

2022 Global Impact Report

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





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Welcome

Welcome to the Teleflex 2022 Global Impact Report. Here you will find information on how Teleflex is advancing sustainable healthcare by focusing on our products, patients, people and the environment.

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About this Report

Teleflex Incorporated's third 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 ending December 31, 2022, 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.

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

Information Concerning Forward-Looking Statements

All statements made in this report, other than statements of historical fact, are forward-looking statements. The words "anticipate," "believe," "estimate," "expect," "intend," "may," "plan," "will," "would," "should," "guidance," "potential," "continue," "project," "forecast," "confident," "prospects" and similar expressions typically are used to identify forward-looking statements. Forward-looking statements are based on the then-current expectations, beliefs, assumptions, estimates and forecasts about our business and the industry and markets in which we operate. These statements are not guarantees of future performance and are subject to risks and uncertainties, which are difficult to predict. Therefore, actual outcomes and results may differ materially from what is expressed or implied by these forward-looking statements due to a number of factors, including those factors described or incorporated in our filings with the Securities and Exchange Commission, including our most recently filed Annual Report on Form 10-K. We expressly disclaim any obligation to update forward-looking statements, except as otherwise specifically stated by us or as required by law or regulation.



CEO Message

I am pleased to present the Teleflex 2022 Global Impact Report, which provides an update on our Corporate Social Responsibility (CSR) progress and reaffirms our commitment to sustainability, social responsibility and inclusivity.

As an organization, we have a three-year strategy to drive long-term durable growth and we will achieve this growth by staying focused on four strategic priorities: We will drive sustainable constant currency revenue growth, achieve margin and earnings expansion, optimize our product portfolio, and advance corporate social responsibility and an inclusive culture.

The integration of CSR into our three-year business strategy strengthens our commitment and efforts in working towards a more sustainable and inclusive society. It is important to our stakeholders. It is important to Teleflex.

Along with our Core Values, CSR helps to guide our business practices, and direct the way we interact with our stakeholders; from healthcare professionals and their patients to our employees and shareholders, to our suppliers and distributors, and to the individuals in the communities where we live and work around the world.

In 2022, we continued our CSR efforts and focused on the long-term vision for our CSR program. A few key highlights included:

- **Setting Science-Based Targets for reducing greenhouse gases:** We committed to setting near-term and long-term net zero emissions reduction targets for scope 1, 2, and 3 emissions in 2023.
- **Developing a three-year roadmap for our DEI strategy:** We have established key parameters that will govern how we measure progress,

inform and educate employees, and structure our global employee resource groups.

- **Continuing our efforts to educate clinicians and improve access to training:** In 2022, we trained 185,000 healthcare professionals globally and delivered over 475 virtual education programs across four regions to over 7,000 clinical customers.
- **Rolling out new tools to support ethics training:** We developed new interactive training modules for our Integrity Policies and Procedures, enabling training based on the learners’ job responsibilities and their demonstrated understanding of the material.

By strengthening our sustainability efforts as a company, we can become a better partner to all of our key stakeholders.

Around the globe, over 15,500 Teleflex employees are united in the understanding that what we do every day makes a difference and together we can live our purpose to improve the health and quality of people’s lives.

Thank you,

Liam Kelly
Chairman, President and CEO



Liam Kelly
Chairman, President and CEO



Corporate Social Responsibility Chair Message

When I was nominated as the Chair of our CSR Steering Committee in 2020, I was enthusiastic and respectful of the different topics, trends, terminologies, and the significance of the task ahead. However, I quickly realized that CSR is not an individual or singular effort, but rather a collective effort across the organization. This collective effort is what the Steering Committee is leading. I am fortunate to have amazing colleagues who work diligently on each CSR pillar and are passionate about our CSR program. While we have dedicated roles for CSR at Teleflex, it is certainly a team effort which includes all functions, departments, and regions.

I am so proud of the substantial progress our team has made regarding our CSR efforts. 2022 was a significant year for Teleflex. We added more resources to our CSR initiative, we conducted our largest and most comprehensive employee engagement survey, and we expanded our DEI efforts globally. One of our biggest accomplishments that I am pleased to share is our work on climate change action. In 2022, we committed to setting Science Based Targets for our climate change goals, and we also conducted our first external greenhouse gas inventory for scope 1, 2, and 3. We know that climate change is more than just a regulatory hurdle, but rather a global risk that we must manage closely. Teleflex also sees climate change as an opportunity for us to focus on efficiency of energy usage and clear cost savings.

Our third annual report provides the most comprehensive review of the great work we have done globally to improve our corporate social responsibility, thus far. Last year, we developed our report in alignment with GRI and SASB and this year we are happy to share that this report is also in alignment with the guidelines outlined by the Taskforce on Climate-Related Financial Disclosures (TCFD).

CSR is an opportunity to attract and retain great talent, engage with our stockholders, and improve our relationships with our customers and patients.

Sincerely,

Karen Boylan
Corporate Vice President, Strategic Projects



Karen Boylan
Corporate Vice President, Strategic Projects



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Teleflex at a Glance

Teleflex is a global provider of medical technologies that 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.

Our Core Values

Our Core Values define our company, shaping our corporate culture, guiding our business practices, and directing the way we interact with our stakeholders. Our Core Values revolve entirely around people - from our patients and healthcare professionals to our employees and stockholders, to our suppliers and distributors, to the countless individuals who make up the communities we serve around the world.

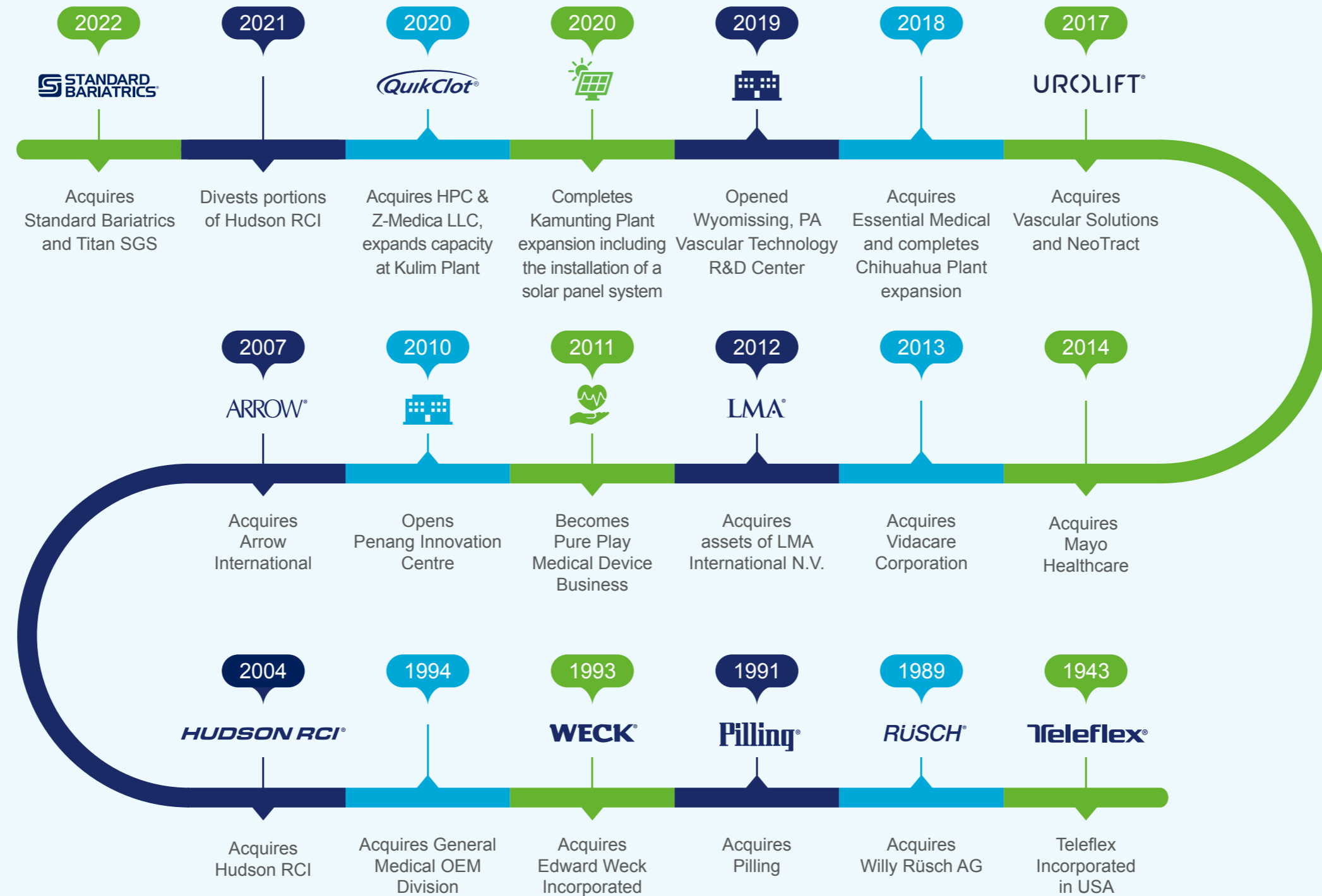
Our History

Teleflex began more than 70 years ago in 1943 with one simple product - a multi-strand helical cable and a gear that could convert push-pull motions into rotary motions for military aircraft. From this original single market, single product orientation, we expanded and evolved through entries into new businesses, development of new products, introduction of products into new geographic or end-markets and acquisitions and dispositions of businesses. Throughout our history, we have continually focused on providing innovative, technology-driven, specialty-engineered products that help our customers meet their business requirements. Beginning in 2007, we significantly changed the composition of our portfolio of businesses, expanding our presence in the medical device industry, while divesting all of our other businesses, which served the aerospace, automotive, industrial and marine markets. Following the divestitures of our marine business and cargo container and systems businesses in 2011, we became exclusively a medical device company. Since then, we have continued to expand our business through a combination of internal research and development, external partnerships and strategic acquisitions.





History Timeline



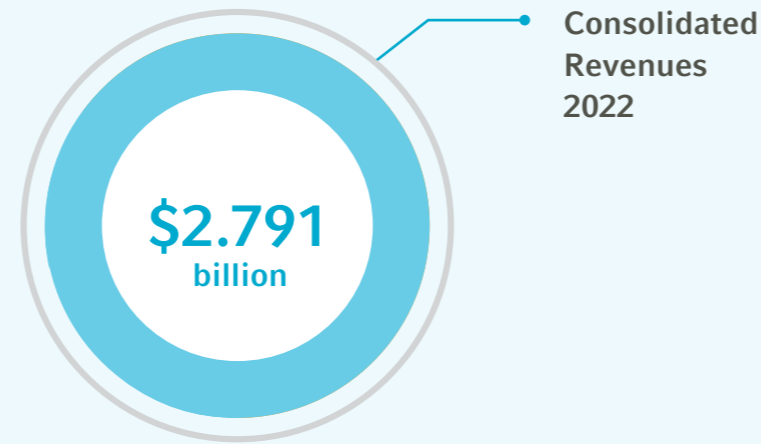


Snapshot

Headquartered in **Wayne, Pennsylvania, U.S.** with operations in **31 countries** and serving healthcare providers in more than **150 countries**

By the Numbers

Approximately  **15,500** employees



Our Power Brands

ARROW®

DEKNATEL®

LMA®

Pilling®

QuikClot®

RÜSCH®

UROLIFT®

WECK®

2022 Revenues



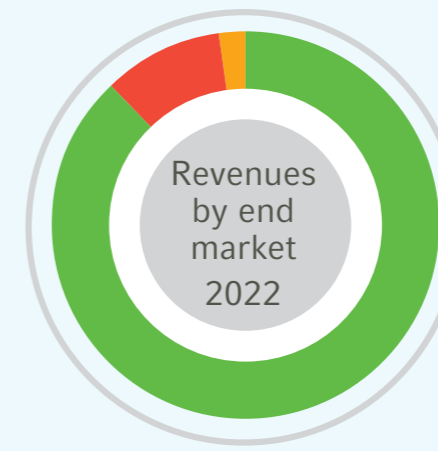
Americas \$1,653.7 million Asia \$306.3 million

EMEA \$558.4 million OEM \$272.6 million



Vascular Access \$683.6 million Interventional \$445.0 million Interventional Urology \$322.8 million

Anesthesia \$388.9 million Surgical \$392.9 million OEM \$272.6 million Other \$285.2 million



Hospitals / Healthcare Providers 88%

Medical Device Manufacturers 10% Home Care 2%

You can find more information about Teleflex in our [Annual Report](#).



Map of our Global Sites*



* Locations with 50 or more employees as of December 31, 2022.



The Teleflex Purpose

English: Improve the health and quality of people's lives.

Español (Spanish): Mejorar la salud y la calidad de vida de las personas.

Português (Portuguese): Melhorar a saúde e a qualidade de vida das pessoas.

Deutsch (German): Die Gesundheit und Lebensqualität der Menschen verbessern.

Français (French): Améliorer la santé et la qualité de vie des gens.

Italiano (Italian): Migliorare lo stato di salute e la qualità di vita delle persone.

Cestina (Czech): Pomáhat lidem ke zdravějšímu a spokojenějšímu životu.

Nederlands (Dutch): De gezondheid en kwaliteit van mensenlevens verbeteren.

中國的 (*Chinese*): 提高人民的健康和生活水平。

日本語 (*Japanese*): 人々の健康と生活の質を改善します。



Company Updates

Our Products

Our product categories within our geographic segments include vascular access, anesthesia, interventional, surgical, interventional urology, respiratory and urology. Each of these categories and the key products sold therein are described in more detail below.

Vascular Access

Our Vascular Access product category offers devices that facilitate a variety of critical care therapies and other applications with a focus on helping reduce vascular-related complications. These products primarily consist of our Arrow® branded catheters, catheter navigation and tip positioning systems and our intraosseous, or in the bone, access systems. Our catheters are used in a wide range of procedures, including the administration of intravenous therapies, the measurement of blood pressure and the withdrawal of blood samples through a single puncture site. Many of our catheters provide antimicrobial and antithrombogenic

protection technology that have been shown to reduce the risk of catheter related bloodstream infections and microbial colonization and thrombus accumulation on catheter surfaces.

Our intraosseous access systems are designed for the delivery of medications and fluids when intravenous access is difficult to obtain in emergent, urgent or medically necessary cases. Our products offer a method for vascular access that can be administered quickly and effectively in the hospital and pre-hospital environments and include the EZ-IO® Intraosseous Vascular Access System and Arrow® FAST1™ Sternal Intraosseous Infusion System.

Interventional

Our Interventional product category offers devices that facilitate a variety of applications to diagnose and deliver treatment via the vascular system of the body. These products primarily consist of a variety of coronary catheters, structural heart support devices, peripheral intervention products and mechanical circulatory support platform 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 Intraaortic balloon pumps and catheters, GuideLiner®, Turnpike® and TrapLiner® catheters, the MANTA® Vascular Closure device and Arrow® OnControl® powered bone biopsy system.

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 pre-hospital emergency and hospital settings. Our key products include laryngoscopes, supraglottic airways, endotracheal tubes and atomization devices, which are branded under our LMA®, Rusch® and MAD® trade names.



Arrow® EZ-IO® Intraosseous
Vascular Access System



Arrow+® Blue Plus® CVC



Arrow® AC3 Optimus
Intra-Aortic Balloon Pump



MANTA® Vascular Closure Device



Arrow® OnControl® Power Bone Biopsy



LMA® Supreme



QuikClot® Control+ Hemostatic Dressing



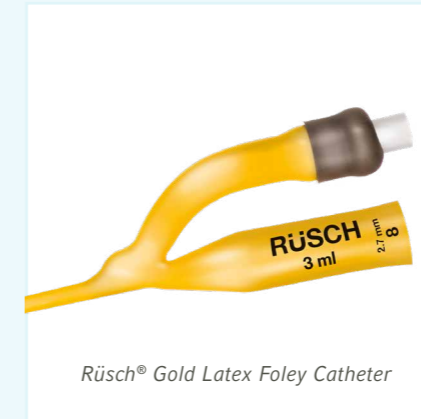
MiniLap® Percutaneous Surgical System



Weck® EFX Shield Fascial Closure System



UroLift® 2 System



Rusch® Gold Latex Foley Catheter



AIM (Advanced Interventional Micro-Catheter) Portfolio

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.

Surgical

Our Surgical product category consists of single-use and reusable products designed to provide surgeons with devices for use in a variety of surgical procedures. These products primarily consist of metal and polymer ligation clips, fascial closure surgical systems used in laparoscopic surgical procedures, percutaneous surgical systems and other surgical instruments. Our significant surgical brands include Weck®, MiniLap®, Pleur-Evac®, Deknatel®, KMedic® and Pilling®. In 2022, we expanded our product portfolio with the acquisition of Standard Bariatrics, Inc. ("Standard Bariatrics") and the Titan SGS® brand, a powered stapling technology for bariatric surgery.

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 hold the prostate lobes apart to relieve compression on the urethra without cutting, heating or removing prostate tissue. Our Interventional Urology product portfolio is most heavily weighted in our Americas segment.

Respiratory

Our respiratory products are used in a variety of care settings and primarily consist of humidification and oxygen therapy products. The Respiratory business divestiture included products marketed under the Hudson RCI® brand name that comprised oxygen therapy products, aerosol therapy products, spirometry products and ventilation management products.

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 Rusch® brand names. Our urology product portfolio is most heavily weighted in our EMEA segment.

OEM (Original equipment manufacturer)

Our OEM division, 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.

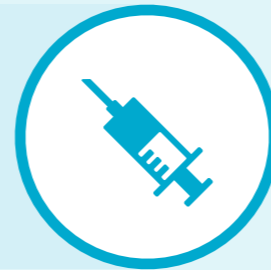


Our Impact

Teleflex products are used every day

24,000

In over 24,000 surgical procedures in the United States



2,000

By Interventional Cardiologists, Radiologists, and Vascular Surgeons in over 2,000 patients who require vascular intervention

8,000

To care for more than 8,000 patients in the Intensive Care Unit from neonates to adults



4,400

By emergency responders to treat 4,400 patients in the field, including more than 900 cardiac arrests

200

To treat nearly 200 men with benign prostatic hyperplasia (BPH)



3,500

By Interventional Cardiologists to treat over 3,500 Interventional Cardiology procedures

Statistics included in the graphic above were calculated based on the 2020 sales data, and management assumptions and estimates.

Portfolio Optimization

Consistent with our strategy to drive durable growth, in September 2022, we acquired Standard Bariatrics, Inc., which commercialized the Titan SGS® stapler, an innovative powered stapling technology for bariatric surgery.

The Titan SGS® stapler addresses unmet needs in sleeve gastrectomy by offering surgeons the longest continuous staple cutline of 23 centimeters.^{1,2} This first-of-its-kind stapler may help users achieve more consistent and symmetrical sleeve pouch anatomy, setting their patients up for optimized outcomes. While every patient’s anatomy is different, the Titan SGS® long staple

line enables surgeons to plan and place staples in one firing, minimizing variations sometimes associated with the use of multiple overlapping short-cartridge staple firings.^{1,3} Additionally, the design may result in a more secure staple line and fewer chances of leaks, as evidenced with higher burst pressures.⁴



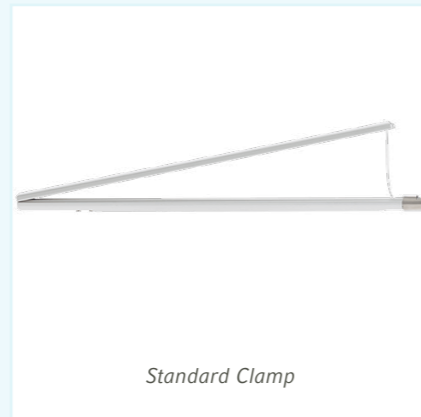
Standard Bougie, 38 FR



Titan Standard Power Unit



Standard Trocar



Standard Clamp



Titan SGS® Stapler

¹ Salyer, C. E., Thompson, J., Hoffman, A., Burstein, M. D., Enochs, P., Watkins, B. M., Kueth, J., & Goodman, M. D. (2022). Multisite Study of Titan SGS Stapler in longitudinal gastric resection. *Surgical Endoscopy*. <https://doi.org/10.1007/s00464-022-09051-x>.

² Salyer, C., Goodman, M., Kueth, J., Watkins, B., Enochs, P., Hoffman, A., & Thompson, J. (2021). Multisite Study of Titan SGS Stapler in Longitudinal Gastric Resection.

³ Toro, J., Lin, E., Patel, A., Davis, S., Sanni, A., Urrego, H., Sweeney, J., Srinivasan, J., Small, W., Mittal, P., Sekhar, A., & Moreno, C. (2014 Sept.). Association of Radiographic Morphology with Early Gastroesophageal Reflux Disease and Satiety Control after Sleeve Gastrectomy. *Journal of the American College of Surgeons*, 219(3), 430–438. <https://doi.org/10.1016/j.jamcollsurg.2014.02.036>.

⁴ Salyer, C., Spuzzillo, A., Wakefield, D., Goma, D., Thompson, J., & Goodman, M. (2021 July). Assessment of a novel stapler performance for laparoscopic sleeve gastrectomy. *Surgical Endoscopy*, 35(7), 4016–4021. <https://doi.org/10.1007/s00464-020-07858-0>.

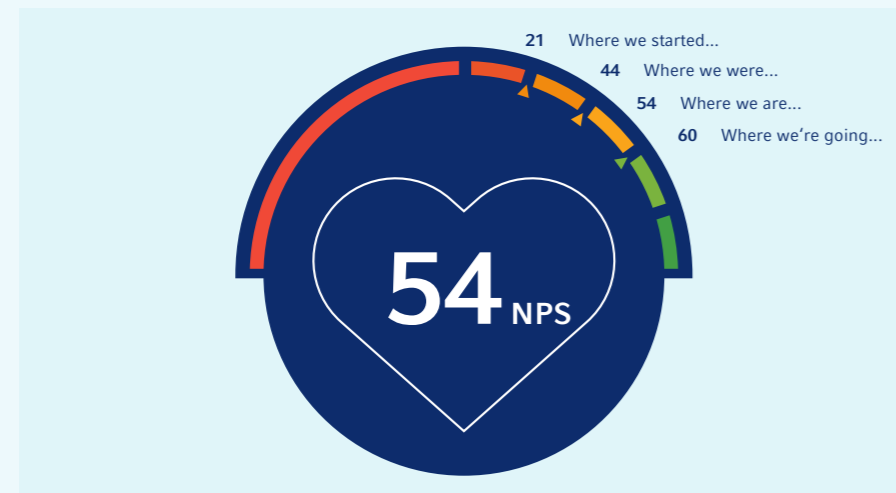


Customer Experience (CX)

The Teleflex customer is at the heart of who we are. We support our customers in multiple ways through products, education, research and advances in technology. By helping our customers succeed, we support patients and drive our own positive business outcomes.

We come together to bring important promises to life for our customers. We do much more than just make and sell products, what we do is bigger than any of our individual tasks. 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. We exceed expectations by delivering exceptional experiences. Our commitment to the customer experience is not limited by our job titles. Every employee at Teleflex can and does have an impact on the customer.

In the United States, we use the Net Promoter Score (NPS) to measure the effectiveness of our Customer Experience efforts.



NPS is a recognized customer loyalty score that assesses customers’ willingness to recommend a product, service, or brand. Since establishing a baseline measurement in 2018, we have increased our NPS by 33 points to 54 in the Americas. While we are very proud of this achievement, we strive to expand our program across other regions, and our goal is to achieve and maintain a score of 60+.

This requires driving a culture of customer-centricity. Each year we celebrate our customers by having a week dedicated to learning about them, the patients they serve, and how our employees impact their work. CX Week 2022 marked our 5th anniversary of this important forum, which is recorded and made available to all employees. It is only through our customers – healthcare providers from around the world – that we impact patient outcomes and improve lives.



“

Patient safety is paramount in everything that we do in healthcare. The main reason I use the Arrowg+ard® product line is the protection that it provides.

Tom Petry,
PA, Director of Vascular Access

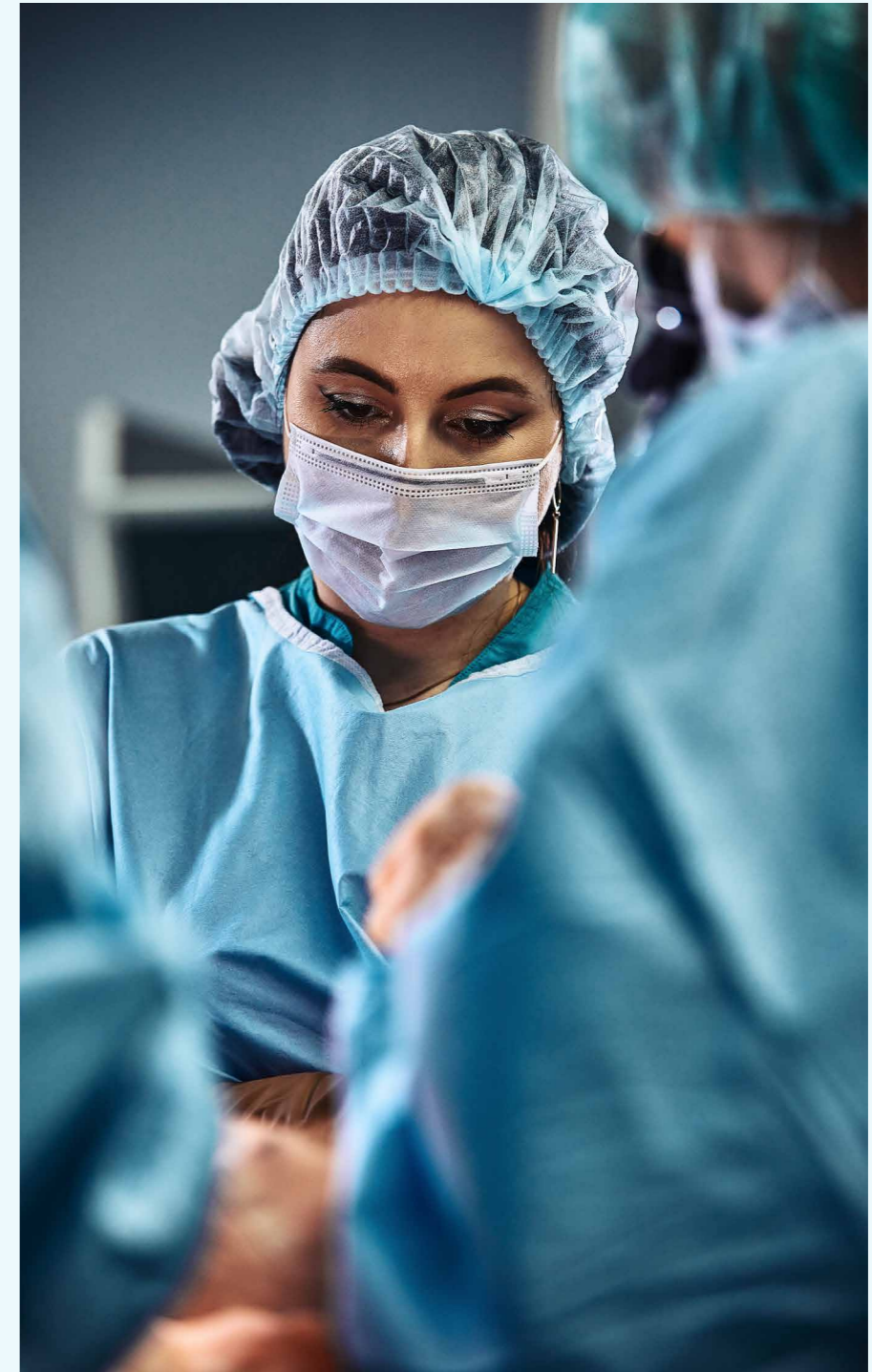
”

“

You want to be able to treat your patient like you would treat yourself or your family. And you feel good enough to say ‘I really helped those people. Nobody knows about it; nobody knows I was there. But I know, and I feel good, and I will get up and do it all again tomorrow. I’ll do it every day.’

Sarah Polo,
RB, MSN, CRNI⁵

”



⁵ These statements reflect the personal experiences and opinions of these clinicians.



Our Supply Chain

Global Procurement

Teleflex’s Global Procurement organization is committed to creating mutually beneficial supply base relationships to assist in providing our customers with high quality, safe and effective products. In order to achieve this commitment, we rely on a broad network of suppliers for the materials and services that are vital to our business. Teleflex purchases raw materials, components, and finished goods from suppliers. Our Global Procurement and Global Commodity teams play an important role in ensuring stability in our supply chain and effective vendor management. Although we have several sole source suppliers that play an important role in our supply chain, through positive Supplier Relationship Management activities, we maintain trusted partnerships in an effort to minimize risk to the supply chain. Global Procurement also works with R&D in the early stages of new product development to help identify and select new suppliers to reduce our reliance on sole source suppliers moving forward.

Manufacturing

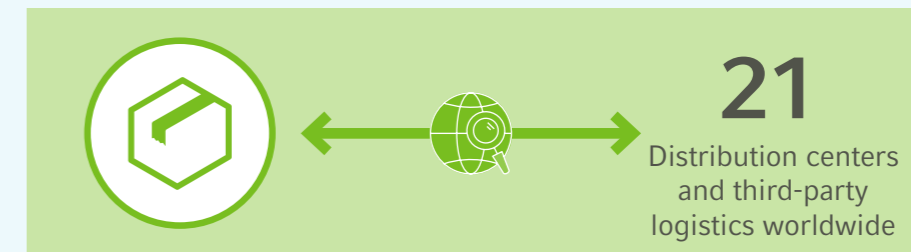
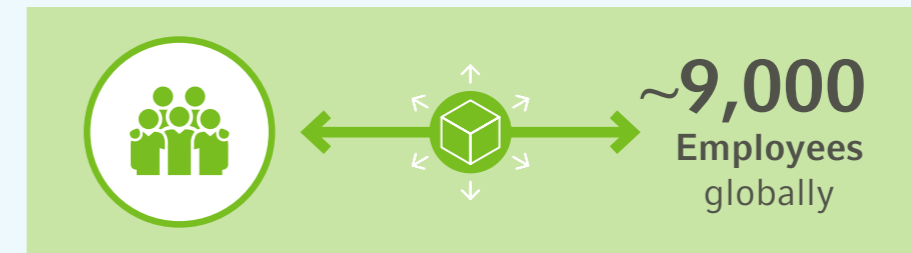
Teleflex has approximately 2 million square feet of manufacturing space with major manufacturing operations in the Czech Republic, Malaysia, Mexico, and the United States (U.S.) and has approximately 9,000 employees across our supply chain globally.⁶ Our manufacturing capabilities are further supplemented through our strong network of contract manufacturers for a variety of finished goods.

Distribution and Logistics

Our finished goods are delivered to our Teleflex operated distribution centers and third-party logistics provider (3PL) partners around the world. We have 21 distribution centers and third-party logistics providers (3PLs) worldwide, including key tier 1 regional distribution hubs located in Olive Branch, Mississippi, U.S.; Port of Tanjung, Pelepas, Malaysia; Shanghai, China; Sydney, Australia; and Rodgau, Germany. From our distribution centers, our products reach our customers by way of freight forwarders over land, by air, and by sea.

Commercial Organization and Customers

We market and sell our products through our direct sales force and third-party resellers to customers within a variety of end markets worldwide, including hospitals and healthcare providers, medical device manufacturers and home care providers. Our sales efforts are supported by our marketing teams and other shared services.



⁶ Global supply chain employees, including support staff.



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Corporate Social Responsibility

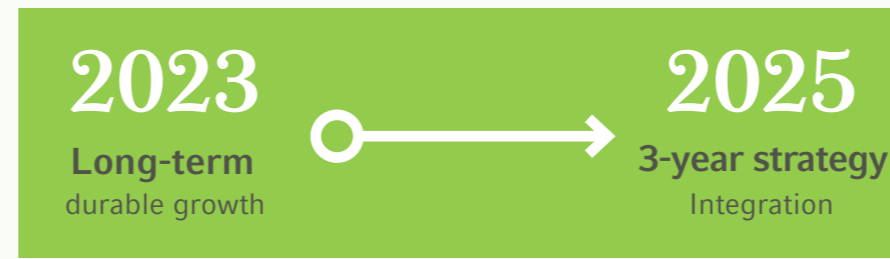
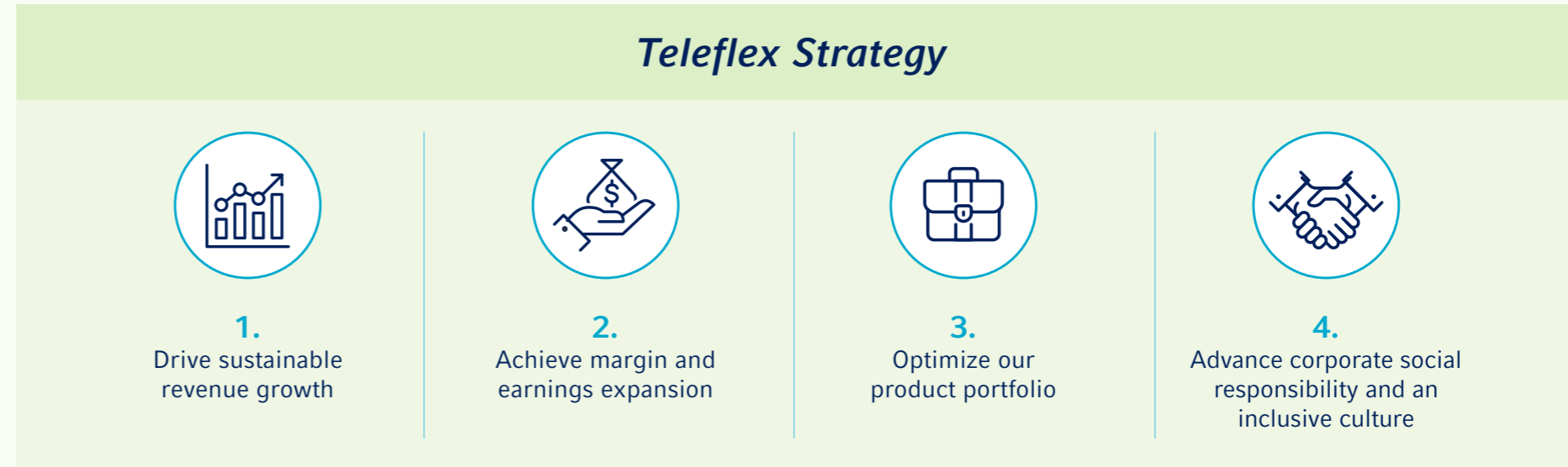
Corporate Social Responsibility is one of the four main corporate objectives of our 2023-2025 strategy to deliver long-term durable growth. The integration of CSR into our three year strategy strengthens our commitment and efforts in working towards a more sustainable and inclusive society. We have heard from all of our key stakeholders that CSR is important to them. We strive to be a CSR leader in the business community. While improvements in CSR can come with a business or financial benefit, ultimately, we are focused on doing the right thing for our employees, customers, patients, all of our stakeholders, and society as a whole. Managing a business with CSR as a major focus is the right way to operate.

CSR at Teleflex is structured based on four pillars, with each pillar focusing on a set of specific topics and priorities. We developed these pillars based on a number of internal and external factors and consulting with various functions within the organization. In 2020, we established our senior-level CSR Steering Committee, which has oversight and management of Teleflex’s CSR program. Each key pillar is managed by a lead who is responsible for day-to-day improvements and management, as well as by a sponsor who is an executive-level member who provides oversight and strategic guidance. The Chair of the Steering Committee provides monthly progress updates to the CEO, as well as periodic updates to the Nominating and Governance Committee of the Teleflex Board of Directors. The Chair also provides an update to Executive Management⁷ on a regular basis. Our CSR pillar leads manage all pillar plans and strategies moving forward.

In 2022, we continued to mature in our CSR efforts and focused on the long-term vision for our CSR program as well as for each individual pillar. A few key highlights include committing to setting climate change action targets aligned with the Science

⁷ Executive Management Team is defined as a smaller subset of the Senior Management Team.

⁸ The use by Teleflex of any MSCI ESG Research LLC or its affiliates (“MSCI”) data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Teleflex by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided ‘as-is’ and without warranty. MSCI names and logos are trademarks or service marks of MSCI.



Based Targets Initiative, conducting our first third-party materiality assessment, submitting our first EcoVadis assessment, and hiring another full-time internal CSR resource. In 2022, we also initiated the process for developing our CSR Roadmap to 2030. This roadmap will incorporate programs, initiatives, and activities we as a company plan to work towards in our CSR journey. This roadmap is set to be finalized in 2023, and we plan to share some of the key activities from the roadmap in the next report.

MSCI
ESG RATINGS

A

CCC | B | BB | BBB | **A** | AA | AAA

We are proud to share that in 2022, Teleflex received a rating of A (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment. This is an improvement from BB in May 2020.⁸



Our CSR Pillars



Principles of Ethics & Governance

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



Planet & Environment

- GHG Emission Reduction
- Sustainable Procurement
- Circular Economy and Product Sustainability
- Logistics and Distribution
- Responsible Consumption and Production



People

- Talent Management
- Employee Engagement and Communication
- Learning and Development
- Benefits and Family Support
- Diversity, Equity & Inclusion
- Employee Recognition
- Employee Health and Safety



Prosperity & Sustainable Healthcare

- Philanthropy
- Community Engagement
- Grants
- Product Training and Education
- Sustainable Products
- Healthcare Access and Equity
- Product Safety and Quality

→ **Principles of Ethics & Governance:**
 Ensure Teleflex is meeting both legal requirements and key stakeholder expectations with respect to governance and ethics issues and is reporting on progress.

→ **Planet & Environment:**
 Through ethical, environmental and resource use excellence, both internally and across our supply chain, enhance the sustainability of Teleflex, so we can improve the health and quality of more people's lives.

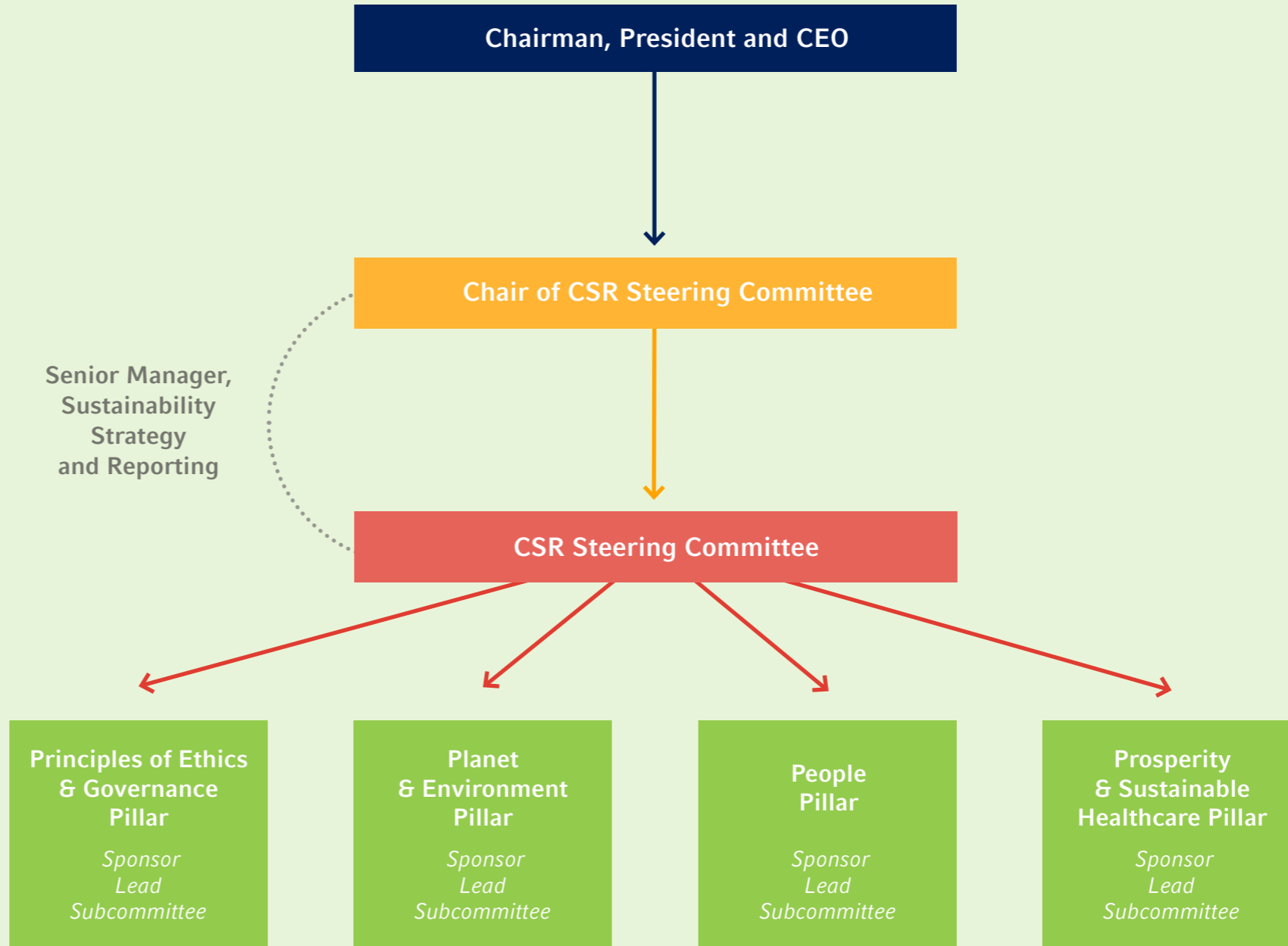
→ **People:**
 Inclusively advocating for our people. Inspiring talent growth through our Core Values and diversity, equity & inclusion. Nurturing a safe and trusting culture empowering everyone to bring their true selves to Teleflex.

→ **Prosperity & Sustainable Healthcare:**
 Generate ideas and develop them into executable projects that relate to the domains of medical education, research, philanthropy, community engagement, sustainable healthcare through development and innovation, product safety and quality, healthcare access and equity, and sustainable products.



The members of the Steering Committee consist of senior leaders across most company functions, including:

- Compliance
- Clinical and Medical Affairs
- Global Manufacturing and Supply Chain
- Commercial Business Units including R&D
- Investor Relations
- Global Brand, Digital and Communications
- Human Resources
- Legal
- Commercial Regions
- Finance
- Sustainability



Meet our Corporate Social Responsibility Leaders

What key challenges did you face in driving CSR at Teleflex in 2022?

One of the biggest challenges we faced at Teleflex in 2022 was prioritizing which CSR projects we were going to focus on during the year. There are so many great ideas and projects that our employees and Steering Committee have suggested, but we needed to hone in on some of our top areas. Our materiality assessment has helped us to decide on which top areas to consider first.

Personal Highlight or Win in 2022?

I am really proud that our sustainability reporting capabilities and maturity has grown tremendously since 2021. Last year, we reported against GRI and SASB for the first time and this year we have added TCFD. We also submitted our EcoVadis assessment, a leading third-party sustainability assessment based on international standards.

What personally inspires you to improve CSR at Teleflex?

I am an avid scuba diver in New Jersey, and I see some of the most beautiful and enchanting creatures and structures underwater. I am also a new father, and I want to ensure that my children are able to enjoy all of the wonders of nature that I have in my life.



Derek Noah
Senior Manager,
Sustainability Strategy
and Reporting

What drives you to improve sustainability at Teleflex?

In a world of many zero-sum games, sustainability affords the opportunity for all stakeholders to win. Sustainability has a basis in fairness and justice. Fairness to future generations and justice for the most vulnerable. We must do what we can to provide the best possible solutions for people today, but not at the expense of future generations. Sustainability is a lens through which we can make decisions that seek to balance these competing and sometimes divergent interests. Supporting sustainability at Teleflex means playing my part in building a company that is best positioned to meet the challenges of the future, while also supporting our purpose of improving the health and quality of people's lives today.

What is the most rewarding part of your job?

Having a role in the decisions being taken today that positions Teleflex and our stakeholders for greater success in the future.



David O'Flynn
Sustainability Director

Why did you join Teleflex?

My role at Teleflex not only offered me the opportunity to work on projects that are close to my heart, but to do this in a purposeful company with a mission focused on improving people's lives.

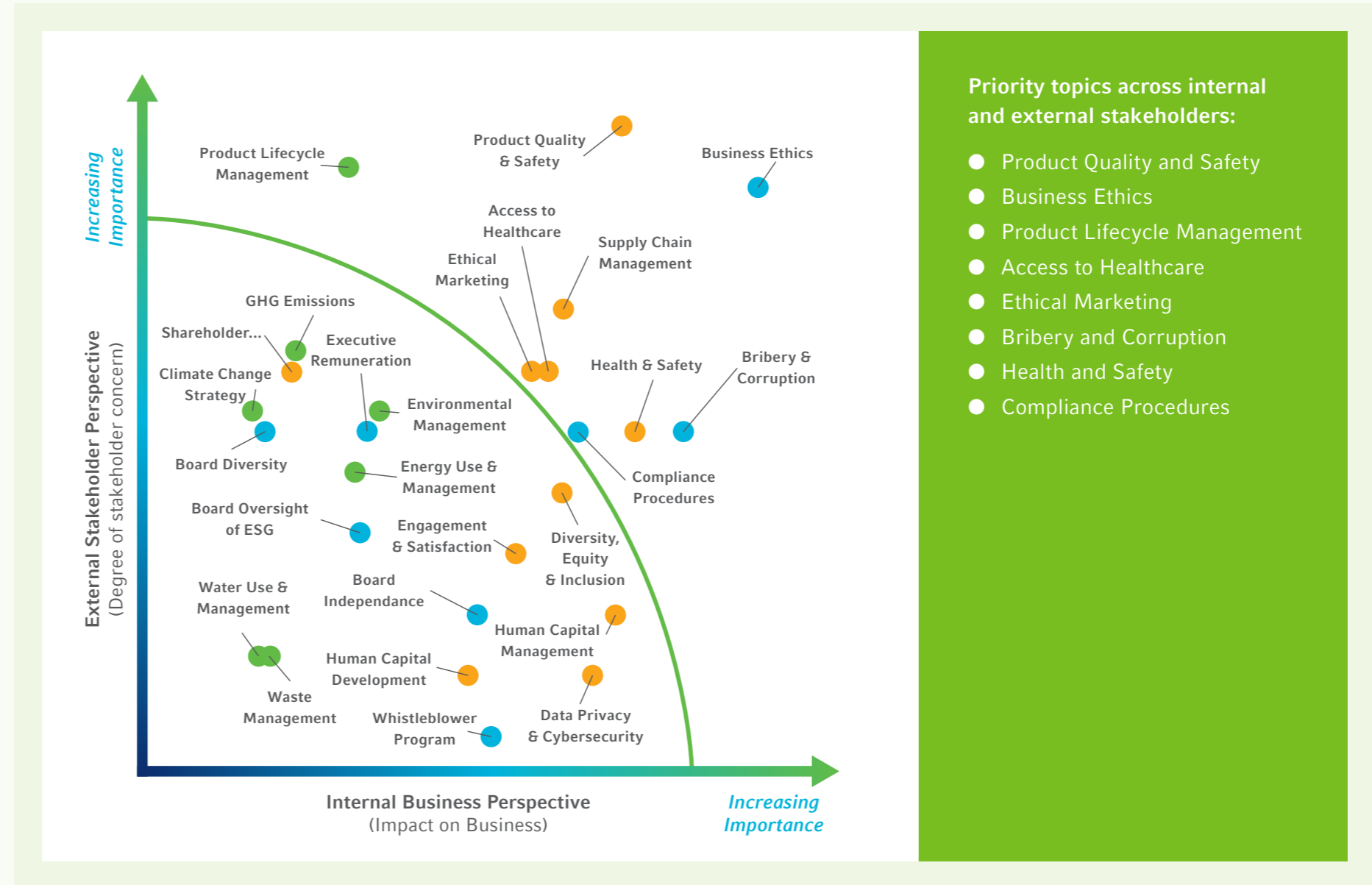


Materiality Assessment

In 2022, Teleflex completed our first third-party materiality assessment with Nasdaq Corporate Solutions, LLC. We conducted the analysis with our key stakeholders top of mind and used various strategies to learn what specific issues or topics each of these stakeholders held as most important. The process included, but was not limited to, a review of our top investor policies, voting patterns, and holdings focused on ESG; analysis of three major ESG rating agencies; review of multiple major sustainability reporting frameworks; panel interviews with 20 internal employees and executives; internal employee surveys sent to 80 employees; and a peer benchmarking exercise.

One of the interesting findings from the assessment was that internal stakeholders found social and governance topics more important compared to environmental topics, whereas external stakeholders found all three topic areas roughly equally as important. We would also like to note that even though GHG emissions and climate change strategy was not above the line on our materiality matrix, at Teleflex, we still find this to be an extremely important topic for us to focus on and thus you will see throughout the report our work and progress on climate change action.

The results from this materiality assessment were presented to the CSR Steering Committee and shared with Executive Management within Teleflex. The main use case for the results of the materiality assessment will be 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 avenues of CSR reporting. We plan to conduct a materiality assessment on a periodic basis to ensure we are continuing to update our top key topics based on evolving stakeholder feedback and priorities.





Stakeholder Engagement

In 2021, we completed our initial Stakeholder Engagement Plan to help us understand what our key stakeholders care about. In 2022, we continued to engage with those same stakeholders in various ways.

Key Stakeholders:

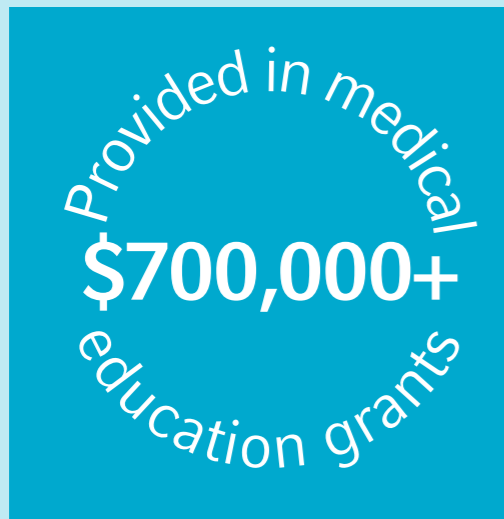
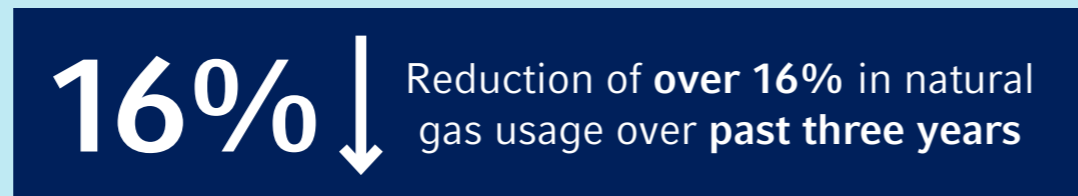
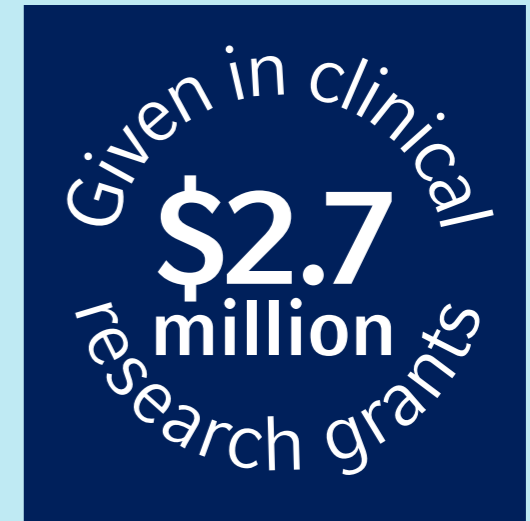
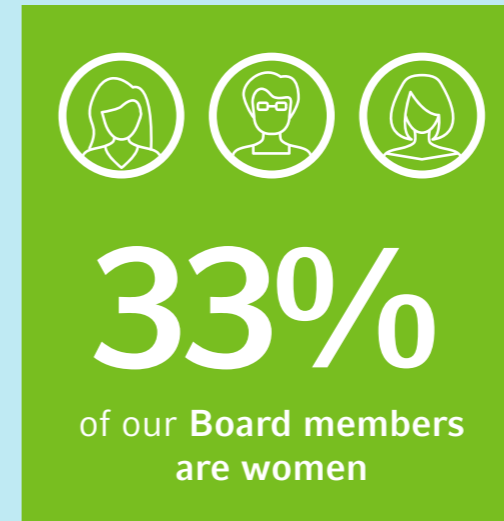
- Employees
- Governments and Policymakers
- Group Purchasing Organization (GPOs) and Integrated Delivery Network (IDNs)
- Healthcare Professionals and Healthcare Organizations
- Industry Associations and Non-governmental Organizations (NGOs)
- Local Communities
- Patient and Advocacy Groups
- Regulatory and Certified Bodies
- Stockholders
- Suppliers
- Wholesalers and Distributors

Key Engagement Activities in 2022:

Event/Activity	Stakeholder Group	Summary
Analyst and Investor Day 2022	Stockholders and Analysts	In May 2022, we hosted an in-person Analyst and Investor Day in New York City, U.S. which was open to all of our investors and streamed live for other interested parties. The event provided an opportunity for Teleflex management to share updates around business changes, strategic priorities, and allowed for open dialogue. At the event, a portion of the agenda was dedicated to CSR, with Karen Boylan, the Chair of our CSR Steering Committee presenting our CSR strategy and plans to our stockholders.
2021 Results and 2022 Strategy Overview Townhall	Employees	Earlier in 2022, many of our senior leaders participated as speakers in the 2021 Results and 2022 Strategy Overview Townhall web meeting. The Townhall was hosted for all employees to learn about our 2021 results and our 2022 strategy plans. The recording was later available on demand.
Trade Association Meetings	Industry Associations	Throughout 2022, employees and leaders from Teleflex joined various trade and industry association meetings. Organizations included Mass Medic, AdvaMed, MDMA, United Specialists for Patient Access, and MedTech Europe.
Biweekly Company Newsletter	Employees	We publish a biweekly company-wide newsletter, which is sent to all employees with a Teleflex email address. This newsletter provides updates to employees around important company news such as upcoming new hires, events, trainings, and/or business updates. There are also a number of other functional newsletters sent to employees such as our Diversity Equity & Inclusion (DEI) newsletter and Global Talent Development newsletter.
Meetings with Congressional Members	Governments	In November and December 2022, our Chief Medical Officer and Vice President, Reimbursement and Health Policy met with several Senators and Representatives about various ongoing or future legislation related to health access and reimbursement.
Medical Conferences and Tradeshows	Healthcare Professionals	Teleflex attended many medical and clinical conferences, tradeshows, and events throughout 2022 to provide information and demonstrations of our products to healthcare professionals. Below are just a few of the many events: REHACARE International 2022 Sep 14 - Sep 17 Messe Dusseldorf, Dusseldorf, Germany ANZET22 Aug 12 – Aug 14 Broadbeach, Australia Emergency Nursing 2022 Sept 30 – Oct 3 Denver, Colorado, U.S.



CSR Highlights from 2022





Principles of Ethics & Governance

Executive Pillar Sponsor

Howard Cyr - *Corporate VP, Chief Compliance Officer*

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Principles of Ethics & Governance

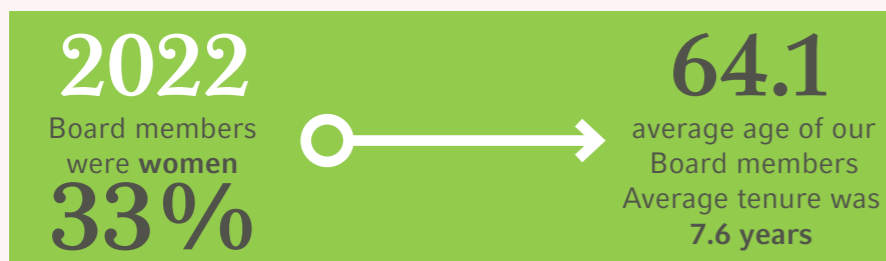
Teleflex prides itself on doing business centered around strong corporate governance and robust ethics. If we lose the trust of our employees, customers, investors, patients, and society at large, we can no longer do business.

Corporate Governance

We operate in compliance with the rules set by the national and state governments in which we operate as well as in alignment with the rules of the New York Stock Exchange, and we hold ourselves accountable through our [Corporate Governance Principles](#). These principles address the composition and responsibilities of our Board of Directors and its committees, director selection, independence, conflicts of interest, compensation and equity ownership, and succession planning.

Board of Directors

At Teleflex, our Board of Directors is made up of nine (9) total members, eight (8) of whom are independent. At the end of 2022, 33% of our Board members were women, the average age of our Board members was 64.1, and the average tenure of our Board members was 7.6 years.

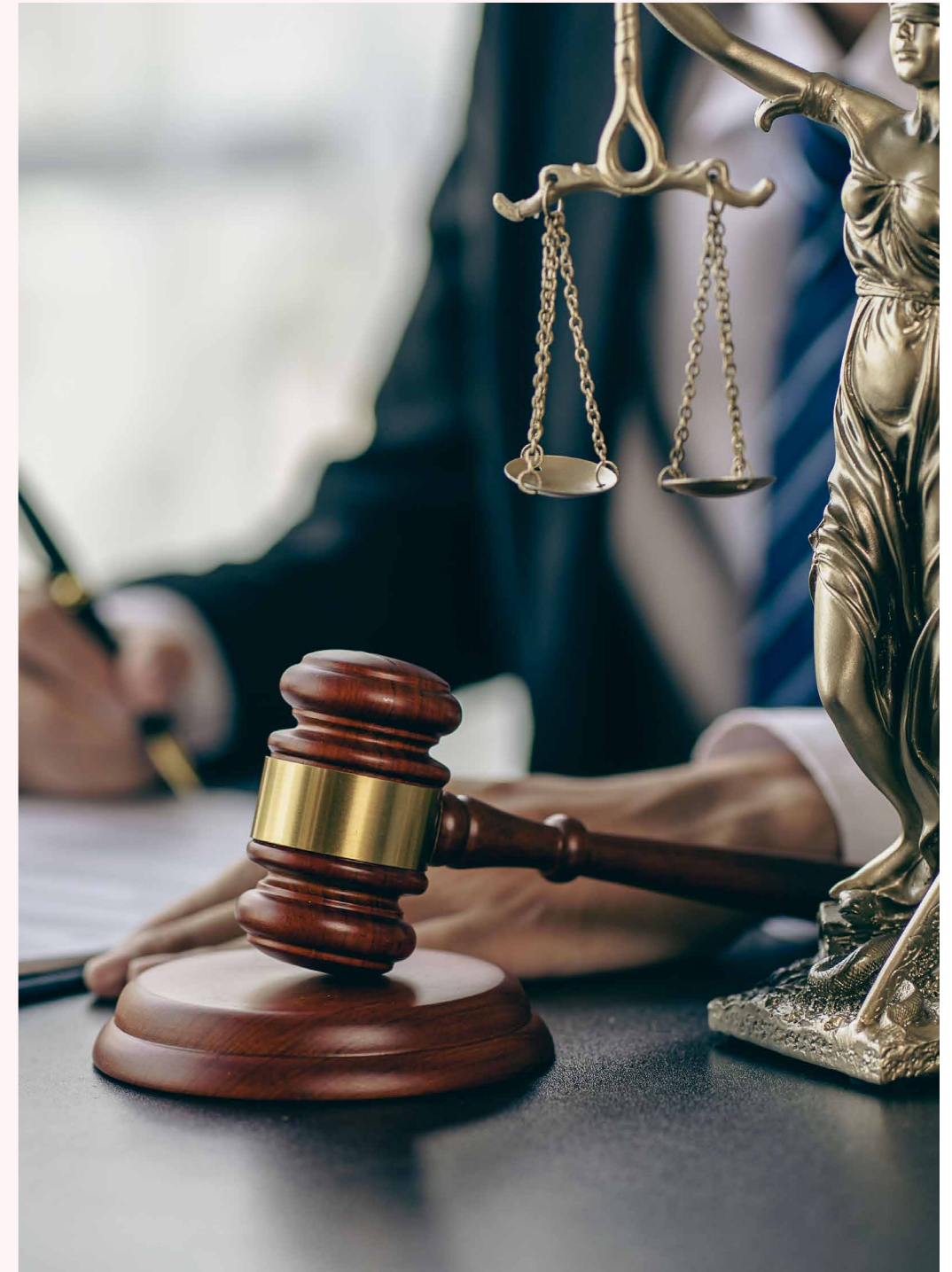


Our Board of Directors has three standing committees which are all led by independent directors:

- Nominating and Governance
- Compensation
- Audit

Each committee is given specific roles and has a charter which outlines each committee's role and responsibilities. The charters are published on the [investor page](#) of our website.

In 2022, our Board of Directors updated the Nominating and Governance Committee's charter to include new responsibilities regarding Environmental, Social, and Governance (ESG) oversight. The Nominating and Governance Committee now has oversight with respect to our ESG strategy and practices and, in coordination with the Audit Committee, our reporting on ESG matters to internal and external stakeholders.





Board Refreshment

Our 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 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. 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.

Stockholder Proposals

In 2021, Teleflex stockholders approved a nonbinding stockholder proposal recommending the “declassification” of our Board of Directors to reduce director terms from three years to one year. In light of stockholder support for the proposal and after careful consideration, the Board submitted a proposal for approval by Teleflex stockholders at our 2022 Annual Meeting of Stockholders providing for the phased-in declassification of the Board over a three-year period, which was approved by our stockholders at the meeting. Therefore, we will begin implementing the declassification of the Board at our 2023 Annual Meeting of Stockholders such that, commencing with our 2025 Annual Meeting of Stockholders, all Teleflex directors will be elected for a one-year term expiring at the next annual meeting of stockholders.

In addition, at our 2022 Annual Meeting of Stockholders, Teleflex stockholders approved a non-binding stockholder proposal seeking to replace supermajority voting rights included in our charter documents with simple majority voting. In light of stockholder support for the proposal and after careful consideration, the Board submitted a proposal for approval by Teleflex stockholders at our 2023 Annual Meeting of Stockholders providing for the amendment and restatement of our certificate of incorporation to eliminate the supermajority voting provisions.

Executive Compensation

It is important to us 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. Beginning in 2022, all members of the Teleflex Executive Management⁷ team have at least one ESG-specific objective included in their individual performance objectives. You can read more about our executive compensation program in our annual proxy statement.

In 2022, Neena M. Patil was elected as a new director at our 2022 Annual Meeting of Stockholders. Ms. Patil, 48, has been the Chief Legal Officer and Executive Vice President, Legal and Corporate Affairs of Jazz Pharmaceuticals plc, a biopharmaceutical company, since 2019. Ms. Patil’s executive and senior management experience in the healthcare industry will enable her to provide valuable insights regarding a wide range of business matters, including commercial matters, operations, acquisitions, and strategic planning initiatives. Ms. Patil’s legal background renders her particularly well qualified to assist the Board in addressing a variety of public company, board governance and public policy matters, as well as helping to provide oversight regarding our ESG programs. Ms. Patil is a member of our Nominating and Governance Committee. The addition of Ms. Patil to our Board increased our female representation on the Board and improves the Board’s ethnic diversity.



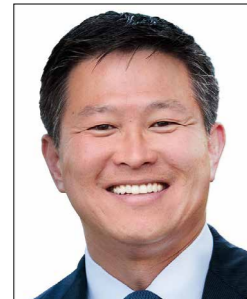
Neena Patil
Member of Board of Directors, Teleflex



2023 Mid-Year Update

Board Membership

In February 2023, our Board of Directors, upon the recommendation of our Nominating and Governance Committee, nominated Jaewon Ryu, M.D. as a new director nominee for election to our Board. Dr. Ryu was nominated to fill the vacancy that will be created upon George Babich, Jr.'s retirement from the Board at the expiration of his current term at our 2023 Annual Meeting of Stockholders. Teleflex extends its gratitude to Mr. Babich for his contributions to our company during his tenure on the Board.



Dr. Jaewon Ryu, M.D.
New director nominee, Teleflex

Dr. Ryu, 49, has been the President and Chief Executive Officer of Geisinger, an integrated healthcare system with a clinical enterprise, health plan, a school of medicine and research and innovation functions, since June 2019. He joined Geisinger in October 2016 and served as Executive Vice President and Chief Medical Officer until December 2018. From December 2018 to June 2019, he served as Interim President and Chief Executive Officer of Geisinger. Prior to joining Geisinger, Dr. Ryu served as President, Integrated Care Delivery for Humana, Inc., a health insurance company, from January 2014 to September 2016. Previously, he served in various leadership capacities at the University of Illinois Hospital and Health Sciences System and Kaiser Permanente, after having practiced as a corporate healthcare attorney and worked in government roles at the Centers for Medicare and Medicaid Services and the Department of Veterans Affairs.

Dr. Ryu's extensive experience in the areas of care delivery and payment will enable him to provide meaningful perspectives with respect to a wide range of business matters, including with respect to our strategic initiatives. His knowledge and background in legal and regulatory aspects of the healthcare industry and government policy will enable him to provide valuable industry insights. The addition of Dr. Ryu further improves the Board's ethnic diversity.

Stockholder Right to Call a Special Meeting of Stockholders

As part of our ongoing stockholder engagement process, during the winter of 2022, we engaged with holders of approximately 50% of our outstanding common stock on governance matters. During this process, when asked about the advisability of providing stockholders the right to call a special meeting of stockholders, all of the investors with whom management engaged supported such a right. In light of this feedback, in February 2023, the Board amended and restated our bylaws to allow stockholders holding, for 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.



Participating in Public Policy

Public policy can have a huge impact, positive and negative, on the healthcare industry and medical device industry in particular. As such, we believe it is our obligation as a corporate citizen to voice our opinions and views as a medical technology expert on public policy. We monitor ongoing regulatory and legal requirements in countries where we operate and analyze policy proposals and, when we see fit, take a position on a specific issue. Teleflex may engage in public policy when we think it may directly affect our business, impact public health, or limit access to healthcare.

As of a matter of corporate policy, Teleflex does not provide any direct political donations or advocacy on behalf of a specific candidate, party, or committee, nor do we provide contributions to any groups such as governors' associations, political action committees or other section 527 entities. As of the end of 2022, Teleflex does not have any employee-funded political action committees.

By supporting legislation, with the support of patient advocacy efforts, we look to increase patient access via patient medical policy coverage in a variety of nations and in support of United Nations (U.N.) initiatives. One example of this advocacy initiative is the reimbursement partnership with the American Urological Association (AUA) on diversity, equity & inclusion (DEI) initiatives. In 2022, we hired Arnold and Porter, a third-party legal firm, to

assist in direct lobbying related to Centers for Medicare & Medicaid Services (CMS) changes. This effort was to support patients' access to UroLift®. In 2022, Teleflex leaders met with numerous Congressional Members, staff and committees both as Teleflex and as participants in trade associations. Our lobbying efforts were specifically related to the 2023 Medicare reimbursement rates and legislation and interest in removing administrative burdens related to prior authorization. In 2023, we plan to continue our efforts and focus on CMS reimbursement.

Please see our [Statement on Engagement on Public Policy Issues](#) for more information.

Industry Groups and Trade Associations

We feel that we can properly engage on any political or public policy matter effectively through our participation and engagement with industry group membership and trade associations. Organizations such as the Medical Device Manufacturers Association provide an opportunity for companies to come together in a pre-competitive landscape to discuss policy issues, research needs, and other challenges facing the industry. We voice our opinions, pose questions, and raise concerns through these organizations.



2022 Teleflex Industry Groups and Trade Associations⁹:

- AdvaMed
- APACMed
- BVMed
- Confindustria Dispositivi Medici
- IBEC Trade Association
- Medical Device Manufacturers Association
- MedTech Europe
- SNITEM

In 2022, Teleflex joined the AdvaMed Environmental, Health and Safety Awareness Working Group. This Working Group meets to discuss relevant topics in the industry such as the use of per- and polyfluoroalkyl substances (PFAS), U.S. Environmental Protection Agency (EPA) and U.S. Occupational Safety and Health Administration (OSHA) updates, and other sustainability related issues. We look forward to helping to advance these conversations within the industry.

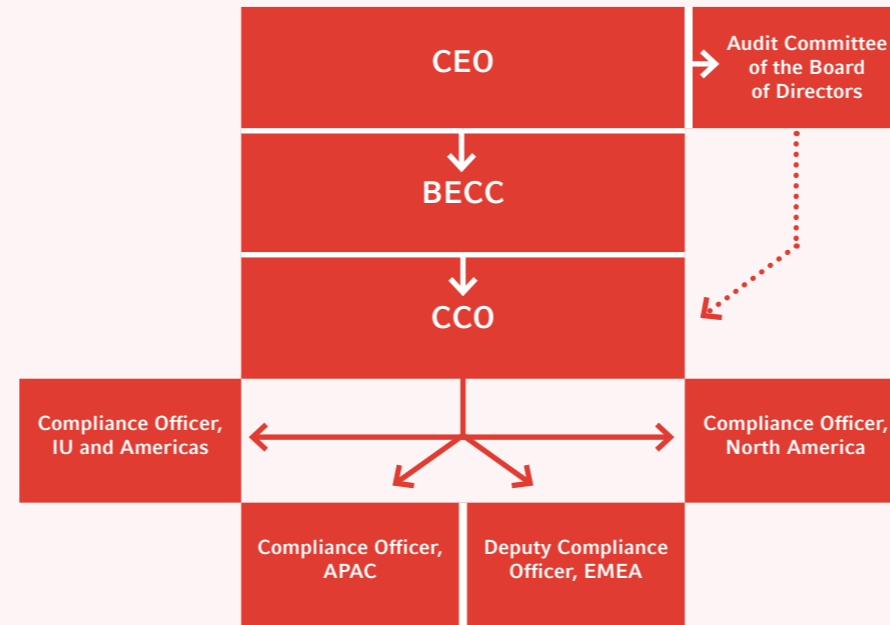
⁹ Includes industry and trade groups of which Teleflex is a member and for which Teleflex pays at least \$25,000 per year in membership dues or fees.



A Culture of Compliance

Compliance is foundational for Teleflex as it moves forward in its CSR efforts. Our Global Compliance Program is focused on key components 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. We then have regional compliance officers that manage the day-to-day responsibilities. Our Compliance team also has a dedicated team focused on auditing, monitoring, and investigations. This structure allows our compliance officers to focus day to day on business counseling as well as helping to ensure consistency in our auditing and monitoring and investigations activities. We also retain outside counsel to periodically review and harmonize policies and to ensure they are up to date based on local, regional, and national requirements. While we have a dedicated team focused on compliance, at Teleflex, all of our employees from top to bottom play an important role in driving a strong ethical culture.

Management Structure



Business Ethics and Compliance Committee Members:

- Chairman, President and Chief Executive Officer (Chair)
- Chief Compliance Officer and Corporate VP
- Chief Financial Officer and Executive VP
- Corporate VP of Commercial Finance
- Chief Medical Officer and Corporate VP
- General Counsel and Corporate VP
- Chief Human Resources Officer and Corporate VP
- VP of Internal Audit
- Chief Accounting Officer and Corporate VP
- President Global Commercial and Corporate VP

Our Policies and Procedures

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 for all employees and relevant for everyday work. Collectively our [Code of Ethics](#), [Anti-Corruption Policy](#), [Corporate Compliance Program Charter](#) and [Integrity Code](#), provide a framework for our global approach to compliance. Teleflex also operates in line with many standardized industry codes of conduct, including those published by AdvaMed (U.S. and China), MedTech Europe, APACMed, SAMED (South African Medical Device), ABIMED (Brazilian Association of the Health Technology Industry), and the MTA (Medical Trade Association of Australia).

Below are details on our global policies:

Code of Ethics

- Set of standards and behaviors we require for conducting business with integrity and with high ethical and legal standards.
- Available in 17 languages to allow all our employees and business partners to adhere to global compliance guidelines.
- Reviewed on an annual basis to consider any changes or updates.

Anti-Corruption Policy

- Provides information on how we identify and reduce any potential corruption risks.
- Defines what is considered corruption and provides some examples of possible scenarios of which employees should be aware.

Corporate Compliance Program Charter

- Sets out the way in which our Compliance Program is to be structured and governed as well as the responsibilities of the Program.



Integrity Code

- A set of policies to ensure Teleflex conducts business ethically when it comes to interactions with healthcare professionals (HCP), patients, governments, and other external professionals.
- Policies include subject matters such as HCP engagement, educational and research grants, gift and entertainment, and humanitarian aid and charitable donations.

Along with our enterprise-wide policies previously shared, each region/country and specific business units have their own set of Integrity Policies and Procedures (IPPs) which are readily available on our intranet to our employees in the languages in which Teleflex operations. These separate IPPs provide more specific guidelines on topics such as business meals, educational grants, HCP consultant engagement, market research and product samples.

Below are additional internal policies that Teleflex makes available for all employees:

Global Reimbursement and Health Economics Policy

- This policy explains internal processes for providing Healthcare Professionals and Government Officials with coding, coverage, payment, reimbursement, and health economics information related to Teleflex products, as well as Teleflex’s efforts to engage with payers and GOs relating to obtaining coverage for, and access to, Teleflex products.

Global Reseller Management

- Lays out procedures and requirements for resellers to comply with other Teleflex policies such as our Code of Ethics and Anti-Corruption Policy.

Travel and Expense Policy

- This Policy establishes guidelines governing the reimbursement of travel and other business-related expenses. Individual business units may also have requirements on specific travel and business expenses that are more restrictive.

We have also developed a **Third-Party Integrity Code**, which is available in nine different languages, in an effort to ensure all of our Third-Party Representatives¹⁰ adhere to our high standards of business conduct. In expectation that our Third-Party Representatives will develop their own integrity policies, we have made the Teleflex Integrity Policies and Procedures available to them to aid in their development. In order to centralize and standardize our due diligence, we utilize a third-party management platform to facilitate the due diligence of our Third-Party Representatives.



¹⁰ Teleflex considers Third-Party Representatives resellers, sales agents, and vendors.



Training and Communication

Our policies are only as good as the understanding and comprehension of the content in the policies. As such, 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 ad-hoc emails and our internal employee newsletter to provide relevant updates or reminders about specific content. Teleflex is proactive in identifying any trends where training may be helpful in providing our employees with more clarity or guidance to mitigate any compliance risks.

We track employee completion rates for our annually required training on our Code of Ethics for both new and current employees and send out reminders to ensure compliance. We are happy to report that, in 2022, we achieved a 96% completion rate for our Global Code of Ethics Training, which is down slightly from 2021 which was 97%. 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 our high completion rate. We continue to remain focused on achieving high completion rates each year and getting as close to 100% as possible.

In addition, Teleflex provides training for various other policies and programs including at all of 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, careful communication, and data protection.

In 2022, we rolled out our new interactive training modules for our Integrity Policies and Procedures (IPP) which we developed with a third-party training vendor. The training is based on the learners' job responsibilities and their demonstrated understanding of the material.

In November 2022, we held our annual Corporate Compliance and Ethics week, which included communications each day of the week about different parts of our compliance and ethics programs. We sent employees policy documents, guides, and other links to help understand our compliance programs.

Auditing and Monitoring

We have a program dedicated to auditing and monitoring our compliance risks which include the following activities:

- Employee expense audits focused on transactions with HCPs
- In-person distributor compliance reviews
- Third-party distributor audits
- On-site monitoring of congresses, tradeshow and Teleflex product training and educational events
- Continuing usage of a leading third-party due diligence software platform

Teleflex's Compliance Department develops and publishes an internal report each year, which provides an overview of the findings. Findings and activities are reviewed and approved on an annual basis by the BECC.

Reporting and Investigations

We have a culture of honesty and integrity at Teleflex. Our IPP on Reporting Non-Compliance and Enforcement shows 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 the dedicated [Teleflex Ethics Line](#). Teleflex encourages people to freely voice their concerns and maintains a strict policy of non-retaliation. Anyone can report issues anonymously via the Ethics Line which is managed by an independent company. All reports are investigated thoroughly, and corrective actions are implemented if needed. Our CCO reports on all complaints on a quarterly basis to both the BECC and to the Audit Committee of our Board of Directors. We also share reports with our outside auditors to provide an additional layer of independence and transparency.



Enterprise Risk Management

As a part of our Enterprise Risk Management process at Teleflex, we conduct an annual Enterprise Risk Assessment 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. Our risk assessment process is managed through an online submission tool which allows us to ensure we are getting participation from all necessary teams, departments, and regions around the world.

2022 Enterprise Risk Assessment

In 2022, Teleflex asked roughly 170 employees and executives to identify and rank the top risks based on their roles and/or areas of expertise and describe existing or planned mitigation efforts for these specific risks. We then conducted interviews with Executive Management to further discuss the identified risks and determine next steps.

Integration of Corporate Social Responsibility Risks

Teleflex included a dedicated section of the Enterprise Risk Assessment (ERA) to corporate social responsibility risks for the first time in 2022, reiterating to our employees that we take CSR seriously. While there are plenty of business opportunities for Teleflex related to CSR, there are key risks identified in our 2022 assessment for us too. We will continue to improve the CSR section of the ERA moving forward.

Sales and Marketing Practices

Being in the medical technology industry, we consider ethical and responsible sales and marketing of our products to be a top priority. When our sales or marketing teams are creating 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. As such, we have several policies to ensure our marketing and sales processes and procedures are best practice and in compliance with all applicable legal and regulatory standards including:

Global Standard Operating Procedure (SOP) on Marketing Communications

- This policy outlines the requirements and processes for approval of various types of marketing communications relating to our products and services.
- The approval process includes different functions within the organization, including representatives from Marketing, Clinical and Medical Affairs, Regulatory Affairs, and Legal.

Healthcare Provider Payment Tracking Policy

- Provides guidance to ensure proper disclosure of payments made to Healthcare Professionals in accordance with applicable law.
- In the U.S., we report payments broken down by the state (where necessary) and this can be viewed on the U.S. Centers for Medicare and Medicaid Open Payments [website](#).
- In Europe, we report payments in several countries and in line with the MedTech Europe Code.
- For all our other regions, we report payments at the level required by law.

CMA Policy on Responding to Requests Related to Off-Label Information

- Relevant employees are trained to promptly refer requests for off-label information to Teleflex Clinical and Medical Affairs (CMA) to be handled in accordance with current FDA and other applicable legal and regulatory requirements in the jurisdictions in which we do business.

Healthcare Provider Compensation Determination Policy

- This policy outlines the method to determine the fair market value of compensation to be paid to a covered recipient in accordance with public disclosure requirements and Teleflex policies, as well as the Sunshine Act, AdvaMed, and other legal, regulatory and ethical guidelines.

Sales Compensations Terms and Conditions

- We have an internal document that outlines the clear and transparent process in which our sales team is compensated, and the standards set for payout.

Our various business units and other functional departments work together very closely when reviewing, revising, and approving our marketing materials before they are available. Our sales and marketing practices are continually evolving based on best practice and ever-changing business standards. We do not see this as just a legal or compliance requirement but rather how we operate as a healthcare company with high ethical standards.



Information Security and Data Privacy

Teleflex’s global information security and data privacy program, under the management of our Chief Information Officer (CIO), is focused on ensuring the confidentiality, integrity and the availability of Teleflex’s information assets. Our program is aligned to industry standards including the National Institute of Standards and Technology (NIST), ISO/IEC 27001 and the Center for Internet Security (CIS) Critical Controls. 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. The CIO provides 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 also work with a third-party firm to perform an annual external security assessment of select information security controls from the perspective of an attacker. Teleflex has a master Global IT and Cybersecurity Policy with over a dozen additional internal policies that govern specific topics including mobile computing, access management, disaster recovery, and vulnerability management. We have had no known information security or data security breaches from our systems within the past three years.¹¹ We continue 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.



¹¹ We define information security/data security breaches as an incident that results in the confirmed disclosure - not just potential exposure - of data to an unauthorized party.



How We Protect Our Systems and Data

Teleflex has implemented a range of initiatives to protect our systems and data, while supporting our most important asset - our employees - when working either at a Teleflex site or remotely.

Below are some of the many activities and programs we have in place:

- Implementation of 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) which monitors and alerts us based on abnormal system activity or user behavior which may be indicative of an attack.
- Controls to reduce the risk of malware propagation in the event of a security incident.
- Our Acceptable Use and Responsibilities Policy outlines the requirements, prohibitions, and company practices that apply to the use of Teleflex's Systems, Information Assets, and Third-party systems supporting Teleflex business activities by employees and authorized agents of Teleflex.

Training, Education, and Simulations

Part of reducing our risk is ensuring that our employees are properly trained and educated in cybersecurity. Security awareness training is provided to all employees on an annual basis along with periodic security update communications and targeted training for select groups based on job responsibility. Recent training has included an emphasis on IT privileged access risks and Business Email Compromise (BEC) as most organizations are seeing an increased volume of these types of attacks.

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.

Third-Party Risks

Third-party risks are a growing concern not just for Teleflex but for all organizations. 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 software or hardware solutions and third-party managed technology as part of our vendor selection process. We evaluate solutions and 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.

“

Protecting Teleflex information assets and that of our Business Partners is vital to being a good Corporate Citizen and minimizing risk to our Global Supply Chain.

Chuck Fliehman,
Vice President, Information Security
and Privacy

”



Planet & Environment

Executive Pillar Sponsor

James Winters - Corporate VP, Manufacturing and Supply Chain

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Planet & Environment

As a healthcare company, we are focused on the health and wellness of society and that means that environmental sustainability is a top priority. We know that a healthier planet means healthier people. We have made great strides in better understanding our positive and negative impacts on the environment and have created a plan to work towards a better planet.

We use an integrated Environmental Health and Safety Management System to help maintain compliance with relevant laws and regulations regarding potential water, waste, and air pollutants. Teleflex also has invested in a software solution that helps track our water, waste, and energy data across our business globally and we continue to analyze and refine the historical data inputs as well as expand the usage of this software to increase the capability, completeness and accuracy of our data analytics, reporting and disclosure. This software also helps us to track our scope 1 and 2 greenhouse gas emissions (GHG). All reported environmental data and figures included in this report are based on an absolute basis.

Like our other pillars, our Planet and Environment pillar has a pillar lead, our Sustainability Director, and a pillar sponsor, our Corporate VP, Manufacturing and Supply Chain. The pillar also has a subcommittee made up of key people from our manufacturing facilities, logistics, procurement, commercial, product development and enterprise excellence functions. Our Planet and Environment subcommittee meets regularly to drive and deliver individual projects, and all activities are tracked centrally on our project management platform.



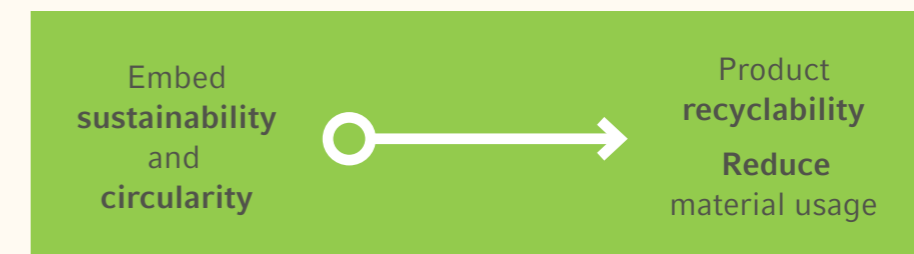
Our Kulim, Malaysia Plant Manager, Muneswaren A/L Gandhi receiving the 2022 ESG Recognition Award during the Association of Malaysian Medical Industries (AMMI) Annual Gala Dinner. This recognition is to acknowledge AMMI members' efforts in ESG initiatives by embracing ESG as an integral part of doing business globally. This award has become an inspiring milestone for Teleflex Kulim as we continue to strengthen our efforts in ESG and make Teleflex Kulim a great place to work for all our employees.

Product Design and Circularity

As a product manufacturer, we are committed to minimizing our products' environmental impact throughout all stages of their lifecycle – from sourcing and manufacturing to usage and end of life. Circularity begins at the product design phase, and we are working hard to embed sustainability and circularity into our organization and the R&D process. We continue to expand our design process to improve the sustainability performance of our products including removing excess material used to manufacture and package products, considering whether a product can be used more than once, and the recyclability of our products. For example, our UroLift® UL2 System allows healthcare professionals to re-use the handle during a procedure rather than using a separate handle for each stage, thus saving on materials and packaging.

We are continuing our focus on reducing the amount of material used in our product packaging and in our products themselves. Over the past few years, we have worked on the below projects to reduce material usage:

- 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
- Reducing the size of polybags used to package certain products





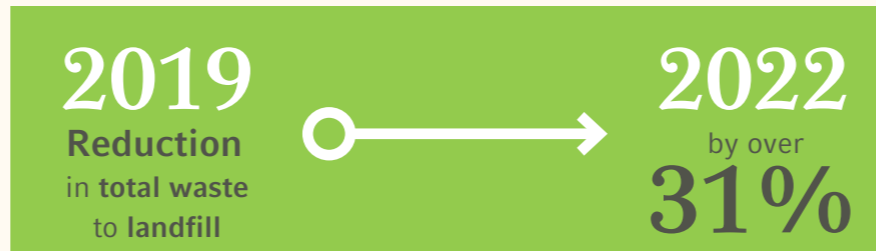
Circularity at Heart

Our ligation product offering is a great example of product circularity. At Teleflex, we produce reusable ligation products which are cleaned and sterilized after use and are ready for the next procedure. During the life of the warranty of these products and subject to a customer's compliance with the terms of the warranty, we repair or replace the product for free. On average, we take back about 35,000 applicators per year globally and repair and return over 90% to our customers. In some circumstances, we take back devices and refurbish them and sell them to new customers under a refurbish code. Those products that cannot be repaired are sent for recycling of the metal components. We produce high quality products in the hopes they can remain in use for a long time without needing replacing. The different applicators we provide can last anywhere from 8 years to 20 years or more. We estimate that by using our reusable products, healthcare professionals displace approximately 3.5 million single use applicators on annual basis.

Responsible Consumption and Production

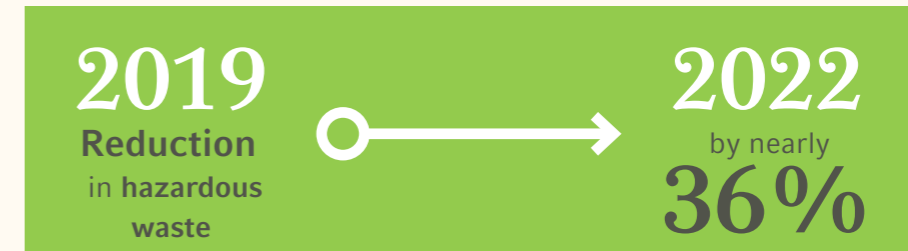
Water

While water is technically a renewable resource, fresh and clean drinkable water is not, and we know that it is important for us to monitor and reduce our water usage when possible. Teleflex must play our part in conserving and protecting our water resources. Between 2019 and 2022, we have increased the absolute water use at our manufacturing sites by over 5%.¹² Much of the increases in water usage over the last year can be attributed to a change in our cleaning process which was done to improve product quality and safety as well as two on-site water leaks which were identified and fixed. At one site we are replacing the old underground water main piping with a new main piping above ground, to reduce the risk of future leaks and to aid monitoring.



Waste

Reducing waste in our processes is not just an environmental win but also a business win. When there is waste, that means there are potential inefficiencies in our process and wasted resources. We have made significant changes across various waste metrics through improvements to material loss during the production process and engagement with our waste collection partners. Where possible, we focus on reuse of materials. If that is not possible, then we prioritize recycling. If we cannot reuse or recycle, we send that material to incineration or landfill. Our reuse program includes initiatives such as solvent distillation, and our recycling programs include initiatives focused on paper, metals and plastic. Between 2019 and 2022, our manufacturing locations, distribution sites, and largest commercial offices have achieved reductions in hazardous waste of nearly 36% and have remained constant in non-hazardous waste. We also saw an over 31% reduction in total waste to landfill over that same time period.¹³



¹² Data includes substantially all of our manufacturing, distribution facilities, and four largest commercial locations. The data excludes our smaller commercial facilities as well as certain facilities obtained through recent acquisitions. We plan to expand the data to include these facilities in the future.

¹³ Data includes substantially all of our manufacturing, distribution facilities, and four largest commercial locations. The data excludes our smaller commercial facilities as well as certain facilities obtained through recent acquisitions. We plan to expand the data to include these facilities in the future. Data also excludes some historical diesel usage and refrigerant emissions.



Recycling the Non-Recyclable

At our Exton and Wyomissing facilities in Pennsylvania, U.S., our team realized that we were generating waste from some plastic trays that were not accepted by our current recyclers. Instead of landfilling any more trays, the teams began warehousing the plastic trays with the hope of finding an industrial recycling facility that would take them. After contacting various industrial recycling facilities in the region, they found a facility that was willing to accept the plastic trays. The program started in January 2022, and since then we recycled an estimated 5,000 pounds of trays.

E-Waste Initiative

In 2022, we put a heavier focus on e-waste in our corporate offices around the world and have been able to recycle almost 400 computers and laptops with many hard drives, servers, and other network equipment.



10% ↓

Target: In 2021, we set operational goals to reduce our overall waste to landfill by **10%** from **2021-2023**.

Safe Materials and Chemicals

Teleflex has initiated a European Union Medical Device Regulation Compliance Program (the “MDR Program”) to manage compliance to the European Union Medical Device Regulation 2017/745 (the “MDR”) within the required timelines. The MDR Program scope includes the following activities to ensure certification to the MDR:

- Assessing and implementing updates needed to meet MDR “state-of-the-art” requirements
- Assessing and implementing updates needed to ensure devices are designed and manufactured in such a way to reduce as far as possible the risks posed by substances or particles that may be released by the device
- Submitting technical documentation files to notified bodies and responding to any questions
- Successfully completing quality management system audits

Every business unit at Teleflex is committed to achieving MDR compliance and managing the transition from Medical Device Directive to Medical Device Regulation with minimal impact to customers and patients.

Logistics and Distribution

Our Procurement, Logistics and Customer Service teams have been examining ways to decarbonize our footprint as it relates to the movement of our products from manufacturing to distribution to end point. Through our R&D teams’ sustainability checklist, we consider package materials, size, and weight as a way to move towards decreasing transportation, storage costs and footprint.

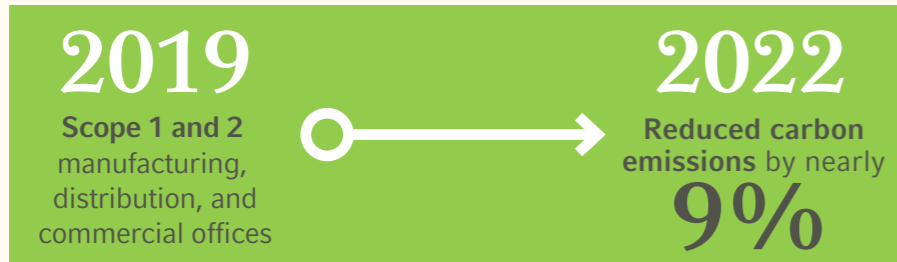


Climate Change

Climate change is one of the largest global issues we are facing, and climate change will continue to become a larger concern for the world and businesses. We know that climate change is not just an environmental threat but also a threat to human health and is a priority for Teleflex.

Greenhouse Gas Emissions

We have been collecting our scope 1 and 2 GHG emissions data via our sustainability software solution and have engaged an external consulting agency to perform a scope 3 scoping exercise and calculation. Between 2019 and 2022, we have reduced our scope 1 and 2 carbon emissions across our manufacturing locations, distribution sites, and four largest commercial offices by nearly 9%¹³ notwithstanding an increase of 7.5% in revenue over that same period.



Emissions Reduction Targets

In April 2022, Teleflex committed to setting both near-term reduction and long-term net zero targets in line with the Science Based Targets Initiative (SBTi) recommended methods. We submitted our targets for approval with SBTi in April 2023. We believe the Science-Based Targets framework provides a clearly-defined framework to help us decarbonize our energy supply and supply chain as well as reduce climate change-related risks.

Climate Strategy

There are a number of ways that Teleflex plans to reduce our carbon footprint. We are considering different avenues as it relates to clean energy such as additional on-site renewables, 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 risk from refrigerant gases leaking into the atmosphere. In 2022, across five sites, we have replaced over 30 chiller, refrigerant, and HVAC units. This resulted in the removal of ozone depleting refrigerants (R-22), lowering our global warming potential risk, and reducing power demand by over 500kW.

We know that since the COVID-19 pandemic, business travel has been dramatically reduced. However, as countries and borders have re-opened, we will continue to increase our travel as needed. We know that to provide a high level of customer service to our patients and customers, there will be some local, regional, and global travel required. However, we are committed to limiting travel where possible. Since the pandemic, we have seen that using technology to meet virtually can be just as productive as in-person meetings. We continue to improve the measurement of our business travel and look forward to reporting on these data points in the future. Our logistics partners will be considering various options for moving to lower carbon transportation options in the future.

Through engagement of our insurer’s engineering resources, a multiyear program has been developed that will lessen extreme weather and climate impacts to the business. This program has identified location specific improvements that will benefit Teleflex’s resilience and lessen potential business impacts.





Climate Risk Management

At Teleflex, we have various ways to both identify and manage climate-related risks. In 2022, we introduced a CSR section into our annual enterprise risk assessment, and greenhouse gas emission reductions was one of the CSR topics that employees and leaders assessed. Climate-related risks are identified more locally and can be addressed through Business Continuity Plans (BCPs).

Our Global Supply Chain BCP's are formal documents and plans maintained with respect to each of our manufacturing sites that outlines the procedures for responding to disruptive incidents as well as how to continue (or recover) its activities within a predetermined timeframe. The BCPs can take into account climate-related risks including severe weather and flooding.

Our Global Crisis Management Team (GCMT) provides leadership and oversight with respect to global crisis management at Teleflex, which would include any climate-related crisis management scenario. The GCMT will engage with local site management and/or a local crisis management team as applicable and dependent on the crisis scenario.

The GCMT is composed of:

- Global Crisis Lead – Corporate VP, Strategic Projects
- Executive VP and Chief Financial Officer
- Corporate VP, Manufacturing and Supply Chain
- Corporate VP, General Counsel
- Corporate VP and Chief Compliance Officer
- Corporate VP, Quality Assurance/Regulatory Affairs
- Corporate VP and Chief Human Resources Officer
- Corporate VP and Chief Medical Officer
- Corporate VP and President, Global Commercial
- VP, Global Brand, Digital and Communications

Climate Change Governance

The Nominating and Governance Committee of the Board of Directors provides oversight on all ESG and CSR matters including climate-related risks and opportunities. Previous briefings to the Committee have included updates based on current CSR programs, initiatives, and current work. The Committee is also provided with climate change updates, which includes regular updates on our climate change reporting process and on our progress in setting Science-Based Targets. Moving forward, the Committee will review and provide oversight with respect to our plans for achieving Net Zero and will continue providing oversight with regard to our plans to manage climate change risks.

At Teleflex, we have strong climate leadership from the management level and have added greenhouse gas emission reduction into our organizational risk process. Teleflex manages our CSR topics and issues including climate change through our CSR Steering Committee which is made up of senior leaders within the organization and is chaired by our Corporate Vice President, Strategic Projects. Through our Planet & Environment pillar, we are setting an ambitious strategy for our CSR program. Climate change risks and opportunities will be managed under the Planet & Environment pillar of our CSR program which is directly lead 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 larger discussion.



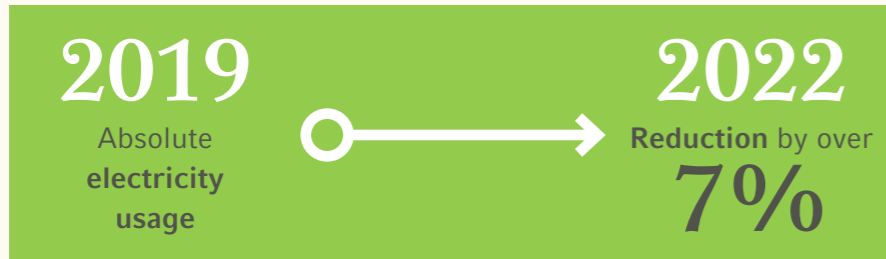
Energy

Our Global Headquarters office in Wayne, Pennsylvania, U.S. is a UL Verified Health Building for Indoor Air, and it is LEED Gold and Energy Star certified.

Electricity

Electricity usage is a key area of focus in reducing our greenhouse gas emissions at Teleflex. We are focused on both reducing unnecessary usage of energy and increasing energy efficiency in our processes. This commitment is being, and will be, achieved through numerous projects across the business such as LED lighting retrofits, motion sensor lighting, high-efficiency HVAC systems, and better process practices.

Between 2019 and 2022, we reduced absolute electricity usage across our manufacturing locations, distribution sites, and four largest commercial offices by over 7%.¹³



Reducing Energy Usage by Going White

In 2022, at our Coventry, Connecticut, U.S. site, we installed a new, white-colored roof with R-30 insulation to help reduce the extra heat that the building would otherwise absorb with a black or darker color roof. By making the roof a white color, the solar reflectance - or albedo - helps to reflect sunlight and heat away from a building, reducing roof temperatures. The EPA estimates that doing this could reduce roof temperatures by up to 50–60°F (28–33°C) compared to conventional materials during peak summer weather.¹⁴

Using Ultrasonic Leak Detectors for Compressed Air System Audits

We conducted an audit at our Wyomissing, Pennsylvania, U.S. Tech Center on the compressed air system in 2022. While this facility is rather new, we felt it to be important to audit our systems to ensure maximum efficiency. Through a visual and physical audit, we found multiple air leaks and continued the audit with an ultrasonic leak detector. Over a few weeks, we found over a dozen air leaks in total. Along with fixing any air leaks that we found with the hoses or quick disconnect fitting, we have also added labels to all valves to ensure employees are shutting them when not in use. Based on a before and after pressure test, the air loss was substantially reduced from 38 PSI lost compared to 1.67 PSI lost over the same 5-minute time frame. We estimate that just from this one audit, we will see a savings of over 17 MWh annually.



¹⁴ <https://www.epa.gov/heatislands/using-cool-roofs-reduce-heat-islands#:~:text=Reduced%20energy%20use%3A%20A%20cool,pollution%20and%20greenhouse%20gas%20emissions.>

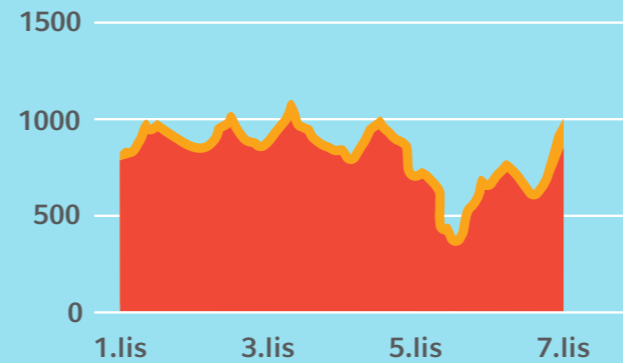


Energy Management System in Czech Republic

In 2022, we installed a state-of-the-art energy management system (EMS) at our two Czech Republic manufacturing sites. Between the two sites, we have installed over 130 measuring points for tracking electricity, natural gas, and pressure air flow. The EMS will be used to evaluate where there are savings opportunities. Projects under review may include, but are not limited to, fixing compressed air, installing solar power onsite, continuing LED lighting retrofits, and changing from gas boilers to heat pumps.

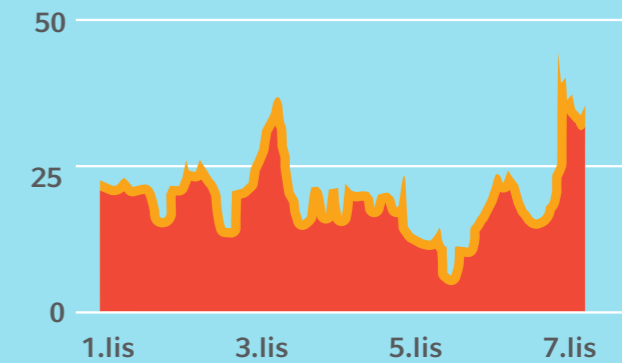
Elektroměr hlavní (Main electricity meter)

⚡ 137,9 MWh

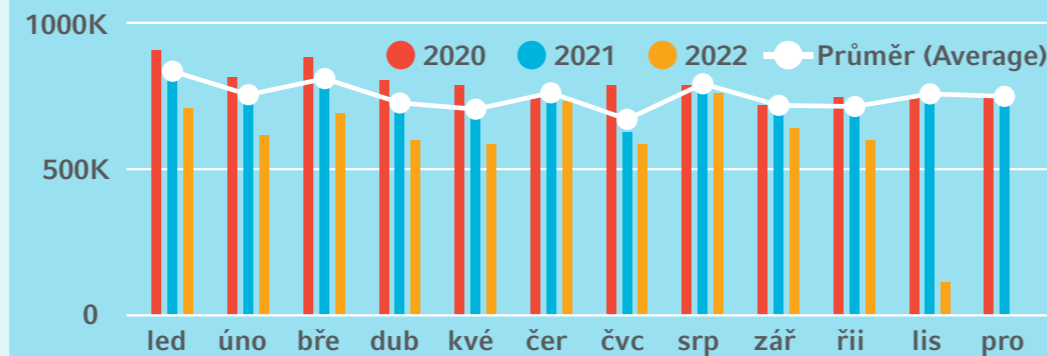


Plynoměr hlavní (Main gas meter)

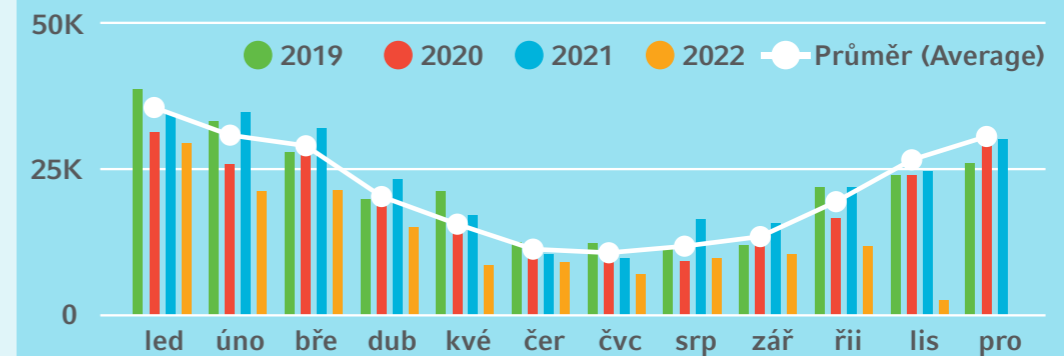
🔥 3.549,1m³



Elektřina rok od roku (Electricity year over year)



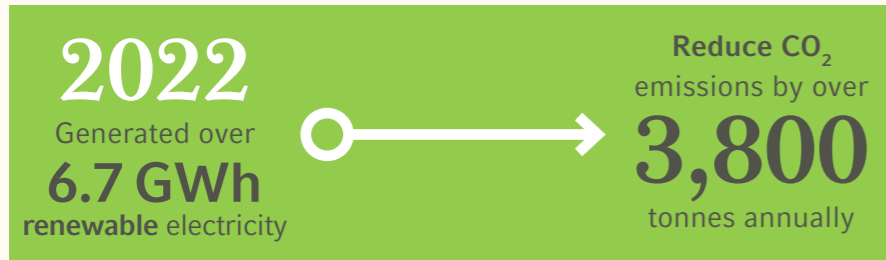
Plyn rok od roku (Gas year over year)





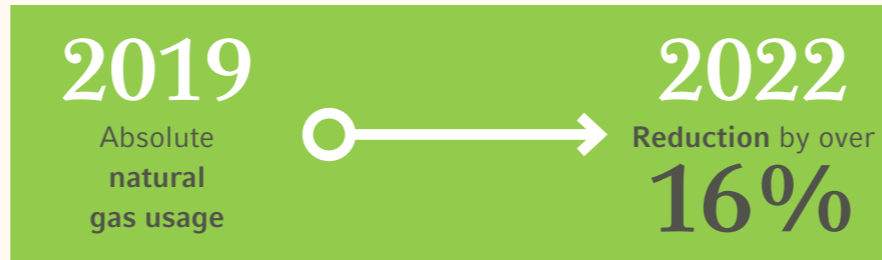
Renewable Electricity

We know that renewable energy is a key component in reducing our carbon emissions. Over recent years, we have invested in solar photovoltaic (PV) installations at five manufacturing sites globally. The first set of solar panels were installed in 2015 and since then we have installed approximately 5 MW (megawatt) of additional generating capacity with more planned for 2023. During 2022, we generated over 6.7 GWh (gigawatt hours) of renewable electricity. These solar panels help to reduce CO₂ emissions by over 3,800 metric tonnes annually.



Natural Gas

While much of our energy usage is electricity, we do have significant natural gas usage on site as well. We continue to roll out projects to maximize our natural gas efficiency through production changes and investment. Through site investments and as a result of site consolidation, we saw a reduction in our absolute natural gas usage across our manufacturing locations, distribution sites, and four largest commercial offices by over 16% between 2019 and 2022.¹³ We will continue to look at areas for Teleflex to reduce our natural gas usage moving forward.



10% ↓ **Target:** In 2021, we set operational goals to **reduce** our overall purchased energy by **10%** by 2023.





People

Executive Pillar Sponsor

Cam Hicks - Corporate VP, Chief Human Resource Officer

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People

Our people are at the center of everything we do. It is their passion that drives our commitment to our patients, innovation, and our customers. What makes Teleflex a people-focused organization goes beyond a mission statement. Our employees are invaluable, and we would not have seen success as a company without their dedication and hard work. Our employees trust in us, and we take that responsibility seriously.

Teleflex was named a MedReps.com 2023 Best Places to Work, earning the Number 1 spot for large companies and making this the sixth consecutive year the company has been on the list. MedReps asked medical sales professionals across North America to rank their most desirable medical device companies and to rate their top choice organizations on attributes including compensation, innovation, career growth opportunities, leadership, culture, diversity, equity & inclusion, reputation and flexibility and remote work options. "It's great to be named a Best Place to Work for the sixth consecutive year," said Liam Kelly, Chairman, President, and CEO of Teleflex. "Teleflex's people are passionate about driving innovation and serving our customers to help positively impact the health and quality of people's lives."



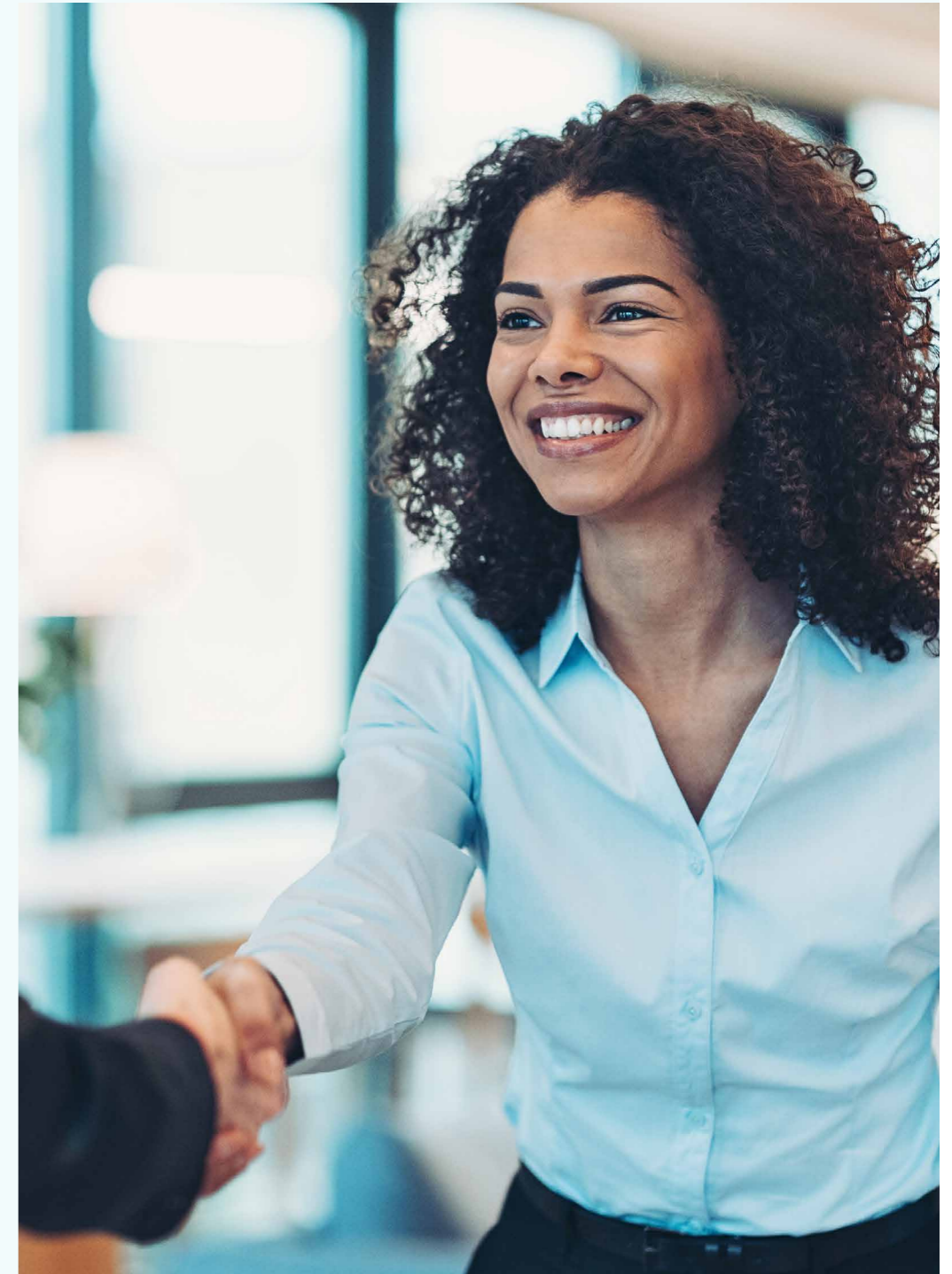
¹⁵ The Glassdoor ratings reflect the data as of December 2022 and may change in the future.

Talent Recruitment

Teleflex is an ever-growing organization and, as we hire in our many departments, teams, and regions around the world, we put a focus on showing candidates why Teleflex is such a special place. Careers can go far at Teleflex – challenging work, learning and development opportunities, and talented coworkers all make Teleflex a great place to build a career.

Glassdoor Ratings¹⁵

Overall	★★★★★	4	81%	Recommend to a friend
Culture & Values	★★★★★	4		
Diversity & Inclusion	★★★★★	4	91%	Approve of CEO
Work/Life/Balance	★★★★★	4		
Senior Management	★★★★★	3.7	71%	Positive Business Outlook
Competition & Benefits	★★★★★	3.8		
Career Opportunities	★★★★★	3.8		



Recruitment and Onboarding

We have a number of ways in which we recruit new talent as we look to fill open roles within Teleflex. We utilize various tools, resources, and avenues to reach potential candidates such as job posting websites like LinkedIn, Glassdoor, Indeed and MedReps as well as university job boards, independent recruiters, and internal referrals. Our recruitment team also attends career fairs at universities and colleges that are within close proximity to our sites.

2022 In 2022, we updated the **Teleflex LinkedIn Life** page to provide potential candidates with more information about the Teleflex culture and atmosphere.

Our winning culture

At Teleflex, we are connected through a common sense of purpose and shared values.

It is our passionate people and our winning culture that make Teleflex a great place to work and grow. Driven by our purpose to improve the health and quality of people’s lives, Teleflex employees are united in the understanding that what we do every day makes a difference.

[Join our winning culture](#)



Global reach

We are a company with global scale that is built on innovation and brand power.

Our employees remain a trusted partner to our healthcare customers across global, diverse markets. With 15,500 employees in over 30 countries, we serve over 100,000 customers worldwide and innovate products across 7 clinical therapy areas.



Core Values

Our Core Values define our company, shape our corporate culture, guide our business, and direct the way we interact with our stakeholders. With people at the center of everything we do, we are committed to providing our employees with opportunities for growth, development, and career advancement.

[Learn about our Core Values](#)





Teleflex has a number of programs for college students, graduate students, and other early career individuals. While we do not have an enterprise-wide internship program, each country and department does have specific resourcing needs and will hire interns on a periodic basis. Our U.S. offices maintains an internship program and hires interns each semester based on specific resourcing needs and expertise requirements.

In China, Teleflex created a trainee program focused on recruiting and developing new graduates with strong potential and matched values with Teleflex’s Core Values. The program provides graduates with three job rotations in 18 months, including sales, marketing and commercial operations. Through the job rotations the trainees will develop their commercial competencies, including business acumen, sales techniques, product knowledge, and analytical skills. Graduates will also have the opportunity to receive mentoring from senior leaders to advance their career development.

We are happy to say that in the U.S. we have a large number of new hires that are sourced from employee referrals. This program has proven to be very successful in hiring good quality and highly trusted employees. In 2022, 27% of U.S. hires for externally filled roles came via an employee referral and we provided over \$460,000 USD in additional compensation to employees as a referral bonus. While we are happy about the success of this program, we are also just as happy about the fact that so many employees are proud enough of Teleflex to recommend potential qualified candidates to us. We expanded our employee referral program in 2022, such that, beginning in 2023, every Teleflex location around the world has the opportunity to incorporate an employee referral bonus into their recruitment plan, encouraging the referral of qualified candidates that meet the criteria of the program.

We are very proud of our world-class recruitment process and pride ourselves on an honest, open, and transparent recruiting, interviewing, and hiring process. Throughout the engagement process with candidates, we make sure to communicate all timelines, expectations, and compensation ranges in a clear

¹⁶ This data does not include the Interventional Urology business as their surveys are managed and tracked outside of the Core Talent Acquisition team.

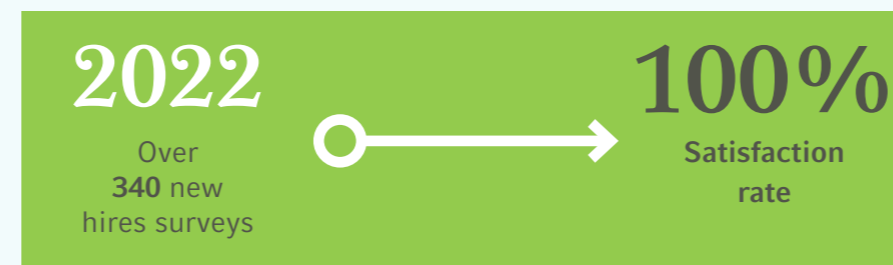
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Despite this being just my first Co-Op rotation of three with Teleflex, I already feel like I’m a part of the Anesthesia and Emergency Medicine (AEM) team in regard to both work responsibility and culture. Everyone has been so welcoming, supportive, and helpful during my time here so far. The projects I’m working on and skills I’m gaining have allowed me to explore my passions and interests beyond the concepts I’m learning in the classroom.

Rachel Williams,
North Carolina State University Class of 2025,
Major: Biomedical and Health Sciences Engineering

”

manner. We believe our compensation offering is aligned with competitive market pay levels and is in line with our culture and Core Values. We structure our compensation to include a role-appropriate mix of base salary, short-term cash incentives and long-term incentives. In 2022, we sent out over 340 new hire surveys to those in the Americas with an 87% response rate and



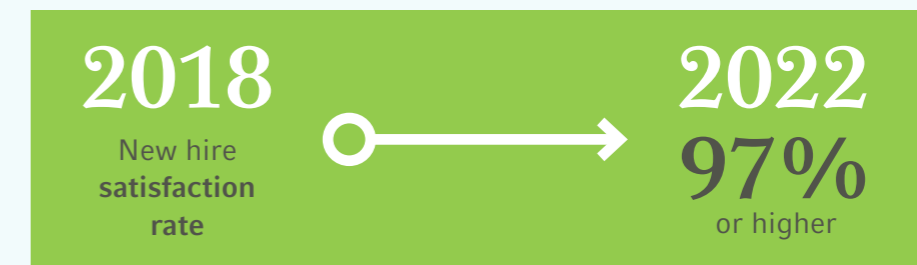
“

My cooperative education experience at Teleflex as part of the Global Packaging Engineering Team has been incredible. The projects I have worked on, knowledge I have gained, and most importantly the people I have worked with have made my time at Teleflex extraordinary.

Baylee West,
Rochester Institute of Technology Class of 2023,
Major: Packaging Engineering

”

a 100% satisfaction rate.¹⁶ We have tracked these rates for years and, since 2018, we have had a 97% or higher satisfaction rate. This indicates that employees who join the organization are happy with the hiring process and felt that the description, details, and information provided about the role was accurate and truthful.





When a new hire joins the organization in the U.S., our Keep In Touch program is kicked off. The program is run through our Human Resources team and provides an avenue for us to ensure that the new employee is happy and content in the new role. HR checks in with the employee on a 3-6-9-month cycle and, if there are any reasons for concerns or discontent, the hope is that we can help to solve the issue before the employee would decide to leave, encouraging retention from the start of their careers at Teleflex.

Cam Hicks, our Chief Human Resources Officer, makes it a point to call or visit with each of our new salaried hires in the U.S. regardless of their location or function within the organization.



Milestone mark:
Onboarding and training experience

New employees are clear of what is expected of them, feel welcomed by managers/co-workers, and have been introduced to mission, vision, and values. The majority of new employees found the training helpful, have the resources to do their job, and would recommend it as a great place to work.



Milestone mark:
Feedback, culture, values and support

The majority of new employees receive regular feedback, feel supported by their manager and feel that they made the right choice to join Teleflex. The majority of employees feel productive and engaged and have applied the Culture, Mission, Vision, and Values to their role.



Milestone mark:
Expectations, recognition, and retention

The majority of new employees have regular conversations with the manager and are confident that their efforts will be recognized. New employees are familiar with their BU and executive leadership. The majority of employees are happy they decided to join Teleflex and would recommend it as a great place to work.



Inclusive Recruiting

At Teleflex, we consider it very important to ensure we are searching and hiring based on an inclusive process. We have worked hard with our Global DEI Council to come up with an approach to our recruiting method that we feel provides our hiring managers with a slate of candidates that reflects the communities in which we work and serve in all aspects including, but not limited to, gender, ethnic and racial background, age, military status, and disabilities.

There are various programs or initiatives we have utilized to ensure we are sourcing from a diverse candidate pool including working very closely with over one hundred Historically Black Colleges and University (HBCUs) in the U.S., several Veterans and ex-Military organizations, and other local community organizations. We work with thousands of community organizations such as the Wounded Warrior Project, National Urban League, Dress for Success, and other labor groups to look for diverse talent. We also often work with talent agencies to source candidates, and we have worked with a number of external recruiting firms that help ensure we are recruiting with diverse slates focus on diversity of age, race, ethnicity, and gender.

Global New Hires	2020		2021		2022	
Gender	#	%	#	%	#	%
Female	1,512	58.4%	2,305	57.2%	3,304	58.4%
Male	1,075	41.5%	1,727	42.8%	2,345	41.5%
Unknown/Undeclared	2	0.1%	1	0.0%	5	0.1%
Grand Total	2,589	100.0%	4,033	100.0%	5,654	100.0%

Global New Hires	2020		2021		2022	
Age Band	#	%	#	%	#	%
<30	1,375	53.1%	2,143	53.1%	3,271	57.9%
30-39	717	27.7%	1,137	28.2%	1,336	23.6%
40-49	345	13.3%	501	12.4%	706	12.5%
50+	152	5.9%	252	6.3%	341	6.0%
Grand Total	2,589	100.0%	4,033	100.0%	5,654	100.0%



Inclusive Recruiting - Continued

We have made it a top priority to ensure that our job descriptions are gender neutral in phraseology and we have also begun pilot testing a masked resume process in which the name or any other gender or racially identifying information are removed. Something that we also will be focusing on is the diversity of our interviewers throughout the process. In 2022, 80% of our panel-based interviews included a gender-diverse group of employees.

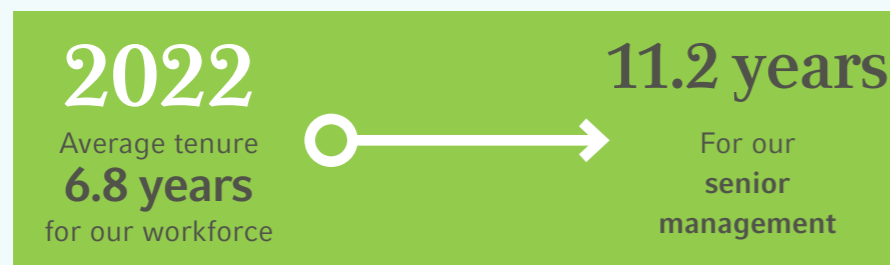
Global New Hires		2020		2021		2022	
Region	#	%	#	%	#	%	
Asia-Pacific	645	24.9%	961	23.8%	2,010	35.6%	
Europe, Middle East and Africa	120	4.6%	355	8.8%	543	9.6%	
Latin America	1,209	46.7%	1,838	45.6%	2,087	36.9%	
North America	615	23.8%	879	21.8%	1,014	17.9%	
Grand Total	2,589	100.0%	4,033	100.0%	5,654	100.0%	

U.S. New Hires		2020		2021		2022	
Ethnicity	#	%	#	%	#	%	
American Indian/Alaskan Native	0	0%	1	0.1%	3	0.3%	
Asian	72	11.8%	97	10.8%	127	12.6%	
Black	155	25.4%	222	24.7%	231	22.9%	
Choose not to answer	10	1.7%	13	1.5%	25	2.5%	
Hawaiian/Other Pacific Island	2	0.3%	1	0.1%	2	0.2%	
Hispanic	41	6.7%	65	7.2%	97	9.6%	
Two or More Races	13	2.1%	22	2.4%	22	2.2%	
White	317	52.0%	479	53.2%	501	49.7%	
Grand Total	610	100.0%	900	100.0%	1008	100.0%	



Exceptional Employee Experience (E³)

We believe it is important to provide a positive interaction between Teleflex and all employees throughout the entire employee process, from candidate selection to employment and through to becoming an alumnus of Teleflex. By having a high-touch approach to our employee management programs, we have been able to keep employees at Teleflex longer. As of the end of 2022, we had an average tenure of 6.8 years for our workforce and 11.2 years for senior management.¹⁷ This really speaks to the culture of Teleflex.



Global Tenure	2020		2021		2022	
Workforce	#	%	#	%	#	%
<1	1,689	12.2%	2,706	18.8%	3,543	22.9%
1-2	3,869	27.8%	2,766	19.2%	2,808	18.2%
3-5	2,963	21.3%	3,328	23.2%	3,349	21.6%
6-11	2,048	14.7%	2,284	15.9%	2,454	15.9%
11-14	1,232	8.9%	1,024	7.1%	1,034	6.7%
15+	2,094	15.1%	2,267	15.8%	2,281	14.7%
Grand Total	13,895	100.0%	14,375	100%	15,469	100.0%
Average Tenure	7.2		7.1		6.8	

Global Tenure	2020		2021		2022	
Senior Management ¹⁷	#	%	#	%	#	%
<1	4	4.3%	7	7.2%	4	4.4%
1-2	14	15.0%	7	7.2%	11	12.1%
3-5	8	8.6%	15	15.5%	12	13.2%
6-11	30	32.3%	24	24.7%	21	23.1%
11-14	16	17.2%	20	20.6%	20	22.0%
15+	21	22.6%	24	24.8%	23	25.2%
Grand Total	93	100.0%	97	100.0%	91	100.0%
Average Tenure	10.8		10.8		10.8	

¹⁷ Senior management positions are determined by employee job level (E-level) and generally represent employees at Vice President and above.



Global Workforce Turnover Rate (Voluntary and Involuntary)		
2020	2021	2022
22.6%	28.2%	31.2%

Global Senior Management ¹⁷ (Voluntary and Involuntary)		
2020	2021	2022
10.0%	24.2%	15.4%

We know engaged employees are enthusiastic about their work, find a greater sense of purpose, and ultimately perform better. An engaged workforce helps build on our existing culture at Teleflex and plays a key role in delivering our long-term growth strategy and customer focus. For this reason, we seek to understand the employee experience more broadly. In 2022, we implemented our first Global Employee Experience Survey across multiple areas of the business. The survey was launched to over 6,000 employees, and we received participation from over 5,000 employees. We are extremely happy to share that we received an average participation rate of 83% and a strong employee satisfaction score amongst the 2022 surveys. The survey has given employees the opportunity to voice their concerns and needs. Through the Glint survey platform, we have the ability to assess our organizational health and engagement levels to understand our key strengths and

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Even in a role like mine, that can feel so far removed from the customer, I can look at the data and know there is a story beyond the numbers that involves a person or maybe even a family. Knowing that I was a piece of making sure the patient received the care that they needed is very fulfilling.



Miles Montanaro,
Sr. Sales Operations Analyst,
Commercial Operations

”

opportunities. The feedback received has empowered managers and leadership to understand, discuss, and address feedback transparently. With this feedback, we’ll be able to take the most impactful actions to increase engagement, build stronger teams, and improve business performance across our global diverse workforce. The Employee Experience Survey is a crucial step forward in understanding our teams and continuing to put people at the center of everything we do.

One of the key employee engagement and communication tools that we have at Teleflex is our internal social networking site

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A couple of years ago we had a software glitch in our CRM system that created delays in shipments to our customers. I was deeply moved after thinking “What if it was one of my family members whose surgery got delayed?” When we say we are here to improve the health and quality of people’s lives, it’s very true and we must seriously consider our priorities and the impact to the patient.



Jomy Joseph,
Senior Abap Developer,
Global IT

”

hosted by a leading software provider. This platform allows our employees to communicate with one another in an informal manner and share company or department updates. The site provides a way for our Employee Resource Groups to communicate about different events or activities going on.

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 to understand what the reasons may be for them leaving the organization. We then analyze the responses and reasons to ensure we can focus on any key issues or concerns employees may have.



Learning and Development

Learning never stops. As an employer, we believe it is important to ensure that all of our employees are given ample opportunity to learn and grow within the company. Employees and managers are encouraged to meet on a regular basis to check-in and ensure that each party understands the expectations of one another and to work through any learning opportunities. These check-ins, which are a global and enterprise-wide process, also provide time for employees to review progress on their self-identified career and development objectives (Career Pathway) on a quarterly basis, at minimum. Our managers review the progress the employee has made on the development plans and provide the necessary support and resources to enable the strategic growth goals of the individual and the company.

On-the-job learning is a significant component of our development. We offer educational and training programs, events, and support resources to our employees primarily through our Teleflex Academy and Connect Learning platforms. These platforms utilize our Core Curriculum programs to provide ample learning opportunities in each of our regions throughout the calendar year. The training includes advancing skills in leadership, communications, and business acumen, as well as Teleflex-specific training and relevant product training for employees. We also have training specific to learning about our Core Values. These learning opportunities are provided both virtually and in person, as well as 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, which benefits the participants and ensures that Teleflex continues to operate 'best-in-class' learning opportunities.

We are very pleased to announce our latest partnership with LinkedIn Learning, which will be Teleflex's newest e-learning resource available to employees along with the current Connect Learning platform. LinkedIn Learning allows our employees to access over

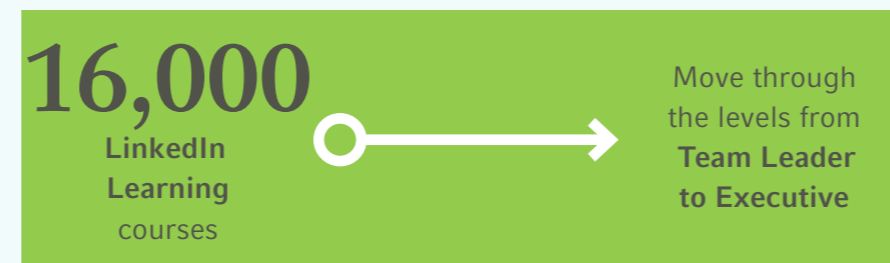
Average number of training hours in 2022 for full-time non-manufacturing employees (via Connect Learning Platform):

By Gender	Female	Male	Other
	8.0	7.2	3.8

By position	Senior Management ¹⁷	Manager	Individual Contributor	Support Staff
	8.6	10.0	6.8	6.4

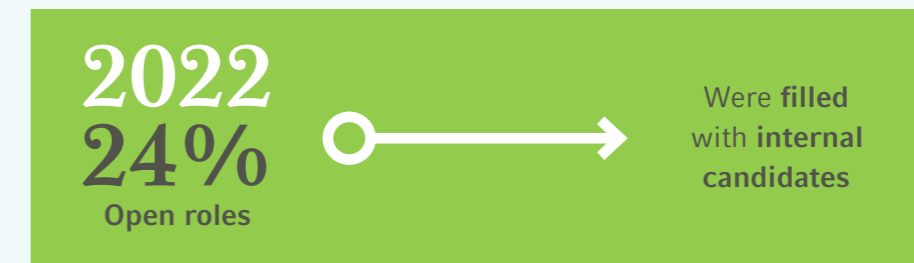
16,000 courses covering a wide range of technical, business, software, and creative topics. LinkedIn Learning is a fantastic resource for our employees and managers and offers everyone the opportunity to learn at their own pace in multiple languages.

We provide a clear and transparent path towards upward mobility, leadership growth, and horizontal movement within the organization. We have a specific leadership training framework for all those in leadership roles as they move through the levels from Team Leader to Executive. We are happy to share that 24% of open roles in 2022 were filled with internal candidates with many of these being a promotion in title or role. This not only provides a great opportunity for current employees, but also allows Teleflex to hire within, reduce hiring costs and hire an individual we already know and trust.



Our "Good to Great Coaching" Program provides 1:1 coaching to leaders throughout Teleflex while at the same time promoting a cultural shift towards an environment of self-awareness and development. Coaching brings focus on the future and on creating action plans to achieve goals and outcomes. By creating a culture of coaching we can support the individual and larger team at the same time by empowering all to be at their best in any situation. With the addition of 8 new coaches in 2022, we now have 23 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.

Our Mentoring Program is also another way to develop and foster talent. The Mentor, the person who shares knowledge, experience, and wisdom, and the Mentee, the person who is ready and willing to benefit from this exchange, establish a formal supportive learning relationship for the purpose of enriching the Mentee's professional journey. 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 minimum once a month and set up clear action plans for addressing key development areas. In 2021, as part of our pilot launch, we had a total of 19 pairs in the global program. This year, we have experienced an increase in the number of mentors (35 - up by 84%) and mentees (38 - up by 100%) as compared to the previous year. We will continue to develop more employees and drive more engagement globally to further support employees' development and living our Core Values by putting people at the center.





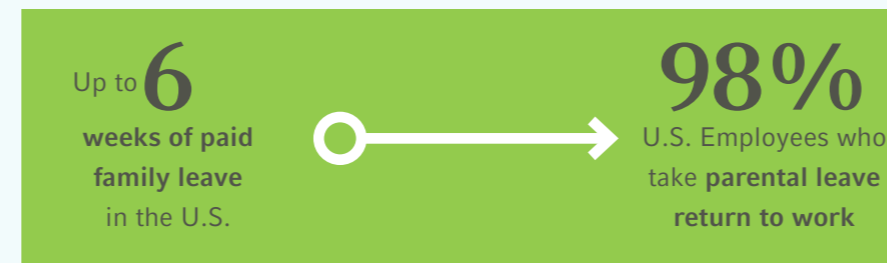
In 2023, we will be adding new software to improve our Global Coaching and Mentoring program experience and effectiveness. This software is a new support structure and platform that will facilitate the organization, management and measurement of effective mentoring and coaching programs. It will allow us to better facilitate the matching process, schedule sessions and track progress, resulting in an enhanced learning and user experience of our employees and reducing potential restrictions while satisfying our requirements. It will also provide analytics that will benefit our talent development efforts in the long run.

We encourage and support employees who decide to go back to school or enhance their current skillset with external education. We offer full-time U.S. employees financial assistance through reimbursement of fees for tuition, laboratory, registration, and other mandatory fees and expenses for courses and programs that expand or continue education related to an employee’s role. Where available, our regions have a variety of programs with local rules and criteria that apply.

Benefits

Teleflex prides itself on offering comprehensive and competitive benefits packages to ensure we are taking care of our employees, not just from a compensation standpoint but also on a personal level. By making benefits a key focus for our employees, we are able to attract and retain top talent in an “employee’s market.”

We offer our employees health and dental benefits, as well as retirement plans. Each region and country also have specific policies addressing paid time off, flexible work arrangements, employee assistance, parental leave, and family benefits, among others. While the COVID-19 pandemic may have entered a new phase, it is still a large concern for many people. We continue to offer a telemedicine benefit for our U.S. employees. This benefit not only can help increase employee safety but also reduce the overall cost of the medical appointment. Each region and country have specific benefits and policies that are developed based on their applicable rules. You can learn more about our U.S. benefits [here](#).



Starting in 2023, Teleflex will provide our full-time U.S. employees with the ability to be reimbursed 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. Recent developments in the U.S. have underscored the importance of efforts - including by Teleflex, both for our employees and our customers - to ensure equitable access to healthcare, across the spectrum of critical services.

Family Support

By putting our employees at the center of everything we do that also means that we put their families at the center as well. For many, creating and growing a family is one of the most significant milestones in one’s life, and we want to ensure that we support that milestone as much as we can. Our Family Friendly Benefits Program for our full-time employees in the U.S. includes our Parental Leave Policy, which offers all parents up to six weeks of paid time off following the birth of a child. We also provide up to six additional weeks of unpaid parental leave for the birthing and non-birthing parents. For those families that have adopted children, we also provide the same level of leave. We are happy to share that in the U.S., 98% of employees who take parental leave return to work. For those that are adopting, we provide an adoption reimbursement program for up to two adoptions per employee. Globally, we provide parental leave in accordance with all local regulations and based on regional differences.

Teleflex also provides support for growing families who may need some additional medical support. We offer an additional level of 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).

	# of U.S. Employees that Used Paid Parental Leave in 2022 ¹⁸	Unpaid Parental Leave Used ¹⁹	Returned to Work	% Returned to Work After Leave	U.S. Employees Eligible for Parental Leave in 2022
Male	48	14	47	98%	2,014
Female	36	28	35	97%	1,686
Other	-	-	-	-	7
Total	84	42	82	98%	3,707

¹⁸ Includes parental leave that was initiated in 2022.

¹⁹ Unpaid parental leave is used after paid parental leave is exhausted.



Diversity, Equity & Inclusion at Teleflex

At Teleflex, our Core Values define our company; shaping our culture, guiding our business practices, and directing the way we interact with our stakeholders. Rooted in our Core Values, Diversity, Equity & Inclusion (DEI) plays an essential role in how we fulfil our purpose of improving the health and quality of people’s lives – and this doesn’t stop with our products.

We recognize and value the role Teleflex plays in innovating for better patient outcomes and access. As a result, we remain focused on cultivating a workforce that reflects the communities in which we work and serve, drawing on the perspectives, experiences, and entrepreneurial spirit of Teleflex employees to inform all our business activities.

As a global provider of medical technologies, our people, customers, patients, and shareholders look to us as leaders in advancing sustainable healthcare. Through embedding the principles of DEI into our activities, decisions, governance, innovations, and culture, we contribute to the achievement of accessible, equitable and sustainable healthcare solutions for all.

Informed by our Global DEI objectives, in 2022 we focused our efforts on supporting and delivering key strategic projects in Teleflex that built on our progress to date, to support the sustained growth of DEI awareness and engagement in our organization.

In 2022, Teleflex was 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. This initiative was supported by our PRISM ERG, focused on LGBTQ+ in the U.S. and marked our first submission of this kind. The Corporate Equality Index focuses on key criteria of workforce protections, inclusive benefits, supporting an inclusive culture and corporate social responsibility and responsible citizenship. Receiving a score of 90 out of a possible 100, this benchmark represents one of the many ways in which Teleflex is committed to advancing DEI across our organization.

Teleflex Global DEI Objectives:

1. Ensure Teleflex Core Values are lived throughout the company... every day, at every level.
2. By indicator of diversity, the percentage of Teleflex employees by employment category will reflect the talent market(s) in which we work and compete.
3. We believe in equal pay for equal work. Teleflex is committed to fair and equitable compensation, taking into consideration the elements that appropriately influence pay (e.g. experience, geographic location, and individual performance).
4. Ensure the rich, diversity of Teleflex talent is valued and intentionally woven into the fabric of how we make decisions and operate as a company.

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Diversity, Equity & Inclusion is a journey for everyone at Teleflex, at every level of the business. We need to be open and honest, brave, and at times, venture outside of our comfort zone as we work to build a culture of inclusion that empowers our people to reach their full potential. We will continue to celebrate our commonalities and our differences. A sense of belonging is what ties diversity, equity & inclusion together. We are better together!



Shanté Demary,
Global DEI Co-Chair,
Regional Council Chair
U.S. and Canada

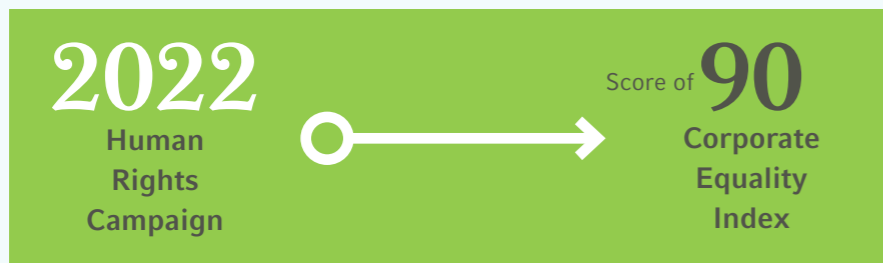
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“This ranking is a true benchmark in how far we have come as an organization in terms of diversity, equity & inclusion, and a representation of how people are at the center of everything we do at Teleflex,”

“Particularly, since this was our first year to participate in this ranking, it is encouraging to have this external validation of the great progress we have made. We are proud to have a diverse workforce and remain committed to LGBTQ+ equality and inclusion.”

Cam Hicks
Corporate Vice President and Chief Human Resources Officer



Engagement on DEI

We want to ensure 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 quarterly Diversity, Equity & Inclusion Newsletter, our internal social networking sites, and by disseminating information through senior leaders and managers to their employees. In each edition of our DEI newsletter, we share global DEI updates as well as news and stories from each region, giving thoughtful insight into the many different cultures within our organization.

In 2022, we implemented a deep dive into the employee experience of DEI at Teleflex. In partnership with The Humphrey Group, we conducted over 20 in-depth interviews with influential and key leaders throughout the organization. These leaders were given the opportunity to share their experiences, confidentially. In addition, the Humphrey Group facilitated employee focus groups across the company to enable robust feedback. We also sent out an anonymous DEI survey to about 500 employees across the business. The interviews, focus groups, and survey results were used to review trends, sentiments and suggestions for next steps in our DEI journey.

In 2022, our South Africa Team created “The Blue Room,” which is an opportunity for employees to share elements of their culture with their peers. It has served as a great way to acknowledge all the different cultures and backgrounds in such a diverse country, and it creates a great forum for education and encourages inclusivity and belonging.

Employee Resource Groups (ERGs)

We know and have seen firsthand that having Employee Resource Groups (ERG) is an effective way to help all employees feel a genuine sense of equity and belonging. These voluntary, employee-led groups, which were created in 2016, foster a diverse and inclusive culture and environment while improving employee engagement. As we continue to learn and grow in this space, we

understand that being aligned with our Core Values and business objectives, we will influence processes like career development, recruiting and retention.

- Women Inspiring Learning and Leadership (WILL)
- African American Professionals Network (AAPN)
- PRISM (LGTBQ+)
- OXYGEN for Emerging Professionals
- Working Parents Network
- Veteran’s ERG (VERG)

Based on need and interest, we are proud to have expanded our Employee Resource Groups globally; supporting roughly 2,000 members, which equates to approximately 15% of our workforce. Spreading awareness, promoting allyship and creating inclusive work environments is important. Diversity of thought and perspective improves problem solving and increases creativity. We will hold space for professional development and networking opportunities. Education and communication will remain a priority as we build a happier and healthier work culture. In 2022, our ERGs coordinated a range of impactful activities for their members, communities, teams and colleagues around the world that focused on initiatives such as supporting working parents and caregivers, coordinating mentorship and development opportunities, promoting cultural awareness and understanding, and connecting employees with shared experiences, interests or backgrounds.

Below are a few examples of those activities:

- Our U.S. Working Parents Network hosted a Teleflex Easter Egg Hunt in our Morrisville, NC office for employees and their families. Everyone could enjoy hunting for colored eggs, winning raffle prizes and getting pictures while visiting our own Teleflex Easter Bunny.
- Our EMEA Working Parents & Caregivers ERG planned various interactive meetings and events, in 2022, ranging from financial planning, menopause awareness, work life balance, and many other topics.

- The OXYGEN for Emerging Professionals ERG hosted a talk on “Knowing Your Audience” and focused on tips and tricks for successful presentations for all types of audiences.
- For Black History Month, the AAPN ERG hosted a presentation and open discussion focused on “The Effects of Black Stereotyping” and they also held “Reflection Fridays” all throughout February, which allowed AAPN members to reflect for 15 minutes as a group to honor Black History, trailblazers, and milestones.
- For Pride Month, our PRISM ERG produced a video interview with two Teleflex employees and the VP of Program Design at The Humphrey Group. This interview consisted of discussions around misperceptions faced by the LGBTQ+ community, how to celebrate Pride Month as an ally, and to share their personal stories related to Pride.
- During their June meeting, the Veteran’s ERG had a conversation about how to utilize Special Operations Forces skills, learnings, and mindsets and apply them to the civilian community and world.
- Throughout Women’s History Month, the WILL ERG hosted “Ladies Who Lunch” events every Wednesday to network. Each lunch offered a different discussion topic ranging from historical women that have inspired us to women in our personal lives that have inspired us.
- Elevate – Women in Leadership (EMEA) ERG worked with Esker House in 2022, a local Irish charity. This charity is dedicated to working with women and their families who are the victims of domestic violence. Teleflex fundraised thousands of euros for the organization and hosted Deirdre Berry, the manager of Esker House, to educate employees on signs of domestic violence and how they can support others.



Interview with Sunny Sohal, EMEA Regional DEI Council Lead

Tell us about yourself and your role at Teleflex? How did you get involved in DEI with the company?

I joined Teleflex in the Summer of 2019 as an Account Manager for Airway and Anesthesia and have since been promoted to Product Specialist for Anesthesia in the UK.

My background in Marketing strategy, and my eagerness to utilize more of my Marketing experience within Teleflex, has helped me to create a support structure around my sales team through strategic, targeted, and succinct messaging and I believe this is key to commercial success. I also look to amplify an inclusive culture. In my experience a positive and nourishing culture helps people thrive. When researching Teleflex in my recruitment process, it was the Core Values, JOIN and the people-centric focus that attracted me to the role.

People often comment that it was unfortunate to start right before COVID; however, I believe having the view and experience of Teleflex before, during and amidst the recovery stages gives me great understanding of the aptitude and adaptability of the organization. It helped strengthen new relationships, in a time that was profoundly challenging, particularly for healthcare workers.

The moment I heard Liam Kelly talk about Diversity, Equity & Inclusion at a Townhall back in June 2020, I knew I wanted to be a part of the DEI journey and I haven't looked back since. When the EMEA DEI Council was formed in November 2020, I joined as a Council Member. Earlier this year, I became the Chair of the EMEA Council and a member of the Global DEI Council. Diversity, Equity & Inclusion is a passion project for me and working for an organization that is dedicated to its people is a blessing.

Why do you feel involvement in DEI is so important?

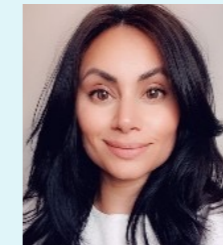
The importance of people and equity was instilled in me by my parents and its impact has ensured that creating safe spaces and positive environments, where I can, is always a priority. I am a qualified youth worker and have been involved in community work from a very young age. I have experienced environments where inclusivity is not a priority and I have seen how it can erode an organization starting with the culture and people.

Everyone in Teleflex has the ability to make a positive impact. We can take responsibility and ownership of the environments we create and the impact of that environment on others. When an inclusive environment is thriving, it gives each employee the opportunity to put aside any barriers they may face outside of work and feel fully seen and appreciated in the workplace.

DEI also encourages diversity of thoughts, ideas, and ways of working. No one feels the pressure of fitting in or going along with the status quo, as this mindset has been proven to hinder organizational success. Allies and advocates are so important in this space. The word privilege is often incorrectly used and now has too many connotations. However, it is important to understand where your voice is better received and where you are more easily seen when others are not. Look around, what seems unfair? Once you notice, amplify, become an ally. Use your influence in areas where other people have none to help create a thriving and inclusive environment.

How does the EMEA DEI Council bring the principles of DEI into their work at Teleflex?

Working on projects with the Global DEI Council and the EMEA Regional Council has been an incredible experience. It really is a privilege to be able to share this passion with so many people



Sunny Sohal
EMEA Regional DEI Council Lead

in Teleflex. We build on the strategy that comes from our Global DEI Council, and by promoting inclusivity and diversity of thought, we make it real with our employees across EMEA. We have so many wonderful examples across the entire region.

The EMEA Council recently introduced an Open Forum section to our monthly meetings. This gives the EMEA Council a dedicated space to discuss areas of opportunities and continuously identify further needs, in addition to carrying out our current objectives. Our Q3 Newsletter explored inclusive meeting etiquette to ensure that how we plan and prepare for our meetings is as inclusive as possible.

We, as a council, have discussed the importance of sharing stories, as stories are so powerful. At our recent meeting, members reflected on how the Inclusive Leadership Program and their Council role has empowered them to speak up and call people in situations where they may not have previously had the confidence to do so.

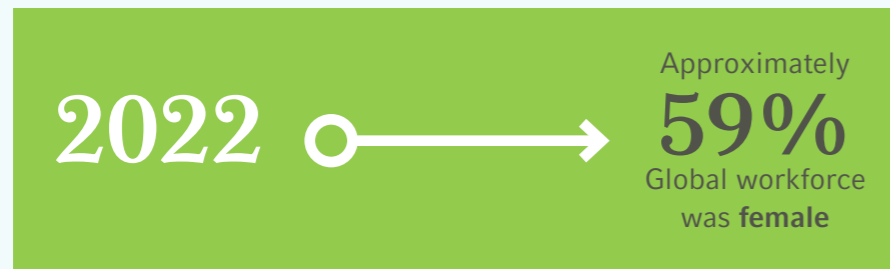
Our South Africa Team has recently introduced the "Blue Room," which dedicates time for employees to share stories about their culture; our Iberia team has recently launched an Equity Plan that ensures their structures remain equitable; and our Ireland team has been doing fantastic work raising awareness about gender-based domestic violence.

These are all great examples of how the EMEA Council, and its stakeholders, are bringing the principles of DEI into their work at Teleflex.



DEI Metrics

At the end of 2022, 59% of our global workforce was female and over 36% of our U.S. workforce were non-white. At the end of 2022, over 25% of our members of senior management were women, and the average age of our senior management team was 51.¹⁷ While we are very proud of our overall company diversity, we continue to look for ways to further enhance and improve our diversity.




Global Gender	2020		2021		2022	
Workforce	#	%	#	%	#	%
Female	8,147	58.6%	8,501	59.1%	9,089	58.8%
Male	5,728	41.2%	5,859	40.8%	6,372	41.2%
Other	20	0.2%	15	0.1%	8	0.0%
Grand Total	13,895	100.0%	14,375	100.0%	15,469	100.0%

Global Gender	2020		2021		2022	
Senior Management ¹⁷	#	%	#	%	#	%
Female	21	22.6%	22	22.7%	23	25.3%
Male	72	77.4%	75	77.3%	68	74.7%
Grand Total	93	100.0%	97	100.0%	91	100.0%

Region	2020		2021		2022	
Workforce	#	%	#	%	#	%
Asia-Pacific	3,493	25.1%	3,633	25.3%	4,458	28.8%
Europe, Middle East and Africa	2,766	19.9%	3,037	21.1%	3,126	20.2%
Latin America	3,734	26.9%	3,947	27.5%	4,042	26.1%
North America	3,902	28.1%	3,758	26.1%	3,843	24.9%
Grand Total	13,895	100.0%	14,375	100.0%	15,469	100.0%



2022  ^{over} **36%**
U.S. workforce
were non-white

Region	2020		2021		2022	
Senior Management¹⁷	#	%	#	%	#	%
Asia-Pacific	4	4.3%	4	4.1%	3	3.3%
Europe, Middle East and Africa	20	21.5%	21	21.7%	17	18.7%
North America	69	74.2%	72	74.2%	71	78.0%
Grand Total	93	100.0%	97	100.0%	91	100.0%

U.S. Ethnicity	2020		2021		2022	
Workforce	#	%	#	%	#	%
American Indian/Alaskan Native	16	0.4%	15	0.4%	16	0.4%
Asian	559	14.5%	502	13.5%	514	13.5%
Black	504	13.0%	484	13.0%	462	12.1%
Choose not to answer/Other	65	1.7%	56	1.5%	60	1.6%
Hawaiian/Other Pacific Island	9	0.2%	6	0.2%	8	0.2%
Hispanic	274	7.1%	273	7.3%	315	8.3%
Two or More Races	75	1.9%	77	2.1%	75	2.0%
White	2,368	61.2%	2,311	62.0%	2,356	61.9%
Grand Total	3,870	100.0%	3,724	100.0%	3,806	100.0%




2022  over **25%**
or our members of
senior management
were **women**

U.S. Ethnicity		2020		2021		2022	
Senior Management ¹⁷	#	%	#	%	#	%	
American Indian/Alaskan Native	1	1.4%	1	1.4%	1	1.4%	1.4%
Asian	5	7.2%	3	4.1%	3	4.2%	4.2%
Choose not to answer	0	0.0%	1	1.4%	1	1.4%	1.4%
Hispanic	2	2.9%	2	2.8%	2	2.8%	2.8%
Two or More Races	1	1.5%	1	1.4%	1	1.4%	1.4%
White	60	87.0%	64	88.9%	63	88.8%	88.8%
Grand Total	69	100.0%	72	100.0%	71	100.0%	

Global Terminations		2020		2021		2022	
Gender	#	%	#	%	#	%	
Undeclared/Unknown	2	0.1%	6	0.2%	1	0.0%	0.0%
Female	1,905	59.6%	2,363	57.9%	2,878	59.7%	59.7%
Male	1,288	40.3%	1,709	41.9%	1,945	40.3%	40.3%
Grand Total	3,195	100.0%	4,078	100.0%	4,824	100.0%	

Global Terminations		2020		2021		2022	
Age Band	#	%	#	%	#	%	
<30	1,277	40.0%	1,760	43.2%	2,253	46.7%	46.7%
30-39	1,009	31.6%	1,132	27.8%	1,192	24.7%	24.7%
40-49	475	14.8%	659	16.1%	698	14.5%	14.5%
50+	434	13.6%	527	12.9%	681	14.1%	14.1%
Grand Total	3,195	100.0%	4,078	100.0%	4,824	100.0%	



2022  **51**
average age
of our senior
management team

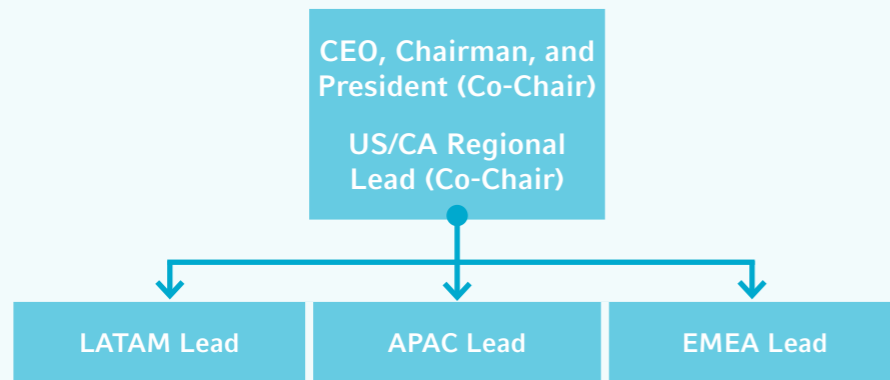
Global Age		2020		2021		2022	
Age Band	#	%	#	%	#	%	
<30	3,242	23.3%	3,509	24.4%	4,080	26.4%	
30-39	3,796	27.3%	3,943	27.4%	4,203	27.1%	
40-49	3,789	27.3%	3,792	26.4%	3,909	25.3%	
50+	3,068	22.1%	3,131	21.8%	3,277	21.2%	
Grand Total	13,895	100.0%	14,375	100.0%	15,469	100.0%	
Average Age	40.3		40.0		39.4		

Senior Management ¹⁷		2020		2021		2022	
Age Band	#	%	#	%	#	%	
30-39	5	5.4%	8	8.3%	3	3.3%	
40-49	32	34.4%	38	39.2%	35	38.5%	
50+	56	60.2%	51	52.5%	53	58.2%	
Grand Total	93	100.0%	97	100.0%	91	100.0%	
Average Age	51.3		50.3		51.2		



DEI Governance

To manage and improve our diversity at Teleflex, we formed our Global DEI Council. The council’s mission is “to provide oversight, counsel and visibility to the importance, initiatives and progress related to Diversity, Equity & Inclusion in Teleflex.” The Global DEI council is co-chaired by our CEO, Liam Kelly, and our U.S./Canada Regional Chair, Shanté Demary, and is made up of various functional leaders within the organization. We then have 4 Regional DEI Councils, which are led by respective regional leaders from the Global DEI Council. With over 97 members from around the world, our Regional DEI Councils in APAC, EMEA, LATAM and the U.S. and Canada are representative of employees from all levels, functions, and regions of Teleflex, acting as a hub of activity to promote the importance of DEI in Teleflex within their region. Our Regional DEI Councils are essential to the success of DEI in Teleflex, providing our employees with opportunities to participate and engage with the promotion of DEI in Teleflex.



Inclusive Leadership Training

We previously partnered with The Humphrey Group, a leading communication and training firm who are experts in the DEI space, to help develop and implement our Global Inclusive Leadership program with our senior management. We know that inclusivity does not stop at the top, and we wanted to hear from employees in every part of the organization and from every level. 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 we added an Unconscious Bias educational video to our Learning Management System (Connect Learning Platform).

The main objectives of these inclusive programs are supporting our people to:

- Understand the current landscape of DEI
- Gain insight into current debates within the discourse
- Clearly articulate each individual’s position on DEI
- Understand each individual’s role in creating the inclusivity they want
- Learn the tactics of inclusive communication
- Become comfortable using common and less common DEI terms

Pay Equity Analysis

We know that the level of diversity in our workforce and senior management is not the only measurement of DEI. Pay equity is a key component of our DEI strategy and in 2021 we conducted a pay equity analysis amongst our workforce. The goal of this analysis was to determine if, as an organization, we have any systemic bias with respect to gender and ethnicity in our compensation programs. We completed a gender pay equity analysis globally, however, due to data and privacy legislation, we were only able

to conduct ethnicity analysis in the U.S. We worked with external advisors to conduct the analysis to ensure independence and factors such as role similarity, experience level, education, performance, and tenure were all considered. We are proud to report that no systemic gender or ethnicity bias in our compensation programs was identified. We plan to conduct this type of analysis on a regular basis to ensure we continue to compensate our employees equally based on their skills, experience, and performance only and plan to do another analysis in 2023.

DEI Strategy for 2023 and Beyond

Since the establishment of our Global and Regional DEI Councils in 2020, support for DEI has continued to grow with an increasing number of employees participating in events, workshops, and activities across the business. The role that DEI plays in advancing our 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 DEI and, in consultation with our DEI Councils and employees, we defined a Global DEI Strategy for Teleflex that will launch in 2023. To develop this strategy we conducted leadership interviews, many focus groups, hundreds of surveys, and several workshops.

This Global DEI 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 DEI in our communications, provide our employees with opportunities to learn and engage with DEI and how we support the growth of our ERGs across the business.

In addition, in 2023 our Global DEI Strategy will be supported by the development and launch of a DEI Playbook that will support Teleflex employees in understanding the governance, engagement, communication, education, and applications for DEI in Teleflex and how through DEI, we can all drive meaningful change across the organization.

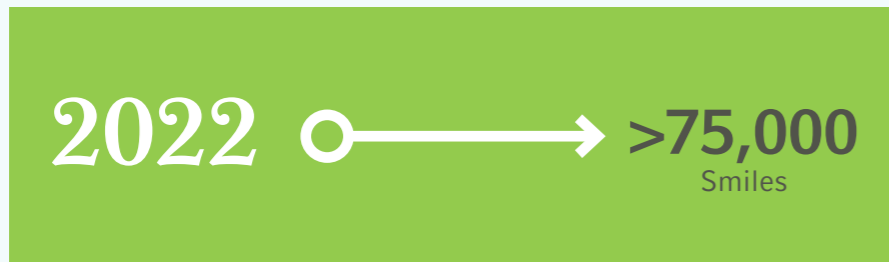


Employee Recognition

It is important employees are recognized for their achievements, dedication, innovation, and integrity. While we encourage all of our leaders and managers to regularly reward achievements and celebrate milestones with their employees, we also have a few formalized programs and awards that help to elevate these achievements on a company wide level.

Smiles Program

In 2022, we launched our Teleflex Smiles Program, which provides individual employees the opportunities to offer recognition to peers for outstanding effort in relation to our C.A.R.E. Principles and Teleflex Core Values. The goal of the Smiles program is to celebrate employee contributions while increasing recognition of customer-centric behavior consistent with our Core Values to ultimately improve Teleflex’s ability to provide a world-class customer experience. 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. Over the course of only nine months in 2022, almost 10,000 employees sent over 17,000 fellow colleagues more than 75,000 Smiles (376 Smiles daily) across 64 locations. The program was launched in the U.S. and in Canada and has since been rolled out in EMEA and Latin America with APAC locations to be added in 2023. The Smiles Program was created in response to feedback received via U.S. employee engagement surveys.



C.A.R.E. Principles

- **Connect Personally** – taking the time to understand what customers and colleagues value and their definition of success.
- **Anticipate Needs** – staying ahead of the curve and always thinking about where things go next to deliver exceptional experiences.
- **Resolve Quickly** – committing to timely replies to questions and concerns and making people feel heard.
- **Exceed Expectations** – making efforts to surprise and delight with every interaction to earn people’s trust and loyalty.

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.

Impact Award

The purpose of this award is to reward outstanding contributions that have a significant impact on the business. The award is meant to recognize full-time or part-time employees that have demonstrated a specific achievement above and beyond the requirements and expectations for their position and have achieved outstanding results, while having modeled and demonstrated behaviors in line with the Teleflex Core Values. While peers can recommend the nomination of an employee, all nominations are submitted by managers.

C.A.R.E. Award

The C.A.R.E. award rewards full or part-time U.S. and Canadian employees who have provided exceptional customer experiences through the demonstration of the C.A.R.E. Principles. For this award, peers can submit the nomination form directly to the nominee’s manager for official approval before being submitted.

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 Values. All full and part-time employees and teams globally are eligible, and nominations can be submitted by anyone throughout the organization. The finalists are determined by a global Award Committee and the winner is then ultimately selected by the Teleflex Chairman.



The winners of the 2022 Teleflex Chairman's Award were:

Individual Winner

→ **Jordan Pressley**

While designing a new needle size for the EZIO product line, Jordan learned of an initiative regarding needle packaging already in process. To improve the overall product usability, Jordan integrated in the initiative within his design scope. Using a manual process, Jordan conducted a product analysis and isolated potential variability issues. Based on this, Jordan designed a new manufacturing and assembly line, that enabled the team to maintain the process and ensure a seamless design transfer.

Individual Winner

→ **Erin Hill**

Beyond performing her sales responsibilities, Erin voluntarily worked with clinical and legal functions to develop training material, enhance product training models, and provide expertise to help business units perform at a higher level. At the company's request, Erin prepared a critical presentation, planned five hands-on product demo workstations, and shared her clinical knowledge with key customers. Her expertise earned Teleflex approved access to support cases and afforded the company greater access to these customers.

Individual Winner

→ **Marcos Morales**

Already facing industry-wide raw material shortages, a Teleflex packaging facility was presented with significant new challenges, including a constraint for a specific film used across its production. To ensure uninterrupted production, Marcos identified alternative materials, provided required information to R&D, and coordinated process validation for the forming and sealing parameters using the alternative film. This was completed in less than two weeks, allowing the facility to maintain operations and meet customer demands.

Team award

→ **Kulim Capacity Ramp-up Task Force**

Team members: Ameer Najwan bin Mohd Shafiee, Nasyitah binti Sulaiman, Muhamad Shauwal bin Shariff, Zulhusni bin Saad, Muhamad Hanif bin Samsudin, Patmanathan a/l Karthigesan, Suhaila bt Ahmad, Muneswaren A/L Gandhi, Quah Eng Hong, Sharifah Shafini Tungku Syed Petra.

The Kulim site team was informed they had eight months to prepare for a substantial increase in annual production volume of Silicone products. A task force was established and quickly conducted a capacity gap analysis, considering critical factors such as cleanroom space, technology changes, supply chain lead times, and workforce requirements and training. As a result of their efforts, the Kulim site met the new capacity requirements ahead of schedule with zero quality and safety issues.



Star Stories

Star Stories is a new program launched in 2022 to celebrate the power of the Teleflex team. 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. This new process was created in response to employee feedback requesting more visibility into the great things happening across the different groups within the larger Global Commercial organization. Any employee can share a Star Story via a

submission form and these stories may be shared internally to celebrate the impact of our employees based on a number of different areas: impact of Teleflex products on patient care, employees demonstrating Core Values, examples of CX excellence, impact of JOIN activities, or Diversity, Equity & Inclusion.

Injection Mold Tool Supply

→ **STAR: Matt Carnovale, Staff Injection Molding Engineer**

Situation: Matt Carnovale, Staff Injection Molding Engineer, identified a single source challenge with the design and build of Injection Mold tools after the working relationship with the single supplier had become strained. Injection mold tools are used to make critical plastic components used in many Teleflex products. There was also no assigned Commodity Manager, so the issue was not receiving the visibility needed to appropriately prioritize.

Task: Matt determined they needed a new multi-source supply strategy for injection mold tools to help address internal process improvement opportunities and ensure reliable, quality supply to meet demand and facilitate transfer project timelines.

Actions: With help from a few others along the way, Matt identified and assessed more than a dozen suppliers to determine the value-based leaders, as well as identify those suppliers who could support the less complex, quick turnaround requests. He created an RFQ workbook to communicate project needs such that apples-to-apples quotes would be received, and he mentored the site-based engineers to permit them to construct RFQs, analyze quotes, and make sound tooling only business decisions. Matt also established a matrix to facilitate the final award selection, using various weighted categories to score the group of suppliers.

Results: As a result of the work, the initial core group of suppliers has been successfully designed and built multiple mold tools. In total, over 24 new tools have been quoted, awarded, and several successfully delivered over the past two years, with more to come. In addition to the quality and process efficiency gains, the work also delivered cost savings.

Pediatric Laryngoscopes Supply

→ **STAR: Kathryn Mayeux, Global Associate Product Manager**

Situation: A customer relied on a regular supply of specialty pediatric blades for difficult intubation cases, but supply chain challenges had this product on sporadic rolling backorders.

Task: We had to identify a solution that ensured we could meet the need of this customer, without impacting critical inventory levels available for other customers.

Action: Katy Mayeux quickly acted, calculating the estimated monthly run rate for the customer, and comparing it to incoming inventory to determine exactly how much she needed to have to meet their needs. She then put the product on constraint and checked the report daily to make sure we were filling this large customer's orders first before releasing them to other customers.

Results: The customer was extremely impressed by Teleflex's commitment to ensuring the continuous supply of the product they needed despite the volatile supply situation.

Adhesive Supply

→ **STAR: Roberto Benavides Casso, Senior Engineer**

Situation: An adhesive shortage threatened to put a critical product on backorder. With limited resources and rigorous validation requirements, the process of quickly getting a new adhesive approved for use seemed unlikely.

Task: They would need to act quickly and attempt to expedite the approval process for a new adhesive to avoid the critical product going on backorder.

Actions: Roberto Benavides Casso, Senior Engineer, assembled a team, communicated the urgency and potential impact it could have on our supply chain, and ensured all testing was completed and appropriately recorded. He arranged meetings and followed up with approvers to expedite the approval process and identified potential roadblocks before they came up.

Results: Roberto's quick and decisive action kept a critical product out of backorder, which allowed us to continue to supply life-saving devices that are used in both the OR and ICU.



Employee Health and Safety

Our purpose as a company is to improve the health and quality of people’s lives and that starts with our own employees. The health, safety, and wellbeing of our employees is an imperative for us. Our Global Environmental Health and Safety (EHS) Management System is in place to protect our most valuable assets – our people. We not only comply with all applicable occupational health and safety legislation globally and strive to continually move towards our Zero Harm Vision.

Occupational Health and Safety

We have implemented a global occupational health and safety management system, aligned to ISO 45001 (OSH Management Systems). Participating sites implement a Core Management System (CMS), which is governed by our Global Environmental Health and Safety (EHS) Manual, (commercial offices are governed by a simplified occupational health and safety management protocol). Each CMS site across our Global Operations and OEM businesses has an acting EHS advisor, typically an EHS professional. Employee health and safety at Teleflex is overseen by our Global EHS Director alongside regional EHS Managers. Our Global EHS Director reports through our Global Operations HR organization and all the way to senior management.

Employees and any other personnel at our CMS sites who observe an EHS related non-conformity can report and escalate those 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. Health and safety

training is an essential part of our EHS program for all personnel at Teleflex and is customized for each site’s risk profile based on the site-specific hazards, rules, and requirements. Once hazard controls are in place the site ‘EHS Performance Evaluation Program’ drives differing levels of checks to ensure continuity and effectiveness.

Various occupational Health and Safety metrics are tracked at Teleflex at each CMS site, regionally and globally. One of the main 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 have continually decreased our DART rate over the past several years, and we are proud of the hard work to ensure health and safety at our sites. 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.²⁰ In 2023, we will strive for continual improvement toward our Zero Harm Vision.

Year	DART Rate
2019	0.94
2020	0.76
2021	0.59
2022	0.42

To learn more about our employee health and safety program [click here](#).

²⁰ DART Rate and fatality figures are across our manufacturing and distribution sites.

EHS Performance Evaluation Program

Our two Czech Republic sites have been busy delivering on their ‘EHS Performance Evaluation Program.’ The program’s elements include EHS Monitoring / Supervision activities, Inspections and Internal Audits - all proactive activities designed to identify and capture EHS non-conformances (NCs). As part of the site’s ‘Zero Harm Grassroots Program’, they put in place an EHS Observations Incentive Driver by including the ‘proactive identification of EHS NCs’ as one of the multiple criteria in their new annual bonus scheme. Brian Greham, Global EHS Director said, “NCs captured from ‘proactive activities’ are a monitored metric on the sites’ EHS Dashboards, and it moves the Czech Campuses further along on their Zero Harm Journey, driving the sites’ EHS culture forward, towards EHS Excellence. Aligning to ‘Entrepreneurial Spirit’, this creative initiative ultimately makes the Czech Campus a safer and better place to work for our people - who remain at the center of our Core Values.”





Health and Wellness

Our health and wellness programs include working initiatives related to nutrition, building in adequate physical activity, stress management, heart health and more to help our employees improve their health and wellbeing.

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 wellbeing. Included in the daily communications are short mindfulness practices that employees can listen to at a time that suits them best.

Wellness Wednesday

The Human Resources team based in the Athlone office partner with external vendors to offer Wellness Wednesday. Each week an email communication will be sent out to all Athlone-based employees with links to live webinars, encouragement towards focused behaviors, or links to support systems.

Continued Support for Employees through the COVID-19 Pandemic

Even though COVID-19 trends have evolved, we continue to monitor the situation based on regional and local trends and adjust our approach, as necessary. Our Crisis Management Teams (CMTs) were set up at the global and regional levels to ensure coordination and sharing of information and ideas. Each Teleflex location also has their own CMT to manage more site-specific issues, protocols, and employee communications to ensure our workforce's safety. In 2022, we continued to phase in more return to office working based on regional status changes for COVID-19 threats and risks.

Wellness Wednesday

Brought to you by your Human Resources Team

Let's make somebody smile today, you just never know the Impact.

Impact

You never really know the true impact you have on those around you,
 You never know how much someone needed that smile you gave them,
 You never know how much your kindness turned someone's day around,
 You never know how much someone needed that long talk or kind email,
 Don't wait for someone else to be kind first,
 Don't wait for better circumstances or someone to change,
 Just be kind, because you never know how much someone needs it.



Prosperity & Sustainable Healthcare

Executive Pillar Sponsor

Michelle Fox - *Corporate VP, Chief Medical Officer*

- Prosperity 74
- Sustainable Healthcare 83
- Product Quality and Safety 87
- Labor and Supplier Standards 90





Prosperity & Sustainable Healthcare

In this pillar of our CSR program, we are focused on a number of key areas within Teleflex including improving access to all of our products, providing product training, increasing medical education, and maintaining our product quality and safety. We know that improving diversity in our clinical trials and medical advisory boards will only serve to provide a more comprehensive result and means of promoting diversity of thought, patient access, and health equity. We also know that including sustainability criteria in our R&D process is key for creating a sustainable future. In our Prosperity & Sustainable Healthcare Pillar, we also devote much of our attention to working with the local communities in which we live and work. We use our philanthropic Foundation to donate to charities that our employees are passionate about, and our employee-driven community engagement program, **JOIN**, helps to provide employees opportunities to personally donate their time. This pillar is focused on the 'do no harm' credo in all of its meanings, including with patients, the community, and the planet.

Prosperity

Teleflex Foundation

Giving back is not new to Teleflex. We have been doing so since 1979 when we established The Teleflex Foundation. The sole objective of the Foundation is to positively impact the quality of life in the community by harnessing the philanthropic spirit of Teleflex employees. The Teleflex Foundation puts a particular emphasis on organizations that have the commitment of, or a direct impact on, our employees, their families and the communities in which we operate. We are proud to report that 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. In 2022, the Foundation donated a total of approximately \$205,000, which is a 5% increase over last year. In addition, in 2021, Teleflex Incorporated donated \$1 million to the Foundation, which will allow the Foundation to further expand its important philanthropic work for years to come. A full list of past non-profits we have supported is available on the Foundation [website](#).

The Teleflex Foundation encourages employee engagement through the following programs which align to our company mission with employee-driven social responsibility:

- **Make a Difference (MAD) Grant** – Each year, The Teleflex Foundation awards cash grants to healthcare related charities and other non-profits nominated by our employees. The Teleflex Foundation Board Officers review these nominations and prioritize them in large part based on the level of employee engagement with the organization (for example, as a volunteer or benefactor). In 2022, 29 eligible healthcare related charities received MAD Grants.

- **Matching Gifts** – The Teleflex Foundation matches employee gifts of \$50 and above to eligible charities and non-profits up to \$2,000 per eligible employee on an annual basis. In 2022, over 100 eligible charities received a Matching Gift.
- **Team Volunteer Program** – The Teleflex Foundation provides grants of \$1,000 for teams of 5 or more Teleflex employees participating in events to raise money for eligible charities and non-profits.

In 2022, the Foundation identified a means by which certain non-U.S. based charities can satisfy the U.S. IRS 501(c)(3) requirements. In partnership with our **JOIN** employee-driven initiative, we accordingly launched a pilot of our Foundation global expansion in Ireland, allowing us to financially partner with some of the non-U.S. based charities that our Teleflex colleagues passionately and locally support. Based on the experience of this pilot, our intention is to expand this offering into other global regions in the future.

In addition, the Teleflex Foundation makes an annual gift to Americares, a global health-focused relief and development organization that supports people affected by disaster or poverty. Americares was founded 40 years ago as a health-focused relief and development organization. Today, emergency response remains a cornerstone of their work. Annually they respond to an average of 30 natural disasters and humanitarian crises - both large and small - combining rapid responses with long-term recovery and disaster risk reduction efforts. Teleflex has been working with Americares since 2014.



Community Engagement

We will JOIN and Act with Purpose.

In 2014, we officially launched our JOIN Act with Purpose program, which is powered by our employees with the mission of acting with purpose to advance Teleflex’s commitment to our community. When we speak about JOIN, we say, ‘JOIN IN, Act with Purpose.’ This is because the name ‘JOIN’ is also a call to action to get involved together.



JOIN, Act with Purpose is a community engagement and volunteerism initiative created by our employees who are united under the same common goal and sense of purpose in their everyday jobs and beyond. Our over 40 JOIN Champions globally are individuals within each of our regional offices and facilities that are dedicated to leading our local initiatives. They represent the employees at their locations and assist in the coordination of employee driven initiatives that are focused on volunteer activities in the community. They help to provide leadership at the office or site and are able to focus efforts on localized community organizations and impact.

VOLUNTEERING

Through our Volunteering pillar, we hope to drive our activities to support charitable organizations close to the hearts of our employees in the form of volunteering hours and charitable donations.

HEALTH

Our Health pillar focuses on Teleflex’s place as a stakeholder in community healthcare to actively support the health and quality of people’s lives. Some initiatives supported by our Health Pillar are employee mental health awareness, blood donations, internal training on healthcare needs and partnering with our communities in supporting local healthcare needs.

COMMUNITY SUPPORT

Our Community Support pillar shines a light on the local communities of our sites worldwide. Through global and regional partnerships with local organizations, we work closely to identify community needs and provide support wherever possible.

LOCAL INITIATIVES

The Local Initiatives pillar focuses on site-specific JOIN activities. Our steering committee supports our local JOIN champions in their efforts to organize JOIN events by providing communication and reporting tools to ensure there is large engagement in JOIN activities throughout all our sites worldwide.



Meet a few of our JOIN Champions

“

The importance of nature and life requires a transformation of thinking about the needs of our global community. If you are going to make a change, you must decide what kind of difference you want to make, and it requires a good heart, sacrifice, and sincerity. And that's why I joined the JOIN team, so I can help Teleflex employees give their heart in this spirit together.



Hasniza Che'Ni,
Operations Training Manager;
Kamunting, Malaysia

”

“

Through our JOIN activities, we share a dream of a better world by spreading joy and working towards our Core Values at the same time. Helping people through our initiatives is not the only benefit of JOIN, but it is also a way to connect hearts, lives and stories supporting good causes.



Alessandra Chignolli,
HR Assistant;
Varedo, Italy

”

“

Being a local JOIN Champion has provided me with the opportunity to get involved in and give back to my local community while also motivating other employees at my facility to help people in need. I have also gotten the chance to “meet” new colleagues from all over the world and share ideas as part of the larger JOIN team. Making these connections both within Teleflex and outside in our communities has made my job rewarding and has helped me develop further in my career.



Hayley Guyette,
HR Generalist;
Jaffrey, NH, U.S.

”

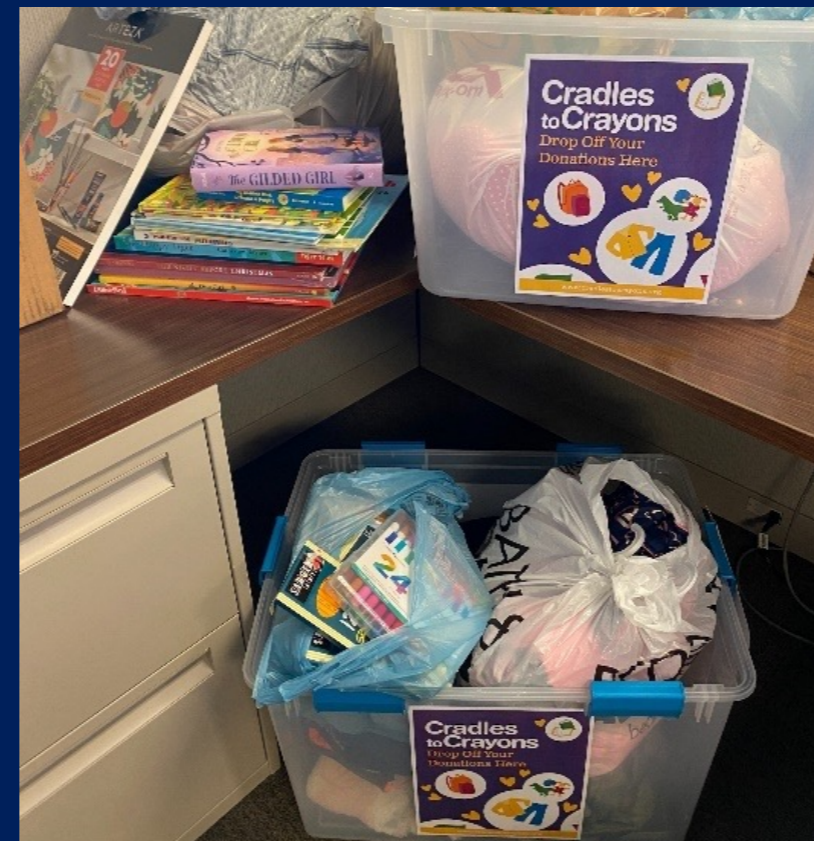
While local JOIN Champions organize and manage various volunteering events and efforts throughout the year, we also encourage our employees to act with purpose at home or during their personal time as well. It does not need to be a large event or impact, it can be something as small as a local beach cleanup, creating a community garden, or just as simple as recycling at home. We ask all our employees to JOIN in with us to bring about a positive change in the world. JOIN typically has a theme each year to focus on and we decided for 2021 and 2022 both we would focus on 'protecting nature and caring for our natural environment'.

Our JOIN program was very active in 2022 and want to share some of the great stories from this past year:

- Cradles to Crayons
- StraWoman Run
- Gardening for Good
- Cycling Towards Zero Emissions
- Pollinator Month
- Earth Day Clean Up
- Toy Donation
- Share Your Holiday

Cradles to Crayons

Our Wayne, Pennsylvania, U.S. office partnered with Cradles to Crayons. Cradles to Crayons is a non-profit organization benefiting the youth of the greater Philadelphia area with a mission to provide children in struggling families with the essential items they need to thrive at school, participate more fully in life, and just be a kid. Our employees collected items such as clothing, books, hygiene products, and more which were then packaged and distributed to local disadvantaged children.



StraWoman Run

Employees, friends, and families of our Italy office participated in StraWoman run. The StraWoman is the non-competitive run/walk dedicated to the passion for sport and fun, in support of research for female pathologies. The participation fee, in fact, is entirely donated to the research. StraWoman's Scientific Partner is Humanitas Medical Care, which created Humanitas Foundation for Research, a non-profit organization that works every day to build a safer and more serene future, where preventing disease is easier.



Gardening for Good

Employees from our office in Tokyo, Japan participated in a local volunteer garden project helping to maintain flower beds. Under the guidance of a local horticulturalist, the team picked up fallen leaves, cut weeds, picked flower husks, and cut back flowers. The team planted Spanish lavender, which is resistant to heat and will help to reduce the need for ongoing maintenance.



Cycling Towards Zero Emissions

September 21 was Zero Emissions Day in China and over 20 Beijing office employees participated in this cycling event, aiming to promote green transportation in the city. Employees cycled in Beijing Shougang Park, an industrial site which completed the "Green and Low-carbon Action Plan," transformed from an iron and steel plant into a cultural and industrial relic. It deeply integrates environmental protection into its entire high-quality development process. It is also one of the 2022 Beijing Winter Olympic Venues.



Pollinator Month

June was National Pollinator Month and some of our employees in both our Mansfield, Massachusetts and Coventry, Connecticut, U.S. offices got together to support and maintain pollinators in our area by creating pollinator gardens at our sites and homes. These gardens supply food in the form of pollen and nectar that ensure these important animals stay in our area and keep pollinating our crops and plant life. Employees were also able to start their own mini-pollinator gardens so they could bring them home and transplant them into their own pollinator garden.





Earth Day Clean Up

Employees and their families from our Zdar nad Sazavou, Czech Republic office worked with Čistá Vysočina (Clean Highlands), a local environmental organization focused on cleanup programs, on Earth Day to clean up their local community.



Toy Donation

Our Talent Acquisition team in Morrisville, North Carolina, U.S. organized a toy drive through and donated sensory and tactile toys to the Child Life Services Department at WakeMed Hospital to help the children cope with the anxieties and stresses of hospital visits.



Share Your Holiday

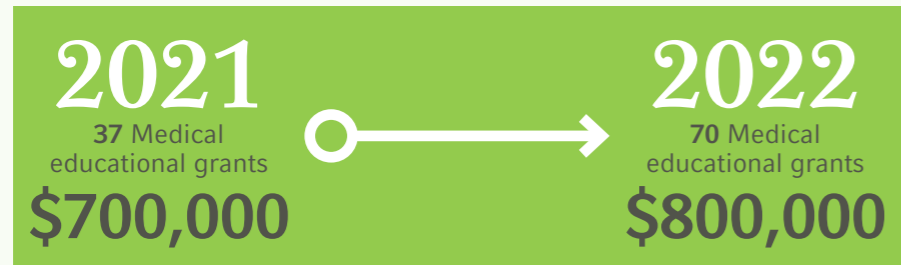
JOIN Morrisville and the following Employee Resource Groups WPN, AAPN, Oxygen, and PRISM organized another successful year of "Share Your Holiday." Volunteers wrapped and organized gifts before delivering them to a specific location.





Medical Education Grants

Teleflex supports medical education that meets defined clinical educational needs. We provide monetary or in-kind support for accredited medical educational programs or events which promote scientific or educational discourse and that are consistent with our mission to improve health outcomes. Grant requests are reviewed by our regional Grant Panels, which include representatives from our Business Units, Finance, and Compliance and is chaired by Clinical and Medical Affairs. One of the key sections of the application process is a needs assessment. All educational grant requests must include a needs assessment that clearly defines the unmet educational need or gap that the proposed activity will address. We provide grants for the following categories: continuing medical education programs presented by accredited providers, education programs for healthcare professionals, and Medical Society grant funded programs. The educational endeavors that we do support will never be used or tied to the past or future use of our products. In 2022, we provided 70 medical educational grants equaling over \$800,000 compared to 37 grants equating to over \$700,000 in 2021.





17%



Target: We commit to increasing the dollar amount given in grants by **17%** by the end of 2023 compared to 2022.

Cadaveric Workshop at ANESTHESIOLOGY2022

ANESTHESIOLOGY2022, an annual gathering of the American Society of Anesthesiologists (ASA), had nearly 11,500 registrants and featured continuing education lectures on such topics as clinical and operational innovations, leadership development, diversity, equity & inclusion and much more. There was a wide range of hands-on educational opportunities including difficult airways workshops and POCUS certification as well as cadaveric, acupuncture, chronic pain workshops, and more. The Invasive Cadaveric Procedural Skills Lab Boot Camp featured brief tutorials and live demonstrations of Advanced Skills That Every Physician Anesthesiologist Should Know. The Medical Grant from Teleflex was used for the transportation, storage and use of several cadavers, as well as technicians from MERI who oversaw the use of the cadavers. The grant also helped to cover costs for equipment such as gloves, gowns, shoe covers, body bags, suction equipment, Laryngoscopes, tubes, forceps, needles, catheters and more.

Stop the Bleed

STOP THE BLEED® is a national campaign to encourage bystanders to become trained, equipped, and empowered to help in a bleeding emergency before professional help arrives. It is a public/private partnership led by the Department of Defense and many other stakeholders. Its goal is to train 200 million people so that they know what to do in case of a bleeding emergency. The Stop the Bleed Coalition’s approach to meet its mission has been to build a community of individuals and organizations interested in the campaign and to engage them in four key areas – current campaign news, STOP THE BLEED® training, STOP THE BLEED® equipping and building further awareness of the campaign. To date, the campaign has trained over 100,000 people. The Teleflex medical education grant in this case involved our donation of over 4,600 QuikClot Public Access Bleeding Control Dressings (538 QC) with a value of nearly \$100,000.

Summer Pathways to Healthcare Clinical and Research Careers Program (SPP) – DEI Spotlight

The Henry Ford Medical Group runs the SPP program which aims to increase the likelihood that metro Detroit high school students from racial/ethnic groups underrepresented in medicine (URiM) and who face significant structural vulnerabilities pursue careers as healthcare clinicians or researchers. This inaugural 4-week program successfully supported 15 high school students throughout the academic year with the help of over 50 faculty, fellow and resident physicians and researchers (senior mentors), and other college and graduate students. The high school students were introduced to interactive clinical and research topics, leadership and collaborative skills, study and note taking skills, and affirming scientific socialization. The students also participated in hands-on learning with simulated clinical skills (suturing, ultrasound, laparoscopic surgery, and sim-man and virtual reality clinical scenarios) and shadowed clinicians in their chosen clinical settings. At the end of the program, each student presented health equity projects on health disparities and solutions impacting their communities. The \$25,000 Medical Education Grant from Teleflex was used to purchase program supplies, fund 15 scholar stipends upon completion of the program, and five graduate student mentor stipends.



\$3.4m ↑

Target: We commit to increasing the dollar amount allocated for directed grants to **\$3.4 million** in 2023.

\$4.4m ↑

Target: We commit to increasing the dollar amount allocated for IIS grants to **\$4.4 million** in 2023.

Clinical Research Grants

The medical field would not be as advanced as it is today without independent research but not everyone has the same level of access to funding and resources. Teleflex is focused on helping to advance independent research. We provide research grants and support to healthcare providers in areas that are complementary to Teleflex’s business and products. All incoming requests are reviewed and managed by Global Clinical Operations, which is 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. Healthcare professionals from hospitals, academic medical centers, universities, and private practices are all eligible recipients for our research grants. In 2022, we issued 8 directed grants totaling just over \$1 million and 13 Investigator Initiated Study (IIS) grants worth over \$1.7 million.

2022

8 directed grants just over \$1 million



13

Investigator Initiated Study grants \$1.7 million

Ukraine Support and Russian Operations

On February 24, 2022, Russia invaded the Ukraine and since then, there have been many casualties and millions of refugees. Teleflex quickly created a working group with oversight from our Crisis Management Team to facilitate an expedited, comprehensive review of humanitarian donation requests from the Ukraine. Teleflex is working directly with established humanitarian organizations and all our financial and product donations are being made to these global organizations, which are well-positioned to make an immediate difference to those directly impacted by the crisis. The working group also provided opportunities for employees to engage, donate, and volunteer in order to support those impacted by the crisis.

Teleflex paused commercial activities in Russia in February 2022. Teleflex considered our responsibility as a medical device manufacturer and distributor to continue to provide products that would improve the health and quality of people’s lives. Teleflex re-established commercial activities in Russia in September 2022 with strict controls in place aligned with U.S. and EU sanctions.



Sustainable Healthcare

Product Training and Education

Teleflex products are only one part of the patient care experience – the healthcare professional on the other side of that product is directly responsible for the delivery of care. It is vital to ensure that all healthcare professionals are using our products in a safe and effective manner. Teleflex has a robust product training and education program that is focused on increasing procedural confidence and advancing patient care. We utilize our partnerships with medical organizations and academic institutions to aid in our efforts to evolve our training programs. We offer cadaveric and high-fidelity simulation programs for procedural education. To assure access to education, healthcare professionals are able to benefit from virtual and in person case support, peer to peer preceptor and proctorships. Comprehensive online learning are also made available through [Teleflex Academy](#) our online learning platform, speaker series, webinars, and conferences to provide a holistic educational approach for our product training.



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Several of our courses and programs can provide professionals with continuing education contact hours through our partnerships with California Board of Registered Nursing, and the Continuing Respiratory Education (CRCE) system of the American Association of Respiratory Care (AARC), and American Association of Critical Care Nurses.

Expertise matters. So does experience. That’s why the accomplished instructors who teach Teleflex Clinical Education make such a difference. Our programs are created from the collaboration of international practitioners who are involved in the research, writing, reviewing, and process development of course work. These healthcare professionals have significant experience with clinical research and training. They possess practical, insightful, and evidence-based understanding of the intricacies of medical devices and are motivated to share their knowledge with others.

We are extremely proud to report that throughout 2022, between both our in-person and virtual platforms, we educated more than 185,000 healthcare professionals, up over 40% from 2021, in 115 countries, up over 30% from 2021, on the safe and effective use of our products, with healthcare professionals accumulating over 37,000 continuing education credits.



19% ↑

Target: We commit to increasing the number of healthcare professionals trained each year by 19% by the end of 2023 compared to 2022.

Learning the Basic of Airway Management:

We have an e-learning course available on Teleflex Academy that provides healthcare professionals with didactic information and education on the basics of airway management. This includes an overview of a definitive airway algorithm and description and images of the use of airway adjuncts such as oral airways, nasal airways, and bag valve mask use. The key objectives of this course are to: discuss ventilation vs oxygenation, discuss definitive airway algorithm, overview of basic airway adjuncts, oral airways, nasal airways, and bag valve mask use.





Using Technology to Advance Medical Education

Arrow® EZ-IO® System Mobile App

This new app, launched in 2022, provides the clinical instruction and information healthcare professionals need for our EZ-IO® system. This app allows for easy on-the-go training with videos, step-by-step instructions, and other clinical information.



The All New Arrow® EZ-IO® System Mobile App

Collaboration with FundamentalVR, to Improve Training Through Virtual Reality Simulation

FundamentalVR, a world leader in virtual reality (VR) integration for medical simulation, worked with Teleflex to develop a VR training platform to accelerate the effective use of the company's UroLift® 2 System, an innovative technology for treatment of benign prostatic hyperplasia (BPH), commonly known as enlarged prostate. The VR training platform, which was launched in August 2022, integrates tactile feedback and a digital representation of the UroLift® 2 System to provide urologists with a "hands-on" VR experience that can accelerate their learning.

Illustrated Instructions

Landmarking and step-by-step insertion information presented in workflow order



Training Videos

Clinical videos on a variety of landmarking and insertion topics



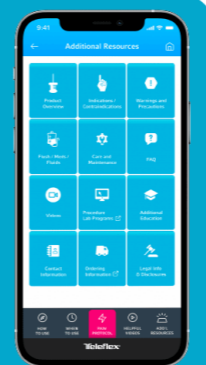
Additional Education

Wide range of on-demand education including pain management protocols



Additional Resources

Answers to frequently asked questions, and more





Educational Access and Equity

It is important for Teleflex to offer training and education of our products to all of our customers regardless of their size and location. Our focus is on the knowledge gaps that we can help to fill. Clinical and Medical Affairs (CMA) expanded geographic availability of key educational offerings by adding virtual options where possible. Our CMA teams are committed to ensuring educational offerings are available regardless of geography and setting. In addition, since the beginning of the COVID-19 pandemic, we have continued to expand our online and virtual training opportunities to allow healthcare providers near and far access to our education and training to expand their knowledge and procedural skill. Our Teleflex Academy training content is available in multiple languages, and we develop the materials with the various regional and cultural differences where these products are used. These efforts have ensured relevant content is widely available to clinicians using Teleflex products, expanding our ability to support the safe and effective use of our products. CMA plans to continue its efforts to expand in this area, making content accessible in more languages and geographies to ensure equitable access to educational programs.

The World Health Organization (WHO) recognizes the need for a global digital health strategy to advance health equity.²¹ Teleflex delivered on health equity and customer experience goals by assuring healthcare professionals have access to education wherever they are located.

Clinical Research

Our Clinical Research team is paramount to providing healthcare professionals and the medical community with robust evidence that outlines our products' clinical benefits. We use this team to help to develop new products and expand existing products by conducting clinical research using the principles of Good Clinical Practice and adhering to all local and regional regulatory requirements. Our clinical research is managed by Global Clinical Operations 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://clinicaltrials.gov) and any patients that are interested in volunteering for a trial can find more information there as well.

Diversity in Clinical Research

Teleflex is focused on Diversity, Equity & Inclusion when it comes to its own workforce and organization but that is not the only place where we have influence or power when it comes to DEI. We know that, as a medical technology manufacturer, 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 Teleflex is acting to help change that. There is a clear need and value to expand diversity and inclusiveness in clinical research.²² We first need to look at where the product will be going to market and determine the local demographics of those locations to ensure we can represent the diversity of that population. Considering diversity in the clinical trial population will help to ensure that the products are being developed to meet the needs of the specific population and not based on a population that is unrepresentative of that market.

Healthcare Access and Equity

We work to ensure our products are made available for as many patients as possible. One of the ways we do this is through our humanitarian product donation program. Our humanitarian donation program aids patients in need after a natural disaster or other global crisis. In developing our program, we used the World Health Organization (WHO) Guidelines on Medical Device Donations to help provide structure and guidance. Donation requests are reviewed by our Humanitarian Product Donation Working Group, which is chaired by our Chief Medical Officer and comprised of representatives from several of our non-commercial functions, including Clinical and Medical Affairs, General Compliance, Trade Compliance and Regulatory. All humanitarian product donation requests can be made through our [website](#).

To provide a timely response to requests for humanitarian donations throughout the COVID-19 pandemic, we set up a dedicated process to review and process COVID-19 related humanitarian donation inquiries. Our COVID-19 Humanitarian Donation Program facilitated the donation of medical devices commonly used in critical and intensive care environments to treat COVID-19 patients, such as Personal Protective Equipment including face masks with shields, gowns and masks, and products across Respiratory, Vascular, Anesthesia and Emergency Medicine, to meet urgent needs faced by healthcare providers and patients.

²¹ <https://www.who.int/docs/default-source/documents/g4dhd2a9f352b0445bafbc79ca799dce4d.pdf>.

²² See, e.g., <https://www.fda.gov/consumers/minority-health-and-health-equity/clinical-trial-diversity> and <https://acrpn.net.org/2020/08/10/representation-in-clinical-trials-a-review-on-reaching-underrepresented-populations-in-research/>.



Concept to Commercialization Process

Our vision is New Product Development Excellence.

At Teleflex, our Concept to Commercialization Program (C2C) is transforming our efforts within new product development. Our C2C process is utilized for all our product development across all business units. This program spans the entire product lifecycle: from the Front End of Innovation through Market Research, Design Controls, Human Factors, Risk Management, Process Controls to Evidence Generation and Launch Excellence. We utilize Human Factors Engineering as a critical element of our C2C product development process. Human Factors Engineering considers the interactions among humans and other elements of a system to help design products in order to optimize human wellbeing and overall system performance. By integrating Human Factors, we are ensuring we use the knowledge about human capabilities (physical, sensory, emotional, and intellectual). We believe that Human Factors sets our product design up for success early in the development process and results in less product redesigns, fewer customer complaints, fewer recalls, and ultimately drives patient safety and an overall better user experience. We have a C2C training platform hosted on our team site with basic training, workshops, self-paced training, and a number of other courses for employees to complete. We have a commitment to developing the most impactful medical devices we possibly can for the patients, healthcare providers, and caregivers who use our products.

Research, Development and Innovation

Our main 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 enabling less invasive procedures. In the U.S., we have recently created a new state-of-the-art technology center with improved environmental controls to aid in our new product development process.

As part of our strategy to strengthen our early-stage product development portfolio and increase the number of products developed in-house, Teleflex has developed clinical access partnerships with universities that have clinical programs and technologies that align with our business segments. We also look to acquire or license products and technologies that are in-line with our strategic objectives and enhance our ability to provide a full range of product and service options to healthcare professionals and thus Improve the health and quality of people’s lives.

Our research and development capabilities, commitment to engineering excellence and focus on low-cost manufacturing enable us to bring to market cost effective, innovative products that improve the safety, efficacy and quality of healthcare. Our research and development initiatives focus on developing these products for both existing and new therapeutic applications, as well as developing enhancements to, and product line extensions of, existing products.

We are working to incorporate sustainability into all product development efforts, taking a purposeful approach to create meaningful change that supports our business, our society, and our planet. In 2022, we began developing a training process for new product development that includes key sustainability attributes or impacts with our Sustainability Director. We also began developing a process for our R&D team to consider various sustainability characteristics including, but not limited to design considerations for reusability and recycling; packaging design, storage, and transport optimization; hazardous waste and material considerations; manufacturing and supplier process and/or site selection to minimize environmental impact. Our R&D team will begin considering sustainability starting from concept and design. The necessity of sustainable product development offers us additional opportunities for innovation, and to continue our efforts in product stewardship and in operating to the standards expected by our customers, our stockholders, and our partners.



CODA 2022 Conference:

Michelle Fox, our Chief Medical Officer joined a panel presentation facilitated by Nick Watts, Chief Sustainability Officer of the NHS at CODA 22 in Australia to discuss what is sustainable healthcare and what is needed to move towards a more sustainable healthcare system. Michelle spoke about carbon footprinting, target-based change making, and specific U.S. sustainability trends we are seeing.



Product Quality and Safety

Quality is an imperative at Teleflex. Our patients and healthcare professionals rely on Teleflex to provide safe, effective and dependable products. Our quality objective is to provide the best quality products to society. It starts with the product planning and design phase and goes all the way to our manufacturing employees who are some of the most critical assets in ensuring we meet high quality standards. Whether an employee is an engineer who is creating the initial design or making an enhancement for a future product, a line assembler, inspector, box handler or supervising line manager, we regard every role as a critical touchpoint in delivering quality products. 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. We also reinforce the importance of our employees' roles in improving the health and quality of people's lives.

Quality Management System

Teleflex has multiple Quality Management Systems (QMS) to ensure that products and services meet customer requirements and comply with the applicable standards and regulations governing them. Our Global QMS is defined and managed as a series of interlinked quality management systems where management processes are connected to product lifecycle processes and underpinned by supporting processes. QMS processes apply a risk-based approach based on their effect on the safety and performance requirements of the medical device, and on meeting applicable regulatory requirements.



Our message of quality is delivered throughout our quality pillars:

Teleflex Quality Pillars	We Will
High Quality	Provide safe and effective products that perform to customer requirements
Compliant Medical Devices	Establish and maintain an effective quality system that complies with domestic and international standards and regulatory requirements which will result in compliant medical devices
Outstanding Customer Service	Supply products in a timely fashion and respond to customer requests to drive customer loyalty
Support Healthcare Providers	Support the needs of healthcare providers and the patients they serve
Enhance Patient Outcomes	Design, manufacture and distribute products that enhance patient outcomes



Quality and Safety Controls

Teleflex established procedures that describe the process controls necessary to ensure our products conform to their specifications. The procedures are utilized to develop, conduct, control, and monitor production processes. We also have a documented risk management process to manage safety risks for medical device products through the lifecycle.

In designing or redesigning any products, design controls are in place to ensure we are meeting the full customer and patient needs. The objective of design activities is to deliver customer focused products and services which meet or exceed customer expectations for product safety and performance while remaining compliant with global regulatory requirements.

We also have controls over outsourced processes that may affect the product conformity. The Purchasing Control process was established to help select, assess, and approve suppliers related to product, material, services, or QMS processes. The Distributor Control process was implemented to help ensure our distribution partners are aware of Teleflex's technical, regulatory, commercial, financial, legal, and business requirements to which they are expected to adhere.

We use a process to collate feedback from customers and patients through customer inquiries, complaints, and vigilance reports to help inform any product updates or changes needed in the future. We also use this feedback process to monitor, measure, and analyze effectiveness of our global quality objectives. Teleflex takes

all customer complaints related to the quality and safety of our products into consideration. Complaints are reviewed, evaluated, and investigated to allow for corrective and preventive actions to be taken as necessary.

Quality audits independently measure and monitor the QMS to confirm it is effective and maintained and complies with applicable standards and regulations. We also perform in-house product testing on our products to ensure they meet all applicable standards before being utilized by healthcare professionals or patients.

Recalls and advisory notices are communicated to affected customers and regulators for product safety or quality issues. Recall information can be found in the SASB Index in the appendix.

Supplier Quality Expectations

As we focus on our core manufacturing processes, our Suppliers must strive to perfect their core competencies. Suppliers to Teleflex are required to demonstrate and provide evidence that they meet certain criteria including product quality, defect-free products, and maintaining a quality system of their own. More information on these expectations can be found on our [website](#).

Quality and Safety Oversight

We have a clear and well-defined governance and oversight structure to ensure our QMS process and guidelines are working properly. We have an established communication process to ensure the quality policy and objectives are provided to all employees.

There is a management representative at each facility, and periodic reviews of the QMS to ensure its continuing suitability, adequacy, and effectiveness to meet the standards and regulations for medical device manufacturers.

Reviews are undertaken on a regular basis at our manufacturing sites and distribution centers, to assess the suitability, adequacy, and effectiveness of our quality system relative to our quality policies and objectives. Quality and process issues are escalated using a Quality Data Metrics process. Our QMS program is overseen by our Corporate VP, Quality Assurance and Regulatory Affairs with direct oversight from our CEO. Senior management and our CEO are given an update on status, concerns, or any updates on a monthly basis at minimum.

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. Whilst these decisions have historically been made by, and are procedurally finalized by QA Leadership, the committee will have the opportunity for a cross-functional board to review. CMA will serve 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.

Employee Engagement on Quality and Safety

Communication and engagement with our employees are critical to ensuring we maintain the quality and safety of our products. All manufacturing and site-level employees are given annual training on product quality and safety based on the procedures and processes laid out in the QMS and are accessible on our internal intranet. We also arrange periodic town halls with manufacturing employees to allow for open communication between staff and managers. Our employees can also utilize our “Think Quality. Think Teleflex” intranet page to communicate amongst themselves. We also have site-by-site employee awards that we hand out based on exceptional employee performance or reporting of quality control concerns.

Quality and Safety Certifications

Teleflex follows national and international standards and regulations, where applicable, documented within global policies and global-and/or facility-level procedures relevant to the specific activities. Quality Assurance and Regulatory Affairs (QA/RA) ensures applicable Corporate, ISO and regulatory standards and procedures are adhered to, and delivered products and/or services meet specified performance requirements, including but not limited to:

- ISO 13485 Quality Management System Medical Devices
- ISO 9001 Quality Management
- Title 21 CFR Part 820 Quality System Regulation
- Medical Device Directive 93/42/EEC as amended
- Medical Device Regulation 2017/745 as issued
- Canadian Medical Device Regulations SOR/98-282
- Australian Therapeutic Goods (Medical Devices) Regulations (TG(MD)R Sch3)
- Resolution RDC No. 185/2001 (Brazil – Technical Regulation Regarding the Registration of Medical Products at ANVISA, as well as its Alteration, Revalidation or Cancellation)
- Resolution RDC No. 16/2013 (Brazil – Technical Regulation for Good Manufacturing Practices of Medical Devices and In Vitro Diagnostic Devices)
- Resolution RDC No. 15/2014 (Brazil – Requirements Related to the Proof of Compliance with Good Manufacturing Practices for Class III and IV Registrations)
- Japan Pharmaceutical and Medical Device Act – Minister of Health, Labor and Welfare (MHLW) – Ministerial QMS Ordinance
- Korea Medical Devices Act 6909 and Enforcement Regulations and Korean Standard for Manufacture and Quality Management of Medical Devices

Teleflex provides high quality, compliant medical devices, with outstanding customer service to support healthcare providers and enhance patient outcomes. We strive for continuous improvement and encourage an environment that promotes proactive change.





Labor and Supplier Standards

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](#) is available on our website for our employees and suppliers to have easy access. We have a Labor Standards Assurance System (LSAS) program in place which is managed by our Purchasing Controls Team and assesses our suppliers on a range of labor and supplier standards. The standards range from working conditions in manufacturing facilities, and throughout our supply chain, to ensuring that our sourcing and manufacturing processes are managed in a sustainable way. We also work with our suppliers to provide clear and transparent information on any conflict minerals we may use. For additional information, refer to our [Conflict Minerals Policy Statement](#) and report.²³

Supplier management and supplier development are something we take very seriously within Teleflex and rolls into our supplier audit and supplier quality program. Our Supply Chain and Quality leaders meet monthly for a supplier quality review 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.

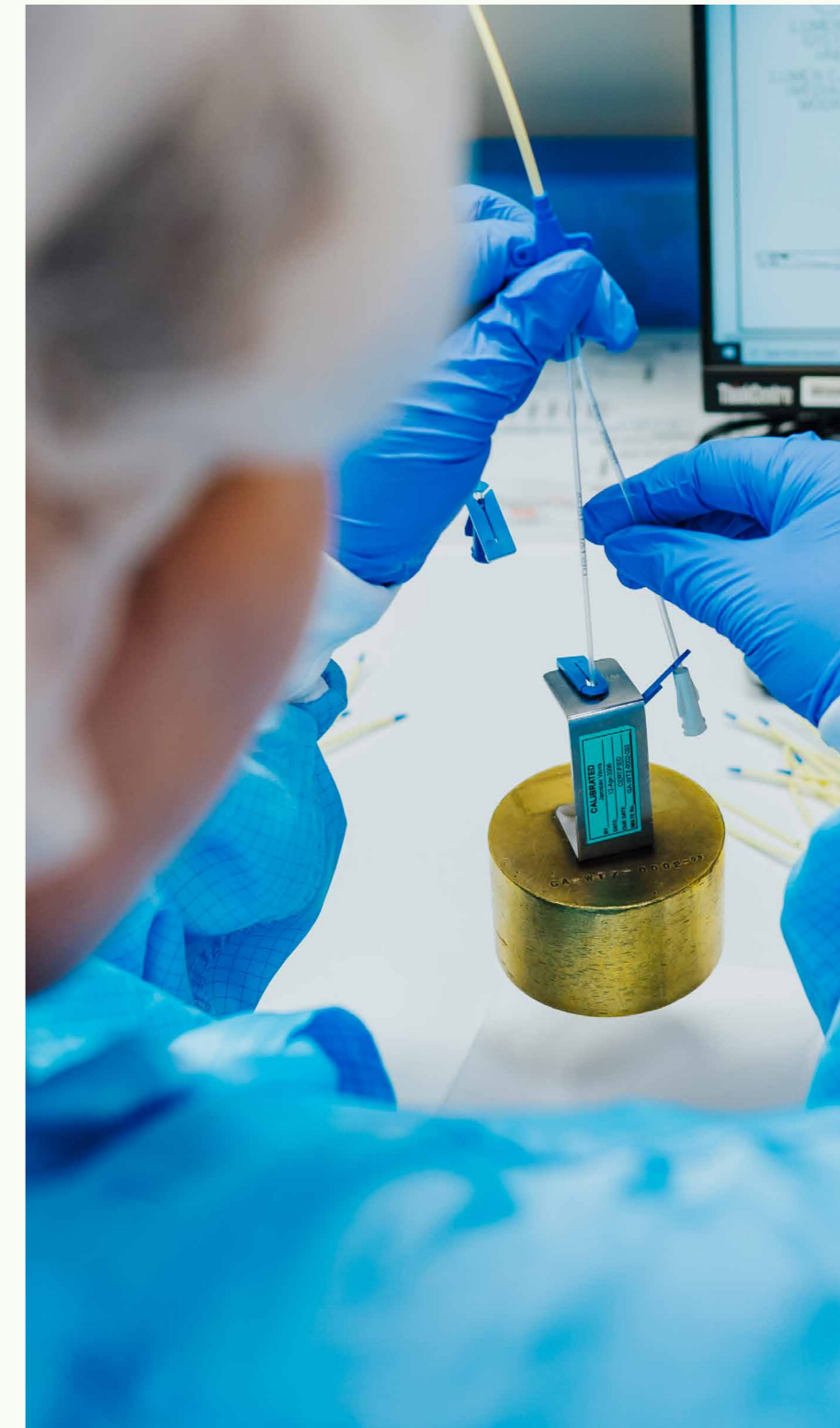
We provide internal training on our LSAS program for employees, and we also communicate and reinforce our expectations with our suppliers. When suppliers are initially onboarded with Teleflex, they are required to a complete Labor Standards questionnaire and the responses and supporting evidence is added to the vendor file for future reference. We have an approved audit schedule for our

We have received Level 3 re-certification 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 second year of level 3 certification. Within the LSAS program specifically, we have over 500 suppliers in our program, and to date we have not identified any suppliers that have had significant Labor Standard issues.

suppliers with the frequency of audit driven by supplier risk. This risk is assigned based on a set of criteria as detailed within our documented procedures.

Teleflex is dedicated to upholding the human rights of all employees, no matter their employment type, and treating them with dignity consistent with standards and practices recognized by the international community. We expect our suppliers to do the same. This includes prohibiting discrimination, harassment, involuntary labor, child labor, and complying with applicable laws, rules, and regulations around working hours, wages, and benefits. We also fully support our employees and employees of our suppliers, to have the right to collectively bargain and freely associate.

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.



²³ Conflict minerals refer to tin, tantalum, tungsten and gold (commonly referred to as “3TG”), regardless of where they are sourced, processed or sold.



Company Awards

- Company Awards 92
- Thanks To All Who Supported 93





Company Awards

- 2023 Best Place to Work Winner (MedReps)
- NSAI Excellence Through People Certified (2021) Platinum Level
- Forbes Best Employers For Diversity 2022
- Human Rights Campaign 2022 Corporate Equality Index
- Forbes 2021 America's Best Midsize Employers
- Great Place To Work (India) Feb 2023 - Feb 2024
- Forbes Best-In-State Employees (2020)





Thanks To All Who Supported

- MX **Alberto Toledo**, Operations Manager, Mexico
- US **Alyssa Bae**, Manager, External Reporting, U.S.
- US **Amee Chokshi**, Learning Management Analyst, U.S.
- US **Brandon Hohl**, Director, External Reporting, U.S.
- IE **Brendan Delaney**, Director of Purchasing Controls, Ireland
- IE **Brian Greham**, Global Director EHS, Ireland
- US **Cameron Hicks**, Corporate VP and Chief Human Resource Officer, U.S.
- US **Chuck Fliehman**, VP, Business Practices, Information Security, Privacy and Compliance, U.S.
- IE **Colin Curran**, VP Human Resources, Global Operations, Ireland
- US **Colin Edwards**, Scientific Program Manager, U.S.
- US **Daniel Logue**, Corporate VP, General Counsel and Secretary, U.S.
- UK **Daniel Price**, Corporate VP, Commercial Finance, U.K.
- US **Danielle O'Brien**, VP Finance - Assistant Corporate Controller, U.S.
- IE **David O'Flynn**, Sustainability Director, Ireland
- US **Deborah McCarthy-Platz**, EHS and Facilities Engineer, U.S.
- US **Derek Noah**, Senior Manager, Sustainability Strategy and Reporting, U.S.
- US **Diana Clifford**, VP, Total Rewards, U.S.
- IE **Dominik Reterski**, Corporate VP, QA/RA, Ireland
- US **Eliza Filipancic**, Project Specialist, Clinical and Medical Affairs, U.S.
- NL **Emma Pollard**, Director Global Talent Development, Netherlands
- IE **Emmet Dalton**, VP, Global Brand, Digital, and Communications, Ireland
- US **Eric Halsey**, Senior Global Marketing Manager, Surgical, U.S.
- US **Erica Battin**, Global HR Business Partner, U.S.
- SG **Evelyn Sin**, VP, HR - APAC and EMEA, Singapore
- US **Fran Kiedeisch**, Director, Technical Services, U.S.
- UK **Gideon Lake**, EMEA Strategic Accounts Director, U.K.
- US **Greg Stotts**, President and General Manager OEM, U.S.
- US **Howard Cyr**, Corporate VP, Chief Compliance Officer, U.S.
- IE **James Winters**, Corporate VP, Manufacturing and Supply Chain, Ireland
- US **Jay White**, Corporate VP and President, Global Commercial, U.S.
- CH **Jia Xu**, Head of CMA, APAC, China
- IN **Jitesh Kumar**, Senior Engineering Manager, India
- US **John Deren**, Corporate VP, and Chief Accounting Officer, U.S.
- US **John Mooney**, Internal Audit Manager, U.S.
- IE **Karen Boylan**, Corporate VP, Strategic Projects, Ireland
- IE **Kirsty ByrneCondon**, Global Corporate Brand and DEI Executive, Ireland
- US **Lauren Madalian**, Group Compliance Administrator, U.S.
- US **Lawrence Keusch**, VP, Investor Relations and Strategy Development, U.S.
- US **Liam Kelly**, Chairman, President and CEO, U.S.
- ZA **Malena van der Merwe**, Tender Manager, South Africa
- IE **Maria Quaid**, Director, HR, Ireland
- US **Marie Hendrixson**, VP, Internal Audit, U.S.
- IE **Mary O'Malley**, Senior Design Manager, Marketing Communications International, Ireland
- UK **Matt James**, President EMEA and Global Urology Care, U.K.
- US **Michael DiGiuseppe**, President, Latin America and Commercial Operations, U.S.
- US **Michael Rogers**, EHS Engineer, U.S.
- US **Michelle Fox**, Corporate VP and Chief Medical Officer, U.S.
- IE **Monika Hegarty-Vikander**, VP, Human Resources, Global Commercial and Talent Development, Ireland
- MY **Mohd Hafiz Bin Abdul Halim Shah**, Facilities Senior Team Lead, Malaysia
- US **Nicole Keck**, Senior Analyst, People Analytics, U.S.
- US **Patrick Gotebeski**, Internal Audit Manager, U.S.
- CZ **Petr Seifert**, Facilities Manager, Czech Republic
- US **Renee Twardzik**, Senior Manager - Global Corporate Communications, U.S.
- IT **Roberta Griggio**, Deputy Compliance Officer, EMEA, Italy
- US **Sam Miriello**, Senior Regional EHS Manager U.S. and EMEA
- US **Sara Eslinger**, Senior Director, Product Quality Assurance, U.S.
- US **Saron Djeregna**, Global Manager, Risk Management, Training and Transparency, U.S.
- US **Shanté Demary**, Director of Strategic Pricing and Contract Management, U.S.
- US **Sharon Haughney**, Director, Talent Acquisition-The Americas, U.S.
- US **Stephen Young**, Senior EHS Engineer, U.S.
- US **Thomas Powell**, Executive VP and Chief Financial Officer, U.S.
- US **Tim Duffy**, VP, and Chief Information Officer, U.S.
- US **Tosin Lediju**, EHS Engineer, U.S.
- US **Val Veitengruber**, VP, Reimbursement and Healthcare Policy, Interventional Urology, U.S.
- US **Whitney Reynolds**, VP Global Customer Experience, U.S.



ESG Disclosure Appendices



- Global Reporting Initiative (GRI) Index 95
- Sustainability Accounting Standards Board (SASB) Index 101
- Taskforce on Climate-Related Financial Disclosures (TCFD) 106
- United Nations Sustainable Development Goals 109



Global Reporting Initiative (GRI) Index

Statement of use	Teleflex has reported in accordance with the GRI Standards for the period January 1, 2022, to December 31, 2022.
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	"Diversity, Equity & Inclusion at Teleflex"
	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



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	"CEO Message" and "Corporate Social Responsibility Chair Message"
	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	"Materiality Assessment"
	3-2 List of material topics	"Corporate Social Responsibility"



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	302-4 Reduction of energy consumption	"Energy"



GRI 2021 STANDARDS		DISCLOSURE	LOCATION
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics		"Climate Change"; "Taskforce on Climate-Related Financial Disclosures (TCFD)"
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions		"Climate Change"
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"
	306-2 Management of significant waste-related impacts		"Product Design and Circularity"
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		"Inclusive Recruiting" and "Exceptional Employee Experience (E ³)"
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		"Benefits"
	401-3 Parental leave		"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"



GRI 2021 STANDARDS	DISCLOSURE	LOCATION
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	"Diversity, Equity & Inclusion at Teleflex"
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	"DEI Metrics"
Public policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Participating in Public Policy"
GRI 415: Public Policy 2016	415-1 Political contributions	\$0.00 USD in 2022
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 2022.



GRI 2021 STANDARDS	DISCLOSURE	LOCATION
Marketing and labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Sales and Marketing Practices"
GRI 417: Marketing and Labeling 2016	417-2 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	"IT Security and Data Privacy"
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	"IT Security and Data Privacy"



Sustainability Accounting Standards Board (SASB) Index



Sustainability Accounting Standards Board (SASB) Index

GRI 2021 STANDARDS		DISCLOSURE		LOCATION
Topic	SASB Code	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 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 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"> ● 2022 Class 1 recalls²⁴: <ul style="list-style-type: none"> • # of units: 6,221,750 • % of total Teleflex products sold in 2022: 1.4% ● 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	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 2022.

²⁴ 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).



GRI 2021 STANDARDS		DISCLOSURE		LOCATION
Topic	SASB Code	Metric	Disclosure/Explanation	
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	<p>Teleflex policy strictly prohibits the promotion of a product for off-label use, as well as soliciting requests for information on off-label use. Teleflex has a comprehensive and robust global off-label use response program designed to mitigate the risk of off-label promotion and to handle off-label use inquiries in accordance with 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.</p> <p>As part of our off-label use response program, unsolicited off-label use inquiries and subsequent responses are reviewed, tracked, and auditable in a centralized database maintained by the response program coordinator and Clinical and Medical Affairs (CMA) personnel. Responses to these inquiries are handled by trained CMA representatives 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.</p> <p>Teleflex new hires and current employees receive annual training on how to avoid 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. Completion rate in 2022 for the general off-label use response training has reached 95.2% (USA). 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.</p>	



GRI 2021 STANDARDS		DISCLOSURE		LOCATION
Topic	SASB Code	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 Design and Circularity"; "Responsible Consumption and Production"; "Research, Development and Innovation"	
	HC-MS-410a.2	Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	At Teleflex we have several reusable products. While we take back some products for repair or recycling, we have not yet established a system to quantify the extent of product takeback.	
Supply Chain Management	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	<p>In 2022, the Teleflex Global EHS function deployed EHS audits on several selected sites through our Compliance Assurance Program delivered by independent third-party auditors.</p> <p>For more information regarding our management of suppliers and audits please refer to the below websites:</p> <ul style="list-style-type: none"> ● https://teleflex.com/global/suppliers/ethics/Teleflex-LSAS-Policy-04-24-01-2020.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 customer 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	



GRI 2021 STANDARDS		DISCLOSURE		LOCATION																				
Topic	SASB Code	Metric	Disclosure/Explanation																					
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																					
Activity Metric	HC-MS-000.A	Number of units sold by product category	<table border="1"> <tbody> <tr> <td>Anesthesia</td> <td>83,708,361</td> </tr> <tr> <td>Interventional Urology</td> <td>382,038</td> </tr> <tr> <td>Interventional</td> <td>4,788,104</td> </tr> <tr> <td>OEM</td> <td>170,908,107</td> </tr> <tr> <td>Other</td> <td>749,927</td> </tr> <tr> <td>Respiratory</td> <td>34,869,353</td> </tr> <tr> <td>Surgical</td> <td>32,361,505</td> </tr> <tr> <td>Urology Care</td> <td>94,179,378</td> </tr> <tr> <td>Vascular Access</td> <td>21,570,833</td> </tr> <tr> <td>Grand Total</td> <td>443,517,607</td> </tr> </tbody> </table>		Anesthesia	83,708,361	Interventional Urology	382,038	Interventional	4,788,104	OEM	170,908,107	Other	749,927	Respiratory	34,869,353	Surgical	32,361,505	Urology Care	94,179,378	Vascular Access	21,570,833	Grand Total	443,517,607
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Taskforce on Climate-Related Financial Disclosures (TCFD)





Taskforce on Climate-Related Financial Disclosures (TCFD)

The Taskforce on Climate-Related Financial Disclosures provided a standards framework for companies to report on their climate governance, strategy, risks, opportunities, and metrics and targets. The disclosures in this report follow the recommendations and guidance set out in “Implementing the Recommendations of the Task Force on Climate-related Financial Disclosures” (October 2021).

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	<ul style="list-style-type: none"> 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 Change 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.	<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>Teleflex Annual Report (10K), page 25</p> <p>We plan to do a third-party scenario analysis in 2023. We will report on the findings in subsequent reports. We may consider risks such as flooding from sea level rise, risks from severe weather, and water stress areas.</p>



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. 	“Emissions Reduction Targets”



United Nations Sustainable Development Goals (UN SDGs)





United Nation Sustainable Development Goals (UN SDGs)

The Sustainable Development Goals are the framework of our time to guide responsible actions across all facets of society. By mapping action to the SDGs and mapping the SDGs to our strategy it supports the development of a more rounded and integrated approach, increasing the impact of our sustainability strategy.



1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 	SUSTAINABLE DEVELOPMENT GOALS



Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
Principles of 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
	Goal 3 (Good Health and Wellbeing): 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
Planet & Environment	Goal 6 (Clean Water and 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 and 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 and 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 10 Year 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



Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator	
Planet & Environment	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	
	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		
People	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	
		Goal 3 (Good Health and Wellbeing): 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



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People	<p>Goal 4 (Quality Education):</p> <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p> <hr/> <p>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</p> <hr/> <p>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</p> <hr/> <p>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</p>
	<p>Goal 5 (Gender Equality):</p> <p>Achieve gender equality and empower all women and girls</p>	<p>5.1 End all forms of discrimination against all women and girls everywhere</p> <hr/> <p>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</p> <hr/> <p>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</p>
	<p>Goal 8 (Decent Work and Economic Growth):</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>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</p> <hr/> <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>



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Community & Sustainable Healthcare	<p>Goal 3 (Good Health and Wellbeing): 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> <hr/> <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> <hr/> <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> <hr/> <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> <hr/> <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> <hr/> <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> <hr/> <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>

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	<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> <hr/> <p>11.4 Strengthen efforts to protect and safeguard the world’s cultural and natural heritage</p>

