

2024 Global Impact Report

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

Teleflex[™]
Empowering the future of healthcare

Message From Our Leaders

We are pleased to present the Teleflex 2024 Global Impact Report, which showcases the significant progress we have made in our Corporate Social Responsibility (CSR) program.

At Teleflex, we are fully committed to advancing CSR and maintaining an inclusive culture. We will continue to do our part to invest in our products, our people and the environment.

Below are key highlights which demonstrate the way Teleflex has continued to meet our CSR objectives. We encourage you to read the full report to learn more about the programs we have implemented throughout the year.

- Conducted a double materiality assessment in line with the E.U. Corporate Sustainability Reporting Directive. This assessment determines what Teleflex will have to disclose to the E.U. Commission and gives us an opportunity to ensure our CSR strategy and focus areas remain appropriate.
- Signed on to the World Economic Forum Zero Health Gaps Pledge, under which Teleflex has committed to ensuring equal and equitable access to healthcare.
- Submitted our CDP (formerly Carbon Disclosure Project) Climate Questionnaire, which contains data points pertaining to our greenhouse gas emissions, starting with our baseline year (2019) and 2023 progress against our validated Science-Based Targets.

- Continued to educate and engage with employees on CSR. We held our first CSR Week in 2024 and hosted various other presentations and educational events for employees.
- Invested further in our internal CSR capabilities in both talent and systems.

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

We will continue to make CSR a key priority at Teleflex as we work together to fulfill our purpose to improve the health and quality of people's lives.

Thank you,



Liam Kelly
Chairman, President and CEO



Cam Hicks
CSR Chair
Corporate Vice President and Chief Human Resources Officer



Liam Kelly
Chairman, President and CEO



Cam Hicks
Corporate Vice President and Chief Human Resources Officer

Teleflex at a Glance

New Corporate Brand	4
Snapshot	5
The New Teleflex Strapline	6
Company Updates	7
Map of our Global Sites	8
Our Products	9
Our Products Impact	12



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.

New Corporate Brand

We are proud to launch our refreshed Global Corporate Brand which further solidifies the company's commitment to the healthcare industry. Our bold brand proposition, 'Empowering the future of healthcare', embodies Teleflex's ambition to drive innovation for healthcare professionals and help improve patient outcomes.

Teleflex™

Empowering the future of healthcare



Building Trust

Establishing trust is an important and continuous process that has many different levels and meanings. Trust defines our relationships as individuals, teams, and as a company. Our employees trust us to give them the tools that they need to succeed, we trust them to be accountable, and they trust one another to create a positive work environment.

Entrepreneurial Spirit

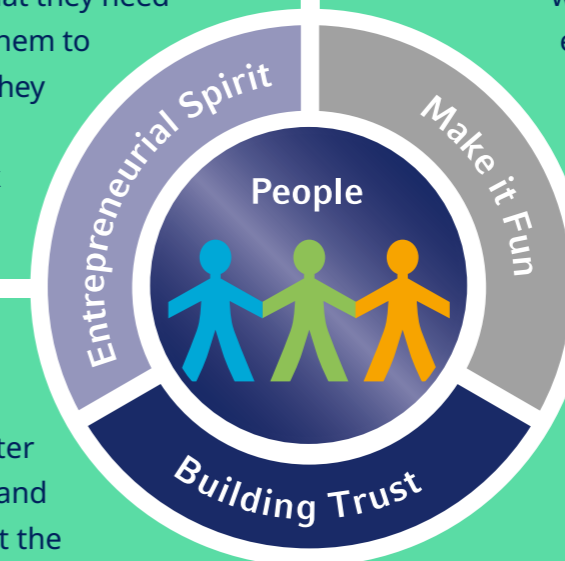
Teleflex is a highly entrepreneurial workplace, and much of our company's growth has come from this trait. We continuously encourage our people to find new and innovative ways to demonstrate their entrepreneurial spirit and add value to their jobs.

People

People are at the center of everything we do, and as a result, they are at the heart of our Core Values. Our commitment to people encompasses being mindful of others and prioritizing respect in every interaction.

Make it Fun

We are committed to helping our employees to find fulfillment and enjoyment in their jobs by achieving new things, taking pride in their work, and taking time out to celebrate their successes.



Snapshot

Headquartered in **Wayne, Pennsylvania, U.S.** with operations in **36 countries**
Serving healthcare providers in more than **150 countries**

14,000+ employees

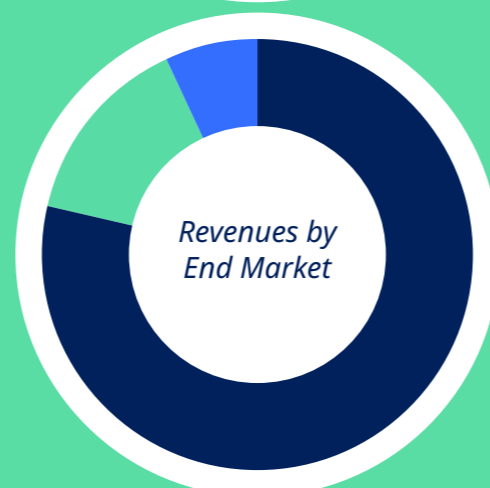
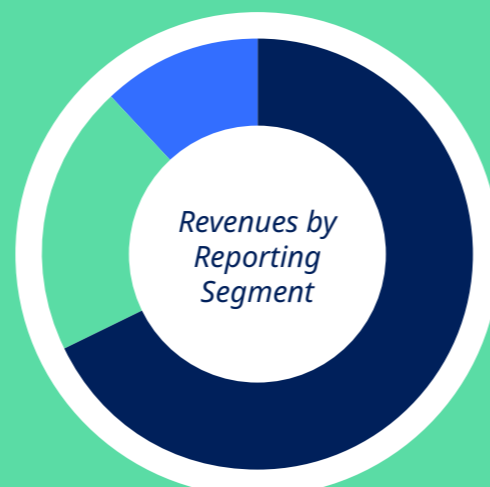
440,000,000+ total products units sold

2024 Consolidated Revenue:

\$3.047 Billion

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

2024 Revenues:



Revenues by Reporting Segment

Americas:	\$2,066.3 million
EMEA:	\$618.0 million
Asia:	\$363.0 million

Revenues by Global Product Category

Vascular:	\$732.7 million
Interventional:	\$586.0 million
Anesthesia:	\$395.3 million
Surgical:	\$450.5 million
Interventional Urology:	\$331.1 million
OEM:	\$344.5 million
Other:	\$207.2 million

Revenues by End Market

Hospitals/Healthcare Providers:	87%
Medical Device Manufacturers:	11%
Home Care:	2%

The New Teleflex Strapline

English: Empowering the future of healthcare

Español (Spanish): Potenciando el futuro de la atención sanitaria

Português (Portuguese): Capacitando o futuro da saúde

Deutsch (German): Wir stärken die Zukunft des Gesundheitswesens

Français (French): Donner les moyens de l'avenir des soins de santé

Italiano (Italian): Dare potere al futuro dell'assistenza sanitaria

Cestina (Czech): Posílení budoucnosti zdravotnictví

Nederlands (Dutch): Het versterken van de toekomst van de gezondheidszorg

中國的 (Chinese): 赋能医疗保健的未来

日本語 (Japanese): 医療の未来に力を与える

Company Updates

Teleflex Announces Intent to Separate into Two Publicly Traded Companies*

Following a comprehensive business portfolio evaluation, the Teleflex Board of Directors has authorized Teleflex management to pursue a plan to separate the company's Urology, Acute Care, and OEM businesses into a new, independent, publicly traded company via a distribution of newly issued shares of NewCo to shareholders that is tax-free for U.S. tax purposes.

"The decision to pursue this separation was driven by our active portfolio management process and focus on driving shareholder value," said Liam Kelly, Teleflex's Chairman, President and Chief Executive Officer. "Following the separation, RemainCo will be well-positioned to accelerate growth in attractive, primarily hospital-focused, emergent end markets, with a simplified operating model, streamlined manufacturing footprint and increased management focus. We expect RemainCo to have increased flexibility to invest in and better compete in the markets in which it will operate with a focus on enhanced innovation. We believe NewCo will also emerge poised to deliver greater value via its enhanced ability to identify, invest in, and capitalize on the opportunities unique to its end markets. This transaction is designed to optimize the positioning of both companies in order to better meet the needs of patients and customers and maximize value for shareholders."

Liam Kelly will continue to lead RemainCo as its Chairman, President and CEO. Teleflex intends to initiate an executive search for key management positions at NewCo shortly. The NewCo Board of Directors, management and headquarters will be announced as they are finalized.

Teleflex to Acquire BIOTRONIK's Vascular Intervention Business

Teleflex has entered into a definitive agreement to acquire substantially all of the Vascular Intervention business of BIOTRONIK SE & Co. KG for an estimated cash payment on closing of approximately €760 million, less certain adjustments as provided in the purchase agreement including certain working capital not transferring and other customary adjustments. The acquisition is subject to customary closing conditions, including receipt of certain regulatory approvals, and is expected to be completed by the end of the third quarter of 2025.

"We are excited to announce the acquisition of BIOTRONIK's Vascular Intervention business, which we anticipate will significantly enhance our global presence in the cath lab, expand our suite of innovative technologies, and improve patient care," said Liam Kelly, Chairman, President and Chief Executive Officer of Teleflex. "We believe the acquisition will allow us to position this advanced coronary portfolio alongside our existing Interventional business and establish our global footprint in the fast-growing peripheral intervention market."

Teleflex Announces Planned Retirement of Thomas Powell As Chief Financial Officer

Thomas E. Powell retired as Executive Vice President and Chief Financial Officer, effective April 1, 2025. John R. Deren, who previously served as Corporate Vice President and Chief Accounting Officer of Teleflex, has succeeded Mr. Powell as Executive Vice President and Chief Financial Officer.

"Tom has announced his desire to retire from Teleflex after more than 13 years with the company," said Liam Kelly, Chairman, President and Chief Executive Officer of Teleflex. "Over the years, Tom has been a trusted partner in our efforts to build a durable growth company. He has been instrumental in driving adjusted operating margin expansion, which increased 800 bps from 2012-2024. As the company has grown, Tom has built a highly capable global finance organization, which keeps us well-positioned for the future. I would also like to recognize Tom's prioritization to his own succession planning to ensure a well-planned and smooth transition in finance leadership. I want to thank Tom for his numerous contributions to Teleflex and congratulate him on his upcoming retirement. I also want to welcome John as the new Chief Financial Officer and look forward to working closely with him. John's knowledge of the Teleflex business and his trusted stewardship of the finance function will provide continuity and be instrumental as we continue to execute our growth strategy."



Photo: Liam Kelly congratulates John Deren on his appointment to the role of Executive Vice President and Chief Financial Officer of Teleflex, following the retirement of Thomas Powell, which was effective April 2, 2025.

* Company updates as of February 27, 2025

Map of our Global Sites¹



¹ Locations with 25 or more employees as of December 31, 2024.

Our Products



Arrow+™ Blue Plus™ CVC

Vascular Access

Our Vascular Access product portfolio encompasses devices designed to support a variety of critical care therapies and other medical applications, with an emphasis on reducing vascular-related complications. These products primarily include our Arrow™ branded catheters, catheter navigation and tip positioning systems, and intraosseous (bone access) systems. Our catheters are designed to support a wide array of clinical procedures, including the administration of intravenous therapies, the measurement of blood pressure, and the collection of blood samples, all through a single puncture site. Many of these catheters are equipped with antimicrobial and antithrombogenic protection technologies, which have been demonstrated to reduce the risk of catheter related bloodstream infections, microbial colonization, and thrombus formation on catheter surfaces. Our intraosseous access systems are designed for the delivery of medications and fluids in situations where intravenous access is challenging or not feasible. These systems are particularly effective in emergency, urgent or medically critical scenarios and are suitable for use in both hospital and prehospital settings. Key products in this line include the EZ-IO™ Intraosseous Vascular Access System and the Arrow™ FAST1™ Sternal Intraosseous Infusion System.



Arrow™ AC3 Intra-Aortic Balloon Pump

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 diverse portfolio of coronary catheters, structural heart support devices, peripheral intervention products, and mechanical circulatory support platforms 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.

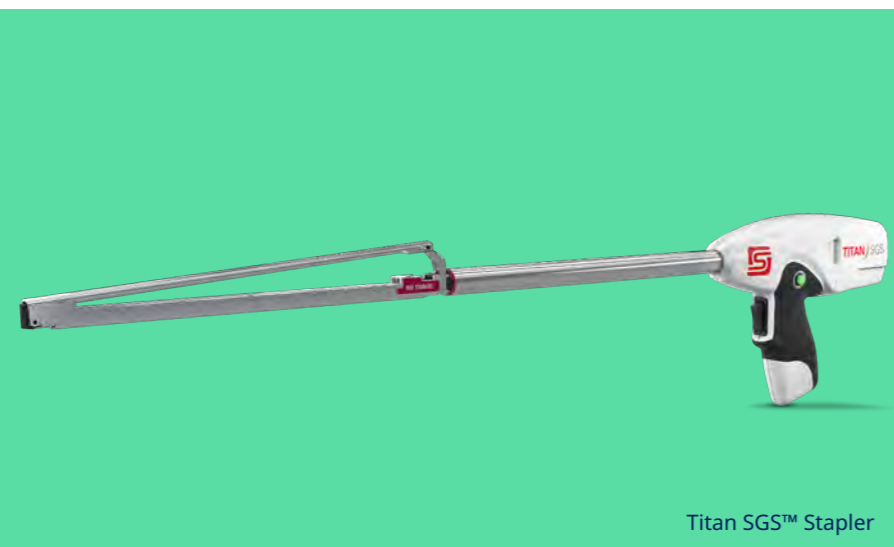


QuikClot™ Control+

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 prehospital emergency and hospital settings. Our key products include laryngoscopes, supraglottic airways, endotracheal tubes and atomization devices, which are branded under our LMA™, Rüschi™ 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.



Titan SGS™ Stapler

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™.



Barrigel™ Rectal Spacer

Interventional Urology

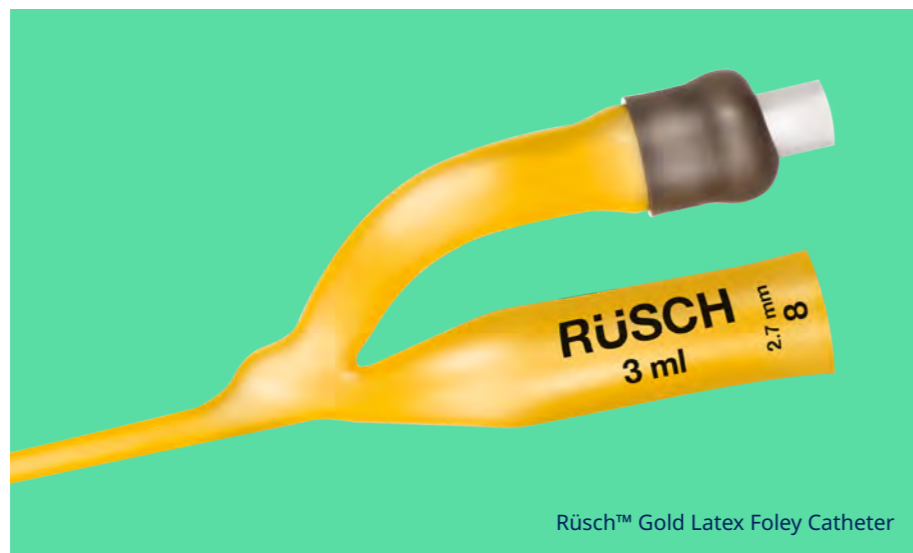
Our Interventional Urology product category includes the UroLift™ System, a minimally invasive technology for treating lower urinary tract symptoms due to benign prostatic hyperplasia, or BPH. The UroLift™ System involves the placement of permanent implants, typically through a transurethral outpatient procedure, that holds 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.



Iso-Gard™ Depth Filter

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 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 Rüsch™ 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 product category designs, manufactures and supplies devices and instruments for other medical device manufacturers. Our OEM portfolio, 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 OEM product portfolio is presented within our Americas segment.



Our Products Impact²

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

²Statistics included in the graphic above were calculated based on 2023 global sales data, management assumptions and estimates.

Corporate Social Responsibility

CSR Strategy and Approach	15
Corporate Social Responsibility Governance	16
Meet our Corporate Social Responsibility Team Members	17
Sustainability Ratings	18
CSR Double Materiality Assessment	18
Stakeholder Engagement	19
CSR Highlights from 2024	20



As a global business, we must continue to advance in areas such as environmental stewardship, ethics, employee engagement, community involvement, and economic responsibility. You can learn more about our **CSR program here**.

Mission Statement

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



Community & Sustainable Healthcare

- Health Equity
- Patient Access
- Health Policy
- Community Engagement
- Philanthropy
- Sustainable Products
- Product Safety and Quality



Planet & Environment

- Climate Change Action
- Sustainable Procurement
- Logistics and Distribution
- Responsible Consumption



People

- Employee Engagement and Communication
- Learning and Development
- Benefits and Family Support
- Inclusive Culture
- Employee Recognition
- Employee Health, Safety, and Wellness



Ethics & Governance

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

CSR Strategy and Approach

CSR at Teleflex is structured based on four strategic pillars, each with specific topics and priorities. We developed these pillars based on several internal and external factors and through input from various functions within the organization.

In our 2023-2025 3-year Growth Strategy, CSR is one of the four main corporate objectives to deliver long-term durable growth. Integrating CSR into our 3-year Growth Strategy demonstrates our commitment and efforts in working towards a more sustainable and inclusive society. Our employees, customers, patients, and stockholders continue to support us in our CSR journey, keeping us motivated to innovate and forge ahead.

We continue to monitor the legislative and regulatory landscapes to understand our obligations for environmental, social and governance (ESG) reporting. We are aware of other local, national, and regional requirements and are working towards compliance. These include but are not limited to: E.U. Corporate Sustainability Reporting Directive, California Climate Senate Bills 253 and 261, and jurisdictions in which the new I.F.R.S sustainability disclosure requirements are applicable.



Teleflex's Sustainability Program Lead, Derek Noah, attending Climate Week NYC in September 2024.

One of the many ways that our CSR team keeps up to date on the evolving sustainability and ESG standards is by attending and participating in events and conferences. Our team attends various of these events a year and this year, Teleflex's Corporate Social Responsibility team attended Climate Week NYC hosted by Climate Group, an international non-profit whose purpose is to drive climate action.

Climate Week takes place annually in partnership with the United Nations General Assembly and is run in coordination with the United Nations and the City of New York.

In May 2024, we launched our first-ever internal Corporate Social Responsibility Week. CSR Week included daily communications to all employees, each highlighting a distinct area of our CSR program, tips for employees, and resources. We also hosted a company-wide townhall which included speakers in various areas of our CSR program. Communication within the organization is key to embedding CSR into every function.



DELIVER LONG-TERM DURABLE GROWTH

Teleflex™

Empowering the future of healthcare

STRATEGY 2023-25

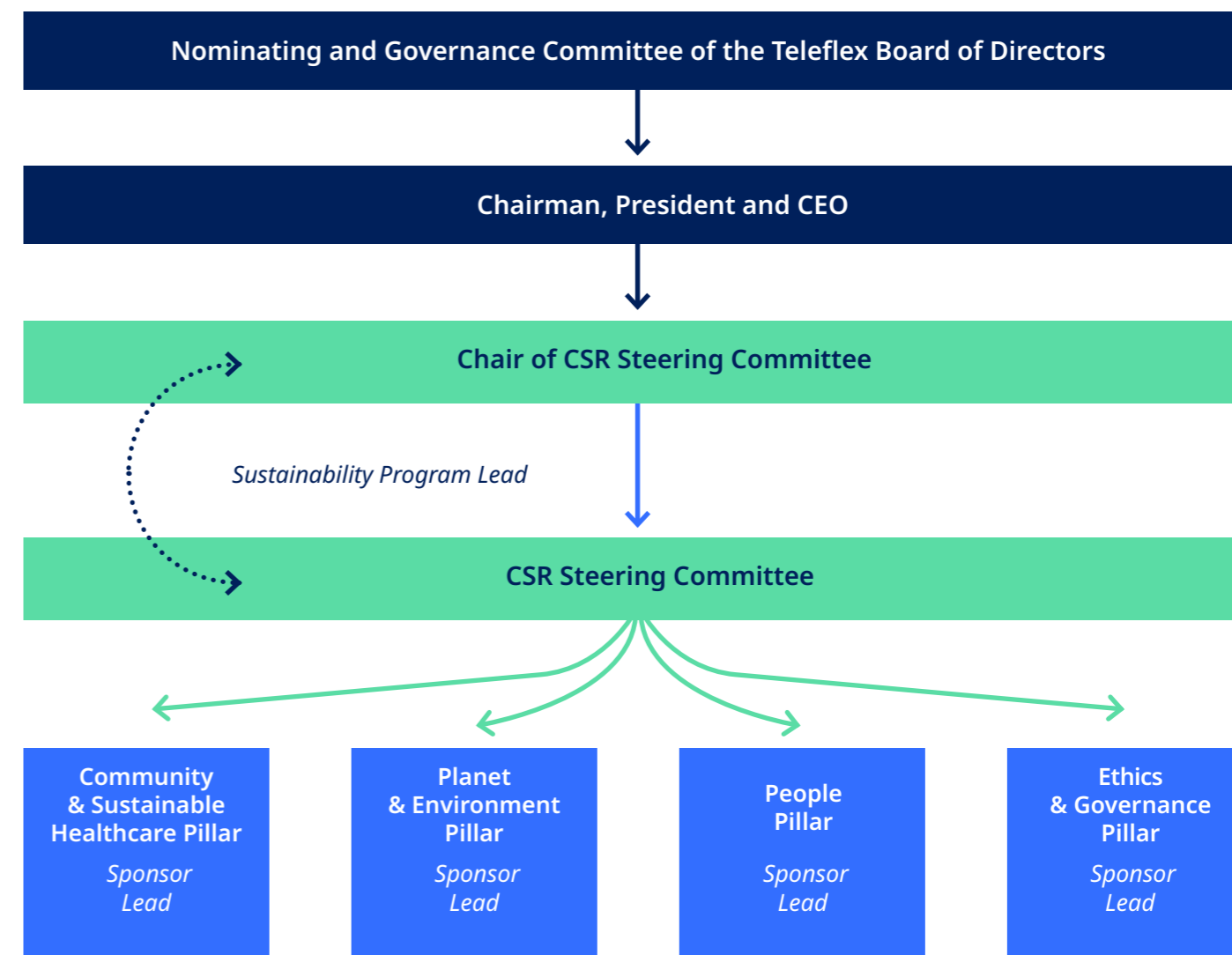
Corporate Social Responsibility Governance

Our CSR Steering Committee, which meets regularly throughout the year, is comprised of senior-level leaders within the company and provides oversight and direction for Teleflex's CSR program.

The Steering Committee includes leaders across many of our key departments and teams. We also have a CSR Working Group, which consists of various internal functions critical to moving our agenda forward and meets frequently.

Teleflex has structured our program to include Pillar Leads, who are senior-level leaders responsible for the day-to-day management of each pillar, and a Pillar Sponsor, who is an executive-level member who provides oversight and strategic guidance. Our Sustainability Program Lead manages our CSR program daily and is responsible for the larger program progress. This role manages various components of the program, including strategy, reporting, communications, and governance related to our CSR program.

The Sustainability Program Lead meets frequently with the Pillar Leads to align on program and pillar strategy and progress. The Sustainability Program Lead works directly with the Steering Committee Chair, who reports to our CEO and provides regular updates about the progress and status of our CSR program. The Chair also provides an update to Executive Management³ periodically during their larger leadership meetings. The Sustainability Program Lead and CSR Chair provide reports on our CSR program to the Nominating and Governance Committee of the Teleflex Board of Directors at least twice annually, and to the full Board of Directors at least once a year. Reporting updates in areas of CSRD, voluntary reporting, and other oversight items are also provided to the Audit Committee of the Board of Directors at a minimum of once a year.



³Executive Management Team is defined as a smaller subset of the Senior Management Team

Meet a few of our Corporate Social Responsibility Team Members



Jessica Cap
*Manager,
ESG Reporting*

What is your role?

I support our mandatory sustainability reporting, such as the new E.U. Corporate Sustainability Reporting Directive (CSRD) requirements and any other mandatory requirements.

What is most challenging about your role?

The urgency to address global challenges such as climate change has never been greater, with 2024 as the hottest year on record. Companies have a measurable impact on the environment, on people, on the communities where they operate and source from, and, in Teleflex's case, on the health and quality of people's lives. It is essential that we continue to integrate sustainability as a key driver of Teleflex's long-term growth. One of the key challenges in this role is delivering accurate and transparent ESG reporting while navigating a complex and evolving regulatory environment. I look forward to seeing how companies, including Teleflex, will move beyond regulatory compliance and build a more sustainable and resilient future together.



Lucia Amezcua
*Sustainability
Analyst*

What is your role?

I am a member of the team supporting the management of corporate sustainability initiatives from our CSR pillars, data analysis, and ESG reporting.

What is it about Teleflex that attracted you to this role?

The main reason I decided to take on this role is Teleflex's undoubted commitment to positively impacting people's lives and health. As the Sustainability Analyst, I can also do so by supporting all the CSR efforts and initiatives being driven across the organization.



Chantalle Loughran
*Sustainable
Procurement
Analyst*

What is your role?

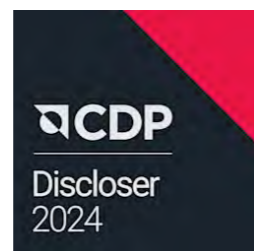
I work within our Global Procurement team and help manage sustainability risks, and prepare data for all external regulatory and internal reporting requirements. I also manage data integrity within our third-party sustainability software platforms.

What are you most proud of in the last year?

I am proud to be helping Teleflex on its sustainability journey, especially with my focus on Sustainable Procurement. With the vast majority of our social and environmental impacts occurring within our supply chain, we are building a baseline assessment of our suppliers, and this exciting activity will help Teleflex gather data to help us drive improvements in key sustainability areas in the future. I am proud that Teleflex believes in Corporate Social Responsibility and considers sustainability values as well as traditional procurement values as part of this program.

Sustainability Ratings^{4,5}

Teleflex is reviewed and rated based on our level and quality of reporting and disclosure related to ESG topics. Below are some of those key evaluating agencies.



CSR Double Materiality Assessment

In 2022, we conducted our first materiality assessment under the single materiality methodology and we have shared those results in previous reports. In 2024, we conducted an assessment and used the double materiality principles and methodologies established by the European Financial Reporting Advisory Group (EFRAG). Double materiality considers impact and financial materiality per the new global sustainability reporting frameworks and requirements.

The assessment was conducted with the support and guidance of the Ernst & Young Climate Change and Sustainability Services team. This process included, but was not limited to, a review of our top investor ESG policies, analysis of our entire value chain, review of multiple major sustainability reporting frameworks, panel interviews with internal employees and executives, and a peer benchmarking exercise.

This assessment went through various internal reviews and ultimately was shared with the CSR Steering Committee, senior leadership, and the Audit and Nomination and Governance Committees of the Board of Directors. 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 voluntary and mandatory CSR reporting. We plan to reassess our materiality assessment annually to ensure we continue updating our top key topics based on evolving stakeholder feedback and priorities.

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Stakeholder Engagement

Effective stakeholder engagement requires regular interaction with those we may impact and those who may impact us. We must 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.

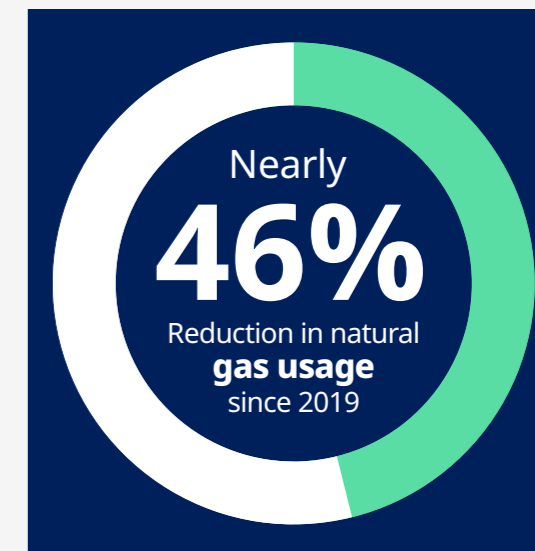
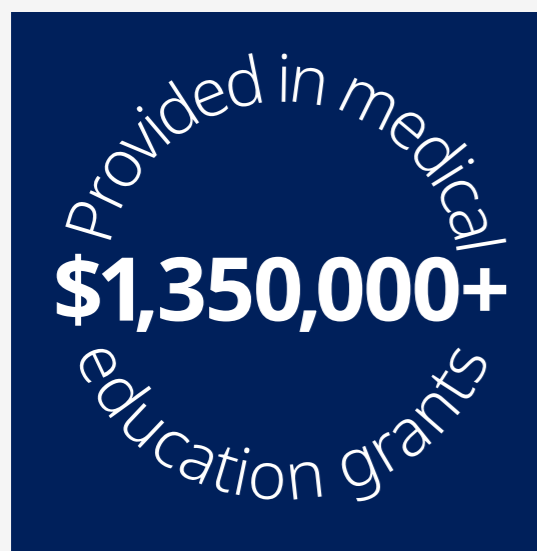
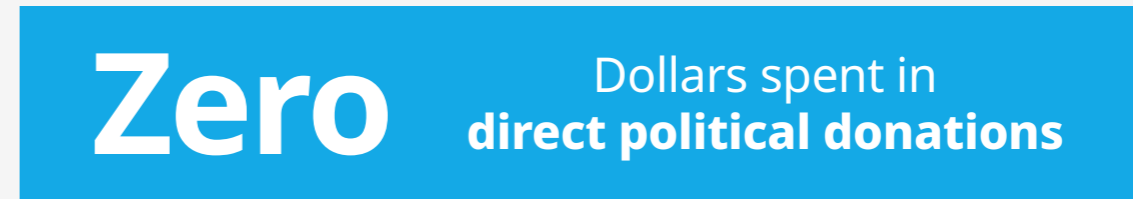
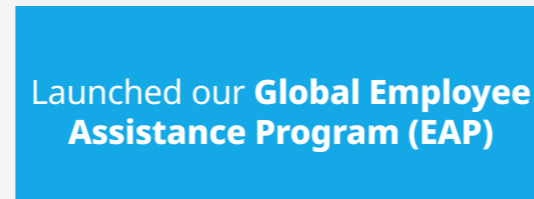
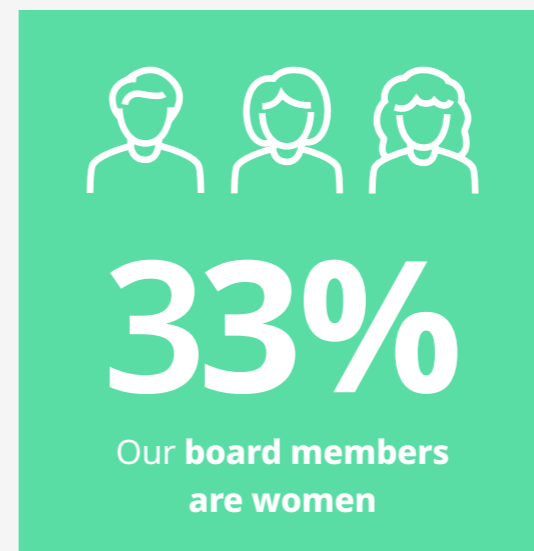
Key Stakeholders:

- Employees
- Governments and Policymakers
- Group Purchasing Organizations (GPOs) and Integrated Delivery Networks (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 stakeholder groups:

Stakeholder Group	Methods
Stockholders and Analysts	<ul style="list-style-type: none"> ➔ Routine attendance at various investor conferences hosted by investment firms ➔ Established a proactive outreach strategy to stockholders ➔ Inbound requests for information which are answered by our VP, Investor Relations ➔ Publications such as our Annual Report, proxy statement, and other financial filings ➔ Annual Meeting of Stockholders ➔ 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 ➔ Regular employee engagement surveys ➔ 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 a periodic 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 Program Highlights from 2024



Community & Sustainable Healthcare

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

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

Health Equity	23
Sustainable Healthcare	28
Community	31



This pillar focuses on several key areas within Teleflex, including our positive impact on the communities we serve, our work on product sustainability, and healthcare access and equity. This pillar emphasizes that sustainability has a clear link to human health.

2024



\$1,350,000+

Medical education grants

2024



Over \$3m

Research grants

2024



Nearly 270,000

Healthcare professionals educated

2024



19,000

Educational programs

2024



CEO Signed Zero Health Gaps Pledge

From the World Economic Forum

Health Equity

Health equity is a public health concept describing equitable access to health resources regardless of where a person exists socially, economically, demographically, geographically, or by other dimensions of inequality. Teleflex has a role in advancing health equity and has created a workstream whose primary function is to create organizational objectives so we can help enable more individuals to reach their full health potential.

Teleflex is proud to announce that it has joined efforts with The Global Health Equity Network (GHEN), a World Economic Forum initiative, by having our CEO, Liam Kelly, sign the Zero Health Gaps Pledge. GHEN has a mandate to shape a healthier and more inclusive world by convening executive leaders across sectors, industries, and geographies to commit to prioritizing action towards health equity. The Zero Health Gaps Pledge is a slate of ten commitments for organizations to sign onto that affirms their intent to embed health equity as a tenet of their business practices, across their organization, offerings, surround community, and ecosystem partners. By signing the Zero Health Gaps Pledge, Teleflex is committing to advancing its health equity journey and aligning with our purpose of improving the health and quality of people's lives.

In 2024, to achieve set objectives and work towards the ten commitments on the Zero Health Gaps Pledge, the Teleflex health equity workstream sent out a global health equity survey to all Teleflex employees. The goal is that the survey responses will help formulate a global health equity statement for Teleflex that can be published and used to hold ourselves accountable and show our commitment to the Zero Health Gaps Pledge as we move forward on this initiative. Our Chief Medical Officer was also invited to join the Global Health Equity Networks Steering Committee, which endeavors to put awareness into action.

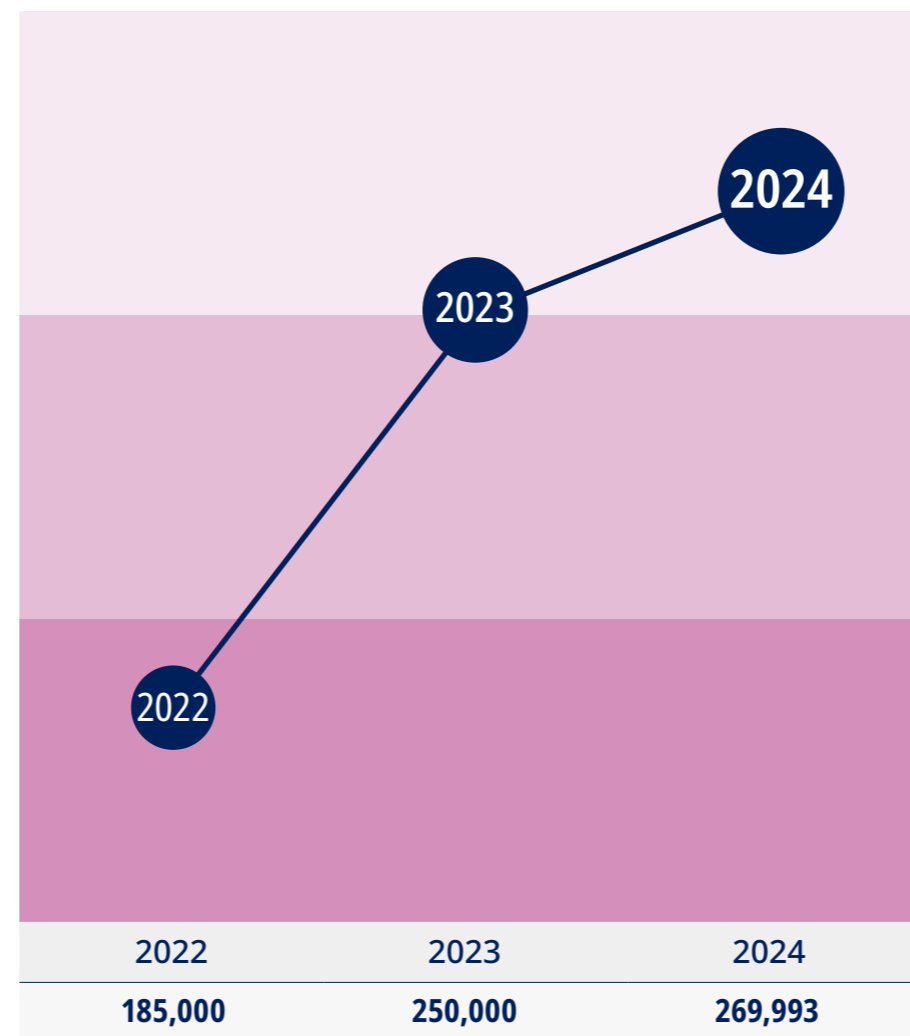
Product Training and Education

Empowering our end users with the knowledge and skills needed to consistently use our devices safely and effectively in their daily procedures is essential. To support this goal, we collaborate with medical organizations

and academic institutions to create differentiated educational solutions that are designed to meet the end users learning objectives. Our offerings include cadaveric training and high-fidelity simulation programs for procedural education.

To achieve this, we have developed extensive training resources available in various formats, such as e-learning modules, speaker programs, webinars, hands-on workshops, in-booth education, or a combination of these approaches tailored to specific learning needs and opportunities. Additionally, comprehensive online education is accessible through **Teleflex Academy**, our dedicated online learning platform.

Healthcare Professionals Educated



CMA training session. Hospital Santa María Chapalita, Guadalajara, Mexico.



Hands-on training session at the Vascular Access Workshop and Aortic Workshop, EMEA.

Throughout 2024, between our in-person and virtual platforms, we educated approximately 270,000 healthcare professionals in 80 countries on the safe and effective use of our products and provided them with over 48,000 continuing education credits.

Educational Access and Equity

We believe all healthcare professionals and customers, regardless of size, setting, or location, should have access to training and education on our products. Teleflex Clinical and Medical Affairs (CMA) has expanded the geographic reach of key educational offerings by incorporating virtual options through online and remote training platforms.

Recognizing the importance of accessibility, we strive to provide procedural education in multiple languages across all training modalities. Teleflex Academy's training content is available in various languages and is designed to reflect regional and cultural differences where our products are used. These initiatives ensure clinicians have access to relevant and practical content, promoting the safe and effective use of Teleflex products.



In 2024, we continued expanding these efforts by increasing language availability and geographic reach to provide equitable access to our educational programs worldwide. As we expand globally, we remain committed to ensuring clinical representation in each of our direct markets, enabling all procedural education to be delivered by CMA instructors who can teach in the local language. To support this effort, clinical presentations for virtual and in-person training are translated into the respective languages of these regions. Currently, Teleflex Academy offers content translated into Spanish, French, Italian, German, Mandarin, and soon Portuguese is to be added. This reflects our ongoing commitment to pairing our world-class products with world-class education tailored to meet the diverse needs of clinicians around the globe.

Clinical Research

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. Global Clinical Evidence Generation manages our clinical research 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://www.clinicaltrials.gov), and any patients interested in volunteering for a trial can find more information there as well.

Teleflex has developed a global work instruction outlining the process for using animals in connection with laboratory research and 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 and comply 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

To read more about this document, please see [here](#).

Stop the Bleed

In 2024, Teleflex educators, in collaboration with the "Stop the Bleed" campaign, trained 600 individuals on emergent bleeding control through hands-on workshops and resources at Teleflex sites, local organizations, schools, hospitals, and first responder facilities. This initiative equipped participants with life-saving emergency skills, enhancing immediate emergency response and fostering a culture of preparedness. By empowering individuals and communities to support each other, the training not only strengthened first aid capabilities but also raised awareness about the importance of emergency response. The initiative has contributed to creating safer, more prepared communities through practical skills and educational outreach.



Teleflex Clinical and Medical Affairs (CMA) Team at the 2024 MedTech Impact Symposium and Gala.

Teleflex actively disseminates our research findings from our real-world evidence activities and our clinical trials. In 2024, we delivered seven impactful podium presentations, effectively communicating our research insights to peers and professionals. Our work in 2024 included preparing approximately 18 peer-reviewed publications, of which seven have already been accepted for publication. Healthcare providers need scientific information to help inform their decision-making and provide the best possible patient care. In 2024, Teleflex approved policies around scientific exchange and payor interactions. These policies will help to drive patient access to new technologies. Teleflex's Clinical and Medical Affairs group supports scientific exchange by participating in scientific congresses and networks. We have contributed 15 abstracts to various conferences and journals, highlighting our ongoing research efforts and engagement with the scientific community. We have actively participated in ten conferences, facilitating networking opportunities and exchange of ideas.

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.

Inclusivity in Clinical Research

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. Teleflex is committed to developing and executing clinical studies in consideration of the diverse patient populations our products serve, and in accordance with regulatory requirements and guidance. The Global Clinical Evidence Generation team and Medical Directors, who are responsible for management of Teleflex-initiated and Investigator-initiated clinical research, completed internal training on inclusion of diverse and underrepresented patient populations in clinical research titled, "Achieving Diversity, Inclusion, Equity in Clinical Research." Considering diversity in the clinical trial population will help to ensure that the products are being developed to meet the needs of the broader, inclusive population rather than based on a select proportion of the afflicted patient population. Taking a patient centric approach to managing our business is consistent with our Core Values.

Humanitarian Donation Program

As a healthcare company operating in countries worldwide, Teleflex recognizes a responsibility to make product donations to provide humanitarian assistance in the form of medical product and device donations to medically indigent patient populations. A product donation program can have an essential role in saving lives and improving the quality of life of people living in vulnerable situations. We are committed to ensuring that our program is managed responsibly, is needs-based and does not disrupt or undermine healthcare provision in recipient countries. Teleflex donations are, therefore, made in accordance with an established framework of regulatory, compliance, and legal obligations as well as internal processes; and in line with World Health Organization (WHO) Guidelines on Medical Device Donations and the PQMD Guidelines for Quality Medical Product Donations. In 2024, Teleflex donated products with a total value of more than \$400,000 through 16 humanitarian donations, which is a large increase from 2023. Humanitarian product donation requests can be made through our new Grants and Donations [portal](#).

2024 Nicaragua Cardiac Surgical Missions

Teleflex supported Mending Kids, an organization that provides free life-saving surgical care to sick children worldwide, by granting in-kind product donations for their April 2024 and October 2024 cardiac missions in Nicaragua. During the missions, 29 children, ranging in age from 23 days to 18 years, with Pulmonary Stenosis, Aortic Stenosis, or Coarctation of the Aorta received life-changing cardiology procedures.



Patient Access

Our patient access initiative is led by our Chief Medical Officer alongside our Government Affairs, Health Policy and Value Access teams. This team works to secure reimbursement and coverage for all Teleflex products to ensure broader patient access and reduce overall healthcare costs for patients. We have expanded our focus globally to secure public and government coverage for a range of Teleflex products. Numerous applications and registrations are active worldwide to expand access to Teleflex's large portfolio of products worldwide. 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 increasing patient medical policy coverage in various nations related to our products. One example of this work is the reimbursement partnership with the American Urological Association (AUA) on inclusivity 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. Our Chief Medical Officer, Michelle Fox, not only serves as a board member but also as the chair of MassMedic.

We conduct advocacy efforts related to the Centers for Medicare and Medicaid Services (CMS) focused on providing increased access to our UroLift™ product for seniors. In 2024, we continued our efforts and focused 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. We also engage congressional offices on issues beyond Teleflex products specifically, we use our presence and standing to impact health policy that impacts patient care, the med tech sector and health care community.

Direct lobbying priorities include the Prior Authorization reform, Providing Relief and stability for Medicare Patients Act, and the Environmental Protection Agency's final rule on Ethylene Oxide emissions, Rebuilding Transparency and Accountability for Beneficiaries Across MA, Part D Coverage of Anti-Obesity Medications (AOMs) – We want to see this coverage extended to all modalities (includes device) for obesity care, Guardrails for Artificial Intelligence, Annual Health Equity Analysis of Utilization Management Policies and Procedures and Additional Recommendations for Strengthening Medicare Advantage Transparency and Alignment with Medicare FFS.

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. **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 2024, we provided 135 medical educational grants totaling more than \$1,350,000.

Prehospital Medical Training Course (PMTTC)

In support of essential medical training, Teleflex provided an in-kind donation, including wound care materials, simulators, and airway equipment, for the Prehospital Medical Training Course, held at Levi's Stadium in Santa Clara, California, in June 2024. Over the course of the training, 20 volunteers delivered instruction on airway (both BLS and ALS) and wound care management. Education was delivered to 140 prehospital personnel, including local EMTs, EMT students, paramedics, firefighters, police, SWAT, sheriffs, Search and Rescue, Park Rangers, FBI, DHHS, HSI, as well as nurses and doctors.



Tracheostomy On-hands Training

Teleflex provided training support and donated several tracheostomy products to Publicare AG in Oberrohrdorf, Aargau, Switzerland. Led by an experienced Teleflex specialist nurse, the one-day course, 'Tracheostoma: Basics, Care, and Treatment,' helped nursing staff and caregivers enhance their knowledge and practical skills. The training featured case studies to explain essential tracheostomy concepts and encouraged participants to discuss challenges from their everyday work.



2024: Medical educational grants

135 Grants totaling more than **\$1,350,000**

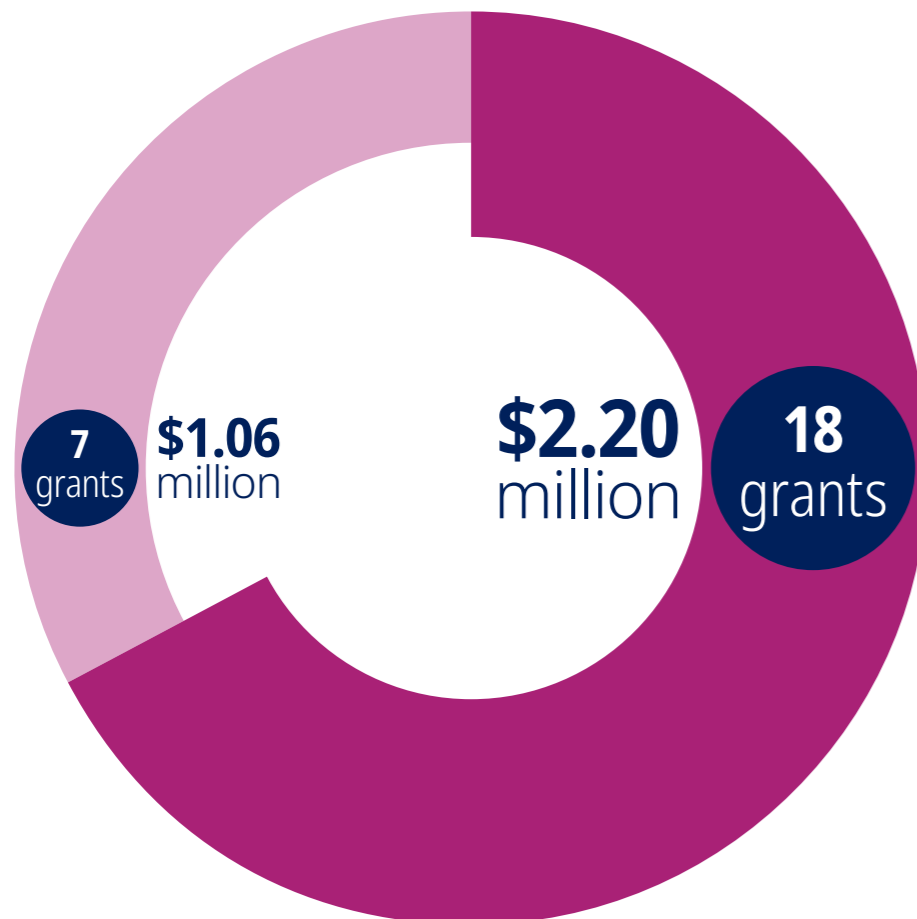
Vascular Ultrasound Workshop

Teleflex made an in-kind donation of Peripherally Inserted Central Catheters and Midlines, and simulators to support the Vascular ultrasound, ultrasound-guided puncture and DAV care workshop provided by Critical Care Learning in Soria, Spain. Over the course, students learned from Teleflex expert trainers regarding the ultrasound-guided and ultrasound-assisted puncture technique, including its potential complications, and proper care.



Clinical Research Grants

We provide research grants and support to healthcare providers in areas complementary to Teleflex's business and products. All incoming requests are reviewed and managed by the Global Clinical Evidence Generation team, 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 2024, we issued 18 directed grants totaling more than \$2.2 million and 7 Investigator Initiated Study (IIS) grants worth over \$1.06 million.



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.

Sustainability Medical Advisory Board

In 2023, we launched the Teleflex Sustainability Medical Advisory Board (SMAB), which helps to 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 in sustainable leadership and sustainability transformation. SMAB meets periodically throughout the year with additional meetings or consultations as needed. The SMAB advises Teleflex on selected issues and critically assesses its sustainability performance and the company's planned product sustainability activities.

Meet the members of our 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
- **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

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.

Our product sustainability strategy focuses 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 Environmental Sustainability Director, who leads our Planet & Environment Pillar. In addition, as part of the strategy, Teleflex has 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.

Product Sterilization

Teleflex is optimizing its global sterilization program by transitioning to more sustainable Ethylene Oxide (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 with current and future regulations. We plan to begin transitioning to the new cycles in 2025.

Product Packaging

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 the safety of our patients.

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, including HDPE hoops and clips, PE trays, Polystyrene trays, Tyvek (PE derivative), corrugated paperboard, and shelf cartons (paperboard).

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.

We continue to evaluate opportunities to replace existing plastics with more recyclable plastics, such as moving from PVC film to PE, which is more commonly recyclable. For example, several of our Anesthesia and Urology products manufactured in Europe have shelf cartons that use post-consumer recycled (PCR) material, which also reduces the use of ink and colorants. Within our Surgical business, our products manufactured in Mexico are shipped to our customers around the world, and a high level of PCR content is used in the product shelf cartons. We use approximately 87 metric tonnes of PCR material just for our shelf cartons. Many of the paper-based materials used in product labeling instructions and inserts have transitioned to 70% FSC (Forestry Stewardship Council) content. This has resulted in over 100 tons of material annually which is sourced from responsibly managed forests.

We have products with paper-form instructions for use (IFU) packets where required by the European Union Medical Device Regulation 2017/745 (MDR). In some instances, reducing the size and volume of the physical IFU could lead to a packaging size reduction as well. Many of our products have electronic IFUs with upwards of 22 different languages available across over 800 products. We continue to monitor regulation changes permitting the use of electronic IFUs and will continue to transition from paper labeling to electronic labeling where feasible. You can visit our website [here](#) for all of our electronic IFUs.

Product Materials

Our newly launched materials science program consolidates our collective knowledge relating to the safety, biocompatibility, toxicology, and regulatory status of Teleflex materials. This program, built on three primary pillars, is a testament to our dedication to safety and compliance.

- Intentional participation in industry trending and regulation requirements, staying abreast of global regulation governance
- Utilizing business intelligence with current material and chemical characterization data supporting data-informed material decision-making
- Influence supply chain robustness by the consolidation of evaluated materials for acceptable use across the Teleflex catalog of products

Teleflex ensures we are leading experts participating with other distinguished leaders within the industry. This past year, we have had representation with several industry collaborations including a Public-Private Partnership with the FDA and other industry members on PFAS, an EO summit hosted by TÜV SÜD, AdvaMed working group participation, EU Chemicals Working Group, members and representation at Society of Toxicology (SOT), MedTech Summit (EU/USA), and other industry scientific exchanges.

Over the last several years, as Teleflex prepared for compliance with the new MDR standards, an immense amount of data was collected that can be useful in the future. These data include detailed information on our devices' construction materials; we have formulation information and extractable data that provide the complete picture of our materials. This chemistry detail, coupled with biocompatibility testing information allows us to better understand the safety profile of a device based on its chemistry and best understand a wide view of where we are using certain chemicals across our entire catalog. This helps us stay in touch with chemical regulation trends and how our current portfolio reflects those trends.

During new product design, our knowledge on materials and their safety profile enables better material selection. When questions arise regarding the regulatory status of our devices, for instance, if they contain any



Baskaran Balasubramaniam, Head of Manufacturing, APAC represented Teleflex at the Malaysia Medtech Industry Summit 2024 in Penang, organised by the Association of Malaysia Medical Industries.

chemicals restricted by Prop 65 above a safe harbor level, the gathered information can be used to answer those questions. All of this information gathered together, in one universally accessible place under the guidance of an expert chemist, helps Teleflex test smarter, select materials smarter, and evaluate risks smarter.

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.

We have an 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 and supporting our R&D function on design inputs related to material safety and manufacturing processes.

The new EU Battery regulation aims to ensure batteries have a low carbon footprint, use minimal harmful substances, and are collected, reused, and recycled to minimize the reduction of improper waste. Regarding medical devices that contain batteries, Teleflex must ensure that batteries categorized as portable are removable and replaceable by the device user, thereby allowing a more extended use life for the device. The regulation provides various other rules and requirements that we continue to review and develop our plan. Teleflex has launched a project to ensure compliance with the EU battery regulation across relevant devices. Part of the project includes assessing devices with batteries to categorize the battery and the economic operator role Teleflex plays. Based on this assessment, the project will track compliance to labeling, substance restrictions, and design requirements. The project will track the implementation of waste management arrangements and reporting requirements across member states.

Sustainable Corporate Development

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. We are able to bring technologies and products to markets that would have otherwise not been possible without our footprint and operations. As a part of our sustainable healthcare journey, we built CSR-specific considerations into our due diligence process for any potential new deal. We will pilot our first CSR scorecard for our next corporate development deal. Additionally, we are working on better considering CSR in the integration process for all new acquisitions. Doing so will allow us to better bring these new organizations into the Teleflex CSR program.

Engagement with Customers

Our commitment to the customer experience (CX) at Teleflex is not limited by our job titles. Every employee at Teleflex has an impact on the customer, and we take this seriously by ensuring all employees are trained on our C.A.R.E. Principles – Connecting Personally, Anticipating Needs, Responding Quickly, and Exceeding Expectations. 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.



In addition to reinforcing behaviors that drive customer-centricity, the Teleflex Customer Champions program ensures every function and business unit has employees dedicated to CX, giving a portion of their time to efforts to simplify customer interactions and drive a CX culture. One area that has

emerged as a key driver in CX is CSR. In 2024, we launched a sustainability survey across EMEA and the Americas to better learn what our customers are doing around sustainability and their future needs. This information is informing our larger CSR strategy and focus areas.

Last, our Customer Listening Platform allows us to gather transactional feedback, and our annual relationship survey provides insights of key customer pain points that inform our ongoing CX strategy. As part of this program, we follow up with customers through closed-loop feedback, where Customer Champions address concerns shared from customers.

We continue celebrating our customers by having a week dedicated to learning about them, the patients they serve, and how our employees impact their work. CX Week 2025 will mark our 8th anniversary of this important forum, which is recorded and made available to all employees. During CX Week 2025, as in past years, we will have sessions where employees learn more about the importance of Corporate Social Responsibility and the efforts to impact customers positively.

Product Quality and Safety

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.

Teleflex suppliers must demonstrate and provide evidence that they meet specific criteria, including product quality, defect-free products, and maintaining a quality management system. Supplier management and supplier development are something we take very seriously within Teleflex and focus on our supplier audit and supplier quality program. Our Supply Chain and Quality leaders meet monthly for a supplier quality review that focuses 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](#).

All relevant employees are trained on our Labour Standards Assurance System (LSAS) program, and we communicate our expectations to suppliers. When suppliers are onboarded with Teleflex, they must 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 audits 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, represented by the Global Medical Safety Director, 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.

Community

We are part of a larger community and must do our part to ensure our community flourishes.



Community Engagement

Our employee-led community engagement program, JOIN Act with Purpose, was launched in 2014. This program was created by our employees united under the same common goal and sense of purpose in their everyday jobs and beyond. Our over 60 local JOIN Champions are individuals within each of our regional offices and facilities dedicated to leading our local initiatives. These Champions represent coworkers and locations and assist in coordinating employee-driven initiatives in the community.

In October each year, we organize our global JOIN volunteer month. Employees across Teleflex are invited to organize, manage, and/or participate in various volunteering events and efforts throughout October. Employees are encouraged to volunteer in any way they are able, including through small events such as a local beach cleanup, creating a community garden, or similar activities.

The Heart Walk

The Interventional Business Unit in the Minneapolis, MN area JOINed together to support The American Heart Association through The Heart Walk. Employees and their families raised donations and walked around Target Field to support CPR education, prevention of stroke, and research of heart disease.



The Heart Walk.

Coastal Clean-Up Initiative

Teleflex Philippines team organized a coastal clean-up initiative in partnership with the Local Government of Boracay Island, PH. Our goal was to help reduce plastic pollution and waste that threaten marine life and damage the beautiful coastline. We also aimed to raise awareness and inspire people to take action, showing that every piece of trash removed from our shores makes a difference. **Together, we can create cleaner, healthier oceans for future generations.**



Coastal Clean-Up Initiative.

Hygiene Supplies Donation

Teleflex Czech Campus carried out a collection and donation of women's hygiene supplies to the Therapeutic Center for Children and Adults NOMIA and the Regional Charity in Žďár and Sázavou, supporting women facing difficulties who cannot afford these necessities on their own.



Coastal Clean-Up Initiative.

Supporting People with Intellectual Disabilities

Members of the Teleflex Chile team visited "Pequeño Cottolengo" a foundation dedicated to supporting people of all ages with intellectual disabilities. The team painted and arranged some spaces around the institution and spent time with the residents carrying out various activities such as playing games and doing styling and beauty sessions, among other integration activities.



Supporting People with Intellectual Disabilities.

Philanthropy

The Teleflex Foundation was formed in 1979 to positively impact the quality of life in Teleflex communities. We achieve this goal by supporting qualified charities and non-profits to further Teleflex's purpose of improving the health and quality of people's lives around the globe, with a particular emphasis on organizations that have the commitment of or a direct impact on our employees and their families. 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. Teleflex continues to invest in the Foundation including donating over \$1 million over the past several years. You can find more information about the Foundation at our [website](#).

Through our annual Foundation gift, Teleflex is an Emergency Response Partner with AmeriCares, a global health-focused relief and development organization that supports people affected by disaster or poverty. Teleflex has been an AmeriCares Emergency Response Partner since 2014.

There are three different ways that employees can get involved with the Teleflex Foundation.

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, and the Teleflex Foundation officers review these nominations and prioritize them based largely on the level of employee engagement with the organization (for example, as a volunteer or benefactor). In 2024, 18 eligible healthcare-related charities received MAD Grants.

Matching Gifts

The matching gifts program matches donations to qualifying organizations and will match gifts of \$50 and above, up to an annual total of \$2,000 per donor. In 2024, over 66 eligible charities received a Matching Gift.

Team Volunteer Program

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



Planet & Environment

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

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

Environmental Management and Governance	35
Data Management	35
Responsible Consumption	35
Climate Action	36
Energy	38
Sustainable Procurement	38



Our duty as a healthcare organization is to focus on our own environmental impact as a manufacturer. Planetary health and human health are inextricably linked, and we have a responsibility.

You can read about our commitments in our [Environmental Statement](#).

All since 2019



33%

Reduction in hazardous waste

All since 2019



14%

Reduction in non-hazardous waste

All since 2019



53%

Reduction in total waste to landfill

All since 2019



15%

Reduction in electricity usage

All since 2019



46%

Reduction in natural gas usage

All since 2019



19%

Reduction in Scope 1 and 2 GHG emissions

Environmental Management and Governance

Our Planet & Environment pillar is led by our Sustainability Director, with oversight by our Corporate VP, Manufacturing and Supply Chain as the executive sponsor.

Our Sustainability Director manages our environmental sustainability efforts and is a part of our core CSR team which supports the wider sustainability agenda. The Pillar's strategy is guided by our charter which is reviewed annually. The pillar subcommittee meets monthly to plan and provide updates on project deliverables and consist of leadership from our corporate functions such as logistics, procurement, HR, and finance. Major manufacturing and operations locations meet monthly to drive site-level sustainability.

Data Management

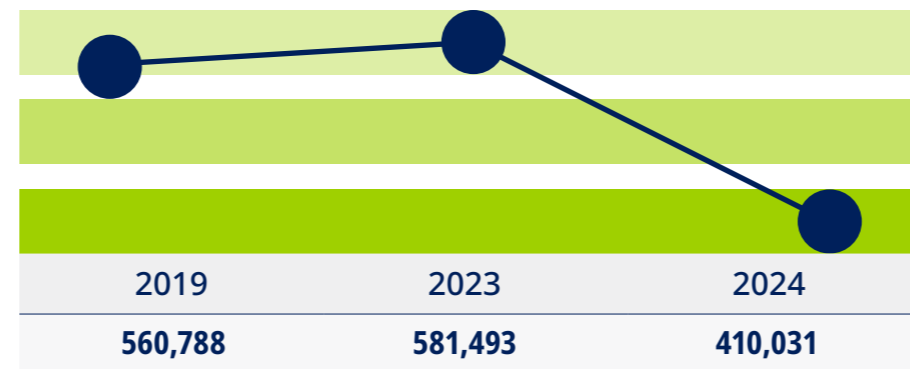
We use software to track our water, waste, and energy data across our business globally. As part of our data governance process, we continue to analyze and refine historical data inputs as well as look at the usage of this software to increase the capability, completeness and accuracy of our data analytics, reporting and disclosure.

Responsible Consumption

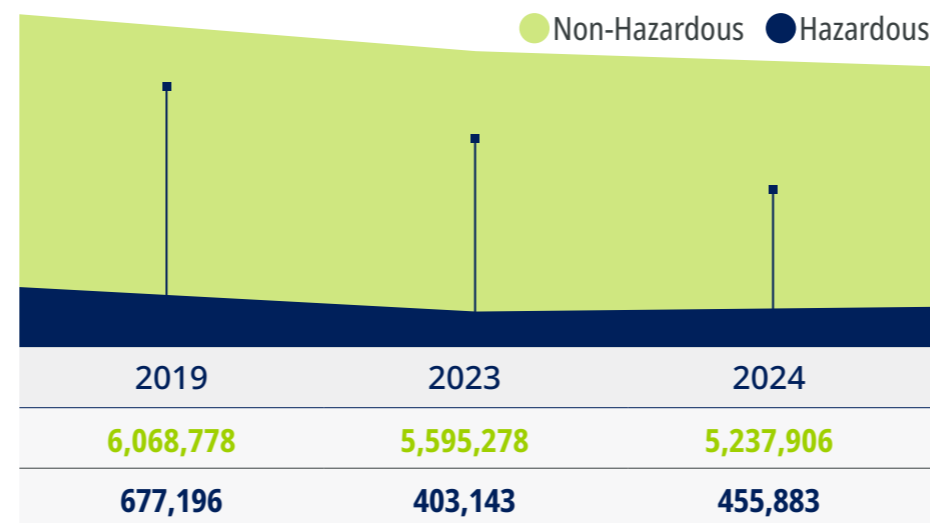
Water

While Teleflex may not be a large water consumer, we use water in our manufacturing process and in our offices and thus need to manage our usage responsibly. Many of our manufacturing sites measure and monitor the water quality and manage any wastewater we may release from our processes. This could include 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.

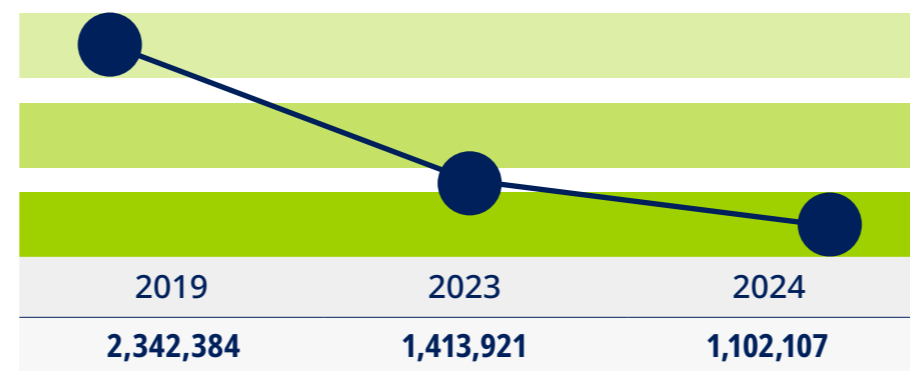
Water Usage (m3)



Waste (kg)



Waste to Landfill (kg)



Waste

We have made significant progress related to waste reduction over the past few years. Our reuse initiatives include activities such as solvent distillation and reuse of timber pallets, and our recycling programs include activities focused on paper, metals, and plastic. These efforts also include education and resources at our sites for employees, such as the program at our Kulim, Malaysia location, which focused on reducing food waste.

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 must have ongoing Monitoring, Inspections, and Internal Audits of how those risk controls perform. Air emissions 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.

Logistics and Distribution

We are engaging with our key carriers to understand their decarbonization plans better and to push for increased ambition. We now capture, via our suppliers, over 90% of our global transport carbon emissions data as a percentage of freight spend. Our recent focus has been 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.

Climate Action

Climate change is one of the largest threats humankind will face over the next several decades. Teleflex works to reduce the organization's risk and take action for society.

Climate Action Strategy

We have developed greenhouse gas emissions reduction targets. 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 related 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.

In partnership with its insurance provider, Teleflex 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 utilize several internal processes at Teleflex to help identify and manage climate-related risks. One effective approach is to utilize existing enterprise risk assessment process. We have a dedicated section of our annual enterprise risk assessment for CSR with a focus on climate change. We want to know how leaders assess climate risks and our climate action strategy. You can read more about the enterprise risk assessment in the Enterprise Risk Management section of this report.

Site and local-specific 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 contain formal documents and plans which are maintained by each of our

⁶Scope 3 metrics to account for data availability and methodology improvements, which may result in changes to previously reported emissions metrics.

manufacturing sites. These plans outline the procedures for responding to disruptive incidents and how to continue (or recover) its activities within a predetermined timeframe. These BCPs are not meant to manage climate-related risks only but they may 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 key components in managing 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 2024, we completed our first climate risk assessment, which focused on transition risks, with an independent provider which included different internal engagements with employees and senior leadership through surveys, educational workshops, and informational interviews. More detail on this process and the risks can be found in the TCFD Index of this report.

Climate Action Governance

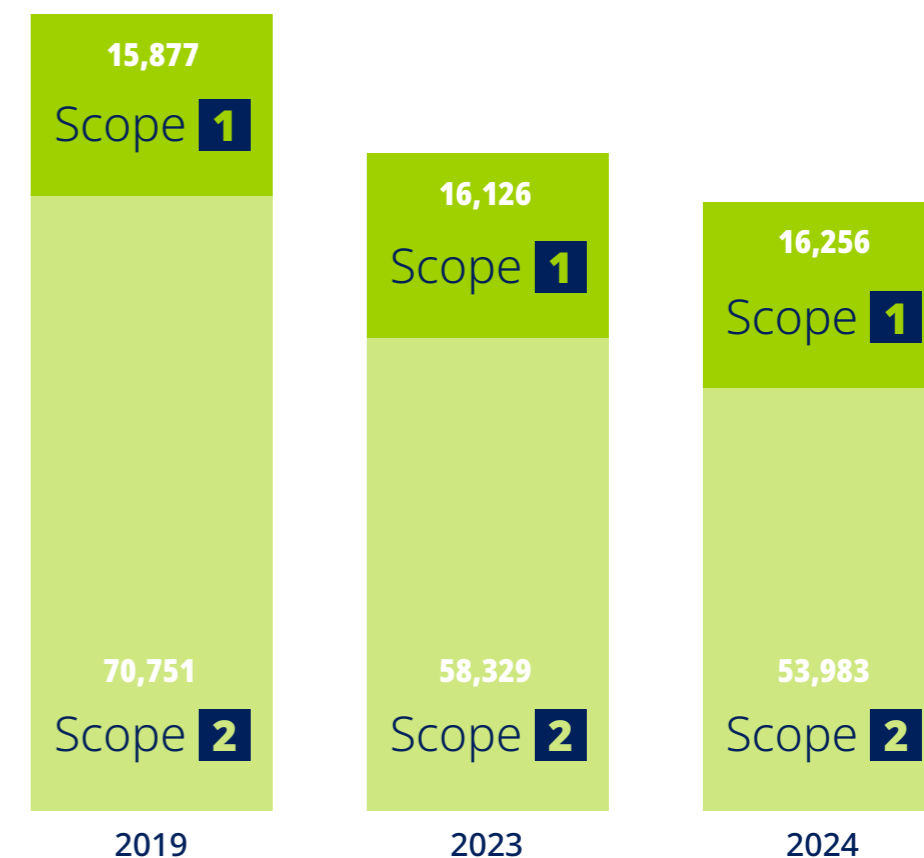
The Nominating and Governance Committee of the Teleflex Board of Directors has oversight on all ESG and CSR matters which includes oversight on our climate action program. In the previous quarterly briefings to the Committee, we have included updates on our climate action program, including our emission 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, managing climate change-risks, and reporting obligations.

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 a larger discussion.

Greenhouse Gas Emissions

We collect site-level environmental data in our sustainability software solution and have engaged an external consulting agency to calculate our full scope 1, 2, and 3 greenhouse gas emissions. We utilize the Greenhouse Gas Protocol as our greenhouse gas accounting and reporting standard and have utilized a baseline year of 2019. You will find our detailed 2019 and 2023 scope 1, 2, and 3 emissions data in this report, along with our scope 1 and 2 emissions for 2024. We plan to share our remaining scope 3 2024 greenhouse gas emissions later in 2025. In 2024, we enhanced our methodology for environmental data, including energy and scope 1, 2, and 3 emissions to improve data quality. We applied this new methodology to 2019, 2023, and 2024 data and have restated impacted metrics⁶.

Greenhouse Gas Emissions (metric tonnes of CO₂e)



Emissions Reduction Targets

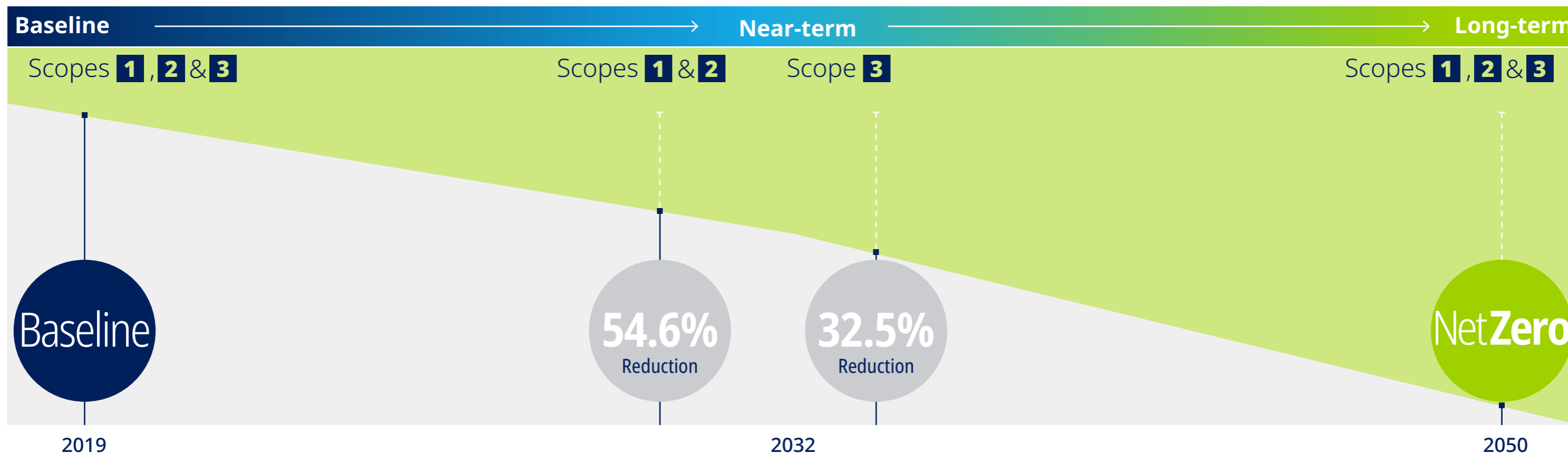
Teleflex developed our climate targets in line with the Science-Based Targets Initiative (SBTi) framework and these targets were submitted and validated by SBTi in 2023.

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).

Science Based Targets

				→
April 2022	April 2023	November 2023	December 2023	March 2024
Committed to setting both near-term reduction and long-term net zero targets in line with SBTi	Submitted targets for validation with SBTi	Targets were validated by SBTi	Targets published on SBTi website	Teleflex external announcement

Emissions Reduction Trajectory



Energy

Energy accounts for the largest portion of our scope 1 and 2 greenhouse gas emissions. We have various programs and activities to manage these and reduce energy usage.

Electricity

We are working to reduce unnecessary electricity usage and increase process efficiency. In our manufacturing and office locations, we have and will continue to evaluate numerous projects, such as LED lighting retrofits, motion sensors, high-efficiency HVAC systems, and better management practices.

Renewable Electricity

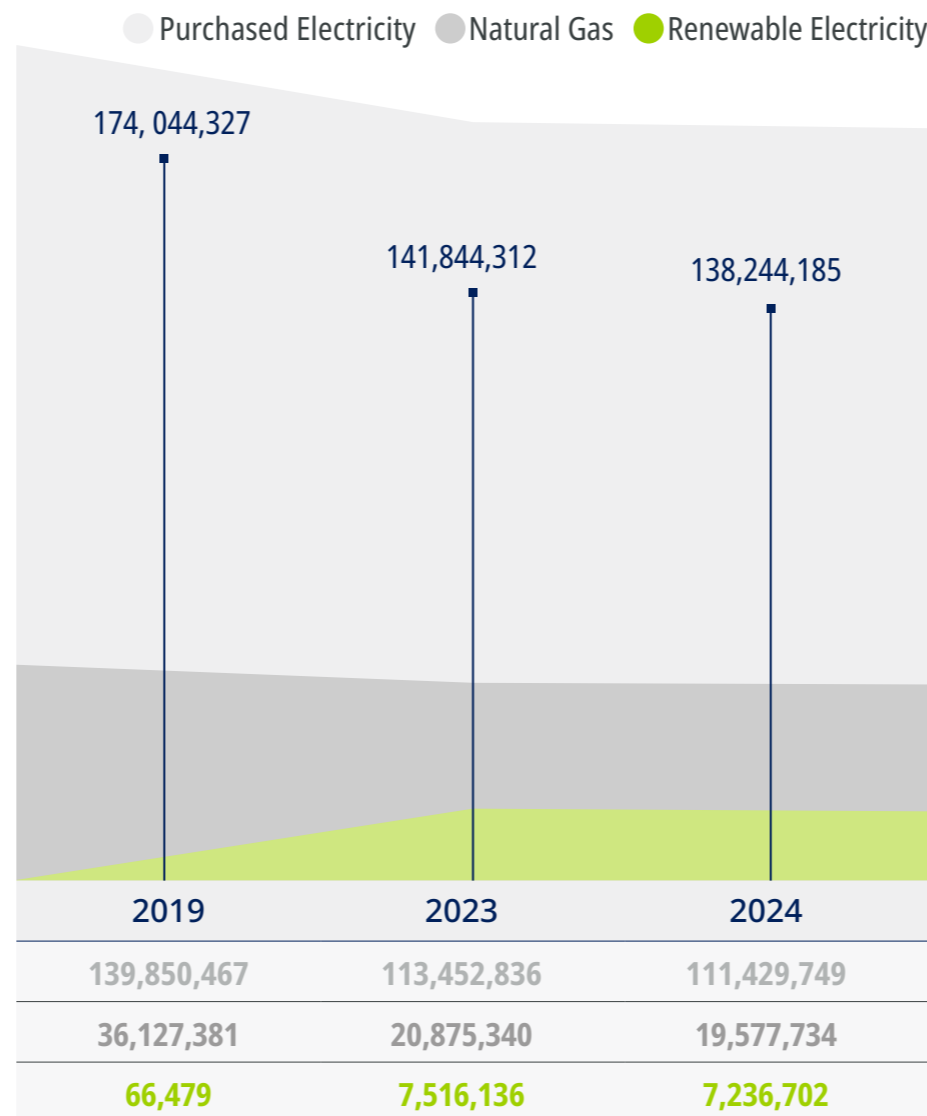
As of the end of 2024, we have on-site solar photovoltaic (PV) installations at 7 of our manufacturing sites. Teleflex has a total capacity of approximately 7.3 MW (megawatt), and in 2024, we generated over 7.2 GWh (gigawatt hours) of renewable electricity.



Gas

Natural gas and liquefied petroleum gas (LPG) are the second largest sources of energy that we use in our direct operations. As part of our climate action strategy, we continue to examine 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.

Total Energy Usage (kWh)



Sustainable Procurement

Sustainable procurement will be key in helping Teleflex meet its climate targets. In 2024, we made several investments in this program, including adding two resources to our CSR team focused on Sustainable Procurement.

In 2023, we surveyed our top 100 raw material suppliers to understand where they were on their carbon reduction journey and the maturity of their programs. We were encouraged by the number of our suppliers who outlined that they have, or are in the process of, implementing a CSR program.

In 2024, we implemented a sustainability software platform 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. We currently have collected sustainability scorecards from 30% of our suppliers, by spend, with another large cohort sharing ethical data with Teleflex through a self-assessment.

With a view to driving further engagement and progress of the program within our supply chain, we have and continue to train our commodity, regional procurement and purchasing managers, and plan to continue our supply chain engagement on our sustainability expectations during 2025 as we build our Sustainable Procurement Strategy.

We have 6 sites that are ISO 14001 certified, and we will look to add more in the future.

People

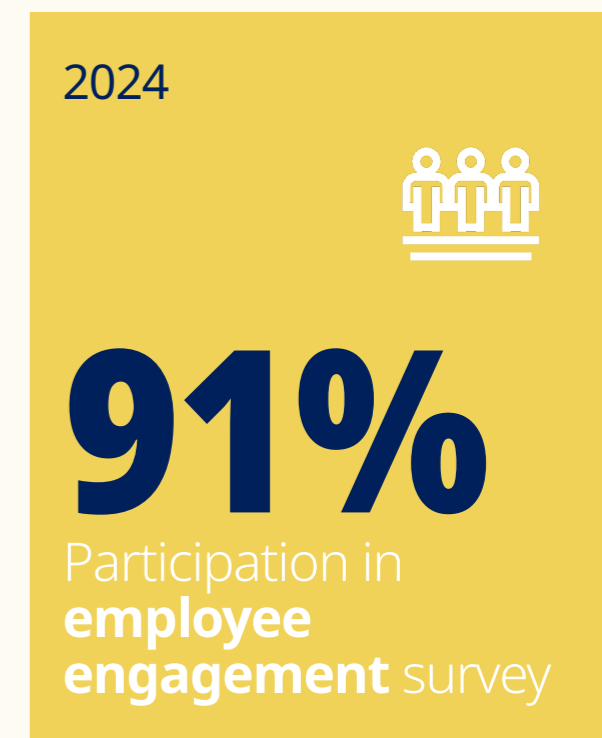
Executive Sponsor: Colin Curran - Vice President, Organization Capability and Delivery

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

Talent Recruitment	41
Exceptional Employee Experience (E ³)	43
Learning and Development	44
Benefits	46
Family Support	46
Inclusive Culture	47
Employee Recognition	50
Employee Health and Safety	51



Our people are key to maintaining our strong culture and are an essential component of our Core Values. We put people at the center of everything we do. We foster a safe and trusting culture that allows everyone to bring their true selves, making Teleflex a special workplace.



Talent Recruitment

Teleflex is an ever-growing organization. As we hire across our many regions around the world, we focus on showing candidates why Teleflex is such a unique place to have a career. Teleflex employees are trusted partners of medical clinicians and the patients they serve, and we highlight this to new candidates.

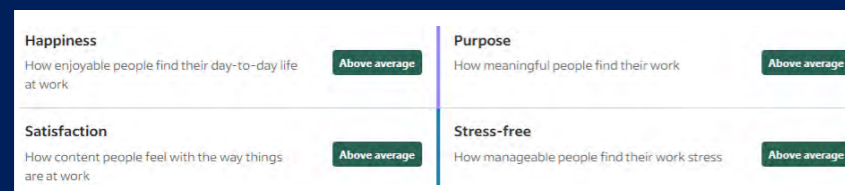
Excellence Through People Award

Teleflex Athlone - This achievement is a testament to the hard work, dedication, and commitment of our staff and reflects our collective efforts to create a positive, engaging, and supportive environment where everyone can thrive and succeed. Achieving the Platinum award, the highest level of recognition, signifies that we have met and exceeded the rigorous standards set by the National Standards Authority of Ireland (NSAI)



Indeed Ratings⁷

Teleflex has scored **74** out of **100** in Work Wellbeing from Indeed, which reflects how our employees feel at work, and ranks us above average on key workplace wellbeing indicators such as happiness, stress-free, satisfaction and purpose.



⁷ Indeed Rating reflects the results based on responses to Indeed's work wellbeing survey and may change in the future. The Work wellbeing score describes survey results based on responses submitted by Indeed users and does not reflect the opinion of Indeed. These scores are as of December 31, 2024, and may have changed.

⁸ Refers to exempt employees in the US, Canada, and parts 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. We also take advantage of local career fairs at universities and colleges when possible.

We have developed a world-class recruitment process and continue operating 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 transparent manner to 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.

We are committed to ensuring that our recruiting and onboarding processes 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 2024, we had an 81% response rate and a 100% satisfaction rate in the Americas, and a 72% response rate with a 97% satisfaction rate in our Hiring Manager surveys.⁸ This demonstrates the strength of our hiring processes and the talent we hire. We are extremely proud of this feat and believe it shows that employees who join the organization are content with the hiring process and feel that the information provided about the role was clear, accurate, and truthful.

In 2024, 26% of U.S. hires⁸ for externally filled roles came via an employee referral. And by way of our globally available employee referral bonus program, we provided \$245,500 in additional compensation in the US to employees as a referral bonus. Recently, we expanded our employee referral program globally, such that every Teleflex location can incorporate an employee referral bonus into their recruitment plan. 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 in each country which help us to begin the recruitment process even earlier.

- The Teleflex Intern Development Experience (TIDE) is a U.S. program in which, within 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.
- Our office in China has created a trainee program that 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 in the Americas joins the organization, our Keep In Touch program is kicked off.⁸ The program is managed by our human resources team, which gets in touch with the new employee every 3-6-9 months, allowing us to gain insight into the level of satisfaction of the new employee and solve any problems that may arise. 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.

2024: of US Hires⁸

26% Externally filled roles came via an employee referral

Inclusive Recruiting

As a part of our larger strategy, inclusive recruiting is a high priority at Teleflex. We have developed 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 are an equal opportunity employer. Candidates will be considered without regard to age, race, religion, color, national origin, ancestry, sexual orientation, disability, nationality, sex, or veteran status.

Teleflex honored as a 2024 VETS Indexes Recognized Employer



Teleflex is one of 285 organizations recognized by VETS Indexes for its commitment to recruiting, hiring, retaining, developing, and supporting veterans and the military-related community.

We employ various programs and initiatives to ensure a representative and inclusive workforce candidate pool, collaborating with several Historically Black Colleges and Universities (HBCUs) in the U.S., several Veteran and ex-military organizations and various local community organizations. We also work with talent agencies and a number of external recruitment firms. Our network extends to a number of community groups like the Wounded Warrior Project, National Urban League, Dress for Success, and other labor associations.

In our job descriptions, we aim to use gender-neutral phraseology to make sure we are not discouraging potential candidates from applying. In the U.S., we have piloted a masked resume process in which the name or any other gender or racially identifying information is removed. Another key component of our inclusive recruiting strategy is to focus on the profile and breadth of our internal interviewers throughout the process.



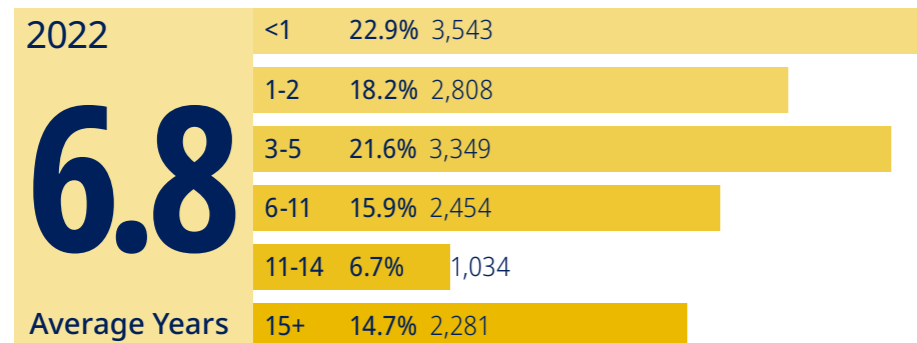
Exceptional Employee Experience (E³)

It is important to provide a positive experience for all employees throughout the employment process, from candidate selection to employment and 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. As of December 2024, the average tenure of our workforce was 7.3 years, and 12.1 years for senior management.⁹ This speaks to Teleflex's culture 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 2024 survey was launched to all our employees globally, and we had a 91% participation rate (up 6% from 2023). We have received one of the highest response rates that Glint has ever seen, which demonstrates that our employees feel empowered to make a difference at Teleflex. In addition to this terrific response rate, we can also report a strong overall employee satisfaction (eSat) score of 77. We received over 18,500 comments from more than 12,700

Workforce Tenure - Years



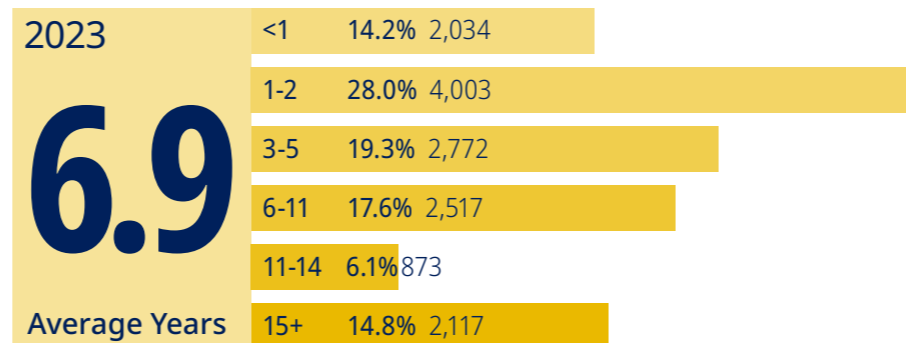
2024: Survey was launched

91% All our employees globally. Participation rate (up 6% from 2023)

employees through the survey process, and all the feedback received will empower management teams across our different regions to understand, discuss, and address feedback transparently, and prioritize follow-up actions.

Teleflex uses an internal social networking site hosted by a leading software provider to increase employee engagement and communication across the organization. The site also provides a way for our Employee Resource Groups to communicate about different events or activities going on.

We encourage local leaders at each site to organize and host events such as volunteer events, lunch and learns, ice cream socials, and holiday parties. These events allow our employees to socialize and take a moment away from their work while continuing to foster 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 who are in a

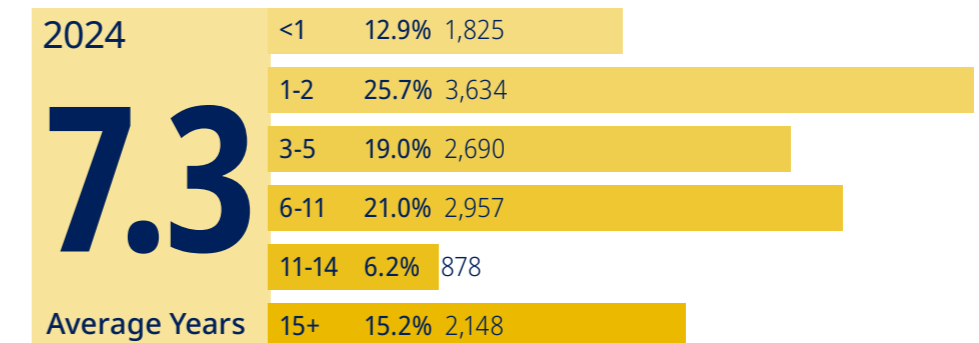


2024: We received over

18,500 comments from more than **12,700 employees**

union contract or in collective bargaining arrangements. As of the end of 2024, 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 at 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. Nonetheless, we are pleased to share that former employees who decided to pursue other opportunities at a given time have returned to Teleflex to advance their professional development further. This is a testament to our strong and unique culture and the sense of belonging of our employees. In 2024, we had a 7.3% rehire rate¹⁰ in our Global Supply Chain, which represents a two-fold increase from 2020.



⁹ Senior management positions are determined by employee job level (E-level) and generally represent employees at Vice President and above.

¹⁰ Rehire rate includes the number of employees that were hired in total which were previous employees.

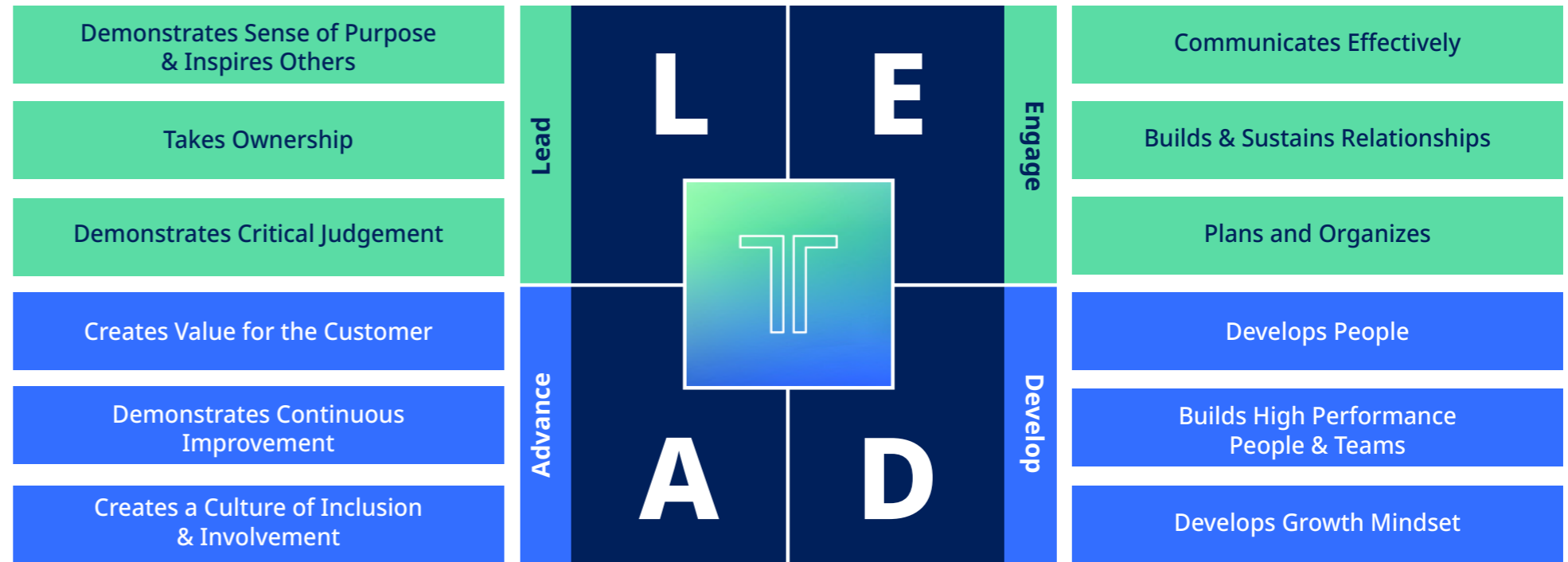
Learning and Development

People who join Teleflex have the opportunity for professional growth, development, and succession and to make a unique difference in creating a high-performance culture that supports our Core Values.

On-Demand Education

We offer our employees educational and training programs along with resources primarily through our Connect Learning platforms. Connect Learning utilizes our Core Curriculum programs to provide ample learning opportunities in each region throughout the calendar year. We offer both virtual and in-person programming and 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.

Through our partnership with LinkedIn Learning, our employees and managers can access over 16,000 courses in multiple languages, covering a wide range of technical, business, software, and creative topics, making it a useful tool for employees globally.



Employee Reviews

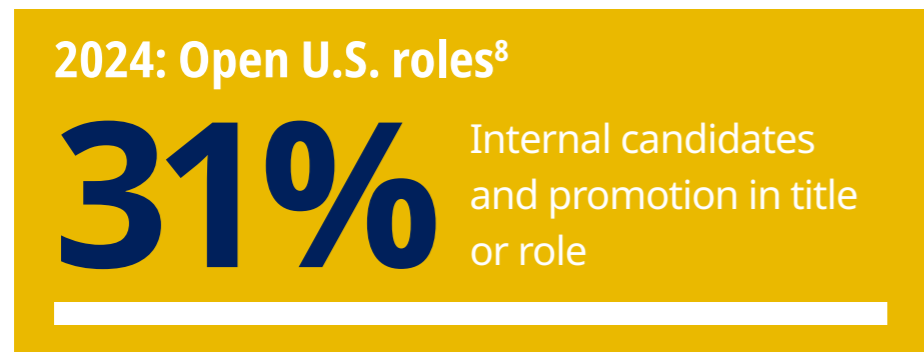
Our employees and managers meet regularly to ensure that all expectations are clearly communicated and to discuss learning opportunities and development plans. These check-ins, which are an

enterprise-wide and required process, also allow employees to review progress on their career and development objectives on a quarterly basis, at a minimum. Resources are available for both employees and managers to support in the performance review and individual development plan processes.

Training Hours by Gender



Training Hours by Position Level



Development Programs

We 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 31% of open U.S. roles⁸ in 2024 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 our new “LEAD Behavioral Competencies” model. This is now the lens through which we assess and develop managers and leaders across Teleflex and will have several supporting elements.

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 simultaneously 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.

“It’s one of the most rewarding experiences I have ever had both from a personal and professional level, and probably one of the few ways of leaving a real legacy in the organization, by helping talents to develop, build their personal narratives, and flourish as professionals, managers and leaders of the future”

Alessandro Moriggi

EMEA Strategic Initiatives Senior Director, Mentor

Employees across the organization have access to the Teleflex mentoring program, which has been implemented 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 least once a month and set up clear action plans for addressing key development areas.

“The last 15 months of interactions were so enriching, and have allowed me to learn new tricks, approaches, and many cultural aspects that will surely benefit the development of my career”

Rahul Anil Puranik

APAC Area Sales Manager, Mentee

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. Where available, our regions have a variety of programs with local rules and criteria that apply.

In the U.S., full-time employees are eligible for financial assistance through reimbursement of tuition, laboratory, registration, and other mandatory fees and expenses for courses and programs that expand or continue education related to an employee’s role. Additionally, we have partnerships with two leading universities to allow employees to attend online courses and participate in online programs (ranging from certificate to graduate level) at discounted rates of up to 54% off. 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 with competitive market pay levels. We offer these benefits packages to ensure we take 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 and 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 discount programs. Our global regions have their own 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. We offer healthcare benefits in each region and country 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.

Mental Healthcare Benefits

At Teleflex, we want to empower our people around the world to be their best selves, both professionally and personally, and that is why we acknowledge the crucial role mental health plays in the well-being of our employees.

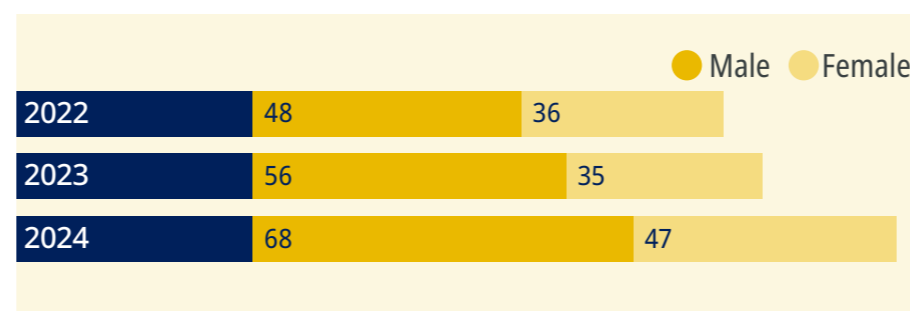
In 2024, Teleflex introduced a new Employee Assistance Program (EAP) offered by Lyra Health, a leading global organization focused on employee well-being, emphasizing mental healthcare. You can read more about our Global EAP in the Health and Wellness section of this report.

Family Support

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 and 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 2024 returned to work. Globally, we provide parental leave in accordance with all local regulations and based on regional differences.

U.S. Employees that used Paid Parental Leave¹⁶



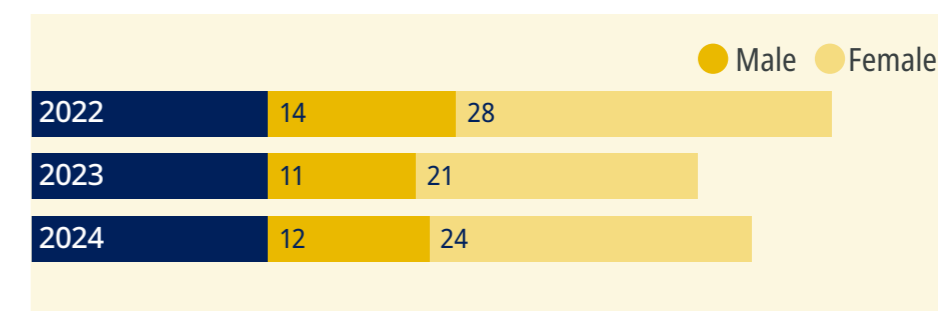
Employees who have adopted children can utilize the same level of leave as those with biological children. We also offer an adoption reimbursement program for up to two adoptions per employee to help offset some of the costs involved in the adoption process.

For employees who may need additional support in their fertility journey, Teleflex provides additional 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.

U.S. Employees Returned to Work after Leave



U.S. Employees that used Unpaid Parental Leave



Inclusive Culture

The inclusive culture of our organization is critical to the human capital we attract, develop and retain and who, in turn, contribute to the results and success of our company.

Our culture is framed by our Core Values – building trust, entrepreneurial spirit and making our workplace fun, with people at the center of all we do. We strive to develop and sustain our culture by embedding these values in all aspects of our organization, including our human capital strategies.

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. Receiving a score of 95 out of a possible 100 (5-point increase from our 2023 score), this benchmark represents one of the many ways in which Teleflex is committed to creating and maintaining an inclusive culture 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.

Inclusive Culture Strategy

Advancing our inclusive 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 our inclusivity work and, in consultation with our diversity, equity, and inclusion (DEI) Councils and employees, we defined a global strategy for Teleflex. This 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 inclusivity

Teleflex North American Distribution Center (NADC) wins SERNRA and MDRS Employer of the Year Awards

Our NADC has been recognized as 2024 Large Employer of the Year by the Mississippi Department of Rehabilitation Services (MDRS) and was the only employer recipient of the Southeast Region National Rehabilitation Association's (SERNRA) 2024 Employer of the Year Award. These awards showcase our efforts to promote the inclusion of persons with disabilities and our dedication to actively live our Core Values, fostering a workplace where everyone has the chance to thrive.



in our communications, provide our employees with opportunities to learn about how we support the growth of our ERGs across the business.

It is important that our employees hear from us about our progress and all the resources available to them. We do this in various ways including through our biweekly company 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.

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, with representation in all our regions, foster a diverse and inclusive culture and environment while improving engagement.

- Women Inspiring Learning and Leadership (WILL)
- African American Professionals Network (AAPN)

- PRISM (LGTBQ+)
- OXYGEN for Emerging Professionals
- Working Parents Network
- Veteran's ERG (VERG)
- Neurodiversity

Our ERG community continues to grow, and new Employee Resource Groups are created based on local and regional employee needs. We hold space for professional development and networking opportunities. In 2024, we launched our Neurodiversity Employee Resource Group, which recognizes that individuals experience and interact with the world differently. This ERG helps employees celebrate the variety of human minds and considers ways we can all adapt to and support the needs of those around us.

Inclusive Leadership Training

In partnership with The Humphrey Group, a leading communication and training firm, 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 added an Unconscious Bias educational video to our Learning Management System.

Compensation Fairness and Equity

Fairness and equity in our compensation programs are key components of our inclusivity strategy. We work with an external advisor to conduct a compensation study amongst our workforce on a regular basis to determine whether we provide our employees with fair and equitable compensation. We are proud to report that no systemic issues in the fairness of our compensation programs were identified in our most recent analysis, and we plan to do another analysis in 2025. We have also reviewed our global compensation programs with respect to gender, race, and ethnicity; however, due to data and privacy legislation, our analysis concerning race and ethnicity was limited to the U.S.

Advancing Inclusivity For All Employees – Interview with Amanda Guido



Amanda Guido

*R&D Engineering Lead,
Sustaining & co-lead for
Teleflex's PRISM ERG*

We continue to put emphasis on the importance of the ongoing support for an inclusive culture within the organization. Through its PRISM Employee Resource Group (ERG), Teleflex reaffirms our commitment to ensuring employees always have a safe workplace where they can be their true, authentic selves.

In your time as a PRISM lead, how has inclusivity progressed both at an employee level and a company level?

I have been working with the PRISM ERG since 2020 and I have seen progress at Teleflex related to inclusivity in a number of ways. Over the past four years, there has been the creation of a Global DEI council with representatives from various regions. ERGs now have a much wider reach, they continue to grow in membership and are fully integrated into the Global DEI Council and their initiatives.

Teleflex has also invested resources into this work. There has been a noticeable increase in inclusivity training sessions and workshops. Employees are more aware of unconscious biases and the importance of an inclusive work environment.

At a company level, policies continue to be updated to support a more inclusive environment, to align with the Teleflex code of ethics and there is a strong emphasis on creating a culture of belonging, where diverse perspectives are valued and celebrated. Engagement in community programs and initiatives that promote diversity and inclusion has increased, reflecting a commitment to inclusivity beyond the workplace.

What are some of the most impactful projects you have had a chance to work on related to PRISM and inclusivity?

One of the most impactful projects I've had the opportunity to work on as part of the PRISM ERG and our broader inclusivity initiatives is the creation of inclusive restroom facilities at the Morrisville, NC (USA) location and the compilation of a comprehensive list of inclusive facilities across our US sites. This project was critical in ensuring that all employees, regardless of gender identity, feel comfortable and respected in our workplace. By providing inclusive restrooms, we have created a more welcoming and safe environment for employees of all gender identities. This is a small but significant change which has a profound impact on daily work experience.

Additionally, the PRISM ERG leads have had the significant opportunity to spearhead the Human Rights Campaign (HRC) Corporate Equality Index (CEI) survey submission for the 2023-2024 year. This comprehensive project has been a cornerstone of our inclusivity efforts, providing a unique platform for the PRISM ERG to collaborate extensively with various cross-functional teams within the organization. By striving to align our practices with the high standards set by the HRC CEI, we are creating a more inclusive and supportive environment for all employees.

How do you recommend others get involved in inclusivity within Teleflex and external to the company to ensure programs continue to progress?

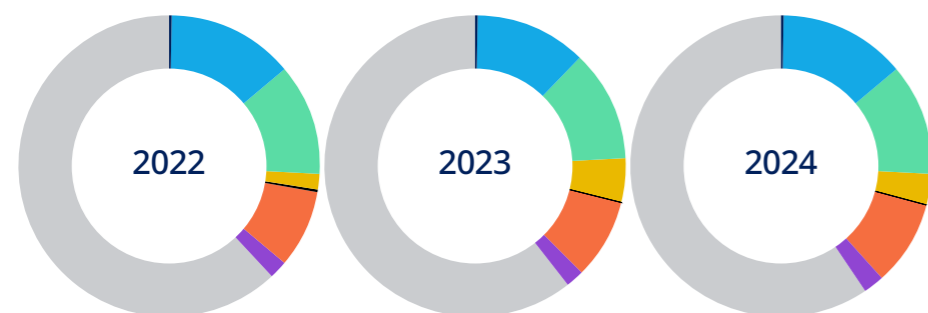
Employees can join, or form, Employee Resource Groups, participate in training, advocate for policy changes, engage in committees, and mentor colleagues from underrepresented groups.

Externally, individuals can join professional organizations, volunteer with local community groups, raise awareness about these issues, pursue further education on these topics, and support legislation that promotes inclusion. By actively participating in these initiatives, individuals contribute to creating inclusive environments where everyone can thrive.

Inclusivity by the Numbers

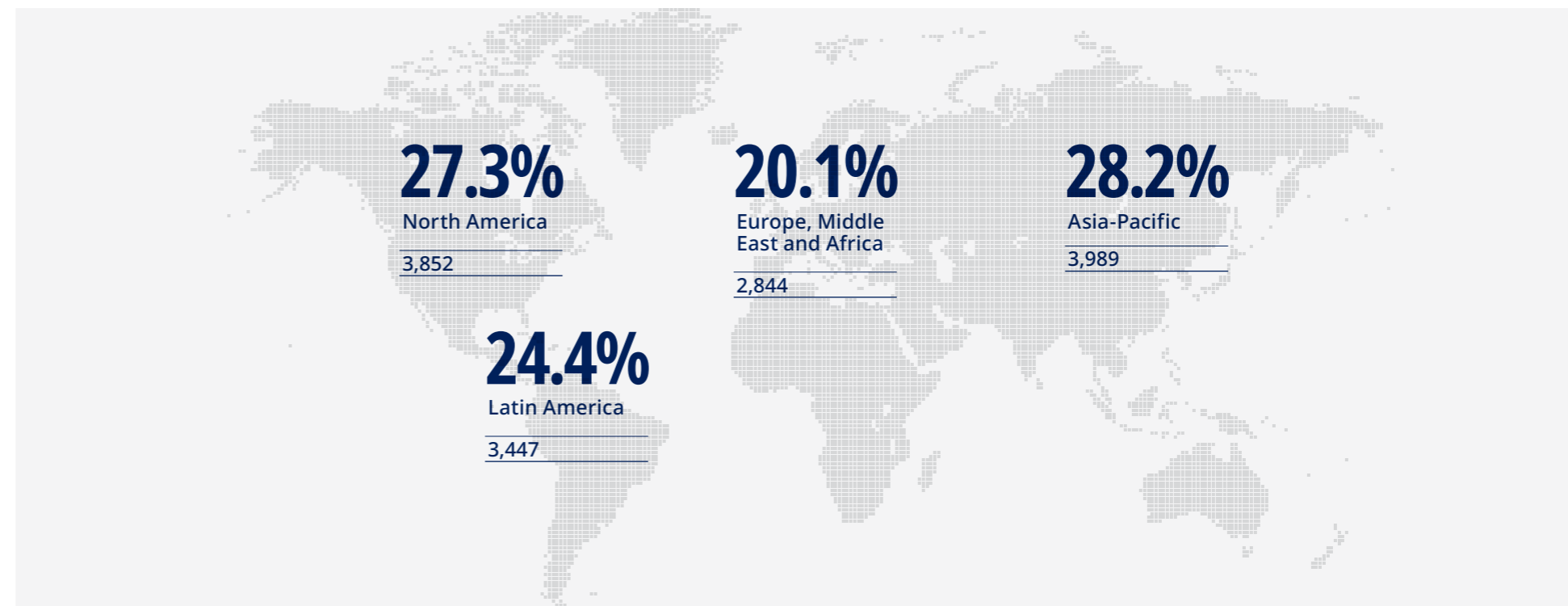
We measure and track numerous metrics related to our workforce profile and global talent at Teleflex. These data points help inform and adjust our inclusivity strategy and program. At the end of 2024, 58.8% of our global workforce was female. At the end of 2024, over 21% of our members of senior management were women, and the average age of our senior management team was 53.2.⁹ While we are very proud of our overall company diversity, we continue to look for ways to enhance further and improve. For a full list of all our metrics related to inclusivity, please refer to the **Data Appendix** at the end of the report.

Workforce - U.S. Ethnicity

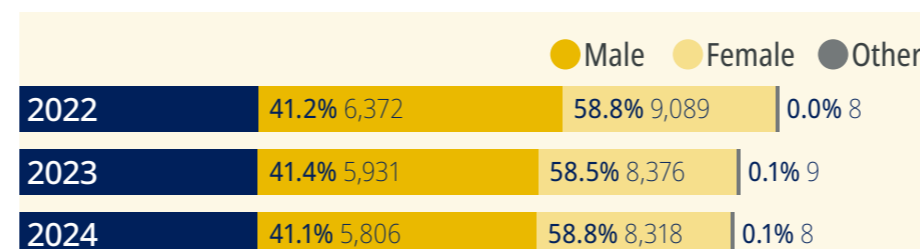


2022	2023	2024	
0.4%	0.5%	0.5%	American Indian/Alaskan Native
13.5%	11.9%	13.4%	Asian
12.1%	12.0%	12.0%	Black
1.6%	4.6%	3.3%	Choose not to answer
0.2%	0.1%	0.1%	Hawaiian/Other Pacific Island
8.3%	8.5%	9.2%	Hispanic
2.0%	1.9%	2.2%	Two or More Races
61.9%	60.5%	59.3%	White

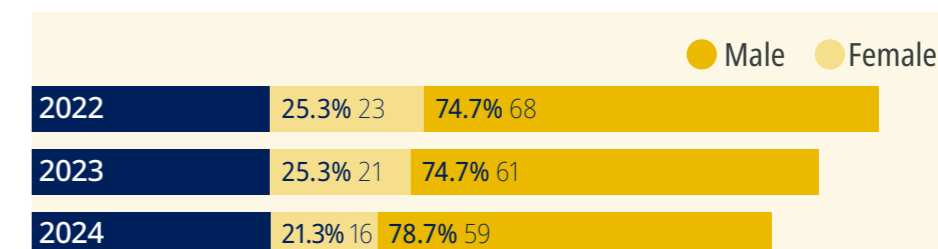
Region – Workforce 2024



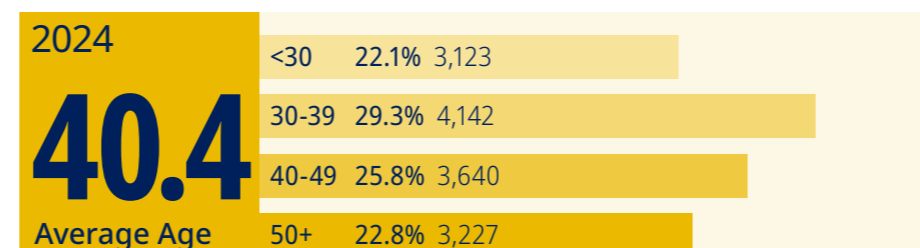
Workforce - Gender



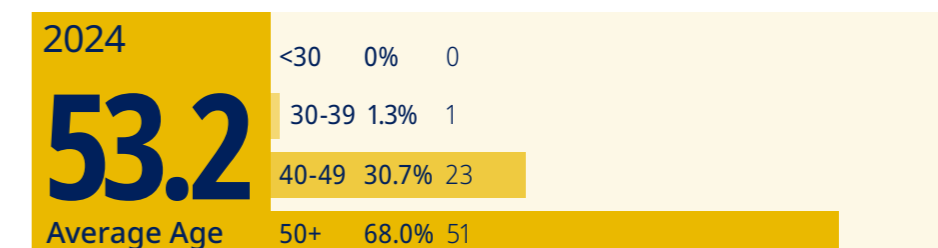
Senior Management⁹ - Gender



Workforce - Age



Senior Management⁹ - Age



Employee Recognition

We want to celebrate and recognize our employees' 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.

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. Any employee can share a Star Story via a submission form and these stories may be shared internally to celebrate the contribution of our employees across different areas such as the impact of Teleflex products on patient care, employees demonstrating Core Values, examples of Customer Experience (CX) excellence, CSR, or inclusivity.

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.



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**.

Teleflex Living Quality Award

A new award developed in 2024, the Living Quality Award recognizes employees who continuously deliver high-quality work within their day-to-day jobs while exemplifying patient-focused, accountable, solution-minded, and preventive behaviors.

Employee Health and Safety

The health, safety, and wellbeing of our employees are of utmost importance to us and are underpinned by our focus and continuous movement towards our Zero Harm Vision. Teleflex has a Global Environmental Health and Safety Management System in place to protect our employees and ensure compliance with all applicable occupational health and safety legislation.

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

Our Czech facilities have achieved a significant milestone by obtaining renewal of ISO 45001, 14001, and 50001 certifications, reinforcing the company's commitment to safety, environmental management, and energy efficiency. In the photo is Bohumír Dušek (Senior EHS Manager), Pavel Háněl (Head of Czech Campus), Mr. Sedláček (Bureau Veritas), and Adela Dvořáková (Marketing Specialist).



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 local requirements. Employee health and safety at Teleflex is overseen by our Global EHS Director alongside regional EHS Managers. Additionally, each of our manufacturing or operations sites has an EHS advisor. Our Global EHS Director reports through our Global Operations HR organization and all the way to senior management.

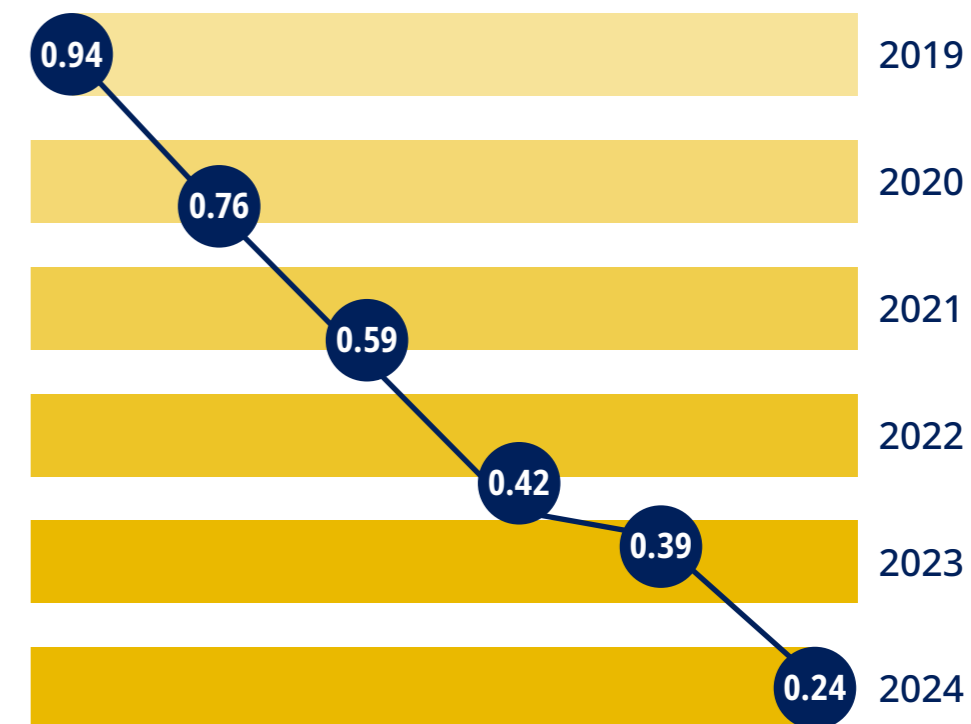
Employees and any other people at our sites can report and escalate any EHS-related concerns. They can easily remove themselves from work situations that they believe could cause injury or ill health while being assured protection from any reprisals or retaliation. Our health and safety training is an essential part of the EHS program for all employees at Teleflex and is customized for each site's risk profile based on 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 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 team's focus on safety and have continually decreased our DART rate for five 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.¹¹

You can read more about our employee health and safety program [here](#).

DART Rate



¹¹ 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, mental health, heart health and more to help our employees improve their health and wellbeing.

Employee Assistance Program (EAP)

Teleflex wants to be a powerful force in breaking the stigma of mental health - whether it is related to stress or burnout, anxiety or depression. Our Employee Assistance program is available to all employees globally and members of their households, including spouses or domestic partners, children, and parents. A variety of mental health and work-life support services are offered by Lyra Health through various channels by combining the best providers, advanced technology, and steadfast commitment.

Mental health services range from coaching to therapy to psychiatry. Guidance and practical advice in areas such as elder care, childcare, and legal and financial assistance are also available to all employees. These services are offered in over 200 countries and in over 65 languages, enabling us to contribute to the well-being and mental health of our employees' whole families across the globe.

Implementing our global Employee Assistance Program with Lyra Health in 2024 was both an important and impactful development for Teleflex.

The program is now fully live in 36 countries, and we have had a very strong average employee satisfaction score of 4.9/5 from our global colleagues who have accessed the Lyra Health services. And it's already clear that the support is going to real needs for our people that might be otherwise unmet; the top three reasons for seeking care have been Anxiety, Depression/Sadness, and Relationship Issues. People really are at the center of all we do, and our new Lyra Health program is a great testament to that Teleflex Core Value.

Lyra



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 well-being. The daily communications include short mindfulness practices that employees can listen to at a time that suits them best.

Ethics & Governance

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

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

Corporate Governance	55
Public Policy	56
Industry Groups and Trade Associations	57
A Culture of Compliance	57
Enterprise Risk Management	59
Sales and Marketing Practices	59
Human and Labor Rights	60
Information Security and Data Privacy	61



Operating with a strong sense of integrity and maintaining high corporate governance standards has always been part of our culture and plays a critical role in maintaining the trust of our employees, customers, investors, patients, and society at large.

2024



33%

Our **board members** were **women**

2024



7.6

Average tenure of **board members**

2024



98%

Completion rate of **Global Code of Ethics Training**

2024



63.8

Average age of **board members**

2024



\$0

Direct political donations

2024



98%

Completion rate of **Conflict-of-Interest Training**

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 includes a range of tenures from directors who bring a balanced mix of fresh perspectives with in-depth experience and knowledge about our company. It 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 2024, 33% of our Board members were women, the average age of our Board members was 63.8 and the average tenure of our Board members was 7.6 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 the compensation committee report required to be included in the Company's annual proxy statement.



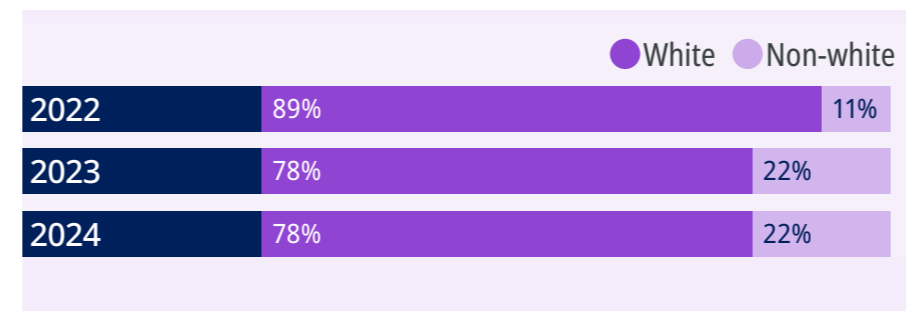
The roles and responsibilities of each committee are set forth in each committee's charter, which can be found on the **investor page** of our website.

Board Refreshment

Teleflex started 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, such that each director will be elected annually at each meeting after the 2025 Annual Meeting.

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 of Directors - Ethnicity

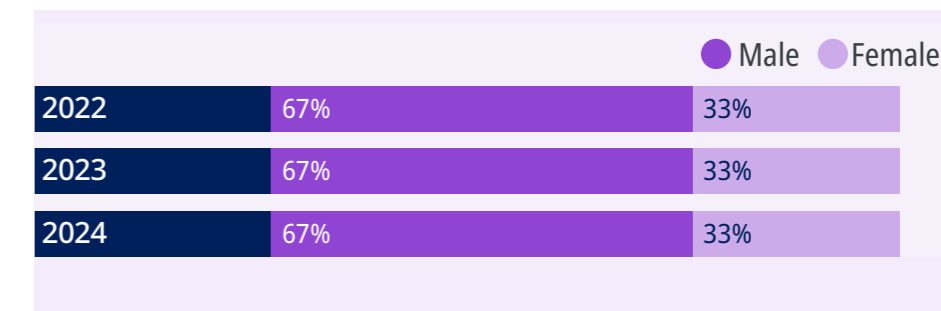


Board of Directors - Average Tenure



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.

Board of Directors - Gender



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. In light of the feedback received, 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 Management³ 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**.

2024 Champions of Board Diversity

Teleflex is proud to be recognized as a Champion of Board Diversity by The Forum of Executive Women for the third consecutive year. This annual award honors the top public companies in the Philadelphia region with 30% or more women on their respective boards. It is a clear example of our great work to promote inclusivity across our company.



Public Policy

The healthcare industry is heavily influenced by local, regional, and national public policy. We believe it is our obligation as a corporate citizen to share our views as a medical technology expert on public policy that may affect the broader healthcare arena. We monitor the evolving regulatory and legal requirements in the countries in which we operate and, when appropriate, take a position on or advocate policies that directly affect patients who use our products, public health, or 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. Teleflex leaders have met with congressional members, staff and committee members directly and as trade association participants. Moreover, 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 and safety, and environmental initiatives. You can read more about this work in the Sustainable Healthcare section of this report.

In 2024, we received a 44 out of 70 score on the CPA-Zicklin Index of Corporate Political Disclosure and Accountability rating, 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, putting 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.

Industry Groups and Trade Associations

Industry groups and trade associations provide Teleflex with an effective way to engage with peer companies and other industry leaders on topics related to the regulatory and policy landscape.

These groups help Teleflex remain current on regulatory and policy changes, emerging trends and challenges, and other relevant information for the medical technology and healthcare field. We voice our opinions, pose questions, and raise concerns through these organizations.

2024 Teleflex Industry Groups and Trade Associations¹²:

- AdvaMed
- APACMed
- BVMed
- Confindustria Dispositivi Medici
- IBEC Trade Association
- Irish MedTech 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.

¹²Includes 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.

A Culture of Compliance

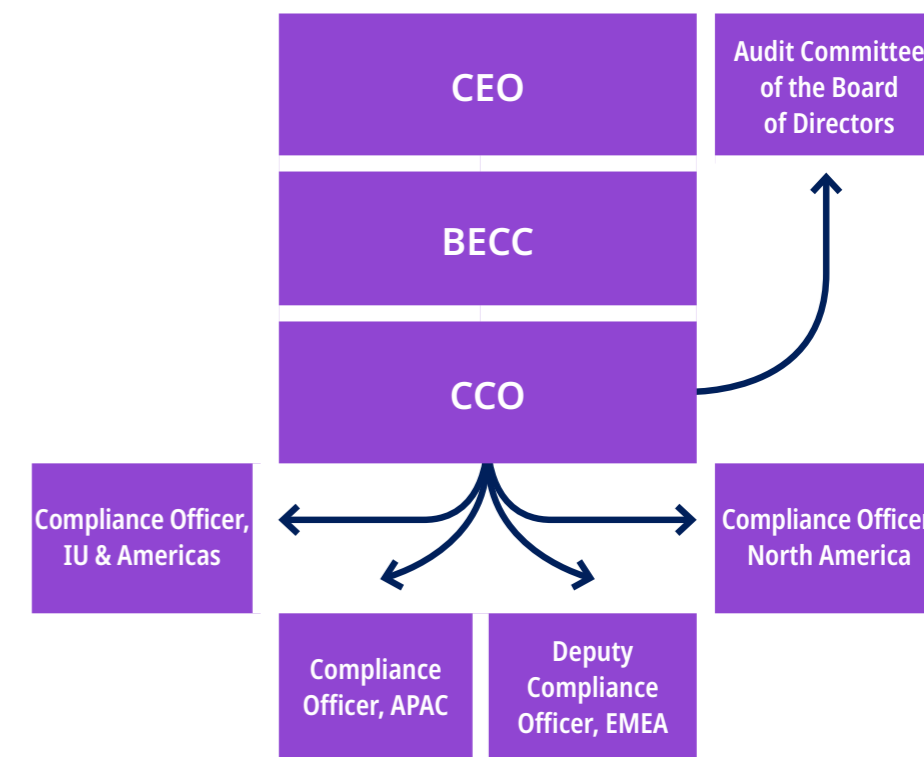
Our Global Compliance Program is a key component of running an ethical company. Our Global Compliance Team implements and oversees policies and programs related to our legal, compliance and ethical obligations.

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 testing and monitoring. This structure allows our compliance personnel to focus day to day on business counseling as well as helping to ensure consistency in our testing and monitoring activities. We also utilize internal and external legal counsel to review and harmonize policies periodically and to ensure our policies are up to date based on local, regional, and national requirements.

“Teleflex prides itself on keeping patients at the center of everything we do. At the end of the day, we want to ensure our interactions with doctors, healthcare professionals and other clinicians are conveying accurate and valuable information, so the patient gets the best treatment and outcomes.”

Howard Cyr
Corporate Vice President, Chief Compliance Officer

Compliance Management Structure



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 to all employees and relevant for everyday work. Along with our enterprise-wide policies, each region/country and specific business units have its 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.

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 proactively identifies trends where training may help provide our employees with more clarity or guidance to mitigate compliance risks.

We conduct annual training on our Code of Ethics and track employee completion rates for new and current employees. During 2024, we achieved a 98% completion rate for our 2024 Global Code of Ethics Training. We piloted a Train-the-Trainer program which ran at a few of our manufacturing sites to ensure all site employees have access to our Code of Ethics Training. The program commenced in July, with trainings being held throughout November and December. 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 the commitment and active participation of our employees and continue to remain focused on engaging our workforce and achieving high completion rates each year to get as close to 100% as possible.

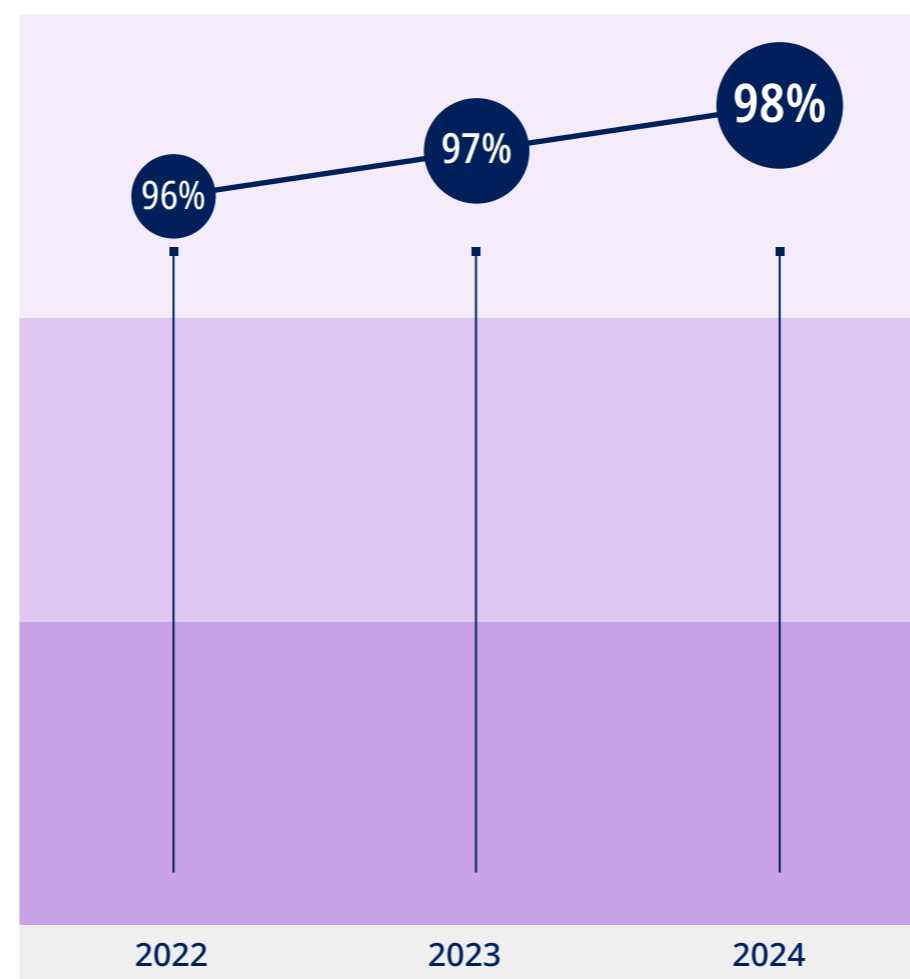
Teleflex also provides specific training for various other policies and programs including at our regional and country kick-off meetings, as well as periodic trainings for our Integrity Policies and Procedures and other relevant topics such as identifying and preventing financial crimes, sexual harassment,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

We use interactive training modules for our Integrity Policies and Procedures (IPP). These modules were developed in collaboration with a third-party training vendor with the content tailored to each learner's job responsibilities and demonstrated understanding of the material. Recognizing that learners have varying levels of knowledge, the training is personalized and purposeful, optimizing the learning experience for each individual. As of December 2024, we had achieved a 92% completion rate.

Testing and Monitoring

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

Completion Rate of Code of Ethics Training



Corporate Compliance and Ethics Week

We held our annual Corporate Compliance and Ethics Week in November, which included communications throughout the week about different parts of our compliance and ethics programs and face-to-face events with employees and compliance officers across different regions. We sent employees policy documents and provided training to enhance their understanding of our compliance programs and reinforce our culture of integrity.

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 voice their concerns freely and maintains a strict non-retaliation policy. The Ethics Line is managed by an independent third party, 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.

Enterprise Risk Management

Teleflex utilizes Enterprise Risk Management (ERM) to deploy a systematic approach to identify, assess, prioritize, and manage the various risks the Company faces, 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 2024, over 150 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 interviewed Executive and Senior Management to discuss the identified risks further and determine any 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, 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 2024 we continued to evolve this section of the ERA to further align with our CSR efforts.

Crisis Management Team

Our Global Crisis Management Team (GCMT), which is comprised of senior leadership across many of our major departments, provides leadership and oversight with respect to global crisis management at Teleflex. The GCMT follows a playbook that 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 required approach, actions, and communications. The Global Crisis Management Team may engage with local site management and/or local crisis management teams, depending on the crisis scenario.

Sales and Marketing Practices

As a medical technology company, ethical and responsible sales and marketing of our products is a top priority. When our sales or marketing teams create 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 handle off-label use inquiries per 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. Trained CMA representatives handle responses to these inquiries 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 employees, including new hires receive annual Conflict of Interest training and must fill out a conflict of interest form to disclose relevant relationships. At the end of December 2024, we achieved a completion rate of 98%.

2024

CONFLICT
OF INTEREST
TRAINING



COMPLETION
RATE ACHIEVED
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 sales and marketing processes follow best practices and comply with all applicable legal and regulatory standards. Our various business units and other functional departments work together very closely when reviewing, revising, and approving our marketing materials before they are available. Not only do we see this as a legal or compliance requirement, but also as a way of operating with high ethical standards.

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** outlines 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**.¹³

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 in our direct operations or in our supply chain. 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 fourth year of level 3 accreditation and this speaks to the quality and rigor of our LSAS program. 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 onboarding 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 2024, we onboarded a third-party software to support supplier audits and assist us in measuring the standards of labor, health and safety, environmental performance, and

ethics within our supply chain. 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.



¹³ Conflict minerals refer to tin, tantalum, tungsten and gold (commonly referred to as "3TG"), regardless of where they are sourced, processed or sold.

Information Security & 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.

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

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 suite of internal policies that govern specific topics, including information management, mobile computing, access management, disaster recovery, and vulnerability management, which are the foundation of 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 the past three years, we have not experienced any known cybersecurity incidents that have materially affected or are reasonably likely to materially affect us in the future, including our business strategy, results of operations, or financial condition.

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 that may be indicative of an attack.

We continue to refine our security incident response procedures and perform various types of simulations in preparation for a cyberattack whenever one may occur. We also have an Acceptable Use and Responsibilities Policy outlining the requirements, prohibitive activities, and company practices that apply to Teleflex's Systems, Information Assets, and Third-party systems supporting Teleflex business activities by employees and authorized agents of Teleflex.

In 2024, new controls were implemented in accordance with industry standards for user authentication. In addition, enhancements were made to reduce our exposure to attacks while improving our capabilities to identify and respond timely to threats.

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 through the use of Artificial Intelligence (AI) and identifying/responding to Business Email Compromise (BEC) as these are common tactics used by attackers. 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 solutions and third-party-managed technology as part of our vendor selection process. We evaluate systems and service 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.

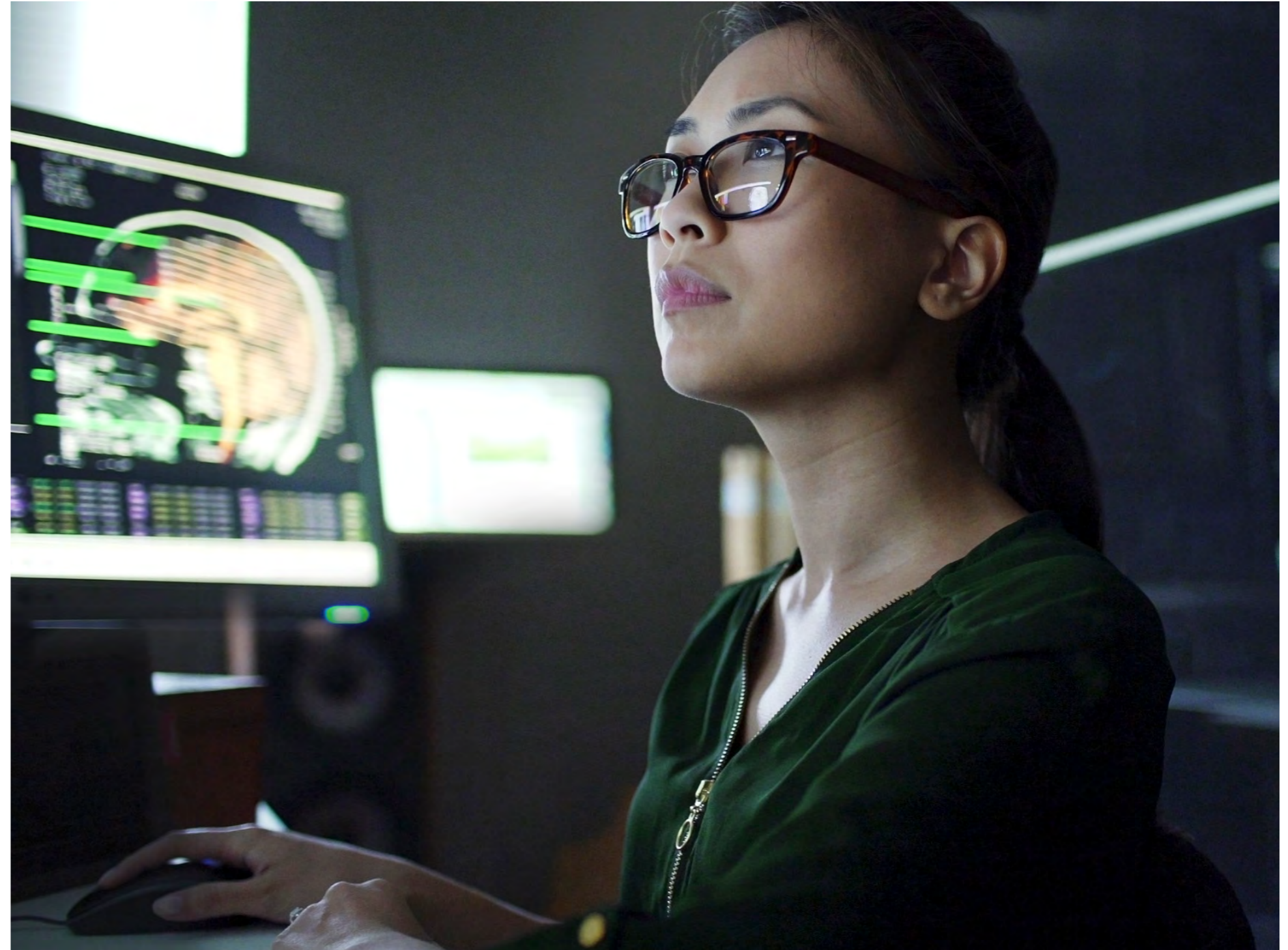
"It is imperative to have a dynamic, evolving approach to managing information security and privacy to ensure resiliency in protecting our assets and complying with regulatory requirements."

Chuck Fliehman

Vice President, Information Security and Privacy

Artificial Intelligence

Teleflex is aware of the growing presence and importance of Artificial Intelligence (AI) in business, and its potential benefits, such as enhancing customer interactions, performing data analysis, boosting productivity, improving decision-making, and monitoring cybersecurity risks. However, all of the ways businesses leverage AI must include a human component to ensure the tools have undergone a thorough review and risks have been considered. To this end, Teleflex Global IT is building a governance model to ensure AI technologies are used ethically, safely, effectively, and in accordance with applicable regulations. During 2024, we provided employees with useful and relevant information regarding Artificial Intelligence through a series of communications, which addressed the basic concepts of AI, the impact and potential risks it can have on our business, and published an Artificial Intelligence Acceptable Use And Governance Policy.



Appendix

About this Report	64
Company Awards	65
Community & Sustainable Healthcare	66
Planet & Environment	67
People	69
Ethics & Governance	79
Reporting and Disclosure Appendices	80



About this Report

The Teleflex Incorporated fifth 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, 2024, 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. As we improve our methodologies and as new information becomes available, we may revise our estimates and assumptions. Methodology changes may include, but are not limited to, updated calculations, improved data quality, or revised third-party data. Such updates may result in changes to current and historical data, and we may revise prior data if significant changes occur. Any restatements of information are noted in the relevant sections of the report.

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

Company Awards

- Vets Indexes Recognized Employer 2024
- Forbes Best Employers For Diversity (2024)
- Forbes America's Best Midsize Employers (2024)
- Forbes America's Best Employers By State (2024)
- Great Place To Work (India) Feb 2024 - Feb 2025
- Great Place To Work (China) Jun 2024 - Jun 2025
- Great Place To Work (Malaysia) Jun 2023 - Jun 2024
- Great Place To Work (Australia) Jul 2023 - Jul 2024
- Great Place To Work (Singapore) Apr 2024 - Apr 2025
- Great Place To Work (Taiwan) May 2024 - May 2025
- Great Place To Work (Thailand) Apr 2024 - Apr 2025
- Great Place To Work (Philippines) Apr 2024 - Apr 2025
- 2024 NSAI Excellence Through People Award (Athlone) Platinum Level
- SERNRA 2024 Employer of the Year (NADC)
- Mississippi Department of Rehabilitation Services (MDRS) 2024 Employer of the Year Award
- Confederation of Indian Industry (CII) National Award for Digital Excellence (APAC Supply Chain)
- Best Workplaces in Greater China 2024 (Teleflex Medical China)



Community & Sustainable Healthcare

Medical Education Grants	2022	2023	2024
# of Grants	70	73	135
Total Dollars	\$800,000	\$730,000	\$1,353,850

IIS Clinical Research Grants	2022	2023	2024
# of Grants	13	20	7
Total Dollars	\$1.7 million	\$3.7 million	\$1.06 million

Directed Clinical Research Grants	2022	2023	2024
# of Grants	8	12	18
Total Dollars	\$1 million	\$4.8 million	\$2.2 million

Product Education	2022	2023	2024
# HCPs Educated	185,000	250,000	269,993

Teleflex Foundation	2022	2023	2024
Number of MAD Grants	29	17	18
Number of Matching Gift	100	105	66

Planet & Environment

Greenhouse Gas Emissions (metric tonnes CO ₂ e)	2019	2023	2024
Scope 1 & 2	86,628	74,455	70,239
<i>Scope 1</i>	15,877	16,126	16,256
<i>Scope 2 (market-based)</i>	70,751	58,329	53,983
Scope 3	391,390	370,718	
<i>Purchased goods and services</i>	299,828	288,693	
<i>Upstream transportation and distribution</i>	64,423	59,296	
<i>Waste generation in operations</i>	2,508	1,999	
<i>Business travel</i>	24,631	20,730	
Total Emissions	478,018	445,173	

*We plan to share our remaining scope 3 2024 emissions later in 2025.

Total Energy Usage (kWh)	2019	2023	2024
Total Electricity	139,916,946	120,968,972	118,666,451
<i>Renewable electricity</i>	66,479	7,516,136	7,236,702
<i>Purchased electricity</i>	139,850,467	113,452,836	111,429,749
Gas	36,127,381	20,875,340	19,577,734
Total Energy	176,044,327	141,844,312	138,244,185

Planet & Environment

Waste (kg)	2019	2023	2024
Hazardous	677,196	403,143	455,883
Non-Hazardous	6,068,778	5,595,278	5,237,906
Waste to Landfill	2,342,384	1,413,921	1,102,107

Water Usage (m3)	2019	2023	2024
Water	560,788	581,493	410,031

People

Talent Recruitment	2022	2023	2024
% of U.S. hires for externally filled roles came via an employee referral ⁸	27%	22%	26%
Employee referral bonus sum ¹⁴	\$460,000	\$360,000	\$245,500
New hire response rate ⁸	87%	87%	81%
New hire survey satisfaction rate ⁸	100%	100%	100%

Employee Engagement	2022	2023	2024
Employee experience survey response rate	83%	85%	91%
Employee experience survey satisfaction score (eSat)	77	75	77

% of open roles filled with internal candidates ⁸	2022	2023	2024
Total	24%	24%	31%

Global New Hires	2022		2023		2024	
Gender	#	%	#	%	#	%
Female	3,304	58.4%	2,104	55.2%	1,501	58.9%
Male	2,345	41.5%	1,703	44.7%	1,044	41.0%
Unknown/Undeclared	5	0.1%	5	0.1%	2	0.1%
Grand Total	5,654	100.0%	3,812	100.0%	2,547	100.0%

¹⁴ Employee referral bonuses for U.S. only.

People

Global New Hires		2022		2023		2024	
Age Band	#	%	#	%	#	%	
<30	3,271	57.9%	1,909	50.1%	1,013	39.8%	
30-39	1,336	23.6%	1,059	27.8%	789	31.0%	
40-49	706	12.5%	579	15.2%	447	17.5%	
50+	341	6.0%	265	6.9%	298	11.7%	
Grand Total	5,654	100.0%	3,812	100.0%	2,547	100.0%	

Global New Hires		2022		2023		2024	
Region	#	%	#	%	#	%	
Asia-Pacific	2,010	35.6%	286	7.5%	354	13.9%	
Europe, Middle East and Africa	543	9.6%	259	6.8%	301	11.8%	
Latin America	2,087	36.9%	2,221	58.3%	1,054	41.4%	
North America	1,014	17.9%	1,046	27.4%	838	32.9%	
Grand Total	5,654	100.0%	3,812	100.0%	2,547	100.0%	

People

U.S. New Hires		2022		2023		2024	
Ethnicity	#	%	#	%	#	%	
American Indian/Alaskan Native	3	0.3%	4	0.4%	5	0.6%	
Asian	127	12.6%	121	11.6%	145	17.4%	
Black	231	22.9%	253	24.3%	121	14.5%	
Choose not to answer	25	2.5%	85	8.1%	37	4.4%	
Hawaiian/Other Pacific Island	2	0.2%	2	0.2%	0	0.0%	
Hispanic	97	9.6%	89	8.5%	98	11.7%	
Two or More Races	22	2.2%	28	2.7%	34	4.1%	
Two or More Races	501	49.7%	461	44.2%	395	47.3%	
Grand Total	1008	100.0%	1,043	100.0%	835	100.0%	

Global Tenure		2022		2023		2024	
Workforce	#	%	#	%	#	%	
<1	3,543	22.9%	2,034	14.2%	1,825	12.9%	
1-2	2,808	18.2%	4,003	28.0%	3,634	25.7%	
3-5	3,349	21.6%	2,772	19.3%	2,690	19.0%	
6-11	2,454	15.9%	2,517	17.6%	2,957	21.0%	
11-14	1,034	6.7%	873	6.1%	878	6.2%	
15+	2,281	14.7%	2,117	14.8%	2,148	15.2%	
Grand Total	15,469	100.0%	14,316	100.0%	14,132	100.0%	
Average Tenure	6.8		6.9		7.3		

People

Global Tenure	2022		2023		2024	
Senior Management ⁹	#	%	#	%	#	%
<1	4	4.4%	2	2.4%	5	6.7%
1-2	11	12.1%	9	11.0%	5	6.7%
3-5	12	13.2%	14	17.1%	6	8.0%
6-11	21	23.1%	16	19.5%	17	22.7%
11-14	20	22.0%	21	25.6%	17	22.7%
15+	23	25.2%	20	24.4%	25	33.3%
Grand Total	91	100.0%	82	100.0%	75	100%
Average Tenure	10.8		11.8		12.1	

Global Workforce Turnover Rate	2022	2023	2024
Involuntary	9.5%	15.2%	5.2%
Voluntary	21.7%	20.5%	14.4%
Total	31.2%	35.7%	19.6%

Global Senior Management ⁹ Turnover Rate	2022	2023	2024
Involuntary	6.6%	12.1%	16.0%
Voluntary	8.8%	6.0%	5.3%
Total	15.4%	18.1%	21.3%

People

Training hours for full-time non-manufacturing employees (via Connect Learning Platform and LinkedIn Learning) ¹⁵	Average # of Hours	2022	2023	2024
Male		7.2	7.9	10.5
Female		8.0	8.7	11.7
Other		3.8	5.6	6.5

Training hours for full-time non-manufacturing employees (via Connect Learning Platform and LinkedIn Learning) ¹⁵	Average # of Hours	2022	2023	2024
Senior Management ⁹		8.6	6.5	5.3
Manager		10.0	13.1	17.9
Individual Contributor		6.8	7.8	10.6
Support Staff		6.4	4.5	6.1

U.S. Parental Leave	2023	2024	2023	2024	2023	2024	2023	2024
Year	Eligible for Parental Leave		# of Employees that used Paid Parental Leave ¹⁶		Unpaid Parental Leave Used ¹⁷		Returned to Work	
Male	2,131	2,155	56	68	11	12	56	68
Female	1,760	1,780	35	47	21	24	35	47
Other	8	8	0	0	0	0	0	0
Total	3,899	3,943	91	115	32	36	91	115

% returned to work after leave	2022	2023	2024
Male	98%	100%	100%
Female	97%	100%	100%
Total	98%	100%	100%

¹⁵ 2022 and 2023 includes Connect Learning only. 2024 includes both Connect Learning and LinkedIn Learning.

¹⁶ Includes parental leave that was initiated in 2023

¹⁷ Unpaid parental leave is used after paid parental leave is exhausted

People

Region	2022		2023		2024	
Workforce	#	%	#	%	#	%
Asia-Pacific	4,458	28.8%	4,174	29.2%	3,989	28.2%
Europe, Middle East and Africa	3,126	20.2%	2,841	19.8%	2,844	20.1%
Latin America	4,042	26.1%	3,281	22.9%	3,447	24.4%
North America	3,843	24.9%	4,020	28.1%	3,852	27.3%
Grand Total	15,469	100.0%	14,316	100.0%	14,132	100.0%

Region	2022		2023		2024	
Senior Management ⁹	#	%	#	%	#	%
Asia-Pacific	3	3.3%	4	4.9%	6	8.0%
Europe, Middle East and Africa	17	18.7%	15	18.3%	12	16.0%
North America	71	78.0%	63	76.8%	57	76.0%
Grand Total	91	100.0%	82	100.0%	75	100.0%

People

Global Gender	2022		2023		2024	
Workforce	#	%	#	%	#	%
Female	9,089	58.8%	8,376	58.5%	8,318	58.8%
Male	6,372	41.2%	5,931	41.4%	5,806	41.1%
Other	8	0.0%	9	0.1%	8	0.1%
Grand Total	15,469	100.0%	14,316	100.0%	14,132	100.0%

Global Gender	2022		2023		2024	
Senior Management ⁹	#	%	#	%	#	%
Female	23	25.3%	21	25.3%	16	21.3%
Male	68	74.7%	61	74.7%	59	78.7%
Grand Total	91	100.0%	82	100.0%	75	100.0%

U.S. Ethnicity	2022		2023		2024	
Workforce	#	%	#	%	#	%
American Indian/Alaskan Native	16	0.4%	18	0.5%	17	0.5%
Asian	514	13.5%	474	11.9%	511	13.4%
Black	462	12.1%	478	12.0%	458	12%
Choose not to answer/Other	60	1.6%	185	4.6%	127	3.3%
Hawaiian/Other Pacific Island	8	0.2%	5	0.1%	4	0.1%
Hispanic	315	8.3%	338	8.5%	352	9.2%
Two or More Races	75	2.0%	75	1.9%	84	2.2%
White	2,356	61.9%	2,409	60.5%	2,263	59.3%
Grand Total	3,806	100.0%	3,982	100.0%	3,816	100%

People

U.S. Ethnicity	2022		2023		2024	
Senior Management ⁹	#	%	#	%	#	%
American Indian/Alaskan Native	1	1.4%	1	1.6%	1	1.7%
Asian	3	4.2%	2	3.2%	3	5.3%
Choose not to answer	1	1.4%	3	4.7%	3	5.3%
Hispanic	2	2.8%	2	3.2%	2	3.5%
Two or More Races	1	1.4%	0	0.0%	0	0.0%
White	63	88.8%	55	87.3%	48	84.2%
Grand Total	71	100.0%	63	100.0%	57	100.0%

Global Terminations	2022		2023		2024	
Gender	#	%	#	%	#	%
Undeclared/Unknown	1	0.0%	4	0.1%	3	0.1%
Female	2,878	59.7%	2,835	55.7%	1,586	57.4%
Male	1,945	40.3%	2,250	44.2%	1,175	42.5%
Grand Total	4,824	100.0%	5,089	100.0%	2,764	100.0%

Global Terminations	2022		2023		2024	
Age Band	#	%	#	%	#	%
<30	2,253	46.7%	2,140	42.1%	893	32.3%
30-39	1,192	24.7%	1,381	27.1%	787	28.5%
40-49	698	14.5%	884	17.4%	576	20.8%
50+	681	14.1%	684	13.4%	508	18.4%
Grand Total	4,824	100.0%	5,089	100.0%	2,764	100.0%

People

Global Senior Management ⁹ Terminations		2022		2023		2024	
Age Band	#	%	#	%	#	%	
<30	0	0.0%	0	0.0%	0	0.0%	
30-39	0	0.0%	0	0.0%	0	0.0%	
40-49	3	21.4%	6	40.0%	7	43.7%	
50+	11	78.6%	9	60.0%	9	56.3%	
Grand Total	14	100.0%	15	100.0%	16	100.0%	

Global Senior Management ⁹ Terminations by Gender		2022		2023		2024	
Gender	#	%	#	%	#	%	
Male	10	71.4%	13	86.7%	10	62.5%	
Female	4	28.6%	2	13.3%	6	37.5%	
Other	0	0.0%	0	0.0%	0	0.0%	
Grand Total	14	100.0%	15	100.0%	16	100.0%	

Global Workforce		2022		2023		2024	
Age Band	#	%	#	%	#	%	
<30	4,080	26.4%	3,427	24.0%	3,123	22.1%	
30-39	4,203	27.1%	4,054	28.3%	4,142	29.3%	
40-49	3,909	25.3%	3,712	25.9%	3,640	25.8%	
50+	3,277	21.2%	3,123	21.8%	3,227	22.8%	
Grand Total	15,469	100.0%	14,316	100.0%	14,132	100.0%	
Average Age	39.4		40.0		40.4		

People

Global Senior Management ⁹		2022		2023		2024	
Age Band	#	%	#	%	#	%	
30-39	3	3.3%	2	2.4%	1	1.3%	
40-49	35	38.5%	26	31.7%	23	30.7%	
50+	53	58.2%	54	65.9%	51	68.0%	
Grand Total	91	100.0%	82	100.0%	75	100.0%	
Average Age	51.2		52.1		53.2		

Year	2019	2020	2021	2022	2023	2024
DART Rate ¹¹	0.94	0.76	0.59	0.42	0.39	0.24

Year	2019	2020	2021	2022	2023	2024
Fatalities ¹¹	0	0	0	0	0	0

Ethics & Governance

Board of Directors by Gender	2022	2023	2024
Male	67%	67%	67%
Female	33%	33%	33%

Board of Directors by Ethnicity	2022	2023	2024
White	89%	78%	78%
Non-white	11%	22%	22%

Board of Directors Average Tenure	2022	2023	2024
Years	7.6	6.6	7.6

Board of Directors Average Age	2022	2023	2024
Years	64.1	62.8	63.8

Completion Rate of Code of Ethics Training	2022	2023	2024
%	96%	97%	98%

Reporting and Disclosure Appendices

Global Reporting Initiative (GRI)	82
Sustainability Accounting Standards Board (SASB)	88
Taskforce on Climate-Related Financial Disclosures (TCFD)	91
United Nations Sustainable Development Goals (UN SDGs)	98

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).



SUSTAINABLE DEVELOPMENT GOALS



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"
	403-7 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	"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	<ul style="list-style-type: none"> ■ 2024 Class 1 recalls¹⁸: 2 <ul style="list-style-type: none"> — # of units affected: 1,232,570 ■ 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 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	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. 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-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	Anesthesia 83,406,601
			Interventional Urology 357,401
			Interventional 5,229,899
			OEM 173,945,955
			Other 52,847
			Respiratory 33,927,183
			Surgical 31,450,660
			Urology Care 94,262,386
			Vascular Access 22,279,858
			Grand Total 444,912,790

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.	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.																					
			<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>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>	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
Scenario Name	Temperature (2100)	Description																						
Net Zero 2050	1.4 °C	Stringent climate policies and technological innovation in near term drives emissions reductions																						
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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>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>	<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>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.	<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. 	“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
<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>
	<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</p> <p>11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage</p>

United Nations Sustainable Development Goals (UN SDGs)

Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
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

United Nations Sustainable Development Goals (UN SDGs)

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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

United Nations Sustainable Development Goals (UN SDGs)

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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

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