, energy, and scope 1 and 2 greenhouse gas emissions data across our business globally. As part of our data governance process, we continue to analyze and refine historical data inputs as well as look at the usage of this software to increase the capability, completeness and accuracy of our data analytics, reporting and disclosure.

At the end of 2023, we had 3 sites that were ISO 14001 certified, and we will look to add more in the future. This image is of our Czech Republic sites being recognized for receiving both ISO 14001 & 45001 certification.



Responsible Consumption

Water

Water is essential for all life, human and planetary health. While Teleflex may not be a large water consumer, we do use water in our manufacturing process and in our offices. Many of our manufacturing sites measure and monitor the water quality on site and manage any wastewater we may be releasing from our processes. This could include parameters such as pH, nitrogen, phosphorus, and suspended solids. We have installed low-flow water fixtures and motion sensor faucets on site to help conserve water use. At some sites, we have water recycling systems to reduce our usage, and we also have implemented rainwater harvesting at several sites. Last year, across the highest water use site, we invested in replacing some of the old underground water main piping with a new main piping above ground, to reduce the risk of future leaks and to aid monitoring.

Water Efficiency

At our Kulim, Malaysia manufacturing location, we implemented several improvements to decrease our water usage on site. After conducting a thorough assessment, the facility was able to lower water pressure settings to ensure they were appropriate for general areas and facilitated higher pressure where required for specific equipment. In addition, we installed automatic sensor faucets and toilet flushing technology to be more water-efficient. The site also implemented a regular monitoring program to detect and address water leaks. These measures helped us to reduce the facility's daily water use by 21%.



Waste

Reducing our waste is a business and environmental goal. Teleflex has made significant improvements over the years to reduce material loss during the production process and increase engagement with our waste collection partners. Our reuse program includes initiatives such as solvent distillation, and our recycling programs include initiatives focused on paper, metals and plastic. This also includes education and resources at our sites for employees, such as the program at our Kulim, Malaysia location which focused on reducing food waste.

Reuse Program
Solvent Distillation



Recycling Program
Plastic, Paper, Metals



Reducing Food Waste
Composting of left-over food




Blade Recycling

The facilities team at our Annacotty, Ireland site realized that we had a large number of cutting blades that were being incorrectly categorized as hazardous waste. As non-hazardous waste, these were sent for recycling which will not only save tens of thousands of dollars each year but will also divert almost 3,000 kg of blades from disposal.

Solvent Recycling

An important solvent utilized at our Trenton, Georgia, U.S. site was in short supply, and an employee recommended a solvent recycling unit he had prior experience with to solve the issue. The recycling unit not only alleviated supply concerns and reduced cost associated with production setups, but also reduced our waste generation. The employee was awarded an IMPACT Award for demonstrating behaviors in line with our Core Values.

Wastewater Management

Our Kamunting, Malaysia facility undertook extensive studies to determine if hazardous wastewater could be effectively treated on site to allow for its disposal as non-hazardous. A study was initiated with a third-party accredited laboratory by the Malaysia Department of Environment to carry out the analysis. The study confirmed the ability of the wastewater to be treated internally. A consultant was hired to further study and re-engineer the current wastewater treatment plant to suit the treatment of the additional wastewater without altering the existing manufacturing process. This resulted in the addition of a mini clarifier, filter press unit, and water tanks. An in-house laboratory was also built to monitor the plant's daily performance, and effluent is tested to ensure it meets the local standard prior to discharge. This has resulted in a 30-40% reduction in hazardous waste disposed during 2023.

Emissions and Pollution

Teleflex manufacturing sites are subject to our *Global Environmental, Health and Safety Management System* requirements and are subject to regulatory requirements relating to emissions. These Management System requirements include identification of all environmental emissions or pollutants (e.g. ground/water dischargers and air emissions) with implementation of risk controls. Also, via our *Performance Evaluation Program*, each site is required to have ongoing *Monitoring, Inspections* and *Internal Audits* of how those risk controls perform. For air emissions, this can include various layers of scrubbing and other air quality improvement arrangements for emissions such as NOx, SOx, particulate matter, VOCs, or other such emissions with on-site monitoring and measurement via air quality assessment programs. Defined mechanisms are in place to capture and address any potential non-conformities via global tracking systems, remediating concerns as quickly as feasible. Lastly, all such sites are also subject to our *Global Conformity Assurance Plan (CAP) Audit Program* driving audits by third parties to help ensure compliance with local and regional requirements. We plan to report on our air emissions in future reports.

Logistics and Distribution

Logistics and distribution are key components in our value chain, and are also one of our larger sources of carbon emissions. We are engaging with our key carriers to better understand their decarbonization plans and to push for increased ambition. For our sea and air freight, we now capture over 75% of primary carbon emissions data. During 2024 and beyond, we will be targeting further reduction in carbon footprint with a focus on route planning, freight consolidation, mode optimization and increasing the weight attributed to sustainability for carrier selection. Progress will be reported annually as part of our commitment under Science-Based Targets.

Climate Action

Teleflex sees climate change as a global challenge and believes it will continue to grow as a risk for society and businesses. We have taken a number of actions over the past few years to improve our climate action program, including setting Science-Based Targets.

Climate Action Strategy

We are developing a strategy for climate action at Teleflex which will both target a carbon footprint reduction and also prepare Teleflex for a world experiencing greater climate change. We have implemented several projects that have helped reduce our greenhouse gases, and we continue to evaluate additional options to continue further reductions.

We are developing a plan as it relates to clean energy which may include actions such as additional on-site renewables, renewable energy power purchase agreements (PPAs), and securing energy attribute certificates such as renewable energy certificates. We continue to review options and implement actions to reduce the climate and ozone risk from refrigerant gases leaking into the atmosphere such as replacing and upgrading HVAC units as we did in three of our manufacturing sites in 2023.

Teleflex, in partnership with its insurance provider, has engaged in climate resilience efforts at our various sites. Utilizing their engineering resources has enabled our organization to strategically identify and execute improvements which will help reduce the risk of future impacts to our business.

Climate Risk Management

We have developed several processes internally at Teleflex to help identify and manage climate-related risks. One of the ways is through our enterprise risk assessment. Since 2022, we have a dedicated section

of our annual enterprise risk assessment for CSR with a focus on climate change. We want to know how employees and leaders assess climate risks and our climate action strategy from a topline perspective. You can read more about the enterprise risk assessment in the Enterprise Risk Management section of this report.

Localized climate-related risks are identified regionally or by sites and can be addressed through Business Continuity Plans (BCPs). Our BCPs are managed via our Global Supply Chain team and are formal documents and plans maintained with respect to each of our manufacturing sites which outlines the procedures for responding to disruptive incidents as well as how to continue (or recover) its activities within a predetermined timeframe. These BCPs are not meant to manage climate-related risks only but they can include risks such as severe weather and flooding and are determined and created by each site.

Our Global Crisis Management Team (GCMT) and crisis management playbook are also a key component of our management of climate-related incidents. Similar to our BCPs, the crisis management process is meant to handle multiple types of crises, of which, severe weather or natural disasters are a component. The GCMT will engage with local site management and/or a local crisis management team, as applicable.

In 2023, we kicked off our first climate risk assessment with an independent provider and was completed in early 2024. This assessment included a number of different engagements internally with employees and senior leadership through surveys, educational workshops, and informational interviews. The outside firm reviewed internal documentation of our processes and provided Teleflex with recommendations furthering our climate-related risk process and integrating mitigation and adaptation plans into our corporate strategy. More detail on this process and the risks can be found in the TCFD Index of this report.

Climate Action Governance

The Nominating and Governance Committee of the Board of Directors has oversight on all ESG and CSR matters which includes oversight on our climate action program. In the previous quarterly briefings to the Committee, we have included updates on our climate action program including our emission data reporting, emission reduction targets and climate risk assessment. The Committee will continue to review and provide oversight with respect to our plans for achieving Net Zero and managing climate change risks.

Our senior leadership is involved directly in our climate action governance internally at Teleflex. Based on our overall CSR governance structure, climate change is managed through our CSR Steering Committee, which is made up of senior leaders within the organization and is chaired by our Corporate VP & Chief Human Resources Officer. Our climate action strategy is managed under the Planet & Environment pillar of our CSR program which is directly led and managed by our Sustainability Director with sponsorship and oversight from our Corporate VP, Manufacturing and Supply Chain. As needed, climate change-related risks and opportunities will be brought to the CSR Steering Committee for larger discussion.

Greenhouse Gas Emissions

We collect and organize our scope 1 and 2 greenhouse gas emissions data in our sustainability software solution and have engaged an external consulting agency to perform a scope 3 inventory calculation. We utilize the Greenhouse Gas Protocol as the standard for greenhouse accounting and reporting. We plan to share our emissions data in our 2024 CDP submission later this year.

Emissions Reduction Targets

We believe the Science-Based Targets Initiative (SBTi) framework provides a clearly defined framework to help us decarbonize our business as well as reduce climate change-related risks. In developing our emission reduction targets, we worked with a leading third-party consulting agency to ensure they are in line with the SBTi framework.

Teleflex has committed to a near-term climate change target of 54.6% absolute reduction of scope 1 and 2 emissions by 2032 (from a 2019 baseline). We have also committed to a near-term target of 32.5% absolute reduction of scope 3 emissions from purchased goods and services, upstream transportation and distribution, waste generated in operations and business travel by 2032 (from a 2019 baseline). Additionally, Teleflex has set a long-term net zero emissions target to be achieved by 2050 for scopes 1, 2, and 3 (from a 2019 baseline).



Near term: **by 2032**
Scope **1** & **2**
absolute reduction **54.6%**

Near term: **by 2032**
Scope **3**
absolute reduction **32.5%**

Long-term: **by 2050**
Scopes **1, 2**
& **3** **absolute reduction** **Net Zero**

⁸Based on a 2019 baseline

Energy

Electricity and gas usage are the largest contributor to our direct greenhouse gas emissions and thus are a big focus for us.

Electricity

Electricity is the largest energy source that we use in our direct operations and thus is key in reducing our total greenhouse gas emissions at Teleflex. We are working to both reduce unnecessary usage or wasted electricity and increase efficiency in our processes. In our manufacturing and office locations, we have and will continue to look at numerous projects such as LED lighting retrofits, motion sensors, high-efficiency HVAC systems, and better management practices.

Renewable Electricity

We know that renewable electricity is a key component in decarbonizing our business. We now have on-site solar photovoltaic (PV) installations at 7 of our manufacturing sites. We installed our first set of solar panels in 2015 and now have a total of approximately 5 MW (megawatt) of capacity and during 2023, we generated over 7.5 GWh (gigawatt hours) of renewable electricity. We continue to investigate and invest in viable renewable electricity projects across our business. We are in the process of developing a more detailed renewable electricity strategy with a leading consulting agency and plan to share more information on those plans in our 2024 report.

Continuing our Leadership in Renewable Energy

In 2023, we commenced the installation of a new solar photovoltaic system at our Zdar, Czech Republic site. The new 1,642 panel system will have a total capacity of 756 kW and will produce an average of 709 MWh of electricity annually, covering approximately 13% of the site's total electricity consumption.

Combating Climate Change Through Energy Efficiency

In 2023, our manufacturing facilities in Zdar and Hradec, Czech Republic; Chihuahua, Mexico; and Kulim, Malaysia have implemented several improvements that have provided significant savings in electricity consumption. Improvements at these locations include:

- Adjusted chiller settings, including chilled water temperature, flow rate, compressor speed, and system schedule
- Changed fan speeds of exhaust and air handling units to match the actual ventilation, which prevents unnecessary energy usage while maintaining adequate indoor air quality and ventilation standards
- Reorganized physical production process, resulting in a reduction of approximately 7,700m² of space requiring air conditioning or lighting
- Added window tinting to reduce heat gain from sunlight and keep indoor spaces cooler, thereby reducing the need for air conditioning
- Conducted regular tests on the compressed air systems to ensure leaks are found and fixed quickly
- Replaced old ventilation motors with EC motors, saving 200 MWh of electricity per year.

Gas

Natural gas and liquefied petroleum gas (LPG) are the second largest source of energy that we use in our direct operations. As a part of our climate action strategy, we continue to look at and implement projects that will reduce our reliance on gas, and we work to maximize our gas efficiency where we have yet to eliminate its use.

Sustainable Procurement

With Teleflex committing to Science-Based Targets, this brought into sharp focus the importance of gaining strong support from our supply chain and the need to have good quality primary environmental data to meet our emission reduction targets.

During 2023, we executed an online sustainability survey with our top 100 raw material suppliers to understand where they were on their carbon reduction journey and the maturity of their programs. We received a 60% response rate to the survey and gathered valuable information on their current sustainability status along with the direction they will take over the next 3 years. We were encouraged by the number of our suppliers that outlined that they have, or are in the process of, implementing a CSR program.

To further support our ambitions, in the second half of 2023, we evaluated several sustainability software platforms with the intent to help us better track, manage and report sustainability data relating to the performance of our supply chain. This will allow us to set sustainability goals and build an action plan to drive continuous improvement across our supply chain. In the fourth quarter of 2023, we selected a preferred third-party software provider. We plan to implement the sustainability software and build our top 100 raw material suppliers into the platform in the first half of 2024. This engagement will be a critical input to the development of our Sustainable Procurement Program for Teleflex and will provide valuable information around environmental sustainability, social impact, and ethics of our supply chain.

During 2023, we also built sustainability capability across our procurement function. We undertook a briefing where we detailed the sustainability requirements expected from our supply chain and provided the information and material needed to allow our commodity managers to build this into the Supplier Business Review process. Our plan is to continue our supply chain engagement on our sustainability expectations during 2024 as we build out our Sustainable Procurement Strategy.

People

Executive Sponsor: Colin Curran - *VP, HR Global Operations*

Pillar Lead: Maria Quaid - *Senior Director, HR, Global Commercial*

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People is a major component of our Core Values and we put people at the center of everything we do. Careers can go far at Teleflex. We support career growth through development programs that help our employees sharpen their skills and knowledge. Competitive salaries and benefits, challenging work, and talented co-workers make Teleflex an excellent place to have a career. We are growing because of our people, whose talent, character and initiative make Teleflex a special place to work.

2023

New hire
satisfaction rate

100%

2023

Open roles
filled internally

24%

2023

Global new hires
were female

55%

2023

Senior management
were female

25%

2023

Average global
workforce
tenure

6.9 years

2023

Return to work
after parental
leave in U.S.

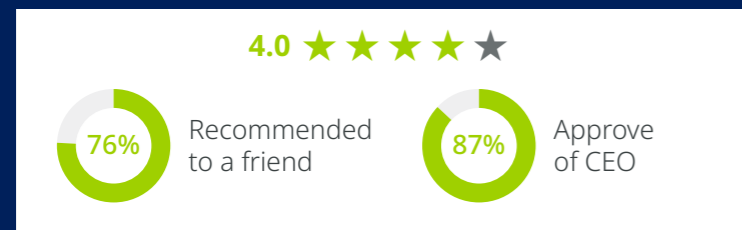
100%

Talent Recruitment

As we continue to grow as an organization and we hire in our many regions around the world, we put a focus on showing candidates why Teleflex is such a special place. Teleflex employees are trusted partners of medical clinicians and the patients they serve, and we highlight this to new candidates.

Glassdoor Ratings⁹

Teleflex has a 4 out of 5-star rating from Glassdoor which is above the industry average of 3.7 stars. Our current ratings also reflect that 76% of reviewers would recommend Teleflex to a friend and that 87% of reviewers have indicated their approval of our CEO. We are proud to have consistently high ratings on Glassdoor with over 860 reviews.



⁹The Glassdoor ratings reflect the data as of December 2023 and may change in the future.

¹⁰This data includes all U.S. exempt employees and portions of Latin America.

Recruitment and Onboarding

Our talent recruitment team has several tools, resources, and avenues to reach potential candidates as we look to fill open roles within Teleflex. We use job posting websites like LinkedIn, Glassdoor, Indeed and MedReps as well as university job boards, independent recruiters, and internal referrals. When possible, we also take advantage of local career fairs at universities and colleges.

We have developed a world-class recruitment process and continue to operate ourselves on an honest, open, and transparent recruiting, interviewing, and hiring process. Throughout all stages in the process, we communicate all timelines, expectations, and compensation ranges in a clear manner to all candidates. Our compensation offering is aligned with competitive market pay levels and we evaluate these levels through external analysis on a periodic basis. We structure our compensation to include a role appropriate mix of base salary, short-term cash incentives and long-term incentives.

At Teleflex, we are always working to ensure that our recruiting and onboarding process are as good as they can be. As a part of that process, we ask new hires to participate in a survey about the hiring process and onboarding. In 2023, we had an 87% response rate and a 100% satisfaction rate in the Americas.¹⁰ Since 2018, we have had an overall 97% or higher satisfaction rate. We have similarly consistent high scores in our

2023: 87% Response rate in the Americas

100% SATISFACTION RATE

Hiring Manager satisfaction surveys, 97% in 2023¹⁰, which reinforce the strength of our hiring processes, and the strength of the talent we hire. We are extremely proud of this feat and believe it shows that employees who join the organization are happy with the hiring process and felt that the description, details, and information provided about the role were accurate and truthful.

Teleflex Awarded Best Workplaces in China

We're proud to announce that Teleflex China was named one of the "Best Workplaces™ in Greater China 2023" by Great Place to Work®. Of the more than 280 companies in the Greater China region surveyed, only 54 were awarded as "Best Workplaces™ in Greater China 2023." We are grateful to receive this recognition, which was made possible through the support of our APAC and China leadership teams and all of our employees in China who have helped build our culture.



Our employees are proud to work at Teleflex and we have a history of strong employee referrals for new hires. Our employee referral program has proven to be very successful in hiring good quality and highly trusted employees. In 2023, 22% of U.S. hires¹¹ for externally filled roles came via an employee referral and we provided over \$360,000 in additional compensation to employees as a referral bonus. The success of this program shows the passion our employees have for the work we do at Teleflex so much so that they would recommend friends or family to become potential qualified candidates. In 2023, we expanded our employee referral program such that every Teleflex location around the world has the opportunity to incorporate an employee referral bonus into their recruitment plan, encouraging the referral of qualified candidates that meet the criteria of the program.

2023: U.S. hires externally filled roles

22% VIA AN EMPLOYEE REFERRAL

One of the best ways to cultivate good talent is to do so early. We have a number of programs for early career professionals and young talent which help us to begin the recruitment process even earlier. While we do not have an enterprise-wide internship program, each country and department does have specific resourcing needs and will hire interns on a periodic basis.

The Teleflex Intern Development Experience (TIDE) is a U.S. program focused on bolstering the unique attributes of Teleflex summer interns aiming to provide them with career growth opportunities and the potential for permanent employment with Teleflex post-graduation.

¹¹ Does not include hourly employees

Throughout the eight-week session, interns develop professional skills such as personal branding, networking, presentation techniques, interviewing best practices, cultural sensitivity, and awareness.

Junior Achievement Ireland (JAI) works with industry and education partners to inspire young people to realize their potential by valuing their education and developing the skills and attitudes needed to shape their own future. Teleflex has partnered with JAI and 17 of our employees volunteered in a pilot program, teaching Junior Achievement programs, workshops and site visits. In total, 361 students in 7 schools worked with Teleflex volunteers and benefited from their JAI activities. By doing this, we not only helped to educate the local youth, but we may see these talented young people join the Teleflex organization down the road.

Our office in China has created a trainee program which provides graduates with three job rotations in 18 months, including sales, marketing and commercial operations. Throughout these job rotations the graduates will develop their commercial competencies, including business acumen, sales techniques, product knowledge, and analytical skills. This program is a great opportunity for graduates to receive mentoring from senior leaders at Teleflex which can help them advance their career development.

When a new hire joins the organization in the U.S., our Keep In Touch program is kicked off. The program is run through our Human Resources team and provides an avenue for us to ensure that the new employee is happy and content in the new role. HR checks in with the employee on a 3-6-9-month cycle and, if there are any reasons for concerns or discontent, the hope is that we can help to solve the issue before the employee would decide to leave, encouraging retention from the start of their careers at Teleflex. All regions and countries have their own specific program to check-in with new hires as they onboard within the company to ensure they are happy and to address any concerns.

Inclusive Recruiting

As a part of our larger DEI strategy, inclusive recruiting is a high priority at Teleflex. We have worked with our Global DEI Council to develop an approach to our recruiting method and process that we feel provides our hiring managers with a slate of candidates that reflects the communities in which we work and serve. We consider diversity to be in all aspects including, but not limited to, gender, ethnic and racial background, age, military status, and disabilities.

We employ various programs and initiatives to ensure a diverse candidate pool, collaborating with a number of Historically Black Colleges and Universities (HBCUs) in the U.S. Additionally, we partner with several Veteran and ex-military organizations, as well as various local community organizations. Our network extends to a number of community groups like the Wounded Warrior Project, National Urban League, Dress for Success, and other labor associations, enabling us to seek out diverse talent effectively. We also work with talent agencies to source candidates, and we have worked with a number of external recruiting firms that help ensure we are recruiting with a diverse slate of candidates for hiring managers to elevate.

In our job descriptions we aim to use gender neutral phraseology to make sure we are not discouraging potential candidates from applying. We have also begun pilot testing a masked resume process in which the name or any other gender or racially identifying information are removed. Another key component of our inclusive recruiting strategy is to focus on the diversity of our internal interviewers throughout the process. In 2023, 78% of our panel-based interviews included a gender-diverse group of employees and we continue to find ways to improve this.

Exceptional Employee Experience (E³)

It is important to provide a positive experience for all employees throughout the entire employment process, from candidate selection to employment and through to becoming an alumnus of Teleflex. We have developed a high-touch approach to our employee management programs, which can be demonstrated by our high average employee tenure at Teleflex. At the end of 2023, the average tenure of our workforce was 6.9 years, and 11.8 years for senior management.¹² This really speaks to the culture at Teleflex and the engaged work our employees do.



When our workforce is engaged and happy to be at Teleflex it helps build on our existing culture and plays a key role in delivering our long-term growth strategy and customer focus. We perform an annual Global Employee Experience Survey across multiple areas of the business to learn and understand the employee experience more broadly. Our 2023 survey was launched to over 6,400 employees, and we had an over 85% participation rate (up 3% from 2022). We had a strong score amongst the 2023 surveys with an employee satisfaction (eSat) score of 73 and 75 (based on our two different survey cohort), which is just shy of the top 25% of Glint benchmarks and is an important metric many companies use to measure the employee experience. We received over 9,400 comments from nearly 3,000 different employees through the survey

¹² Senior management positions are determined by employee job level (E-level) and generally represent employees at Vice President and above.



process, and all the feedback received will empower managers and leadership to understand, discuss, and address feedback transparently.

Teleflex uses an internal social networking site hosted by a leading software provider to increase employee engagement and communication across the organization. This platform allows our employees to communicate with one another in an informal manner and share company or department updates. The site provides a way for our Employee Resource Groups to communicate about different events or activities going on.

Each of our sites and offices are also empowered to organize and host events for employees to socialize and take a moment away from their work. These events can range from volunteer events, lunch and learns, ice cream socials, and holiday parties. We encourage local leaders to organize such events to continue fostering our employee-centric culture that makes Teleflex unique.

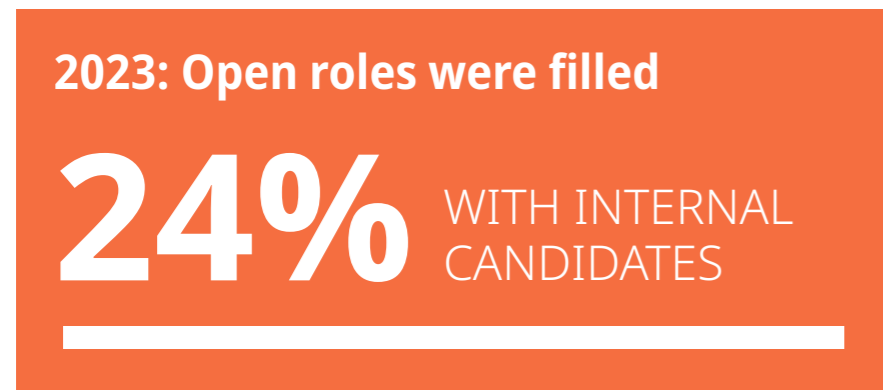
All Teleflex employees have the right to collectively bargain and the freedom to freely associate. As a global company, we have employees that are in a union contract or in collective bargaining arrangements. As of the end of 2023, 6% of our employees globally were in such arrangements. We have very effective and productive relationships with the representatives of these employee groups where they exist in Teleflex.

In the event an employee does decide it is time for them to leave Teleflex and move on to other opportunities, we conduct an exit interview process to understand any reasons that may have led them to leave the organization. We use the responses from this process and address these concerns.



Learning and Development

At Teleflex, we are dedicated to providing employees opportunities for growth, development and succession to realize their potential that exists in the organization and to building a high-performance culture that supports our Core Values.



On-Demand Education

We offer educational and training programs and support resources to our employees primarily through our Teleflex Academy and Connect Learning platforms. These platforms utilize our Core Curriculum programs to provide ample learning opportunities in each of our regions throughout the calendar year. We offer both virtual and in person programming, as well as in multiple languages to ensure all regions can utilize these tools. We have also expanded our digital library for 'learning on-the-go'. Programs within our Core Curriculum and our own Facilitator Training Course have received valuable external accreditation and certification.

In 2022, we kicked off our partnership with LinkedIn Learning, which allows our employees to access over 16,000 courses covering a wide range of technical, business, software, and creative topics. LinkedIn Learning is a fantastic resource for our employees and managers and offers everyone the opportunity to learn at their own pace in multiple languages, making the platform perfect for all of our sites around the world.

Employee Reviews

Our employees and managers meet on a regular basis to check-in and ensure expectations of one another are understood and to work through any learning opportunities. These check-ins, which are a global and enterprise-wide required process, also provide time for employees to review progress on their self-identified career and development objectives (Career Pathway) on a quarterly basis, at minimum. Our managers review the progress the employee has made on the development plans and provide the necessary support and resources to enable the strategic growth goals of the individual and the company. There are resources available for both employees and managers to support in the performance review and individual development plan processes.

Development Programs

We want to not just retain great talent but ensure there is a clear and transparent path towards upward mobility, leadership growth, and horizontal movement within the organization. We are happy to share that 24% of open roles in 2023 were filled with internal candidates and many of these being a promotion in title or role. This not only provides a great opportunity for current employees to grow and develop in their careers, but also allows Teleflex to hire within, reduce hiring costs and hire an individual we already know and trust.

Our Talent Development and HR teams have worked hard to develop the "LEAD Behavioral Competencies" model, which has been rolled out to several groups over 2023 with the remainder to be completed in 2024. This will become the lens through which we assess and develop managers and leaders across Teleflex and will have several supporting elements to it.

Leading into the Future

- Demonstrate sense of purpose and inspires**
- Takes accountability**
- Demonstrates critical judgment**
- Communicates effectively**
- Builds and sustains relationships**
- Plans and organizes**
- Creates value for the customer**
- Demonstrates continuous improvement**
- Creates a culture of inclusion and involvement**
- Develops people**
- Builds high performance people and teams**
- Develops growth mindset**

Nomination-Only Development Programs

Teleflex Emerging Talent Program (TET)

Participants are better prepared to take on or perform in their individual contributor role and prepare for managerial competencies. They identify what personal success means; learn about their working and communication style; become aware of their engagement gap/develop an engagement plan; build their personal brand; and discuss/explore critical thinking and problem solving. This is a hybrid program covering 8 modules via eLearning and live instructor-led training

Teleflex Essentials of Management Program (TEM)

The TEM program is an experiential learning program designed to develop new and existing managers and allow them to learn and grow within their roles. It addresses the most important aspects of managing people and perspectives across all levels, learning to inspire and influence and leading teams through conflict in a positive manner. This is a hybrid program covering eLearning and live instructor-led training.

Teleflex Leadership Development Program (TLD)

Our TLD program has been designed to bring our future leaders to the next level. Focusing on understanding their own leadership style, how they impact those around them and taking control of their business relationships are essential to successful leadership. Leadership requires a variety of skill sets across a spectrum of needs, the TLD program will take them through dealing with challenging situations, the health and well-being of their people and understanding the leaders they have around them in the business. This program is by invitation only and is offered to key talent within Teleflex who are ready for the next level.

Through our “Good to Great Coaching” program, we provide one-on-one coaching to leaders throughout Teleflex. By creating a culture of coaching we can support the individual and larger team at the same time by empowering all to be at their best in any situation. We have grown our list of certified International Coaching Federation (ICF) coaches across the organization, allowing us to expand this opportunity to more employees who embrace the Core Values of Teleflex.

We also offer a mentoring program as another way to develop and foster talent. Our mentoring program focuses on helping employees manage five key aspects of professional development: skills development, problem solving, goal setting, career planning, and networking. Our program is set up to be a 6-12 month engagement in which the Mentee and Mentor meet at minimum once a month and set up clear action plans for addressing key development areas.

In 2023, we commenced a new partnership with Guider, enhancing our Global Coaching and Mentoring program through software and process upgrades for a better experience and level of effectiveness. Guider allows us to better facilitate the matching process, schedule sessions and track progress, resulting in an enhanced learning and user experience of our employees and reducing potential restrictions while satisfying our requirements.

Tuition Support

While Teleflex offers a wide range of training, education, and development opportunities, we know that there is still a role for external schools, training, and universities. We offer fulltime U.S. employees financial assistance through reimbursement of fees for tuition, laboratory, registration, and other mandatory fees and expenses for courses and programs that expand or continue education related to an employee’s role. Where available, our regions have a variety of programs with local rules and criteria that apply.

In the U.S., we also have partnerships with two leading universities to allow employees to attend online courses and participate in online programs at discounted rates of up to 52% off. These universities offer certificate, undergraduate, and graduate level programs for employees. New employees can also apply for a grant to subsidize the costs through one of the universities.

Benefits

We believe our compensation and benefits offering is aligned to competitive market pay levels. We offer these benefits packages to ensure we are taking care of our employees, not just from a compensation standpoint but also on a personal level.

We offer all our eligible employees a comprehensive suite of healthcare benefits, as well as retirement plans for all employees. In the U.S., we also have specific policies addressing paid time off, flexible work arrangements, employee assistance, parental leave, and family benefits. We also offer employees several additional benefits around employee discounts or special rates for services such as pet and auto insurance, legal assistance, identity theft protection, and consumer discounts programs. Our Global regions have policies addressing paid time off, flexible work arrangements, employee assistance, parental leave, and family benefits. You can learn more about our U.S. benefits [here](#).

Healthcare Benefits

One of the benefits we focus on the most at Teleflex for our employees is healthcare insurance and support. In each region and country, we offer healthcare benefits based on local regulations and market practices. We offer a benefits concierge service and access to telemedicine virtual care for our U.S. employees. In addition, employees can customize their healthcare plans through voluntary supplemental health benefits such as critical illness, hospital indemnity and group accident insurance coverages.

A travel benefit is available for our full-time U.S. employees which allows reimbursement for reasonable travel expenses for specialized services, such as bariatric surgery, organ transplants and abortions, if those services are not available in their local community or region. Developments in the U.S. have underscored the importance of ensuring equitable access to healthcare, across the spectrum of critical services.

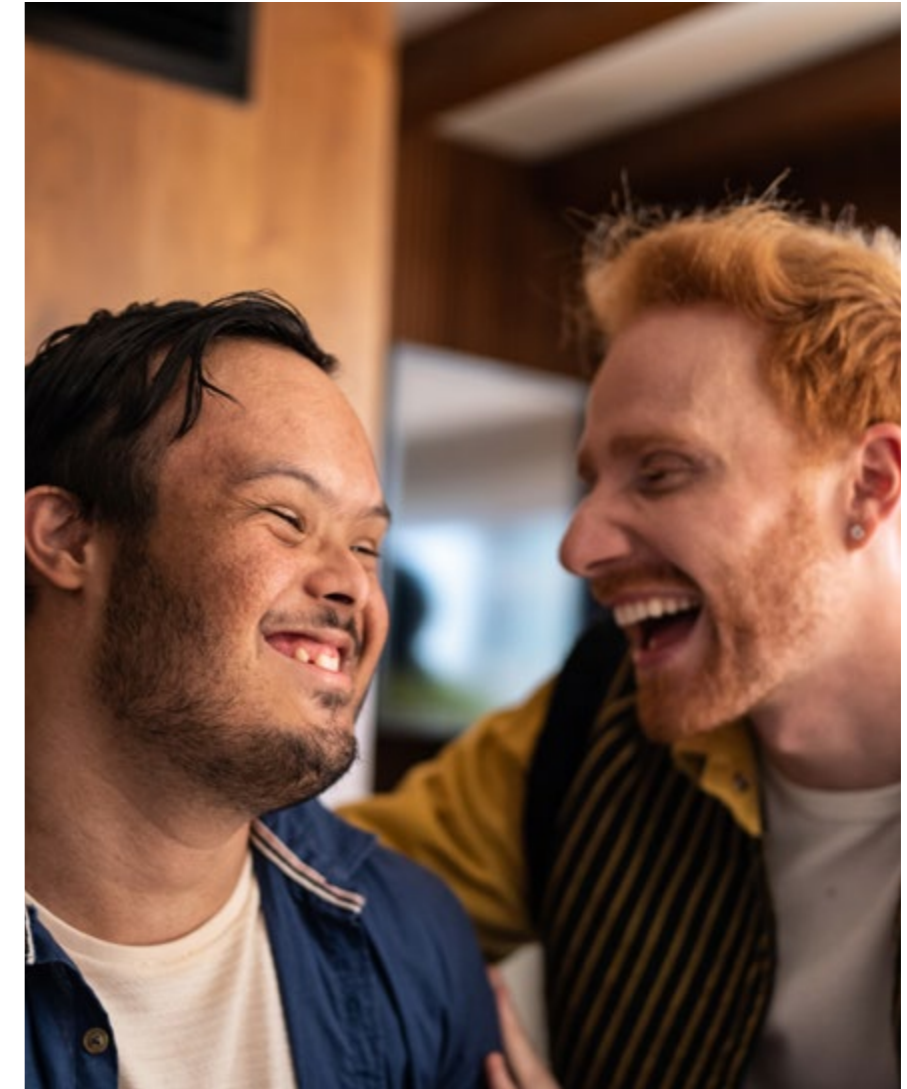
Family Support

Creating and growing a family can be one of the most significant milestones in one's life, and we want to ensure that we support that milestone as much as we can. In the U.S., we offer our full-time employees a Parental Leave Policy, which provides birthing and non-birthing parents up to six weeks of paid time off following the birth of a child as well as up to six additional weeks of unpaid parental leave.

We are happy to share that in the U.S., 100% of employees who took parental leave in 2023 returned to work. Globally, we provide parental leave in accordance with all local regulations and based on regional differences.

Employees that have adopted children can utilize the same level of leave as those with biological children. And we also offer an adoption reimbursement program for up to two adoptions per employee to help offset some of the costs involved in the adoption process.

For those employees who may need some additional support in their fertility journey, Teleflex provides an additional level of benefits through our partner, Progyny. Progyny offers specialized resources and financial support for those seeking fertility treatments such as intrauterine insemination (IUI) and in-vitro fertilization (IVF) and works to ensure that you will not run out of coverage mid-term or have high-cost claims.



Diversity, Equity & Inclusion

Rooted in our Core Values, Diversity, Equity & Inclusion (DEI) plays an essential role in how we fulfill our purpose of improving the health and quality of people's lives – and this doesn't stop with our products.

Teleflex has always been committed to advancing DEI in all its forms across our workforce and maintaining a positive and inclusive work environment. The rich diversity of Teleflex talent is valued and intentionally woven into the fabric of how we make decisions and operate as a company. Through embedding the principles of DEI into our activities, decisions, governance, innovations, and culture, we contribute to the achievement of accessible, equitable and sustainable healthcare solutions for all.

"To provide oversight, counsel and visibility to the importance, initiatives and progress related to Diversity, Equity & Inclusion in Teleflex."

Teleflex Global DEI Objectives

1. Ensure Teleflex Core Values are lived throughout the company... every day, at every level.
2. By indicator of diversity, the percentage of Teleflex employees by employment category will reflect the talent market(s) in which we work and compete.
3. We believe in equal pay for equal work. Teleflex is committed to fair and equitable compensation, taking into consideration the elements that appropriately influence pay (e.g. experience, geographic location, and individual performance).

4. Ensure the rich, diversity of Teleflex talent is valued and intentionally woven into the fabric of how we make decisions and operate as a company.



Teleflex is evaluated by the Human Rights Campaign's Corporate Equality Index, a national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees. The Corporate Equality Index focuses on key criteria of workforce protections, inclusive benefits, supporting an inclusive culture and corporate social responsibility and responsible citizenship. Receiving a score of 90 out of a possible 100 for the second year in a row, this benchmark represents one of the many ways in which Teleflex is committed to advancing DEI across our organization.

We make every effort to be inclusive of all suppliers regardless of race or ethnicity. Our **Supplier Diversity & Small Business Statement** outlines our practices on working with diverse suppliers, both large and small, to provide goods and services to Teleflex as part of our corporate procurement process. We ensure that qualified, competitive diverse suppliers are given fair opportunity and consideration to participate in the procurement of goods and services.

Engagement on DEI

It is important that our employees hear from us about our progress and all the resources available to them regarding DEI. We do this in various ways including through our quarterly Diversity, Equity & Inclusion Newsletter, our internal social networking sites, and by disseminating information through senior leaders and managers to their employees. Our regional DEI Councils also provided updates through their individual newsletters and intranet sites.

Inclusive Employer Award

Teleflex was selected to receive the Inclusive Employer Award at The Arc Mid-South's 28th Annual Awards & Benefit Gala. This Award honors an employer with an exceptional record of providing inclusive community employment opportunities and accommodations for people with disabilities. The Arc Mid-South is a non profit serving people with intellectual and developmental disabilities and is a local chapter of The Arc.

We conducted a deep dive into the employee experience of DEI at Teleflex in 2022. In partnership with The Humphrey Group, we conducted over 20 in-depth interviews with influential and key leaders throughout the organization. These leaders were given the opportunity to share their experiences, confidentially. In addition, the Humphrey Group facilitated employee focus groups across the company to enable strong feedback. We also sent out an anonymous DEI survey to about 500 employees across the business. The interviews, focus groups, and survey results were used to review trends, sentiments and suggestions for next steps in our DEI journey.

Employee Resource Groups (ERGs)

Our Employee Resource Groups (ERG), which were launched in 2016, are an effective way to help all employees feel a genuine sense of equity and belonging. These voluntary, employee-led groups, foster a diverse and inclusive culture and environment while improving engagement with over 2,000 employees.

- Women Inspiring Learning and Leadership (WILL)
- African American Professionals Network (AAPN)
- PRISM (LGBTQ+)
- OXYGEN for Emerging Professionals
- Working Parents Network
- Veteran's ERG (VERG)

Our ERG community continues to grow, and new Employee Resource Groups are created based on local and region employee needs. We hold space for professional development and networking opportunities. In 2023, our ERGs coordinated a range of impactful activities for their members, communities, teams and colleagues around the world that focused on initiatives such as supporting working parents and caregivers, coordinating mentorship and development opportunities, promoting cultural awareness and understanding, and connecting employees with shared experiences, interests or backgrounds.

International Woman's Day




“Vivo en mi día a día buscando la igualdad para todos y que todos tengan las mismas oportunidades.”

- Maria Venancio





“Voice is a powerful, at times underappreciated and undermined, expression that can open many paths to embracing equity, at work and at home. I believe every woman and man has an equal opportunity to speak and to spread the message of equity. Advocating for women is one step towards equity.”

- Jyothsna Chinnapura Seetharam





“Embracing equity starts with being your true authentic self. Proudly adding to the conversation enables you to support others to be their true authentic self. Actively looking around the table making sure all parties are included. If a group is missing, reaching out to them to join the conversation. This is my approach to life, work, and family.”

- Jeremy Wyatt





“We can actively support and embrace equity in the workplace. By implementing an equitable workplace we could improve one's quality of life and happiness, hence making them more productive and engaged in the workplace.”

- Global Supply Chain Team in Kamunting, Malaysia



Interview with Rodrigo Gutiérrez López, Driving a Culture of Inclusivity

Diversity, Equity & Inclusion in the corporate setting is often referred to in terms of ethnicity, gender, and age. However, DEI is meant to take into consideration all unique attributes and experiences of individuals, including their abilities or disabilities. Disability is an integral element of diversity and businesses can benefit from the diverse perspectives and experiences of being a disability-inclusive workforce.

We recently sat down with Rodrigo Gutierrez, Value Stream Manager in Mexico and regional DEI council member for Latin America at Teleflex, to discuss his personal story and learn how Teleflex is building and maintaining a culture of inclusion to support our employees with disabilities.



Rodrigo Gutiérrez López
Manufacturing Manager

Tell us about yourself and your role in Teleflex?

I am a Value Streams Manager located in Chihuahua City, Mexico. In Mexico, we have four facilities, and I am responsible for manufacturing and operations at one of the facilities; the Barrancas facility.

I started my career at Teleflex in 2006, one year after finishing school. I started as a Manufacturing Engineer and have held various roles since then in many functions, including manufacturing warehouse and planning materials. It is 16 years later, and I still love working for Teleflex because our products help to improve the health and quality of people's lives, which is what they did for me.

When I started at Teleflex, I didn't have any health issues. However, in 2018, I had a serious issue with my back and needed a series of four surgeries. Ironically, when I was in the operating room, I saw that the product kits to be used were manufactured by Teleflex in Mexico. It was very special to me.

When I was able to, I told my team this story and said that while we have a lot of things to deal with and a lot of decisions to make, please always think about the decisions you make today, because they can make a difference tomorrow. This could be you or your family.

Did your health affect your ability to work?

When I spoke to my managers, I told them that I can't walk because of my surgeries. I said, you don't need my legs, you need my brain. Our conversation sparked more discussions within Teleflex, which in turn led to the facility modifications that would benefit myself and others with disabilities. It would have been easy for Teleflex to say goodbye. But instead, they worked with me to accommodate specific needs.

How are you personally, and as a DEI council member, applying your experience to drive meaningful change for others with disabilities?

In the U.S., buildings are designed with disabilities in mind, but here in Mexico it is not the same. We find many places where you need help in bathrooms or to move from one site to another site. We need to raise awareness on this topic because people don't have this awareness. When you are a person without disabilities, you can create a plan. However, when you are a person with disabilities, you experience on your own if the places are good for disabilities or not.

As a DEI council member, my role is to work with people in Barrancas and the other facilities here in Mexico to raise this awareness and help make the modifications where I can for people of disabilities. We have held several meetings with human resources and the facilities on this topic, with the plan to fully adapt the facility and open up the possibilities for people with disabilities within various positions. We are continuing to make additional investments to support the community and working with human resources on employment efforts targeted to other individuals with specific needs.

What advice do you have for others that are facing similar challenges?

People say to me, "you are strong. you have a good attitude." Yes, I do, but we need to work a lot and make this awareness for people.

I talk with a lot of people about my case and to raise awareness. I tell them to be happy every day because you don't know what can happen tomorrow and your life may be changed forever. So, every day you need to work, you need to be happy with your family, your life, spouse, friends because you don't know what will happen tomorrow.

DEI Governance

Our Global DEI Council, which is made up of a dozen executive-level leaders at Teleflex, works to manage and improve our diversity at Teleflex and is chaired by our U.S./Canada Regional Chair, Shanté Demary. We have four Regional DEI Councils, which are led by respective regional leaders from the Global DEI Council. With roughly 60 members from around the world, our Regional DEI Councils in APAC, EMEA, LATAM and the U.S. and Canada are representative of employees from all levels, functions, and regions of Teleflex, acting as a hub of activity to promote the importance of DEI in Teleflex within their region.



Inclusive Leadership Training

In partnership with The Humphrey Group, a leading communication and training firm who are experts in the DEI space, we developed and implemented our Global Inclusive Leadership program with our senior management. We initially launched the program in 2020 and have since expanded the implementation of our Inclusive Leadership Program to include all managers globally. We have also created our Inclusive Mindset program for all our non-manager employees, and we added an Unconscious Bias educational video to our Learning Management System (Connect Learning Platform).

Compensation Fairness and Equity

Fairness and equity in our compensation programs are key components of our DEI strategy. We first conducted a compensation study amongst our workforce in 2021 and conducted our second analysis in 2023. The goal of the analysis is to determine whether we provide our employees with fair and equitable compensation. We have reviewed our global compensation programs with respect to gender, race and ethnicity; however, due to data and privacy legislation, our analysis with respect to race and ethnicity was limited to the U.S.

We worked with external advisors to conduct the analysis, and job-related factors were considered. We are proud to report that no systemic issues in fairness of our compensation programs was identified. We conduct this type of analysis on a regular basis to ensure we continue to compensate our employees equally based on job-related factors and plan to do another analysis in 2025.

DEI Metrics

We measure and track numerous metrics related to diversity, equity, and inclusion at Teleflex. We use these data points to help inform and adjust our DEI strategy and program. At the end of 2023, 59% of our global workforce was female and over 34% of our U.S. workforce were non-white. At the end of 2023, over 25% of our members of senior management were women, and the average age of our senior management team was 52. While we are very proud of our overall company diversity, we continue to look for ways to further enhance and improve our diversity. For a full list of all our metrics related to DEI, please refer to the Data Appendix attached or at the end of **report**.

DEI Strategy

The role that DEI plays in advancing our culture and growing employee engagement is vital to the continued success of our organization. As a result, Teleflex identified the need to determine a strategic direction for DEI and, in consultation with our DEI Councils and employees, we defined a Global DEI Strategy for Teleflex. To develop this strategy we conducted leadership interviews, many focus groups, hundreds of surveys, and several workshops.

This Global DEI Strategy focuses on three key pillars of Communication, Education and Employee Resource Groups (ERGs) and seeks to bring a consistent approach to how we embed the principles of DEI in our communications, provide our employees with opportunities to learn and engage with DEI and how we support the growth of our ERGs across the business.

In addition, our Global DEI Strategy is supported by a DEI Guidelines that supports Teleflex employees in understanding the governance, engagement, communication, education, and applications for DEI in Teleflex and how through DEI, we can all drive meaningful change across the organization.

Employee Recognition

We want to celebrate and recognize our employees for their achievements, dedication, innovation, and integrity. We have programs and awards that help to elevate these achievements on an enterprise-level.

Smiles Program

Our Smiles Program provides all employees globally the opportunities to offer recognition to peers for outstanding effort in relation to our C.A.R.E. Principles and Teleflex Core Values. The program is rather simple: employees can give teammates 'Smiles' or nominations which translate into points that can be accumulated and redeemed for either Teleflex swag such as bags or jackets or donated to a charitable organization. In 2023, almost 4,000 employees sent roughly 6,000 fellow colleagues more than 87,000 Smiles, which is all up significantly from 2022.

Star Stories

Teleflex Star Stories are designed to recognize and celebrate the contributions of our Global Commercial workforce and highlight the impact of our people and our products across business units, departments, and functions. This program provides more visibility into the great things happening across the different groups within the larger Global Commercial organization. Any employee can share a Star Story via a submission form and these stories may be shared internally to celebrate the impact of our employees based on a number of different areas: impact of Teleflex products on patient care, employees demonstrating Core Values, examples of Customer Experience (CX) excellence, CSR, or DEI.

Awards

Teleflex honors employees throughout the organization through various awards, which focus on different achievements or criteria. Teleflex also grants global, regional, and business unit awards based on varying criteria such as sales goals or exceeding employee expectations.

Impact Award

The purpose of this award is to reward outstanding contributions that have a significant impact on the business. The award is meant to recognize full-time or part-time employees that have demonstrated a specific achievement above and beyond the requirements and expectations for their position and have achieved outstanding results, while having modeled and demonstrated behaviors in line with the Teleflex Core Values.

C.A.R.E. Award

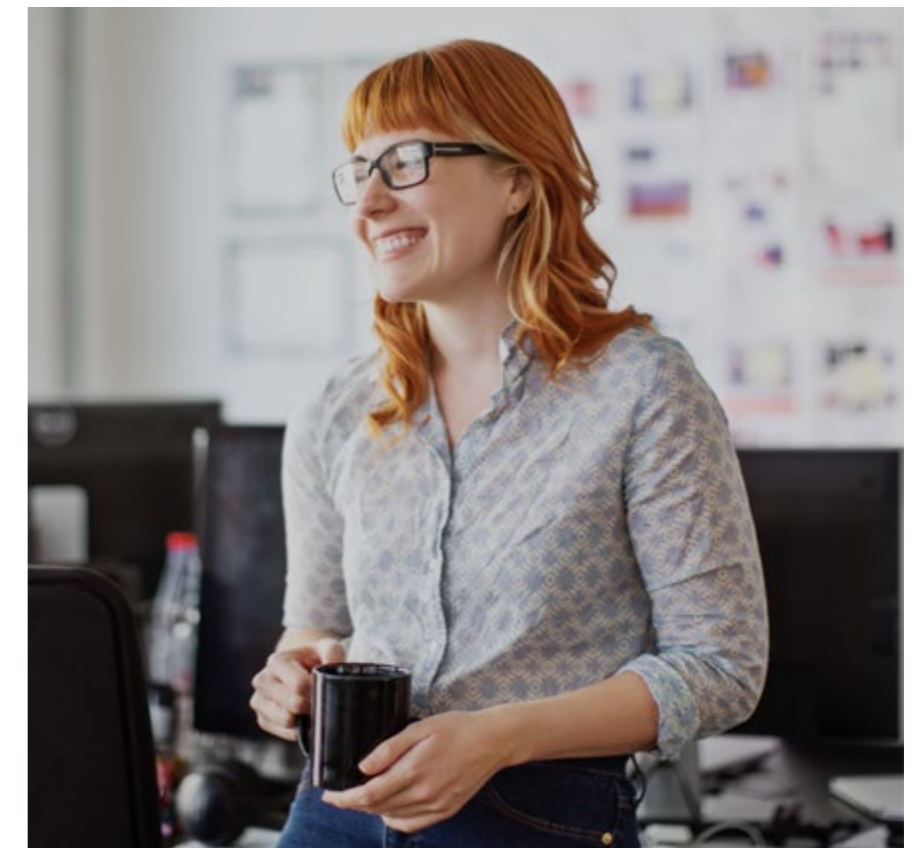
The C.A.R.E. award rewards full-time or part-time U.S. and Canadian employees who have provided exceptional customer experiences through the demonstration of the C.A.R.E. Principles.

C.A.R.E. Principles

- **Connect Personally** – taking the time to understand what customers and colleagues value and their definition of success.
- **Anticipate Needs** – staying ahead of the curve and always thinking about where things go next to deliver exceptional experiences.
- **Resolve Quickly** – committing to timely replies to questions and concerns and making people feel heard.
- **Exceed Expectations** – making efforts to surprise and delight with every interaction to earn people's trust and loyalty.

Teleflex Chairman's Award

The most prestigious and sought-after award is the Teleflex Chairman's Award. This award recognizes employees who make a significant business impact while exemplifying Teleflex's Core Value through one or more of the following areas: innovation, customer focus, productivity, CSR and inclusive culture, or quality. All full-time and part-time employees and teams globally are eligible, and finalists are determined by a global Award Committee and the winner is then ultimately selected by the Teleflex Chairman. The winners can be seen listed in our **Annual Report**.



Employee Health and Safety

The health, safety, and wellbeing of our employees is an imperative for us. Our Global Environmental Health and Safety Management System is in place to protect our most valuable assets – our people. Compliance with all applicable occupational health and safety legislation is underpinned by our focus and continual movement toward our Zero Harm Vision.

You can find our Environmental, Health, and Safety policy [here](#).

Our Athlone, Ireland site has become the first Teleflex site to secure ISO certifications for the full site scope of operations - for its Core Management System against both ISO 45001 and ISO 14001 standards, and for its Energy Management System against the ISO 50001 standard. The photo is at the presentation of the global Zero Harm Award and the framing of the ISO certificates. In the photo are Jean Mullally (Athlone EHS Advisor/Office Manager), Brian Greham (Global EHS Director), Brendan Moran (Athlone Site Lead/Senior Controller) and Aoife Flynn (EHS Coordinator).



Occupational Health and Safety Management

We have a global occupational health and safety management system, aligned to ISO 45001 (OSH Management Systems) with site-specific Core Management Systems (CMS), which is governed by our Global Environmental Health and Safety (EHS) Manual. Our commercial offices are governed by a simplified occupational health and safety management protocol based on the local requirements. Each of our manufacturing or operations sites has an EHS advisor. Employee health and safety at Teleflex is overseen by our Global EHS Director alongside regional EHS Managers. Our Global EHS Director reports through our Global Operations HR organization and all the way to senior management.

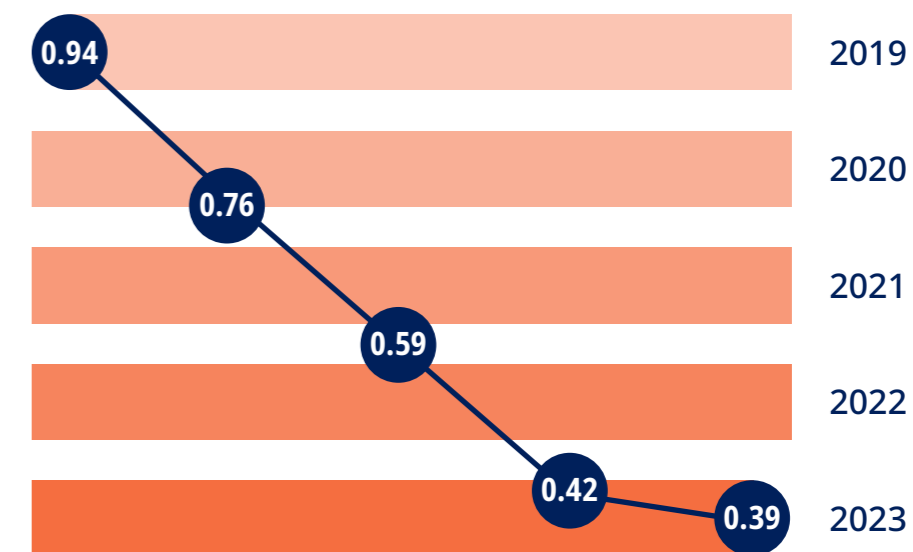
Employees and any other people at our sites who observe an EHS related concern can report and escalate those concerns. They can easily remove themselves from work situations that they believe could cause injury or ill health, while being assured protection from any reprisals or retaliation. Our health and safety training is an essential part of the EHS program for all employees at Teleflex and is customized for each site's risk profile based on the site-specific hazards, rules, and requirements.

We track and monitor noise levels for our employees, where pertinent, to protect them and their hearing health and for our local communities. We utilize various types of soundproofing and test periodically for these levels.

We track and monitor several occupational health and safety metrics across our sites, regionally and globally. One of the topline metrics we use to measure safety is the internationally comparable DART Rate (days away/restricted or transfer), a calculation of the number of work-related injuries or illnesses per 100 employees. We are extremely proud of our teams focus on safety and have continually decreased our DART rate four years running. We have not experienced a work-related fatality by either

an employee or on-site contractor at our manufacturing and distribution facilities in the past three years.¹³ In 2024, we will strive for continual improvement on our Zero Harm journey.

DART Rate



To learn more about our employee health and safety program click [here](#).

¹³ DART Rate and fatality figures are across our manufacturing and distribution sites.

Health and Wellness

Safety is a key focus for Teleflex, but we cannot discount the need for health and wellness programs as well. Our health and wellness programs include working initiatives related to nutrition, building in adequate physical activity, stress management, heart health and more to help our employees improve their health and wellbeing.

Instructor-Led Mindfulness and Resilience Training

Throughout the learning year, Teleflex offers regular open enrollment Mindfulness and Resilience training facilitated by certified internal facilitators. This instructor-led training allows participants to learn about Mindfulness, True Life Resilience, and guides through live practicing of tools and methodology.

Festive Wellness Week

Each year Teleflex hosts a week-long focus on wellbeing and closes the year with positivity and focus. Each day the Global Talent Development team hosts live sessions and/or guides employees towards eLearning resources focusing on a topic related to physical, mental and emotional wellbeing. Included in the daily communications are short mindfulness practices that employees can listen to at a time that suits them best.

Wellness Wednesday

The Human Resources team based in the Athlone, Ireland office partner with external vendors to offer Wellness Wednesday. Each week an email communication will be sent out to all Athlone-based employees with links to live webinars, encouragement towards focused behaviors, or links to support systems.



Community & Sustainable Healthcare

Executive Sponsor: Michelle Fox - *Corporate Vice President & Chief Medical Officer*

Pillar Lead: John McDonald - *Senior Director, Global Scientific Affairs*

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In this pillar of our CSR program, we are focused on a number of key areas within Teleflex including our impact on our community, product sustainability, and healthcare access and equity. This pillar is focused on the 'do no harm' credo in all of its meanings, including with patients, the community, and the planet.



Community

The relationship between Teleflex and its community is symbiotic. Community is a huge part of who we are at Teleflex, and we do our best to support and partner with all the different communities we work in and with.

Medical Education Grants

We provide monetary and in-kind support for accredited medical educational programs and events that promote scientific or educational discourse and are consistent with our mission to improve health outcomes.

“As the Lead for Community and Sustainable Healthcare, I am delighted to be part of the Teleflex sustainability journey as we advance our many efforts in this area including building the foundations for sustainable products, embedding sustainability within our merger and acquisition process, ensuring equitable access to our devices, broadening access to our training and education materials.”

John McDonald,
Senior Director, Global Scientific Affairs

17% ↑

Target: We committed to increasing the dollar amount given in medical education grants by **17%** by the **end of 2023** compared to 2022.

9% ↓

Progress: We had a decrease of **9% for 2023**. While we did not meet this goal, we will look to reassess and develop a new target in the future.

Women and Heart Disease Education

The Teleflex Interventional Business Unit provided Cedars Sinai with a medical education grant to support the 17th Annual Women and Ischemic Heart Disease Symposium. The Symposium explored sex and gender-specific issues in ischemia with no obstructive CAD (INOCA), inclusion of women in cardiovascular disease leadership, management of chest pain and ischemic heart disease in women, COVID and Long Hauler Cardiac Conditions including postural orthostatic tachycardia syndrome (POTS) in women, menopause, and ovarian aging in cardiovascular disease, Cardio-Obstetrics including Preeclampsia, and new approaches and therapies for weight management. The purpose of this conference was to close the knowledge gaps of physicians and

allied healthcare professionals regarding gender- and sex-specific differences in cardiovascular disease, the impact these differences had on treatment options, and the importance of identifying women at risk for cardiovascular disease, by utilizing the most current evidence-based treatment strategies for optimizing patient-centered care. Grant funds were crucial in organizing and executing this symposium, serving to off-set various expenses associated with accreditation, venue and technological infrastructure for virtual attendance options. The financial support from the grant ensured the accessibility of the conference to a wide audience, fostering greater dissemination of knowledge and awareness about gender-specific disparities in cardiovascular health.

Grant requests are reviewed by our regional Grant Panels, which are comprised of representatives from our Business Units and our Finance and Compliance organizations and are chaired by members of our Clinical and Medical Affairs organization. All educational grant requests must

include a needs assessment that clearly defines the unmet educational need or gap that the proposed activity will address. In 2023, we provided 73 medical educational grants equaling approximately \$730,000.

Supporting DEI with Henry Ford Health

The Teleflex Interventional Business Unit provided Henry Ford Health with a medical education grant to support the 2023 Readyng Youth Scientists for Excellence in Medicine, Health Equity, and Discovery (RYSE MED) Program. This program boasts the following results:

- Supported 20 metro Detroit high school scholars and 15 undergraduate and medical student mentors throughout an intensive 6-week summer program.
- Provided over 40 hours of engaging didactic presentations from Henry Ford Health clinicians and researchers representing over 25 specialties and areas of research expertise.
- Presented more than 25 hours of youth participatory action research-based curriculum, giving young people the tools to conduct research that positively impacts health equity in their communities.
- Through the RYSE MED health equity project work, provided an engaging learning environment focused on skill-building in health equity, research, advocacy, communication, oral presentation, leadership, and teamwork.
- And finally, offered mentoring circles with physicians, nurses, physician assistants, nurse practitioners, pharmacists, researchers, optometrists, and near-peers to encourage long-term relationships that positively influence students' understanding of their career pathways and how to navigate them successfully.

The medical education grant provided by Teleflex helped to cover student scholar and student mentor stipends. Stipends help those engaged be able to focus on their experience in the summer without having to miss sessions due to a work conflict or simply being too exhausted to concentrate.

\$3.4m ↑

Target: We committed to increasing the dollar amount allocated for directed grants to **\$3.4 million in 2023.**

\$4.8m ↑

Progress: We have increased the directed grants to nearly **\$4.8million.**

Clinical Research Grants

Teleflex is focused on helping to advance independent research. We provide **research grants** and support to healthcare providers in areas that are complementary to Teleflex's business and products. All incoming requests are reviewed and managed by Global Clinical Operations, which is a part of Clinical and Medical Affairs. This team reviews the requests to ensure that all supported studies and research are conducted in accordance with the applicable study protocol, applicable institutional policies, generally accepted standards of Good Clinical Practice (GCP), and all applicable laws and regulations. In 2023, we issued 12 directed grants totaling nearly \$4.8 million and 20 Investigator Initiated Study (IIS) grants worth over \$3.7 million.

Human and Labor Rights

We hold ourselves and our suppliers accountable with globally recognized labor standards established by organizations, such as the International Labor Organization (ILO) and the U.S. Department of Labor among others. Our **Labor Standards Assurance Policy** provides an outline to our Labor Standards Assurance System (LSAS) program which is managed by our Purchasing Controls Team and assesses our suppliers on a range of labor and supplier standards. We also work with our suppliers to provide information on any conflict minerals we may use. For additional information, refer to our **Conflict Minerals Policy Statement**.¹⁴

Teleflex is dedicated to upholding human rights for everyone, employee or not. We treat all our employees with dignity consistent with standards

¹⁴ Conflict minerals refer to tin, tantalum, tungsten and gold (commonly referred to as "3TG"), regardless of where they are sourced, processed or sold.

and practices recognized by the international community. We also expect our suppliers to do the same. We do not condone and will not accept any form of discrimination, harassment, involuntary labor or child labor, and require compliance with applicable laws, rules, and regulations around working hours, wages, and benefits. We also fully support the rights of our employees and employees of our suppliers to collectively bargain and freely associate.

We have received Level 3 accreditation of our Labor Standards program, which complies with the U.K. National Health Service (NHS) Labour Standards Assurance System (LSAS) program requirements. This is our third year of level 3 accreditation. Our recent LSAS audit resulted in zero findings and zero recommendations for improvement from our auditor. Within the LSAS program specifically, we have over 400 suppliers, and to date we have not identified any suppliers that have had significant labor standard issues.

We utilize a labor standards questionnaire form as part of our vendor on-boarding process to maintain alignment with the Ethical Trading Initiative (ETI). We periodically update the form to allow for easier completion and interpretation of the questionnaire responses. In 2023, we evaluated third party providers of supplier audits to assist us measure the standards of labor, health and safety, environmental performance, and ethics within our supply chain. In early 2024, we plan to roll out the software platform across our supply chain, with a primary focus on our top suppliers and suppliers within the scope of our Labor Standards program. This data will also be a critical input in the development of our ethical procurement program for Teleflex and support our ambition to engage with a greater number of suppliers.

Philanthropy

The Teleflex Foundation was established in 1979 with the sole objective to positively impact quality of life in the community by harnessing

\$4.4m ↑

Target: We committed to increasing the dollar amount allocated for IIS grants to **\$4.4 million in 2023**.

\$3.7m ↑

Progress: We have increased IIS grants to **\$3.7 million** which is shy of our target, yet we are proud to have **seen a \$2 million increase** over 2022.

the philanthropic spirit of Teleflex employees. Roughly 90% of the Foundation's annual budget is allocated for giving and the remaining 10% goes towards management of the Foundation's endowment, administrative costs, and tax filing expenses. In addition, in 2021, Teleflex made a commitment to donate over \$1 million to the Foundation by the end of 2024. We are happy to share that by the end of 2023, one year ahead of schedule, Teleflex Incorporated fulfilled that commitment, which will allow the Foundation to further expand its important philanthropic work for years to come. In 2023, the Foundation donated a total of approximately \$225,000, which is a 10% increase over last year. You can find more information about the Foundation at our [website](#).

Historically, the Foundation has only provided funds to US-based 501(c)(3) tax exempt organizations. In 2022, the Foundation identified a means by which certain non-U.S. based charities can satisfy the U.S.

IRS 501(c)(3) requirements. We launched a pilot of our Foundation global expansion in Ireland, allowing us to financially partner with some of the non-U.S. based charities that our Teleflex colleagues passionately and locally support. Based on the experience of this pilot, our intention is to expand this offering into other global regions in the future.

Aside from the employee-specific donations, the Teleflex Foundation makes an annual gift to Americares, a global health-focused relief and development organization that supports people affected by disaster or poverty. Teleflex has been working with Americares since 2014.

The Teleflex Foundation encourages employee engagement through the following programs which align to our company mission with employee-driven social responsibility. There are three different ways that employees can get involved.

Make a Difference (MAD) Grant

The MAD grant program provides grants to healthcare related charities with which Teleflex employees and their families are involved. Employees can nominate charities during the open nomination period each year and the Teleflex Foundation officers review these nominations and prioritize them in large part based on the level of employee engagement with the organization (for example, as a volunteer or benefactor). In 2023, 17 eligible healthcare related charities received MAD Grants.

Matching Gifts

The Foundation encourages charitable giving by Teleflex employees and demonstrates our interest in supporting their community investment concerns. The program matches gifts to most qualified organizations and will match gifts of \$50 and above, up to an annual total of \$2,000 per donor. In 2023, over 105 eligible charities received a Matching Gift.

Team Volunteer Program

Employee teams consisting of 5 or more employees who participate in an event such as walks and marathons, special events and one-time fundraising initiatives can apply for a grant of \$1,000 from the Foundation for eligible organizations.



Community Engagement

JOIN Act with Purpose, our employee-led community engagement program was launched in 2014. And since then, it has had the mission of acting with purpose to advance Teleflex's commitment to our community. **JOIN**, Act with Purpose was created by our employees who are united under the same common goal and sense of purpose in their everyday jobs and beyond. Our almost 60 **JOIN** Champions globally are individuals within each of our regional offices and facilities that are dedicated to leading our local initiatives. These Champions represent coworkers and locations and assist in the coordination of employee driven initiatives in the community. In 2023, we launched a new event registration system for our **JOIN** events to provide an easier process for employees to register their events and a better way for Teleflex to monitor and track metrics related to our efforts.

In October 2023, we organized our first global **JOIN** volunteer month. Employees across Teleflex were invited to organize, manage and/or participate in various volunteering events and efforts throughout the month of October. Employees were encouraged to volunteer in any way they could, including through small events such as a local beach cleanup, creating a community garden, or similar activities.



VOLUNTEERING

Through our Volunteering pillar, we hope to drive our activities to support charitable organizations close to the hearts of our employees in the form of volunteering hours and charitable donations.

HEALTH

Our Health pillar focuses on Teleflex's place as a stakeholder in community healthcare to actively support the health and quality of people's lives. Some initiatives supported by our Health Pillar are employee mental health awareness, blood donations, internal training on healthcare needs and partnering with our communities in supporting local healthcare needs.

COMMUNITY SUPPORT

Our Community Support pillar shines a light on the local communities of our sites worldwide. Through global and regional partnerships with local organizations, we work closely to identify community needs and provide support wherever possible.

LOCAL INITIATIVES

The Local Initiatives pillar focuses on site-specific **JOIN** activities. Our steering committee supports our local **JOIN** champions in their efforts to organize **JOIN** events by providing communication and reporting tools to ensure there is large engagement in **JOIN** activities throughout all our sites worldwide.

Hear from a few of our Local JOIN Champions!

“Being a part of JOIN has not only allowed me to contribute to important causes but has also provided an opportunity to learn and grow as an individual. It goes beyond the regular routine, allowing me to connect with my community and colleagues in meaningful ways. Through our JOIN activities it has opened my eyes to diverse perspectives and has allowed me to give back to the community in meaningful ways. The sense of fulfillment that comes from helping others and making a positive impact is truly priceless. It's heartening to see the difference we can make collectively, and the friendships formed through shared experiences add an extra layer of joy to the journey!”

Nina Nguyen

HR Representative and U.S. Local Champion

“Through JOIN activities, we not only help change the world for the better, but we also help where there is a need and in doing so, we connect with each other. Even the smallest stories matter and can change the world for the better. JOIN also provides a lot of freedom to tailor specific activities to local needs. Unique human stories are what drive me on and also motivate me to be there for others in any situation.”

Local Czech Republic Champion Team

*(Marie Šimonová, Štěpánka Soukupová,
Klára Večeřová, Adéla Dvořáková)*

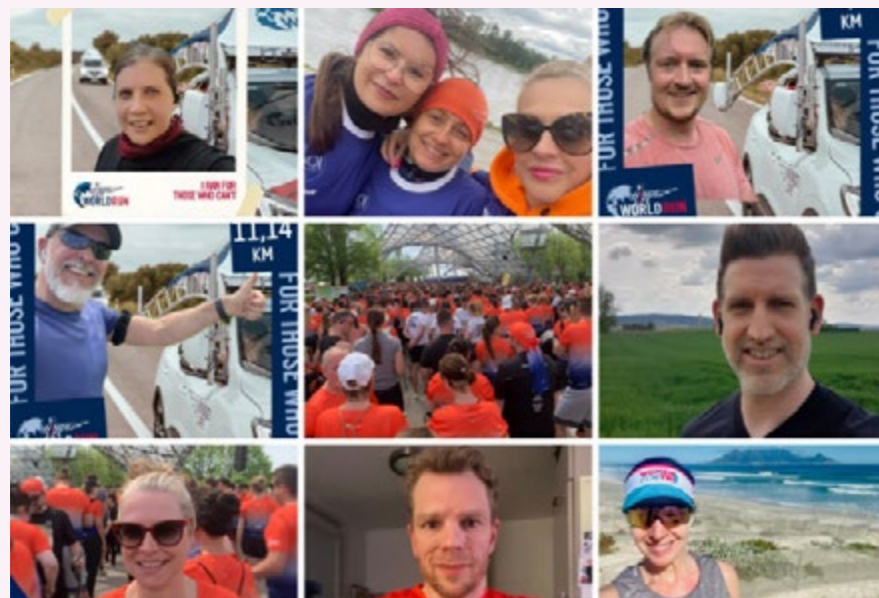
“I am proud to be a Teleflex JOIN Champion. We are measured in terms of businesses improving conditions for their employees, shareholders, communities, and environment. But moral responsibility goes further, reflecting on the need for corporations to address fundamental ethical issues such as inclusion, dignity, and equality.”

Pooja G Rao

India Local Champion

Wings for Life

The Wings for Life World Run is an annual global charity run where runners are encouraged to participate wherever they live. The motto for 2023 was "running for those who can't." There are paraplegic individuals throughout the world who use our intermittent catheters and it is important to our employees around the world to participate in the event. 24 Teleflex runners from 10 countries took part and supported raising money.



Blankets for a Cause

Our Wayne, Pennsylvania, U.S. employees celebrated national volunteer week by creating dozens of no-sew fleece blankets that were donated to the local Children's Hospital of Philadelphia (CHOP) neonatal intensive care unit. Our CEO, Liam Kelly, and Chief HR Officer, Cam Hicks got involved and made some blankets as well.



Volunteer Week

Our Morrisville [North Carolina, U.S.] site hosted a Volunteer Week with over 300 employees participating throughout the week. Events included: volunteering at the Raleigh Foodbank, sorting clothing donations at Note in The Pocket, providing meals at the local Ronald McDonald House, spreading joy and happiness at the Woodland Terrace Retirement Home, and many more.



➤ JOIN Leadership Gives Back

Our JOIN Steering Committee hosted their annual team strategy meeting in Athlone, Ireland, and they made it a priority to add in a volunteer activity. The group partnered with The Athlone Canal Heritage Group to pick up litter and plant daffodil bulbs alongside an old canal turned park.



➤ Planting Hope for Yangil Tribe

Our Philippines employees initiated a project to support the Yangil Tribe, a community deeply affected by the eruption of Mt. Pinatubo. They made a 5K trek to reach the Yangil Tribe village where they witnessed the Tribe's lack of basic electricity, which served as a stark reminder of the global disparities that exist. By aiding in the reforestation of their ancestral lands, employees contributed to the recovery of a community buried by volcanic ashes.



➤ Cycling For Children Through The Žďár Hills

Our Czech Republic employees participated in the 9th annual charity event cycling for children through the Žďár hills. The charity bike ride is organized to support children with cancer through the Krtek Children's Oncology Foundation. Teleflex sponsored the event and raised almost \$18,000 for the organization.



Sustainable Healthcare

We view sustainable healthcare as healthcare that not only delivers quality care to our patients, but also does so with a do no harm mentality to the planet. Planetary health and human health are inextricably linked, and it means sustainable healthcare is a part of our mandate as a healthcare organization.

Sustainability Medical Advisory Board

We are excited to announce the launch of the Teleflex Sustainability Medical Advisory Board (SMAB), which will help identify opportunities to improve and evolve our long-term strategy for sustainable healthcare. The SMAB is comprised of independent experts in sustainability-related topics. The specialist knowledge of these experts covers a broad range of topics such as: shaping and implementing ideas for environmental and climate protection to entrepreneurial sustainability principles, new product development and existing product viability, future-oriented business and international trade, sustainable leadership, and sustainability transformation as well as ESG key figures and sustainable finance. The SMAB had its first meeting in December 2023 and will meet twice a year with additional meetings or consultations as needed. The SMAB advises Teleflex on selected issues and critically assesses its sustainability performance as well as the company's planned product sustainability activities.

Meet the members of our first Sustainability Medical Advisory Board:

- **Lauren Berkow, MD, Anesthesia**
 - Co-Chair, University of Florida Health Shands Sustainability Committee
 - Member, American Society of Anesthesiologists Committee on Environmental Health
- **Roger Harris, MBBS, Critical Care and Emergency Medicine**
 - Co-Founder of CODA, CODA Earth

- **Ethan Sims, MD, Emergency Medicine**
 - Medical Director for Sustainability at St. Luke's Healthcare System
 - Founder and Board VP of the Idaho Clinicians for Climate and Health
- **Jonathan Slutzman, MD, Emergency Medicine**
 - Medical Director for Environmental Sustainability, Massachusetts General Hospital
 - Director of the Center for the Environment and Health, Massachusetts General Hospital.

Product Sustainability

At Teleflex, we have a commitment to developing impactful medical devices for patients, healthcare providers, and caregivers. Our focus when developing new products is to provide innovative, safe, and effective products that enhance clinical value by helping to improve patient and healthcare professional safety, enhance patient outcomes, and enable less invasive procedures.

Teleflex has developed a product sustainability strategy with a focus on the following areas: sterilization, product packaging, and materials. Our product sustainability work is managed directly in our Community & Sustainable Healthcare Pillar but is also supported by our Sustainability Director who leads our Planet & Environment Pillar. In addition, as part of the strategy, Teleflex is launching a training platform focused on promoting awareness of the diverse list of sustainability considerations that can be seamlessly integrated into the design of our product portfolios. This program will offer insights into our ongoing efforts to make a positive sustainability impact, how Teleflex is responding to the evolving regulatory standards, and concrete examples of actionable steps that every team member can take to contribute to a more sustainable planet.

Product Sterilization

Ethylene Oxide (EO) sterilization is a highly effective method used to deliver sterile devices to customers. Teleflex is optimizing its global sterilization program by transitioning to sustainable EO cycles to reduce the impact of fugitive emissions on the environment. The new cycles will be designed to utilize less gas while maintaining acceptable sterility assurance levels and not affecting the safety or effectiveness of our sterile products. Teleflex will continue to partner with its sterilization providers to drive continuous improvements while remaining compliant to current and future regulations. We will begin transitioning to the new cycles in 2025.

Product Packaging

Medical device packaging is developed with careful considerations regarding patient safety, protection of the devices, the clinical use and the environment. Packaging often has several levels of materials including the primary package which can provide a sterile barrier, a secondary level such as the shelf carton, and a third level that would be comprised of the shipping box or pallet used. When we consider any sustainable packaging changes, we evaluate how those changes may impact the complexity of the packaging and safety of our patients. Sustainability is one of the many areas that is now considered in our new product development process, including packaging.

We continue to focus on reducing the amount of material used in our product packaging and in our products themselves. Over the past few years, we have reduced material usage through targeted initiatives, such as changing from high impact polystyrene trays to a flexible form fill seal package, moving to pre-filled syringe selection integrated packaging, reducing the corrugate size used for breathing circuits, and

reducing the size of polybags used to package certain products. Most packaging materials at Teleflex are widely recyclable in nature, including HDPE hoops and clips, PE trays, Polystyrene trays, Tyvek (PE derivative), corrugated paperboard, and shelf cartons (paperboard). We continue to look for ways to increase the recyclability of our packaging while maintaining the quality and safety of our products for our patients.

Material selection is often based on a full product lifecycle viewpoint that includes many critical factors such as: sterilization, distribution, device protection, clinical performance and understanding the methods of disposal and recycling for the end user. Other key factors will include meeting any key legal and regulatory requirements as well as localized end user practices.

For example, several of our Anesthesia and Urology products that are manufactured in Europe have shelf cartons that use post-consumer recycled (PCR) material, which also reduce the use of ink and colorants. Within our Surgical business, our products that are manufactured in Mexico are shipped to our customers around the world and use a high level of PCR content in the product shelf cartons. In total, we use approximately 87 metric tonnes of PCR material just for our shelf cartons.

We also have made plastic packaging a large focus for Teleflex and continue to balance using plastics that can meet our high-quality standards and performance requirements, while maintaining recyclability and reducing disposal concerns. We continue to look at switching from less favorable plastics to plastics that are more recyclable, such as moving from PVC film to PE, which is more commonly recyclable.

In some instances, physical instructions for use (IFU) reduction could lead to a packaging size reduction as well. As per the European Union Medical Device Regulation 2017/745 (MDR), we have products with paper-form IFU packets, many of our products do have electronic

versions of this with upwards of 22 different languages available across over 800 products. We continue to look at the viability and regulatory implications of adding more electronic IFUs into our portfolio and will not remove paper IFUs entirely until the regulation permits. For all of our electronic IFUs, you can visit our website [here](#).

Product Materials

At Teleflex, we understand the potential impact that hazardous chemicals and materials used in our products and manufacturing processes can have on both the environment and human health. We are committed to minimizing this impact through supplier and material management, reduction and replacement efforts, and compliance with global safety standards where applicable and practicable.

We have conducted thorough assessments to identify hazardous materials in our product lines and manufacturing processes. As part of the EU MDR state-of-the-art remediation efforts, over 1,900 SKUs underwent design changes to replace materials of concern under the governance of the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and Classification, Labeling, and Packaging (CLP) regulations. We have made several material changes in this process and implemented innovative design changes that have replaced or minimized the need for such materials.

We comply with all relevant local and global regulations, including REACH and CLP Annex VI, ensuring our products meet the applicable standards for safety and environmental impact. We extend our sustainability principles to our supply chain, vetting suppliers to meet our standards for hazardous material management.

Additionally, in 2023, Teleflex established a foundational internal

toxicology program within the Biocompatibility function including several toxicology professionals and a Board-Certified Toxicologist (DABT). This program aligns with our dedication and commitment to ensuring that our devices are rigorously assessed from a patient safety perspective as well as supporting our R&D function on design inputs related to material safety and manufacturing processes.

Sustainable Corporate Development

Teleflex has grown over its decades-long history through new products, new geographical markets, and through acquisition. The Teleflex Global Corporate Development and Strategy team explores partnerships, acquisitions, and joint ventures consistent with our global leadership in healthcare. As Teleflex evaluates these opportunities, we carefully consider whether the opportunity fits with our growth initiatives. We also see acquisitions as a key component to our health equity strategy as we are able to take technology and bring it to markets and patients who otherwise would not have had access without our extensive global footprint. As a part of our sustainable healthcare journey, we have started to build CSR specific considerations into our due diligence process for any new potential deal. We will pilot our first CSR scorecard for our next corporate development deal. Additionally, we are working on better considering CSR into the integration process for all new acquisitions. Doing so will allow us to better bring these new organizations into the larger Teleflex CSR program.

In 2023, we acquired privately-held Palette Life Sciences AB. The acquisition expands the Teleflex Interventional Urology portfolio, which includes the UroLift™ System, to include Non-Animal Stabilized Hyaluronic Acid (NASHA) spacer and tissue bulking products that improve patient outcomes in urology and urogynecology disorders, colorectal conditions, and radiation oncology procedures. A key product of Palette Life Sciences is Barrigel™, a NASHA spacer designed to reduce radiation delivered to the rectum during prostate cancer radiation therapy, while

¹⁵ Mariados NF, Orio PF, Schiffman Z, *et al.* Hyaluronic acid spacer for hypofractionated prostate radiation therapy: a randomized clinical trial. *JAMA Oncol.* 2023; e1-e8

increasing tumor control and patient quality of life.¹⁵ Barrigel™ is easily sculpted, highly visible on transrectal ultrasound (TRUS), biodegradable, reversible, and offers one-step assembly in all sites of service.

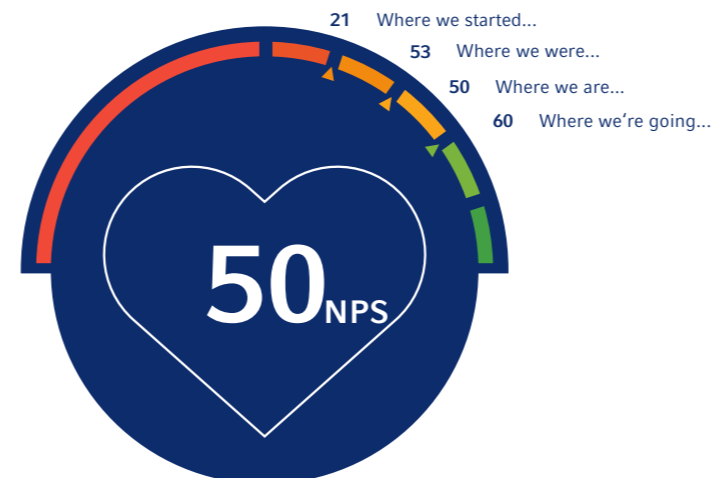
Engagement with Customers

We support our customers in multiple ways through products, education, research and advances in technology. We connect personally with customers to understand their perspectives. We anticipate their needs based on the insights we develop and respond quickly with thoughtfulness and innovation. We exceed expectations by delivering exceptional experiences. Our commitment to the customer experience (CX) is not limited by our job titles. Every employee at Teleflex can and does have an impact on the customer.

In the U.S., we use the Net Promoter Score (NPS) to measure the effectiveness of our Customer Experience efforts. NPS is a recognized customer loyalty score that assesses customers' willingness to recommend a product, service, or brand. Since establishing a baseline measurement in 2017, we have increased our NPS by 29 points to 50. We strive to expand our program across other regions, and our goal is to achieve and maintain a score of 60+.

Each year we celebrate our customers by having a week dedicated to learning about them, the patients they serve, and how our employees impact their work. CX Week 2023 marked our 6th anniversary of this important forum, which is recorded and made available to all employees. It is only through our customers – healthcare providers from around the world – that we impact patient outcomes and improve lives. During CX Week 2023, we also included sessions where employees could learn more about the importance of Corporate Social Responsibility, and the efforts being taken to positively impact customers.

CSR has emerged as a key driver in CX, and research conducted by our CX team within the EMEA region in 2023 revealed that commitment to CSR could have a direct positive impact on both customer satisfaction and loyalty.



Product Training and Education

The Clinical and Medical Affairs team within Teleflex is dedicated to empowering our end users to develop the knowledge and skills necessary to consistently utilize our devices safely and effectively in the procedures they undertake every day. We utilize our partnerships with medical organizations and academic institutions to aid in our efforts to evolve our training programs. We offer cadaveric and high-fidelity simulation programs for procedural education. In order to achieve this, extensive training content has been developed and is available to allow the team to deliver education and training in a varied number of formats, including e-learning, speaker programs, webinars, practical skills workshops, in-booth education or, often, a combination of these different approaches depending on the learning need and educational opportunity. Comprehensive online learning is also made available through **Teleflex Academy** our online learning platform.

Our programs are created from the collaboration of international practitioners who are involved in the research, writing, reviewing, and process development of course work. These healthcare professionals have significant experience with clinical research and training. They possess practical, insightful, and evidence-based understanding of the intricacies of medical devices and are motivated to share their knowledge with others.

Healthcare professionals can obtain continuing education contact hours (CEUs) through several of our courses and programs. We have partnerships with California Board of Registered Nursing, and the Continuing Respiratory Education (CRCE) system of the American Association of Respiratory Care (AARC), and American Association of Critical Care Nurses for CEU accreditation.

Throughout 2023, between both our in-person and virtual platforms, we educated more than 250,000 healthcare professionals, up roughly 40% from 2022, in 140 countries, on the safe and effective use of our products. We also provided healthcare professionals over 40,000 continuing education credits.

2021:	130,000
2022:	185,000
2023:	250,000

Educational Access and Equity

All healthcare professionals and customers should have access to training and education of our products regardless of their size, setting, or location. Teleflex Clinical and Medical Affairs (CMA) have continued expanded geographic availability of key educational offerings by adding virtual options where possible through our online and virtual training opportunities.

It is well understood that course attendees usually learn more effectively when taught in their own language, and therefore it is essential, when considering health equity within the medical device industry, that we strive to have our procedural education provisions in languages other than English within all the training modalities we offer. Our Teleflex Academy training content is available in multiple languages, and we

develop the materials with the various regional and cultural differences where these products are used. These efforts have ensured relevant content is widely available to clinicians using Teleflex products, expanding our ability to support the safe and effective use of our products. CMA plans to continue its efforts to expand in this area, making content accessible in more languages and geographies to ensure equitable access to educational programs.

With the Vascular CMA EMEA team, we now have clinical representation in each of our direct countries allowing all procedural education to be delivered by a CMA instructor who can teach in the local language. Alongside this, most of our clinical presentations used for virtual or in person training are translated to each of these languages. In the past 2 years, we have also extended this initiative to content on Teleflex Academy and have translated several courses, and intend to focus on enhancing utilization of these, and reviewing outstanding translation needs in 2024.

Clinical Research

Clinical research is paramount to providing healthcare professionals and the medical community with evidence that outlines our products' clinical benefits. We conduct clinical research to help develop new products and expand existing products using the principles of Good Clinical Practice and adhering to all local and regional regulatory requirements. Our clinical research is managed by Global Clinical Operations in conjunction with regional Clinical and Medical Affairs team members and any clinical research initiated by Teleflex is reviewed by an institutional review board or ethics committee. Any Teleflex initiated research can be found on [ClinicalTrials.gov](https://clinicaltrials.gov) and any patients that are interested in volunteering for a trial can find more information there as well.

Teleflex has developed an internal global work instruction which outlines the process for the use of animals in connection with laboratory research and/or training in support of Teleflex products. We are committed to ensuring

the ethical treatment of animals used in laboratory and educational settings to advance patient safety and well-being, as well as compliance with all applicable laws and regulations. We are committed to the principles of:

- **Replacement** - using alternative non-animal systems in place of live animal utilization whenever possible
- **Reduction** - using the minimum number of animals possible to achieve maximum information without compromising animal welfare
- **Refinement** - continually modifying procedures to limit the discomfort and distress to animals

Teleflex's proactive post-market clinical follow up program collects clinical performance and safety data (patient outcomes) over the lifetime of the device, with the aim of confirming the safety and performance throughout the expected lifetime of the device, ensuring the continued acceptability

of identified risks and detecting emerging risks on the basis of factual evidence. Teleflex is leveraging this real-world evidence and ensuring it is available to the healthcare community e.g. Teleflex is sharing this clinical data amongst the healthcare community through presentations at clinical education conferences or publication in peer-reviewed journals.

Teleflex is committed to making our device Summary of Safety and Clinical Performance (SSCPs) available on **EUDAMED** (once active) for our Class III and implantable CE marked products. Doing this provides public access to the summary of clinical data and other information about the safety and clinical performance of the medical device. The SSCP is an important source of information for intended users – both healthcare professionals and patients. It is one of several means intended to fulfill the objectives of the Medical Device Regulation (MDR) to enhance transparency and provide adequate access to information.



Diversity in Clinical Research

Diversity, Equity & Inclusion is not just a focus for Teleflex employees but as a medical technology manufacturer, we have an obligation to create products that are useful and safe for all genders, races, ethnicities, and backgrounds. We know that minorities and other diverse groups have been underrepresented in clinical trials in the past in all healthcare, but we have the power and influence to change that. We first need to look at where the product will be going to market and determine the local demographics of those locations to ensure we can represent the diversity of that population. Considering diversity in the clinical trial population will help to ensure that the products are being developed to meet the needs of the specific population and not based on a population that is unrepresentative of that market.

Healthcare Access and Equity

We want our products to be available for as many patients as possible. Our humanitarian product donation program is one of the key components to this work. Our humanitarian donation program aids patients in need after a natural disaster or other global crisis. We used the World Health Organization (WHO) Guidelines on Medical Device Donations to help provide structure and guidance when we developed the program. Inbound requests are reviewed by our Humanitarian Product Donation Working Group, which is chaired by our Chief Medical Officer and comprised of representatives from several of our non-commercial functions, including Clinical and Medical Affairs, General Compliance, Trade Compliance and Regulatory. In 2023, Teleflex donated a total product value of nearly \$150,000 worth of Humanitarian Donation support which is a significant increase from 2022. All humanitarian product donation requests can be made through our [website](#).

Over the past year we have combined the health pillar of the JOIN program, our employee-driven community engagement initiative, with

the health equity work within the Community & Sustainable Healthcare pillar of our CSR program. Doing this has helped to ensure there is cohesion between the two groups.

VOOM Foundation Product Donation

In 2023, Teleflex received a humanitarian product donation request from VOOM Foundation, a non-profit medical humanitarian organization that aims to raise the standard of care and create a sustainable medical program in the country of Nigeria. VOOM Foundation organizes medical missions to Nigeria with all-volunteer medical teams from the U.S. which provide education and training while serving indigent patients. With almost 50% of Nigeria's population living in poverty, in-kind product donations are essential to support VOOM's efforts. Teleflex donated products from our AEM, Surgical, Vascular, and Interventional Business Units for VOOM's May and October 2023 open-heart surgery education missions. Anthony was diagnosed with acute coronary syndrome in 2021 and received surgery in May 2023 free of charge thanks to VOOM Foundation and their open-heart program!



Gift of Life Initiative

In an effort to support the health and wellbeing of the communities Teleflex serves, Clinical and Medical Affairs (CMA) partnered with Gift of Life to bring awareness to blood cancers, immune system disorders, and some inherited conditions and to give Teleflex employees the opportunity to voluntarily register for the worldwide bone marrow registry. Gift of Life is a non-governmental organization that facilitates bone marrow and blood stem cell transplants for people suffering from life threatening illnesses. 85 Teleflex employees were swabbed and joined the bone marrow registry. Gift of Life has a synergy with Teleflex given our OnControl product, which helps to perform bone marrow biopsies.



Stop the Bleed

Lower socioeconomic areas often face higher rates of violence, accidents, and trauma. Teaching individuals how to control bleeding in these situations can help save lives before medical professionals arrive by empowering community members to take action when needed which can lead to a greater sense of control and self-reliance, which is especially important in areas where emergency response times may be longer.

The STOP THE BLEED (“STB”) program is one of the United States’ largest public health campaigns. Its aim is to better prepare the public to save lives by raising awareness of basic actions to stop life-threatening bleeding following everyday emergencies and man-made and natural disasters.

Incorporated in the training is Teleflex’s QuikClot™ Hemostatic Dressing, which is an innovative product that helps in controlling bleeding. Additionally, a new STB training module was developed by the STB Coalition in cooperation with the Department of Defense (DOD) which specifically shows use of QuikClot™ as the choice hemostatic dressing in their training video. In May of 2023, 54 Morrisville Teleflex employees and in October of 2023, 34 North America Distribution Center Teleflex employees were trained by Teleflex AEM Clinical Affairs Managers on how to stop the bleed through 3 basic techniques – applying direct pressure, packing a wound, and using a tourniquet. By teaching this course, Teleflex can contribute to the overall public health in these communities by improving well-being and safety to the community members by bridging the gap in healthcare disparities and promoting health equity regardless of socioeconomic status.

We also have several AEM Clinical and Medical Affairs Managers who are Stop the Bleed Trainers and cover most territories of the United States. These individuals will connect with their communities by hosting classes through school programs and community events. This will help Clinical and Medical Affairs managers in other countries support this initiative. With the current approved training staff, Teleflex aims to provide training



Photo: L: Amber Anderson, R: Kat Renteria AEM Clinical Affairs Manager, Pictured with false legs that were used at the NADC so employees could learn how to STB.

to 800 people in 2024 and as more staff become approved trainers, we can expect to see an increase going into 2025.

Our patient access initiative is led by our VP of Reimbursement and Healthcare Policy who manages our Market Access team. They work to secure reimbursement and coverage for all Teleflex products to ensure broader patient access and reduce overall healthcare costs for patients. In 2023, we expanded our focus globally to secure public and government coverage for a range of Teleflex products. There are numerous applications and registrations active worldwide to expand access to Teleflex’s large portfolio of products around the world.

Success in this area will impact the ability for all patients, regardless of socioeconomic status, to access care. We are also working with and identifying other patient advocacy groups to partner with to support their work and allow for more access to Teleflex products.

A key area of focus is on increasing patient medical policy coverage in a variety of nations related to our products. One example of this work is the reimbursement partnership with the American Urological Association (AUA) on diversity, equity and inclusion (DEI) initiatives. Through our involvement in the Medical Device Manufacturers Association and MassMedic we are also helping to raise awareness of this specific issue with medical device manufacturers. We are happy to share that our Chief Medical Officer, Michelle Fox, not only serves as a board member but also as the second vice chair of MassMedic. On March 8, 2023, International Women’s Day, Michelle joined other Mass Med Board members on a “fly in” to serve as champions of the MedTech industry across federal, state, and local government, advocating to promote patient care policies and the significance of equity clinical trials research. We also use our voice for surgical sterilization issues and will continue to help solve the concerns within the medical device supply chain. For 2024, we will explore the expansion of women’s health issues on the recently announced **White House initiative**.

We conduct direct lobbying related to the Centers for Medicare and Medicaid Services (CMS) changes and have mostly focused on providing increased access to our UroLift™ product. In 2023, our focus was related to Medicare reimbursement rates, legislation, and interest in removing administrative burdens related to prior authorization. In 2024, we plan to continue our efforts and focus on CMS reimbursement, with emphasis on potential reform for the Physician Fee Schedule, preservation of the office site of service and coverage for new and innovative products.

Product Quality and Safety

Our patients and healthcare professionals rely on Teleflex to provide safe, effective and dependable products. We have built a culture focused on making high quality products through Lean Manufacturing, including continuous improvement Kaizen events, clear and relevant systematic processes and training to give manufacturing teams a better understanding about the importance and use of each component or device to help them ensure quality manufacturing practices.



Our message of quality is delivered throughout our quality pillars:

Teleflex Quality Pillars	We Will
High Quality	Provide safe and effective products that perform to customer requirements
Compliant Medical Devices	Establish and maintain an effective quality system that complies with domestic and international standards and regulatory requirements which will result in compliant medical devices
Outstanding Customer Service	Supply products in a timely fashion and respond to customer requests to drive customer loyalty
Support Healthcare Providers	Support the needs of healthcare providers and the patients they serve
Enhance Patient Outcomes	Design, manufacture and distribute products that enhance patient outcomes

Suppliers to Teleflex are required to demonstrate and provide evidence that they meet certain criteria including product quality, defect-free products, and maintaining a quality system of their own. Supplier management and supplier development are something we take very seriously within Teleflex and rolls into our supplier audit and supplier quality program. Our Supply Chain and Quality leaders meet monthly for a supplier quality review down to the individual supplier level. The team reviews and signs off on any action plans and corrective action plans for those suppliers that require improvement. More information on these expectations can be found on our [website](#).

Employees are trained on our Labour Standards Assurance System (LSAS) program, and we communicate our expectations with our suppliers. When suppliers are initially onboarded with Teleflex, they are required to complete a labor standards questionnaire and the responses and supporting evidence are added to our vendor files for future reference. We have an approved audit schedule for our suppliers with the frequency of audit driven by supplier risk. This risk is assigned based on a set of criteria as detailed within our documented procedure

Teleflex has established a Product Safety Review Board (PSRB). This board provides a committee level review of evaluations where a Field Safety Corrective Action (FSCA) is potentially warranted. Health Hazard Evaluations address known or potential product safety concerns and compliance related issues. While these decisions have historically been made by, and are procedurally finalized by QA Leadership, the committee provides the opportunity for a cross-functional review. CMA serves as an equitable partner in decision-making for safety concerns in the field. Additionally, the PSRB is intended to ensure key functional areas are aligned on the corrective action strategy, risks and effectivity plan associated with the strategy, and resources required for associated actions, such as rework, scrap, and CAPA.

“As a physician in the emergency department, I require my medical devices to function safely and effectively to provide the best patient care. At Teleflex, I work to ensure that that is exactly what happens for our clinicians. Teleflex’s devotion to quality is a primary focus for all of our products and is a source of pride for our employees. I find my job fulfilling knowing I am part of a comprehensive team that is imperative for improved patient care.”

*Christopher Ross, MD FRCPC FACEP FAAEM,
Global Medical Safety Director*

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Company Awards

- 2023 Best Place to Work Winner (MedReps)
- NSAI Excellence Through People Certified (2021) Platinum Level
- Forbes Best Employers For Diversity 2022
- Human Rights Campaign 2023 Corporate Equality Index
- Forbes 2021 America's Best Midsize Employers
- Forbes Best-In-State Employees (2020)
- Great Place To Work (India) Feb 2024 - Feb 2025
- Great Place To Work (China) Jun 2023 - Jun 2024
- Great Place To Work (Malaysia) Jun 2023 - Jun 2024
- Great Place To Work (Australia) Jun 2023 - Jun 2024



Thanks To All Who Supported

- MY** **Ahsokomar Ramasamy**, Regional EHS Director, Malaysia
- US** **Alexis Alvarez**, Senior Program Manager, Global Strategic R&D, U.S.
- US** **Alyssa Bae**, Manager, External Reporting, U.S.
- US** **Amee Chokshi**, Learning Management Manager, U.S.
- US** **Arnell Butler**, Global Sterility Assurance Manager, U.S.
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- IE** **Brian Greham**, Global Director EHS, Ireland
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- IE** **Mary O'Malley**, Creative Director International, Marketing Communications International, Ireland
- MY** **Matthias Rohde**, Facilities Director, Malaysia
- US** **Matt Boretti**, Director, Strategic Program, Customer Experience, U.S.
- UK** **Matt James**, President EMEA and Global Urology Care, U.K.
- US** **Matt Tomkin**, Corporate VP, Business Development, U.S.
- US** **Michelle Fox**, Corporate VP and Chief Medical Officer, U.S.
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- US** **Stephen Young**, Senior EHS Engineer, U.S.
- US** **Thomas Powell**, Executive VP and Chief Financial Officer, U.S.
- US** **Tim Duffy**, VP, and Chief Information Officer, U.S.
- US** **Tosin Lediju**, EHS Engineer, U.S.
- US** **Whitney Reynolds**, VP Global Customer Experience, U.S.

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Data Appendix

Ethics & Governance

Board of Directors by Gender



2021 2022 2023
 78% 67% 67% Male
 22% 33% 33% Female

Board of Directors by Ethnicity



2021 2022 2023
 100% 89% 78% White
 0% 11% 22% Non-white

Board of Directors Average Tenure



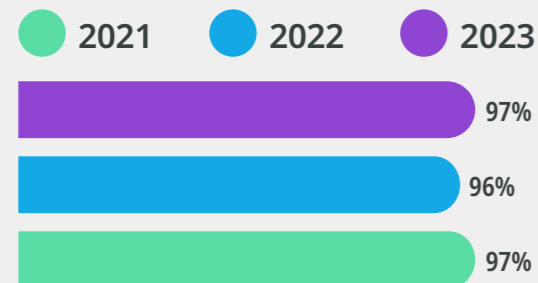
2021 2022 2023
 8.0 7.6 6.6 Years

Board of Directors Average Age



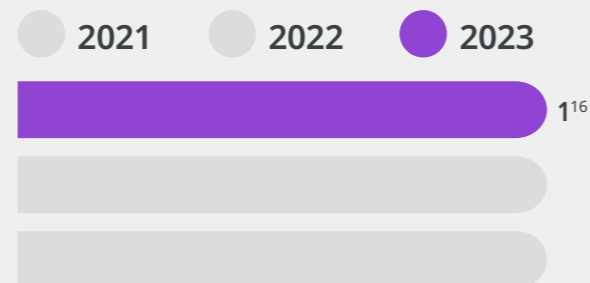
2021 2022 2023
 65.0 64.1 62.8 Years

Completion Rate of Code of Ethics Training



2021 2022 2023
 97% 96% 97%

Known information security or data security breaches



2021 2022 2023
 1 1 1¹⁶

¹⁶This breach was determined to be immaterial and did not result in any monetary damages or losses.

People

Talent Recruitment



2022	2023	
● 27%	● 22%	% of U.S. hires for externally filled roles came via an employee referral
● 87%	● 87%	New hire response rate
● 100%	● 100%	New hire survey satisfaction rate
\$460,000	\$360,000	Employee referral bonus sum

Employee Engagement



2022	2023	
● 83%	● 85%	Employee experience survey response rate
● 77	● 75	Employee experience survey satisfaction score (eSat)

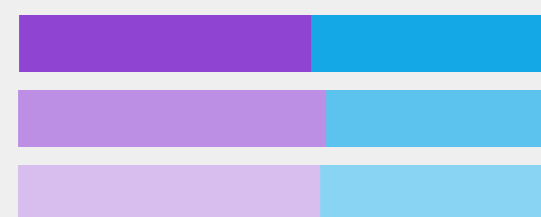
% of open roles filled with internal candidates



2022	2023	
● 24%	● 24%	Total

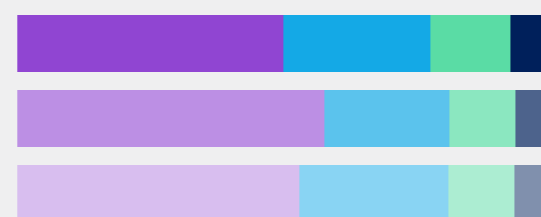
People

Global New Hires - Gender



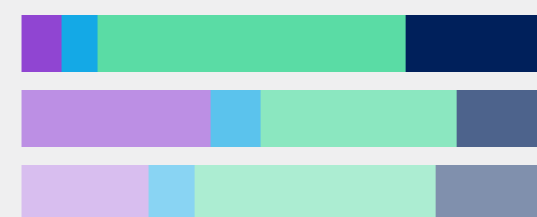
2021	2022	2023	
2,305 57.2%	3,304 58.4%	2,104 55.2%	Female
1,727 42.8%	2,345 41.5%	1,703 44.7%	Male
1 0.0%	5 0.1%	5 0.1%	Unknown/ Undeclared
4,033	5,654	3,812	Grand Total

Global New Hires - Age Band



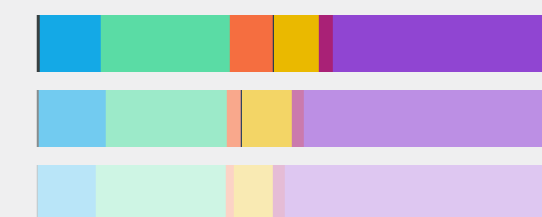
2021	2022	2023	
2,143 53.1%	3,271 57.9%	1,909 50.1%	<30
1,137 28.2%	1,336 23.6%	1,059 27.8%	30-39
501 12.4%	706 12.5%	579 15.2%	40-49
252 6.3%	341 6.0%	265 6.9%	50+
4,033	5,654	3,812	Grand Total

Global New Hires - Region



2021	2022	2023	
961 23.8%	2,010 35.6%	286 7.5%	Asia-Pacific
355 8.8%	543 9.6%	259 6.8%	Europe, Middle East and Africa
1,838 45.6%	2,087 36.9%	2,221 58.3%	Latin America
879 21.8%	1,014 17.9%	1,046 27.4%	North America
4,033	5,654	3,812	Grand Total

U.S. New Hires - Ethnicity



2021	2022	2023	
1 0.1%	3 0.3%	4 0.4%	American Indian /Alaskan Native
97 10.8%	127 12.6%	121 11.6%	Asian
97 24.7%	231 22.9%	253 24.3%	Black
13 1.5%	25 2.5%	85 8.1%	Choose not to answer
1 0.1%	2 0.2%	2 0.2%	Hawaiian/Other Pacific Island
65 7.2%	97 9.6%	89 8.5%	Hispanic
22 2.4%	22 2.2%	28 2.7%	Two or More Races
479 53.2%	501 49.7%	461 44.2%	White
900	1008	1,043	Grand Total

People

Global Tenure - Workforce



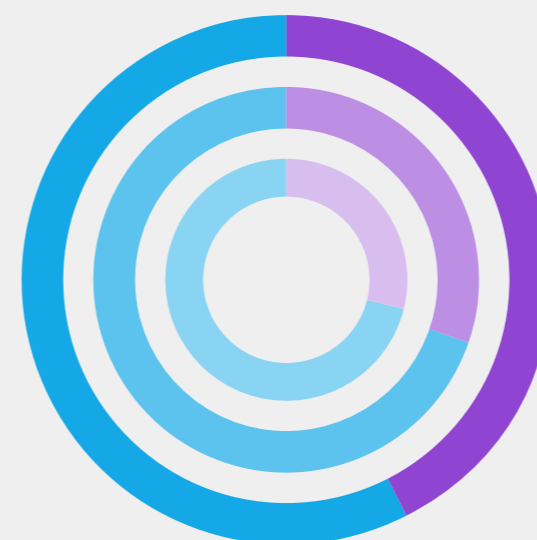
2021	2022	2023
2,706 18.8%	3,543 22.9%	2,034 14.2%
2,766 19.2%	2,808 18.2%	4,003 28.0%
3,328 23.2%	3,349 21.6%	2,772 19.3%
2,284 15.9%	2,454 15.9%	2,517 17.6%
1,024 7.1%	1,034 6.7%	873 6.1%
2,267 15.8%	2,281 14.7%	2,117 14.8%
14,375 7.1	15,469 6.8	14,316 6.9
Grand Total		
Average Tenure		

Global Tenure - Senior Management¹²



2021	2022	2023
7 7.2%	4 4.4%	2 2.4%
7 7.2%	11 12.1%	9 11.0%
15 15.5%	12 13.2%	14 17.1%
24 24.7%	21 23.1%	16 19.5%
20 20.6%	20 22.0%	21 25.6%
24 24.8%	23 25.2%	20 24.4%
97 10.8	91 10.8	82 11.8
Grand Total		

Global Workforce - Turnover Rate



2021	2022	2023
8.2%	9.5%	15.2% Involuntary
20.0%	21.7%	20.5% Voluntary
28.2%	31.2%	35.7% Total

Global Senior Management¹² - Turnover Rate



2021	2022	2023
9.5%	6.6%	12.1% Involuntary
14.7%	8.8%	6.0% Voluntary
24.2%	15.4%	18.1% Total

People

Training hours in 2023 for full-time non-manufacturing employees (via Connect Learning Platform)



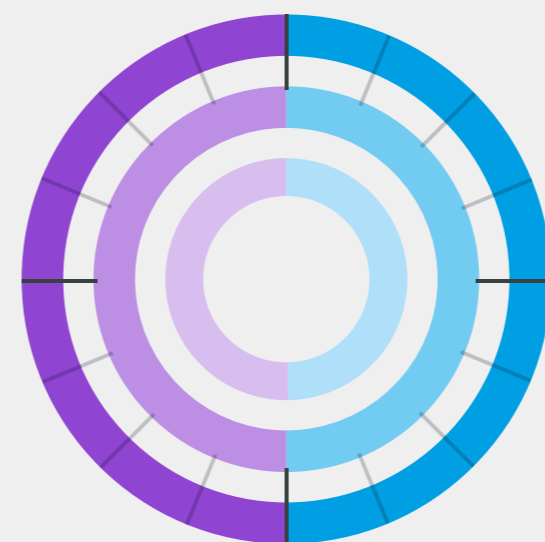
2022	2023	
7.2	7.9	Male
8.0	8.7	Female
3.8	5.6	Other

Training hours in 2023 for full-time non-manufacturing employees (via Connect Learning Platform)



2022	2023	
8.6	6.5	Senior Management ⁸
10.0	13.1	Manager
6.8	7.8	Individual Contributor
6.4	4.5	Support Staff

% returned to work after parental leave (U.S. only)



2021	2022	2023
97%	98%	100% Male
98%	97%	100% Female
98%	98%	100% Total

People

U.S. Parental Leave 2023

Eligible for Parental Leave

3,899

Total



2,131 Male



1,760 Female



8 Other

of Employees that used Paid Parental Leave¹⁷

91

Total



56 Male



35 Female



0 Other

Unpaid Parental Leave Used¹⁸

32

Total



11 Male



21 Female



0 Other

Returned to Work

91

Total



56 Male



35 Female



0 Other

¹⁷Includes parental leave that was initiated in 2023

¹⁸Unpaid parental leave is used after paid parental leave is exhausted

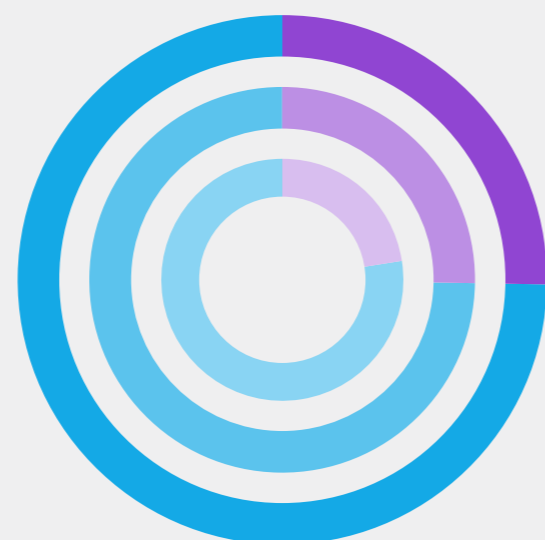
People

Region - Workforce



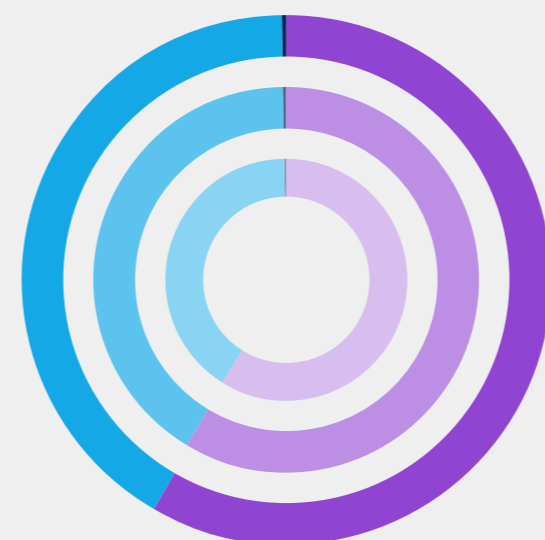
2021	2022	2023	
3,633 25.3%	4,458 28.8%	4,174 29.2%	Asia-Pacific
3,037 21.1%	3,126 20.2%	2,841 19.8%	Europe, Middle East and Africa
3,947 27.5%	4,042 26.1%	3,281 22.9%	Latin America
3,758 26.1%	3,843 24.9%	4,020 28.1%	North America
14,375	15,469	14,316	Grand Total

Global Gender - Senior Management⁸



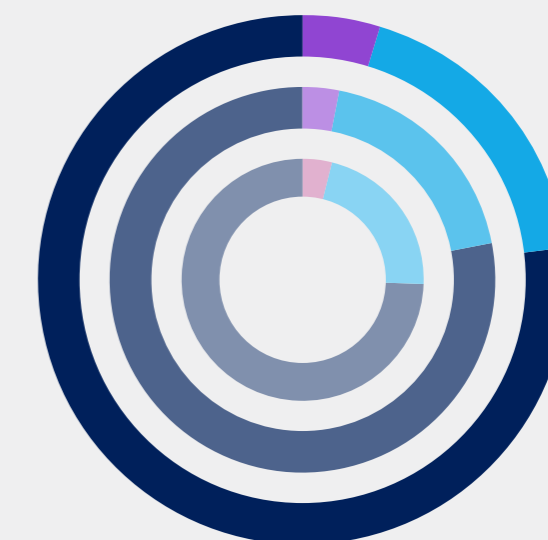
2021	2022	2023	
22 22.7%	23 25.3%	21 25.3%	Female
75 77.3%	68 74.7%	61 74.7%	Male
97	91	82	Grand Total

Global Gender - Workforce



2021	2022	2023	
8,501 59.1%	9,089 58.8%	8,376 58.5%	Female
5,859 40.8%	6,372 41.2%	5,931 41.4%	Male
15 0.1%	8 0.0%	9 0.1%	Other
14,375	15,469	14,316	Grand Total

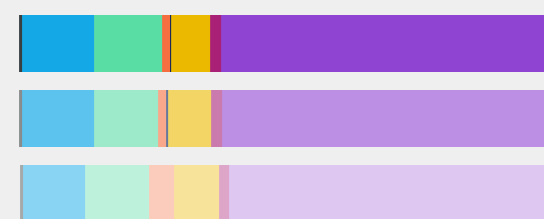
Region - Senior Management⁸



2021	2022	2023	
4 4.1%	3 3.3%	4 4.9%	Asia-Pacific
21 21.7%	17 18.7%	15 18.3%	Europe, Middle East and Africa
72 74.2%	71 78.0%	63 76.8%	North America
97	91	82	Grand Total

People

U.S. Ethnicity - Workforce



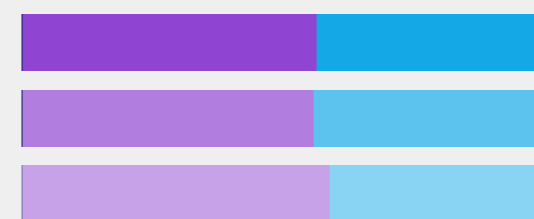
	2021	2022	2023	
American Indian /Alaskan Native	15 0.4%	16 0.4%	18 0.5%	
Asian	502 13.5%	514 13.5%	474 11.9%	
Black	484 13.0%	462 12.1%	478 12.0%	
Choose not to answer	56 1.5%	60 1.6%	185 4.6%	
Hawaiian/Other Pacific Island	6 0.2%	8 0.2%	5 0.1%	
Hispanic	273 7.3%	315 8.3%	338 8.5%	
Two or More Races	77 2.1%	75 2.0%	75 1.9%	
White	2,311 62.0%	2,356 61.9%	2,409 60.5%	
Grand Total	3,724	3,806	3,982	

U.S. Ethnicity - Senior Management⁸



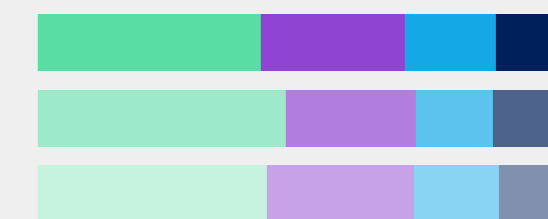
	2021	2022	2023	
American Indian /Alaskan Native	1 1.4%	1 1.4%	1 1.6%	
Asian	3 4.1%	3 4.2%	2 3.2%	
Choose not to answer	1 1.4%	1 1.4%	3 4.7%	
Hispanic	2 2.8%	2 2.8%	2 3.2%	
Two or More Races	1 1.4%	1 1.4%	0 0.0%	
White	64 88.9%	63 88.8%	55 87.3%	
Grand Total	72	71	63	

Global Terminations - Gender



	2021	2022	2023	
Undeclared/Unknown	6 0.2%	1 0.0%	4 0.1%	
Female	2,363 57.9%	2,878 59.7%	2,835 55.7%	
Male	1,709 41.9%	1,945 40.3%	2,250 44.2%	
Grand Total	4,078	4,824	5,089	

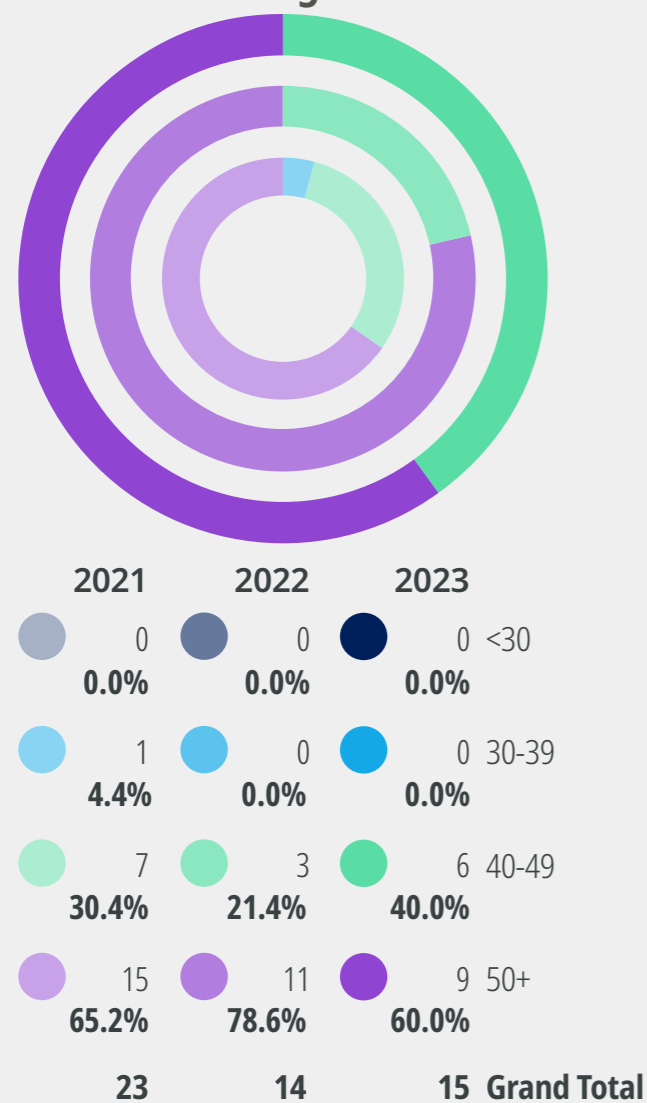
Global Terminations - Age Band



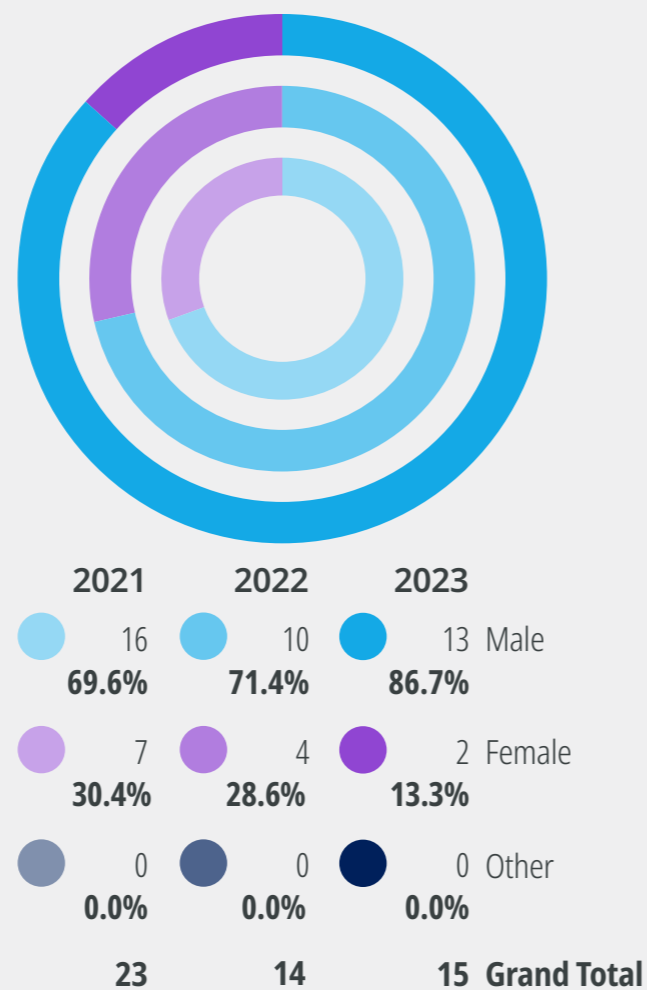
	2021	2022	2023	
<30	1,760 43.2%	2,253 46.7%	2,140 42.1%	
30-39	1,132 27.8%	1,192 24.7%	1,381 27.1%	
40-49	659 16.1%	698 14.5%	884 17.4%	
50+	527 12.9%	681 14.1%	684 13.4%	
Grand Total	4,078	4,824	5,089	

People

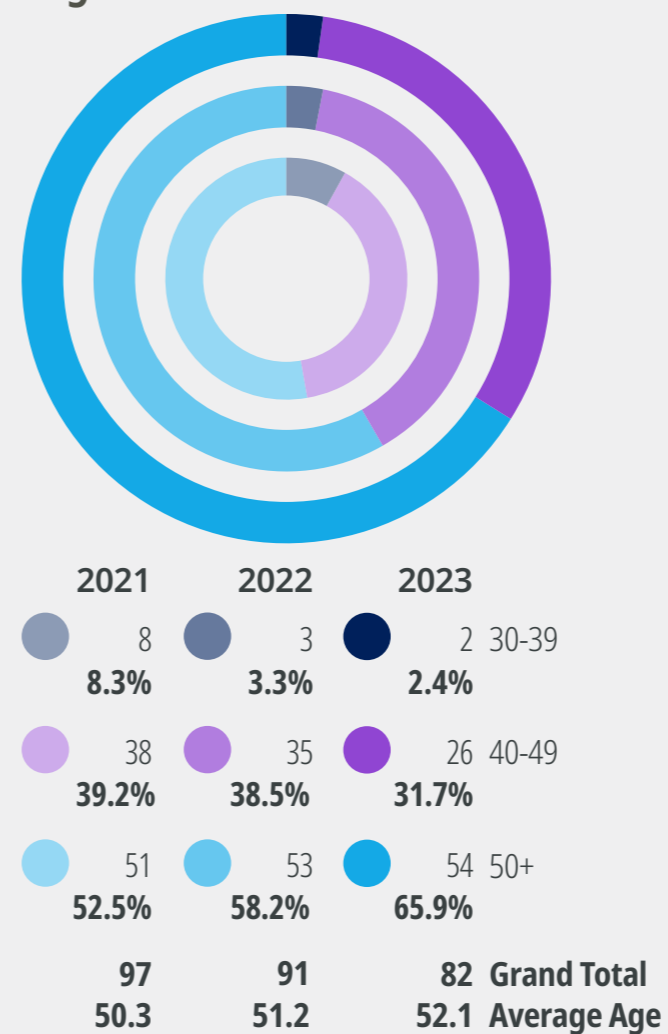
Global Senior Management Terminations - Age Band



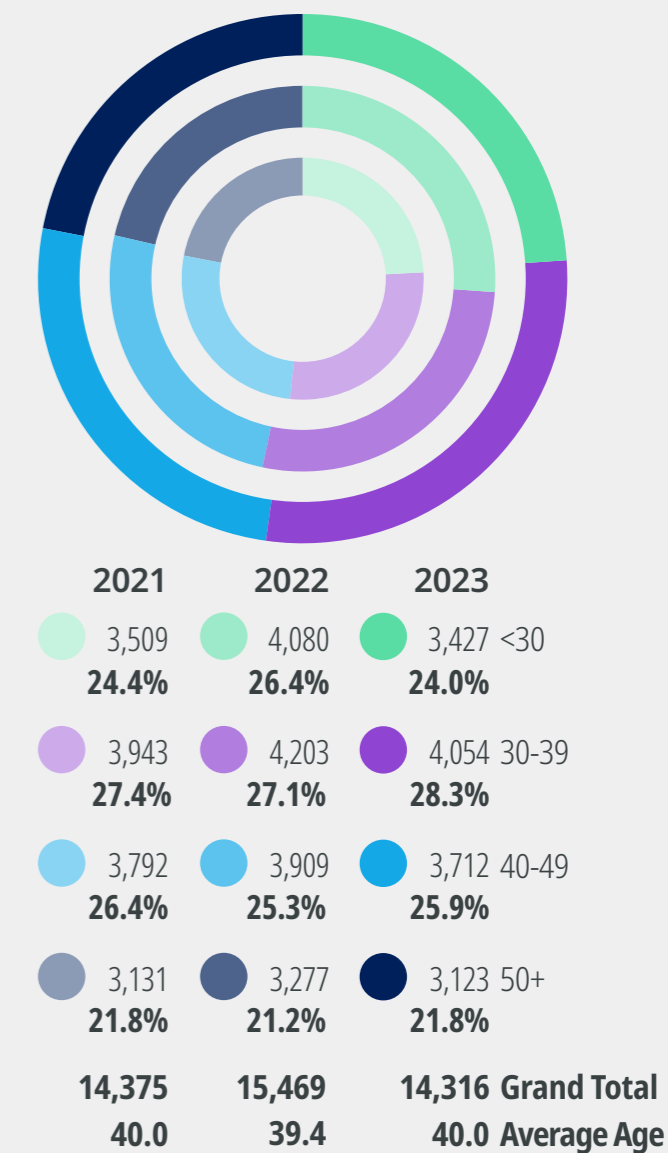
Global Senior Management Terminations - Gender



Global Senior Management⁸ - Age Band

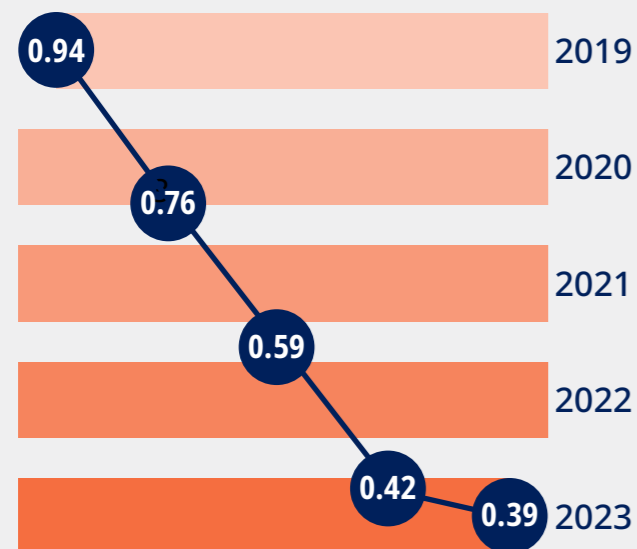


Global Workforce - Age Band



People

DART Rate

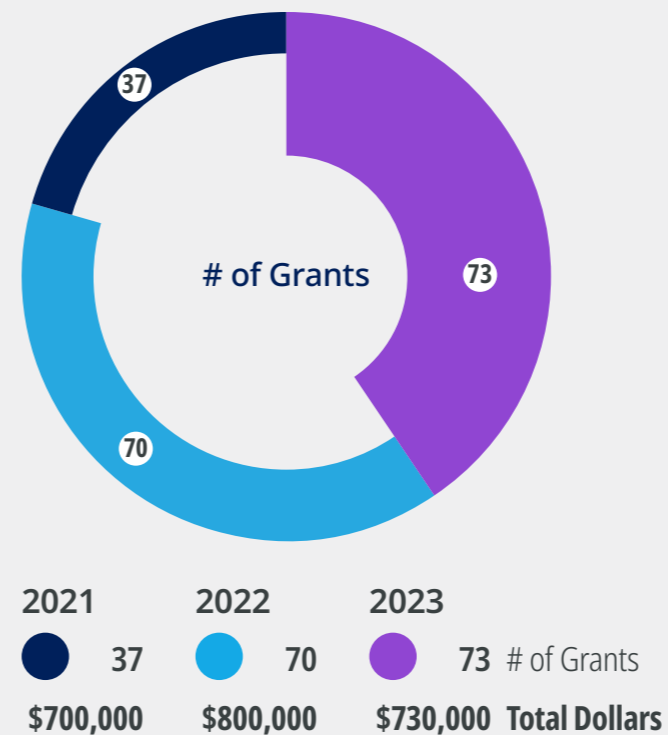


Fatalities

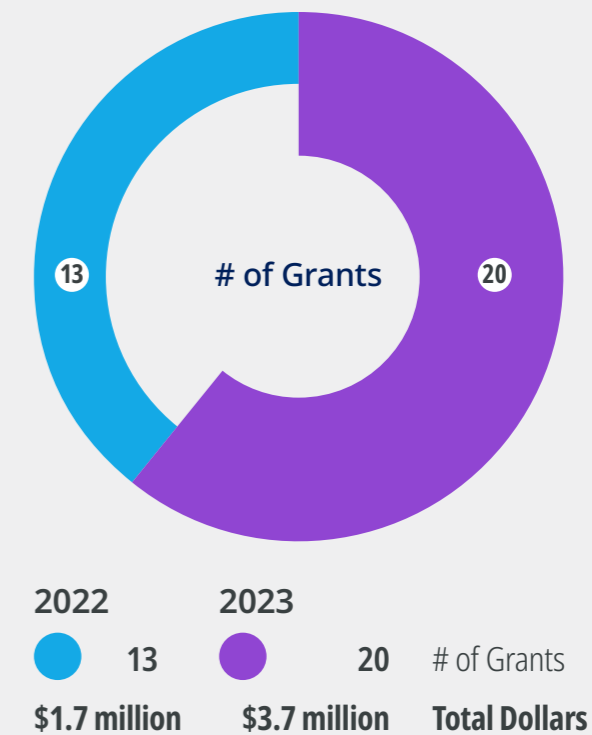


Community & Sustainable Healthcare

Medical Education Grants

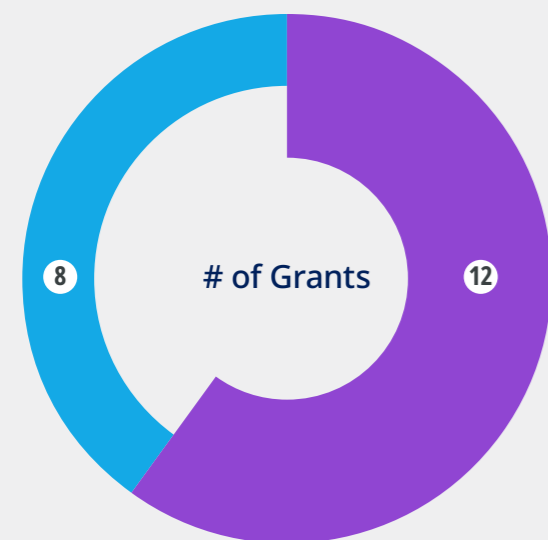


IIS Clinical Research Grants



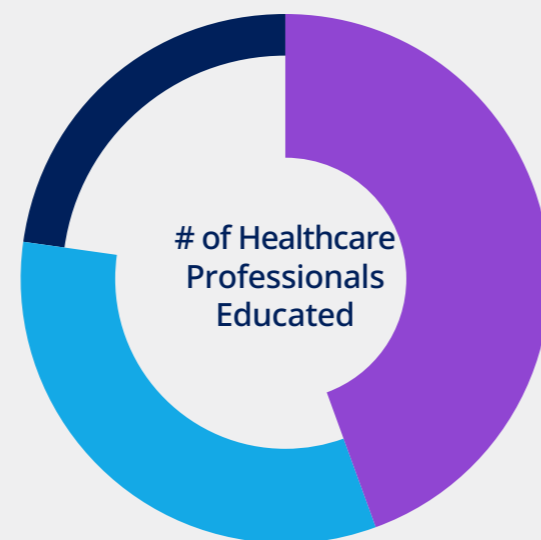
Community & Sustainable Healthcare

Directed Clinical Research Grants



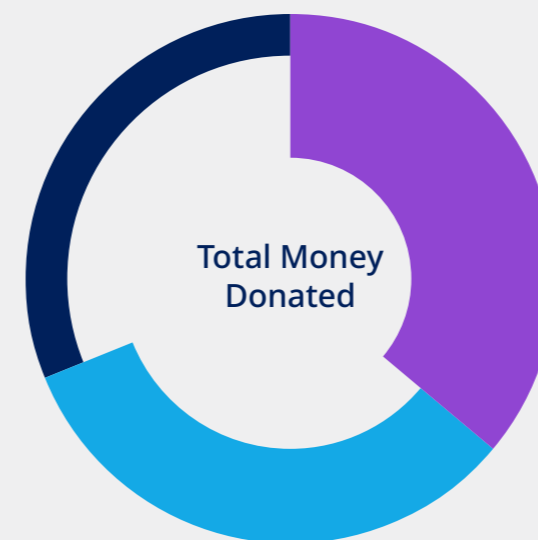
2021 2022
 ● 8 ● 12 # of Grants
 \$1 million \$4.8 million Total Dollars

Product Education



2021 2022 2023
 ● 130,000 ● 185,000 ● 250,000 # HCPs Educated

Teleflex Foundation



2021 2022 2023
 ● \$195,000 ● \$205,000 ● \$225,000 Total Money Donated
 ● - ● 29 ● 17 Number of MAD Grants
 ● - ● 100 ● 105 Number of Matching Gift

Teleflex Corporate Policies

Teleflex Corporate Policies

90



Teleflex Corporate Policies

Teleflex has an extensive list of corporate policies that provide a framework for our global approach to compliance.

Teleflex also operates in line with many standardized industry codes of conduct, including those published by AdvaMed (U.S. and China), MedTech Europe, APACMed, SAMED (South African Medical Device), ABIMED (Brazilian Association of the Health Technology Industry), and the MTAA (Medical Trade Association of Australia).

Below is a list of many (but not all) of our external and internal policies:

■ Acceptable Use and Responsibilities Policy

- Policy establishes the requirements, prohibitions, and Company practices that apply to the use of Teleflex's Systems, Information Assets, and Third-party systems supporting Teleflex business activities by employees and authorized agents of Teleflex. The requirements and restrictions set forth in this policy is designed to protect the Company and its employees, Systems, and Information Assets in compliance with applicable law and best practices.

■ Anti-Corruption Policy

- Provides information on how we identify and reduce any potential corruption risks.
- Defines what is considered corruption and provides some examples of possible scenarios of which employees should be aware.

■ CMA Policy on Responding to Requests Related to Off-Label Information

- Relevant employees are trained to promptly refer requests for off-label information to Teleflex Clinical and Medical Affairs (CMA) to be handled in accordance with current FDA and other applicable legal and regulatory requirements in the jurisdictions in which we do business.

■ Code of Ethics

- Set of standards and behaviors we require for conducting business with integrity and with high ethical and legal standards.
- Available in 17 languages to allow all our employees and business partners to adhere to global compliance guidelines.
- Reviewed on an annual basis to consider any changes or updates (most recently updated in 2023)

■ Conflict Minerals Policy

- We work with our suppliers to provide clear and transparent information on any conflict minerals we may use. This policy provides more details on this program and our stance.

■ EHS Statement Document

- Detailed document which provides additional details about our Employee, Health, and Safety program and how it is managed within Teleflex

■ Global EHS Policy Statement

- Policy that sets forth how we approach our Environmental, Health, and Safety work within Teleflex

■ Global IT and Cybersecurity Policy

- This policy establishes the requirements and responsibilities for maintaining confidentiality, integrity, and availability of Teleflex information assets. Control requirements include defined roles, responsibilities, and practices for ensuring that information assets are appropriately secured through the full information management lifecycle from initiation to archival and purge.

■ Global Reimbursement and Health Economics Policy

- This policy explains internal processes for providing Healthcare Professionals and Government Officials with coding, coverage, payment, reimbursement, and health economics information related to Teleflex products, as well as Teleflex's efforts to engage with payers and GOs relating to obtaining coverage for, and access to, Teleflex products.

■ Global Reseller Management

- Lays out procedures and requirements for resellers to comply with other Teleflex policies such as our Code of Ethics and Anti-Corruption Policy.

■ Global Standard Operating Procedure (SOP) on Marketing Communications

- This policy outlines the requirements and processes for approval of various types of marketing communications relating to our products and services.
- The approval process includes different functions within the organization, including representatives from Marketing, Clinical and Medical Affairs, Regulatory Affairs, and Legal.

■ Healthcare Provider Compensation Determination Policy

- This policy outlines the method to determine the fair market value of compensation to be paid to a covered recipient in accordance with public disclosure requirements and Teleflex policies, as well as the Sunshine Act, AdvaMed, and other legal, regulatory and ethical guidelines.

■ Healthcare Provider Payment Tracking Policy

- Provides guidance to ensure proper disclosure of payments made to Healthcare Professionals in accordance with applicable law.
- In the U.S., we report payments broken down by the state (where necessary) and this can be viewed on the U.S. Centers for Medicare and Medicaid Open Payments website.
- In Europe, we report payments in several countries and in line with the MedTech Europe Code.
- For all our other regions, we report payments at the level required by law.

■ Human Capital Development Statement

- Provides a detailed summary about how Teleflex approaches human capital management and some of the programs we offer

■ Integrity Code

- A set of policies to ensure Teleflex conducts business ethically when it comes to interactions with healthcare professionals (HCP), patients, governments, and other external professionals.
- Policies include subject matters such as HCP engagement, educational and research grants, gift and entertainment, and humanitarian aid and charitable donations.

■ Labor Standards Assurance (LSAS) Policy

- Outlines the standards in which Teleflex requires its employees and suppliers to adhere to related to human and labor rights including areas such as fair working practices, whistleblowing, and freedom of association.

■ Reporting Non-Compliance and Enforcement

- Provides details to Teleflex's internal processes and lines of communication for reporting suspected noncompliance and internal processes for imposing disciplinary actions for non-compliance of internal policies and IPPs

■ Sales Compensations Terms and Conditions

- We have an internal document that outlines the clear and transparent process in which our sales team is compensated, and the standards set for payout.

■ Social Media Policy

- This policy requires all individuals working on behalf of Teleflex to create and use social media in accordance with this policy and related Teleflex Global Digital Communications standards and Global Brand guidelines. Teleflex has developed this policy to help protect its reputation and brands, prevent disclosure of its confidential business information, and facilitate compliance with applicable laws and regulations.

■ Statement of Engagement on Public Policy Issues

- Teleflex's approach and stance on public policy engagement with political organizations and with industry groups and trade associations

■ Supplier Diversity Statement

- This statement provides details to how we approach working with diversity businesses and small businesses.

■ Supplier Ethics Statement

- High level statement as to the expectations Teleflex has for its suppliers regarding ethics and social responsibility.

■ Third-Party Integrity Code

- Standards of business conduct for all of our Third-Party Representatives¹⁹
- To support for our Third-Party Representatives to develop their own integrity policies, we have made the Teleflex Integrity Policies and Procedures available to them to aid in their development.
- In order to centralize and standardize our due diligence, we utilize a third-party management platform to facilitate the due diligence of our Third-Party Representatives.
- Available in nine different languages

■ Teleflex Environmental Statement

- This statement outlines our approach and commitment to environmental sustainability and the activities that we conduct to meet these objectives.

■ Teleflex Supplier Expectations

- We have a strict set of expectations for our suppliers to ensure we are best in class when it comes to our supply chain and manufacturing process

■ Travel and Expense Policy

- This Policy establishes guidelines governing the reimbursement of travel and other business-related expenses. Individual business units may also have requirements on specific travel and business expenses that are more restrictive.

■ Quality Standards

- The minimum standards at which suppliers must meet when it comes to the quality of the products or raw materials that are supplied to Teleflex

¹⁹Teleflex considers Third-Party Representatives resellers, sales agents, and vendors.

Reporting and Disclosure Appendices

Global Reporting Initiative (GRI)	94
Sustainability Accounting Standards Board (SASB)	99
Taskforce on Climate-Related Financial Disclosures (TCFD)	102
United Nations Sustainable Development Goals (UN SDGs)	109



Teleflex has aligned the 2023 Global Impact Report with various reporting frameworks including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Taskforce on Climate-Related Financial Disclosures (TCFD), and shown our alignment with the United Nations Sustainable Development Goals (UN SDGs).



Global Reporting Initiative (GRI)

Statement of use	Teleflex has reported in accordance with the GRI Standards for the period January 1, 2023, to December 31, 2023.
GRI 1 used	GRI 1: Foundation 2021

GRI 2021 Standards	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	"Teleflex at a Glance"
	2-2 Entities included in the organization's sustainability reporting	"About this Report"
	2-3 Reporting period, frequency and contact point	"About this Report"
	2-4 Restatements of information	None
	2-5 External assurance	None
	2-6 Activities, value chain and other business relationships	Annual Report (10K)
	2-7 Employees	"Diversity, Equity, and Inclusion"
	2-8 Workers who are not employees	Omitted – information not available at this time.
	2-9 Governance structure and composition	Investor Relations
	2-10 Nomination and selection of the highest governance body	Investor Relations
	2-11 Chair of the highest governance body	Investor Relations
	2-12 Role of the highest governance body in overseeing the management of impacts	"Corporate Social Responsibility"
	2-13 Delegation of responsibility for managing impacts	"Corporate Social Responsibility"
	2-14 Role of the highest governance body in sustainability reporting	"Corporate Social Responsibility"
	2-15 Conflicts of interest	Investor Relations
	2-16 Communication of critical concerns	Investor Relations

GRI 2021 Standards	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Investor Relations
	2-18 Evaluation of the performance of the highest governance body	Investor Relations
	2-19 Remuneration policies	Investor Relations
	2-20 Process to determine remuneration	Investor Relations
	2-21 Annual total compensation ratio	Investor Relations
	2-22 Statement on sustainable development strategy	"CEO Message" and "Corporate Social Responsibility Chair Message"
	2-23 Policy commitments	Corporate Social Responsibility
	2-24 Embedding policy commitments	Corporate Social Responsibility
	2-25 Processes to remediate negative impacts	Throughout report
	2-26 Mechanisms for seeking advice and raising concerns	Code of Ethics
	2-27 Compliance with laws and regulations	As a public company, we report information regarding material legal proceedings in our Exchange Act filings. Please see the Company's relevant Exchange Act filings for additional information.
	2-28 Membership associations	"Industry Groups and Trade Associations"
	2-29 Approach to stakeholder engagement	"Stakeholder Engagement"
2-30 Collective bargaining agreements	Teleflex Labour Standards Assurance Policy	
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	"Materiality Assessment"
	3-2 List of material topics	"Corporate Social Responsibility"
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report (10K)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report (10K)
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report (10K)
	201-4 Financial assistance received from government	Annual Report (10K)

GRI 2021 Standards	Disclosure	Location
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	"A Culture of Compliance"
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	"A Culture of Compliance"
	205-2 Communication and training about anti-corruption policies and procedures	"A Culture of Compliance"
	205-3 Confirmed incidents of corruption and actions taken	As a public company, we report information regarding material legal proceedings in our Exchange Act filings. Please see the Company's relevant Exchange Act filings for additional information.
Anti-competitive behavior		
GRI 3: Material Topics 2021	3-3 Management of material topics	"A Culture of Compliance"
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	As a public company, we report information regarding material legal proceedings in our Exchange Act filings. Please see the Company's relevant Exchange Act filings for additional information.
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Waste"
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	"Waste" and "Product Sustainability"
	306-2 Management of significant waste-related impacts	"Waste" and "Product Sustainability"
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	"People"
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	"Inclusive Recruiting" and "Exceptional Employee Experience"
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	"Benefits"
	401-3 Parental leave	"Family Support"

GRI 2021 Standards	Disclosure	Location
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Employee Health and Safety"
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	"Employee Health and Safety"
	403-2 Hazard identification, risk assessment, and incident investigation	"Employee Health and Safety"
	403-3 Occupational health services	"Employee Health and Safety"
	403-4 Worker participation, consultation, and communication on occupational health and safety	"Employee Health and Safety"
	403-5 Worker training on occupational health and safety	"Employee Health and Safety"
	403-6 Promotion of worker health	"Employee Health and Safety"
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	"Employee Health and Safety"
	403-8 Workers covered by an occupational health and safety management system	"Employee Health and Safety"
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Learning and Development"
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	"Learning and Development"
	404-2 Programs for upgrading employee skills and transition assistance programs	"Learning and Development"
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Diversity, Equity, and Inclusion"
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	"DEI Metrics"
Public policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Public Policy"
GRI 415: Public Policy 2016	415-1 Political contributions	\$0.00 USD in 2023

GRI 2021 Standards	Disclosure	Location
Customer health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Product Quality and Safety"
GRI 416: Customer Health and Safety 2016	<p>416-1 Assessment of the health and safety impacts of product and service categories</p> <p>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</p>	<p>Teleflex reviews its products for health and safety impacts based on our QMS (Quality Management System) and the governing regulations, particularly ISO13485 and 21CFR820, Teleflex does not differentiate reviews for improvement or safety impact by product or service category.</p> <p>Teleflex did not have any incidents of non-compliance that resulted in a warning (i.e. warning letter), fine or penalty in 2023.</p>
Marketing and labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Sales and Marketing Practices"
GRI 417: Marketing and Labeling 2016	<p>417-2 Incidents of non-compliance concerning product and service information and labeling</p> <p>417-3 Incidents of non-compliance concerning marketing communications</p>	<p>As a public company, we report information regarding material legal proceedings in our Exchange Act filings. Please see the Company's relevant Exchange Act filings for additional information.</p> <p>As a public company, we report information regarding material legal proceedings in our Exchange Act filings. Please see the Company's relevant Exchange Act filings for additional information.</p>
Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Information Security and Data Privacy"
GRI 418: Customer Privacy 2016	<p>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</p>	"Information Security and Data Privacy"

Sustainability Accounting Standards Board (SASB)

TOPIC	SASB Code	Metric	Disclosure/Explanation
Affordability and Pricing	HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	Teleflex works with distributors and healthcare providers to agree to a price that is fair. This process differs product to product and country to country. Teleflex does not provide pricing information at this time. Factors that affect price would typically be the commercial competitive environment, geographical market, volume commitment or duration of contract commitment, and customer segment (e.g. hospital, distributor, military).
	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Prices are communicated through distributors or directly with healthcare providers by way of a contract, tender, price quote, or similar pricing agreement. In these documents, a selling price is provided, which is either based on the approved list price (current standard selling prices available to all customers) or approved special price (negotiated price specific to the customer). These documents also include the fulfillment conditions for discounts and/or rebates, if any. As these documents are typically regarded as confidential information, relevant confidentiality clauses will be included in these purchasing agreements.
Product Safety	HC-MS-250a.1	Number of recalls issued, total units recalled	<ul style="list-style-type: none"> ■ 2023 Class 1 recalls²⁰: 3 ● # of units affected: 51,033,417 ■ For more information regarding recalls please refer to the F.D.A. Medical Device Recall Database
	HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	MedWatch: The FDA Safety Information and Adverse Event Reporting Program
	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	MAUDE - Manufacturer and User Facility Device Experience
	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	None <i>Note: This response is based on considering an "FDA enforcement action" to be the issuance of an FDA warning letter, which Teleflex did not receive in 2023.</i>
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	As a public company, we report information regarding material legal proceedings in our Exchange Act filings. Please see the Company's relevant Exchange Act filings for additional information.
	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	"Sales and Marketing Practices"

²⁰ Differences compared with data on FDA websites may be due to timeframe (the date Teleflex takes an action may differ from the date FDA classifies that action), definition of "recall" (FDA data includes actions taken even if the product is not removed or corrected), and classification by product group vs. product code (FDA counts each impacted product code within a product family as a distinct recall).

TOPIC	SASB Code	Metric	Disclosure/Explanation
Product Design and Lifecycle Management	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	"Product Sustainability"
	HC-MS-410a.2	Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	At Teleflex we have several reusable products. While we take back some products for repair or recycling, we have not yet established a system to quantify the extent of product takeback.
Supply Chain Management	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	In 2023, the Teleflex Global EHS function deployed EHS audits on several selected sites through our Compliance Assurance Program delivered by independent third-party auditors. For more information regarding our management of suppliers and audits please refer to the below websites: <ul style="list-style-type: none"> ■ https://teleflex.com/global/suppliers/ethics/Teleflex-LSAS-Policy-04-24-01-2020.pdf ■ https://teleflex.com/usa/en/suppliers/teleflex-supplier-expectations/ ■ https://teleflex.com/usa/en/suppliers/teleflex-supplier-expectations/
	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	We have traceability from raw material to distribution to end customer through various processes and controls. From the time we purchase raw materials until they are received at our manufacturing sites, we are able to track those materials through our logistics carrier via a carrier tracking reference and TMS (Transport Management System) reference linked to the shipment. From manufacturing to distribution centers and from distribution centers to end customers the same process is used. Once the products reach the end customer, proof of delivery is required to ensure receipt. The entire process is tracked through our enterprise resource planning (ERP) system with the purchase order number, customer or vendor information, container reference number, house of bill lading, and any other shipping information.
	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Conflict Minerals Policy
Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	As a public company, we report information regarding material legal proceedings in our Exchange Act filings. Please see the Company's relevant Exchange Act filings for additional information.
	HC-MS-510a.2	Description of code of ethics governing interactions with healthcare professionals	Code of Ethics (page 7) and Teleflex Integrity Code

TOPIC	SASB Code	Metric	Disclosure/Explanation
Activity Metric	HC-MS-000.A	Number of units sold by product category	Anesthesia 82,934,349
			Interventional Urology 354,522
			Interventional 5,394,101
			OEM 140,245,824
			Other 4,644,031
			Respiratory 35,346,619
			Surgical 31,974,900
			Urology Care 91,501,650
			Vascular Access 21,171,634
			Grand Total 413,567,630

Taskforce on Climate-Related Financial Disclosures (TCFD)

TOPIC	Description	Recommended disclosures	Response
Governance	Disclose the organization's governance around climate-related risks and opportunities. Disclose the actual and potential impacts of climate-related risks and opportunities	<ul style="list-style-type: none"> a) Describe the board's oversight of climate-related risks and opportunities. b) Describe management's role in assessing and managing climate-related risks and opportunities. 	"Climate Action Governance"
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	<ul style="list-style-type: none"> a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. 	<p>Teleflex recognizes the importance of identifying and assessing the impacts of climate-related risks and opportunities over the short, medium, and long term. We evaluate both transition and physical climate-related risks to determine the relative importance of each. Transition risks are associated with the transition to a low-carbon global economy and include current and emerging regulatory risks, technology risks, market risks, and reputational risks. Physical risks arise from the physical damage due to climate change – these can be short-term events such as extreme weather events, or long-term changes in weather patterns and sea levels.</p> <p>We consider climate-related risks and opportunities over the short-term (1-3 years), medium-term (3-10 years) and long-term (10+ years) time horizons. In conjunction with a third-party, Teleflex conducted our first Climate Risk Assessment in 2023. This first Assessment focused on transition risk, involving stakeholder engagement and scenario analysis to identify relevant risks, assess their impact, and evaluate our business resilience related to these risks.</p> <p>In this initial assessment, three transition risks were found to be most relevant for Teleflex. These included regulatory risk related to a price on emissions, reputational risk linked to a shift in customer behavior towards lower carbon options, and market risk linked to the cost and availability of raw materials. Our exposure to these risks was further assessed through a scenario analysis exercise that helped us determine our potential risk exposure under different scenarios and our preparedness to mitigate these risks.</p>

Taskforce on Climate-Related Financial Disclosures (TCFD)

TOPIC	Description	Recommended disclosures	Response																								
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.	<ul style="list-style-type: none"> a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. 	<p>To conduct this analysis, we leveraged data from seven climate scenarios designed by the Network for Greening the Financial System (NGFS), which were developed by central banks and financial institutions from eight major economies and build on IPCC assessments, socio-economic assumptions and three integrated assessment models to explore the implications of climate-related transition and physical risks. The following table includes the end-of-century temperature alignments of each scenario, as well as a description of their main characteristics.</p> <p>Policy and legal risk: Carbon pricing</p> <table border="1"> <thead> <tr> <th>Scenario Name</th> <th>Temperature (2100)</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>Net Zero 2050</td> <td>1.4 °C</td> <td>Stringent climate policies and technological innovation in near term drives emissions reductions</td> </tr> <tr> <td>Low Demand</td> <td>1.4 °C</td> <td>Significant reduction in energy demand and carbon pricing policies drive low-carbon technologies and reduced economic activity</td> </tr> <tr> <td>Below 2°C</td> <td>1.6 °C</td> <td>Gradual increase in stringency of climate policies</td> </tr> <tr> <td>Delayed Transition</td> <td>1.6 °C</td> <td>Annual emissions do not decrease until 2030, after 2030, strong climate policies result in significant economic impacts</td> </tr> <tr> <td>Fragmented World</td> <td>2.3 °C</td> <td>Delayed and fragmented climate action results in a high physical and transition risk scenario</td> </tr> <tr> <td>NDCs</td> <td>2.6 °C</td> <td>Nationally Determined Contributions (NDCs), including all pledged targets are met</td> </tr> <tr> <td>Current Policies</td> <td>3+ °C</td> <td>Only currently implemented policies remain in place, resulting in a high physical risk scenario</td> </tr> </tbody> </table> <p>Each of the seven NGFS scenarios integrates carbon price assumptions which serves as an indicator for the level of regulatory risk exposure.</p>	Scenario Name	Temperature (2100)	Description	Net Zero 2050	1.4 °C	Stringent climate policies and technological innovation in near term drives emissions reductions	Low Demand	1.4 °C	Significant reduction in energy demand and carbon pricing policies drive low-carbon technologies and reduced economic activity	Below 2°C	1.6 °C	Gradual increase in stringency of climate policies	Delayed Transition	1.6 °C	Annual emissions do not decrease until 2030, after 2030, strong climate policies result in significant economic impacts	Fragmented World	2.3 °C	Delayed and fragmented climate action results in a high physical and transition risk scenario	NDCs	2.6 °C	Nationally Determined Contributions (NDCs), including all pledged targets are met	Current Policies	3+ °C	Only currently implemented policies remain in place, resulting in a high physical risk scenario
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Taskforce on Climate-Related Financial Disclosures (TCFD)

TOPIC	Description	Recommended disclosures	Response
Strategy	<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.</p>	<ul style="list-style-type: none"> a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. 	<p>These carbon prices also represent a proxy for policy ambition and are influenced by the timing of policy implementation, regional distribution of policy mechanisms, and technology deployment. By examining Teleflex’s exposure to carbon pricing and regulatory risk across seven different scenarios, we can better prepare for the uncertainty surrounding these risks.</p> <p>Our analysis assessed potential impacts for a business-as-usual growth pathway and a pathway aligned with reducing our emissions in line with our Science Based Target (SBT). Risk levels were modeled out to 2050 in line with the target year for our net zero SBT. The analysis showed that Teleflex will face the most exposure under a Net Zero 2050 scenario, with the exposure decreasing if Teleflex follows an emission reduction trajectory in line with our SBT. The results highlighted the value of pursuing and achieving emissions reductions as a strategy to reduce carbon related risk exposure. Investments related to achieving Teleflex’s SBT may result in avoided cost exposure to future carbon pricing. Teleflex is committed to supporting a low carbon future and implementing initiatives in line with achieving emissions reductions that will improve resilience and competitiveness.</p> <p>There are several ways Teleflex plans to reduce our carbon footprint. We are exploring options regarding clean energy, such as additional on-site renewables, renewable energy power purchase agreements (PPAs), and securing energy attribute certificates such as renewable energy certificates. As part of our commitment to reducing greenhouse gas emissions, we are taking steps across our business to reduce the possibility of climate-warming refrigerant gases leaking into the atmosphere.</p>

Taskforce on Climate-Related Financial Disclosures (TCFD)

TOPIC	Description	Recommended disclosures	Response
<p>Strategy</p>	<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.</p>	<ul style="list-style-type: none"> a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. 	<p>In 2022, for example, we replaced over 30 chiller, refrigerant, and HVAC units across five sites. This resulted in the removal of ozone depleting refrigerants (R-22), lowering our global warming potential risk, and reducing power demand by over 500kW.</p> <p>More information can be found in our Climate Action section of this report.</p> <p>Market risk: Change in customer behavior towards lower carbon options</p> <p>Teleflex is committed to maintaining its competitive market position as the world transitions to a low-carbon economy. Markets and reputation represent key risk areas in this transition, and managing these risks will go hand in hand with managing Teleflex’s market position and brand. In this first round of scenario analysis, Teleflex took important steps to understanding the complex forces associated with how our market position and reputation could be affected by climate change and a shift in customer and consumer sentiment and behavior.</p> <p>In order to evaluate Teleflex’s exposure to a shift in demand towards low-carbon products, we used gross domestic product (GDP) loss due to climate change as a proxy for customer and consumer sentiment and behavior. This analysis leveraged Teleflex’s 2022 sales revenue data to gauge country-specific exposure to these impacts. Sales revenue projections were combined with NGFS scenario assumptions to determine a potential annual financial impact under each scenario. This provided an estimate of Teleflex’s exposure to a shift in consumer behavior towards low-carbon products.</p>

Taskforce on Climate-Related Financial Disclosures (TCFD)

TOPIC	Description	Recommended disclosures	Response
Strategy	<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.</p>	<ul style="list-style-type: none"> a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. 	<p>The following simplifying assumptions were made in the analysis:</p> <ul style="list-style-type: none"> ■ All sales revenue streams were assumed to be affected identically by a shift in consumer behavior, regardless of carbon intensity of the products. ■ Consumers in all regions were assumed to react in the same way in the face of GDP losses due to climate change. ■ Consumer sentiment and behavior regarding demand for low-carbon products was assumed to change in tandem with changes in GDP due to climate change. <p>The analysis found that under all scenarios, the projected loss in sales will increase over time, and it will be higher under lower climate ambition scenarios such as the Current Policies, NDCs and Fragmented World scenarios, as the impacts of climate change will be higher, thereby negatively impacting GDP. In order to mitigate these risks, Teleflex is taking steps to allow for a greater understanding of the emissions intensity of all of our products and undertaking initiatives to reduce product carbon footprints.</p> <p>Technology risk: Cost and availability of energy and raw materials</p> <p>While supply chain risks can straddle many climate-related risk categories, a change in production and product technology will drive changes in supply chain costs and force companies to make supply chain adjustments in order to adapt to and mitigate these risks.</p> <p>As a medical device and technology producer and supplier, Teleflex offers many products that are single-use and contain a variety of components made of steel, plastic, rubber, chemicals, and many other materials. The production of these components requires sourcing of raw materials from the Fossil Fuel, Metals Manufacturing, and Chemicals industries.</p>

Taskforce on Climate-Related Financial Disclosures (TCFD)

TOPIC	Description	Recommended disclosures	Response
Strategy	<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.</p>	<ul style="list-style-type: none"> a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. 	<p>The processing of these raw materials and manufacturing of our medical devices can result in high emissions, and these materials and production processes will likely undergo changes as the world transitions to more climate-friendly products.</p> <p>Teleflex tracks many supply chain risks, and a transition to a low carbon economy introduces additional risks that may overlap with traditional trade and geopolitical risks. In this reporting period, Teleflex has taken important steps to understand how climate change may impact supply chain and procurement costs. The analysis leveraged Teleflex’s 2023 procurement data by country and product to estimate how a change in key commodity prices may impact supply chain costs over each of the seven NGFS scenarios. Coal, oil, natural gas, and industrial gas prices were used to gauge how raw material costs could increase as the economy decarbonizes.</p> <p>The following assumptions were made in the analysis:</p> <ul style="list-style-type: none"> ■ Raw material inputs remain constant regarding each product’s manufacturing process over the time horizons studied ■ Other fixed and variable costs were assumed to remain constant <p>While more analysis is needed to better understand this risk and how it relates to other supply chain risks for Teleflex, initial results show that raw material costs have the potential to materially impact Teleflex in the coming decades as the economy transitions away from a carbon-intensive production. Teleflex will continue to monitor this risk and develop strategies to mitigate and adapt to potential climate-related and geopolitical impacts.</p> <p>We also share about our climate change risks in our Teleflex Annual Report (10K)</p>

Taskforce on Climate-Related Financial Disclosures (TCFD)

TOPIC	Description	Recommended disclosures	Response
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	<ul style="list-style-type: none"> a) Describe the organization’s processes for identifying and assessing climate-related risks. b) Describe the organization’s processes for managing climate-related risks. c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management. 	“Climate Risk Management”
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	<ul style="list-style-type: none"> a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. 	<p>“Emissions Reduction Targets”</p> <p>Teleflex is planning to report Greenhouse Gas Emissions in the 2024 CDP Assessment later this year.</p>

United Nations Sustainable Development Goals (UN SDGs)

Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
Principles of Ethics & Governance	Goal 16 (Peace, Justice, and Strong Institutions): Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all 16.5 Substantially reduce corruption and bribery in all their forms
	Goal 3 (Good Health & Well-Being): Ensure healthy lives and promote well-being for all at all ages	3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination
Planet & Environment	Goal 6 (Clean Water & Sanitation): Ensure availability and sustainable management of water and sanitation for all	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity
	Goal 7 (Affordable & Clean Energy): Ensure access to affordable, reliable, sustainable and modern energy for all	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix 7.3 By 2030, double the global rate of improvement in energy efficiency
	Goal 8 (Decent Work & Economic Growth): Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead
	Goal 9 (Industry, Innovation, and Infrastructure): Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities
	Goal 11 (Sustainable Cities and Communities): Make cities and human settlements inclusive, safe, resilient and sustainable	11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management
	Goal 12 (Responsible Consumption and Production): Ensure sustainable consumption and production patterns	12.2 By 2030, achieve the sustainable management and efficient use of natural resources 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
Planet & Environment	<p>Goal 13 (Climate Action): Take urgent action to combat climate change and its impacts</p>	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>
	<p>Goal 14 (Life Below Water): Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<p>14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution</p>
	<p>Goal 15 (Life on Land): Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	<p>15.3 By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world</p>
People	<p>Goal 3 (Good Health & Well-Being): Ensure healthy lives and promote well-being for all at all ages</p>	<p>3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes</p> <p>3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all</p>
	<p>Goal 4 (Quality Education): Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p> <p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p>4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</p> <p>4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development</p>

Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
<p>People</p>	<p>Goal 5 (Gender Equality): Achieve gender equality and empower all women and girls</p>	<p>5.1 End all forms of discrimination against all women and girls everywhere</p> <p>5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate</p> <p>5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>
	<p>Goal 8 (Decent Work and Economic Growth): Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>
<p>Community & Sustainable Healthcare</p>	<p>Goal 3 (Good Health & Well-Being): Ensure healthy lives and promote well-being for all at all ages</p>	<p>3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births</p> <p>3.2 By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births</p> <p>3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being</p> <p>3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes</p> <p>3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all</p>
	<p>Goal 8 (Decent Work and Economic Growth): Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p> <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p> <p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>

Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
<p>Community & Sustainable Healthcare</p>	<p>Goal 9 (Industry, Innovation, and Infrastructure): Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending</p>
	<p>Goal 11 (Sustainable Cities and Communities): Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums 11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage</p>

