



DRIVING THE SHIFT
TOWARDS A
SUSTAINABLE
FUTURE

Volume 2 | 2019

Global JOIN Impact Report

Teleflex's Outcomes from Acting with Purpose

Teleflex®



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Global JOIN Impact Report

Our Promise



Making an Impact

I continue to be inspired by the dedication of our employees to act responsibly for the good of our communities, our environment, and those in need. 2019 was no exception. We maintained the momentum from the previous year when we celebrated Teleflex's 75th Anniversary and launched our JOIN Act with Purpose initiative. JOIN Act with Purpose is Teleflex's unique way of approaching responsibility powered by our employees. They are empowered to see the vision of their CSR activities and carry them out in a way that is most meaningful on a local, and often global, level.

In 2019, a team of employees from across our organization had a unique opportunity sponsored by Chernobyl Children International (CCI). They were the first corporate group to spend a week volunteering in a children's orphanage in Vesnova, Belarus where children affected by the 1986 Chernobyl nuclear disaster

live. Their experience truly reinforced our mission of "improving the health and quality of people's lives." I am proud of how they represented Teleflex in their journey.

Environmental sustainability, and pollination in particular, was the theme for the 2019 JOIN events across our sites. To ensure a simplistic and fun approach that everyone could participate in, we used the theme of 'Planting with Purpose' to engage and educate our employees about the critical role pollinators play in a sustainable planet. Our employees embraced this theme and held planting and other sustainability events to support our environment as well as educate each other on the impact we have on the planet. Working together, we can all make a difference.

Our actions across all of Teleflex, including the medical devices we produce, are carried out in support of our Core Values

and mission. We continue to make an impact through the work of The Teleflex Foundation and our Humanitarian Donations Program. Teleflex ensures compliance with all applicable laws and regulations and is committed to the protection of human health and environmental regulations. You can learn more about these programs and achievements in the pages that follow.

I could not be more proud to be a part of Teleflex and the difference we make each day. Thank you to all of our employees for the tremendous efforts they made in 2019 and their ongoing commitment to build an even brighter future and 'JOIN IN' to help those around them.



Liam Kelly
Chairman, President and CEO
Teleflex Incorporated



ABOUT TELEFLEX

Teleflex is a global provider of medical technologies designed to improve the health and quality of people's lives. We apply purpose-driven innovation – a relentless pursuit of identifying unmet clinical needs to benefit patients and healthcare providers. Our portfolio is diverse, with solutions in the fields of vascular and interventional access, surgical, anaesthesia, cardiac care, urology, emergency medicine and respiratory care. Teleflex employees worldwide are united in the understanding that what we do every day makes a difference.

AT TELEFLEX WE ARE COMMITTED TO

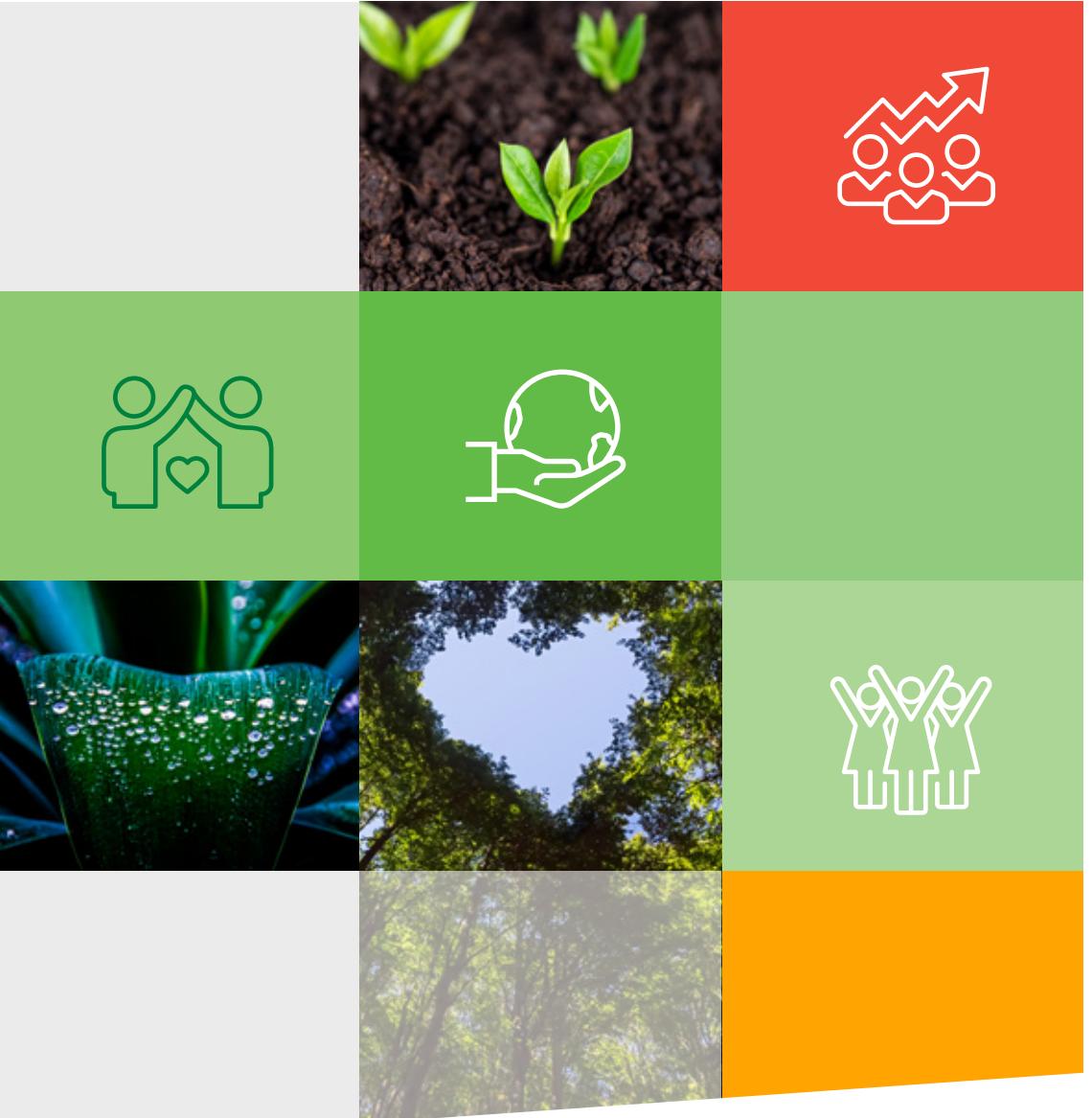
- **Focus** on people through professional development and employee programs centered on health, well-being, inclusion and safety;
- **Enhance** our humanitarian aid and medical grants process to ensure a more effective approach;
- **Encourage** and provide volunteer opportunities in support of our local communities;
- **Seek out** and implement environmentally sound operational practices aligned to our Zero Harm vision;
- **Ensure** responsibility remains a driving factor in our corporate governance, continuing to observe strong business ethics grounded in morality and compliance while mitigating risks.



CULTURE AND CORE VALUES

Our Core Values and behaviors are an integral part of our culture in Teleflex. Our various voluntary employee-driven groups such as our JOIN Act with Purpose, ONE Teleflex and other initiatives enhance our employee engagement by organizing various initiatives and events throughout the year. This allows employees and their families the opportunity to socialize and interact with each other outside of their typical working day.

Our Senior Leadership team are imperative in driving our culture of engagement and our Core Values. The fact that we have an open-door policy means that all senior individuals in the organization are easily accessible to all employees. This greatly assists us in driving a culture of open communication and engagement that is in line with our Core Values.



JOIN ACT WITH PURPOSE - OUR JOURNEY SO FAR

JOIN - our employee-driven initiative continues to be an invitation to join in and act with purpose. At Teleflex, we are united by a common sense of purpose that what we do every day makes a difference.

Dedicated and committed to supporting local charities and causes that are close to our hearts, the stories shared by our employees highlight how taking part in worthwhile events also creates a greater sense of meaning and purpose.

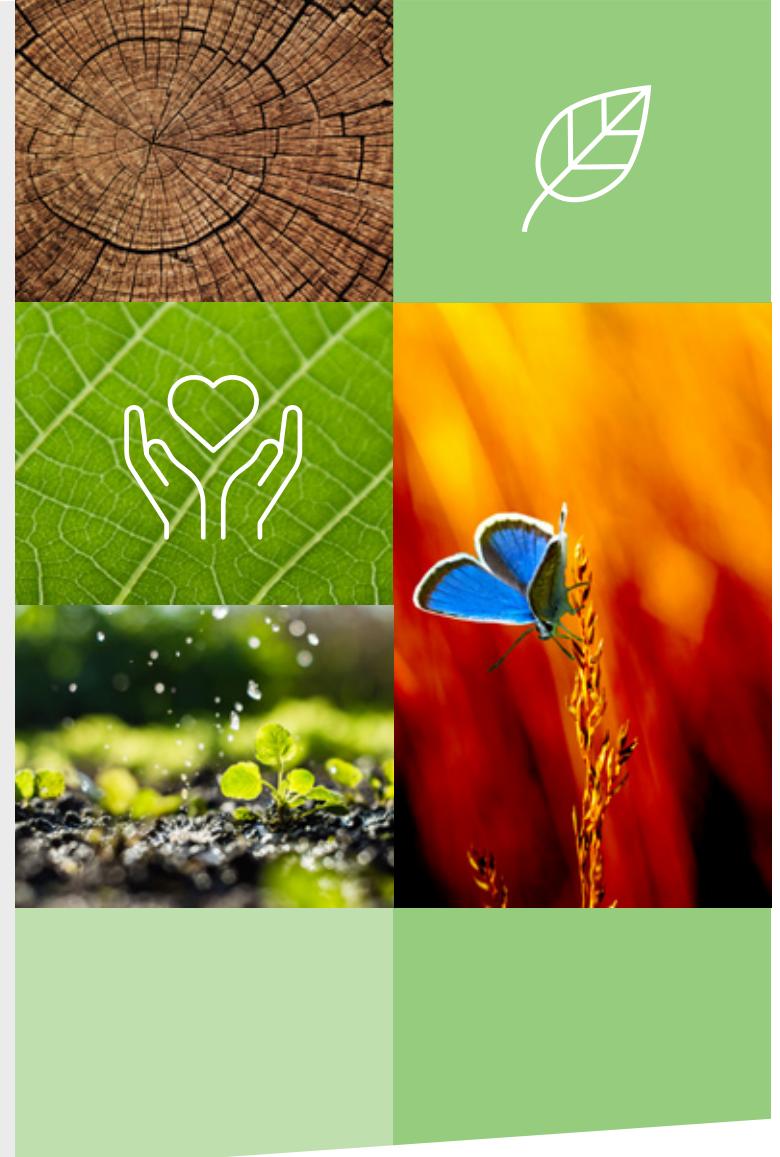
JOIN Act with Purpose is supported by four pillars: Community, Humanitarian Aid, Environment and Business with Sustainability as the common thread that runs through each of the pillars.

As we continue on our journey ahead, it is exciting to see how our volunteering efforts are continuously evolving, demonstrating the generosity of the human spirit, inspiring each other along the way to make the world a better place.

Employees at Teleflex continue to embrace sustainability throughout the business with a growing appetite to take action and improve our impact on the environment.

Under the JOIN umbrella, employees have been joining in and giving back to those who need it the most. These acts of kindness continue to inspire those around us, and really demonstrate how our employees are living our Core Values, the foundation of how we conduct ourselves throughout Teleflex.

JOIN reminds each and every one of us that we each hold the power to make a significant contribution and positive impact in the world.





Global JOIN Impact Report

Our People



VOLUNTEERING IN VESNOVA AN UNFORGETTABLE EXPERIENCE

JOIN and Teleflex Academy launch an Interpersonal Development Skills program

As part of Teleflex JOIN Act with Purpose, 11 employees were given a once-in-a-lifetime opportunity in November 2019 sponsored by Chernobyl Children International (CCI). They travelled from all over the world to spend a week volunteering in a children's orphanage in Vesnova, Belarus where children affected by the 1986 Chernobyl nuclear disaster live. Working in the medical device industry we feel a sense of satisfaction every day that the work we do is improving lives. The trip proved to be an altogether unique and more direct way of touching the lives of those most in need.

After a series of vaccinations, psychometric assessments, vetting, and questionnaires, the team assembled in

the Amsterdam airport on November 18, 2019. Although many of them had never met, an immediate bond and chemistry formed within the team. While they had seen images of the orphanage and had been told of the conditions that affected the children, this was going to be a completely new experience. They all shared the tension of not knowing what to expect.

The typical day began at 7:00 AM. The team helped feed the children in two of the units where the children were severely disabled and unable to feed themselves. After this they spent time either helping bathe / change the children or just spent time with them in the dayroom.

The team also visited children in the other units. Some of the less disabled children partake in workshops that include painting, woodwork, arts and crafts, knitting, and more. The remainder of the day consisted of feeding lunch and dinner to the children as well as visiting the children's sensory room.

Reflective sessions would soon become an important part of the trip. As emotions ran high among the participants given the experiences they had, these sessions allowed everybody to share their highs and lows from each day and recalibrate their emotions for the following day.

There were many unforgettable moments on the trip and every possible emotion experienced. The team felt hope in seeing the homes CCI has built outside of the orphanage that gives the children the potential for a real future and live independently, and pride in being the first corporate group to be involved in such an initiative.

CCI is now working to help the 3rd generation of people suffering from the effects of the Chernobyl nuclear disaster.



JOIN VOLUNTEERING WEEK

Teleflex Morrisville - Making a difference where it counts!

Team Teleflex Morrisville volunteered for a second year running as part of JOIN Volunteering Week 2019. Thanks to the collective efforts of our 231 volunteers, our employees devoted their time between some worthwhile charities including Ronald McDonald House, Raleigh Food Bank, Goodwill Community Farm, Woodland Terrace Senior Living Community and Habitat for Humanity.

At **Ronald McDonald House**, our team of volunteers cooked and served food to families daily, which included meal planning, cooking and serving the meals and making sure to clean up afterwards.

Team Teleflex Morrisville also spent time at the **Raleigh Food Bank**. The team worked incredibly hard to assemble meal boxes for the elderly where their efforts made a tremendous impact as they sorted and packaged produce, frozen meat and non-perishable food into manageable meal boxes suitable for the elderly people in their community.

Goodwill Community Farm donates their local produce to local charities and those in need. As part of JOIN Volunteering week, our volunteers joined together to help de-weed their crops, harvest sweet potatoes and plant collards.

Other Teleflex volunteers visited **Woodland Terrace Senior Living Community** where they assisted with the residents in bingo, took part in board games and fun dancing exercises. They also worked outside cleaning the court yard, building outdoor flower boxes and painting the outdoor patio furniture.

Habitat for Humanity of Wake County welcomed our volunteers who spent time building roofs, landscaping and painting. The organization greatly appreciated the efforts from our Team Teleflex who gifted their time to such a worthy cause.



EMPOWERING COMMUNITIES

Casa Ronald McDonald

Team Teleflex Iberia had the opportunity to volunteer at Casa Ronald McDonald. Since 1997 in Spain, the Ronald McDonald Children's Foundation has overseen the building and maintenance of homes located near paediatric referral hospitals also known as the Ronald McDonald Houses. They provide a 'home away from home' for families with children who are receiving care in hospital. The Teleflex team held a baking demonstration class with the children and their families, to give them an enjoyable activity and the opportunity to make some new memories.

Feed My Starving Children

Feed My Starving Children (FMSC) believes hope starts with food. As a non-profit, FMSC is dedicated to seeing every child whole in body and spirit. FMSC works with food distribution partners that stay with communities for the long haul, empowering them to move from relief to development.

Team Teleflex Arlington Heights volunteered with Feed My Starving Children in Schaumburg, Illinois where they took time out to label and package hand picked nutritious meals for children who are in need. Well done to our volunteers who packed 397 boxes in two hours - a total of 85,752 meals which will feed 295 children for one full year!



GOING THE EXTRA MILE

Teleflex Athlone CCI 5k Run

To mark the International Chernobyl Disaster Remembrance Day, as part of JOIN Act with Purpose, Team Teleflex Athlone joined together to take part in a 5km fun run/walk to raise funds for Chernobyl Children International (CCI) charity, which gives support and hope to children living in the aftermath of the 1986 Chernobyl Nuclear disaster. An impressive €1050 was raised for this very worthy cause and we were delighted to see how together we really do make a difference by getting involved with the causes that are near and dear to our hearts.

Teleflex Jaffrey Animal Donation Drive

To celebrate World Animal Day, Team Teleflex Jaffrey hosted a month-long Animal Donation Drive to benefit the Monadnock Humane Society (MHS), a local non-profit organization that serves forty four local communities as an adoption shelter and food pantry for low income pet owners. Services include a spay/neuter clinic, animal cruelty advocacy, pet therapy program center, and a temporary care center for pets with owners who are hospitalized, homeless, or in a domestic violence situation. Our volunteers from Team Jaffrey delivered the donated items to MHS and enjoyed some play-time with a few of the animals that are looking for forever homes.





Global JOIN Impact Report

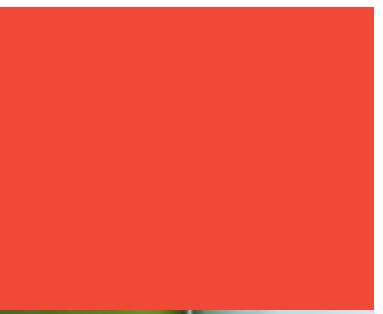
Our Planet

PROMOTING POLLINATION IT'S IN OUR NATURE

Our pollinator population are declining at an alarming rate. Pollinators are facing extinction through hunger, loss of habitat and the effects of climate change. It is becoming much clearer that we must act now to improve our conservational efforts and take the necessary steps to ensure we protect our eco-system.

According to some scientists estimates, birds, bats, bees, butterflies and all other small mammals who pollinate our plants are responsible for providing one out of every three bites of food we eat. Favourite foods such as fruits, vegetables, nuts, seeds and berries are all varieties of food that are vital to our health and contribute to our well-being which we would we not have without the work of our pollinators.

It is important that we play our part by creating and maintaining safe habitats so that our pollinators can thrive. We can take immediate action by planting native seeds and flowers that are bee-friendly and pollinator-friendly, ensuring they have enough nectar to feed on. A simple flowerbox is a great alternative to a garden for attracting pollinators to our neighbourhoods.



ABOUT POLLINATION DID YOU KNOW...

- Pollination is an essential ecological function.
- Pollinators help to procreate many trees, shrubs and flowering plants.
- Not all flowers are the right food for our pollinator friends, did you know that bidan and wildflower create perfect nectar.
- We can't live without pollinators and the plants that they pollinate.
- Over 80% of the world's flowering plants require a pollinator to reproduce.
- Animals that assist in their reproduction as pollinators include bats, butterflies, moths, flies, birds, beetles, ants and bees.
- Without pollinators, the human race and all of Earth's terrestrial eco-systems would not survive.



PLANTING WITH PURPOSE

Arlington Heights Volunteer at SmartFarm

To celebrate National Honey Bee Day Team Teleflex Arlington Heights volunteered at SmartFarm where the volunteers spent time weeding the tomato and onion beds, running lines to hold the plants upright, harvesting peppers and restoring the tomato plants that had blown over during a bad storm.

The JOIN team helped harvest fresh produce for local families who are less fortunate. The SmartFarm is partnering with a local junior high to set up an area where those in need can pick up the fresh produce. Smart Farm's facilities run entirely through donations, fundraisers and volunteer hours.

SmartFarm grows and donates close to eight tons (or 16,000-lbs) of produce each year, teaches workshops for kids and adults, and spreads the word about the importance of growing fresh, local food.

THE SMARTFARM PROMISE IS TO CULTIVATE A HEALTHY, ECO-FRIENDLY COMMUNITY BY:

- OFFERING ADULTS AND CHILDREN LEARNING OPPORTUNITIES IN SUSTAINABLE GARDENING
- PROMOTING THE BENEFITS OF SUSTAINABLE GARDENING
- DONATING FRESH PRODUCE TO SUPPORT OUR NEIGHBOURS IN NEED



FRUITS OF POLLINATION

Teleflex Wayne Valley Forge National Park

Team Teleflex Wayne visited Valley Forge National Park, where they volunteered to help with the upkeep of the park. The team cleared out invasive plants, made room to plant new species and constructed a fence around the area to protect from wildlife.

Teleflex Iberia Ecocolmena

Ecocolmena is an association that dedicates itself to developing social innovation projects that protect bees and other pollinators. Seven members of Team Teleflex Iberia travelled to Escopete, a village of Guadalajara, where they collaborated with Ecocolmena. While there, they planted trees to help the ecosystem, and absorbed lots of information about how important bees are to our environment, and learning ways they can protect bees and pollinators.

Teleflex Athlone Breakfast Morning

Team Teleflex Athlone held a 'pollination day' to honour the mighty bee. A breakfast morning was held where Irish honey, Irish granola, Irish yoghurt and local fruits were provided for all employees to enjoy. Each employee also received a gift of seeds also known as 'bee bombs' containing 18 species of wildflower that are indigenous to Ireland which are vital to the survival of our bees. Employees were encouraged to plant these in their gardens at home to help preserve bees and pollinators in their local areas.



BRINGING BACK THE BEES

Join the Bee Protection Squad with Team Korea

Team Teleflex Korea held a **JOIN** activity, where our volunteers focused on the importance of pollination. An educational workshop provided key learnings around the importance of pollination and how small changes can really enhance the protection of bees and the environment. Following this, the team worked together to make a small bee garden with flowering plants to provide a habitat for pollinators. Finally, the team got to experience honey harvesting. Their efforts will make a positive difference to pollinators and their environment. This inventive event will help the team do their bit to protect pollinators.

Teleflex Arlington Heights World Bee Day

To celebrate World Bee Day, Team Teleflex Arlington Heights came together and built pollinator homes. A pollinator home is a structure which accommodates solitary-nesting native bees by providing cavities in natural materials for them to live in and to protect them. All volunteers brought their creations home where they placed them in an area for pollinators to take advantage of them. These homes will help protect bees in the local area, which in turn will have a great impact on the local environment.



POLLINATION AT WORK

Teleflex Shanghai Drive Pollination Pillar

Team Teleflex Shanghai held a JOIN Act with Purpose Pollination Pillar event. The employees brought their children along to the event where educational workshops were held. All 34 participants learned about garbage classification, plogging, planting, pollination and recycling. Finally, the participants created their own DIY Recycled bags, and planted their own plants to take home with them. Overall the event was both enjoyable and educational. This is invaluable information that will help Teleflex employees make small changes in their lives to protect the environment.





Global JOIN Impact Report

Our Focus



EMBRACING SUSTAINABILITY TOGETHER



Teleflex is committed to sustainable development, environmental protection and the health and safety of our employees and our customers. At Teleflex, we understand that our environment is complex as well as delicate and we constantly strive to ensure we act in an environmentally sustainable manner.



Compliance with all applicable laws, regulations and other standards is just one part of this commitment. We are further committed to the protection of human health and the prevention of pollution, and we strive to identify and eliminate or minimise negative impacts on the environment associated with our facilities, activities, services and products.



During 2019, sustainability remained a key focus throughout the business. Employees actively engaged in a variety of initiatives such as recycling, beach cleans and planting with purpose, all exciting stories that are making an impact whilst instilling a great sense of pride throughout Teleflex.

TELEFLEX PRODUCT STEWARDSHIP

MDR and our commitment to compliance and sustainability

Product Stewardship is an environmental management strategy where responsibility is taken by whoever designs, produces, sells, or uses a product to minimise the product's environmental impact throughout all stages of the products' life cycle. Product Stewardship is about ensuring there are programs in-place throughout the entire product cycle to ensure the availability of sustainable and environmentally compliant medical devices for Teleflex customers.

Product Stewardship is embedded in Teleflex processes and activities, it is an extension of the JOIN initiative and backs up the JOIN initiative. Teleflex is committed to substituting materials designated as hazardous with safer alternatives. Our policies and procedures back up our Stewardship and compliance efforts.

"An important aspect of product stewardship is accountability for knowing and understanding all the chemicals and materials we use in all our products. This not only assures our patients and their caregivers that medical devices placed in their bodies are safe but also that our manufacturing employees have a safe work place and that our manufacturing sites are operated in a manner that is safe for the planet."

ANDRE WEINSTOCK - SENIOR MANAGER GLOBAL ANALYTICS.



ENVIRONMENT, HEALTH AND SAFETY

Committed to our shared vision: Zero Harm to People and Environment

2019 saw Teleflex make real progress on our global reform of its Environmental, Health and Safety (EHS) function across our manufacturing operations Global Supply Chain. Our 'Zero Harm' strategy helps sites implement a common management systems infrastructure aligned to ISO 14001 (for Environmental Management Systems) and ISO 45001 (for Occupational Safety and Health Management Systems). We continued to improve and implement new EHS Standards in 2019, with more planned for 2020.

Our 'Zero Harm' strategy provides us with clear decision-making criteria and a shared vision for all Teleflex employees. It demonstrates our dedication to conducting our business in ways that sustain the safety, health, and well-being of people, and the environment.

Key environmental indicators within this strategy include Electricity, Natural Gas and Water Usage, Waste Sent to Landfill and Treatment and Waste Sent to Recycling/Reused.

Key Occupational Safety and Health indicators include all EHS Incidents and the internationally benchmarked DART Rate.

Via our 'Zero Harm' strategy and supporting programs, we've maintained a low level of overall injury severity rate per 100 employees with our 2019 DART rate of 0.94 comparing favourably to the Industry. We have set continual improvement targets to further decrease our total injury and DART rate per 100 employees per year in 2020.

Taking responsibility for our people is high on our agenda. In 2019, Teleflex invested in upgrading manufacturing, food and recreation areas at selected manufacturing sites to improve the wellbeing of our people. To keep improving health and safety commitments we will continue to make additional investments in 2020.



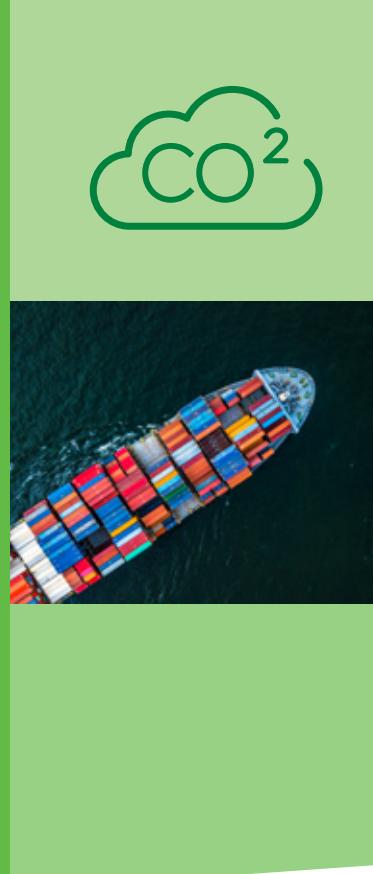
GOING GREEN

Taking steps to reduce our impact on the environment

At Teleflex we are focused on making more environmentally friendly choices and pursuing practices that can lead to more ecologically responsible decisions.

An example of this is at our International Headquarters in Athlone, Ireland. Over the last two years, we have reduced the amount of printing by 33% and completely removed the use of almost 50,000 paper cups and over 30,000 plastic lids annually.

Another example of this is operation of water treatment capability at our manufacturing plant in Kamunting, Malaysia. Our environmentally friendly focus in 2019 was further demonstrated through approval to invest in solutions to convert sunlight into energy at selected manufacturing sites over the next couple of years.



REDUCING PACKAGING FOR NEW UROLIFT 2 SYSTEM¹

The Teleflex Interventional Urology Business Unit is dedicated to developing innovative, minimally invasive and clinically effective devices that address unmet needs in the field of urology. As part of our commitment to be the leader in BPH care, we invest in holistically considered design enhancements that aim to improve our environmental footprint. Our dedication to careful stewardship of environmental resources has produced upcoming improvements to the UroLift® System that will reduce the amount of device and associated packaging that is disposed following the procedure.

The cartridge-based UroLift® 2 System uses compact Implant Cartridges with a Delivery Handle that can deliver multiple implants during a single procedure. This directly results in significantly less biohazardous material, which requires careful disposal. Furthermore, the volume of packaging materials consumed during an average case is expected to be reduced by 48%, with corresponding reductions in the PETG vacuform plastic and paperboard used in the packaging of 38% and 23%, respectively.

These improvements also lessen the environmental impacts of transporting our products to customers, significantly reducing the carbon footprint for each case.

1. The UroLift® 2 System is not commercially available.



CONSERVING OUR ENVIRONMENT

Teleflex Iberia Beach Clean Portugal

Team Teleflex Iberia travelled to the Praia das Pedras do Corgo beach on the Atlantic Coast of Portugal. The team cleaned up plastic debris and rubbish that had accumulated on the beach. Four bags of plastic were collected on the day by our group of eco volunteers.

Teleflex Wayne Elmwood Park Zoo

Over two days, two volunteer groups from Team Teleflex Wayne spent the morning volunteering at Elmwood Park Zoo in Norristown, Pennsylvania. The team performed a variety of tasks to help rejuvenate the zoo, such as cleaning, weeding and refurbishing. This event shows how by working together as a team we can make a great impact to help conserve our environment.

Teleflex Beijing Pinggu School Visit

Volunteers from Team Teleflex Beijing visited the Beijing Pinggu Special Education School. During their visit the team worked together with the children to create and decorate DIY recycled bags, while learning about the importance of recycling and the significant impact it can have on the environment. This event has many great benefits, the employees gave back to their local community while also learning ways to protect the environment and having fun at the same time.





Global JOIN Impact Report

Our Progress



TELEFLEX FOUNDATION 2019

40 Years of Philanthropy

The Teleflex Foundation was formed on May 9, 1979 to create an impact on the quality of life in Teleflex communities. We achieve this goal by supporting qualified nonprofits that have the commitment of our employees.

The Foundation encourages the philanthropic spirit and active engagement of Teleflex employees through the following programs:

- Make a Difference Cash Grant
- Matching Gifts
- Team Volunteer Program
- Amicares

These programs align employee-driven social responsibility with our company mission.



107

Organizations

Received donations
through Matching Gifts and
Team Volunteering Programs



TELEFLEX FOUNDATION 2019

2019 Make a Difference (MAD) Grant Winners

Each year, we give a number of cash grants to healthcare charities that are close to the hearts of our employees as demonstrated through their ongoing involvement. This year, 37 employees received a pleasant surprise from the Teleflex Foundation. As finalists in the 2019 MAD Grant Program, they received a portion of the \$130,000 allocated by Teleflex for donation. With cash grants ranging from US\$1,000 to US\$10,000, this program is a true example of how Teleflex employees extend the company's mission of improving the health and quality of people's lives. Also, in the spirit of JOIN Act with Purpose, Teleflex recognizes the great volunteer work our employees do in their surrounding communities.

Employee Participation

50	Nominations
34	Nominations from employees highly engaged in their charities
6	Nominations made from employees outside of the United States

Non-Profit Landscape

37	Healthcare-related causes supported
35	Nominated charities with global impact criteria
17	Past MAD Grant Recipients

37

Charities awarded
MAD Grants



50

Charity Nominations

\$130,000

MAD Grants
awarded in 2019



TELEFLEX FOUNDATION 2019

Matching Gifts Program

The Teleflex Foundation Matching Gifts Program encourages charitable giving by Teleflex employees and demonstrates the company's interest in supporting community investment opportunities.

The Foundation will match gifts of \$50 and above, for an annual total of \$2,000 per donor, to most organizations qualified for exemptions under Section 501(c)(3) of the Internal Revenue Code.

In 2019, 101 employees donated to 103 charities, totalling \$78,615 in donations.

Team Volunteer Program

The Teleflex Foundation Team Volunteer Program supports the causes that our employees truly care about. It encourages employees to join together as a team to benefit local non-profit organizations by participating in activities like marathons, special events, and one-time fundraising initiatives.

Teams consisting of five or more employees who participate in an event to raise money for eligible 501(c)(3) organizations can apply for a TVP grant of \$1,000 from the Foundation.

In 2019, 30 employees participated resulting in \$4,000 in donations to four charities.

131

Employees participated
in Matching Gifts and
Team Volunteer Programs



107

Charities impacted by
Matching Gifts and Team
Volunteer Programs



\$82,615

Total Matching Gifts
and Team Volunteer
Donations

TELEFLEX FOUNDATION 2019

Teleflex Foundation continues long-standing support of Americas

Disaster relief is a critical global need. To aid people where disaster strikes with the most beneficial impact, the Foundation joins forces with other organizations by working through one non-profit. Being able to provide global aid in a timely way was an important element of the Teleflex Foundation selecting Americas as our disaster relief partner.

Americares was founded 40 years ago as a health-focused relief and development organization. Today, emergency response remains a cornerstone of their work. Annually they respond to an average of 30 natural disasters and humanitarian crises - both large and small - combining rapid responses with long-term recovery and disaster risk reduction efforts. Over the decades, they have responded to the world's largest disasters, natural and man-made, providing \$17 billion in aid to 164 countries.

As an Americas Emergency Response Partner, the Teleflex Foundation donations help Americas

maintain a constant state of disaster readiness and respond swiftly and effectively to disasters around the globe. Teleflex's year-round support allows Americas to effectively carry out the full cycle of emergency programs, including disaster preparedness, response and recovery, and ensures those affected by poverty and disaster receive the relief needed to build a pathway to better health and recovery.

As an Americas Emergency Response partner, the Teleflex Foundation received timely updates on current disaster response efforts as well as opportunities to engage with Americas experts and leadership. From quantitative reports to first-hand accounts, we are provided with information that highlights the great impact Teleflex's support is making for people in crisis.



DRIVING A CULTURE OF COMPLIANCE: INTEGRITY IN ALL WE DO

Setting the Tone: Corporate Governance

Strong corporate governance helps us earn and keep the trust of key stakeholders and remain focused on our mission of improving the health and quality of people's lives. Teleflex's Corporate Compliance Program is run by our Chief Compliance Officer and overseen by our Business Ethics and Compliance Committee (BECC), which is made up of members of Executive Management. The Chief Compliance Officer reports directly to our CEO and the Chairperson of the Audit Committee to ensure the Compliance Department operates independently. Our Compliance Department is organized regionally with resources allocated based on risk.

The Teleflex Promise: Our Global Code of Ethics

The Teleflex [Code of Ethics](#) sets forth the standards and behaviors we believe are necessary for conducting business with integrity, in accordance with high ethical and legal standards, and with respect for each other and all those with whom we do business. The Code of Ethics is available in 17 languages and applies to all Teleflex directors, employees and third parties with whom we do business (Third-Party Representatives). In 2019, we updated our Code of Ethics to reflect enhancements made to our Corporate Compliance Program.



Making Compliance Accessible: Policies and Procedures

In a world and industry of rapid change, it's increasingly important that we provide our employees and Third-Party Representatives with clear guidance on how to handle ethical challenges. It is also imperative that we understand and respect the obligations of Government Officials to their respective governments and Health Care Professionals (which includes Health Care Organizations) worldwide to act in the best interest of – and make independent decisions regarding – the health care of their patients.

Our Anticorruption Policy, which was updated in 2019, provides guidance on how to recognize and avoid corruption risks and specifically prohibits facilitation payments. Teleflex also abides by various industry codes of conduct, including those published by AdvaMed (US and China), MedTech Europe, APACMed, SAMED, ABIMED, and the MTA.

In 2019, we adopted a new Corporate Compliance Program Charter and Integrity Code. In connection with the Integrity Code, we implemented regional Integrity Policies and Procedures to provide clear and easy to follow guidelines on topics such as business meals, educational

grants, health care professional consultant engagement, market research and product samples. All of our policies and procedures are readily available to our employees on the Compliance section of our internal website.

Additionally, in 2019 we implemented a Third-Party Integrity Code, which is available in 9 languages, to ensure our Third-Party Representatives adhere to our high standards of conduct.

Our Third-Party Representatives are also able to request copies of our Integrity Policies and Procedures, available in multiple languages, to assist them with implementing appropriate internal processes to ensure compliance with our Third-Party Integrity Code and Code of Ethics. We also implemented a third-party management platform in 2019, allowing us to centralize and standardize due diligence of our Third-Party Representatives.

We maintain a Health Care Provider Payment Tracking Policy to help ensure proper disclosure of payments made to Health Care Professionals in accordance with applicable law. Reporting requirements vary by country and by the nature of the transactions. In the United States, we report payments at the state level where necessary and on the U.S. Centers for Medicare and Medicaid Open Payments website. In Europe, we report in several countries as well

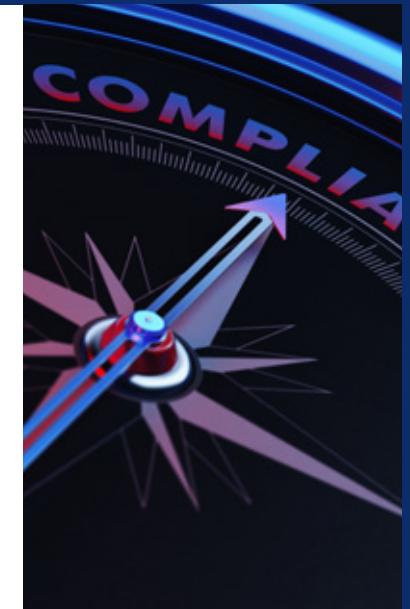
as pursuant to the MedTech Europe Code. In all our other regions we report payments at the country or state level where required by law.

Reinforcing the Message: Training

Teleflex maintains a robust training program for employees and certain Third-Party Representatives. Training is undertaken online through interactive modules as well as in-person at our annual kick-off meetings and throughout the year as needed. We also send out updates and reminders to our employees via email and our internal newsletter.

Each year Teleflex employees are required to train on and certify compliance with the Code of Ethics. We also provide periodic training on our Integrity Policies and Procedures and other relevant topics such as sexual harassment and data protection.

We require annual anti-corruption training for our third-party distributors and agents. This process is now centralized through the third-party management platform we launched in 2019. We supplement on-line training with in-person training as part of our distributor compliance reviews and as otherwise needed.



IN IT TOGETHER: OVERSIGHT

Our Compliance Department implements and oversees policies and programs related to our legal, compliance and ethical obligations, but everyone plays a role in driving a strong ethical culture at Teleflex.

Annual Teleflex Enterprise Risk Assessment

Each year we select key employees to participate in our Teleflex Enterprise Risk Assessment. In 2019, 60 participants were asked to identify and rank the top risks in their respective roles and/or areas of expertise and describe existing or planned mitigation efforts. We also conducted interviews with 40 of the participants to further discuss the identified risks and undertake a survey to assess the culture of Compliance at Teleflex. Each year the risks identified are compiled and categorized and a report is prepared. The top risks and associated mitigation efforts are then regularly monitored by Executive Management.

Auditing and Monitoring

Each year the Compliance Department develops a risk based global auditing and monitoring plan, which is approved by the BECC. This plan includes, among other things, employee expense audits, ride along's with front line sales personnel, in-person distributor compliance reviews, third-party distributor audits and on-site monitoring of congresses, tradeshows and Teleflex product training and educational events. Activities result in reports and timelines are established for completing remediation activities. These auditing and monitoring activities give our Compliance Department a chance to get to know people across our organization and understand their business goals and the challenges faced in meeting them.

Due to the roll out of our new Integrity Policies and Procedures, our 2019 auditing and monitoring plan focused on activities in Q3 and Q4.



Reporting and Investigations

We require our employees and Third-Party Representatives to report concerns about potential misconduct or violations of law or our policies. There are multiple channels available for reporting such concerns or seeking guidance, including an individual's manager, Human Resources, Legal, Compliance, and the Teleflex Ethics Line. The Ethics Line is available online and via phone 24 hours a day, 7 days a week in multiple languages. Reports can be made anonymously via the Ethics Line, but to encourage people to freely voice their concerns, Teleflex maintains a strict policy of non-retaliation for reports made in good faith.

All reports of potential misconduct are promptly processed and thoroughly investigated. If our investigations confirm misconduct or wrongdoing, corrective actions are taken in accordance with our policy on Coordinating Disciplinary and Compliance Standards, which was implemented in 2019. Corrective action may include additional training, verbal or written warnings, changes in job responsibilities, and in serious cases, dismissal. We track all corrective actions taken in an effort to maintain a consistent approach globally as well as to attempt to identify patterns of behavior. This information may be used to focus our training programs or guide our auditing and monitoring efforts.



PRODUCT DONATION

2019 Humanitarian Donations

During 2019, Teleflex received Humanitarian Donation requests, from organizations around the globe. Teleflex donated product from AEM, Vascular, Surgical, Interventional and Respiratory. While we have no way to know how many hundreds, or even thousands, of people were impacted by these donations, we often receive follow up anecdotes and thanks from the impacted organizations and patients.



2019 MEDICAL EDUCATION GRANTS

The Americas

The America's Medical Education Grant Panel reviewed over 181 Medical Education Grants (MEG) requests from approximately 124 different organizations.

In 2019, Teleflex Americas' BUs provided monetary, in-kind support, technician, simulator and cadaveric donations valued at almost \$1 million USD.

EMEA

The EMEA Medical Education Grant Panel reviewed over 55 MEG requests from 45 different organizations in 13 countries. In 2019, EMEA provided support in 9 different countries with products from Vascular, Anesthesia, Interventional, Surgical and Urology/ Homecare product areas with a value of approximately \$125,000 USD.

APAC

The APAC Medical Education Grant Panel reviewed requests from across the region in 2019, supporting multiple therapeutic areas around our Vascular, Anesthesia, Emergency Medicine, and Interventional product portfolios. In total, approximately \$76,500 in monetary, in-kind support, technician, simulator and cadaveric donations were provided.



PROUD OF WHAT WE ARE ACHIEVING

Teleflex Ranked Best Place to Work Third Year in a Row by MedReps

Teleflex is proud to be named winner of the 9th Annual Best Places to Work 2020 for the Large Category Best Medical Device Companies and ranked second in the Overall Category, covering Best Medical Device Companies, Best Pharma Companies and Best Biotech Companies. This is the third year in a row Teleflex has been honored with this prestigious recognition.

Employee and medical community insight

In October 2019, MedReps surveyed the medical sales community to find out where they love to work and what companies set themselves apart as a most sought-after employer. More than 1,200 respondents took the survey. Feedback revealed, "Medical sales employees, both inside and outside of the Teleflex community, acknowledge the company's positive culture and ability to empower employees to positively impact the world around them."

"Teleflex is a great company made up of amazing people united by common vision, purpose, and values. A key component of our culture is our core values and the fact that people are at the center of everything we do. This hasn't been a one-year change; this has been a multi-year cultural transformation that people can see and feel."

MIKE CUMMINGS - VICE PRESIDENT HUMAN RESOURCES - THE AMERICAS



NSAI - EXCELLENCE

The focus of Excellence Through People is to encourage organizations to look at their people as a key source of competitive advantage.

The certification means that Teleflex is recognised by the National Standards Authority in Ireland, as having internal activities and procedures that help to support, retain, engage and develop our people.

This will be a great help to us in promoting Teleflex as an employer of choice and is formal recognition of our commitment to people and putting them at the centre of our activities, hence demonstrating and supporting our core values.

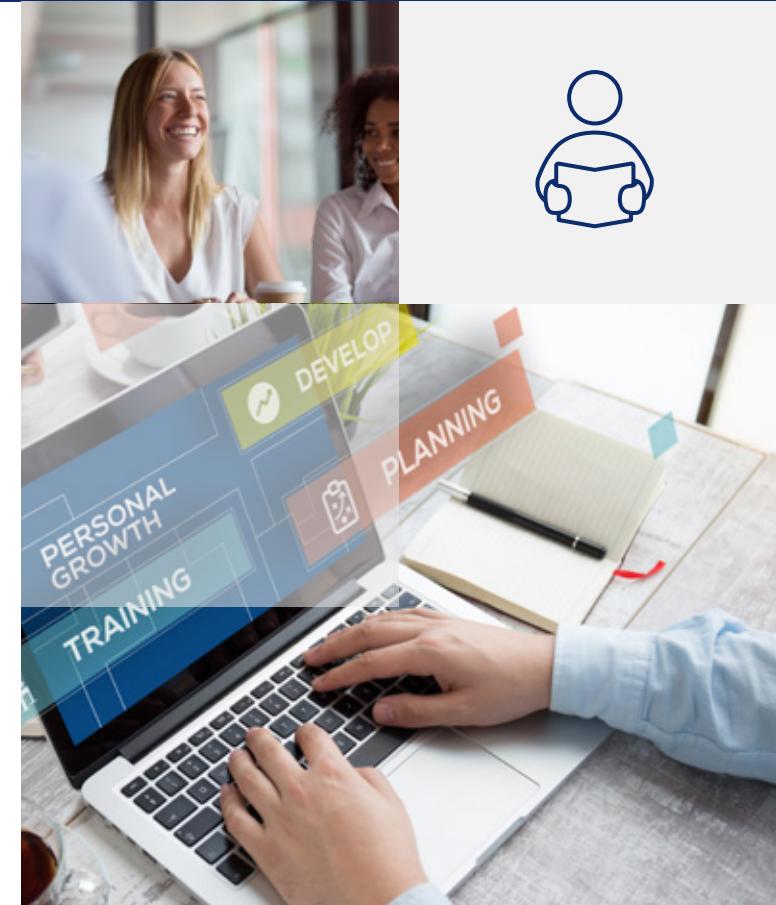
The assessment form consisted of 6 sections with a total of 42 detailed questions, challenging the organisations approach to the following items:

- Business planning and continuous improvement
- Effective communication and people engagement
- Leadership and people management
- Planning of learning and development
- Evaluation of learning and development
- Human resource systems and employee wellbeing

Once our submission is reviewed by an independent assessor appointed by the NSAI, the 2-day onsite audit commences.

The onsite audit consists of the HR team meeting with the auditor, answering a series of questions based on the application form submitted and providing evidence to support the application as requested by the auditor. The auditor then randomly selects employees, to conduct confidential focus groups with.

The purpose of these focus groups is to obtain feedback directly from employees and ascertain if the activities, policies, procedures and initiatives submitted in the application form are practiced.



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