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2024 Global Impact Report

ESG Index

A commitment to sustainability that is truly
empowering the future of healthcare

TeleflexTM
Empowering the future of healthcare

Reporting and Disclosure Appendices

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Teleflex has aligned the 2024 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, 2024, to December 31, 2024.
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	"Inclusive Culture"
	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

Global Reporting Initiative (GRI)

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	"Message from our Leaders"
	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	"CSR Double Materiality Assessment"
	3-2 List of material topics	"Corporate Social Responsibility"

Global Reporting Initiative (GRI)

GRI 2021 Standards	Disclosure	Location
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)
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.
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Energy"
GRI 302: Energy 2016	302-1 Energy consumption within the organization	"Energy"
	302-3 Energy Intensity	"Energy"
	302-4 Reduction of energy consumption	"Energy"

Global Reporting Initiative (GRI)

GRI 2021 Standards	Disclosure	Location
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Water"
GRI 303: Water and Effluents 2018	303-5 Water consumption	"Water"
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Climate Action"; "Taskforce on Climate-Related Financial Disclosures (TCFD)"
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	"Greenhouse Gas Emissions"
	305-2 Energy indirect (Scope 2) GHG emissions	"Greenhouse Gas Emissions"
	305-3 Other indirect (Scope 3) GHG emissions	"Greenhouse Gas Emissions"
	305-4 GHG emissions intensity	"Greenhouse Gas Emissions"
	305-5 Reduction of GHG emissions	"Greenhouse Gas Emissions"
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"
	306-3 Waste Generated	"Waste"
	306-4 Waste diverted from disposal	"Waste"
	306-5 Waste directed to disposal	"Waste"

Global Reporting Initiative (GRI)

GRI 2021 Standards	Disclosure	Location
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	"Talent Recruitment" and "Exceptional Employee Experience"
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	"Benefits"
		"Family Support"
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"
	403-7Preventionandmitigationofoccupationalhealthandsafetyimpactsdirectlylinkedbybusinessrelationships	"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	"Inclusive Culture"

Global Reporting Initiative (GRI)

GRI 2021 Standards	Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	"Inclusivity by the Numbers"
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 2024
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	416-1 Assessment of the health and safety impacts of product and service categories	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.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Teleflex did not have any incidents of non-compliance that resulted in a warning (i.e. warning letter), fine or penalty in 2024.
Marketing and labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Sales and Marketing Practices"
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Annual Report (10K)
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	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.
	417-3 Incidents of non-compliance concerning marketing communications	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.
Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Information Security and Data Privacy"
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	"Information Security and Data Privacy"

Sustainability Accounting Standards Board (SASB)

TOPIC	SASB	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 the 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 the 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	<div><div></div> 2024 Class 1 recalls¹⁸: 2</div> <div><div></div> — # of units affected: 1,232,570</div> <div><div></div> For more information regarding recalls please refer to the F.D.A. Medical Device Recall Database</div>
	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 2024.</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"

¹⁸ 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).

Sustainability Accounting Standards Board (SASB)

TOPIC	SASB	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	<p>In 2024, the Teleflex Global EHS function deployed EHS audits on several selected sites through our Compliance Assurance Program delivered by independent third-party auditors.</p> <p>For more information regarding our management of suppliers and audits please refer to the below websites:</p> <ul style="list-style-type: none"> ■ https://teleflex.com/global/suppliers/ethics/Teleflex-LSAS-Policy-Rev05-Sept-2022.pdf ■ 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 customers 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

Sustainability Accounting Standards Board (SASB)

TOPIC	SASB	Metric	Disclosure/Explanation
Activity Metric	HC-MS-000.A	Number of units sold by product category	Anesthesia83,406,601
			Interventional Urology357,401
			Interventional5,229,899
			OEM173,945,955
			Other52,847
			Respiratory33,927,183
			Surgical31,450,660
			Urology Care94,262,386
			Vascular Access22,279,858
			Grand Total444,912,790

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	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.	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.	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 built 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> <table><tr><th>Scenario Name</th><th>Temperature (2100)</th><th>Description</th></tr><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></table>	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
			Scenario Name	Temperature (2100)	Description																						
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Current Policies	3+ °C	Only currently implemented policies remain in place, resulting in a high physical risk scenario																									
			<p>Policy and legal risk: Carbon pricing</p> <p>Each of the seven NGFS scenarios integrates carbon price assumptions which serves as an indicator for the level of regulatory risk exposure. 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.</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>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <p>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p> <p>c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>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. 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>For information can be found in our Climate Action section of this report.</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>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <p>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p> <p>c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</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 understand 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>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <p>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p> <p>c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<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 the 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 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>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <p>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p> <p>c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<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 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 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.	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.	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.	“Greenhouse Gas Emissions” and “Emissions Reduction Targets”

United Nations Sustainable Development Goals (UN SDGs)

Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
Community & Sustainable Healthcare	Goal 3 (Good Health & Well-Being): Ensure healthy lives and promote well-being for all at all ages	3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births 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 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 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 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
	Goal 8 (Decent Work and Economic Growth): Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	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 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 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
	Goal 9 (Industry, Innovation, and Infrastructure): Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	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
	Goal 11 (Sustainable Cities and Communities): Make cities and human settlements inclusive, safe, resilient and sustainable	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

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Planet & Environment	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
	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

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Planet & Environment	Goal 13 (Climate Action): Take urgent action to combat climate change and its impacts	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
	Goal 14 (Life Below Water): Conserve and sustainably use the oceans, seas and marine resources for sustainable development	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
	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	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
People	Goal 3 (Good Health & Well-Being): Ensure healthy lives and promote well-being for all at all ages	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 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
	Goal 4 (Quality Education): Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 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 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 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

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People	Goal 5 (Gender Equality): Achieve gender equality and empower all women and girls	5.1 End all forms of discrimination against all women and girls everywhere 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 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
	Goal 8 (Decent Work and Economic Growth): Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	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 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
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

