



2025 Global Impact Report

Data Appendix

TeleflexTM
Empowering the future of healthcare

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Community & Sustainable Healthcare

Medical Education Grants	2023	2024	2025
# of Grants	73	135	129
Total Dollars	\$0.7 million	\$1.4 million	\$1.3 million
IIS Clinical Research Grants	2023	2024	2025
# of Grants	20	7	23
Total Dollars	\$3.7 million	\$1.1 million	\$0.8 million
Directed Clinical Research Grants	2023	2024	2025
# of Grants	12	18	30
Total Dollars	\$4.8 million	\$2.2 million	\$5.1 million
Product Education	2023	2024	2025
# HCPs Educated	250,000	269,993	318,246
Teleflex Foundation	2023	2024	2025
Number of MAD Grants	17	18	16
Number of Matching Gift	105	66	206

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Planet & Environment¹

Greenhouse Gas Emissions (metric tonnes CO ₂ e) ¹	2019	2023	2024	2025
Scope 1 & 2	86,661	74,508	70,021	66,326
Scope 1	15,910	16,179	16,204	14,797
Scope 2 (Market-based)	70,751	58,329	53,817	51,529
Scope 3	472,687	430,996	414,197	426,155
Purchased goods and services	365,832	352,382	339,000	357,950
Upstream transportation and distribution	79,655	58,889	56,144	50,135
Waste generation in operations	2,508	1,872	1,501	1,343
Business travel	24,692	17,853	17,552	16,727
Total Emissions	559,348	505,504	484,218	492,481

Energy Usage (kWh)	2019	2023	2024	2025
Total Electricity	146,363,241	125,648,002	120,649,021	119,196,820
Purchased electricity	146,296,762	118,131,886	113,423,879	108,962,973
On-site generated Renewable Electricity	66,479	7,516,116	7,225,142	9,325,877
Purchased Renewable Electricity	0	0	0	907,970
Gas	38,022,333	22,585,667	20,596,750	20,787,569
Total Energy	184,385,574	148,233,669	141,245,771	139,984,389

Waste (kg)	2019	2023	2024	2025
Hazardous	677,196	403,143	455,970	399,474
Non-Hazardous	6,229,284	6,067,479	5,375,809	5,070,119
Waste to Landfill	2,342,384	1,413,921	1,099,846	803,197

Water Usage (m3)	2019	2023	2024	2025
Water	560,788	581,493	410,380	409,899

¹ Scopes 1, 2 and 3 metrics account for data availability and methodology improvements, which may result in changes to previously reported emissions metrics. Spend-based emission factors were updated from purchaser price to producer-based factors.

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People

Talent Recruitment	2023	2024	2025
% of U.S. hires for externally filled roles came via an employee referral ²	22%	26%	33%
Employee referral bonus sum ³	\$0.4 million	\$0.2 million	\$0.3 million
% of open roles filled with internal candidates ²	24%	31%	21%
New hire survey response rate (Americas Region) ²	87%	81%	74%
New hire survey satisfaction rate (Americas Region) ²	100%	100%	100%
New hire survey response rate (EMEA Region)	–	–	81%
New hire survey satisfaction rate (EMEA Region)	–	–	99%

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

Global New Hires		2023		2024		2025	
Region	#	%	#	%	#	%	
Asia-Pacific	286	7.5%	354	13.9%	461	23.6%	
Europe, Middle East and Africa	259	6.8%	301	11.8%	226	11.6%	
Latin America	2,221	58.3%	1,054	41.4%	622	31.8%	
North America	1,046	27.4%	838	32.90%	647	33.0%	
Grand Total	3,812	100.0%	2,547	100.0%	1,956	100.0%	

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

³ Employee referral bonuses for U.S. only.

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Global Tenure	2023		2024		2025	
Workforce	#	%	#	%	#	%
<1	2,034	14.2%	1,825	12.9%	1,599	11.5%
1-2	4,003	28.0%	3,634	25.7%	2,633	18.9%
3-5	2,772	19.3%	2,690	19.0%	3,390	24.4%
6-11	2,517	17.6%	2,957	21.0%	3,136	22.5%
11-14	873	6.1%	878	6.2%	1,009	7.2%
15+	2,117	14.8%	2,148	15.2%	2,152	15.5%
Grand Total	14,316	100.0%	14,132	100.0%	13,919	100.0%
Average Tenure	6.9		7.3		7.7	

Global Tenure	2023		2024		2025	
Senior Management ⁴	#	%	#	%	#	%
<1	2	2.4%	5	6.7%	3	3.8%
1-2	9	11.0%	5	6.7%	8	10.4%
3-5	14	17.1%	6	8.0%	8	10.4%
6-11	16	19.5%	17	22.7%	16	20.8%
11-14	21	25.6%	17	22.7%	16	20.8%
15+	20	24.4%	25	33.3%	26	33.8%
Grand Total	82	100.0%	75	100.0%	77	100.0%
Average Tenure	11.8		12.1		12.0	

Year	2019	2020	2021	2022	2023	2024	2025
DART Rate ⁵	0.94	0.76	0.59	0.42	0.39	0.24	0.20

⁴ Senior management positions are determined by employee job level (E-level) and generally represent employees at Vice President and above.
⁵ DART Rate and fatality figures are across our manufacturing and distribution sites.

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Year	2019	2020	2021	2022	2023	2024	2025
Fatalities ⁵	0	0	0	0	0	0	0

Training hours for full-time non-manufacturing employees (via Connect Learning Platform)	2023	2024	2025
Senior Management ⁴	6.5	5.3	3
Manager	13.1	17.9	11.3
Individual Contributor	7.8	10.6	7.7
Support Staff	4.5	6.1	3.2

U.S. Parental Leave	2024	2025	2024	2025	2024	2025	2024	2025
Year	Eligible for Parental Leave		# of Employees that used Paid Parental Leave ⁶		Unpaid Parental Leave Used ⁷		Returned to Work	
Male	2,155	1,985	68	57	12	14	68	57
Female	1,780	1,683	47	51	24	26	47	51
Other	8	39	0	0	0	0	0	0
Total	3,943	3,707	115	108	36	40	115	108

Global Workforce Turnover Rate	2023	2024	2025
Involuntary	15.2%	5.2%	5.3%
Voluntary	20.5%	14.4%	11.1%
Total	35.7%	19.6%	16.4%

Global Senior Management ⁴ Turnover Rate	2023	2024	2025
Involuntary	12.1%	16.0%	2.6%
Voluntary	6.0%	5.3%	5.2%
Total	18.1%	21.3%	7.8%

⁶ Includes parental leave that was initiated in 2024
⁷ Unpaid parental leave is used after paid parental leave is exhausted

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Region	2023		2024		2025	
Senior Management ⁴	#	%	#	%	#	%
Asia-Pacific	4	4.9%	6	8.0%	6	7.8%
Europe, Middle East and Africa	15	18.3%	12	16.0%	14	18.2%
Latin America	0	— %	0	— %	1	1.3%
North America	63	76.8%	57	76.0%	56	72.7%
Grand Total	82	100.0%	75	100.0%	77	100.0%

Region	2023		2024		2025	
Workforce	#	%	#	%	#	%
Asia-Pacific	4,174	29.2%	3,989	28.2%	4,115	29.6%
Europe, Middle East and Africa	2,841	19.8%	2,844	20.1%	2,827	20.3%
Latin America	3,281	22.9%	3,447	24.4%	3,368	24.2%
North America	4,020	28.1%	3,852	27.3%	3,609	25.9%
Grand Total	14,316	100.0%	14,132	100.0%	13,919	100.0%

Ethics & Governance

Completion Rate of Code of Ethics Training	2023	2024	2025
Completion Rate	97%	98%	98%

Board of Directors	2023	2024	2025 ⁸
Average Age	62.8	63.8	62.7
Average Tenure	6.6	7.6	6.9

⁸ Board members average age and tenure as of the date of 2026 proxy statement.

