

EXECUTIVE SUMMARY

# 2022 Global Impact Report

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



# CEO and Corporate Social Responsibility Chair Messages



**Liam Kelly**  
Chairman, President and CEO

“

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

”

**Liam Kelly**  
Chairman, President and CEO



**Karen Boylan**  
Corporate Vice President, Strategic Projects

“

*I am so proud of the substantial progress our team has made regarding our CSR efforts... 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).*

”

**Karen Boylan**  
Corporate Vice President, Strategic Projects

# 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.

## 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



Consolidated  
Revenues 2022

### Our Power Brands

ARROW™

DEKNATEL™

LMA™

Pilling™

QuikClot™

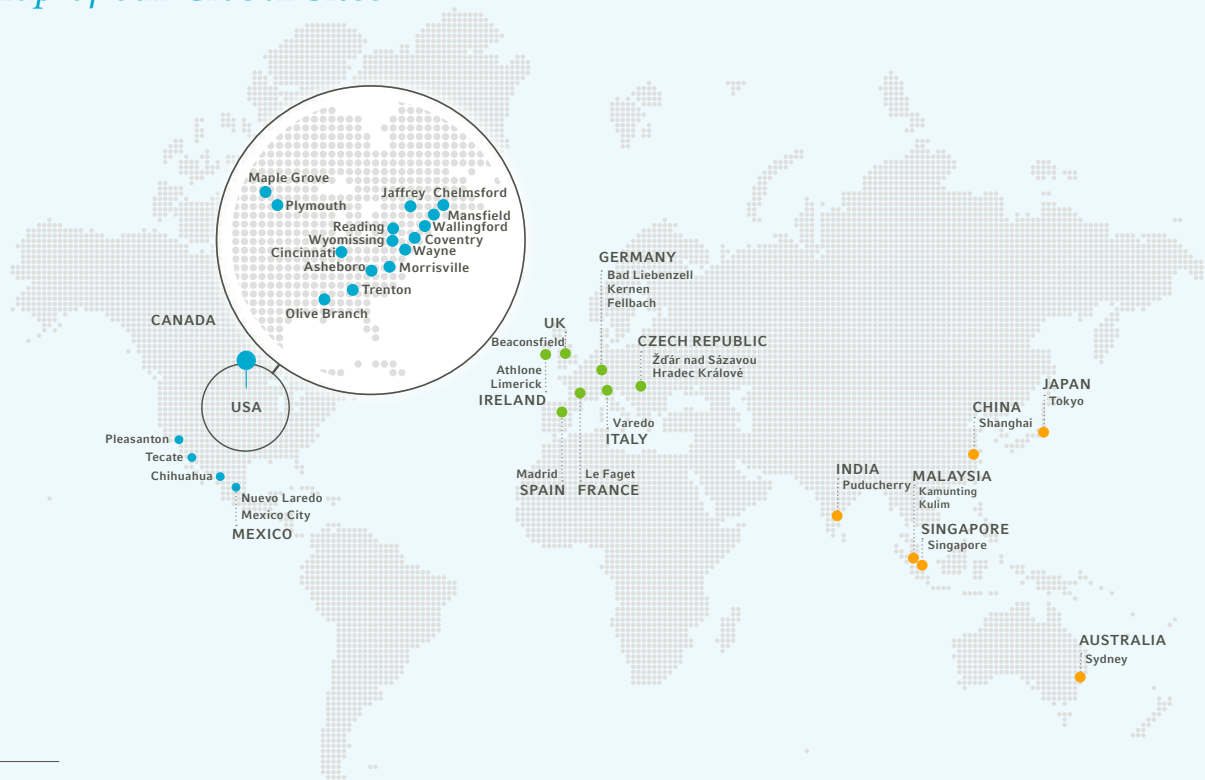
RUSCH™

UROLIFT™

weck™

You can find more information in our Annual Report  
<https://investors.teleflex.com/financials/sec-filings/default.aspx>

### Map of our Global Sites\*



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

# 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.

**MSCI**  
ESG RATINGS



CCC	B	BB	BBB	<b>A</b>	AA	AAA
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*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.\**

## 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

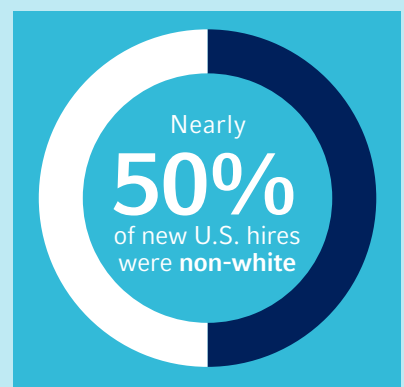
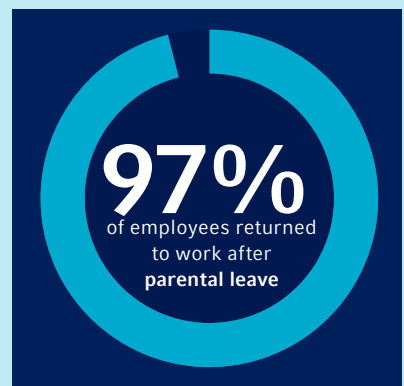
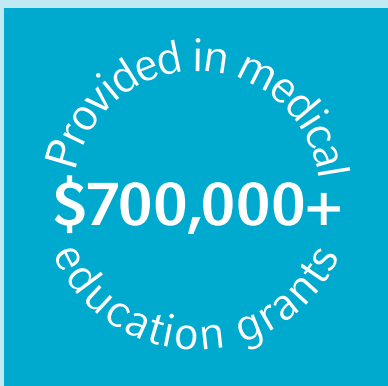
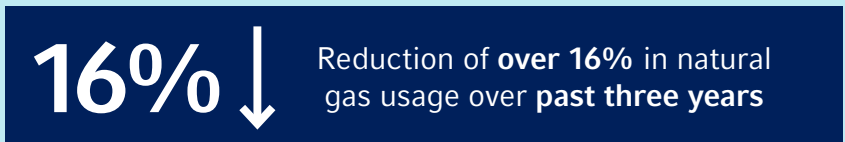


### Prosperity & Sustainable Healthcare

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

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# CSR Highlights from 2022





# Principles of Ethics & Governance

## Executive Pillar Sponsor

Howard Cyr - *Corporate VP, Chief Compliance Officer*

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.

# Principles of Ethics & Governance

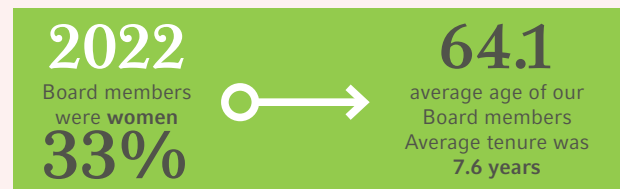
## Corporate Governance

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.

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.



## Participating in Public Policy

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.

## 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.

“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*

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.



# Planet & Environment

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.

## 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.



*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.*

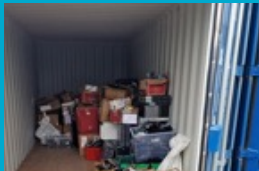
# Responsible Consumption and Production

## 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%.\* 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.

## E-Waste Initiative

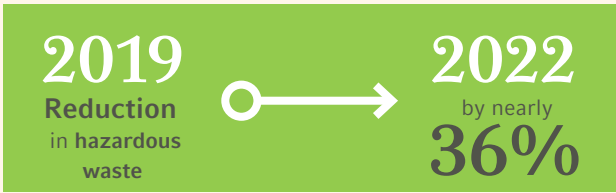
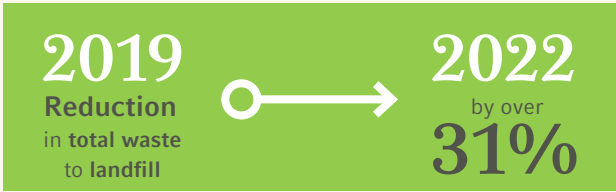
In 2022, we put a heavier focus on e-waste in our corporate offices around the world and have been able to recycle almost 400 computers and laptops with many hard drives, servers, and other network equipment.



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

## 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.\*



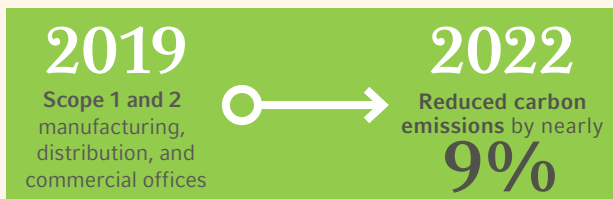
\* Data includes substantially all of our manufacturing, distribution facilities, and four largest commercial locations. The data excludes our smaller commercial facilities as well as certain facilities obtained through recent acquisitions. We plan to expand the data to include these facilities in the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

# 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%\* 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.

\* 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.

# Energy

## 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.

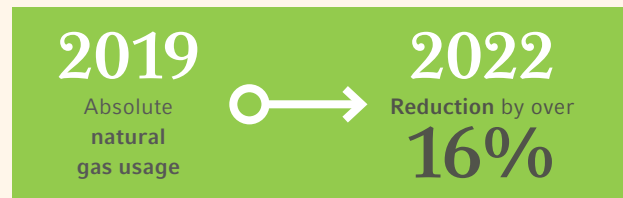
Between 2019 and 2022, we reduced absolute electricity usage across our manufacturing locations, distribution sites, and four largest commercial offices by over 7%.\*

## 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 CO<sub>2</sub> 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.\* 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.

\* 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.



# People

## Executive Pillar Sponsor

**Cam Hicks** - *Corporate VP, Chief Human Resource Officer*

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.

# 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 fulfill our purpose of improving the health and quality of people’s lives – and this doesn’t stop with our products.

## 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.

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%

# 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.

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.

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](#).

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



# Prosperity & Sustainable Healthcare

## Executive Pillar Sponsor

*Michelle Fox - Corporate VP, Chief Medical Officer*

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.

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**
- **Matching Gifts**
- **Team Volunteer Program**

## 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.



### 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.



### 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.

In 2022, we provided 70 medical educational grants equating 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.

## Sustainable Healthcare

### Product Training and Education

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.

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.



Used with permission

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

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

**You can find more information in our 2022 Global Impact Report**

[https://www.teleflex.com/global/about-us/csr/MCI-2023-0040\\_Teleflex\\_Global\\_Impact\\_Report\\_2022.pdf](https://www.teleflex.com/global/about-us/csr/MCI-2023-0040_Teleflex_Global_Impact_Report_2022.pdf)

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