



Benefits of working at Teleflex for U.S. employees

U.S. Benefits at Teleflex

At Teleflex, you will find that we embrace our employees' entrepreneurial spirit and commitment to excellence. Our benefit program further emphasizes this commitment by offering you comprehensive health, welfare and retirement programs for you and your family to ensure you lead a healthy, high quality way of life now and at retirement.

Teleflex is committed to ensuring our benefits are competitive and that our plan options provide you with choice, value, and control over your healthcare spending. Teleflex strives to improve the health and quality of peoples' lives – an internal reality reflecting our commitment to our employees.

Healthcare Benefits

- Medical
- Prescription
- Dental
- Vision

Tax-Advantage Healthcare Accounts

- Health Reimbursement Account (HRA)
- Health Savings Account (HSA)
- Healthcare Flexible Spending Account
- Dependent-care Flexible Spending Account

Company-Paid Benefits

- Basic Life and AD&D Insurance
- Short-Term Disability
- Long-Term Disability
- Employee Assistance Program

Voluntary Benefits

- Voluntary Life and AD&D Insurance
- Hospital Indemnity
- Critical Illness
- Group Accident
- Group Homeowners/Auto Insurance
- Pet Insurance
- Identity Theft Protection
- Legal Assistance

All Other Benefits

- Family Friendly Benefits Program
- 401k Savings Plan
- Tuition Assistance
- Paid Time Off

Eligibility

In general, benefits are offered to all U.S. employees who are regularly scheduled to work at least 30 hours per week. Benefits become effective the first of the month following date of hire. Benefits eligible U.S. employees may also cover their legal spouse, domestic partner, and dependent children up to age 26 (including children of a domestic partner).

You are automatically enrolled into the Teleflex 401(k) Savings Plan after 30 days of employment. The automatic features include 3% pre-tax paycheck deferral, 100% allocation into a Target Date Fund closest to your expected date of retirement* and an annual one-step auto-increase up to 10% each April.

All U.S. employees are eligible to accrue PTO. Employees with less than a full-time work schedule will be prorated based on scheduled hours.

**You may also choose your own investment portfolio.*

Medical and Prescription

Teleflex employees have the option of three medical plans administered by Blue Cross. Our market leading medical plans provide meaningful choice and balance how you pay for coverage and for care. Each plan provides access to a Health Reimbursement Account (HRA) or a Health Savings Account (HSA), which are financial accounts you can access to pay for qualified medical expenses. As a Teleflex employee, you are eligible to receive annual employer contributions to your HRA or HSA.

All three of Teleflex's medical plans include prescription drug coverage administered by CVS Health. Teleflex's prescription drug program is focused on prevention by providing cost effective medications at reduced costs. Most prescription costs accumulate towards the medical plan deductible and out of pocket maximum.

In addition, all medical plans include healthcare resources to help you be a more informed, confident healthcare consumer:

Included Health

Teleflex provides a Benefits Concierge service dedicated to help you to effectively use your health plans. This service, provided by Included Health, is available at no cost to you and your family.

Included Health will help explain and better understand your benefit program details. They will also assist you and your family resolve any healthcare concerns and navigate complex healthcare situations. Save time and call them as your first point of contact for any issues or needed guidance.

Telemedicine with Teladoc

Telemedicine is an approach to healthcare that replaces the need to visit a doctor's office for non-emergency health conditions. All appointments are conducted over the telephone or online through secure video. You must be enrolled in a Teleflex medical plan to utilize this benefit. Teladoc's U.S board-certified doctors can resolve many of your medical issues, 24/7/365, by phone or online using electronic health records to diagnose, treat, and write prescriptions, when necessary.

You can also save money by using Teladoc. The cost of an appointment is \$60. Compare that to the cost of an average office visit — \$120, plus your time spent traveling to/from the doctor office and your \$60 cost gets applied to your deductible.

Dental

Teleflex offers you two dental plans with meaningful choice through one of the largest dental networks in the country, Delta Dental.

- **Value Plan:** Focus on preventative and essential care
- **Plus Plan:** Emphasis on major and orthodontia care

Both plans have access to the same provider-network and provide 100% coverage on preventive care.

Vision

Teleflex offers comprehensive vision coverage through EyeMed, one of the largest vision insurance carriers in the country. Vision is provided at no cost for employee coverage.

You can take advantage of discounts such as 40% off additional pair of eyeglasses and \$20 to \$50 off sunglasses at Sunglass Hut.

Family Friendly Benefits Program

Teleflex is proud to provide a Family Friendly Benefits Program which offers financial stability for both male and female employees with flexibility to balance work and life. It also provides healthcare and financial assistance for those who are seeking fertility assistance and alternate paths to parenthood.

Paid and Unpaid Parental Leave	Short-term disability for birth mothers plus: <ul style="list-style-type: none"> • Up to 6 weeks of 100% paid parental leave for male and female employees, and • Up to 6 weeks of unpaid parental leave for male and female employees
Fertility Assistance	Enhanced infertility treatment coverage added to medical plans including (ZIFT/GIFT/IVF), for up to 2 cycles
Adoption Reimbursement	\$5,000 for adoption fees up to 2 per lifetime maximum
Donor tissue coverage	allows purchase of donor eggs or sperm

Teleflex also offers comprehensive menopause and perimenopause support to women to improve symptoms and overall health. This coverage is included with all medical plans.

All Other Benefit Programs

401(k) Savings Plan

Teleflex gives employees the opportunity to participate in the company's 401(k) Savings Plan through Schwab Retirement Plan Services. Teleflex will make a non-elective contribution to your 401(k) Savings Plan equal to 3% of your eligible compensation – even if you do not contribute to the plan. Teleflex also provides a 100% matching contribution up to the first 2% you contribute of eligible compensation. That's an additional 5% from Teleflex just to help you save!

The Plan offers both pre-tax contributions and Roth (after-tax) contributions. Participants can defer from 2% to 50% of their eligible compensation each pay into the Plan.

Basic Life and AD&D Insurance

At no cost to employees, Teleflex provides Basic Life and Accidental Death and Dismemberment (AD&D) Insurance equal to in an increment of your annual earnings.

Voluntary Life and AD&D Insurance

Employees may purchase additional Voluntary Life Insurance up to six times your annual salary (not to exceed \$1,500,000). Additional coverage is available for your eligible spouse and/or child(ren).

Employees may also purchase additional Voluntary AD&D Insurance up to \$500,000 in increments of \$100,000. Additional coverage is available for your eligible spouse and/or child(ren).

Disability Benefits

At no cost to employees, Teleflex offers short-term disability that provides 100% of your base pay rate for the first 30 days you are disabled. After 30 days, the benefit is reduced to 66⅔% of your base pay rate. Short-term disability provides up to 26 weeks of coverage.

Long-term disability is also provided at no cost should a disability extend beyond 26 weeks. Teleflex's long-term disability plan provides a benefit of 66⅔% of your base monthly salary (including commissions if applicable) up to a maximum of \$20,000 per month.

Employee Assistance Program/Work Life Plan

To help employees successfully manage life's challenges, Teleflex provides an Employee Assistance Program (EAP)/Work Life plan through Lyra Health at no cost to employees. The EAP provides access for you and your household members to free mental health sessions with Lyra Health. Sessions may be face-to-face or virtual and are private and confidential.

Hospital Indemnity Insurance

Provides financial protection when you require hospitalization. There are two plans to choose from (Low Plan pays \$500 and High Plan pays \$1,000 for admission).

Critical Illness Insurance

This insurance pays in addition to your medical plan. Coverage provides a lump-sum payment of up to \$15,000 or \$30,000 in initial benefits for a variety of critical illnesses (e.g., cancer, heart attack and stroke).

Group Accident Insurance

Accident insurance provides a benefit if you or your covered dependent(s) are injured in a covered accident. Benefits are paid as a lump sum of up to \$15,000 or \$30,000.

Identity Theft Protection

Allstate's PrivacyArmor Plus plan provides industry-leading protection services to fight evolving identity, financial and privacy fraud.

Hyatt Legal Assistance

Teleflex offers two legal assistance plans. The legal plans can help assist with common issues such as those associated with refinancing, buying or selling a home, or writing/revising a will.

Group Auto/Home and Pet Insurance

Coverage provides you with competitive rates and a special group discount that could save you money on your auto and homeowner's insurance.

Tuition Assistance

The Company will reimburse active employees (active for at least 6 months), in accordance with the eligibility requirements set forth in the Tuition Reimbursement policy. Eligible costs include tuition, laboratory, registration and other fees for all approved courses up to the IRS taxable limit of \$5,250 per calendar year.

Company Holidays

Teleflex recognizes ten designated holidays and two personal days during the calendar year.

Paid Time Off (PTO)

Teleflex provides all regular full-time employees with PTO days based on years of service ranging from 120 hours up to 200 hours per calendar year. PTO days are used for vacation, sick and personal time benefits.

This guide provides a brief summary of the Teleflex Benefits Program. For a complete description of plan features including eligibility and termination provisions, definitions, limitations and exclusions, please refer to the official plan documents.

In the event of any discrepancies between the information within this guide and the official plan documents, the terms of the official plan documents shall apply.

Teleflex Incorporated reserves the right to amend or terminate any plan, in whole or in part, at any time.

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