



2025 Global Impact Report Executive Summary

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

Teleflex[™]
Empowering the future of healthcare

Teleflex at a Glance

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

Snapshot

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

Operations in **37 countries**

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

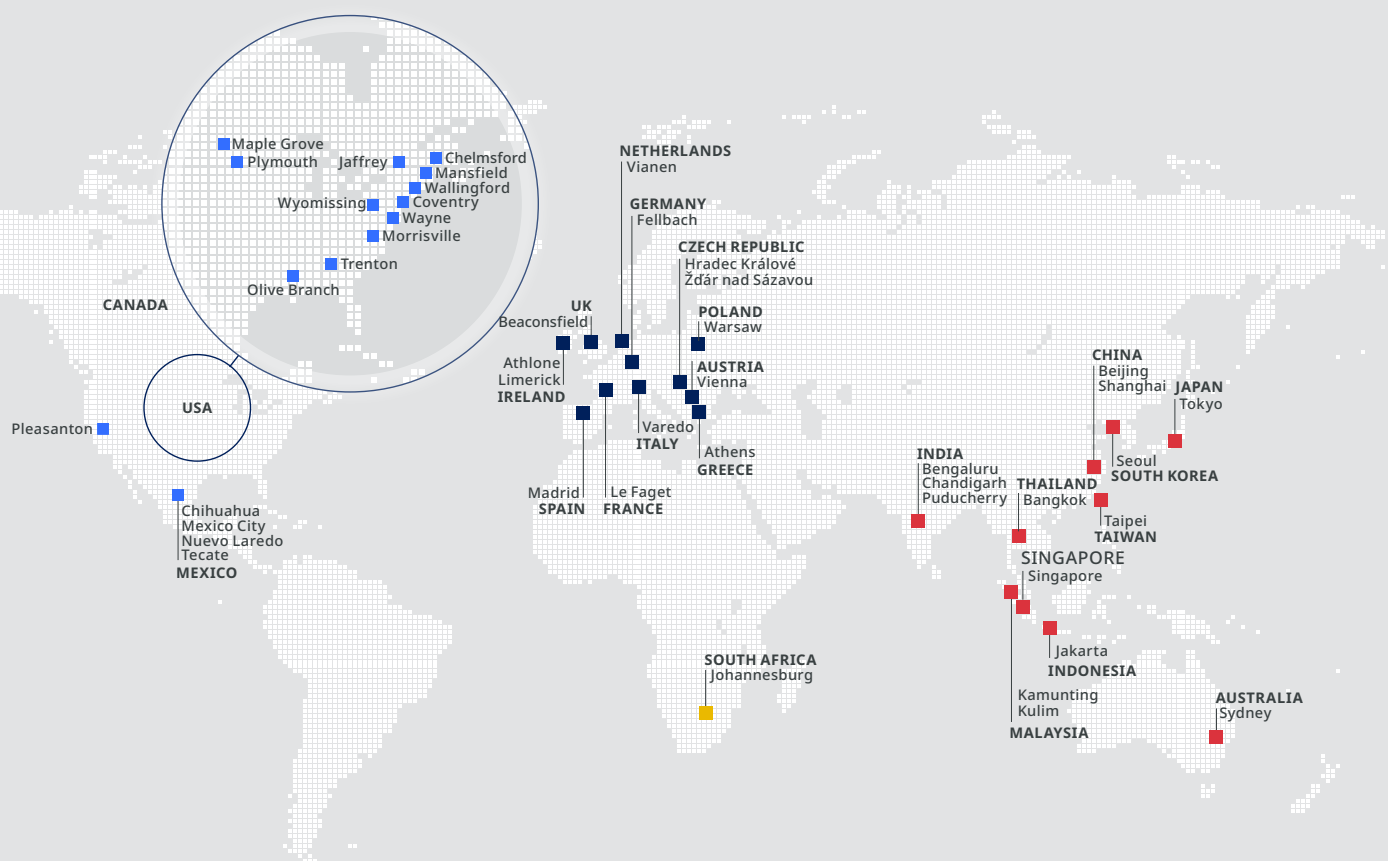
~14,000
employees



2025 Net Revenue:

\$1,992.7
Million¹

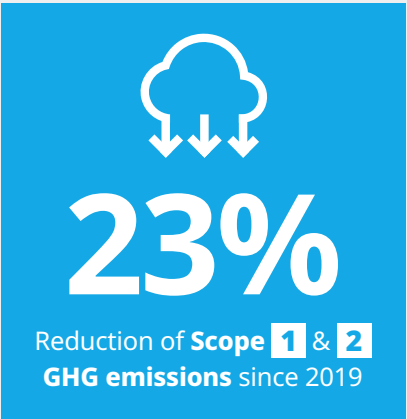
Map of our Global Sites²



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.

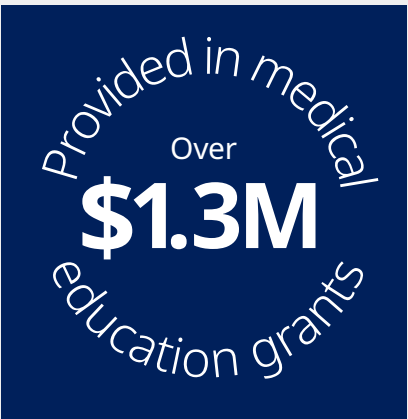
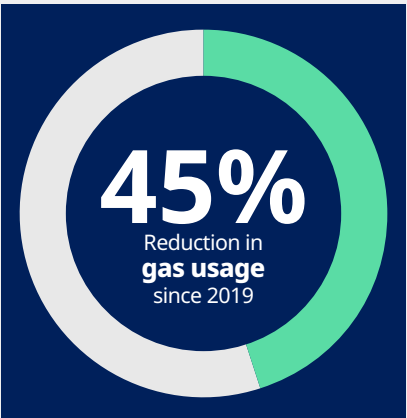
² Locations with 25 or more employees as of December 31, 2025.

CSR Program Highlights from 2025



Launched our
RISE Global Competency Framework

Developed our
Global Health Equity Statement



³ Refers to exempt employees in the US, Canada, and parts of Latin America

Corporate Social Responsibility

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.

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 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.*



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.

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.

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.

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

Corporate Social Responsibility

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

Community & Sustainable Healthcare

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.

Health Equity

We are proud to share we have developed our **Global Health Equity Statement**. This statement was developed through targeted and global employee outreach.

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.

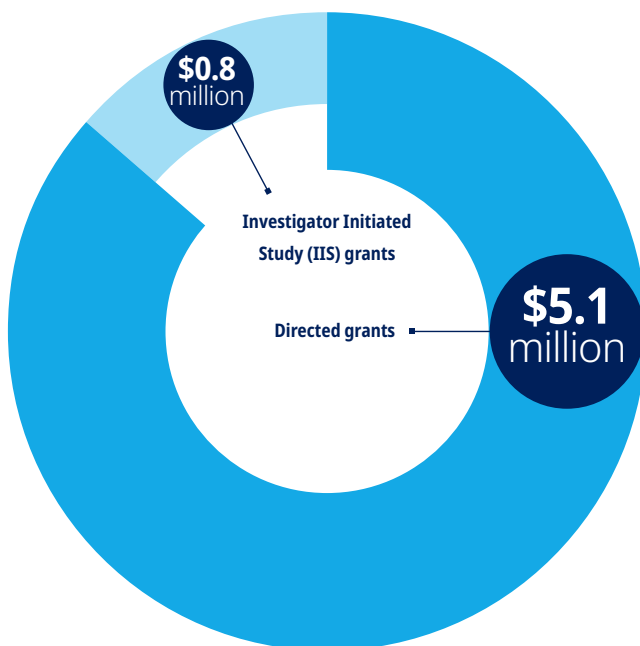
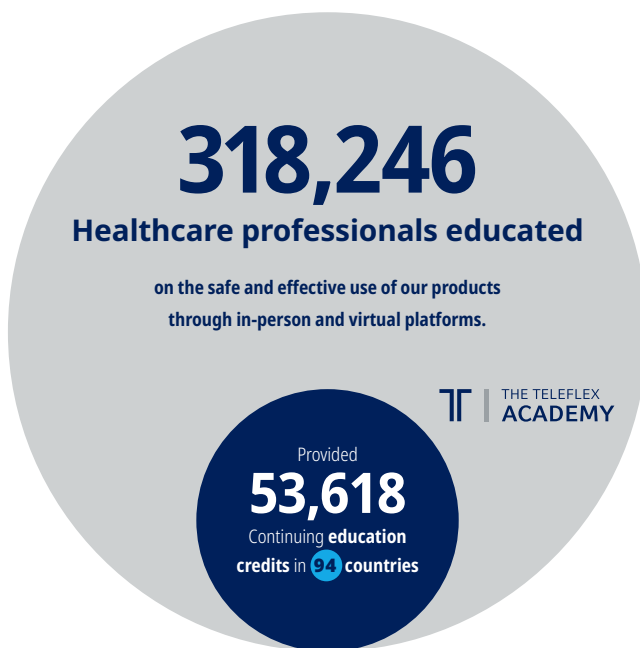
Clinical Research

We conduct clinical research to help develop new products and expand existing products using the principles of Good Clinical Practice and adhering to all local and regional regulatory requirements. Teleflex's Clinical and Medical Affairs 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.

Medical Education & Clinical Research 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

Additionally, We provide research grants and support to healthcare providers in areas complementary to Teleflex's business and products.



Community & Sustainable Healthcare

Sustainable Healthcare

Product Sustainability

Our focus on sustainable healthcare is delivering quality care to our patients, while remaining mindful of the planet's health. Our product sustainability strategy focuses on the following areas: sterilization, product packaging, and materials.

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 few years, we have reduced material usage through targeted initiatives, such as packaging material changes and size optimizations.

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.

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.

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.

Teleflex Global Living Quality Week

This year, in correlation with World Quality Week, we 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.



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, **JOIN Act with Purpose**, is Teleflex's unique way of approaching Corporate Social Responsibility in a way that it's empowered by our employees.

Employees across Teleflex are invited to participate in various volunteering events and demonstrate our Core Values in action.



The Teleflex Thailand Team - Caring for our oceans

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. In 2025, Teleflex donated products with a total value of more than \$0.4 million through 21 humanitarian donations, making an increase from 2024.

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.

Planet & Environment

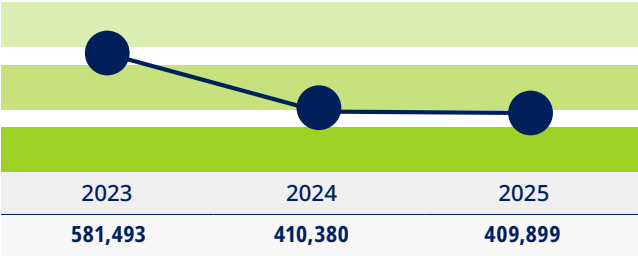
We recognize human health and planetary health are inextricably connected. As a healthcare organization, we are focused on having a positive impact on both people and the environment.

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.

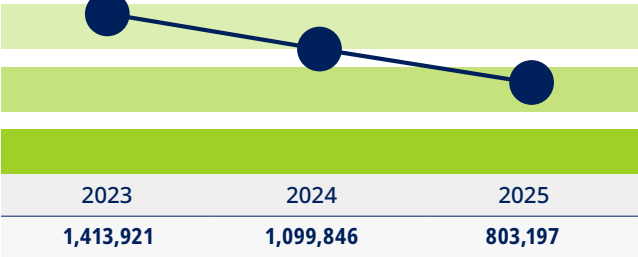
Water Usage (m3)



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.

Waste to Landfill (kg)



Emissions and Pollution

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

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.

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.

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

Climate Action

Climate Action Governance & Strategy

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 our climate action strategy is managed under the Planet & Environment pillar of our CSR program.

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

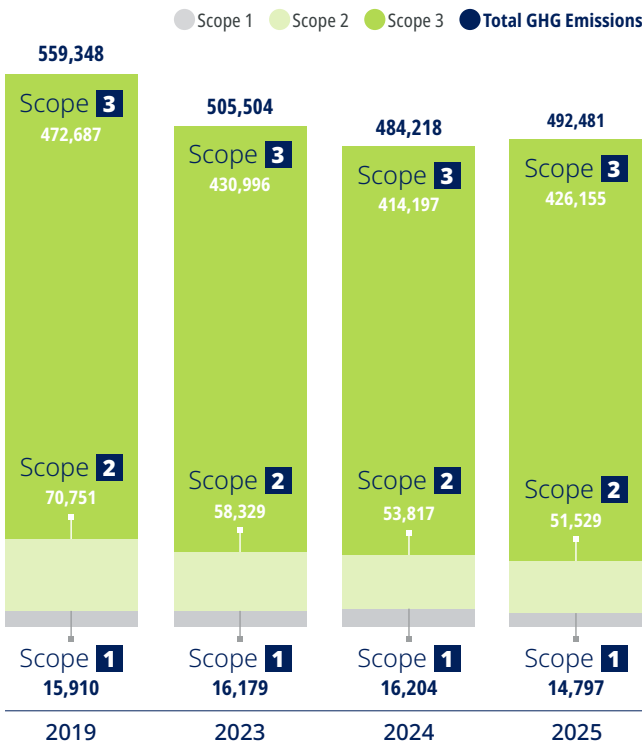
To gain a deeper understanding of climate-related risks, in 2025 we assessed our exposure and vulnerability to physical climate hazards and their associated financial risks and impacts.

Planet & Environment

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. You will find our detailed scope 1, 2, and 3 emissions data in our full report.

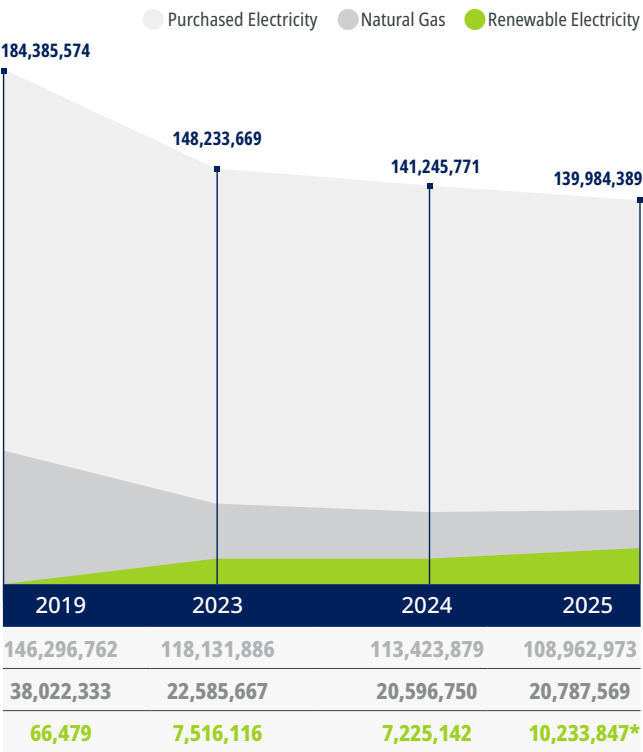
Greenhouse Gas Emissions (metric tonnes of CO₂e)⁴



Energy

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

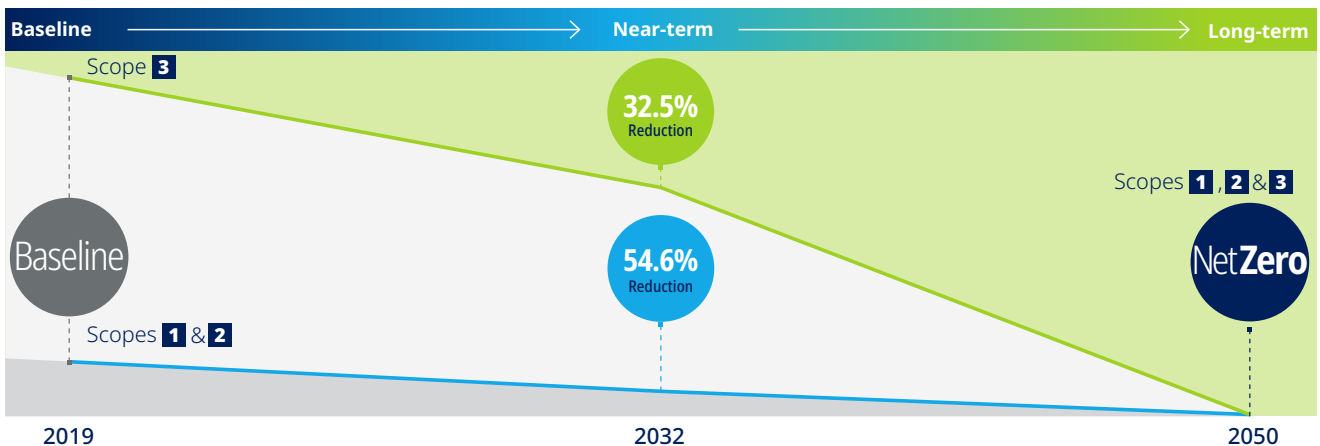
Total Energy Usage (kWh)



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.

Emissions Reduction Trajectory



⁴ Scope 1, 2 and 3 metrics to account for data availability and methodology improvements, which may result in changes to previously reported emissions metrics.

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

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.

Recruitment and Onboarding

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 talent recruitment team has several tools, resources, and avenues to reach potential candidates as we look to fill open roles within Teleflex. We maintain an honest, transparent recruitment process, clearly communicating timelines, expectations, and compensation ranges to candidates.

As a part of that process, we ask new hires to participate in a survey about the hiring process and onboarding. In 2025, we had a 100% satisfaction rate in our new hires survey in the Americas³ and 99% satisfaction rate in EMEA.

Exceptional Employee Experience (E³)

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 regularly perform a Global Employee Experience Survey across multiple areas of the business to learn and understand the employee experience more broadly.

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

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.

2025

The **average tenure** of our **workforce** **7.7yrs**

Learning and Development

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

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

Teleflex is committed to establishing a clear and transparent framework that facilitates upward mobility, leadership development, and lateral career progression. We are happy to share that 21% of open U.S. roles³ in 2025 were filled with internal candidates and many of these being a promotion in title or role.



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.

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.

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.

People

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, including spouses or domestic partners, children, and parents.



Family Support

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

Employees who have adopted children can utilize the same level of leave as those with biological children.

We are happy to share that in the U.S., 100% of employees who took parental leave in 2025 returned to work.

Inclusive Culture

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 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.

Employee Health and Safety

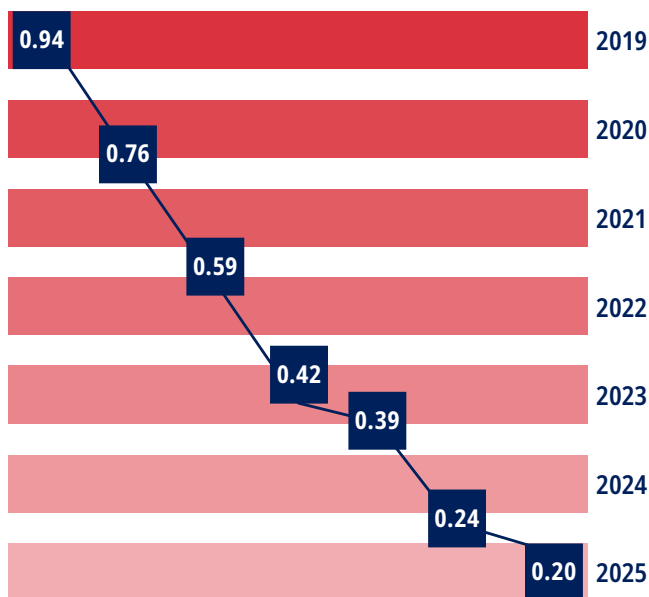
Our Zero Harm Vision showcases our strong commitment to the health, safety, and wellbeing of our employees.

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.

We track and monitor several occupational health and safety metrics across our sites, regionally and globally. We are extremely proud of our team's focus on safety and have continually decreased our DART rate for six years running.⁵

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

DART Rate



Teleflex Kulim Wellness Week 2025

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

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.

Corporate Governance

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

Board of Directors

Our Board of Directors currently consists of eight members with an independent Chairman. The average age and tenure of our Board members is 62.7 years and 6.9 years, respectively⁶. The Board currently maintains three standing committees, each of which is chaired by an independent director.

A Culture of Compliance

Our Global Compliance Program is a key component of running an ethical company.

Teleflex has several policies that 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.

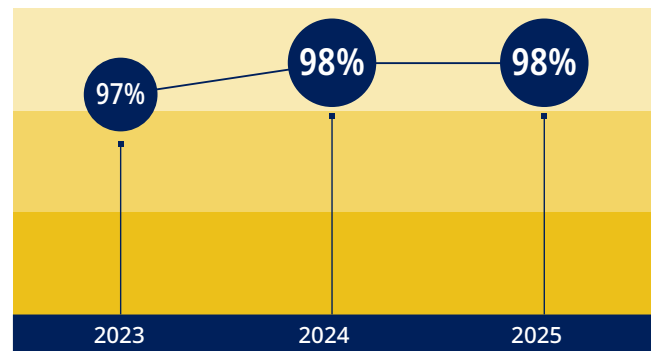
We conduct annual training on our Code of Ethics and track employee completion rates for new and current employees.

"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

Completion Rate of Code of Ethics Training



Enterprise Risk Management

As a part of our larger Enterprise Risk Management process, we conduct an annual Enterprise Risk Assessment (ERA). 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.

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).

Our **Labor Standards Assurance Policy** outlines our Labor Standards Assurance System (LSAS) program.

Information Security and Data Privacy

We have developed a global information security and data privacy program aligned to industry standards. Security awareness training is provided to all employees multiple times throughout the year, along with periodic security update communications.

Artificial Intelligence

Teleflex 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. During 2025, we hosted a dedicated session on AI's emerging role at Teleflex, which provided employees with useful and relevant information regarding the impact, benefits, and potential risks of AI.

⁶ Board members average age and tenure as of the date of 2026 proxy statement.

