



2025 Global Impact Report

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

TeleflexTM

Empowering the future of healthcare

Message From Our CSR Chair

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We are pleased to present the Teleflex 2025 Global Impact Report, which demonstrates the meaningful strides we have made in our Corporate Social Responsibility (CSR) program.

At Teleflex, we remain committed to advancing our CSR efforts and fostering an inclusive culture. We continue to work together to fulfill our purpose to improve the health and quality of people's lives, while becoming a better steward for the environment.

We invite you to read the full report to learn more about the progress we have made in our CSR objectives and initiatives. Here are a few key highlights from 2025:

- Conducted a Physical Climate Risk Assessment to gain a deeper understanding of exposure to physical climate hazards across our operations and supply chain.
- Hosted our first Global Living Quality Week, during which we engaged employees around the world to reflect on the importance of quality in our daily work to positively impact patients' lives.

- Created a new Global Health Equity Statement that reflects our objective to enable a greater number of individuals to reach their full health potential.
- Continued to invest in our internal CSR capabilities in both talent and systems.

By focusing on our products, our people and the environment, we can become a better partner for our key stakeholders and continue empowering the future of healthcare.

Thank you,



Cam Hicks
CSR Chair
Corporate Vice President & Chief Human Resources Officer



Cam Hicks
 Corporate Vice President &
 Chief Human Resources Officer

Teleflex at a Glance

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As a global provider of medical technologies, Teleflex is driven by our purpose to improve the health and quality of people’s lives.

Though our vision to become the most trusted partner in the world of healthcare, we offer a diverse portfolio with solutions in the therapy areas of vascular and emergency medicine, interventional, and surgical. We believe that the potential of great people, purpose-driven innovation, and world-class products can shape the future direction of healthcare.

Building Trust

Establishing trust is an important and continuous process that has many different levels and meanings. Trust defines our relationships as individuals, teams, and as a company. Our employees trust us to give them the tools that they need to succeed, we trust them to be accountable, and they trust one another to create a positive work environment.

Entrepreneurial Spirit

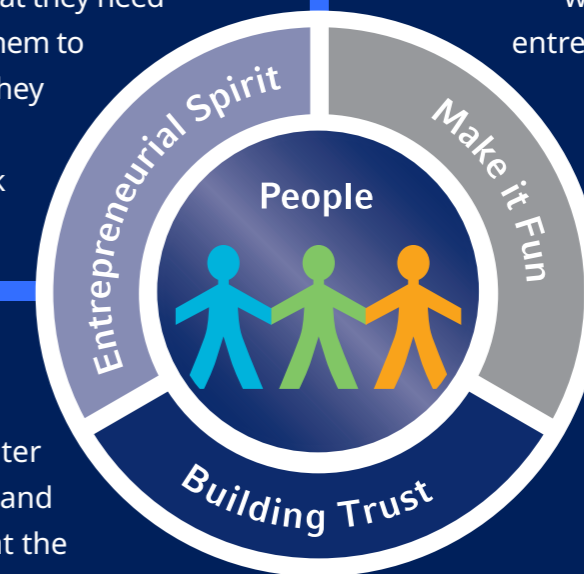
Teleflex is a highly entrepreneurial workplace, and much of our company’s growth has come from this trait. We continuously encourage our people to find new and innovative ways to demonstrate their entrepreneurial spirit and add value to their jobs.

People

People are at the center of everything we do, and as a result, they are at the heart of our Core Values. Our commitment to people encompasses being mindful of others and prioritizing respect in every interaction.

Make it Fun

We are committed to helping our employees to find fulfillment and enjoyment in their jobs by achieving new things, taking pride in their work, and taking time out to celebrate their successes.



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Snapshot

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

Operations in **37 countries**

Serving healthcare providers in more than **150 countries**

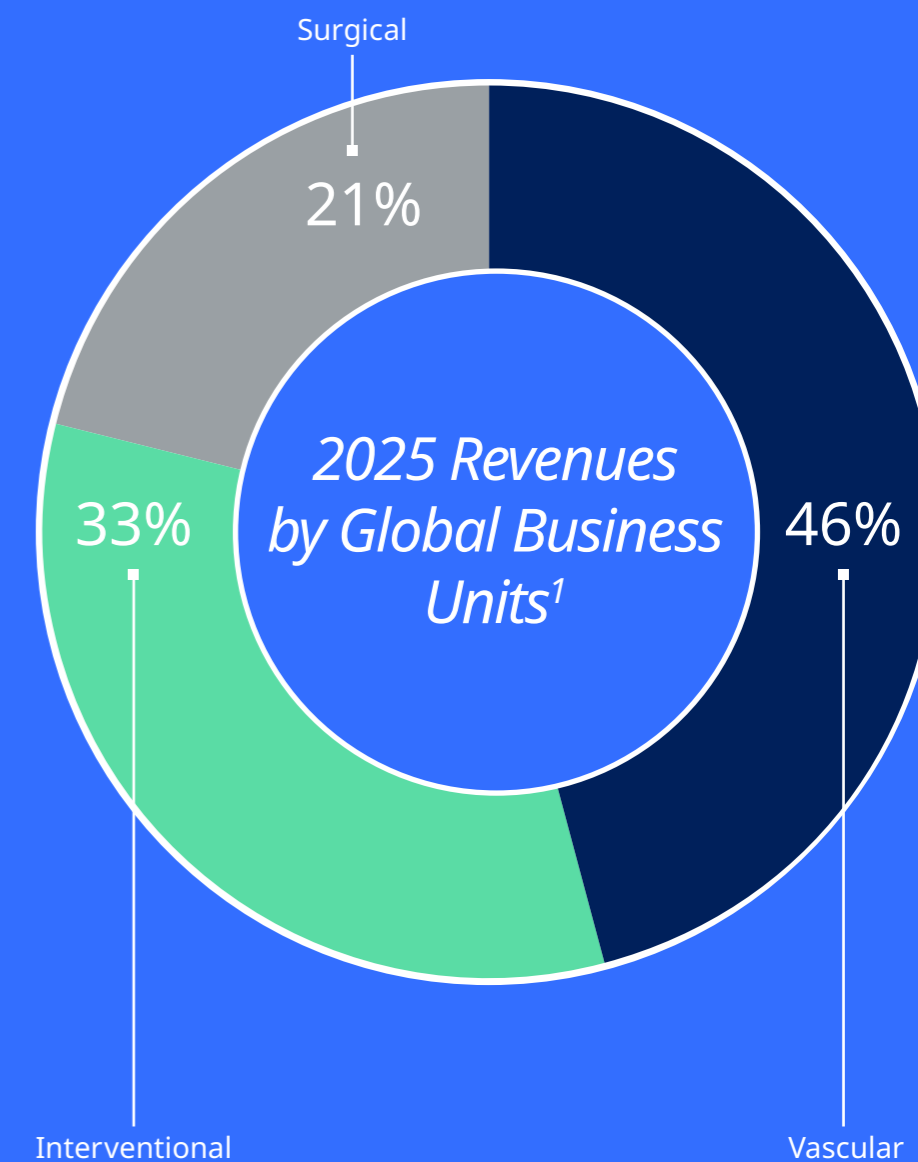
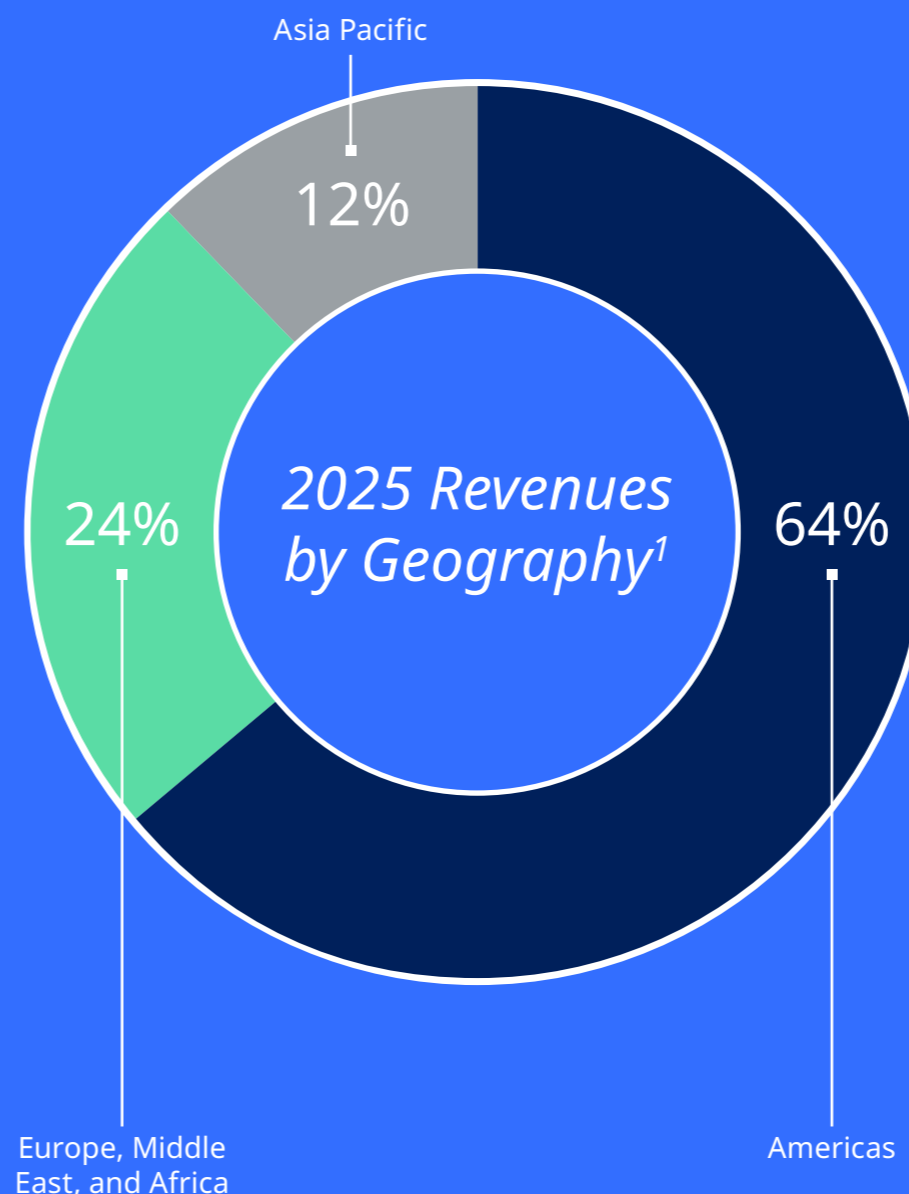
~14,000 employees

2025 Net Revenue:

\$1,992.7
Million¹

You can find more information about Teleflex in our **Annual Report**.

2025 Revenues:



¹ Financial highlights from continuing operations. Continuing operations excludes the Acute Care, Interventional Urology, and OEM businesses that were classified as discontinued operations during the fourth quarter of 2025 as a result of our entry into agreements to divest those businesses.

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Teleflex Strapline

English: Empowering the future of healthcare

Español (Spanish): Potenciando el futuro de la atención sanitaria

Português (Portuguese): Capacitando o futuro da saúde

Deutsch (German): Wir stärken die Zukunft des Gesundheitswesens

Français (French): Donner les moyens de l'avenir des soins de santé

Italiano (Italian): Dare potere al futuro dell'assistenza sanitaria

Cestina (Czech): Posílení budoucnosti zdravotnictví

Nederlands (Dutch): Het versterken van de toekomst van de gezondheidszorg

中國的 (Chinese): 赋能医疗保健的未来

日本語 (Japanese): 医療の未来に力を与える

Company Updates*

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Sale of Acute Care, Interventional Urology, and OEM Businesses

In December 2025, Teleflex announced that it had entered into definitive agreements to sell the company’s Acute Care, Interventional Urology and OEM businesses to two buyers, Intersurgical® Ltd with respect to Acute Care and Interventional Urology, and Montagu and Kohlberg with respect to OEM.

The OEM transaction is currently anticipated to be completed in the third quarter of 2026, subject to customary regulatory approvals and other closing conditions. The Acute Care and Interventional Urology transaction is currently anticipated to be completed in the second half of 2026, subject to customary regulatory approvals and other closing conditions.

Unless otherwise noted, the information in this report relating to the year ended December 31, 2025, and earlier periods, includes the Acute Care, Interventional Urology and OEM businesses.

Teleflex Completes Acquisition of BIOTRONIK’s Vascular Intervention Business

On June 30, 2025, Teleflex completed the acquisition of substantially all of the Vascular Intervention business of BIOTRONIK SE and Co. KG.

The acquisition adds a broad portfolio of therapeutic products to Teleflex’s portfolio of interventional access products, driving an enhanced global presence in the cath lab. The Vascular Intervention business also establishes Teleflex’s global footprint in the fast-growing peripheral intervention market, and provides a channel for Teleflex products that currently have a peripheral indication.

Unless otherwise noted, the content and data in this report exclude BIOTRONIK’s Vascular Intervention business. As we continue the integration of BIOTRONIK into our operations, we are further enhancing our ability to assess, disclose and manage the impacts of the Vascular Intervention acquisition.

Teleflex CEO Transition

In January 2026, Teleflex announced that Stuart Randle was appointed as Interim President and Chief Executive Officer of the Company. He succeeded Liam Kelly, who departed after more than 16 years with the Company.

With the announced sale of the Acute Care, Interventional Urology, and OEM businesses, Teleflex is entering its next phase as a more focused organization centered on critical care and high-acuity hospital markets. The Board determined this was the right time to transition leadership and position the Company for the future and engaged a leading executive search firm to assist in conducting an extensive and comprehensive search to identify a permanent CEO.



Jason Weidman
President & CEO

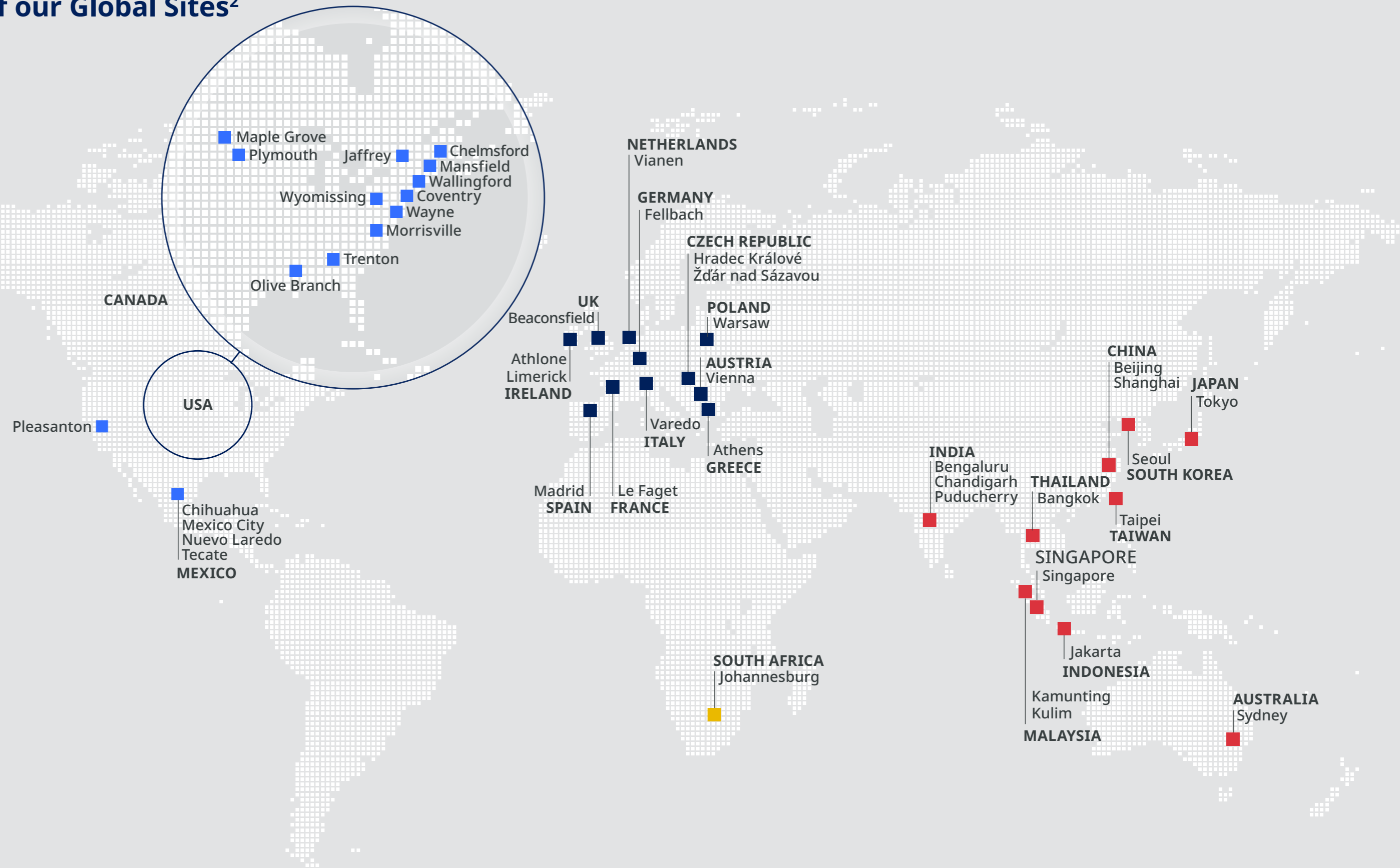
In April 2026, Teleflex announced that Jason Weidman has been appointed President & CEO, effective June 8, 2026. Mr. Weidman is a proven medical technology leader with over 25 years of industry experience and a strong track record of building and scaling businesses globally.

He joins Teleflex from Medtronic plc, where he held a number of senior leadership roles over nearly two decades, most recently serving as SVP and President, Coronary and Renal Denervation, and SVP and President, Aortic, Peripheral and Venous. In these positions, he oversaw significant growth and global expansion of multi-billion dollar revenue operating units, including the successful launch of key innovations and acquisitions. Mr. Weidman joined the Teleflex Board upon assuming his role as President & CEO.

* Company updates as of June 2026

Map of our Global Sites²

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² Locations with 25 or more employees as of December 31, 2025.

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Our Vascular product portfolio comprises devices designed to support a variety of critical care therapies and other medical applications, with an emphasis on reducing vascular-related complications. These products primarily include our Arrow™ branded catheters, catheter navigation and tip positioning systems, and intraosseous (bone access) systems.

Our catheters are designed to support a wide array of clinical procedures, including the administration of intravenous therapies, the measurement of blood pressure, and the collection of blood samples, all through a single puncture site. Many of these catheters are equipped with antimicrobial and anti-thrombogenic protection technologies, which have been demonstrated to reduce the risk of catheter-related bloodstream infections, microbial colonization, and thrombus formation on catheter surfaces.

Our intraosseous access systems are designed for the delivery of medications and fluids in situations where intravenous access is challenging or not feasible. These systems are particularly effective in emergency, urgent or medically critical scenarios and are suitable for use in both hospital and pre-hospital settings. Key products in this line include the EZ-IO™ Intraosseous Vascular Access System and the Arrow™ FAST1™ Sternal Intraosseous Infusion System. Our hemostatic products accelerate the body's natural clotting cascade and are used in trauma and other clinical situations where bleeding is difficult to control. The portfolio consists of external hemostats used by first responders, surgeons, interventional products used in the catheter lab, and trauma products used by trauma surgeons, which are branded under our QuikClot™ trade name.



Arrow™ Arrowgard Blue Advance™ PICC



Arrow™ ErgoPack™ Complete System



Arrow™ EZ-IO™ Intraosseous Vascular Access System



QuikClot™ Control+™ Hemostatic Dressing

Our Products - Interventional

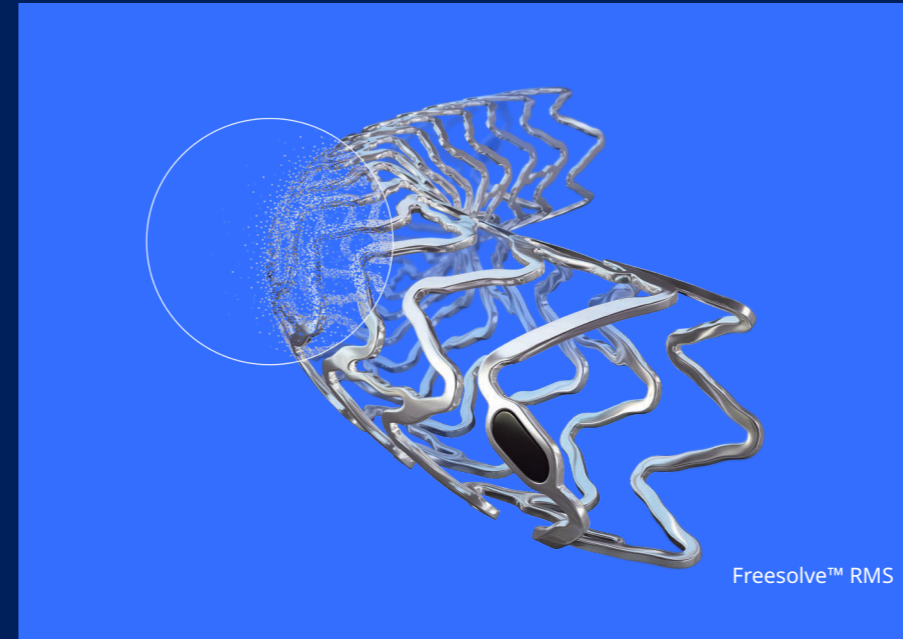
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Our Interventional product category offers devices that facilitate a variety of applications to diagnose and deliver treatment of coronary and peripheral vascular disease. These products primarily consist of a diverse portfolio of coronary catheters, structural heart support devices and peripheral intervention product platforms used by interventional cardiologists, interventional radiologists and vascular surgeons.

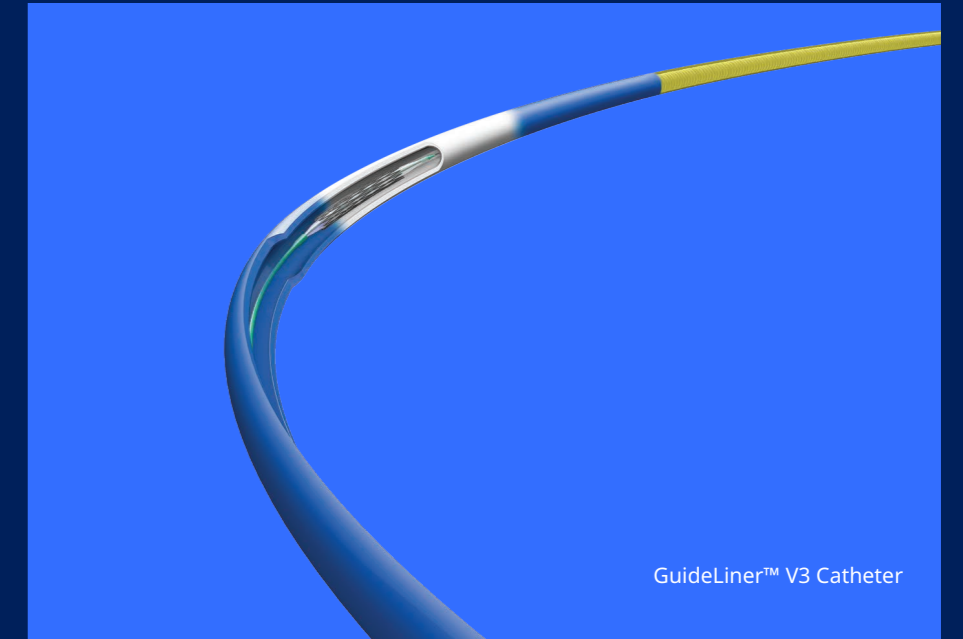
Clinical benefits of our products include increased vein and artery access, post-procedure closure, and increased support during complex medical procedures. Our primary product offerings consist of a portfolio of Arrow™ branded catheters, GuideLiner™, Turnpike™ and TrapLiner™ catheters, the MANTA™ Vascular Closure device and Arrow™ OnControl™ powered bone biopsy system.

The acquisition of BIOTRONIK's Vascular Intervention business adds a broad suite of coronary and peripheral medical devices, such as drug-coated balloons, stents, and balloon catheters.

Among other therapeutic products, Vascular Intervention portfolio includes Freesolve™ Resorbable Magnesium Scaffold (RMS), a resorbable, magnesium-based metallic scaffold that addresses the trend toward leaving behind less permanent implantable devices.



Freesolve™ RMS



GuideLiner™ V3 Catheter



MANTA™ Vascular Closure Device

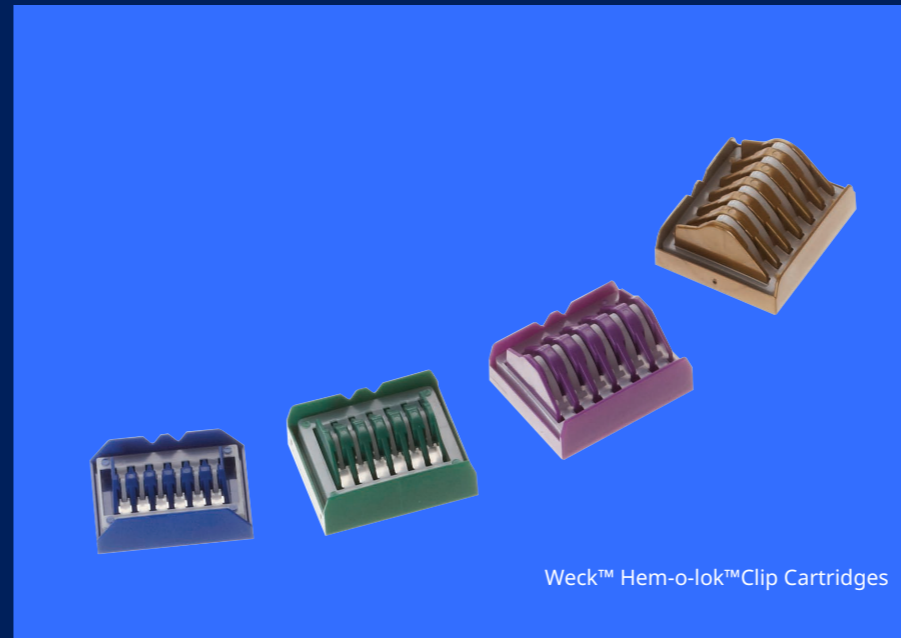


Arrow™ OnControl™ Powered Bone Access System

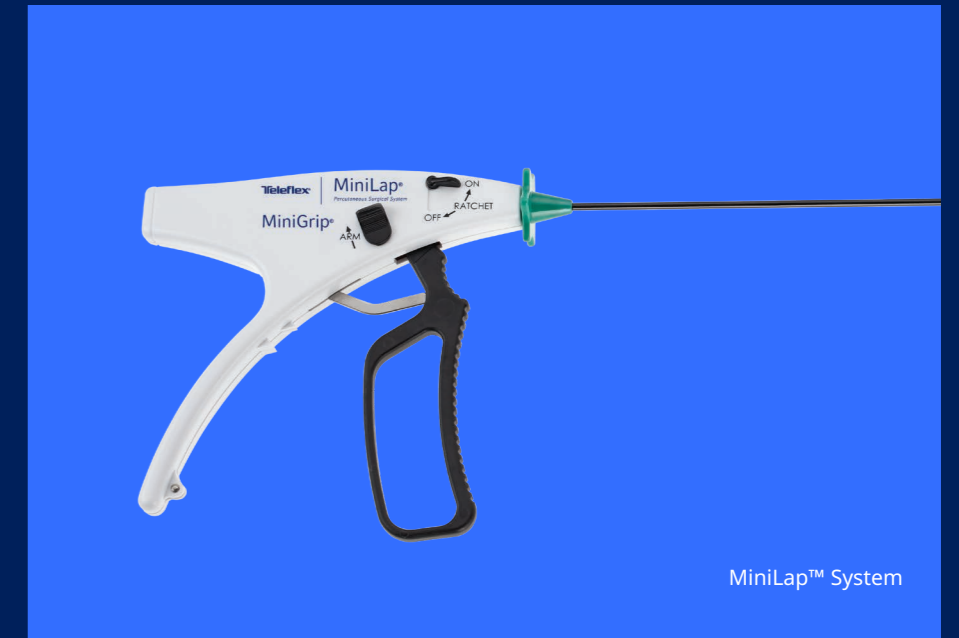
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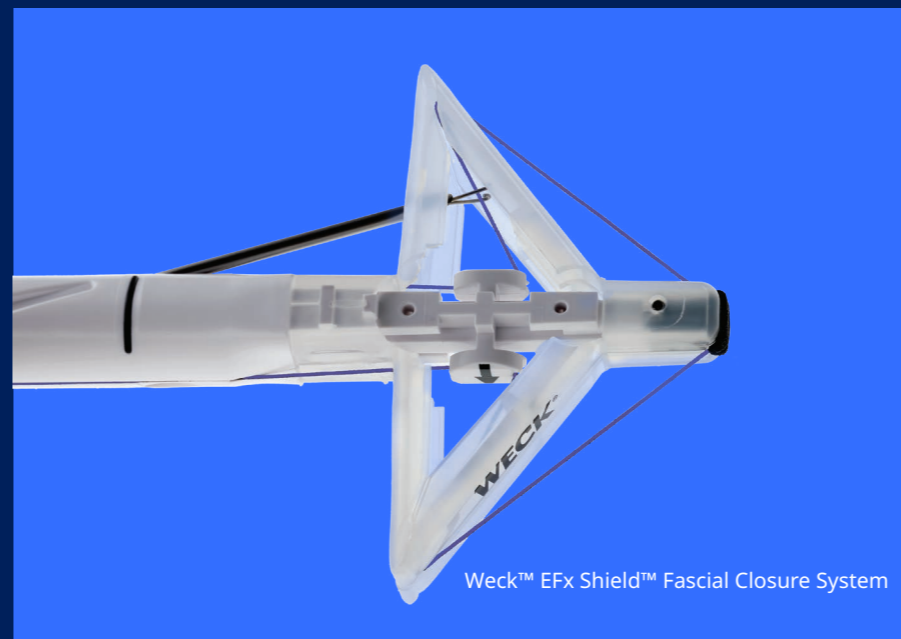
Our Surgical product category consists of single-use and reusable devices designed for use in a variety of surgical procedures. These products primarily consist of metal and polymer ligating clips using manual and automatic applier systems, fascial closure surgical systems used in laparoscopic surgical procedures, percutaneous surgical systems, a powered bariatric stapler, and other surgical instruments used in ear, nose and throat and cardiovascular and thoracic procedures. Our significant surgical brands include Weck™, MiniLap™, Pleur-Evac™, Deknatel™, KMedic™, Pilling™ and Titan SGS™.



Weck™ Hem-o-lok™ Clip Cartridges



MiniLap™ System



Weck™ EFX Shield™ Fascial Closure System



Weck™ Horizon™ Metal Ligation System Clips

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Corporate Social Responsibility



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At Teleflex, CSR is integral to living our Core Values, and we remain committed to advancing in areas such as environmental stewardship, ethics, employee engagement, community involvement, and economic responsibility. You can learn more about our **CSR program here**.

Mission Statement

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



Community & Sustainable Healthcare

- Health Equity
- Patient Access
- Health Policy
- Community Engagement
- Philanthropy
- Sustainable Products
- Product Safety and Quality



Planet & Environment

- Climate Change Action
- Sustainable Procurement
- Logistics and Distribution
- Responsible Consumption



People

- Employee Engagement and Communication
- Learning and Development
- Benefits and Family Support
- Inclusive Culture
- Employee Recognition
- Employee Health, Safety, and Wellness



Ethics & Governance

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

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CSR Strategy and Approach

The CSR program at Teleflex is underpinned by four strategic pillars, each with specific topics and priorities. We developed these pillars based on several internal and external factors and through input from various functions within the organization.

CSR is one of our main corporate objectives. Integrating CSR into our strategy demonstrates our commitment and efforts in working towards a more sustainable and inclusive society. Our focus on CSR strengthens trust with our employees, customers, and stockholders, and drives us to innovate and empower the future of sustainable healthcare.

We continue to monitor the legislative and regulatory landscapes to understand our obligations for environmental, social, and governance (ESG) reporting and are working towards compliance. These include but are not limited to: EU Corporate Sustainability Reporting Directive, California Climate Senate Bills 253 and 261, and jurisdictions in which the new IFRS sustainability disclosure requirements are applicable.

In support of these efforts, in 2025, we implemented sustainability software to strengthen our regulatory intelligence and sustainability reporting processes. These tools enable us to streamline future reporting requirements and ensure alignment with evolving local, national, and regional regulatory expectations, while enhancing traceability and promoting effective collaboration across our teams.

Our CSR team attends and participates in various events and conferences to keep abreast of the evolving sustainability and ESG trends. This year, Teleflex's CSR team attended influential forums that bring together sustainability professionals and leaders to advance sustainable business practices.

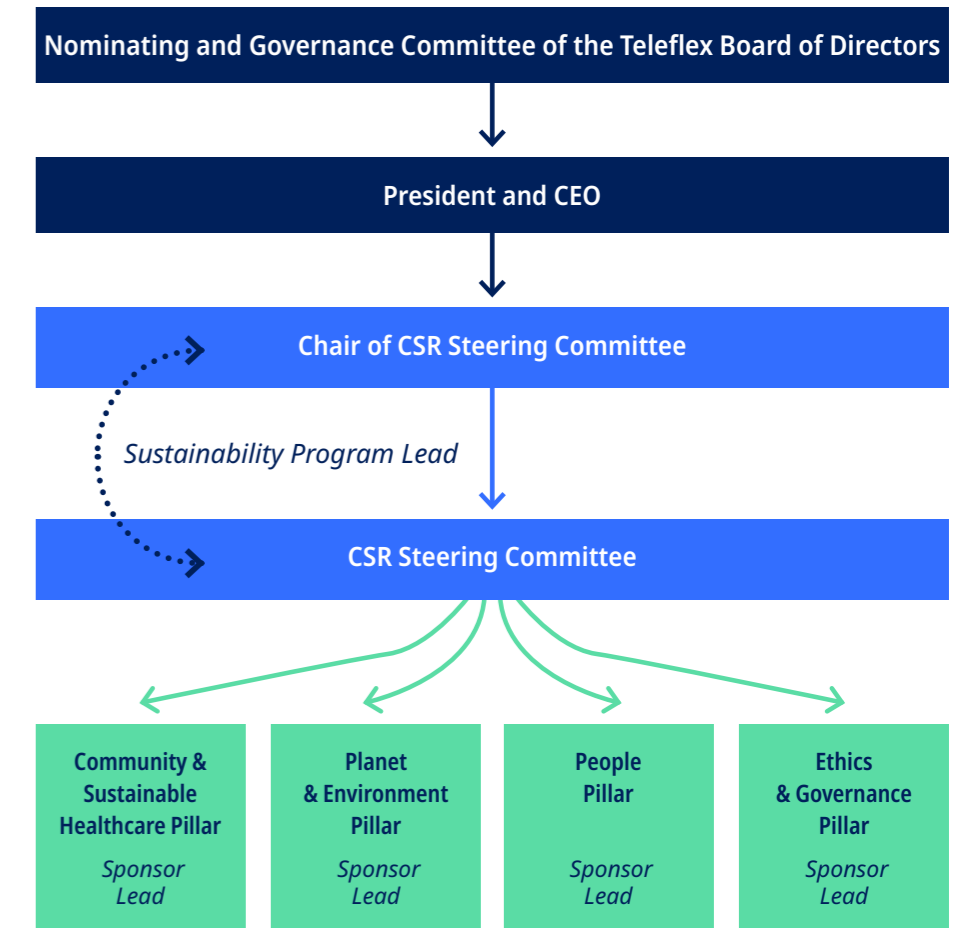
Corporate Social Responsibility Governance

Our CSR Steering Committee, which meets regularly throughout the year, is comprised of senior-level leaders within the company and provides oversight and direction for Teleflex's CSR program.

The Steering Committee includes leaders across many of our key departments and teams. We also have a CSR Working Group, which consists of various internal functions critical to moving our agenda forward and meets monthly.

Teleflex has structured our program to include Pillar Leads, who are senior-level leaders responsible for the day-to-day management of each pillar, and a Pillar Sponsor, who is an executive-level member who provides oversight and strategic guidance. Our Sustainability Program Lead meets frequently with the Pillar Leads to align on pillar strategy. This role is responsible for the larger program progress and manages various components of the program, including strategy, reporting, communications, and governance related to our CSR program.

The Sustainability Program Lead works directly with the Steering Committee Chair, who reports to our CEO and provides regular updates about the progress and status of our CSR program. The Chair also provides an update to Executive Management³ periodically during their larger leadership meetings. The Sustainability Program Lead and CSR Chair provide reports on our CSR program to the Nominating and Governance Committee of the Teleflex Board of Directors at least twice annually, and to the full Board of Directors at least once a year. Reporting updates in areas of voluntary and mandatory reporting, and other oversight items are also provided to the Audit Committee of the Board of Directors at a minimum of once a year.



³ Executive Management Team is defined as a smaller subset of the Senior Management Team

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Environmental, Social, and Governance (ESG) Ratings^{4,5}

Environmental, Social, and Governance (ESG) ratings are a valuable tool for assessing our sustainability performance and demonstrating our progress in our Corporate Social Responsibility program.

Teleflex is reviewed and rated by several globally recognized agencies based on our level and quality of reporting and disclosure related to ESG topics.

ISS ESG Corporate Rating

We are proud to share that Teleflex has obtained **Prime Status** in the **ISS ESG Corporate Rating**. This recognition is awarded to companies whose ESG performance goes beyond the sector-specific performance standards. This achievement showcases our commitment to advancing sustainable healthcare, and reflects the significant progress we have made in our CSR program.



Other ESG Ratings



CSR Double Materiality Assessment

In 2024, we conducted our first Double Materiality Assessment, in accordance with the principles and methodologies established by the European Financial Reporting Advisory Group (EFRAG). Double materiality considers impact and financial materiality per the global sustainability reporting frameworks and requirements.

The assessment was conducted with the support and guidance of the Ernst & Young Climate Change and Sustainability Services team. This process included, but was not limited to, a review of our top investor ESG policies, analysis of our entire value chain, review of multiple major sustainability reporting frameworks, panel interviews with internal employees and executives, and a peer benchmarking exercise. This assessment went through various internal reviews and ultimately was shared with the CSR Steering Committee, senior leadership, and the Audit and Nomination and Governance Committees of the Board of Directors.

Following the planned separation of the company, we intend to conduct an updated Double Materiality Assessment to identify and assess the most important and relevant issues for Teleflex and its stakeholders, ensuring these findings inform our future CSR strategy, and voluntary and mandatory reporting processes.

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⁵ Teleflex Inc EcoVadis Recognition Page

Stakeholder Engagement

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It is essential for Teleflex to maintain regular interaction with those stakeholders we may impact and those who may impact us. We must be proactive in these activities so that we can promptly and effectively address any concerns or issues. As a global company, our stakeholders are global in nature and can range from local, regional, and global organizations or groups.

Key Stakeholders:

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

Example methods of engagement with select stakeholder groups:

Stakeholder Group	Methods
Stockholders and Analysts	<ul style="list-style-type: none"> ➔ Routine attendance at various investor conferences hosted by investment firms ➔ Proactive outreach strategy to stockholders ➔ Inbound requests for information which are answered by our VP, Investor Relations ➔ Publications such as our Annual Report, proxy statement, and other financial filings ➔ Annual Meeting of Stockholders ➔ Analyst and investor days hosted by Teleflex
Employees	<ul style="list-style-type: none"> ➔ Townhalls (in person and virtual): corporate-wide, regional, and business unit or functional area ➔ Regular employee engagement surveys ➔ Onsite screens and monitors ➔ Email communications (company newsletters and various updates from senior management) ➔ Company trainings ➔ Publications such as our Annual Report and Global Impact Report
Industry Associations	<ul style="list-style-type: none"> ➔ Attending organizational meetings ➔ Participation through direct engagement on a workstream within the organization ➔ Attending conferences, webinars, or other events ➔ Cross-industry collaboration
Governments	<ul style="list-style-type: none"> ➔ Senior leaders conduct in-person meetings with U.S. Senators and Representatives on a periodic basis ➔ Providing public comments to rules, legislation, or changes to law as needed
Healthcare Professionals	<ul style="list-style-type: none"> ➔ Sales representatives and sales team ➔ Customer service representatives ➔ Medical education ➔ Tradeshows and other product demos

Meet a few of our Corporate Social Responsibility Team Members

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Padraig Kenny
Supply Chain Manager,
Purchasing Controls & Sustainability

How does sustainable procurement contribute to our CSR objectives and strategy?

Sustainable procurement is a cornerstone of our strategic priority: Advancing Corporate Social Responsibility and Inclusive Culture.

It plays a key role in advancing Teleflex’s CSR objectives and overall strategy by confirming our commitment to reducing our environmental footprint, and ensuring our Supply Chain adheres to ethical labor practices, human rights standards, and fair working conditions while supporting diverse and inclusive suppliers.



Caroline Fallon
Project Manager CSRD,
Corporate Reporting & Sustainability

What is it about Teleflex that attracted you to this role?

I was drawn to this role at Teleflex by the opportunity to combine my passion for advancing healthcare with my growing interest in sustainability and corporate responsibility.

I’ve always been inspired by organizations that make a tangible difference in people’s lives, and Teleflex’s commitment to improving patient outcomes while integrating environmental and social considerations into its operations strongly resonated with me.

This role with Teleflex offers a meaningful way to expand my expertise in the evolving field of sustainability and corporate reporting, and I look forward to supporting Teleflex in ensuring that our sustainability journey remains as measurable and impactful as our commitment to health.



Megan Rottkamp
Sr. Accountant,
Corporate Accounting and ESG Reporting

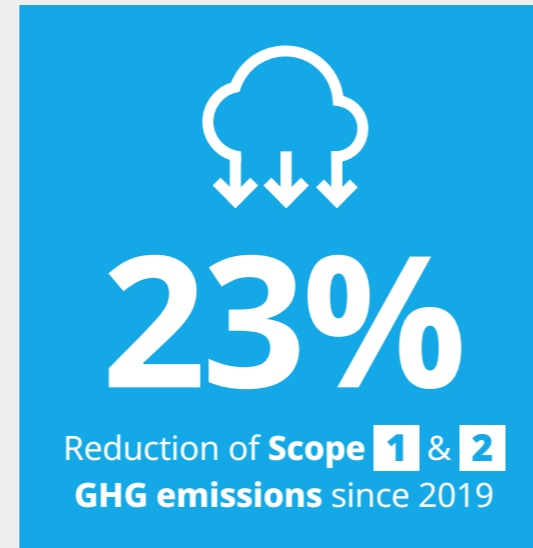
Why did you join Teleflex?

Teleflex’s commitment to improve the health and quality of people’s lives attracted me to the company. Teleflex strives to have a positive impact on the community. It is crucial that companies adopt sustainable business practices and comply with regulations.

As a member of the ESG Reporting team, I am able to help ensure Teleflex meets the CSR requirements set by various agencies. There is opportunity to enhance connectivity with financial reporting, and my role helps bridge the gap between financial and ESG reporting practices. ESG Reporting is an evolving regulatory environment, and I am pleased to leverage my experience from financial reporting and apply that knowledge to the complex environment of ESG Reporting.

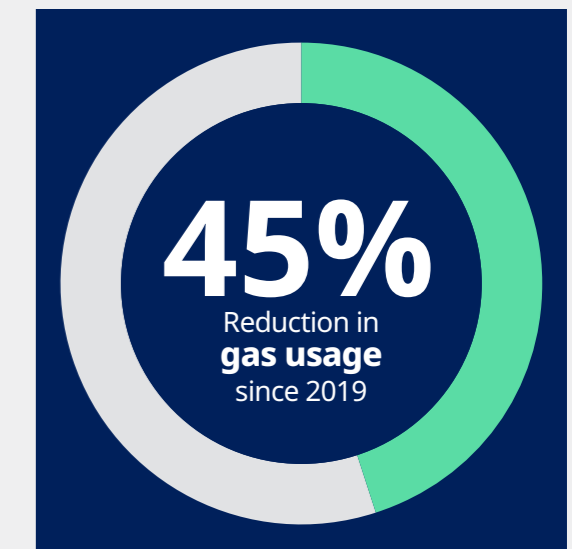
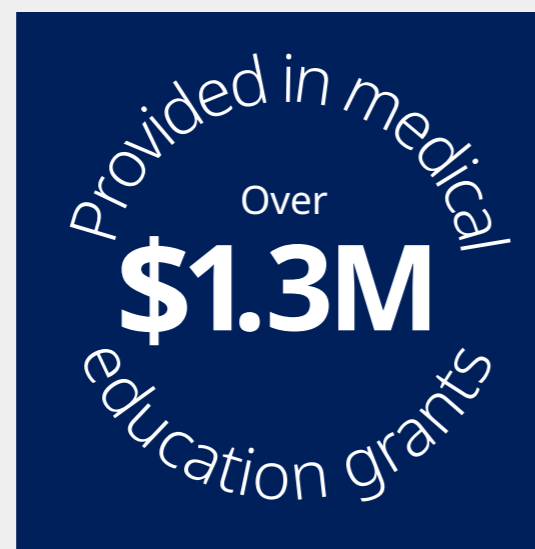
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Developed our **Global Health Equity Statement**

Launched our **RISE Global Competency Framework**



⁶ Refers to exempt employees in the US, Canada, and parts of Latin America

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Community & Sustainable Healthcare Pillar

Executive Sponsor: Dr. Christopher Ross - Global Medical Safety Director

Pillar Lead: John McDonald - Senior Director, Global Scientific Affairs




Community & Sustainable Healthcare

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This pillar reflects our commitment to the principle of 'do no harm' - to patients, communities, and the planet. It underscores the strong connection between sustainability and human health.

2025



Over \$1.3M

Medical education grants


2025



Over \$5.8M

Research grants


2025



Over 318,000

Healthcare professionals educated

2025



More than \$0.4M

Granted in humanitarian donations

2025



Launched **Intraosseous Driver Recycling Program**

2025



Developed our **Global Health Equity Statement**

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Health Equity

Health equity refers to the principle in public health that aims for fair access to healthcare resources for everyone, irrespective of their social status, economic position, demographic background, location, or any other factors contributing to inequality. Teleflex contributes to the promotion of health equity by establishing a dedicated workstream, which focuses on developing organizational goals intended to empower more people to achieve optimal health outcomes.

Teleflex has joined efforts with The Global Health Equity Network (GHEN) by signing the Zero Health Gaps Pledge. The Zero Health Gaps Pledge is a slate of ten commitments for organizations sign on to that affirms their intent to embed health equity as a tenet of their business practices, across their organization, offerings, surrounding community, and ecosystem partners.

In 2025, our health equity workstream continued to work on achieving set objectives and work towards the ten commitments on the Zero Health Gaps Pledge. We are proud to share we have developed our Global Health Equity Statement. This statement was developed through targeted and global employee outreach. In addition to gathering sentiment and background from those involved in JOIN and CSR, Teleflex sent a global, all-employee survey in 2024, whereby every employee had the opportunity to share perspectives on health equity. Based on responses received, the health equity workstream developed the Teleflex Global Health Equity Statement, which reflects our commitment to advancing our health equity journey and aligns with our purpose of improving the health and quality of people's lives.

Teleflex Global Health Equity Statement

Health equity is a public health principle that emphasizes equitable access to health resources and opportunities for every person - regardless of social, economic, demographic, geographic, nor other circumstances of inequality.

At Teleflex, health equity is a core commitment that directly supports our purpose: to improve the health and quality of people's lives. Achieving health equity requires deliberate and sustained action to ensure that all individuals have fair access to safe, high-quality, and affordable medical devices.

Product Training and Education

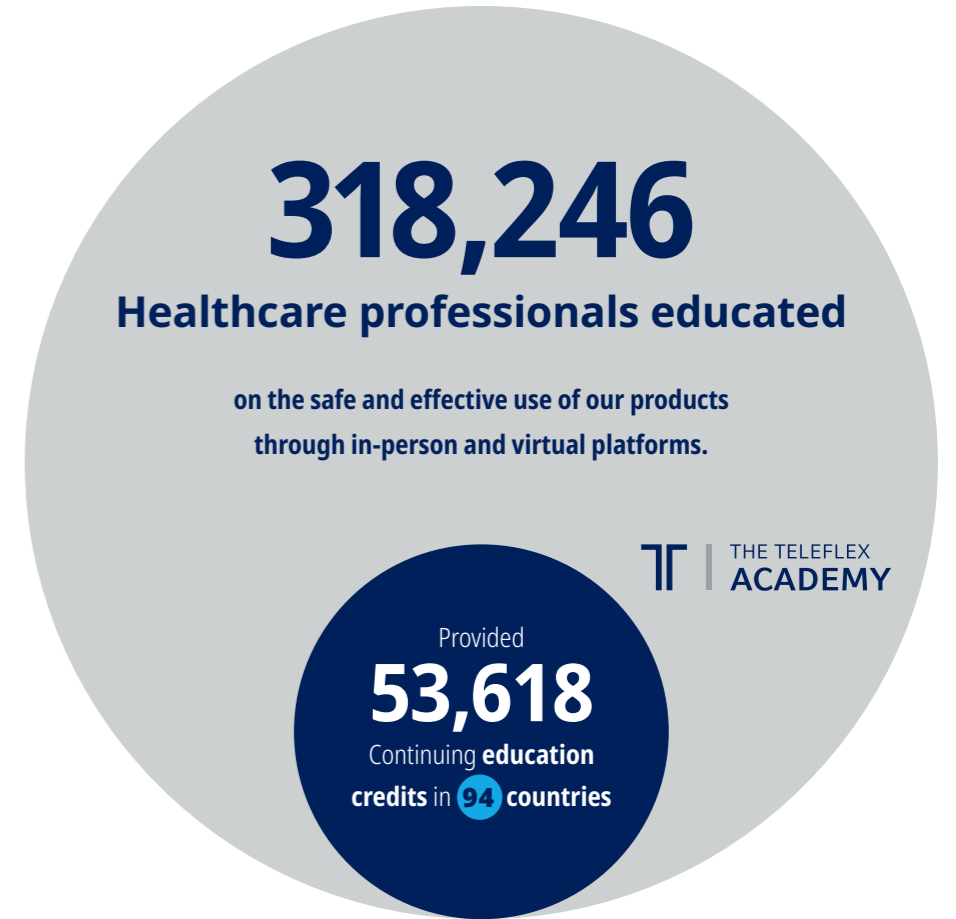
Empowering our end users with the knowledge and skills needed to consistently use our devices safely and effectively in their daily procedures is essential. To support this goal, we collaborate with medical organizations and academic institutions to create differentiated educational solutions that are designed to meet the end user's learning objectives. Our offerings include cadaveric training and high-fidelity simulation programs for procedural education.

First Arrow™ Vascular Clinical Education Course in Japan

Teleflex Medical Japan successfully hosted the first Arrow™ Vascular Clinical Education Course PICC (peripherally inserted central venous catheters) & Midline Instructor Certification Course. This course provided a valuable opportunity for Nurse Practitioners from all over Japan to deepen their understanding of the use of PICC and Midline catheters through comprehensive sessions on the proper use of Arrow™ PICC & Midline catheters, clinical procedures, practical exercises, and case discussions.



To achieve this, we have developed extensive training resources available in various formats, such as e-learning modules, speaker programs, webinars, hands-on workshops, in-booth education, or a combination of these approaches tailored to specific learning needs and opportunities. In 2025, Teleflex introduced our Train Your Team program, an educational initiative



designed to deepen the understanding of device engineering through focused training modules for physicians, nurses and technicians. Additionally, comprehensive online education is accessible through **Teleflex Academy**, our dedicated online learning platform.

Educational Access and Equity

We believe all healthcare professionals and customers, regardless of size, setting, or location, should have access to training and education on our products. Through the integration of online and remote training platforms, the Teleflex Clinical and Medical Affairs (CMA) function has broadened the geographic scope of its key educational programs.

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Recognizing the importance of accessibility, we strive to provide procedural education in multiple languages across all training modalities. The training content on Teleflex Academy is available in various languages and is designed to reflect regional and cultural differences where our products are used. These initiatives ensure clinicians have access to relevant and practical content, promoting the safe and effective use of Teleflex products.

Empowering Healthcare Professionals Across Borders



Teleflex hosted a new edition of the Teleflex Academy course, “The Neurogenic Bladder and Neurogenic Pelvic-Perineal Dysfunctions” in Florence, Italy, gathering healthcare professionals from across the country. Led by specialists from Careggi Hospital’s Spinal Unit and Neuro-Urology Department, the two-day program featured theoretical and practical sessions focused on diagnostics and treatments for neurogenic bladder and lower urinary tract dysfunctions.

As we expand globally, we remain committed to providing equitable access to our educational programs in each of our direct markets. To support this effort, clinical presentations for virtual and in-person training are translated into the respective languages of these regions. Currently, Teleflex Academy offers content translated into Spanish, French, Italian, German, Mandarin, and Portuguese. This reflects our ongoing commitment to pairing our world-class products with world-class education tailored to meet the diverse needs of clinicians around the globe.

Clinical Research

We conduct clinical research to help develop new products and expand existing products using the principles of Good Clinical Practice and adhering to all local and regional regulatory requirements. Members of our Global Clinical Evidence Generation team manage our clinical research 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**, and any patients interested in volunteering for a trial can find more information there as well.

Teleflex has a global work instruction outlining the process for using animals in connection with laboratory research and training in support of Teleflex products. We are committed to ensuring the ethical treatment of animals used in laboratory and educational settings to advance patient safety and well-being and comply with all applicable laws and regulations. We uphold the principles of replacement, reduction, and refinement. To read more about our commitments, please see our **Global Work Instruction for Use of Animals in Laboratory Research and Training Activities**.

Clinical Evidence

As the healthcare landscape evolves, medical technology remains a vital pillar in the delivery of care, and clinical evidence plays a critical role in this process. Effective clinical evidence generation strategies enable medical device manufacturers to demonstrate safety, effectiveness, and real-world value, ensuring that devices continue to meet the highest standards of care.

Teleflex's Clinical and Medical Affairs team actively disseminates our research findings from our real-world evidence activities and our clinical trials to highlight patient outcomes, support market access and reimbursement, and ultimately help shape the standard of patient care.

In 2025, we launched the Vascular Access Device Registry (VADER), a multicenter, prospective, observational registry, which covers a broad portfolio

of Teleflex vascular access devices. The registry supports compliance with CE mark requirements, contributes to high-quality peer-reviewed publications, and provides the infrastructure to continuously gather performance and safety data across a wide patient population and multiple clinical sites.

To further advance our goal of generating high-quality evidence that supports product development and drives improved outcomes for patients, we established a partnership with a fast-growing consortium of U.S. health systems. This collaboration will play a critical role in enhancing our evidence generation capabilities, and will enable a steady flow of peer-reviewed publications.

Teleflex is committed to making our device Summary of Safety and Clinical Performance (SSCPs) available on EUDAMED (once active) for our Class III and implantable CE-marked products. Doing this provides public access to the summary of clinical data and other information about the safety and clinical performance of the medical device. The SSCP is an important source of information for intended users – both healthcare professionals and patients. It is one of several means intended to fulfill the objectives of the Medical Device Regulation (MDR) to enhance transparency and provide adequate access to information.

Inclusivity in Clinical Research

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 we have the power and influence to change that. Teleflex is committed to developing and executing clinical studies in consideration of the diverse patient populations our products serve, and in accordance with regulatory requirements and guidance.

The Global Clinical Evidence Generation team and Medical Directors, who are responsible for management of Teleflex-initiated and Investigator-initiated clinical research, completed internal training on inclusion of diverse and underrepresented patient populations in clinical research. Considering diversity

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in the clinical trial population will help to ensure that the products are being developed to meet the needs of the broader, inclusive population rather than based on a select proportion of the afflicted patient population. Taking a patient-centric approach to managing our business is consistent with our Core Values.

Humanitarian Donation Program

Through our Humanitarian Donation Program, Teleflex provides medical product donations to non-governmental and nonprofit organizations that deliver care to medically underserved patient populations worldwide. Each donation is evaluated by our Humanitarian Donation Review Committee to ensure it is needs-based, compliant with global standards, and aligned with World Health Organization (WHO) Guidelines on Medical Device Donations and the PQMD Guidelines for Quality Medical Product Donations. In 2025, Teleflex provided 21 humanitarian product donations valued at more than \$0.4 million, marking an increase from 2024. Requests for humanitarian product donations can be submitted through our **Grants and Donations portal**.

Patient Access and Reimbursement

Our patient access initiative is led by our Government Affairs, Health Policy and Value Access team. This team works to secure reimbursement and coverage for all Teleflex products to ensure broader patient access and reduce overall healthcare costs for patients. We have expanded our focus globally to secure public and government coverage for a range of Teleflex products. Success in this area will impact the ability for all patients, regardless of socioeconomic status, to access care. We identify patient advocacy groups to partner with to support their work and allow for more access to Teleflex products.

A key area of focus is increasing patient medical policy coverage in various nations related to our products. In the U.S., we collaborate with the American Urological Association (AUA) and other urological medical associations on advocacy initiatives. Teleflex also collaborates with specialty

Saving Little Hearts: Transforming Pediatric Cardiac Care in Nigeria

In November 2025, Teleflex provided over \$17,000 in product donations from its Acute Care and Interventional business units to Hospitals for Humanity (HfH). Through this support, HfH brought life-saving care to children across Nigeria through its Saving Little Hearts program at Diamed Centre in Lekki, Lagos. Over the course of three weeks, HfH's dedicated team, supported by volunteers from the U.S., UK, Asia, and Africa, performed 36 open-heart surgeries and device closures for children born with congenital heart defects.

In addition, more than 50 children were screened for congenital heart defects. Through the unwavering dedication of HfH's team and partnerships with organizations like Teleflex, Saving Little Hearts is helping rewrite the story of pediatric cardiac healthcare in Africa—one little heart at a time.

societies across business units such as American College of Emergency Physicians and American Society of Metabolic and Bariatric Surgeons. Through our involvement with AdvaMed, MDMA, OBFA, and MassMedic, we raise awareness on issues affecting medical devices and physician reimbursement.

We conduct advocacy efforts related to the Centers for Medicare and Medicaid Services (CMS) to provide increased access to Teleflex products for seniors. In 2025, our efforts focused on CMS reimbursement, with emphasis on potential reform for the Physician Fee Schedule, preservation of the office site of service, and coverage for new and innovative products. Teleflex reviews proposed and final rules published by CMS for physician

payment and hospital outpatient and ambulatory surgical center payment systems and submits comments on impact on healthcare. We also engage congressional offices to use our presence and standing to influence health policy, patient care, the med tech sector, and healthcare community.

Direct lobbying priorities include the reform of the Medicare Advantage program for delays in treatment and prior authorization, ensuring patient access to critical breakthrough products to allow Medicare coverage for new technology, support of Reduce and Treat Obesity Act to allow for coverage of Medicare Part D of Anti-Obesity Medications (AOMs) and creation of a payment system for office-based facilities procedures through reintroduction of Promoting Fairness for Medicare Providers Act of 2024. Teleflex wants to see coverage extended to all FDA cleared technologies to increase patient care, implement guardrails for Artificial Intelligence, and increase strengthening of Medicare Advantage transparency and payment/coverage alignment with Medicare FFS.

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Medical Education Grants

Teleflex provides monetary, in-kind, cadaveric, simulation, and/or technician support through Medical Education Grants for accredited medical educational programs and events that promote scientific or educational discourse and meet defined clinical educational needs. Grant requests are reviewed by regional Grant Panels, composed of representatives from our Business Units, Finance, Compliance, and chaired by Clinical and Medical Affairs. In 2025, we provided 129 medical educational grants totaling more than \$1.3 million across APAC, EMEA, and North America regions. Requests for medical education grants can be submitted through our **Grants and Donations portal**.

Men's Health Community Talks in Hong Kong



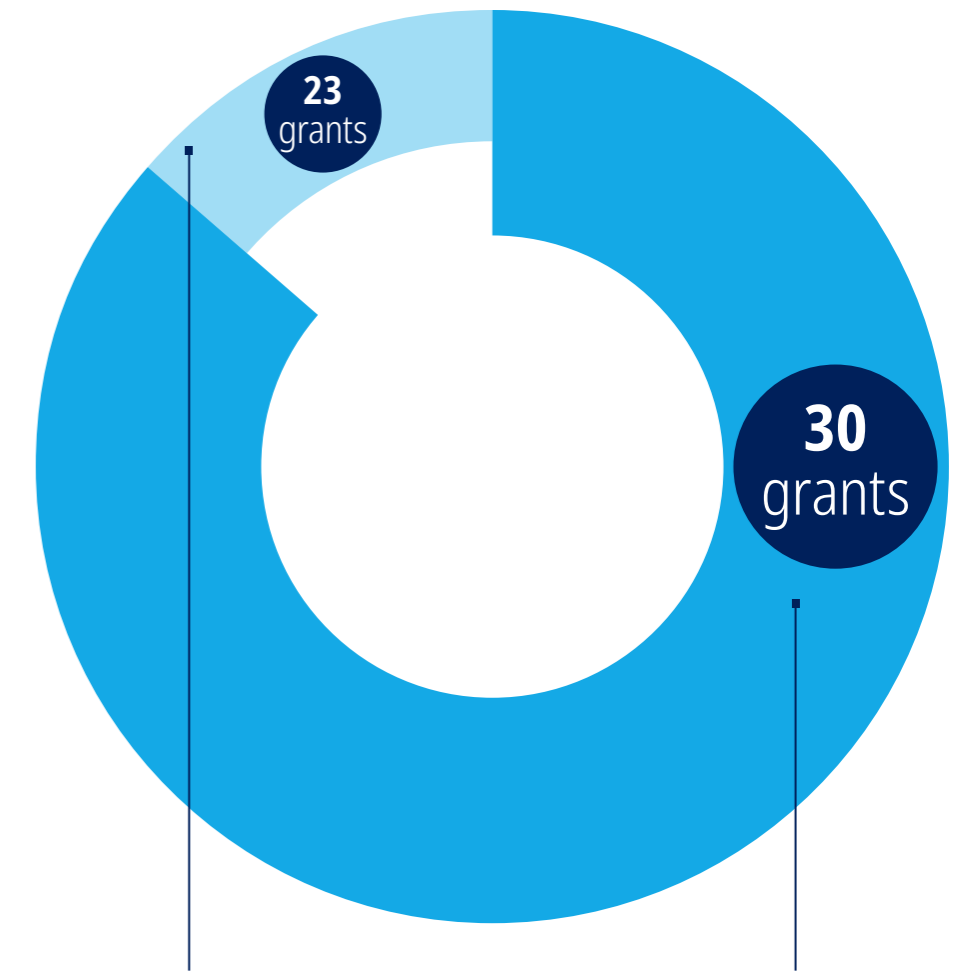
Teleflex provided a monetary grant for MNHD (Hong Kong Consortium for Medical, Nursing and Healthcare Development Limited) to fund two community health talks attended by 80 men from the Hong Kong general public. The health talk series focused on Benign Prostate Hyperplasia (BPH), minimally invasive treatment options, and the psychological impact of chronic conditions. Led by a urologist and psychologist, the session explored benefits and risks of treatment, coping strategies, lifestyle adjustments, and help-seeking behavior, while also addressing how stress and sleep health influence overall well-being.

Clinical Research Grants

We provide research grants and support to healthcare providers in areas complementary to Teleflex's business and products. One of the most powerful ways we advance our commitment to evidence-based medicine is through Investigator-Initiated Studies (IIS), research projects conceived and led by independent investigators with support from Teleflex. Every IIS contributes valuable data that deepens our understanding of how Teleflex solutions perform in clinical practice.

In 2025, we updated our internal IIS process to make participation clearer, more efficient, and more aligned with our strategic objectives. Additionally, we redesigned the **IIS website** to provide detailed guidance for investigators, including submission requirements, evaluation criteria, and timelines.

All incoming requests are reviewed and managed by the Global Clinical Evidence Generation team. 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.



Provided **23 Investigator Initiated Study (IIS)** grants worth approximately **\$0.8 million**.

In 2025, we issued **30 directed grants** totaling nearly **\$5.1 million**.

Sustainable Healthcare

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Our focus on sustainable healthcare is delivering quality care to our patients, while remaining mindful of the planet's health.

Sustainability Medical Advisory Board

Teleflex Sustainability Medical Advisory Board (SMAB) provides expert guidance to help further build sustainable, equitable, and resilient healthcare systems in line with Teleflex's long-term strategy. SMAB meets periodically throughout the year to help align sustainability with clinical practice and measurable Teleflex business outcomes.

Meet the members of our Sustainability Medical Advisory Board:

- **Lauren Berkow, MD, Anesthesia**
 - Co-Chair, University of Florida Health Shands Sustainability Committee
 - Member, American Society of Anesthesiologists Committee on Environmental Health
- **Ethan Sims, MD, Emergency Medicine**
 - Medical Director for Sustainability at St. Luke's Healthcare System
 - Founder and Board VP of the Idaho Clinicians for Climate and Health
- **Jonathan Slutzman, MD, Emergency Medicine**
 - Medical Director for Environmental Sustainability, Massachusetts General Hospital
 - Director of the Center for the Environment and Health, Massachusetts General Hospital
- **Faisal Masud, MD, FCCP, FCCM**
 - Mary A. and M. Samuel Daffin, Sr. Centennial Chair in Anesthesia and Critical Care
 - Medical Director, Center for Critical Care, Houston Methodist Hospital
 - Medical Director Sustainability, Houston Methodist System

Product Sustainability

Our 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 enable

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

Our product sustainability work is managed directly in our Community & Sustainable Healthcare Pillar. In addition, as part of the strategy, Teleflex has a training platform focused on promoting awareness of the diverse list of sustainability considerations that can be seamlessly integrated into the design of our product portfolios.

Product Sterilization

Teleflex has optimized its global sterilization program by transitioning to more sustainable Ethylene Oxide (EO) cycles to reduce the impact of fugitive emissions on the environment. The new cycles have been validated with lower cycle concentrations, reducing gas usage by an average of 30% globally. This improvement was qualified while continuing to maintain acceptable sterility assurance levels and not affecting the safety or effectiveness of our sterile products.

Our sterilization providers invested in major upgrades to their emissions controls to lower residuals internally and externally to comply with environmental permitting. Teleflex will continue to partner with its sterilization providers to drive continuous improvements while remaining compliant with current and future regulations.

Product Packaging

When considering any sustainable packaging changes, we evaluate how those changes may impact the complexity of the packaging and the safety of our patients. Material selection is often based on a full product lifecycle viewpoint that includes many critical factors such as: sterilization, distribution, device protection, clinical performance and understanding the methods of disposal and recycling for the end user. Other key factors will include meeting any key legal and regulatory requirements as well as localized end-user practices.

Over the past few years, we have reduced material usage through targeted initiatives, such as packaging material changes and size optimizations. Most packaging materials at Teleflex are widely recyclable, including HDPE hoops and clips, PE trays, Polystyrene trays, Tyvek (PE-derived), corrugated paperboard, and shelf cartons (paperboard). We continue to evaluate opportunities to replace existing plastics with more recyclable plastics. Several of our products manufactured in Asia, Europe and Mexico have up to 30% PCR (post-consumer recycled content) in their tertiary corrugated paper shipping boxes. Many of the paper-based materials used in product labeling instructions and inserts have transitioned to 70% FSC (Forestry Stewardship Council) content.

In some instances, reducing the size and volume of the physical IFU could lead to a packaging size reduction as well. We continue transitioning from paper labeling to electronic labeling where regulations permit. Many of our products have electronic IFUs in different languages. You can find all of our electronic IFUs [here](#).

Product Materials

Teleflex maintains a robust internal toxicology program within its Biocompatibility function, staffed by experienced toxicology professionals, including a Board-Certified Toxicologist (DABT). This program reflects our commitment to patient safety by ensuring that our devices are rigorously evaluated and by supporting research and development through informed material selection and manufacturing process design. As part of our continued investment in scientific excellence, Teleflex has strategically expanded its internal chemistry and materials science capabilities to enhance our ability to characterize, assess, and manage material risks across the product lifecycle.

Over the past several years, Teleflex has made deliberate investments to build a robust, forward-looking dataset on device materials and their

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safety profiles, positioning the organization ahead of evolving global regulatory frameworks. By integrating detailed chemical characterization with biocompatibility data, we have established a comprehensive understanding of material usage and safety across our portfolio. This capability enables us to proactively identify trends, assess potential risks, and efficiently address regulatory inquiries (e.g., those related to restricted substances such as California Proposition 65). This centralized knowledge base supports new product development by enabling earlier, more informed material selection and alignment with emerging chemical regulations. By embedding these capabilities into our design and evaluation processes, Teleflex is able to take a predictive, data-driven approach to testing, risk assessment, and product development. We extend this commitment across our supply chain by partnering with suppliers to meet our standards for regulatory compliance and responsible material management.

Teleflex continues to manage a project to ensure compliance with the EU battery regulation across relevant devices. The new EU Battery regulation aims to ensure batteries have a low carbon footprint, use minimal harmful substances, and are collected, reused, and recycled to minimize the reduction of improper waste. Teleflex has classified batteries in applicable medical devices in accordance with the regulation and has updated the quality management system documentation to ensure compliance with this regulation.

Teleflex is also engaging with manufacturers of batteries that are incorporated into our medical devices to confirm the manufacturer's compliance with the regulation and ensuring the required information is included in product labeling. Teleflex continues to manage the implementation of battery waste management arrangements and reporting requirements at each member state.

Intraosseous Driver Recycling Program

In 2025, Teleflex France implemented a recycling program for our Arrow™ EZ-IO™ and Arrow™ OnControl™ devices through a partnership with a vendor specializing in the collection and recycling of electrical and electronic equipment. The process is simple: when a device reaches the end of its life, it is returned to our French headquarters in Le Faget, where our partner collects it and ensures proper dismantling and recycling of every component, including the batteries. This program showcases our commitment to advancing sustainable healthcare and minimizing our products' environmental impact at the end of its life.



Sustainable Corporate Development

The Teleflex Global Corporate Development and Strategy team explores partnerships, acquisitions, and joint ventures consistent with our global leadership in healthcare. As Teleflex evaluates these opportunities, we carefully consider whether the opportunity fits with our growth initiatives. We also see acquisitions as a key component to our health equity strategy. We are able to bring technologies and products to markets that would have otherwise not been possible without our footprint and operations.

As a part of our sustainable healthcare journey, we built CSR-specific considerations into our due diligence process, and in our most recent acquisition, we have incorporated key environmental sustainability elements within the integration process. Additionally, we are working on better considering CSR in any potential new deal. Doing so will allow us to more appropriately bring these new organizations into the Teleflex CSR program.

Product Quality and Safety

At Teleflex, quality and safety are at the core of how we operate—from the suppliers we engage to the systems we use to monitor performance and manage risk. In 2025, we built on our strong foundation by enhancing our quality and regulatory processes to support our efforts to deliver safe, effective products to patients and providers around the world, while fostering a culture of continuous improvement.

One of the most transformative quality efforts in 2025 has been the continued implementation of 1QMS, Teleflex's enterprise-wide digital Quality Management System. This initiative consolidates legacy and site-specific systems into a single global platform, enabling harmonized processes, simplified document control, and enhanced audit readiness.

"With 1QMS and global dashboards, we've moved from siloed quality systems to an integrated, data-driven approach—accelerating resolution times and enhancing global visibility."

— Megan Zack, Program Manager, 1QMS

In 2025, Teleflex rolled out a global complaint process across all sites, creating a consistent framework for complaint analysis and tracking. We also opened a new complaint lab to serve the Asia Pacific region, accelerating complaint turnaround times, reducing shipping costs, and supporting faster investigations—ultimately helping ensure product safety and customer satisfaction.

In parallel with internal initiatives, we continue to enforce high standards across our supplier base, requiring adherence to our Quality Management System, defect-free production, and compliance with labor and ethical standards. Regular supplier audits and quality reviews—guided by a structured risk-based approach—ensure alignment with Teleflex expectations and enable proactive performance management. More information on supplier expectations can be found on our [website](#).

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Teleflex Global Living Quality Week

This year, in correlation with World Quality Week, we hosted our first Global Living Quality Week. Through educational and awareness-building opportunities, employees around the world deepened their understanding of how they contribute to quality and celebrated our Living Quality journey. This initiative emphasized the importance of pride, purpose, and connection in our daily work to positively impact patients' lives.



Our progress in 2025 will allow Teleflex to be agile, data-enabled, and will leverage a harmonized global approach to product quality and safety. As we look to 2026, we will continue to invest in digital innovation, global alignment, and continuous improvement, ensuring that Teleflex remains a trusted leader in quality across every product, process, and partnership.



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Community

Community is a huge part of who we are at Teleflex and we are committed to ensuring our communities flourish.



Community Engagement

Our employee-led community engagement program is called **JOIN** Act with Purpose. Through **JOIN**, our employees are dedicated and committed to supporting local charities and causes that are close to their hearts. This program unites all our employees under a shared sense of purpose, both in their everyday jobs and beyond. Our over 60 **JOIN** Champions play a key role in coordinating and leading local initiatives across our various regional offices and facilities.

In October each year, we organize our global **JOIN** volunteer month. Employees across Teleflex are invited to participate in various volunteering events and demonstrate our Core Values in action. Employees are encouraged to volunteer in any way they are able, including through small events such as a local beach cleanup, creating a community garden, or similar activities.

Caring for our oceans means safeguarding the future of all life

The Teleflex Medical Thailand team came together to plant corals with a clear mission: to protect coral reefs and restore the marine ecosystem. As we placed each coral into the sea, it was a reminder that even the smallest actions can spark big change. Together, we continue to act with purpose, protect our environment, and lead with care.



Supporting Animal Welfare Center in Tecate

Teleflex Tecate organized a collection of kibble, cleaning supplies, and toys to help improve the quality of life for more than 30 dogs residing at the Animal Welfare Center.

In addition, materials were provided to support the construction of a new perimeter wall, creating a safer and more secure environment for the “lomitos,” as they are affectionately known in Mexico.



Volunteering for our communities & the environment

Several of our Morrisville team members volunteered at William B. Umstead State Park to help maintain its natural beauty. Together, we cleaned picnic areas, scrubbed educational kiosks and directional signs, picked up litter, and removed invasive plants—supporting local conservation efforts and reinforcing our shared commitment to our communities and environment.



Cycling to empower human connection & care for our elderly

Inspired by the iconic Tour de France, the Teleflex France team launched its own ‘Join the Tour de France’ initiative. Each kilometer pedaled (1,814 km in total) supported a local charity, helping fund an adapted bike that enables isolated or mobility-impaired elderly people to enjoy safe outdoor rides and strengthen intergenerational bonds. We contributed to restoring a connection with nature, neighborhoods, memories... and life.



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Philanthropy

Established in 1979, the Teleflex Foundation aims to enhance the well-being of individuals within Teleflex communities. To accomplish this mission, the Foundation provides support to approved charitable organizations and non-profit groups, advancing Teleflex’s overarching goal of improving lives worldwide. Approximately 90% of the Foundation’s yearly budget is dedicated to charitable contributions, while the remaining 10% covers endowment management, administrative overhead, and tax-related expenses. Teleflex has consistently contributed to the Foundation, donating more than \$1 million in recent years. Additional details about the Foundation are available on our [website](#).

Through our annual Foundation gift, Teleflex is an Emergency Response Partner with AmeriCares, a global health-focused relief and development organization that supports people affected by disaster or poverty. Teleflex has been an AmeriCares Emergency Response Partner since 2014.

There are three different ways that employees can get involved with the Teleflex Foundation.

Make a Difference (MAD) Grant

The MAD grant program provides grants to healthcare-related charities with which Teleflex employees and their families are involved. Employees can nominate charities, and the Teleflex Foundation officers review these nominations and prioritize them based largely on the level of employee engagement with the organization (for example, as a volunteer or benefactor). In 2025, 16 eligible healthcare-related charities received MAD Grants.



Matching Gifts

The matching gifts program matches donations to qualifying organizations and will match gifts of \$50 and above, up to an annual total of \$2,000 per donor. In 2025, 206 eligible charities received a Matching Gift.

Team Volunteer Program

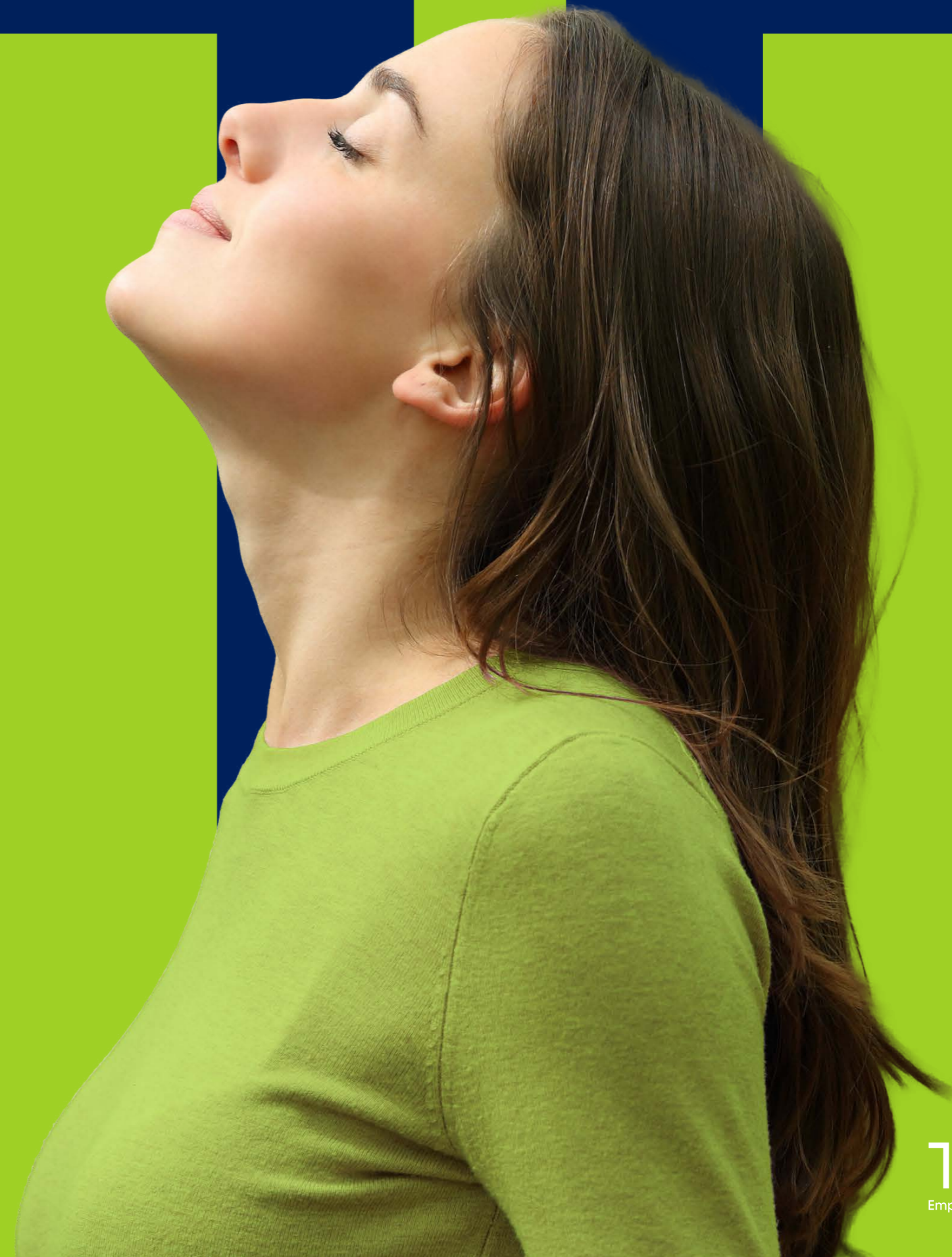
Teams consisting of 5 or more employees who participate in events such as walks and marathons, special events, and one-time fundraising initiatives can apply for a \$1,000 grant from the Foundation for eligible organizations.

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Planet & Environment Pillar

Executive Sponsor: James Winters - Corporate Vice President, Manufacturing & Supply Chain

Pillar Lead: David O'Flynn - Sustainability Director

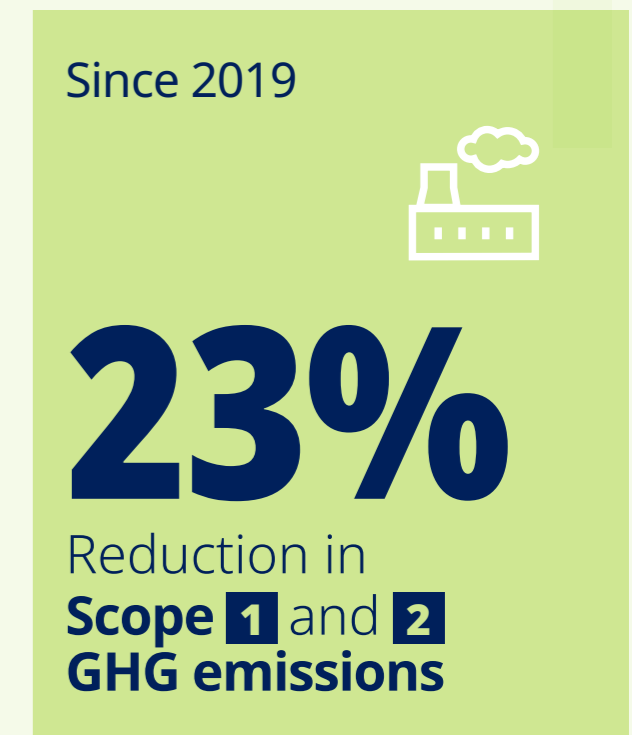
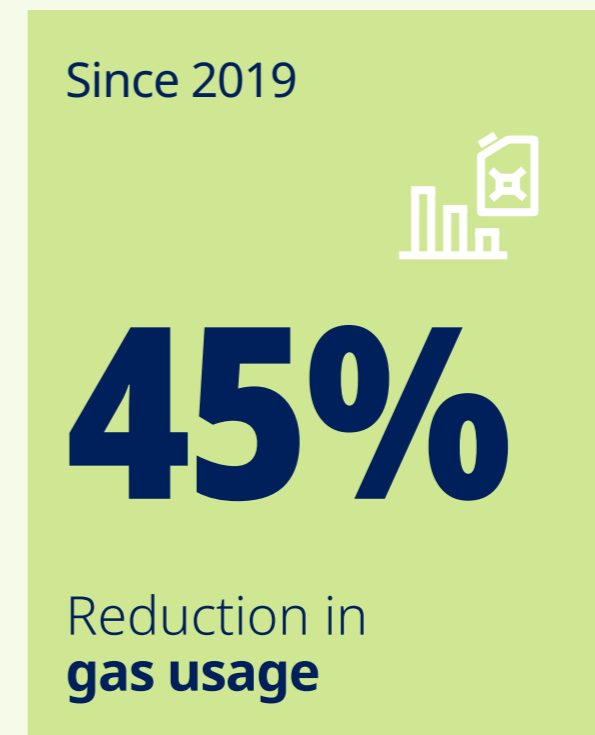
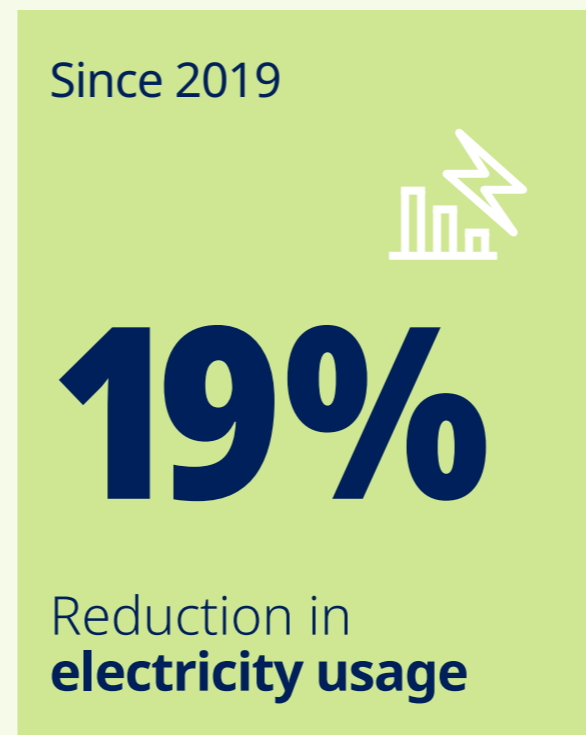
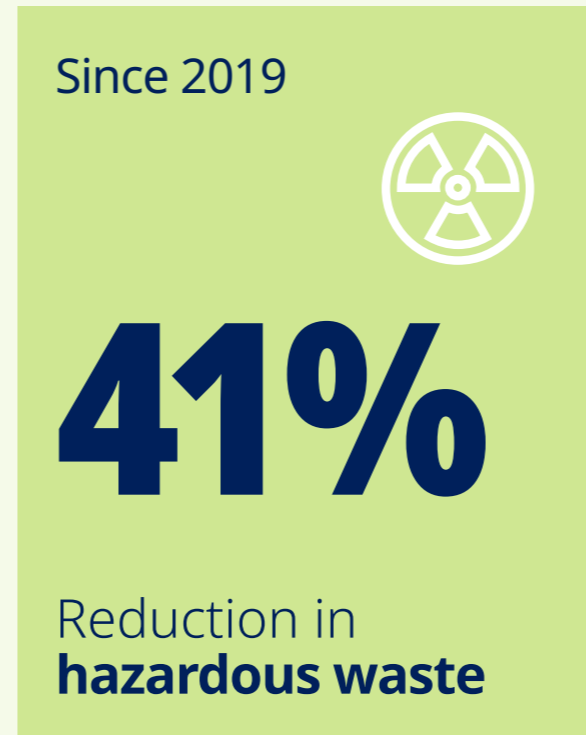


Planet & Environment

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We recognize human health and planetary health are inextricably connected. As a healthcare organization, we are focused on having a positive impact on both people and the environment.

You can read about our commitments in our [Environmental Statement](#).



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Environmental Management and Governance

Our Planet and Environment pillar is led by our Sustainability Director, with oversight by our Corporate Vice President, Manufacturing and Supply Chain as the executive sponsor.

Our Sustainability Director manages our environmental sustainability efforts and is a part of our core CSR team, which supports the wider sustainability agenda. The Pillar's strategy is guided by our charter which is reviewed annually. The pillar subcommittee meets quarterly to plan and provide updates on project deliverables and consists of leadership from our corporate functions such as logistics, procurement, HR, and finance. Major manufacturing and operations locations meet at least monthly to drive site-level sustainability.

2025: ISO 14001 certified

6 Total sites

Kulim Success Gaining ISO 14001 & 45001 Certification

The Teleflex Kulim, Malaysia site has officially achieved certification for ISO 45001:2018 (Occupational Health & Safety Management Systems) and ISO 14001:2015 (Environmental Management Systems). These internationally recognized standards demonstrate our strong commitment to workplace safety and environmental management.

Data Management

We use software to track our water, waste, and energy data across our business globally. As part of our data governance process, we continue to analyze and refine historical data inputs as well as look at the usage of this

software to increase the capability, completeness, and accuracy of our data analytics, reporting and disclosure.

We enhanced our governance in relation to environmental data, to improve data quality. We applied this new methodology to 2019, 2023, 2024, and 2025 data and have restated impacted metrics.

Responsible Consumption

Water

While Teleflex may not be a large water consumer, we acknowledge that water is a valuable resource that must be safeguarded. We strive to use water responsibly in our manufacturing process and in our offices. Many of our manufacturing sites measure and monitor the water quality and manage any wastewater we may release from our processes. This could include pH, nitrogen, phosphorus, and suspended solids. Across the business, we have invested in water reuse and recycling, and rainwater harvesting. We continue to upgrade our infrastructure to minimize water losses and monitor water usage to identify any significant changes.

Waste

Over the past few years, we have continued to build momentum in our waste reduction efforts. These include reuse and recycling programs, as well as education and resources for employees at our sites. Our reuse initiatives include activities such as solvent distillation and reuse of timber pallets, and our recycling programs include activities focused on paper, metals, and plastic.

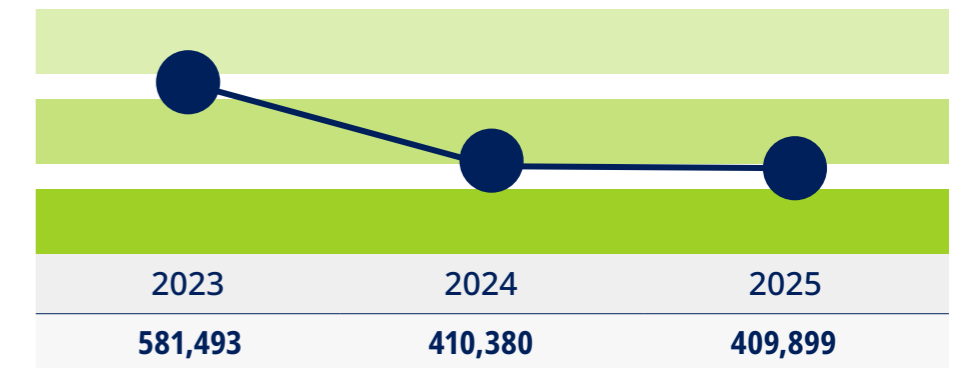
Becoming a Zero-Waste-to-Landfill Facility at North America Distribution Center (NADC)

In 2023, our NADC partnered with a waste management provider to manage non-hazardous waste from Return Goods Authorization (RGA) and Quality Assurance (QA) recalls through a Waste-to-Energy (WtE) program - a process

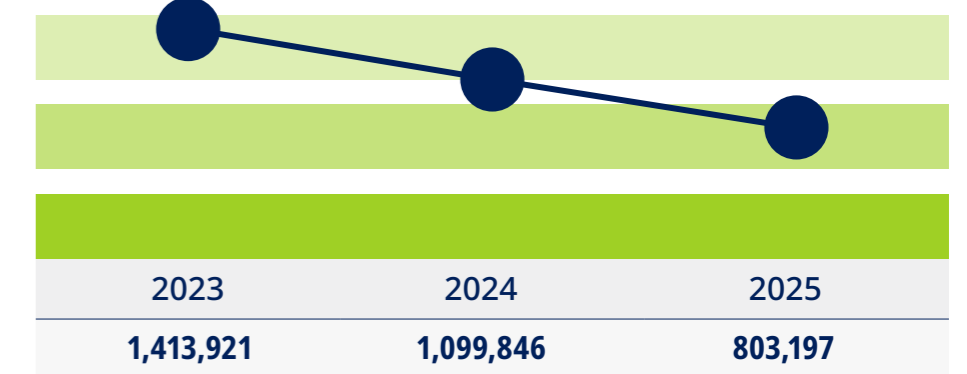
that converts waste materials into functional forms of energy, such as electricity or heat, thereby reducing waste volume sent to landfills and providing an alternative energy source. In 2025 the program was expanded to all waste, making the NADC a Zero-Waste-to-Landfill site.

Another component of achieving this milestone was to maximize the recovery of recyclable materials and hence minimize what is sent to incineration. For this, we identified another waste partner that manages all recyclable materials. This integrated approach has strengthened our waste management practices and helped reduce the environmental footprint of the NADC.

Water Usage (m3)



Waste to Landfill (kg)



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Emissions and Pollution

Teleflex manufacturing sites are subject to our Global Environmental, Health, and Safety Management System requirements and are subject to regulatory requirements relating to emissions. These Management System requirements include identification of all environmental emissions or pollutants (e.g. ground/water dischargers and air emissions) with implementation of risk controls. Also, via our Performance Evaluation Program, each site must have ongoing Monitoring, Inspections, and Internal Audits of how those risk controls perform.

Air emissions can include various layers of scrubbing and other air quality improvement arrangements for emissions such as NO_x, SO_x, particulate matter, VOCs, or other such emissions, with on-site monitoring and measurement via air quality assessment programs. Defined mechanisms are in place to capture and address any potential non-conformities via global tracking systems, remediating concerns as quickly as feasible. Lastly, all such sites are also subject to our Global Conformity Assurance Plan (CAP) Audit Program driving audits by third parties to help ensure compliance with local and regional requirements.



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Energy

Energy accounts for the largest portion of our Scope 1 and 2 greenhouse gas emissions. Reducing energy usage through our various programs and activities is key to achieving our targets.

Electricity

We are working to reduce unnecessary electricity usage and increase process efficiency. In our manufacturing and office locations, we have and will continue to evaluate numerous projects, such as LED lighting retrofits, motion sensors, high-efficiency HVAC systems, reducing compressed air leaks, and better management practices.

Renewable Electricity

We know renewable electricity is an important component in decarbonizing our business, and thus continue to invest in viable renewable electricity projects. In 2025, we installed 464 kW of additional generating capacity. In 2025, we had on-site solar photovoltaic (PV) installations at 7 of our manufacturing sites providing approximately 7.8 MW (megawatt) of generating capacity by year end. During 2025, Teleflex generated over 9.3 GWh (gigawatt hours) of renewable electricity.

Powering a Sustainable Future: Czech Campus

Our Czech Campus's journey toward clean energy began in 2022. Recognizing the need to transition to more sustainable, clean energy sources, we launched an ambitious solar photovoltaic (PV) project. The implementation unfolded in two major stages. During stage one, PV panels were installed on the rooftops of both Czech Campus plants, with a generating capacity of 1.1 MW. In stage two, an additional 460 kW ground-mounted PV system was completed in our Hradec site.

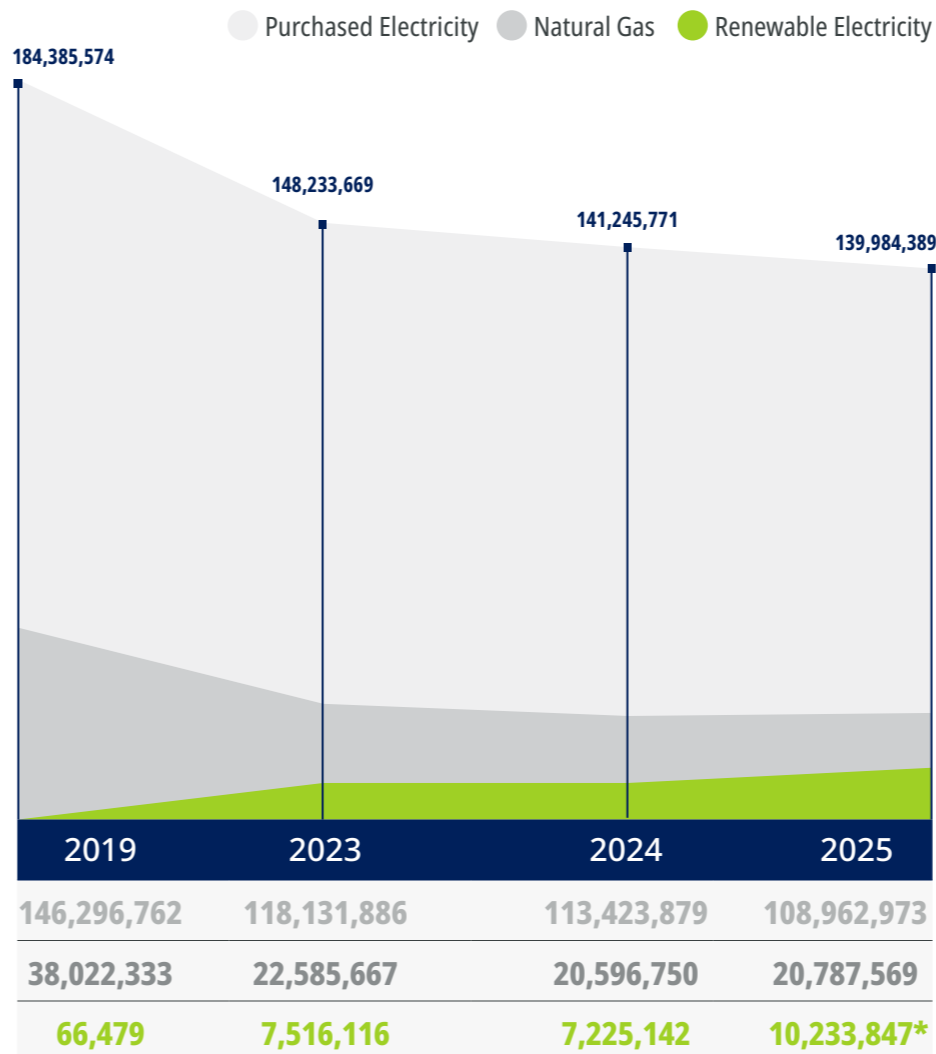


*Includes On-site generated renewable electricity and purchased renewable electricity

Gas

Natural gas and liquefied petroleum gas (LPG) are the second largest sources of energy that we use in our direct operations. As part of our climate action strategy, we continue to examine and implement projects that will reduce our reliance on gas, and we work to maximize our gas efficiency where we have yet to eliminate its use. During 2025, we installed heat pumps at our two Czech sites, which are expected to reduce our natural gas usage on these sites.

Total Energy Usage (kWh)



Logistics and Distribution

We are engaging with our key carriers to better understand their decarbonization plans and to push for increased ambition.

We now capture, via our suppliers, 49% of our global transport carbon emissions data as a percentage of freight spend. Our recent focus has been targeting further reduction in carbon footprint with a focus on route planning, freight consolidation, mode optimization and increasing the weight attributed to sustainability for carrier selection.

Sustainable Procurement

At Teleflex, we are committed to strengthening our responsible sourcing practices to better understand environmental, social, and labor-related risks within our supply chain. Central to our sustainable procurement program is improving visibility into supplier sustainability practices. We are inviting key suppliers to share information through the EcoVadis and Sedex platforms.

By leveraging existing platforms, we have begun building a baseline level of sustainability data. Over time, this is expected to help Teleflex improve visibility of supplier sustainability practices, identify potential areas of risk or improvement, and inform supplier engagement and sourcing decisions.

Sedex insights are being used to better understand potential issues related to labor standards, health and safety, business ethics, and to guide follow-up discussions with suppliers where appropriate. This will help to increase transparency across parts of the supply chain, integrate sustainability considerations into procurement processes, and support more informed, risk-based supplier management.

We intend to continue expanding and refining this approach over time as data coverage and quality improves, and the process becomes more integrated into the established procurement practices.

Climate Action

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Climate change stands out as a major threat. Teleflex is committed to lowering organizational risk and contributing positively to the broader community.

Climate Action Strategy

We have developed greenhouse gas emissions reduction targets. We have implemented projects that have helped reduce our greenhouse gases, and we continue to evaluate additional options to achieve further reductions.

In partnership with our insurance provider, Teleflex has engaged in climate resilience efforts at our various sites. Utilizing their engineering resources has enabled our organization to strategically identify and execute improvements which will help reduce the risk of future impacts on our business.

Climate Action Governance

Oversight of all Environmental, Social, and Governance (ESG) matters, including our climate action program, is managed by the Nominating and Governance Committee (the "Committee") of the Teleflex Board of Directors. In regular sessions, the Committee receives briefings that highlight developments in our climate action program, such as emissions data disclosures, goals for cutting emissions, and evaluations of climate risks. Moving forward, the Committee intends to continuously review and provide oversight with respect to our climate-related targets, the management of climate change risks, and reporting obligations.

Climate change oversight within our CSR governance model is handled by the CSR Steering Committee, which is led by the Corporate Vice President & Chief Human Resources Officer and comprises senior leadership from across the company. The Sustainability Director takes direct charge of our climate action plans, operating under the Planet & Environment segment of our CSR efforts, while receiving support and supervision from the Corporate Vice President, Manufacturing and Supply Chain. As needed, climate-related risks and opportunities are reviewed and evaluated by the CSR Steering

Committee. Although the CSR Steering Committee does not report directly to the Board of Directors, members of the CSR Steering Committee regularly attend Board Committee meetings and provide updates on matters reviewed by the CSR Steering Committee.

Climate Risk Management

We utilize several internal processes at Teleflex to help identify and manage climate-related risks. One approach is to utilize existing enterprise risk assessment process. We have included CSR attributes in our annual enterprise risk assessment with a focus on climate change. You can read more about the **enterprise risk assessment** in the Enterprise Risk Management section of this report.

Climate-related risks that are specific to certain sites or regions are identified at the local or regional level and can be managed through Business Continuity Plans (BCPs). The Global Supply Chain team oversees these BCPs, which contain formal documents and plans that are maintained by each of our manufacturing sites. These plans outline the procedures for responding to disruptive incidents and how to continue (or recover) activities within a predetermined timeframe. The BCPs provide guidance on managing and responding to site-specific risks and situations, and may address climate-related risks, such as, but not limited to, severe weather and flooding.

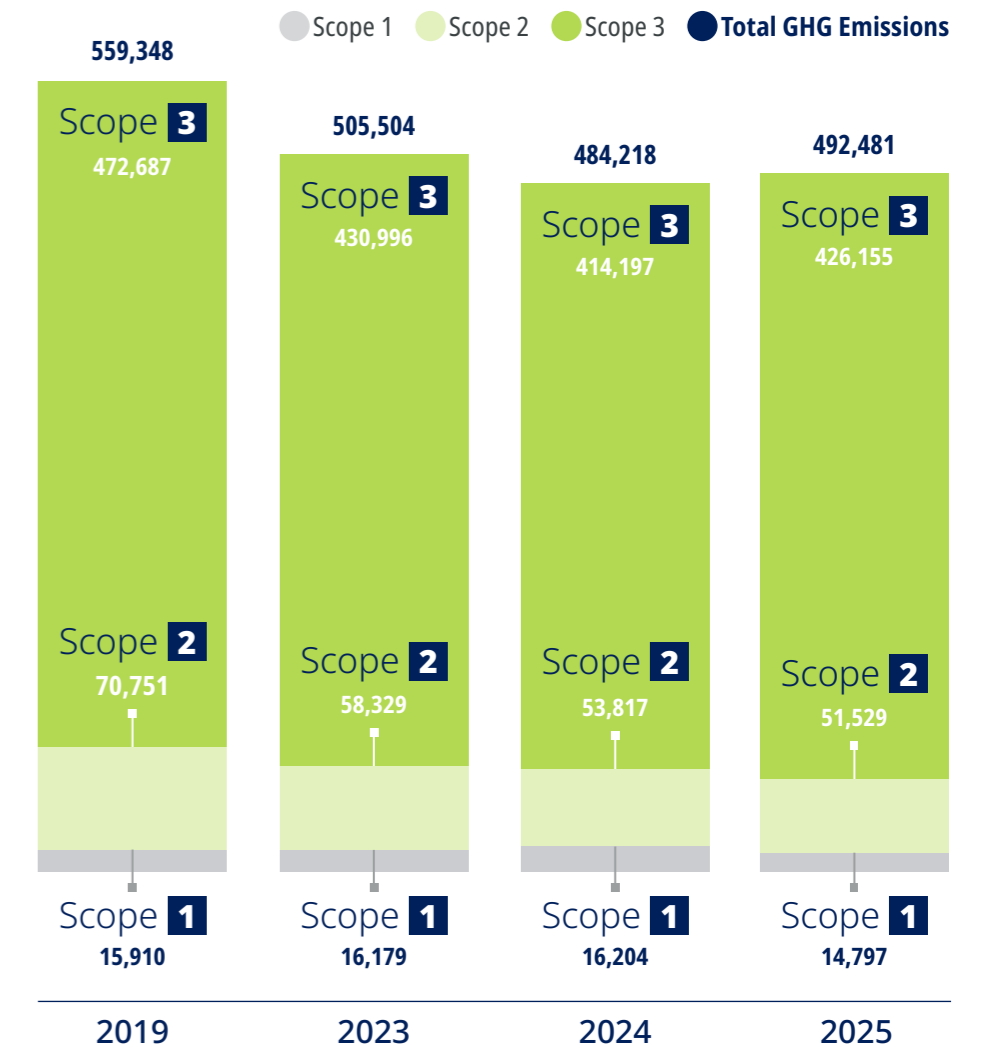
In 2024, we completed our first climate risk assessment, which focused on transition risks, with an independent provider which included different internal engagements with employees and senior leadership through surveys, educational workshops, and informational interviews. To gain a deeper understanding of climate-related risks, in 2025 we engaged an external consulting agency to assess our exposure and vulnerability to physical climate hazards and their associated financial risks and impacts. The information and insights from these assessments will enhance our understanding of potential climate-related risks and inform the integration of relevant climate considerations into our business planning, risk management, transition planning and strategic decision-making processes.

More details on our climate risk assessments can be found in the **TCFD Index** of this report.

Greenhouse Gas Emissions

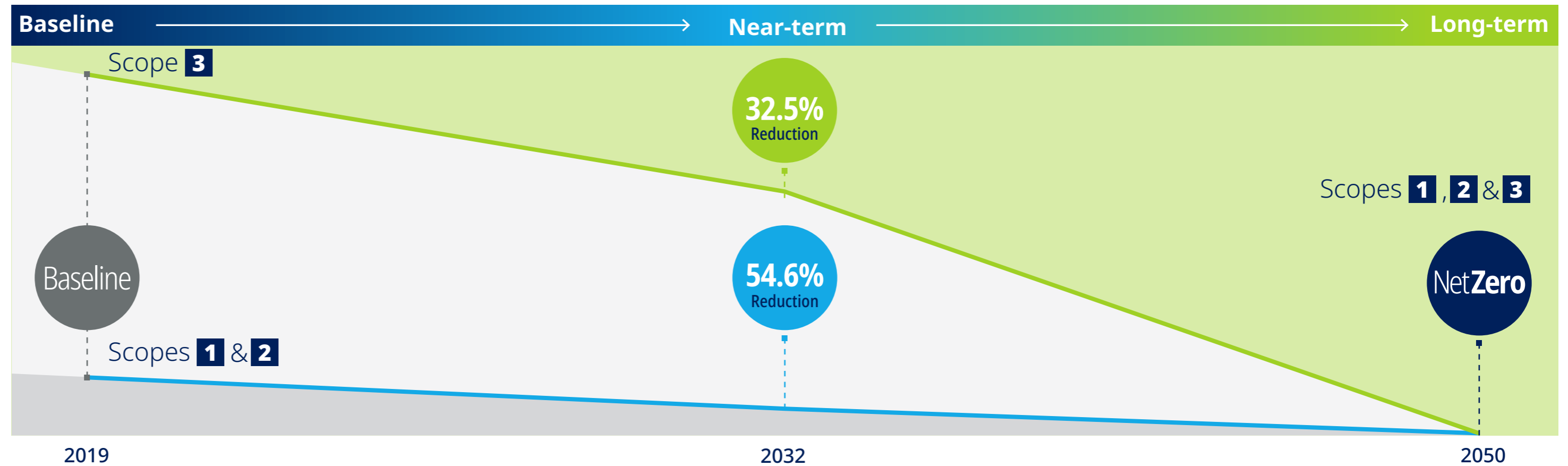
We collect site-level environmental data in our sustainability software solution and have engaged an external consulting agency to calculate our full Scope 1, 2, and 3 greenhouse gas emissions. We utilize the Greenhouse Gas Protocol

Greenhouse Gas Emissions (metric tonnes of CO₂e)



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Emissions Reduction Trajectory



and have a baseline year of 2019. In 2025, we revised our methodology for environmental data, including energy, waste, and Scope 1, 2, and 3 emissions to improve data quality. We applied this new methodology to 2019, 2023, 2024, and 2025 data and have restated impacted metrics⁷.

You will find our detailed Scope 1, 2, and 3 emissions data in the appendix of this report.

Emissions Reduction Targets

Teleflex developed our climate targets in line with the Science-Based Targets Initiative (SBTi) framework and these targets were submitted and validated by SBTi in 2023.

Teleflex has committed to a near-term climate change target of 54.6%

absolute reduction of Scope 1 and 2 emissions by 2032 (from a 2019 baseline). We have also committed to a near-term target of 32.5% absolute reduction of Scope 3 emissions from purchased goods and services, upstream transportation and distribution, waste generated in operations, and business travel by 2032 (from a 2019 baseline). Additionally, Teleflex has set a long-term net zero emissions target to be achieved by 2050 for Scopes 1, 2, and 3.

⁷ Scopes 1, 2 and 3 metrics account for data availability and methodology improvements, which may result in changes to previously reported emissions metrics. Spend-based emission factors were updated from purchaser price to producer-based factors.

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People Pillar

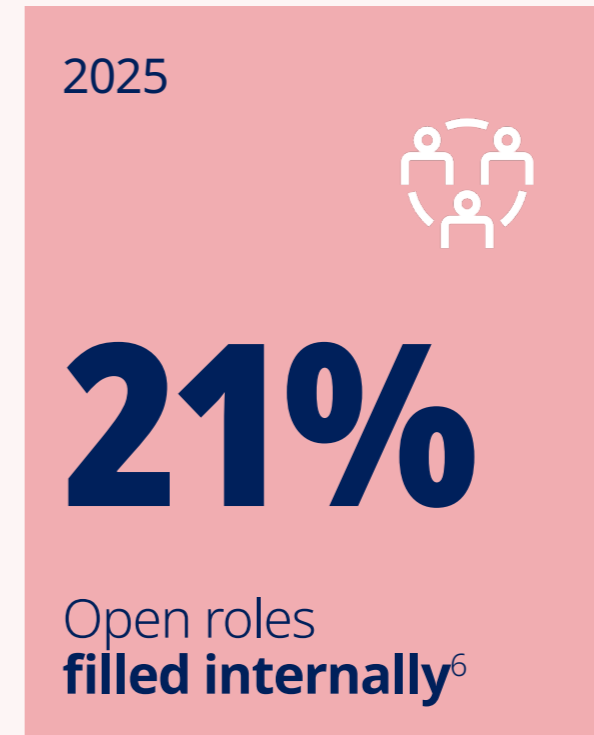
Executive Sponsor: Colin Curran - Vice President, Organization Capability & Delivery
Pillar Lead: Maria Quaid - Senior Director, HR, Global Commercial



People

We believe that our people are our greatest asset. We put people at the center of everything we do. We foster a safe and trusting culture where everyone feels empowered, connected and proud to grow together.

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Talent Recruitment

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Teleflex continues to expand globally, and as we recruit talent in diverse regions, we prioritize demonstrating to applicants what makes Teleflex a distinctive workplace. Our team members are valued collaborators with healthcare professionals and the individuals they care for, a point we emphasize to prospective employees.

Teleflex China Wins Great Place to Work® Certification for the Third Consecutive Year

This achievement is both a strong recognition of our workplace culture and the result of every colleague's joint efforts. This year, we excelled in key areas such as team collaboration, transparent management, and employee development support—demonstrating one of our four core values "people at the center of everything we do."



Recruitment and Onboarding

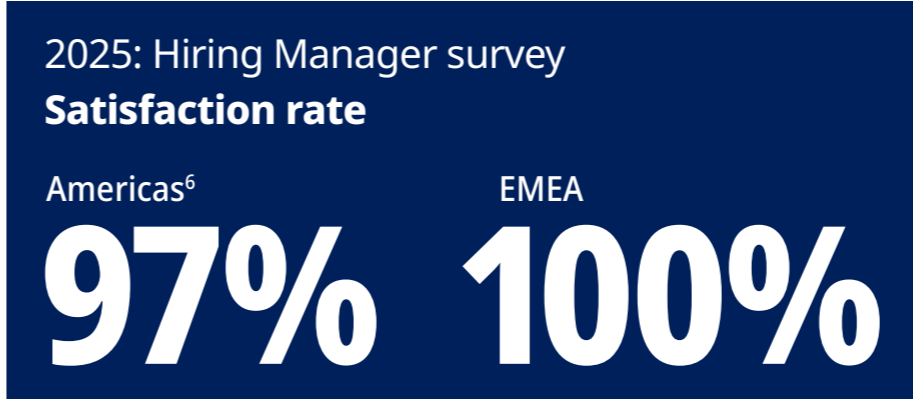
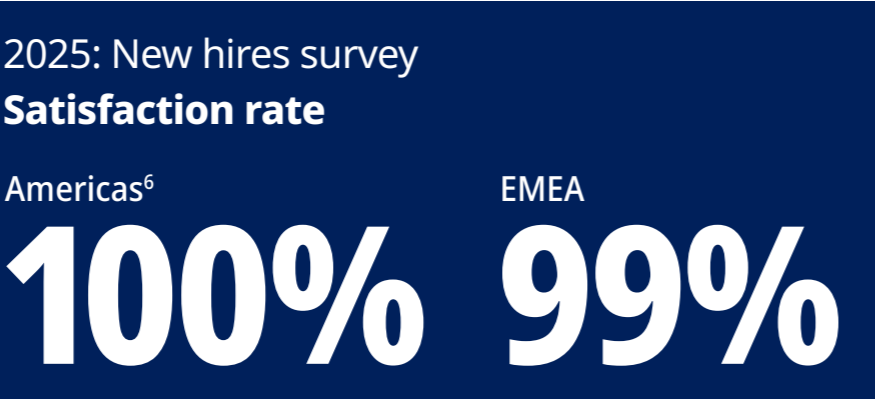
Our talent recruitment team has several tools, resources, and avenues to reach potential candidates as we look to fill open roles within Teleflex. We use job posting websites like LinkedIn, Glassdoor, Indeed, and MedReps, as well as university job boards, independent recruiters, and internal referrals. We also take advantage of local career fairs at universities and colleges when possible.

We maintain an honest, transparent recruitment process, clearly communicating timelines, expectations, and compensation ranges to candidates. Our compensation is competitive, regularly evaluated against market data, and includes a mix of base salary, short-term incentives, and long-term rewards appropriate to each role.

We are committed to ensuring that our recruiting and onboarding processes are as good as they can be. As a part of that process, we ask new hires to participate in a survey about the hiring process and onboarding. We are extremely proud of the strong participation and high satisfaction rates, which demonstrate that employees who join the organization are content with the hiring process and feel that the information provided about the role was clear, accurate, and truthful.

In 2025, 33% of U.S. hires⁶ for externally filled roles came via an employee referral. And by way of our globally available employee referral bonus program, we provided \$0.3 million in additional compensation in the U.S. alone to employees as a referral bonus⁸. Recently, we expanded our employee referral program globally, such that every Teleflex location can incorporate an employee referral bonus into their recruitment plan.

One of the best ways to cultivate good talent is to do so early. We have a number of programs for early career professionals and young talent in each country, which help us to begin the recruitment process even earlier. Through our Intern and Trainee programs, young professionals have the opportunity to receive mentoring, build valuable connections, and develop analytical and professional skills that support their growth in the early stages of their careers.



⁸ Employee referral bonuses for U.S. only

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Quotes from Trainees and Interns

USA

"This experience has truly shifted my perspective and deepened my appreciation for the work that goes into helping to protect and improve patient lives."

– Emma Aplin,
Summer Intern in Vascular Access division (U.S.)

MEXICO

"My growth has been in many ways. I have improved my financial analysis skills, but the most meaningful learning has come from my relationship with my team—their kindness and trust make me feel safe to ask questions and share my ideas. I've also learned that in the healthcare industry, teamwork and human connection are the most important elements."

– Magaly Ruiz,
Finance Intern (Mexico City)

GERMANY

"I gained practical experience in CAD design while learning the value of teamwork by including operator feedback during the design phase of machines to eliminate potential design flaws early in the development process."

– Timo Schuett,
Former Intern, now serves as Technician Production Process Maintenance (Germany)

SWITZERLAND

"During my internship, I gained in-depth understanding of the processes involved in conducting medical device studies and successfully applying my skills and experience to ensure the delivery of high-quality research outcomes."

– Mahesh Chandramouli,
Intern in Vascular and Interventional division (Switzerland)

CHINA

"The TMC Management Trainee Program accelerated my growth by giving me opportunities to deeply understand the business from different roles. I am grateful for the experience and am now prepared to embrace our mission and contribute my best to our future success."

– Bella Li,
Trainee in 2023, now serves as Specialist, Strategic Initiatives & Commercial Excellence (Shanghai, China)

MALAYSIA

"I gained hands-on experience in a real-world setting, improved my technical skills, and learned the importance of teamwork, discipline, and continuous improvement in the medical device industry."

– Muhamad Safuan Mohd Razali,
Engineering Intern (Malaysia)

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Inclusive Recruiting

As a part of our larger strategy, inclusive recruiting is a high priority at Teleflex. We have developed an approach to our recruiting method and process that we feel provides our hiring managers with a slate of candidates that reflects the communities in which we work and serve. We are an equal opportunity employer. Candidates will be considered without regard to age, race, religion, color, national origin, ancestry, sexual orientation, disability, nationality, sex, or veteran status.

Teleflex honored as a 2025 VETS Indexes Recognized Employer



We are proud to have received the Recognized Employer Award in the 2025 VETS Indexes Employer Awards program for the second consecutive year.

It is an honor to be recognized for our strong commitment to recruiting, hiring, retaining, developing, and supporting veterans and the military-connected community. At Teleflex, we continue to live by our Core Values and keep people at the center of everything we do.

We employ various programs and initiatives to ensure a representative and inclusive workforce candidate pool, collaborating with several Historically Black Colleges and Universities (HBCUs) in the U.S., several Veteran and ex-military organizations and various local community organizations. We also work with talent agencies and a number of external recruitment firms. Our network extends to a number of community groups like the Wounded Warrior Project, National Urban League, Dress for Success, and other labor associations.

In our job descriptions, we aim to use gender-neutral phraseology to make sure we are not discouraging potential candidates from applying. In the U.S., we have piloted a masked resume process in which the name or any other gender or racially identifying information is removed. Another key component of our inclusive recruiting strategy is to focus on the profile and breadth of our internal interviewers throughout the process.

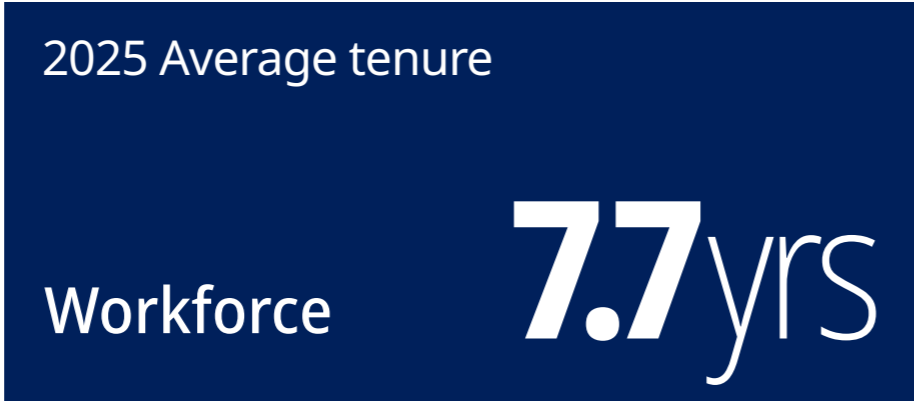


Exceptional Employee Experience (E³)

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At Teleflex, we believe it is important to provide exceptional experiences at every stage of the journey, from candidate selection to employment and becoming an alumnus of Teleflex. We have developed a high-touch approach to our employee management programs, which can be demonstrated by our high average employee tenure at Teleflex. As of December 2025, the average tenure of our workforce was 7.7 years, and 12.0 years for senior management⁹. This speaks to Teleflex’s culture and the engaged work our employees do.

When our workforce is engaged and happy to be at Teleflex it helps build on our existing culture and plays a key role in delivering our long-term growth strategy and customer focus. We regularly perform a Global Employee Experience Survey across multiple areas of the business to learn and understand the employee experience more broadly. In our most recent survey, conducted in 2024, we achieved a strong overall employee satisfaction (eSat) score of 77, with a 91% participation rate. This achievement demonstrates that our employees feel empowered to make a difference at Teleflex.



Teleflex uses an internal social networking site hosted by a leading software provider to increase employee engagement and communication across the organization. The site also provides a way for our Employee Resource Groups to communicate about different events or activities going on.

We encourage our employees to take a moment away from their work to connect and socialize through locally organized events such as lunch-and-learns, impromptu socials, volunteer events and holiday parties. These events strengthen our employee-centric culture and demonstrate our Core Values.

At Teleflex, employees have the right to collectively bargain and the freedom to freely associate. As a global company, we have employees who are in a union contract or in collective bargaining arrangements. As of the end of 2025, 6% of our employees globally were in such arrangements. We have very effective and productive relationships with the representatives of these employee groups where they exist at Teleflex.

When employees leave Teleflex, we conduct exit interviews to understand their reasons and address concerns. Many former employees have returned to advance their careers, reflecting our strong culture and sense of belonging.



“Looking back on 35 years at Teleflex, what stands out most is the trust that was placed in me from the very beginning. Throughout my journey, I have always been surrounded by mentors and leaders who believed in me, supported me, and encouraged my development. This combination of trust, appreciation, and continuous guidance has shaped my career and made my time at Teleflex deeply meaningful and fulfilling.”

Mirian Schwarz
HR Administrator, Payroll-Specialist (Germany)

Workforce Tenure - Years



⁹ Senior management positions are determined by employee job level (E-level) and generally represent employees at Vice President and above.

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Learning and Development

We are committed to nurturing talent and empowering professional growth, development and succession.

On-Demand Education

We offer our employees educational and training programs along with resources primarily through our CONNECT Learning platforms. CONNECT Learning utilizes our Core Curriculum programs to provide ample learning opportunities in each region throughout the calendar year. We offer both virtual and in-person programming and 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.

Through our partnership with LinkedIn Learning, our employees and managers can access over 16,000 courses in multiple languages, covering a wide range of technical, business, software, and creative topics, making it a useful tool for employees globally.

Employee Reviews

As part of our company-wide check-in process, our employees and managers meet on a quarterly basis to align on expectations, discuss learning

Training Hours by Position Level



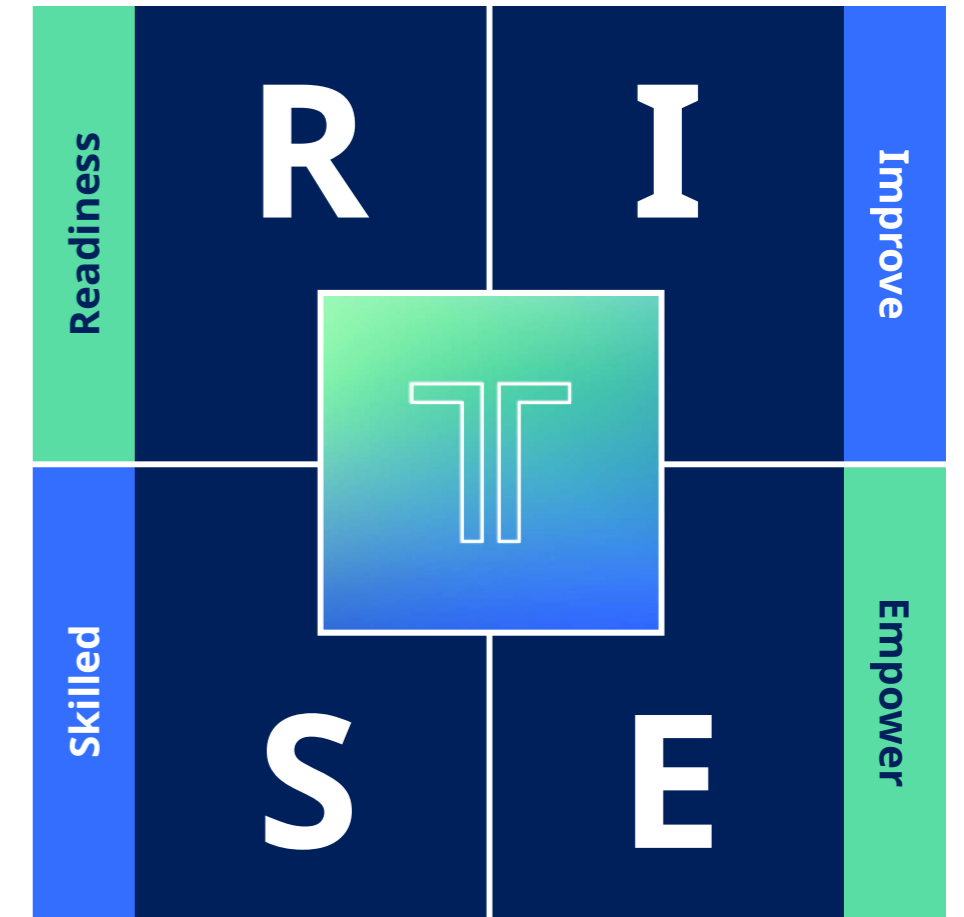
opportunities, and review progress on their career and development objectives. Resources are available for both employees and managers to support in the performance review and individual development plan processes.

Development Programs

Teleflex is committed to establishing a clear and transparent framework that facilitates upward mobility, leadership development, and lateral career progression. This structured approach is designed to promote professional advancement and ensure equitable opportunities for growth across all levels of the organization. By maintaining well-defined processes and criteria, we foster an environment in which individuals are empowered to pursue leadership roles and explore diverse career pathways within the organizational structure.

We are happy to share that 21% of open U.S. roles⁶ in 2025 were filled with internal candidates and many of these being a promotion in title or role. This not only provides a great opportunity for current employees to grow and develop in their careers, but also allows Teleflex to hire within, reduce hiring costs, and hire an individual we already know and trust.

Our Talent Development and HR teams have worked hard to develop our “LEAD Behavioral Competencies” model. This is now the lens through which we assess and develop managers and leaders across Teleflex.



In 2025, we launched RISE, our global behavioral competency model for individual contributors. RISE supports well-rounded career growth through both technical and non-technical skills and provides a framework for employees to align their skills with the capabilities required for success at Teleflex.

The RISE Behavioral Competency Model enables employees and managers to engage in structured, two-way development conversations that identify strengths, areas for growth, and tailored development plans aligned to business and career goals. Built around a four-part framework — Role Readiness, Improve, Skilled, and Empower — RISE defines the ten core behavioral competencies essential to success at Teleflex.

Through our “Good to Great Coaching” program, we provide one-on-one coaching to leaders throughout Teleflex. By creating a culture of

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coaching, we can support the individual and larger team simultaneously by empowering all to be at their best in any situation. We have grown our list of 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.

Teleflex mentoring program is available to all employees as another way to support talent development. Our program is set up to be a 6-12-month engagement in which the Mentee and Mentor meet regularly to set up clear action plans for addressing key development areas, such as problem-solving, goal setting, career planning, skills development, and networking.

Tuition Support

While Teleflex offers a wide range of training, education, and development opportunities, we know that there is still a role for external schools, training, and universities. Where available, our regions have a variety of programs with local rules and criteria that apply.

In the U.S., full-time employees are eligible for financial assistance through reimbursement of tuition, laboratory, registration, and other mandatory fees and expenses for courses and programs that expand or continue education related to an employee's role. Additionally, we have partnerships with two leading universities to allow employees to attend online courses and participate in online programs (ranging from certificate to graduate level) at discounted rates of up to 54% off. New employees can also apply for a grant to subsidize the costs through one of the universities.

Benefits

To ensure our employees are well cared for, we provide benefits packages that go beyond salary, addressing both financial and personal needs. Our approach to compensation and benefits is structured to match the competitive levels found in the market.

We offer all our eligible employees a comprehensive suite of healthcare benefits

and retirement plans for all employees. In the U.S., we also have specific policies addressing paid time off, flexible work arrangements, employee assistance, parental leave, and family benefits. We also offer employees several additional benefits around employee discounts or special rates for services such as pet and auto insurance, legal assistance, identity theft protection, and consumer discount programs. Our global regions have their own policies addressing paid time off, flexible work arrangements, employee assistance, parental leave, and family benefits. You can learn more about our U.S. benefits [here](#).

Healthcare Benefits

One of the benefits we focus on the most at Teleflex for our employees is healthcare insurance and support. We offer healthcare benefits in each region and country based on local regulations and market practices.

We offer a benefits concierge service and access to telemedicine virtual care for our U.S. employees. In addition, employees can customize their healthcare plans through voluntary supplemental health benefits such as critical illness, hospital indemnity, and group accident insurance coverages.

A travel benefit is available for our full-time U.S. employees which allows reimbursement 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.

Mental Healthcare Benefits

At Teleflex, we want to empower our people around the world to be their best selves, both professionally and personally, and that is why we acknowledge the crucial role mental health plays in the well-being of our employees.

Our Employee Assistance Program (EAP) is available to all employees globally and members of their households. A variety of mental health and work-life support services are offered by Lyra Health through various channels. You can read more about our Global EAP in the **Health and Wellness** section of this report.

Family Support

In the U.S., we offer our full-time employees a Parental Leave Policy, which provides birthing and non-birthing parents up to six weeks of paid time off following the birth of a child and up to six additional weeks of unpaid parental leave. We are happy to share that in the U.S., 100% of employees who took parental leave in 2025 returned to work. Globally, we provide parental leave in accordance with all local regulations and based on regional differences.

2025 U.S. Employees

Who took parental leave **100%** returned to work

Employees who have adopted children can utilize the same level of leave as those with biological children. We also offer an adoption reimbursement program for up to two adoptions per employee to help offset some of the costs involved in the adoption process.

For employees who may need additional support in their fertility journey, Teleflex provides additional 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) and works to ensure that you will not run out of coverage mid-term or have high-cost claims.

Inclusive Culture

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The inclusive environment within our organization plays a vital role in drawing, nurturing, and keeping talented individuals, who subsequently drive our company’s achievements and overall performance.

Our workplace culture is shaped by our Core Values—fostering trust, encouraging entrepreneurial thinking, and creating an enjoyable atmosphere, always putting people first. We aim to cultivate and maintain this culture by integrating these values into every facet of our operations, particularly in our approaches to human capital management.

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.

Inclusive Culture Strategy

Teleflex developed a global inclusivity strategy, guided by input from Councils for Inclusive Culture and employees, to advance its inclusive culture and employee engagement. The strategy centers on three pillars: Communication, Education, and Employee Resource Groups (ERGs), aiming for a consistent approach to embedding inclusivity, educating employees, and supporting ERG growth across the organization.

Ensuring our employees are informed about our progress and all the resources available to them is essential for us. We do this through multiple channels, such as our biweekly company newsletter, our internal social networking sites, and by disseminating information through senior leaders and managers to their employees. Our regional Councils for Inclusive Culture also provided updates through their individual newsletters and intranet sites.

Employee Resource Groups (ERGs)

Our Employee Resource Groups (ERG), which were launched in 2016, are an effective way to help all employees feel a genuine sense of belonging. These voluntary, employee-led groups, which are open to all employees, with representation in all our regions, foster an inclusive culture and environment while improving engagement and employees' sense of belonging.

- Women Inspiring Learning and Leadership (WILL)
- African American Professionals Network (AAPN)
- PRISM (LGBTQIA+)
- OXYGEN for Emerging Professionals
- Working Parents Network
- Veterans ERG (VERG)
- Neurodiversity

Our ERG community continues to grow, and new Employee Resource Groups are created based on local and regional employee needs. We hold space for professional development and fostering connections between employees. In 2024, we launched our Neurodiversity Employee Resource Group, which celebrates the variety of human minds, and recognizes that individuals experience and interact with the world differently.

Inclusive Leadership Training

In partnership with The Humphrey Group, a leading communication and training firm, we developed and implemented our Global Inclusive Leadership program with our senior management. We initially launched the program in 2020 and have since expanded the implementation of our Inclusive Leadership Program to include all managers globally.

Compensation Fairness and Equity

Fairness and equity in our compensation programs are key components of our inclusivity strategy. We work with an external advisor to conduct a compensation study amongst our workforce on a regular basis to determine whether we provide our employees with fair and equitable compensation.

Creating Opportunities for People with Disabilities



Diana Reyes
Head of Human Resources, Americas Manufacturing

Our Tecate facility employs 20 individuals with disabilities, with Teleflex being the first company in Tecate to receive the Distinction of Commitment to Human Rights from the Human Rights Commission of the State of Baja California. Diana initiated contact with CAM, a government agency which trains people with disabilities, and helped adapt the Tecate work environment to the unique capabilities of this population.

“Our workplace is a happier place because we have learned that our differences have made our team stronger...we learn every day from our colleagues, and we are proud of the inclusive culture we create every day.”

This achievement is a testament to our Core Values—putting people at the center of everything we do. By creating opportunities for individuals with disabilities, we continue to build an inclusive workplace where everyone is valued and empowered to contribute.

Employee Recognition

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We want to celebrate and recognize our employees' achievements, dedication, innovation, and integrity. We have programs and awards that help to elevate these achievements on an enterprise level.

Smiles Program

Our Smiles Program provides all employees globally the opportunities to offer recognition to peers for outstanding effort in relation to our C.A.R.E. Principles and Teleflex Core Values. 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.

Star Stories

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. Any employee can share a Star Story via a submission form and these stories may be shared internally to celebrate the contribution of our employees across different areas such as the impact of Teleflex products on patient care, employees demonstrating Core Values, examples of Customer Experience (CX) excellence, CSR, or inclusivity.

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.



Teleflex CEO Award

The most prestigious and sought-after award is the Teleflex CEO Award. This award recognizes employees who make a significant business impact while exemplifying Teleflex's Core Value through one or more of the following areas: innovation, customer focus, productivity, CSR and inclusive culture, or quality. The winners can be seen listed in our **Annual Report**.

Teleflex Living Quality Award

The Living Quality Award recognizes employees who continuously deliver high-quality work within their day-to-day jobs while exemplifying Patient-focused, Accountable, Solution-minded, and Preventive behaviors.

Employee Health and Safety

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Our Zero Harm Vision showcases our strong commitment to the health, safety, and wellbeing of our employees. Teleflex has a Global Environmental Health and Safety Management System in place to protect our employees and ensure compliance with all applicable occupational health and safety legislation.

You can find our Environmental, Health, and Safety policy [here](#).

Celebrating Safety Excellence at Kamunting and Kulim sites

Teleflex Kulim has been awarded the MSOSH Gold Merit Award by the Malaysian Society for Occupational Safety and Health (MSOSH). In parallel, Teleflex Kamunting earned the MSOSH Gold Class 1 Award.

The MSOSH Awards are Malaysia's most prestigious recognition for workplace safety and health, benchmarked against international standards and aligned with national efforts to promote excellence in occupational safety. These accolades underscore our teams' unwavering dedication to driving Teleflex's Zero Harm Vision.



Occupational Health and Safety Management

We have a global occupational health and safety management system, aligned to ISO 45001 (OSH Management Systems) with site-specific Core Management Systems (CMS), which is governed by our Global Environmental Health and Safety (EHS) Manual. Our commercial offices are governed by a simplified occupational health and safety management protocol based on local requirements. Employee health and safety at Teleflex is overseen by our Global EHS Director alongside regional EHS Managers. Additionally, each of our manufacturing or operations sites has an EHS advisor.

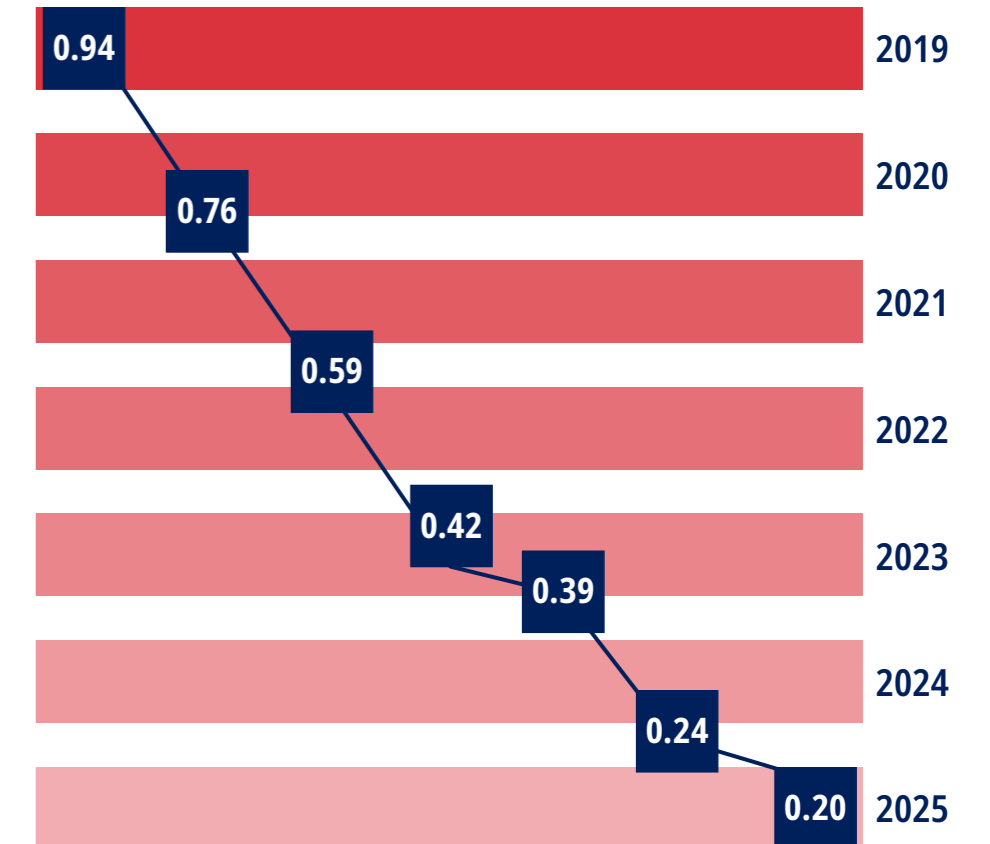
Employees and any other people at our sites can report and escalate any EHS-related concerns. They can easily remove themselves from work situations that they believe could cause injury or ill health while being assured protection from any reprisals or retaliation. Our health and safety training is an essential part of the EHS program for all employees at Teleflex and is customized for each site's risk profile based on site-specific hazards, rules, and requirements.

We track and monitor several occupational health and safety metrics across our sites, regionally and globally. Where pertinent, noise levels are monitored to protect our employees and their hearing health, as well as surrounding local communities. We utilize various types of soundproofing and test periodically for these levels.

One of the 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 are extremely proud of our team's focus on safety and have continually decreased our DART rate for six years running. 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 years¹⁰.

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

DART Rate



¹⁰DART Rate and fatality figures are across our manufacturing and distribution sites.

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Health and Wellness

Safety is a key focus for Teleflex, but we cannot discount the need for health and wellness programs as well. Our health and wellness program covers topics such as nutrition, building in adequate physical activity, stress management, mental health, and heart health through various working initiatives. These include our instructor-led Mindfulness and Resilience training facilitated by certified internal coaches throughout the year, and our annual Festive Wellness Week. To further support our employees' health and wellbeing, we introduced our Global Employee Assistance Program in 2024.

Employee Assistance Program (EAP)

Mental health services range from coaching to therapy to psychiatry. Guidance and practical advice in areas such as elder care, childcare, and legal and financial assistance are also available to all employees. These services are offered in over 200 countries and in over 65 languages, enabling us to contribute to the well-being and mental health of our employees' whole families across the globe.

Teleflex Wellness Week 2025: A Journey to a Healthier You

In October, Teleflex Kulim hosted Wellness Week 2025, a meaningful initiative dedicated to fostering healthy living, teamwork, and holistic well-being among our employees. The week was filled with energy and inspiration,

highlighted by three signature events: the Teleflex Fun Run 2025 (5KM), the Plating Healthy Food Challenge, where teams prepared well-balanced dishes, and the Free Detox Drink & Fruits Giveaway. Through these activities, we seek to encourage our team to embrace an active, balanced lifestyle and contribute to creating a healthier workplace.





Ethics & Governance Pillar

Executive Sponsor: Howard Cyr - *Corporate Vice President, Chief Compliance Officer*
Pillar Lead: Roberta Griggio - *Deputy Compliance Officer, EMEA*

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Ethics & Governance

To continue conducting business lawfully and ethically, we must always act with the utmost integrity. Teleflex prides itself on doing business centered around strong corporate governance and robust ethics.

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2025



6.9yrs

Average tenure of **Board members**¹⁵

2025



98%

Completion rate of **Global Code of Ethics Training**

2025



62.7yrs

Average age of **Board members**¹⁵

2025



\$0

Direct political donations

2025



98%

Completion rate of **Conflict-of-Interest Training**

Corporate Governance

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

Board of Directors

Our Board of Directors includes a range of tenures from directors who bring a balanced mix of fresh perspectives with in-depth experience and knowledge about our company. It currently consists of eight members with an independent Chairman. The average age and tenure of our Board members is 62.7 years and 6.9 years, respectively¹⁵. The Board currently maintains three standing committees, each of which is chaired by an independent director.

- **Nominating and Governance** - Provides oversight of corporate governance generally, oversees our Environmental, Social, and Governance (ESG) strategy and practices, reviews size, structure and composition of Board committees, reviews Board compensation and identifies and recommends to the Board individuals qualified to become directors.
- **Audit** - Provides oversight of financial statements, internal controls compliance, compliance with legal and regulatory requirements, the independent auditor's qualifications, independence and performance, the performance of the internal audit function, the risk management process, and the oversight of our reporting on ESG matters to internal and external stakeholders.
- **Compensation** - Assists the Board in its responsibilities relating to the compensation of the Company's executives, reviews and makes recommendations to the Board with respect to compensation plans, and provides the compensation committee report required to be included in the Company's annual proxy statement.

The roles and responsibilities of each committee are set forth in each committee's charter, which can be found on the **investor page** of our website. In addition, as previously announced in April 2026, the Board is in the process of establishing a fourth standing committee that will focus on supporting management in driving operational execution during the significant

¹⁵Board members average age and tenure as of the date of 2026 proxy statement.

transformation underway, while also identifying growth opportunities and enhancing accountability across the organization.

2025 Champions of Board Diversity

Teleflex is proud to be recognized as a Champion of Board Diversity by The Forum of Executive Women for the fourth consecutive year. This annual award honors the top public companies in the Philadelphia region that have demonstrated a commitment to board diversity. It is a clear example of our great work to promote inclusivity across our company.

Board Refreshment

We declassified our Board at our 2025 Annual Meeting of Stockholders, such that each director is elected by stockholders annually. The 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. More selection details and information can be found in our **Corporate Governance Principles**.

Shareholder Engagement

As part of our ongoing stockholder engagement process, in February 2023, the Board amended and restated our bylaws to allow stockholders holding, for not less than 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.

In May 2025, the Board amended and restated our bylaws to no longer require that any action taken by the stockholders be effected at a duly called annual or special meeting of the stockholders, effectively removing the prohibition on action by consent in writing or by telephone.

In 2025, we continued to take a holistic approach with respect to our stockholder engagement program, engaging in communication with stockholders with respect to our financial results, corporate strategy, compensation practices (including the results of the advisory vote on executive compensation held at our 2025 annual meeting of stockholders) and other governance and sustainability matters. Throughout the year, we also sought additional opportunities to connect directly with our investors to discuss current and emerging trends and to hear investor feedback.

In the fourth quarter of 2025, we affirmatively reached out to our top 10 stockholders representing approximately 65% of our outstanding common stock at the time of the engagement effort. Four investors representing approximately 35% of our outstanding common stock requested a meeting, and we met with each such investor. No investor requested a second meeting.

Factoring in these discussions and others held throughout the year, the Company and the Board took significant actions, including: implementation of our CEO transition plan; appointment of an independent Board Chair; and implementation of modifications to our executive compensation program and disclosures.

Executive Compensation

We feel it is important for Teleflex 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.

There currently are no specific climate-related or ESG metrics or objectives incorporated into our executive compensation framework. We continue to monitor trends and peer practices related to ESG executive compensation. You can read more about our executive compensation program in our **annual proxy statement**.

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Board of Directors Membership

Michael Tokich

During the 2026 Teleflex Annual Meeting, Michael Tokich was elected to the Teleflex Board. He has a deep understanding of our industry and business, along with valuable experience guiding companies through periods of significant growth. Mr. Tokich brings more than three decades of leadership experience in public company finance, medical technology and manufacturing.

He previously served as Senior Vice President and Chief Financial Officer of STERIS plc (NYSE: STE), where he played a central role in shaping the company's financial strategy, including capital allocation, mergers and acquisitions and operational transformation initiatives.

During his tenure, he helped grow the company's market capitalization from \$1 billion to over \$22 billion. He currently serves as a member of the Board of Directors of Mettler-Toledo International Inc. (NYSE: MTD), where he is a member of the Audit Committee.

Dr. Stephen Klasko

Dr. Stephen Klasko is stepping down after accepting a new significant healthcare leadership role. His departure is part of a planned Board transition, and the company thanks him for his contributions to Teleflex.

John Heinmiller

Additionally, John Heinmiller concluded his term at the 2026 Annual Meeting. Mr. Heinmiller is pursuing other professional interests. The impact from Mr. Heinmiller is very much appreciated.

“On behalf of the Board, I want to thank Steve and John for their meaningful contributions and steadfast dedication to Teleflex over many years and through dynamic economic and operating environments,” said interim CEO, Stuart Randle. “The vast experience they brought to the Board, along with their creative thought and fresh ideas helped guide the Company through important periods of growth and transformation. We wish them all the best.”

Governance Changes

Board Chairman

Earlier in 2026, the Board determined that, given the current composition of the Board and specific circumstances facing the Company, including the announced sale of the Company's Acute Care, Interventional Urology and OEM businesses, the most effective Board leadership structure at this time entails the appointment of an independent Board Chair.

The Board considered that the Chief Executive Officer is generally responsible for the Company's strategic direction and overseeing key initiatives after consultation and input from our Board, while the Chair provides guidance to the Chief Executive Officer and, in consultation with the Chief Executive Officer and other directors, sets the agenda for Board meetings and presides over meetings of the full Board. The Board believes that this separation of duties allows both the Chief Executive Officer and Chair of the Board to most efficiently use their time and fulfill their respective responsibilities.

Andrew A. Krakauer, the chair of the Board's Compensation Committee, has been named Chairman of the Board, effective following the 2026 Annual Meeting. Mr. Krakauer has served as a director of Teleflex since 2018. He previously served as CEO and Board member of Cantel Medical Corp. from 2009 to 2016, which was a NYSE listed provider of infection control products and services during his tenure. Mr. Krakauer's extensive executive and senior management experience in the medical device industry enables him to provide valuable insights into the Company's business strategy, acquisitions, management, operations and growth initiatives.

New Committee

In April 2026, Teleflex announced plans to establish a new standing Board committee, the Growth and Operating Committee, which will focus on operational execution and growth opportunities. It is intended to enhance the Board's oversight with respect to how the company delivers results, supporting stronger execution and accountability across the Company.

Public Policy

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The healthcare industry is shaped by public policy at various levels. As a medical technology expert, we share our views on policies impacting healthcare. We track regulatory changes in our operating countries and advocate for policies affecting patients, public health, or healthcare access when appropriate.

Teleflex does not provide any direct political donations or advocacy on behalf of a specific candidate, campaign, party, or committee, nor do we provide contributions to any groups such as governors' associations, political action committees, or other Section 527 entities. We also do not have or offer any employee-funded political action committees. Teleflex leaders have met with congressional members, staff and committee members directly and as trade association participants.

Moreover, we have worked with a third-party adviser to assist in direct lobbying on several key areas that Teleflex finds most important, such as patient access and safety, and environmental initiatives. You can read more about this work in the Sustainable Healthcare section of this report. Please see our **Statement on Engagement on Public Policy** Issues for more information.

Industry Groups and Trade Associations

Industry groups and trade associations provide Teleflex with an effective way to engage with peer companies and other industry leaders, and further develop trust and collaboration across the healthcare sector.

These groups help Teleflex remain current on regulatory and policy changes, emerging trends and challenges, and other relevant information for the medical technology and healthcare field. We voice our opinions, pose questions, and raise concerns through these organizations.

2025 Teleflex Industry Groups and Trade Association¹¹:

- AdvaMed
- APACMed
- BVMed
- Confindustria Dispositivi Medici
- IBEC Trade Association
- Medical Device Manufacturers Association
- MedTech Europe
- SNITEM
- South African Medical Device Industry Association (SAMED)
- Irish MedTech Association
- MTAA (Medical Technology Association of Australia)

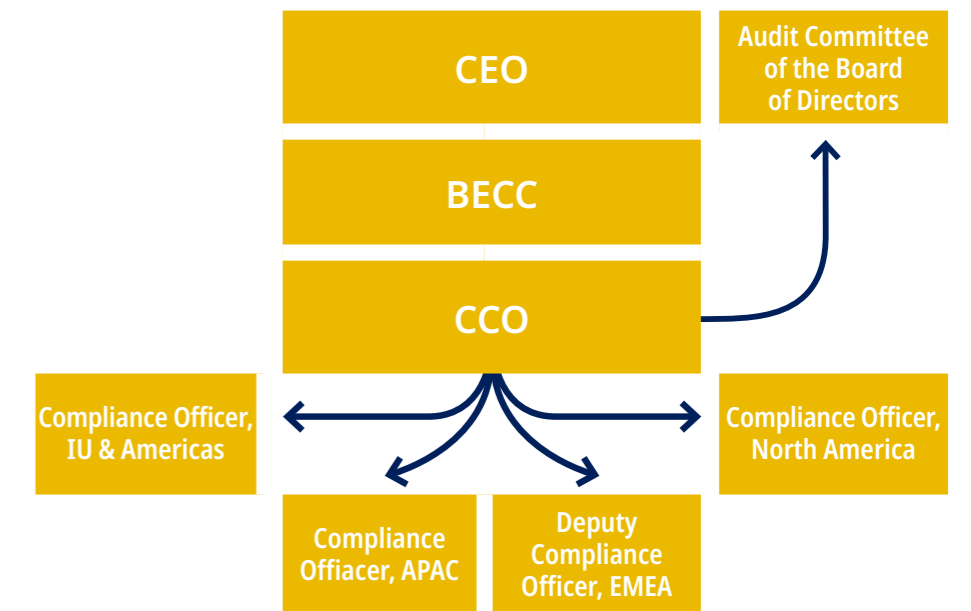
Many of our membership-based organizations have dedicated committees or groups related to CSR and sustainability. We are a part of the MedTech Europe Sustainable Transition Committee as well as a number of working groups from AdvaMed. These working groups focus on areas such as circular economy, chemicals, environment and sustainability, and corporate governance.

A Culture of Compliance

Our Global Compliance Program is a key component 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 Corporate Vice President, 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. Our Compliance team also has a dedicated group focused on testing and

Compliance Management Structure



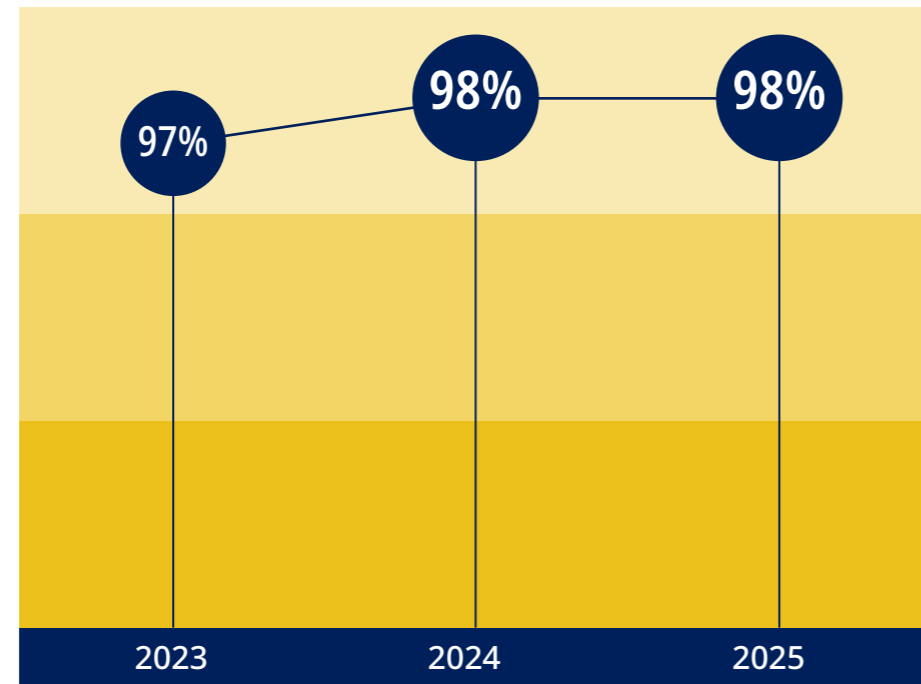
monitoring. This structure allows our compliance personnel to focus day to day on business counseling as well as helping to ensure consistency in our testing and monitoring activities. We also utilize internal and external legal counsel to review and harmonize policies periodically and to ensure our policies are up to date based on local, regional, and national requirements.

Teleflex has several policies that guide how we operate and do business. These policies outline the processes and controls that have been implemented and maintained and are continuously enforced to ensure ethical behavior and good corporate conduct across the company. They are readily available to all employees and relevant for everyday work. Along with our enterprise-wide policies, each region/country and specific business units have its own set of Integrity Policies and Procedures (IPPs), which are accessible on our intranet to our employees in the languages in which Teleflex operates. These separate IPPs provide more specific guidelines on topics such as business meals, educational grants, HCP consultant engagement, market research and product samples.

¹¹Includes 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.

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Completion Rate of Code of Ethics Training



Training and Communication

We ensure that our employees and certain third-party representatives are properly trained and well-informed about our policies and procedures through various formats, tools, and communication methods. 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 email communication and our internal employee newsletter to provide relevant updates or reminders about specific content. Teleflex proactively identifies trends where training may help provide our employees with more clarity or guidance to mitigate compliance risks.

We conduct annual training on our Code of Ethics and track employee completion rates for new and current employees. During 2025, we achieved a 98% completion rate for our 2025 Global Code of Ethics Training. We have piloted a Train-the-Trainer program which ran at a few of our manufacturing sites to ensure all site employees have access to our Code of Ethics Training. While 100% completion may not be obtainable due to the nature of employee turnover, family or personal leave, and other reasons, we take

pride in the commitment and active involvement of our employees and continue to foster engagement across our workforce and work toward high completion rates that nearly reach full participation.

Teleflex also provides specific training for various other policies and programs including at our regional and country kick-off meetings, as well as periodic trainings for our Integrity Policies and Procedures (IPP) and other relevant topics such as identifying and preventing financial crimes, sexual harassment, and data protection.

“Integrity isn’t just a value—it’s a competitive advantage. When we lead with ethics, we earn trust, strengthen partnerships, and create a foundation for growth that lasts. Sustainable success starts with doing business the right way.”

Roberta Griggio

Deputy Compliance Officer, EMEA

We use interactive training modules for our Integrity Policies and Procedures (IPP). These modules were developed in collaboration with a third-party training vendor with the content tailored to each learner’s job responsibilities and demonstrated understanding of the material. Recognizing that learners have varying levels of knowledge, the training is personalized and purposeful, optimizing the learning experience for each individual. As of December 2025, we had achieved a 92% completion rate.

Corporate Compliance and Ethics Week - Compliance Trust Award

*During our annual Corporate Compliance and Ethics Week held in November, we introduced our **Compliance Trust Award**. This award seeks to recognize employees who lead by example with ethical decision-making, transparency, and a strong commitment to conducting business with integrity.*

2025 Integrity Policies and Procedures (IPP) Training

Achieved a
Completion rate

92%

Testing and Monitoring

We have a testing and monitoring program in place at Teleflex to ensure compliance with all Teleflex Compliance policies. Our testing and monitoring efforts include activities such as employee expense audits focused on transactions with HCPs, in-person distributor compliance reviews, and continuing usage of a leading third-party due diligence software platform. Teleflex’s Compliance Department provides the BECC with quarterly reports on its testing and monitoring activities and associated remediation.

Reporting and Investigations

Our policy on Reporting Non-Compliance and Enforcement demonstrates 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 utilize the **Teleflex Ethics Line** in which anyone can report issues anonymously.

Teleflex encourages people to voice their concerns freely and maintains a strict non-retaliation policy. The Ethics Line is managed by an independent third party, all reports are investigated thoroughly, and corrective actions are implemented if needed. Our CCO provides both the BECC and the Audit Committee of our Board of Directors with reports regarding Ethics Line activities on not less than a quarterly basis.

Enterprise Risk Management

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Teleflex utilizes Enterprise Risk Management (ERM) to deploy a systematic approach to identify, assess, prioritize, and manage the various risks the Company faces, which can have significant financial, regulatory, and reputational implications. ERM, in this context, involves risk identification, risk assessment, and risk mitigation.

Enterprise Risk Assessment

Teleflex's annual Enterprise Risk Assessment (ERA) identifies and categorizes key risks, which are reported to Executive Management and the Board. Employees and executives rank top risks and describe mitigation efforts. The top risks and associated mitigation efforts are then monitored by Executive Management throughout the year.

Since 2022, Teleflex has incorporated Corporate Social Responsibility risks elements in our ERA, reinforcing our commitment to responsible business practices and reiterating to our employees that we take CSR seriously. The topics include areas such as climate change, our products' lifecycle, inclusivity, and the environmental impact of procurement and supply chain operations. Management periodically reviews climate-related risks alongside other operational, financial, and strategic risks, and any significant issues are discussed within the context of our general risk management processes.

Sales and Marketing Practices

As a medical technology company, ethical and responsible sales and marketing of our products is a top priority. When our sales or marketing teams develop new content or materials, they are entrusted to communicate the features, benefits, quality, and value of our products clearly and truthfully to the healthcare community. To support this, we have in place internal policies that ensure our marketing and sales practices align with best practices and comply with all relevant legal and regulatory standards.

¹² Conflict minerals refer to tin, tantalum, tungsten and gold (commonly referred to as "3TG"), regardless of where they are sourced, processed or sold.

Prohibition of Off-Label Use Promotion

We strictly prohibit the promotion of a product for off-label use, as well as soliciting any person to request information on off-label use. Teleflex has a global off-label use response program designed to mitigate the risk of off-label promotion and handle off-label use inquiries per 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.

As part of our off-label use response program, unsolicited off-label use inquiries and subsequent responses are reviewed and tracked in a database maintained by the response program coordinator and Clinical and Medical Affairs (CMA) personnel. Trained CMA representatives handle responses to these inquiries 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.

Employee Training

Teleflex employees, including new hires receive annual Conflict of Interest training and must fill out a Conflict of Interest form to disclose relevant relationships.

Relevant employees also receive training on 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. 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.

2025 Conflict of Interest Training

Completion rate achieved

98%

Human and Labor Rights

We hold ourselves and our suppliers accountable with globally recognized labor standards established by organizations, such as the International Labor Organization (ILO) and the U.S. Department of Labor among others.

Our **Labor Standards Assurance Policy** outlines our Labor Standards Assurance System (LSAS) program which is managed by our Purchasing Controls Team and assesses our suppliers on a range of labor and supplier standards. All relevant employees are trained on our Labor Standards Assurance System (LSAS) program, and we communicate our expectations to suppliers. We also work with our suppliers to provide information on any conflict minerals we may use. For additional information, refer to our **Conflict Minerals Policy Statement**¹².

We do not condone and will not accept any form of discrimination, harassment, involuntary labor or child labor, and require compliance with applicable laws, rules, and regulations around working hours, wages, and benefits in our direct operations or in our supply chain. We also fully support the rights of our employees and employees of our suppliers to collectively bargain and freely associate.

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We have received Level 3 accreditation of our Labor Standards program, which complies with the U.K. National Health Service (NHS) Labor Standards Assurance System (LSAS) program requirements. This is our fifth year of level 3 accreditation, and this speaks to the quality and rigor of our LSAS program. Our recent LSAS audit resulted in zero findings from our auditor. The process encompassed over 400 suppliers.

We utilize a labor standards questionnaire form as part of our vendor onboarding process to maintain alignment with the Ethical Trading Initiative (ETI). We periodically update the form to allow for easier completion and interpretation of the questionnaire responses.

In 2025, we built on the progress made in 2024 to onboard our suppliers into a third-party audit software. This ongoing effort is helping us gain deeper visibility into our supply chain. Through these audits we are better equipped to identify and assess risks related to child labor, modern slavery, and labor standards, target corrective actions where needed, and ensure ethical sourcing and compliance with international standards. This data will shape future procurement strategies and support our ambition to engage with a greater number of suppliers.

Information Security & Data Privacy

At Teleflex, the integrity and security of our information systems are paramount to our day-to-day operations. Our commitment to safeguarding information helps build trust, ensures compliance with legal and regulatory requirements, and protects the reputation of our organization and that of our external business partners.

To this end, we have developed a global information security and data privacy program aligned to industry standards, such as the National Institute of Standards and Technology (NIST), ISO/IEC 27001, and the Center for Internet Security (CIS) Critical Controls. The program is focused on ensuring the confidentiality, integrity and availability of Teleflex's information assets

and compliance with data privacy requirements, and is managed by our Vice President of Information Security and Privacy reporting to our Chief Information Officer (CIO).

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. Our CIO and Vice President of Information Security and Privacy provide 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 work with a third-party firm to perform an annual external security assessment of select information security controls from the perspective of an attacker.

We have a suite of internal policies that govern specific topics, including information management, mobile computing, access management, disaster recovery, and vulnerability management, which are the foundation of an effective cybersecurity program. Our Global IT leadership team continues to monitor information security and data privacy risks as well as regulatory requirements to ensure we have the appropriate risk mitigation measures in

“Our commitment to information security goes beyond compliance—it drives continuous improvement. We anticipate emerging threats, strengthen safeguards, and ensure security is integral to our business strategy.”

Chuck Fliehman

Vice President, Information Security and Privacy

place to meet the expectations of our internal and external business partners.

In the past three years, we have not experienced any known cybersecurity incidents that have materially affected or are reasonably likely to materially affect us in the future, including our business strategy, results of operations, or financial condition.

Protect Our Systems and Our Response

Teleflex has implemented a number of initiatives to protect our systems and data, while supporting our most important asset - our employees - when working either at a Teleflex location or remotely. We have implemented 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) monitors and alerts us based on abnormal system activity or user behavior that may be indicative of an attack.

We continue to refine our security incident response procedures and perform various types of simulations in preparation for a cyberattack whenever one may occur. We also have an Acceptable Use and Responsibilities Policy outlining the requirements, prohibitive activities, and company practices that apply to Teleflex's Systems, Information Assets, and Third-party systems supporting Teleflex business activities by employees and authorized agents of Teleflex.

Training, Education, and Simulations

Our information security and data privacy program can have all of the technical components, software, and systems, but if our employees are not fully educated then we still face a significant risk and threat. Security awareness training is provided to all employees multiple times throughout the year along with periodic security update communications and targeted training for select groups based on job responsibility.

During 2025, we equipped our employees with the knowledge and tools necessary to collect and handle personal data responsibly, understand the

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potential risks associated with data breaches, and comply with relevant data protection regulations. 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. We also provide online resources and additional training on our Global IT Knowledge Base which is hosted on our intranet.

Teleflex annually hosts a Cybersecurity Awareness Month to emphasize the importance of cybersecurity and data privacy. Throughout the month, employees receive a series of communications on the emerging threats and recommended actions to reduce the likelihood of a security incident.

Third-Party Risk

As a company with global scale, we face growing risks from third-party systems, and 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 solutions and third-party-managed technology as part of our vendor selection process. We evaluate systems and service 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.

Artificial Intelligence

Teleflex recognizes that Artificial Intelligence (AI) can provide great benefits, but it also represents unique challenges such as the potential for biased decision-making or improper data usage. To this end, Teleflex Global IT is building a governance model to ensure AI technologies are used ethically, safely, effectively, and in accordance with applicable regulations. Our



approach to leveraging AI includes a human component to assure that each tool has undergone a thorough review and risks have been considered. Our Artificial Intelligence Acceptable Use and Governance Policy provides employees with basic concepts, guidelines and best practices for the responsible use of AI technologies.

During 2025, we hosted a dedicated session during CX Week on AI's emerging role at Teleflex, which provided employees with useful and relevant information regarding the impact, benefits and potential risks that AI tools can have on our business, as well as our progress on establishing processes, standards, and the roadmap to ensure the correct use of AI.

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The Teleflex Incorporated sixth annual Global Impact Report details our Corporate Social Responsibility (CSR) program and encompasses our current progress and future aspirations as a company (referred to in this report as “Teleflex,” “we,” “us” or “our”). 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.

Unless otherwise noted, this report provides information for the year ended December 31, 2025, and includes information from our owned and operated facilities globally. Unless stated otherwise, the 2025 data in this report exclude BIOTRONIK’s Vascular Intervention business, which we acquired in June 30, 2025. As we continue the integration of the Vascular Intervention business into our operations, we are further enhancing our ability to assess, disclose and manage the impacts of the acquisition.

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.

While we have internal processes in place to ensure the completeness and accuracy of our reporting, the data in this report has not been subject to third party assurance, unless otherwise indicated.

Our Scope 1, 2, and 3 emissions have undergone third-party limited assurance. As we improve our methodologies and as new information becomes available, we may revise our estimates and assumptions. Methodology changes may include, but are not limited to, updated calculations, improved data quality, or revised third-party data. Such updates may result in changes to current and historical data, and we may revise prior data if significant changes occur. Any restatements of information are noted in the relevant sections of the report.

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

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- Vets Indexes Recognized Employer 2025
- Great Place To Work (India) Feb 2025 - Feb 2026
- Great Place To Work (China) Jul 2025 - Jul 2026
- Great Place To Work (Australia) Jul 2025 - Jul 2026
- Great Place To Work (Singapore) Apr 2025 - Apr 2026
- Great Place To Work (Taiwan) Apr 2025 - Apr 2026
- Great Place To Work (Thailand) Apr 2025 - Apr 2026
- Great Place To Work (Philippines) Apr 2025 - Apr 2026
- Great Place To Work (Indonesia) Apr 2025 - Apr 2026
- Great Place To Work (Malaysia) Nov 2025 - Nov 2026
- Forbes America's Best Employers for Engineers (2025)
- NSAI Excellence Through People Award Platinum Level (Athlone) May 2024 - Dec 2026



Community & Sustainable Healthcare

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

Planet & Environment⁷

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Greenhouse Gas Emissions (metric tonnes CO ₂ e) ⁷	2019	2023	2024	2025
Scope 1 & 2	86,661	74,508	70,021	66,326
<i>Scope 1</i>	15,910	16,179	16,204	14,797
<i>Scope 2 (Market-based)</i>	70,751	58,329	53,817	51,529
Scope 3	472,687	430,996	414,197	426,155
<i>Purchased goods and services</i>	365,832	352,382	339,000	357,950
<i>Upstream transportation and distribution</i>	79,655	58,889	56,144	50,135
<i>Waste generation in operations</i>	2,508	1,872	1,501	1,343
<i>Business travel</i>	24,692	17,853	17,552	16,727
Total Emissions	559,348	505,504	484,218	492,481

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

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

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

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Talent Recruitment	2023	2024	2025
% of U.S. hires for externally filled roles came via an employee referral ⁶	22%	26%	33%
Employee referral bonus sum ⁸	\$0.4 million	\$0.2 million	\$0.3 million
% of open roles filled with internal candidates ⁶	24%	31%	21%
New hire survey response rate (Americas Region) ⁶	87%	81%	74%
New hire survey satisfaction rate (Americas Region) ⁶	100%	100%	100%
New hire survey response rate (EMEA Region)	-	-	81%
New hire survey satisfaction rate (EMEA Region)	-	-	99%

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

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

⁸ Employee referral bonuses for U.S. only.

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

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

Year	2019	2020	2021	2022	2023	2024	2025
DART Rate ¹⁰	0.94	0.76	0.59	0.42	0.39	0.24	0.20

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Year	2019	2020	2021	2022	2023	2024	2025
Fatalities ¹⁰	0	0	0	0	0	0	0

Training hours for full-time non-manufacturing employees (via Connect Learning Platform)	2023	2024	2025
Senior Management ⁹	6.5	5.3	3
Manager	13.1	17.9	11.3
Individual Contributor	7.8	10.6	7.7
Support Staff	4.5	6.1	3.2

U.S. Parental Leave	2024	2025	2024	2025	2024	2025	2024	2025
Year	Eligible for Parental Leave		# of Employees that used Paid Parental Leave ¹³		Unpaid Parental Leave Used ¹⁴		Returned to Work	
Male	2,155	1,985	68	57	12	14	68	57
Female	1,780	1,683	47	51	24	26	47	51
Other	8	39	0	0	0	0	0	0
Total	3,943	3,707	115	108	36	40	115	108

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

Global Senior Management ⁹ Turnover Rate	2023	2024	2025
Involuntary	12.1%	16.0%	2.6%
Voluntary	6.0%	5.3%	5.2%
Total	18.1%	21.3%	7.8%

¹³Includes parental leave that was initiated in 2024

¹⁴Unpaid parental leave is used after paid parental leave is exhausted

People

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Region	2023		2024		2025	
Senior Management⁹	#	%	#	%	#	%
Asia-Pacific	4	4.9%	6	8.0%	6	7.8%
Europe, Middle East and Africa	15	18.3%	12	16.0%	14	18.2%
Latin America	0	— %	0	— %	1	1.3%
North America	63	76.8%	57	76.0%	56	72.7%
Grand Total	82	100.0%	75	100.0%	77	100.0%

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

Ethics & Governance

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

Board of Directors	2023	2024	2025 ¹⁵
Average Age	62.8	63.8	62.7
Average Tenure	6.6	7.6	6.9

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Reporting and Disclosure Appendices

Teleflex has aligned the 2025 Global Impact Report with various reporting frameworks including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Taskforce on Climate-Related Financial Disclosures (TCFD), and shown our alignment with the United Nations Sustainable Development Goals (UN SDGs).



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Statement of use GRI 1 used	Teleflex has reported in accordance with the GRI Standards for the period January 1, 2025, to December 31, 2025.
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	"Inclusive Culture"
	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

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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	"A Message from our CSR Chair"
	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	"CSR Double Materiality Assessment"
	3-2 List of material topics	"Corporate Social Responsibility"

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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	302-1 Energy consumption within the organization		"Energy"
	302-3 Energy Intensity		"Energy"
	302-4 Reduction of energy consumption		"Energy"

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GRI 2021 Standards		Disclosure	Location
Water and Effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics		“Water”
GRI 303: Water and Effluents 2018	303-5 Water consumption		“Water”
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics		“Climate Action”; “Taskforce on Climate-Related Financial Disclosures (TCFD)”
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		“Greenhouse Gas Emissions”
	305-2 Energy indirect (Scope 2) GHG emissions		“Greenhouse Gas Emissions”
	305-3 Other indirect (Scope 3) GHG emissions		“Greenhouse Gas Emissions”
	305-4 GHG emissions intensity		“Greenhouse Gas Emissions”
	305-5 Reduction of GHG emissions		“Greenhouse Gas Emissions”
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” and “Product Sustainability”
	306-2 Management of significant waste-related impacts		“Waste” and “Product Sustainability”
	306-3 Waste Generated		“Waste”
	306-4 Waste diverted from disposal		“Waste”
	306-5 Waste directed to disposal		“Waste”

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GRI 2021 Standards		Disclosure	Location
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		“Talent Recruitment” and “Exceptional Employee Experience”
	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”
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”

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GRI 2021 Standards	Disclosure	Location
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Inclusive Culture"
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	"Inclusive Culture"
Public policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Public Policy"
GRI 415: Public Policy 2016	415-1 Political contributions	\$0 USD in 2025
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 2025.
Marketing and labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	"Sales and Marketing Practices"
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Annual Report (10K)
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	"Information Security and Data Privacy"
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	"Information Security and Data Privacy"

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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 the 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 the 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"> ■ 2025 Class 1 recalls: zero - # of units affected: zero ■ 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	MedWatch: The FDA Safety Information and Adverse Event Reporting Program
	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	None <i>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 2025.</i>
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	"Sales and Marketing Practices"

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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 Sustainability"
	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	In 2025, the Teleflex Global EHS function deployed EHS audits on several selected sites through our Compliance Assurance Program delivered by independent third-party auditors. For more information regarding our management of suppliers and audits please refer to the below websites: <ul style="list-style-type: none"> ■ https://teleflex.com/global/suppliers/ethics/Teleflex-LSAS-Policy-Rev05-Sept-2022.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 customers 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
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

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TOPIC	SASB Code	Metric	Disclosure/Explanation
Activity Metric	HC-MS-000.A	Number of units sold by product category	Anesthesia 80,195,325
			Interventional 5,449,423
			OEM 159,892,951
			Other 755,680
			Respiratory 33,315,580
			Surgical 31,365,547
			Urology Care 94,506,154
			Vascular Access 21,884,064
			Grand Total 427,364,724

Taskforce on Climate-Related Financial Disclosures (TCFD)

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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 Action 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 recognizes the importance of identifying and assessing the impacts of climate-related risks and opportunities over the short, medium, and long term. We evaluate both transition and physical climate-related risks to determine the relative importance of each. Transition risks are associated with the transition to a low-carbon global economy and include current and emerging regulatory risks, technology risks, market risks, and reputational risks. Physical risks arise from physical damage, disruption, or both, resulting from climate change – these can be short-term events, such as extreme weather events or long-term changes in weather patterns and sea levels.</p> <p>In conjunction with a third party, Teleflex completed our first Transition Climate Risk Assessment in 2024, in which transition climate-related risks and opportunities were assessed over the following time horizons: the short-term (1-3 years), medium-term (3-10 years) and long-term (10+ years) time horizons. This first Assessment focused on transition risk across our direct operations and supply chain, involving stakeholder engagement, including different internal engagements with employees and senior leadership through surveys, educational workshops, and informational interviews, as well as scenario analysis to identify relevant risks, assess their impact, and evaluate our business resilience related to these risks. In 2025, Teleflex conducted a Physical Climate Risk Assessment and expects to provide information regarding the results in a future report.</p> <p>In the Transition Climate Risk Assessment, three transition risks were found to be most relevant for Teleflex.</p>

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TOPIC	Description	Recommended disclosures	Response																								
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>These included policy and regulatory risk related to carbon pricing, market and reputational risk linked to a shift in customer behavior towards lower carbon options, and supply risk linked to the cost and availability of raw materials and changes in energy costs. Our exposure to these risks was further assessed through a scenario analysis exercise that helped to determine our potential risk exposure under different scenarios and our preparedness to mitigate these risks. To conduct this analysis, we leveraged data from seven climate scenarios designed by the Network for Greening the Financial System (NGFS), which examine global warming pathways below and above 2°C , and are built on International Panel on Climate Change (IPCC) assessments, socio-economic assumptions and integrated assessment models to explore the implications of climate-related transition and physical risks.</p> <p>The following table depicts each NGFS scenario used in our 2024 Climate Risk Assessment, as well as a description of their main characteristics.</p> <table border="1"> <thead> <tr> <th>Scenario Name</th> <th>Temperature (2100)</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>Net Zero 2050</td> <td>1.4 °C</td> <td>Stringent climate policies and technological innovation in near term drives emissions reductions</td> </tr> <tr> <td>Low Demand</td> <td>1.4 °C</td> <td>Significant reduction in energy demand and carbon pricing policies drive low-carbon technologies and reduced economic activity</td> </tr> <tr> <td>Below 2°C</td> <td>1.6 °C</td> <td>Gradual increase in stringency of climate policies</td> </tr> <tr> <td>Delayed Transition</td> <td>1.6 °C</td> <td>Annual emissions do not decrease until 2030, after 2030, strong climate policies result in significant economic impacts</td> </tr> <tr> <td>Fragmented World</td> <td>2.3 °C</td> <td>Delayed and fragmented climate action results in a high physical and transition risk scenario</td> </tr> <tr> <td>NDCs</td> <td>2.6 °C</td> <td>Nationally Determined Contributions (NDCs), including all pledged targets are met</td> </tr> <tr> <td>Current Policies</td> <td>3+ °C</td> <td>Only currently implemented policies remain in place, resulting in a high physical risk scenario</td> </tr> </tbody> </table>	Scenario Name	Temperature (2100)	Description	Net Zero 2050	1.4 °C	Stringent climate policies and technological innovation in near term drives emissions reductions	Low Demand	1.4 °C	Significant reduction in energy demand and carbon pricing policies drive low-carbon technologies and reduced economic activity	Below 2°C	1.6 °C	Gradual increase in stringency of climate policies	Delayed Transition	1.6 °C	Annual emissions do not decrease until 2030, after 2030, strong climate policies result in significant economic impacts	Fragmented World	2.3 °C	Delayed and fragmented climate action results in a high physical and transition risk scenario	NDCs	2.6 °C	Nationally Determined Contributions (NDCs), including all pledged targets are met	Current Policies	3+ °C	Only currently implemented policies remain in place, resulting in a high physical risk scenario
	Scenario Name	Temperature (2100)	Description																								
Net Zero 2050	1.4 °C	Stringent climate policies and technological innovation in near term drives emissions reductions																									
Low Demand	1.4 °C	Significant reduction in energy demand and carbon pricing policies drive low-carbon technologies and reduced economic activity																									
Below 2°C	1.6 °C	Gradual increase in stringency of climate policies																									
Delayed Transition	1.6 °C	Annual emissions do not decrease until 2030, after 2030, strong climate policies result in significant economic impacts																									
Fragmented World	2.3 °C	Delayed and fragmented climate action results in a high physical and transition risk scenario																									
NDCs	2.6 °C	Nationally Determined Contributions (NDCs), including all pledged targets are met																									
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TOPIC	Description	Recommended disclosures	Response
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>Policy and legal risk: Carbon pricing</p> <p>Each of the seven NGFS scenarios integrates carbon price assumptions which serve as an indicator for the level of regulatory risk exposure. These carbon prices also represent a proxy for policy ambition and are influenced by the timing of policy implementation, regional distribution of policy mechanisms, and technology deployment. By examining Teleflex’s exposure to carbon pricing and regulatory risk across seven different scenarios, we can better prepare for the uncertainty surrounding these risks.</p> <p>A Transition Climate Risk Assessment scenario analysis assessed potential impacts for a business-as-usual growth pathway and a pathway aligned with reducing our emissions in line with our Science Based Target (SBT). Risk levels were modeled out to 2050 in line with the target year for our net zero SBT. The Transition Climate Risk Assessment scenario analysis showed that Teleflex will face the greatest exposure under a Net Zero 2050 scenario, with the exposure decreasing if Teleflex follows an emission reduction trajectory in line with our SBT. The results highlighted the value of pursuing and achieving emissions reductions as a strategy to reduce carbon-related risk exposure. Investments related to achieving Teleflex’s SBT may result in avoided cost exposure to future carbon pricing. Teleflex is implementing initiatives designed to support a low-carbon future and achieve emissions reductions.</p> <p>There are several ways Teleflex plans to reduce our carbon footprint. We are targeting efficiency improvements, electrification and exploring options regarding clean energy, such as additional on-site renewables.</p> <p>For information can be found in our Climate Action section of this report.</p>

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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. 	“Greenhouse Gas Emissions” and “Emissions Reduction Targets”

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Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
Community & Sustainable Healthcare	Goal 3 (Good Health & Well-Being): Ensure healthy lives and promote well-being for all at all ages	3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births 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 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 3.7 By 2030, ensure universal access to sexual and reproductive healthcare 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
	Goal 8 (Decent Work and Economic Growth): Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	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 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 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
	Goal 9 (Industry, Innovation, and Infrastructure): Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	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
	Goal 11 (Sustainable Cities and Communities): Make cities and human settlements inclusive, safe, resilient and sustainable	11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums 11.4 Strengthen efforts to protect and safeguard the world’s cultural and natural heritage

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Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
Planet & Environment	Goal 3 (Good Health & Well-Being): 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
	Goal 6 (Clean Water & 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 & 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 & 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 10Year 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
	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

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Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
Planet & Environment	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
	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
People	Goal 3 (Good Health & Well-Being): 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
	Goal 4 (Quality Education): Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 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 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 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

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People	Goal 5 (Gender Equality): Achieve gender equality and empower all women and girls	5.1 End all forms of discrimination against all women and girls everywhere 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 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
	Goal 8 (Decent Work and Economic Growth): Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	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 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
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	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

