



Teleflex[™]

Empowering the future of healthcare

2024 Global Impact Report **Executive Summary**

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

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.

Snapshot

Headquartered in **Wayne, Pennsylvania, U.S.** 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

Map of our Global Sites¹



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

CSR Program Highlights from 2024



14%

Reduction in **non-hazardous waste** since 2019



58%

Our global workforce is **female**



26%

U.S. hires externally filled roles came via **employee referral**²

Given in clinical
Over
\$3M
research grants

Zero Dollars spent in
direct political
donations

Launched our
**Global Employee Assistance
Program (EAP)**

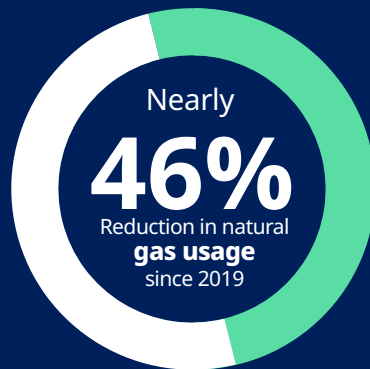
19%

Reduction of **scope 1 & 2
GHG emissions** since 2019



33%

Our **Board members**
are **women**



98%

Completion rate of
Global Code of Ethics Training

Provided in medical
\$1,350,000+
education grants



Nearly

270,000

Healthcare providers
educated on **safe and effective
use of our products**

100%

U.S. employees
returned to work after
parental leave

² Refers to exempt employees in the US, Canada, and parts of Latin America

Corporate Social Responsibility

CSR Strategy and Approach

As a global business, we must continue to advance in areas such as environmental stewardship, ethics, employee engagement, community involvement, and economic responsibility.

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.

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.

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.

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. This year, Teleflex's Corporate Social Responsibility team attended Climate Week NYC.

You can learn more about our [CSR program here](#).



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



DELIVER LONG-TERM
DURABLE GROWTH

Teleflex[™]
Empowering the future of healthcare
STRATEGY 2023-25

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

Community & Sustainable Healthcare

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.

Health Equity

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. By signing this 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.

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.

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.



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

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. Teleflex's Clinical and Medical Affairs group supports scientific exchange by participating in scientific congresses and networks and actively disseminating our research findings from our real-world evidence activities and our clinical trials. In 2024, we delivered seven impactful podium presentations, contributed 15 abstracts to various conferences and journals, and participated in ten conferences.

Medical Education and Clinical Research Grants

We provide research grants and support to healthcare providers in areas complementary to Teleflex's business and products. In 2024, we provided over \$3 million in research grants.

2024

Over **\$3m**
Research grants



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

Sustainable Healthcare

Product Sustainability

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. Our product sustainability strategy focuses on the following areas: sterilization, product packaging, and materials.

During new product design, our knowledge on materials and their safety profile enables better material selection. Our newly launched materials science program consolidates our collective knowledge relating to the safety, biocompatibility, toxicology, and regulatory status of Teleflex materials.

Community & Sustainable Healthcare

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. 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.

Product Quality and Safety

We have built a culture focused on making high quality products through Lean Manufacturing. All relevant employees are trained on our Labour Standards Assurance System (LSAS) program, and we communicate our expectations to suppliers..

Teleflex suppliers must demonstrate and provide evidence that they meet specific criteria, including product quality, defect-free products, and maintaining a quality management system.

We have established a Product Safety Review Board (PSRB). 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 created by our employees united under the same common goal and sense of purpose in their everyday jobs and beyond.

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. In October each year, we organize our global **JOIN** volunteer month.



Supporting People with Intellectual Disabilities.

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. 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.

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.



Coastal Clean-Up Initiative.

Planet & Environment

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.

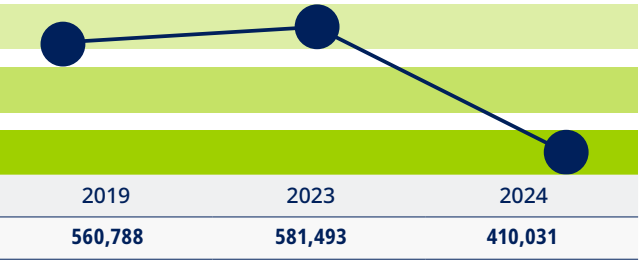
You can read about our commitments in our **Environmental Statement**.

Responsible Consumption

Water

Many of our manufacturing sites measure and monitor the water quality and manage any wastewater we may release from our processes. At some sites, we have water recycling systems to reduce our usage, and we also have implemented rainwater harvesting at several sites.

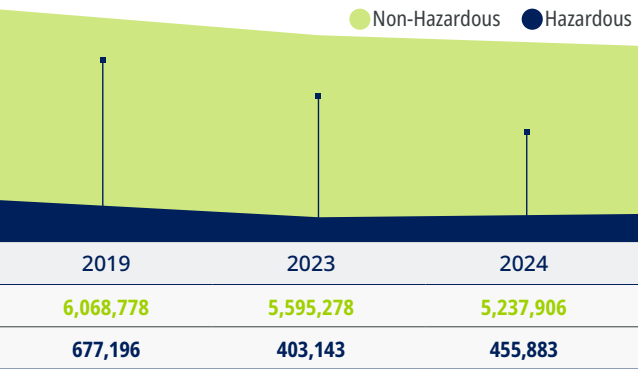
Water Usage (m3)



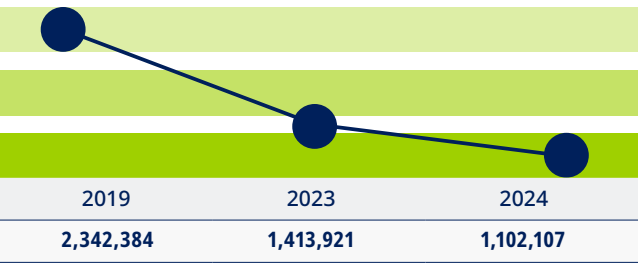
Waste

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.

Waste (kg)



Waste to Landfill (kg)



Emissions and Pollution

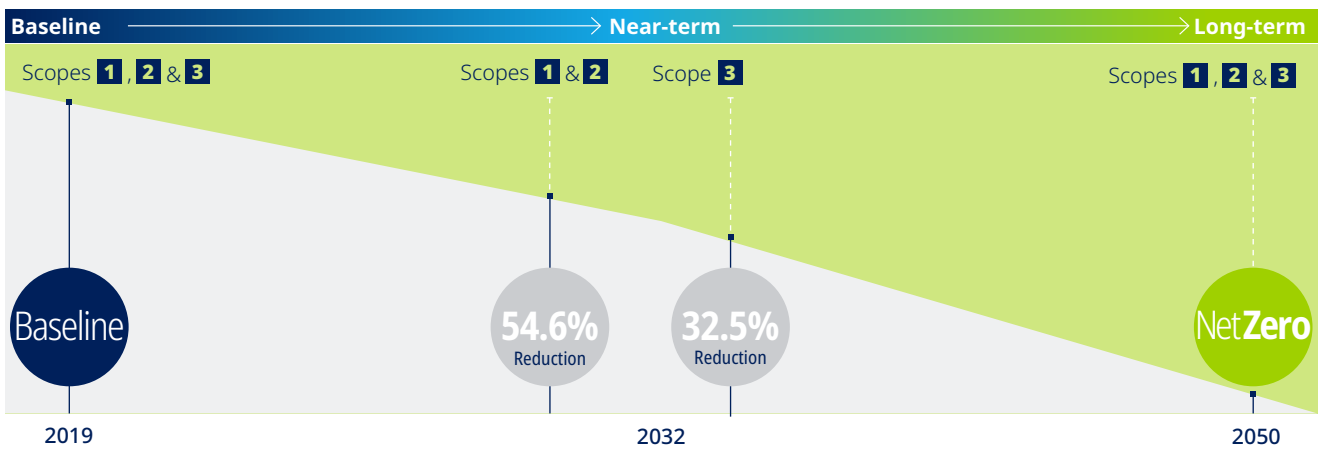
Teleflex manufacturing sites are subject to our Global Environmental, Health, and Safety Management System requirements and are subject to regulatory requirements relating to emissions. These Management System requirements include identification of all environmental emissions or pollutants (e.g. ground/water discharges 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.

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.

Planet & Environment

Emissions Reduction Trajectory



Climate Action

Climate Action Governance & Strategy

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. Based on our overall CSR governance structure, climate change is managed through our CSR Steering Committee, and our climate action strategy is managed under the Planet & Environment pillar of our CSR program.

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.

In 2024, we completed our first climate risk assessment, which focused on transition risks, with an independent provider.

Greenhouse Gas Emissions

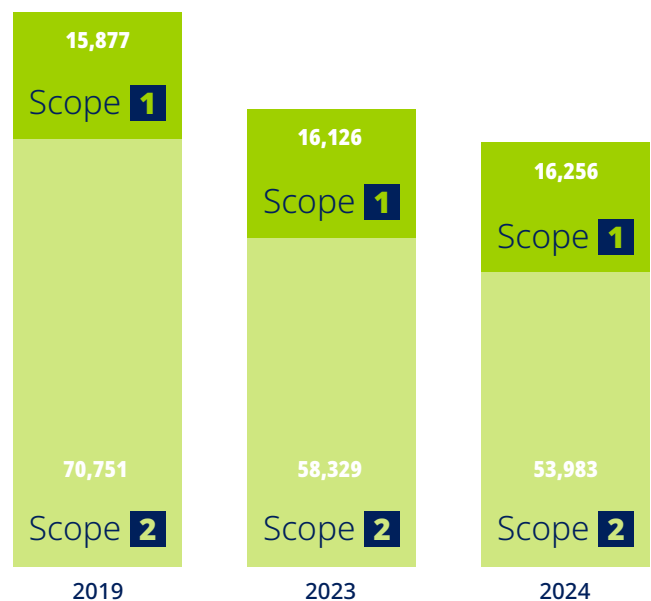
We collect site-level environmental data in our sustainability software solution and have engaged an external consulting agency to calculate our full scope 1, 2, and 3 greenhouse gas emissions. We utilize the Greenhouse Gas Protocol as our greenhouse gas accounting and reporting standard and have utilized a baseline year of 2019.

You will find our detailed 2019 and 2023 scope 1, 2, and 3 emissions data in the full-length 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 metrics.³

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.

Greenhouse Gas Emissions (metric tonnes of CO₂e)



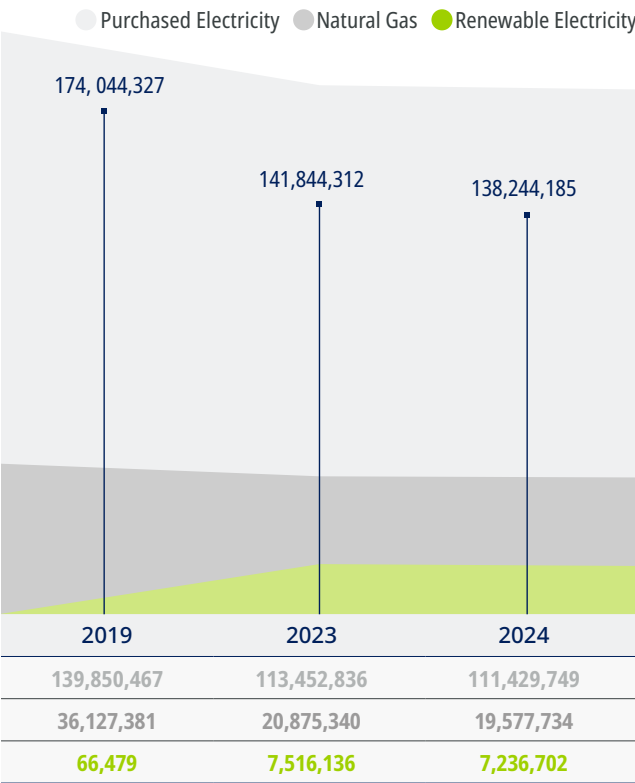
³ Scope 3 metrics to account for data availability and methodology improvements, which may result in changes to previously reported emissions metrics.

Planet & Environment

Energy

We are working to reduce unnecessary electricity and gas usage, and increase process efficiency. In our manufacturing and office locations, we have and will continue to evaluate numerous projects to decrease energy usage.

Total Energy Usage (kWh)



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.

Sustainable Procurement

Sustainable procurement will be key in helping Teleflex meet its climate targets. In 2024, we made several investments in this program, including implementing a sustainability software platform to help us better track, manage, and report sustainability data relating to the performance of 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. We 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.



Renewable energy



People

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.

Recruitment and Onboarding

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. Our talent recruitment team has several tools, resources, and avenues to reach potential candidates as we look to fill open roles within Teleflex. We have developed a world-class recruitment process and continue operating on an honest, open, and transparent recruiting, interviewing, and hiring process.

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.²

Exceptional Employee Experience (E³)

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.

Our 2024 Global Employee Experience Survey was launched to all our employees globally, and we had a 91% participation rate (up 6% from 2023).

2024: Survey was launched

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

Teleflex uses an internal social networking site hosted by a leading software provider to increase employee engagement and communication across the organization.

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. 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 rate⁴ in our Global Supply Chain, which represents a two-fold increase from 2020.

2024

7.3 years
Average global
workforce tenure



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.

We offer our employees educational and training programs along with resources primarily through our Connect Learning platforms. Additionally, through our partnership with LinkedIn Learning, our employees and managers can access over 16,000 courses in multiple languages.

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. roles² in 2024 were filled with internal candidates and many of these being a promotion in title or role.

⁴ Rehire rate includes the number of employees that were hired in total which were previous employees.

People

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.

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.

Mental Healthcare Benefits

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.

In 2024, Teleflex introduced a new Employee Assistance Program (EAP) offered by Lyra Health.



Our EAP is available to all employees globally and members of their households, including spouses or domestic partners, children, and parents.

Family Support

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

Employees who have adopted children can utilize the same level of leave as those with biological children. We are happy to share that in the U.S., 100% of employees who took parental leave in 2024 returned to work.

Inclusive Culture

Advancing our inclusive culture and growing employee engagement is vital to the continued success of our organization.

Our Employee Resource Groups (ERG), with representation in all our regions, foster a diverse and inclusive culture and environment while improving engagement. In 2024, we launched our Neurodiversity ERG, which recognizes that individuals experience and interact with the world differently.

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

2024

58.9%

Global new hires were female



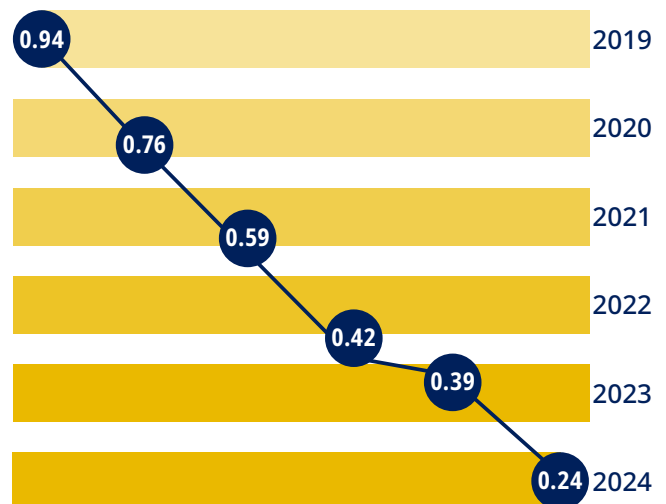
We measure and track numerous metrics related to our workforce profile, and global talent at Teleflex. These data points help inform and adjust our inclusivity strategy and program. At the end of 2024, 58.9% of our global workforce was female.

Employee Health and Safety

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.

We track and monitor several occupational health and safety metrics across our sites, regionally and globally. We are extremely proud of our team's focus on safety and have continually decreased our DART rate (days away/restricted or transfer)⁵ for five years running.

DART Rate



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

Ethics & Governance

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.

Corporate Governance

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

Board of Directors

Our Board of Directors currently consists of nine total members, eight of whom are independent with an independent Lead Director. We have three standing committees, each of which is chaired by an independent director.

A Culture of Compliance

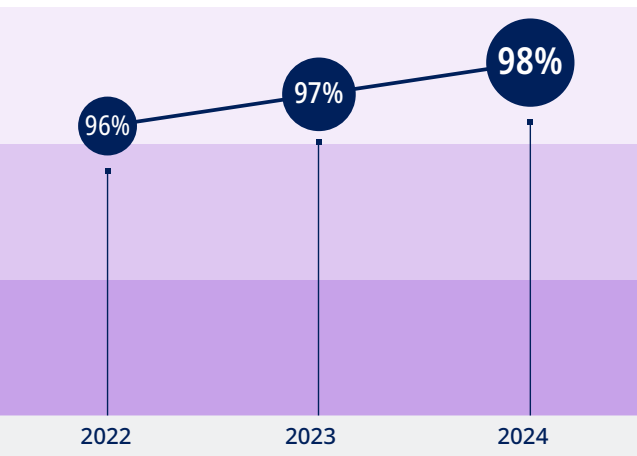
Our Global Compliance Program is a key component of running an ethical company. Teleflex has several policies that set the foundation for our culture of ethical behavior and good corporate conduct and are accessible to all employees and relevant for everyday work.

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. We conduct annual training on our Code of Ethics and track employee completion rates for new and current employees.

Enterprise Risk Management

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.

Completion Rate of Code of Ethics Training



Since 2022, Teleflex has included a dedicated section of the ERA focused on corporate social responsibility risks. In 2024 we continued to evolve this section of the ERA to further align with our CSR efforts.

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.

Information Security and Data Privacy

We have developed a global information security and data privacy program aligned to industry standards.

Security awareness training is provided to all employees multiple times throughout the year, along with periodic security update communications.

Artificial Intelligence

Teleflex is aware of the growing presence and importance of Artificial Intelligence (AI) in business. 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 AI and published an Artificial Intelligence Acceptable Use And Governance Policy.

