



Teleflex™

Empowering the future of healthcare

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2023 Global Impact Report

Data Appendix

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

Data Appendix

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Data Appendix

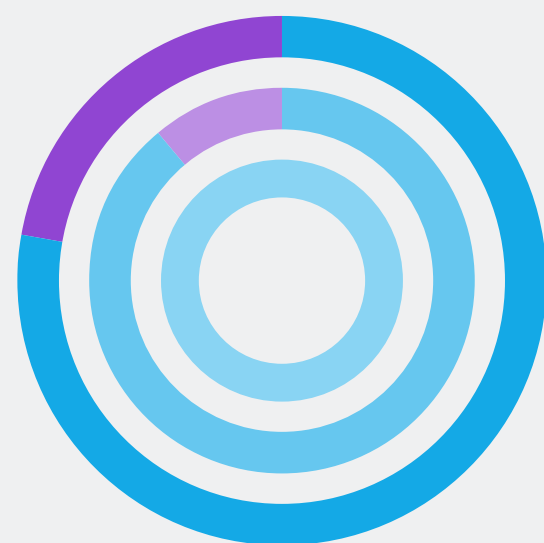
Ethics & Governance

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



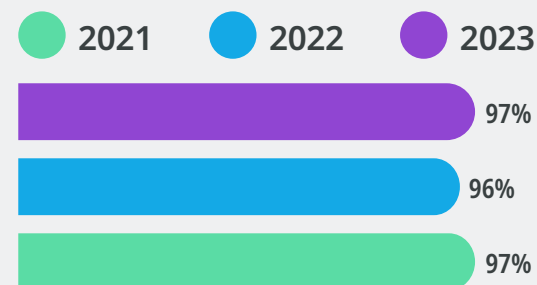
2021 2022 2023
 8.0 7.6 6.6 Years

Board of Directors Average Age



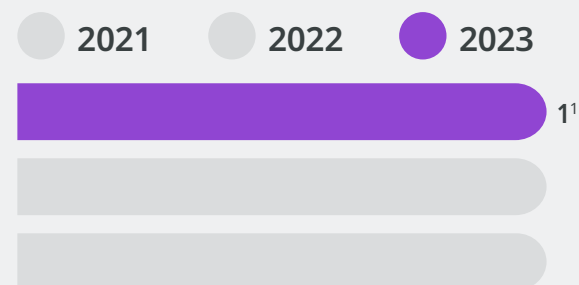
2021 2022 2023
 65.0 64.1 62.8 Years

Completion Rate of Code of Ethics Training



2021 2022 2023
 97% 96% 97%

Known information security or data security breaches

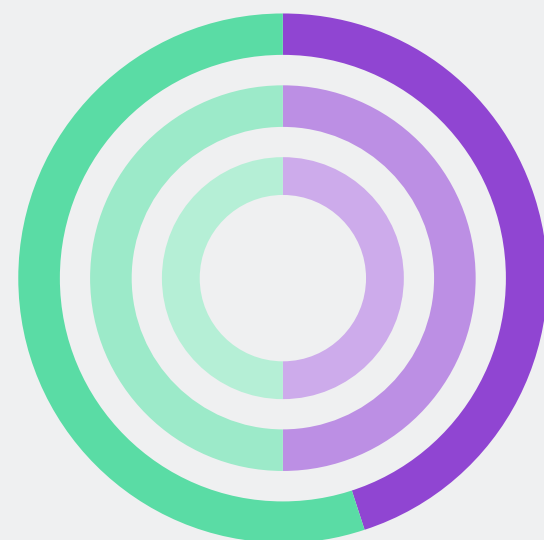


2021 2022 2023
 0 0 1¹

¹This 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)

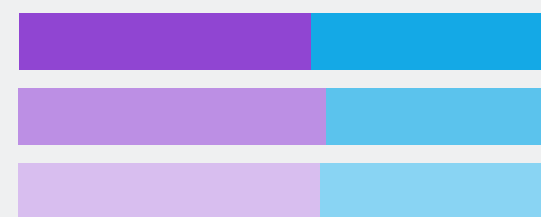
% of open roles filled with internal candidates



2022	2023	
24%	24%	Total

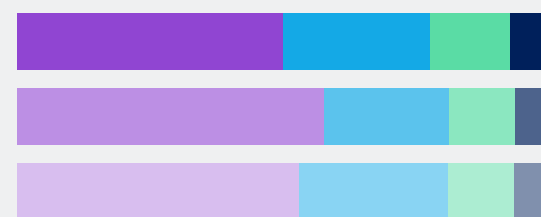
People

Global New Hires - Gender



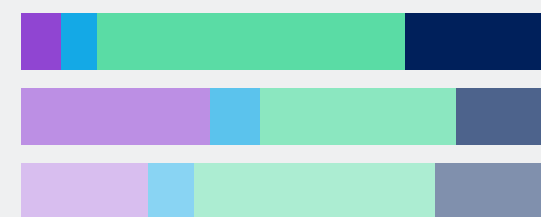
2021	2022	2023	
2,305 57.2%	3,304 58.4%	2,104 55.2%	Female
1,727 42.8%	2,345 41.5%	1,703 44.7%	Male
1 0.0%	5 0.1%	5 0.1%	Unknown/ Undeclared
4,033	5,654	3,812	Grand Total

Global New Hires - Age Band



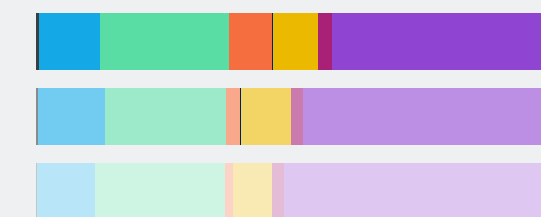
2021	2022	2023	
2,143 53.1%	3,271 57.9%	1,909 50.1%	<30
1,137 28.2%	1,336 23.6%	1,059 27.8%	30-39
501 12.4%	706 12.5%	579 15.2%	40-49
252 6.3%	341 6.0%	265 6.9%	50+
4,033	5,654	3,812	Grand Total

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



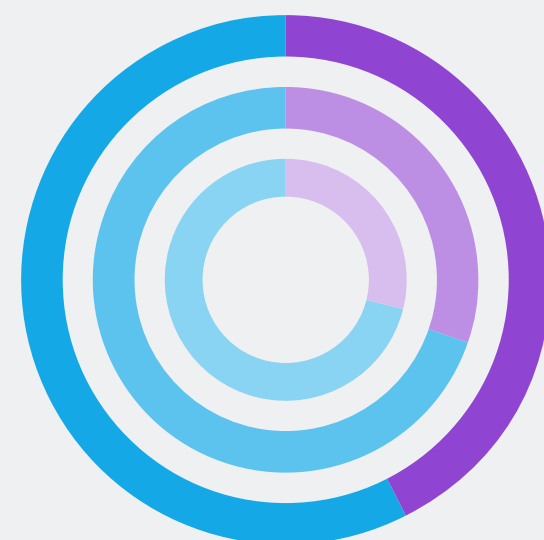
2021	2022	2023
2,706 18.8%	3,543 22.9%	2,034 14.2%
2,766 19.2%	2,808 18.2%	4,003 28.0%
3,328 23.2%	3,349 21.6%	2,772 19.3%
2,284 15.9%	2,454 15.9%	2,517 17.6%
1,024 7.1%	1,034 6.7%	873 6.1%
2,267 15.8%	2,281 14.7%	2,117 14.8%
14,375 7.1	15,469 6.8	14,316 6.9
Grand Total		
Average Tenure		

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)



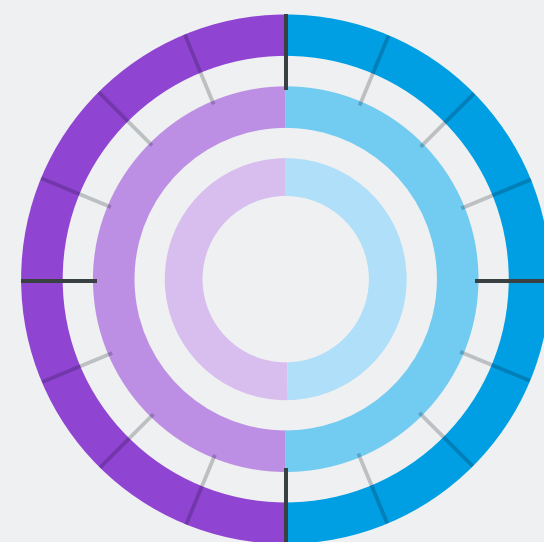
2022	2023
7.2	7.9 Male
8.0	8.7 Female
3.8	5.6 Other

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 Leave²

91

Total



56 Male



35 Female



0 Other

Unpaid Parental Leave Used³

32

Total



11 Male



21 Female



0 Other

Returned to Work

91

Total



56 Male



35 Female

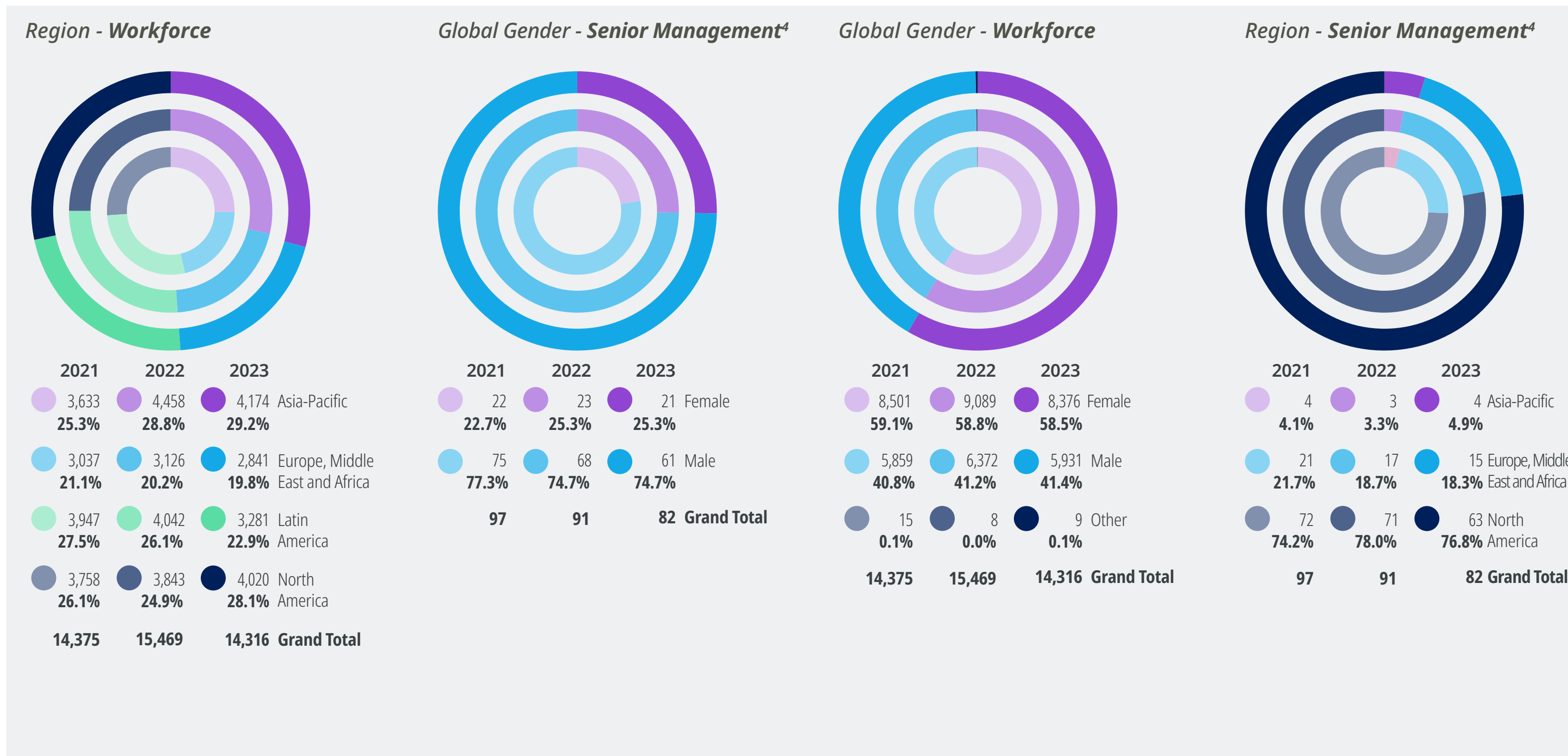


0 Other

²Includes parental leave that was initiated in 2023

³Unpaid parental leave is used after paid parental leave is exhausted

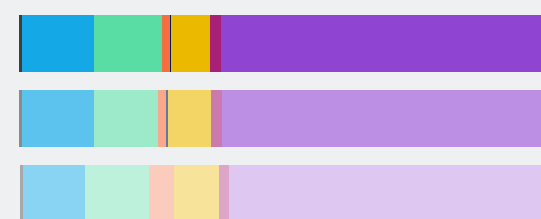
People



⁴Based on a 2019 baseline

People

U.S. Ethnicity - Workforce



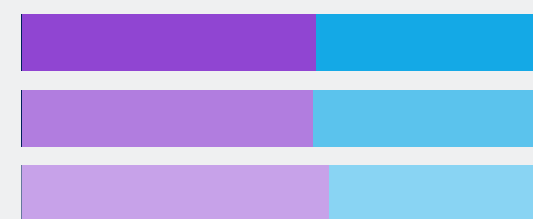
	2021	2022	2023	
American Indian /Alaskan Native	15 0.4%	16 0.4%	18 0.5%	
Asian	502 13.5%	514 13.5%	474 11.9%	
Black	484 13.0%	462 12.1%	478 12.0%	
Choose not to answer	56 1.5%	60 1.6%	185 4.6%	
Hawaiian/Other Pacific Island	6 0.2%	8 0.2%	5 0.1%	
Hispanic	273 7.3%	315 8.3%	338 8.5%	
Two or More Races	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 Management⁴



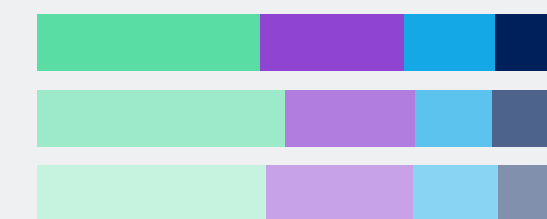
	2021	2022	2023	
American Indian /Alaskan Native	1 1.4%	1 1.4%	1 1.6%	
Asian	3 4.1%	3 4.2%	2 3.2%	
Choose not to answer	1 1.4%	1 1.4%	3 4.7%	
Hispanic	2 2.8%	2 2.8%	2 3.2%	
Two or More Races	1 1.4%	1 1.4%	0 0.0%	
White	64 88.9%	63 88.8%	55 87.3%	
Grand Total	72	71	63	

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	

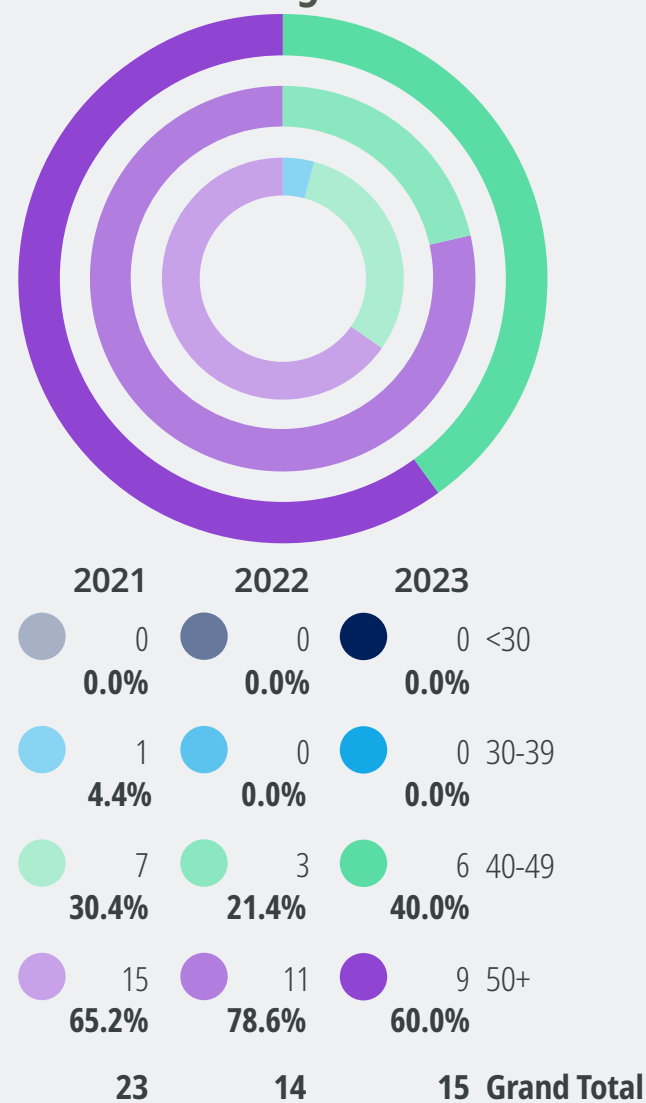
Global Terminations - Age Band



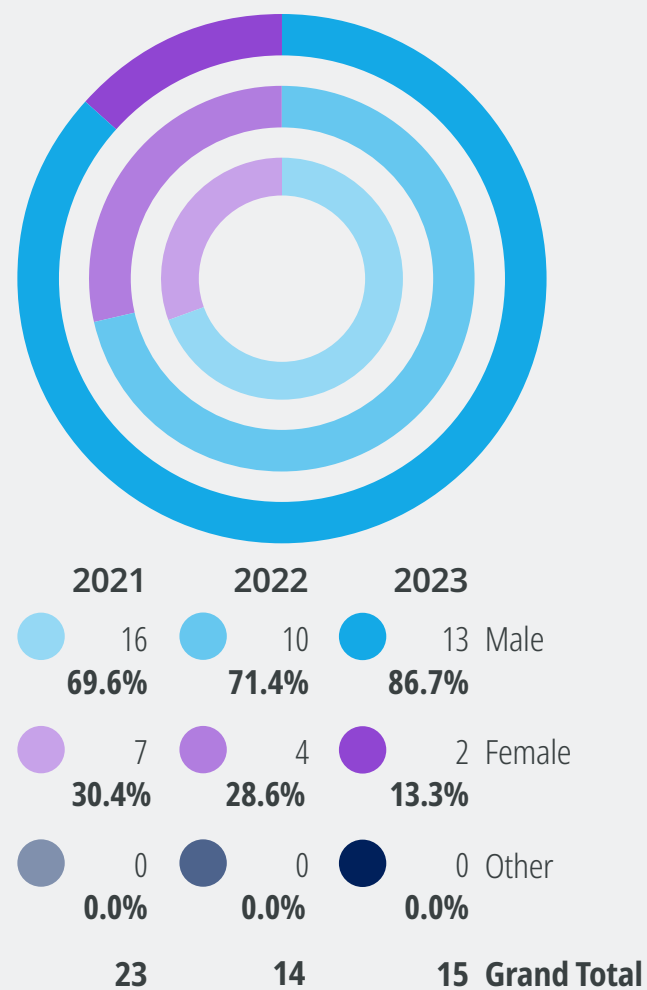
	2021	2022	2023	
<30	1,760 43.2%	2,253 46.7%	2,140 42.1%	
30-39	1,132 27.8%	1,192 24.7%	1,381 27.1%	
40-49	659 16.1%	698 14.5%	884 17.4%	
50+	527 12.9%	681 14.1%	684 13.4%	
Grand Total	4,078	4,824	5,089	

People

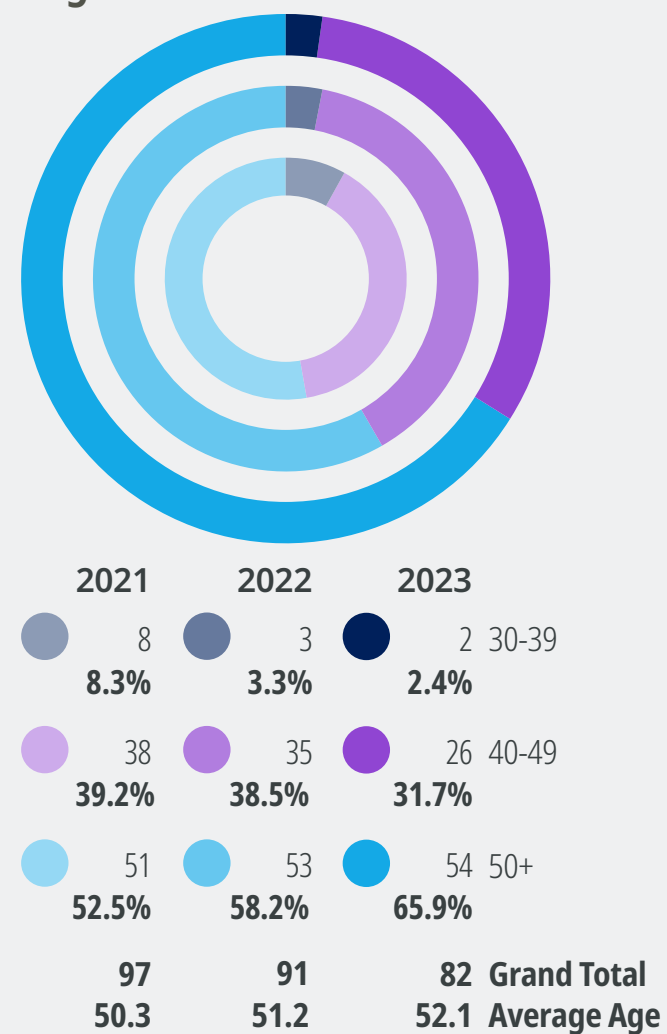
Global Senior Management Terminations - Age Band



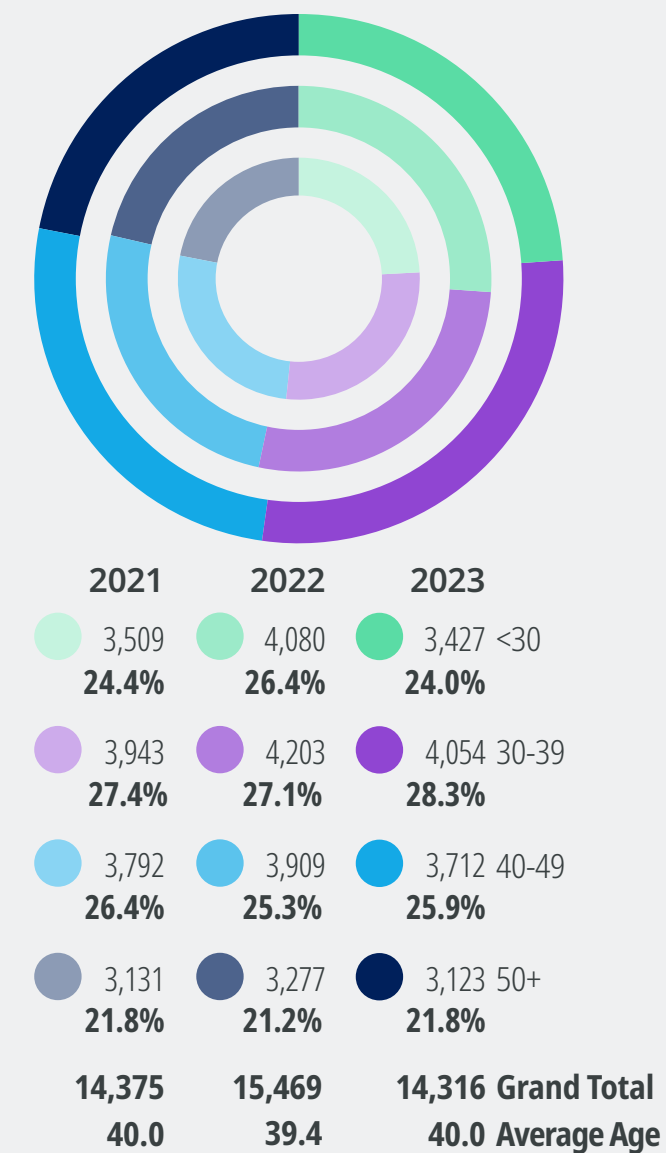
Global Senior Management Terminations - Gender



Global Senior Management⁴ - Age Band

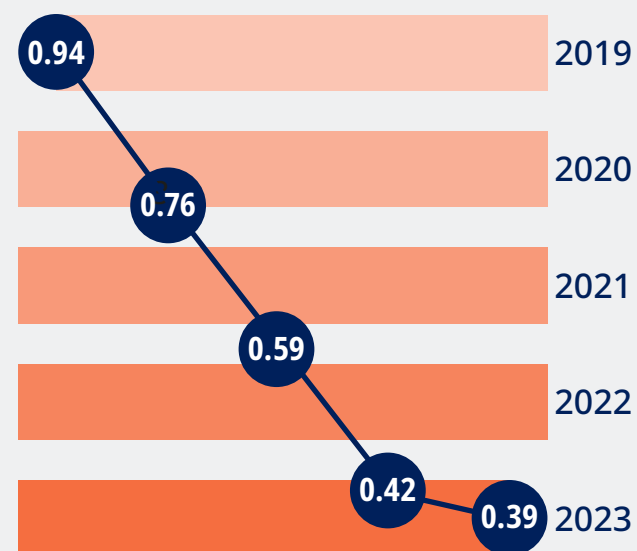


Global Workforce - Age Band

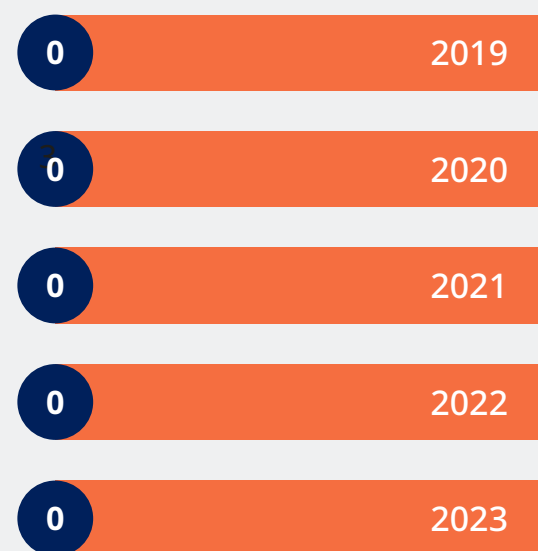


People

DART Rate

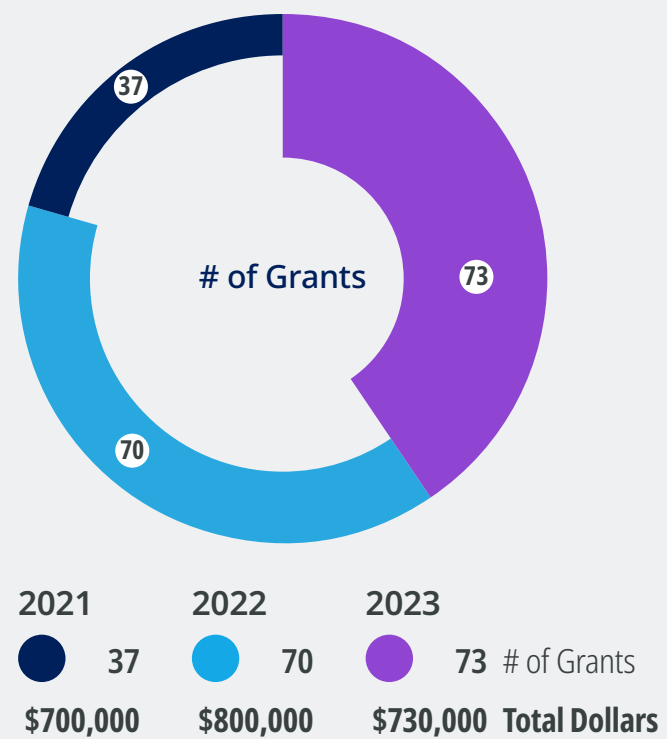


Fatalities

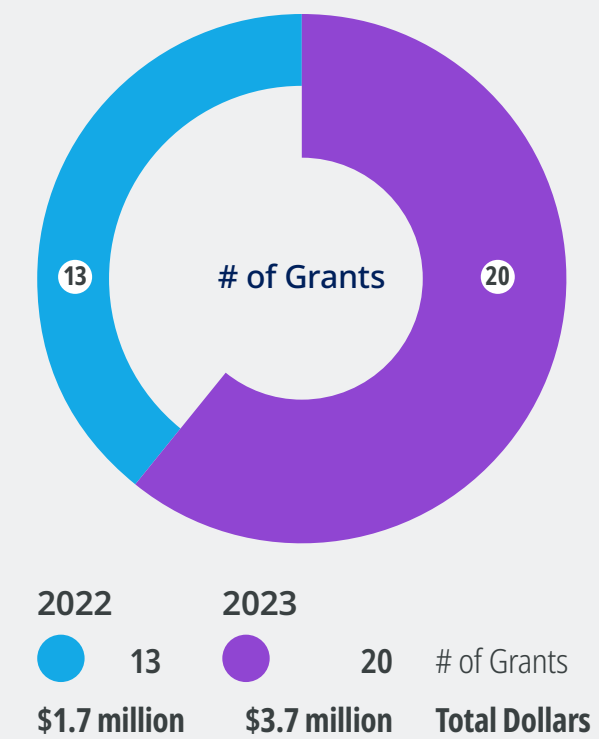


Community & Sustainable Healthcare

Medical Education Grants

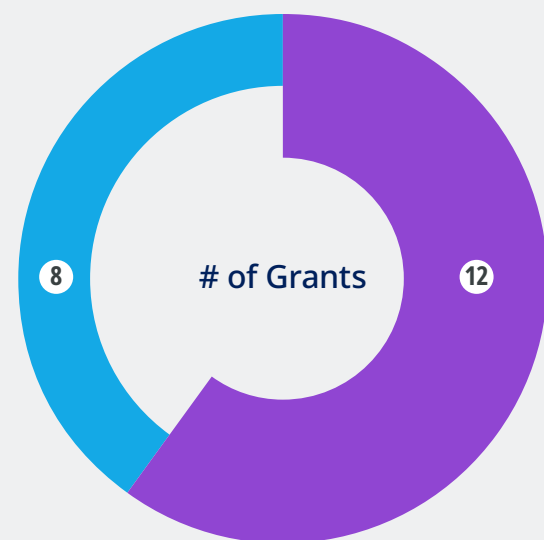


IIS Clinical Research Grants



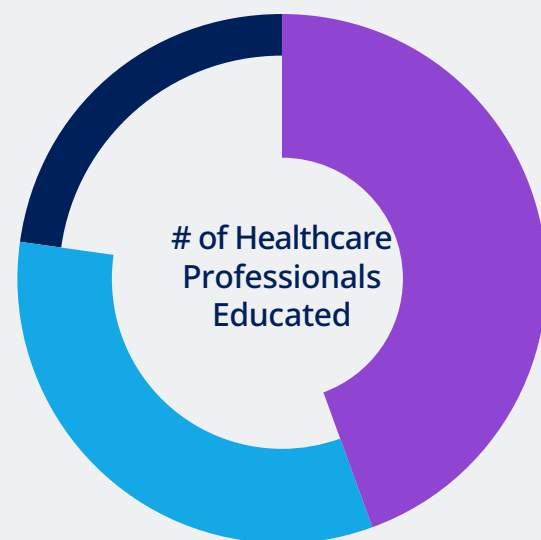
Community & Sustainable Healthcare

Directed Clinical Research Grants



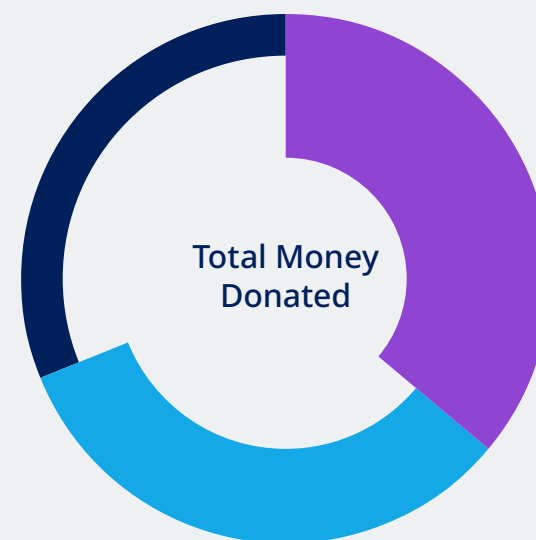
2021 2022
 8 12 # of Grants
 \$1 million \$4.8 million Total Dollars

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

