

# 2021 Global Impact Report

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



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# About this Report

Teleflex Incorporated's second annual Global Impact Report details our Corporate Social Responsibility (CSR) program and encompasses our current progress and future aspirations as a company. This report also showcases practical ways in which we seek to address evolving Environmental, Social and Governance (ESG) standards to identify and quantify the measures of our sustainability and societal impact.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 Standards and in line with the Sustainability Accounting Standards Board's (SASB) industry-specific standards for medical equipment. Tables providing relevant information and mapping of applicable reporting standards to relevant information included elsewhere in this report are included at the end of this report.

Unless otherwise noted, this report provides information as of and for the year ending December 31, 2021, and includes information from our owned and operated facilities globally. This report includes certain information pertaining to our Respiratory business, a significant portion of which we divested to Medline Industries, Inc. on June 28, 2021. While we have internal processes in place to ensure that our reporting is accurate and as robust as possible, the data in this report has not been externally assured. Teleflex is considering external assurance in the future.

We value feedback from all of our stakeholders. You can contact us regarding this report or our CSR Program at [CSR@teleflex.com](mailto:CSR@teleflex.com).

## Information Concerning Forward-Looking Statements

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



**Liam Kelly**  
Chairman, President and CEO

## CEO Message

I am pleased to present the Teleflex 2021 Global Impact Report, which provides an update on our Corporate Social Responsibility (CSR) progress and reaffirms our commitment to sustainability, social responsibility and inclusivity.

At Teleflex, our purpose is to improve the health and quality of people's lives. We recognize and value our responsibility to innovate for better patient outcomes, engage in environmentally-friendly activities and give back to communities in which we live and work around the world.

Through our CSR program, we are harnessing the strength of our mission and Core Values to establish meaningful and measurable goals that align with the UN Sustainable Development Goals.

Working together, we have already made some great achievements, including:

- completing the installation of solar panels at 5 manufacturing sites around the world to reduce our carbon intensity;
- reducing the amount of material used to package several of our products to lower our consumption and reduce waste;
- ongoing diversity, equity, and inclusion initiatives, such as inclusive training for leaders globally;
- leveraging the Teleflex Foundation to support expansion of access to healthcare and providing humanitarian assistance and emergency support through our product donation program;

- investing in software to aid in tracking our carbon footprint, water usage, and employee health and safety metrics; and
- focusing on the environment and the health and wellbeing of others in the communities around the world through our employee driven JOIN Act with Purpose initiative.

Our CSR program, along with our purpose and Core Values, helps to define our company, shape our corporate culture, guide our business practices, and direct the way we interact with our stakeholders; from healthcare professionals and their patients, to our employees and stockholders, to our suppliers and distributors, and to the countless individuals who make up the communities in which we live and work around the world.

This 2021 Global Impact Report demonstrates the progress we have made in our CSR efforts. We will continue to make CSR a strategic priority to systematically advance our corporate social responsibility efforts, remain committed to our Core Values, and stay true to our purpose to improve the health and quality of people's lives.

Thank you.

A handwritten signature in black ink that reads "Liam Kelly". The signature is fluid and cursive, with a distinct "L" and "K".

**Liam Kelly**  
Chairman, President and CEO



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

## Corporate Social Responsibility Chair Message

It is my honor and privilege to serve as the Chair of our Corporate Social Responsibility Steering Committee, and I am so proud of the amazing work we have done at Teleflex. We have expanded our CSR program pillars, and we remain committed to furthering our key initiatives in the coming years. We have both a top-down and bottom-up sustainability strategy. Our CEO and Board of Directors have direct oversight of the progress and strategy, and our employees implement changes and create innovative programs.

There is a clear correlation between our mission as an organization, our Core Values, and Corporate Social Responsibility. CSR is a moving target, and we are working hard for continuous improvement. We know that we have the role and responsibility to address key sustainability issues; the issues are not local or regional, but global. As a result, we are taking a global approach to manage our CSR efforts and, through our pillars, ensure that we integrate sustainability into each organizational team, department, and function. For example, in 2021, we expanded our Employee Resource Groups from a U.S. centric approach to include global regions. Additionally, we committed to, and have expanded, our environmental sustainability management resources to include more trans-global representation.

This report provides a comprehensive review of all the great work we have done globally and our future plans. Just as with our sustainability progress, our report is a work in progress as well. We plan to further develop our reporting efforts each year to help us further align with stakeholder expectations and evolving standards. This report includes alignment with GRI and SASB and we are planning to submit to CDP and align with the Taskforce on Climate-Related Financial Disclosures (TCFD) in 2023.

We know that, beyond doing the right thing, CSR is a critical tenant to attracting and retaining great talent, engaging with our stockholders, and improving our relationships with our customers and patients.

Sustainability is no longer a side topic in business. It is a business requirement. We are so thankful to have such passionate employees that are helping us to continue our journey.

Sincerely,

A handwritten signature in black ink, appearing to read "Karen Boylan".

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

# Teleflex at a Glance



# Teleflex at a Glance

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



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

### *By the Numbers*


**14,000+** employees


### *2021 Revenues*



Americas	Asia
\$1.659 billion	\$297.8 million
EMEA	OEM
\$606.8 million	\$245.7 million



Vascular Access	Interventional	Interventional Urology
\$700.2 million	\$427.5 million	\$341.7 million
Anesthesia	Surgical	OEM
\$380.1 million	\$377.8 million	\$245.7 million
Other		\$336.6 million



Hospitals / Healthcare Providers
89%
Medical Device Manufacturers
9%
Home Care
2%

You can find more information about Teleflex in our [2021 Annual Report](#).

### Our Major Brands

**ARROW®**

**DEKNATEL®**

**LMA®**

**Pilling®**

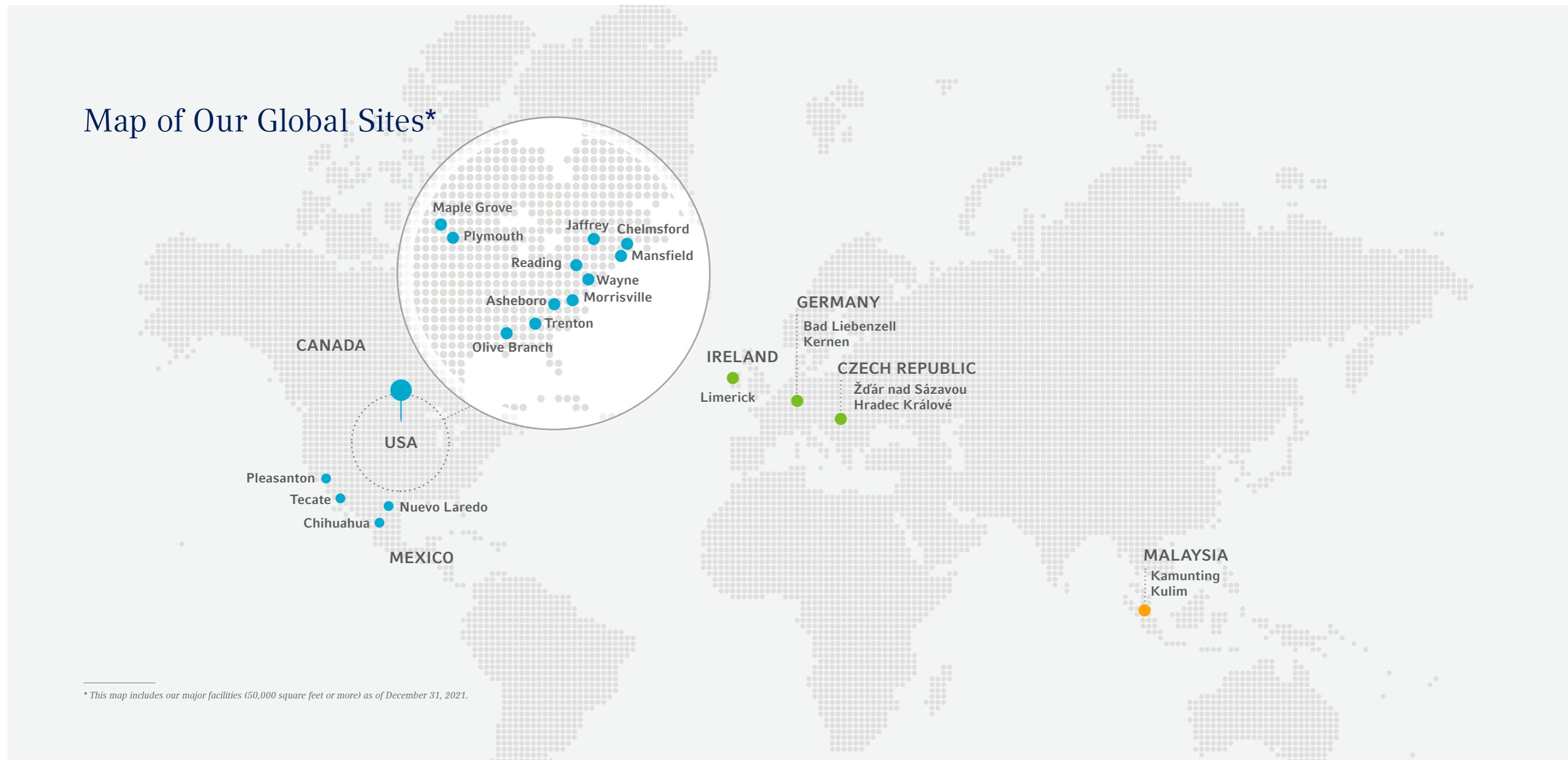
**QuikClot®**

**RÜSCH®**

**URCOLIFT®**

**WECK®**

## Map of Our Global Sites\*



## Our Products

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



Arrow® EZ-IO® Intraosseous  
Vascular Access System

### Vascular Access

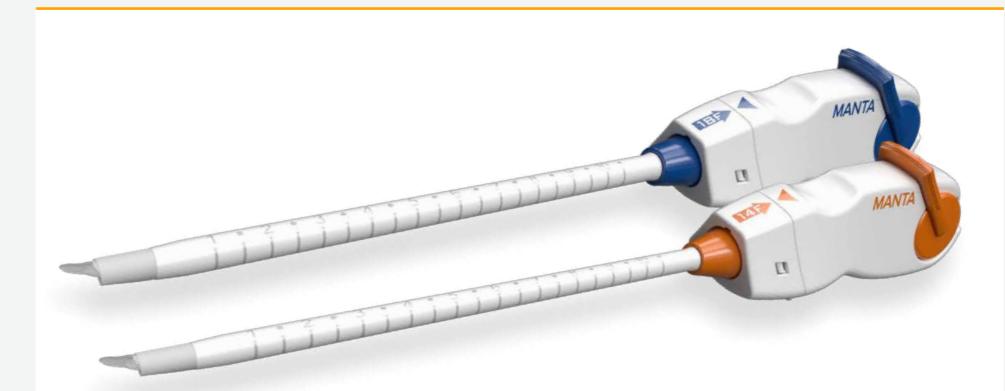
Our Vascular Access product category offers devices that facilitate a variety of critical care therapies and other applications with a focus on helping reduce vascular-related complications. These products primarily consist of our Arrow® branded catheters, catheter navigation and tip positioning systems and our intraosseous, or in the bone, access systems.

Our catheters are used in a wide range of procedures, including the administration of intravenous therapies, the measurement of blood pressure and the withdrawal of blood samples through a single puncture site. Branded under our Arrow® trade name, our pain management product line includes catheters and disposable pain pumps for regional anesthesia, designed to improve patients' postoperative pain experience.

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

### Interventional

Our Interventional product category offers devices that facilitate a variety of applications to diagnose and deliver treatment via the vascular system of the body. These products primarily consist of a variety of coronary catheters, structural heart therapies, peripheral intervention products and cardiac assist products that are used by interventional cardiologists, interventional radiologists, and vascular surgeons. Clinical benefits of our products include increased vein and artery access and increased support during complex medical procedures. Our product offerings consist of a portfolio of Arrow® branded catheters, GuideLiner® and TrapLiner® catheters, the MANTA® Vascular Closure Device and Arrow® OnControl® Powered Bone Access System.



MANTA® Vascular Closure Device

## Anesthesia

Our Anesthesia product category is comprised of airway, pain management and hemostatic product lines that support hospital, emergency medicine and military channels.

Our airway management products and related devices are designed to enable use of standard and advanced anesthesia techniques in both prehospital emergency and hospital settings. Our key products include laryngoscopes, supraglottic airways, endotracheal tubes, and atomization devices, which are branded under our LMA®, Rüsch® and MAD trade names. Our pain management product line includes catheters and disposable pain pumps for regional anesthesia, designed to improve patients' postoperative pain experience, which are branded under our Arrow® trade name.

Our hemostatic products accelerate the body's natural clotting cascade and are used in trauma situations where bleeding is difficult to control. The portfolio consists of external hemostatic products used by first responders, interventional products used in the catheterization lab, and trauma products used by trauma surgeons, which are branded under our QuikClot® trade name.



QuikClot® Control+® Hemostatic Dressing



LMA® Supreme™

## Surgical

Our Surgical product category consists of single-use and reusable products designed to provide surgeons with devices for use in a variety of surgical procedures. These products primarily consist of metal and polymer ligation clips, fascial closure surgical systems used in laparoscopic surgical procedures, percutaneous surgical systems, and other surgical instruments. Our significant surgical brands include Weck®, Minilap, Pleur-Evac, Deknatel®, KMedic and Pilling®.



Weck® EFx Shield® Fascial Closure System

## Interventional Urology

Our Interventional Urology product category includes the UroLift® System, a minimally invasive technology for treating lower urinary tract symptoms due to benign prostatic hyperplasia, or BPH. The UroLift® System involves the placement of permanent implants, typically through a transurethral outpatient procedure, that hold the prostate lobes apart to relieve compression on the urethra without cutting, heating, or removing prostate tissue. Our Interventional Urology product portfolio is most heavily weighted in our Americas segment.



UroLift® 2 System

## Urology

Our Urology product portfolio provides bladder management for patients in the hospital and individuals in the home care markets. The product portfolio consists principally of a wide range of catheters (including foley and intermittent), urine collectors, catheterization accessories and products for operative endourology, which are marketed under the Teleflex and Rüsch® brand names. Our Urology product portfolio is most heavily weighted in our EMEA segment.



## OEM (*Original equipment manufacturer*)

Our OEM division develops, designs, and manufactures MedTech devices, providing custom-engineered extrusions, diagnostic and interventional catheters, balloons and balloon catheters, sheath/dilator sets (introducers) and kits, sutures, performance fibers and bioabsorbable resins and fibers.



AIM (Advanced Interventional  
Micro-Catheter) portfolio

Portfolio	Summary of Key Products
Vascular Access	Arrow® ErgoPack® Complete CVC System, Arrowg+ard Blue Advance® PICC and the Arrow® VPS Rhythm® Device with TipTracker™ Technology, Arrow® Integrated Arterial Catheter, Arrow® Endurance™ Extended Dwell Peripheral Catheter System, Arrow® EZ-IO® Intraosseous Vascular Access System
Interventional	GuideLiner® Catheter, Arrow® OnControl® Powered Bone Access System, MANTA® Vascular Closure Device, AC3 Optimus™ Intra-Aortic Balloon Pump
Anesthesia	Rüsch® Single-Use Laryngoscope Blades and Handles, LMA® Airways with Silicone Cuffs and Cuff Pilot™ Technology, QuikClot® Hemostatic Products
Surgical	Fascial Closure, Percutaneous, Ligation, Instrumentation
Interventional Urology	UroLift® System, UroLift® 2 System, UroLift® ATC
Urology	Rüsch® MMG H <sub>2</sub> O Hydrophilic Closed System, Rüsch® Belly Bag, EasyCath™
OEM	Diagnostic and interventional catheters, mandrel wire, micro-diameter tubing, sutures

# Our Impact

Teleflex products are used every day

**24,000**

In over 24,000 surgical procedures  
in the United States



**2,000**

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

**8,000**

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



**4,400**

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

**200**

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



**3,500**

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

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

## Portfolio Optimization

Consistent with our strategy to drive durable growth and our disciplined portfolio review process, we completed the initial phase of the divestiture of a significant portion of our respiratory product portfolio to Medline Industries, Inc. on June 28, 2021, pursuant to which we generated \$259 million in cash. The divested Teleflex respiratory product lines include Hudson RCI® products for oxygen and aerosol therapy, active humidification, non-invasive ventilation, and incentive spirometers, all of which generated \$139 million in net revenues in 2020.

We expect the divestiture of the respiratory assets to improve our organic revenue growth rate and gross profit margins over time and better positions our internal resource allocation and focus on our key growth drivers.

During 2021, we completed several distributor to direct sales conversions and we continue to have significant financial flexibility, with a 1.74x net debt-to-EBITDA ratio (*as of the end of December 31, 2021*), and acquisitions remain our key focus for capital deployment.

## Product Development

At Teleflex, our Concept to Commercialization Program is transforming our efforts within new product development. This program spans the entire product lifecycle: from the Front End of Innovation through Market Research, Design Controls, Human Factors, Risk Management, Process Controls to Evidence Generation and Launch Excellence.

We have a commitment to developing the most impactful medical devices we can for patients, healthcare providers, and caregivers who use our products.

As part of this commitment, we are working to incorporate sustainability into all product development efforts, taking a purposeful approach to create meaningful change that supports our business, our society, and our planet.

*This will be represented through practices such as:*

Delivering products that have fewer materials and eliminating harmful substances



Reducing water and electricity requirements during manufacturing



Reducing packaging materials and migrating towards sustainable solutions



Lowering transportation related environmental impacts



Prioritizing sustainable work policies within our full supply chain



The necessity of sustainable product development offers us additional opportunities for innovation, and to continue our efforts in product stewardship and in operating to the standards expected by our customers, our stockholders, and our partners.

# Our Supply Chain

## *Global Procurement*

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

## *Manufacturing*

Teleflex has approximately 2 million square feet of manufacturing space with major manufacturing operations in the Czech Republic, Malaysia, Mexico, and the United States ("U.S.") and has approximately 9,000 employees across our supply chain globally.<sup>1</sup> Our own manufacturing is supplemented by purchases of finished goods from our network of contract manufacturers.

<sup>1</sup> Global supply chain employees, including support staff.

## *Distribution and Logistics*

Our finished goods are delivered to our Teleflex operated distribution centers and third-party logistics provider (3PL) partners around the world. We have 21 distribution centers and 3PLs worldwide, including key regional distribution hubs located in Olive Branch, Mississippi; Mexico City, Mexico; and Rodgau, Germany. From our distribution centers, our products reach our customers by way of freight forwarders over land, by air, and by sea.

## *Commercial Organization and Customers*

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

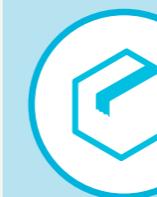


### Our Global Footprint



**~2M Sq. ft.**

manufacturing space



**21**

distribution  
centers



**~\$1B**  
spend



**1,500+**  
suppliers

# Corporate Social Responsibility



# Corporate Social Responsibility

Teleflex strives to integrate Corporate Social Responsibility with our Core Values as a company and into the culture of Teleflex. It is integral to our strategic and commercial objectives. CSR is the right thing to do as a corporate citizen, and it makes good business sense. Our commitment to CSR allows us to connect with all of our stakeholders from our employees to our customers, to patients and others through efforts such as diversity, equity and inclusion, product stewardship, and community engagement. As an organization, our products are designed to improve the health and quality of people's lives, but we cannot stop with our products.

We have organized our CSR Program into four strategic pillars with each pillar consisting of the key priorities for Teleflex. Our CSR Steering Committee has designated a sponsor and a lead for each pillar. The pillar leads have created a subcommittee for each of the pillars to create a charter, or a set of objectives, for each pillar of the CSR strategy. These charters set the direction for each pillar subcommittee with a clear list of goals to support the objectives.

*The following are our four strategic pillars and the associated mission statements on which they are focused:*

## Principles of Ethics & Governance:

Ensure Teleflex is meeting both legal requirements and key stakeholder expectations with respect to governance and ethics issues and is reporting on progress.

## Planet & Environment:

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

## People:

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

## Prosperity & Sustainable Healthcare:

Generate ideas and develop them into executable projects that relate to the domains of medical education, research, philanthropy, community engagement, sustainable healthcare through development and innovation, product safety and quality, healthcare access and equity, and product stewardship.



## Principles of Ethics & Governance

- Corporate Governance
- Compliance, Integrity and Ethics
- Sales and Marketing Practices
- IT Security and Privacy



## Planet & Environment

- Emission Reduction
- Product Stewardship
- Responsible Consumption and Production
- Waste Management
- Sustainable Procurement
- Logistics and Distribution



## People

- Supporting our Workforce
- Talent Management and Benefits
- Diversity, Equity and Inclusion
- Employee Recognition
- Employee Health and Safety



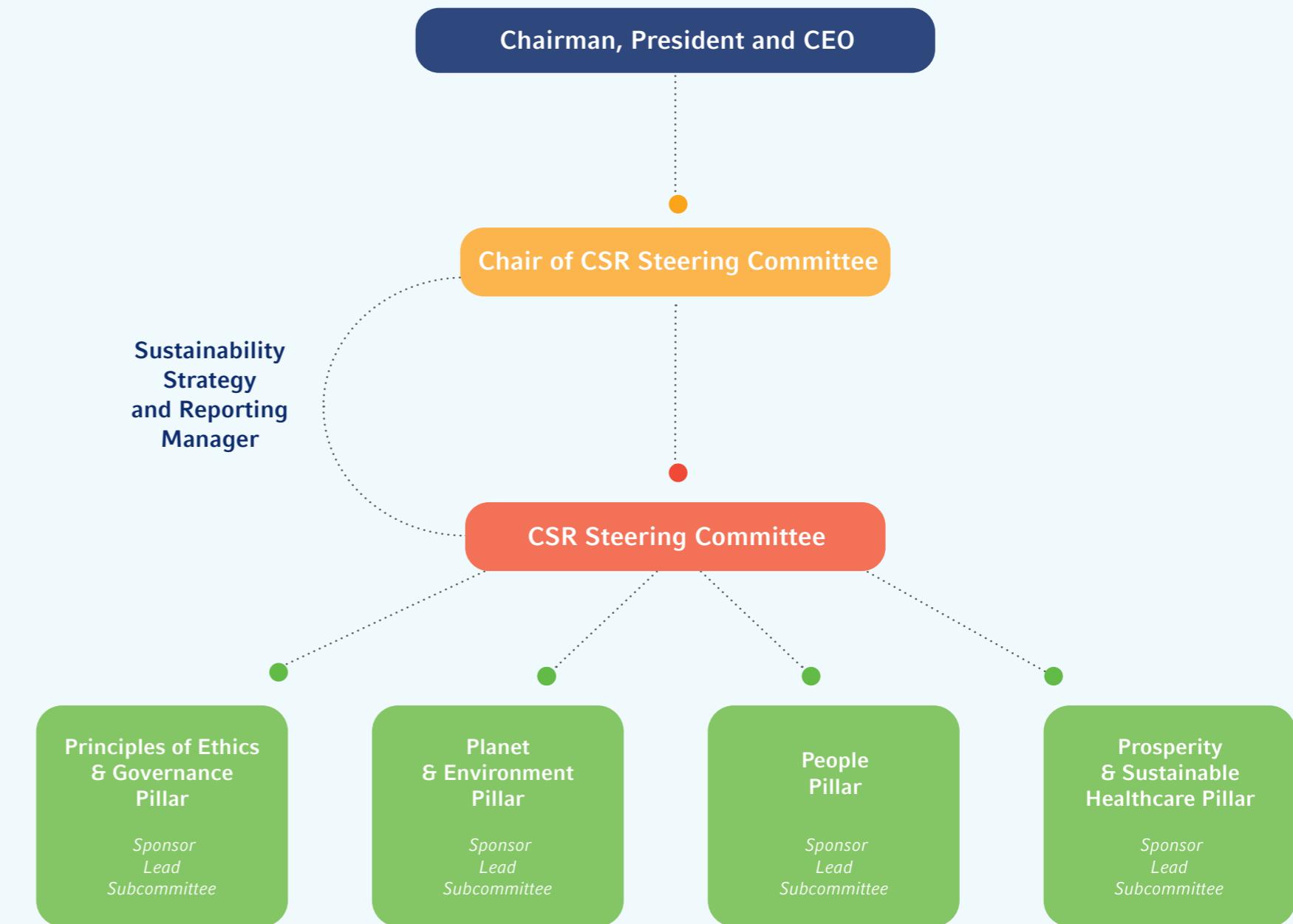
## Prosperity & Sustainable Healthcare

- Medical Education
- Clinical Research
- Philanthropy
- Community Engagement
- Research, Development and Innovation
- Product Safety and Quality
- Healthcare Access and Equity
- Product Stewardship



At Teleflex, we believe that all departments and divisions within the organization need to be at the table, if we are to create an effective and plausible long-term CSR strategy. In 2020, we created a senior-level CSR Steering Committee, which has direct oversight as well as day-to-day management of Teleflex's CSR program.

The members of the Steering Committee consist of senior leaders across most company functions, including Compliance, Clinical and Medical Affairs, Global Manufacturing and Supply Chain, Investor Relations, Human Resources, Legal, Strategic R&D, Finance, and Sustainability. The Chair of the Steering Committee provides frequent progress updates to the CEO as well as annual reports to the Nominating and Governance Committee of the Teleflex Board of Directors.



To help move our CSR initiatives and reporting forward, in 2022, we hired a full-time Sustainability Strategy and Reporting Manager to oversee our CSR Program and provide top-level support to our Steering Committee. This new role will support us in further developing our impact report to better align with industry standards and reporting frameworks. Our Sustainability Strategy and Reporting Manager will also assist us in providing accurate and timely responses to our investors, customers, patients, and other key stakeholders about ESG matters.



*“We embed CSR and ESG into our culture as a corporate citizen. We need to make sure to tell our story to all of our stakeholders and I am working hard to ensure that everyone at Teleflex and all of our customers know where we stand and what we are doing to make the world a better place.”*

**Derek Noah**  
Sustainability Strategy  
and Reporting Manager

In 2021, Teleflex made an investment in a full-time Sustainability Director in our Global Supply Chain organization. Our Sustainability Director ensures that we are integrating our sustainability objectives into all aspects of our business operations.



*“Sustainability is not something that should sit aside from the core business but must be integrated into all roles and aspects of the business. Sustainability is most effectively integrated when all employees recognize that it is their job to make Teleflex sustainable and understand how to achieve that in their role.”*

**David O'Flynn**  
Sustainability Director

# Stakeholder Engagement

In 2021, we completed our initial Stakeholder Engagement Plan to help us understand what our key stakeholders care about. We reviewed public policy statements, talked directly to our customers and investors, engaged with professional societies around the world, and solicited feedback directly from our employees. We surveyed our employees specifically around CSR topics to better understand what they find most important to them and to Teleflex. We also consulted with the CSR Steering Committee and pillar subcommittees as these groups represent a diverse set of employee groups ranging from administrative to manufacturing functions. We are incorporating all of that feedback as part of our first sustainability materiality assessment to help determine the focus and direction of our CSR program. We intend to initiate a formal third-party materiality assessment in 2022 to supplement the work completed in 2021 and plan to share the results in subsequent reports. Over the course of 2022 and beyond, Teleflex plans to increase our employee engagement through surveys, newsletters, town halls, dedicated projects, and our Employee Resource Groups.

## Key Stakeholders

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



# Continued Support for Employees through the COVID-19 Pandemic



# Continued Support for Employees through the COVID-19 Pandemic

With COVID-19 still a worldwide concern, we continue to monitor the situation based on regional and local trends and adjust our approach, as necessary. Our Crisis Management Teams (CMTs) were set up at the global and regional levels to ensure coordination and sharing of information and ideas. We also created CMTs at each Teleflex location to handle more site-specific issues, protocols, and employee communications. We continue to monitor local health authority requirements and guidance across our facilities, in an effort to protect the health and safety of our employees and others. While our manufacturing facilities have remained open throughout most of the pandemic, most of our office staff had been working remotely from 2020 through 2021. For our office staff, starting at the end of 2021, we have been phasing in our return to office based on regional status changes for COVID-19 threats and risks.

To help our employees navigate the pandemic, we continued to offer the additional measures we put in place in 2020 to increase flexibility and support. We started several initiatives to address employee stress, to help manage change and promote healthy practices, including mindfulness sessions and sharing tips for working virtually. In the U.S., Teleflex continued to organize our Supporting Our Working Parents Program in recognition of the unique challenges faced by parents working from home and juggling family responsibilities. On top of promoting flexible work schedules, Teleflex IT support was made available for working parents with children doing virtual schooling. The Supporting Our Working Parents Program established a weekly reading circle for children in kindergarten through second grade and provided weekly online educational programs for older children, including a Mad Science series. In addition, we started a Get Offline & Outside Challenge and negotiated discounts with national tutoring organizations for our employees.

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*We want to continue thanking those front-line employees who have been working hard to ensure that we can deliver our world-class medical equipment to help save lives.*

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# Principles of Ethics & Governance



# Principles of Ethics & Governance

Strong corporate governance is at the foundation of a successful business. Teleflex believes in creating an environment of good governance and ethics. We rely on the trust of our patients, customers, employees, and investors. To earn that trust, we are committed to the highest ethics and governance standards.

## Corporate Governance *Board of Directors*

We conduct our business in compliance with the requirements set by federal and state laws and the rules of the New York Stock Exchange, and we hold ourselves accountable through our [Corporate Governance Principles](#). This policy addresses the composition and responsibilities of our Board of Directors and its committees, director selection, independence, conflicts of interest, compensation and equity ownership, and succession planning.

In 2022, our Board of Directors approved an update to the Nominating and Governance Committee's charter to include environmental, social, and governance (ESG) oversight. The Nominating and Governance Committee has oversight with respect to our ESG strategy and practices and, in coordination with the Audit Committee, our reporting on ESG matters to internal and external stakeholders.

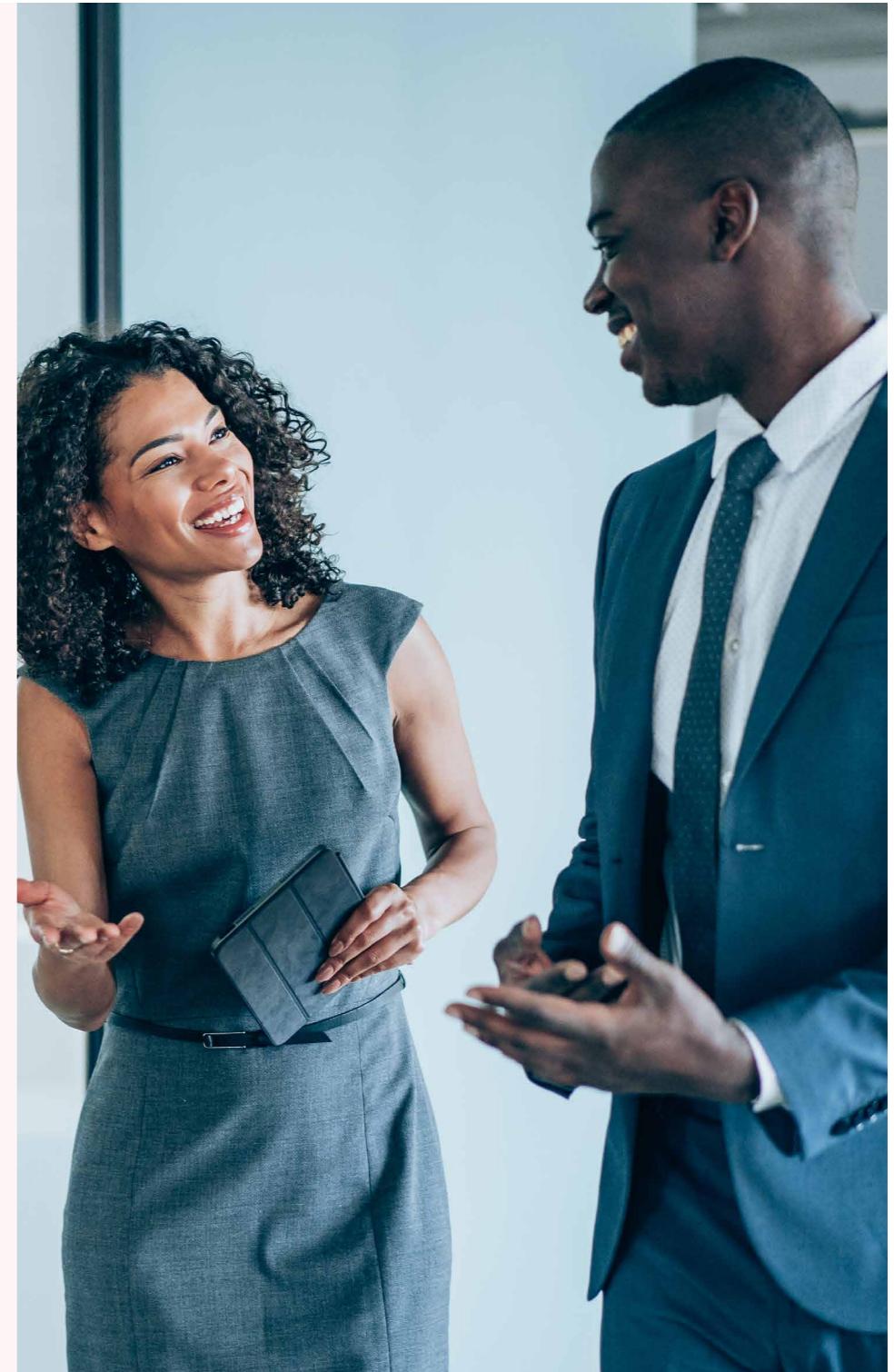
Our Board of Directors is made up of nine total members, eight of whom are independent. Teleflex seeks to assemble a Board that operates cohesively and works with management in a constructive way to deliver long-term stockholder value.

The Board believes it operates best when its membership reflects a diverse range of experiences, areas of expertise and backgrounds. At the end of 2021, 22% of our Board members were women, the average age of our Board members was 65, and the average tenure of our Board members was eight years.

### Our Board of Directors has three standing committees led by independent directors:

- The Nominating and Governance Committee
- The Compensation Committee
- The Audit Committee

Charters outlining each Committee's mission and the duties and required qualifications of its members are available on our website.



## 2022 Mid Year Update

At our 2022 Annual Meeting of Stockholders, Neena M. Patil, a new director nominee, was elected to our Board. Ms. Patil, 47, has been the Chief Legal Officer and Senior Vice President, Legal and Corporate Affairs of Jazz Pharmaceuticals plc, a biopharmaceutical company, since 2019. Prior to joining Jazz Pharmaceuticals, Ms. Patil held various senior management and management level positions at several global biopharmaceutical companies over her 20-year career.

Ms. Patil's executive and senior management experience in the healthcare industry will allow her to provide valuable insights regarding a wide range of business matters, including commercial matters, operations, acquisitions, and strategic planning initiatives. In addition, Ms. Patil has been appointed as a member of the Nominating and Governance Committee of the Board, where she will assist in providing oversight on a variety of governance matters, including our ESG programs. The addition of Ms. Patil to our Board brings female representation on the Board to 33% and improves the Board's ethnic diversity.

In 2021, Teleflex stockholders approved a non-binding stockholder proposal recommending the "declassification" of our Board of Directors to reduce director terms from three years to one year. In light of stockholder support for the proposal and after careful consideration, the Board submitted a proposal for approval by Teleflex stockholders at our 2022 Annual Meeting of Stockholders providing for the phased-in declassification of the Board over a three-year period, which was approved by our stockholders at the meeting.

Therefore, we will begin implementing the declassification of the Board at our 2023 Annual Meeting of Stockholders such that, commencing with our 2025 Annual Meeting of Stockholders, all Teleflex directors will be elected for a one-year term expiring at the next annual meeting of stockholders.



*"I am excited to join the Teleflex Board and help support the company in its mission of helping to improve the health and quality of people's lives," said Ms. Patil. "I look forward to being able to provide insights and perspectives to the Board in a variety of areas, including as a member of the Nominating and Governance Committee and its role in providing oversight with respect to Teleflex's ESG initiatives."*

**Neena Patil**  
Member of Board of Directors, Teleflex

## Executive Compensation

We strive to align our executives' interests with those of our stakeholders. Our executive compensation program consists of both short term (annual) and long-term goals which are designed by our executive management team under the governance and approval (as required) of the Compensation Committee of our Board of Directors. Our annual incentive plan includes a component of pay that measures Individual Performance against 5-7 established objectives, and beginning in 2022, all members of the Teleflex Executive Management team<sup>2</sup> have at least one ESG-specific objective against which they will be assessed. You can read more about our executive compensation program in our annual proxy statement.

<sup>2</sup>Executive Management Team is defined as a smaller subset of the Senior Management Team.

## Participating in Public Policy

The healthcare industry is highly regulated and as such we believe it is our right and obligation as a corporate citizen to voice our opinions and views as a medical technology expert on public policy. We also believe in full transparency related to these efforts. Teleflex public policy efforts include monitoring and analyzing policy proposals and, when we see fit, taking a position on a specific issue. Teleflex may engage in public policy when we see that it may directly affect our business, impact public health, or limit access to healthcare. Any public policy involvement on behalf of Teleflex reflects the interests of Teleflex as an organization and not the interests of any individual director, officer, or employee.

Teleflex does not provide any direct political donations or advocacy on behalf of a specific candidate, party, or committee. We do not provide contributions to any groups such as governors' associations, political action committees or other section 527 entities. As of the date of this report, Teleflex does not have any employee-funded political action committees, and we did not engage in any direct lobbying activities in 2021.

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

## Industry Groups and Trade Associations<sup>3</sup>

Teleflex does not have a dedicated government affairs team. The main avenue through which we engage in the political or governmental affairs process is industry group membership and trade associations. These groups are focused on issues that are important and specific to the medical device industry. Groups like AdvaMed allow companies to come together to discuss policy issues and research needs. Teleflex uses these trade groups as a way to voice our opinions, questions, and concerns in support of specific issues we are monitoring as a company. While Teleflex is a part of these organizations as a member and participates in many of the working groups, events, and advocacy work, we may not always fully agree with the views, statements, and opinions of these associations or its individual member companies. Teleflex reserves the right to remove itself from specific association or industry group activities when it is appropriate to do so or when not fully aligned.



### Teleflex Industry Groups and Trade Associations:

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

*Staying engaged with trade organizations, and actively participating on Boards with societies such as AdvaMed, gives Teleflex further line of sight into the ethical and governance standards that directly affect our customers and their patients.*

*Compliance with industry regulations ties directly into our CSR program and enables us to make decisions that move our business forward.*

**Liam Kelly**  
Chairman, President and CEO

66

99

<sup>3</sup>Includes industry and trade groups of which Teleflex is a member and for which Teleflex pays at least \$25,000 per year in membership dues or fees.

Teleflex is a relentless advocate for access by patients and physicians to our medical devices and procedures. For example, we monitor U.S. government regulations that affect patient access to the prostatic urethral lift procedure using the UroLift® system. One specific matter Teleflex advocated against was the methodology used by the Centers for Medicare & Medicaid Services (CMS) in determining the payment of device-intensive procedures in the office setting.

The increase in the clinical labor rate in the 2022 CMS Medicare Physician Fee Schedule (MPFS) Proposed Rule reduced physician payments in over 600 office-based procedures among all surgical specialties, including urology. Teleflex opposed the methodology used in the CMS 2022 MPFS Proposed Rule, and following its release in July 2021, engaged with professional and patient organizations including AdvaMed, MDMA (Medical Device Manufacturers Association), and the AUA (American Urological Association) to discuss the impact of the Proposed Rule. We also met directly with CMS to discuss our concerns about the impact of the Proposed Rule on patient access to office-based surgical care as well as eliminating the least costly site of service for the Medicare program, patients, and surgeons. As a result of the advocacy by individuals and many organizations, including Teleflex, as well as other factors, CMS decided in its 2022 MPFS Final Rule to implement a four-year phase-in of clinical labor rates. Additional actions taken by Congress in late 2021 lessened the impact of the 2022 MPFS Final Rule.



## Driving a Culture of Compliance: Integrity in All We Do

Integrity is central to our Core Values because creating a culture focused on integrity is important to us. Our Global Compliance Program is led by our Chief Compliance Officer with oversight by our Business Ethics and Compliance Committee (BECC), which consists of members of the Executive Management team.

Our Chief Compliance Officer reports directly to our CEO with a dotted line to the Chairperson of the Audit Committee of our Board of Directors to ensure the Compliance Department operates independently. We then have regional compliance officers that split the day-to-day responsibilities of implementation of the various programs and initiatives.

In September 2021, Howard Cyr was appointed as our Corporate Vice President and Chief Compliance Officer. We also added several new members to our Global Compliance Team, including added resources in North America, Asia, and EMEA, and reorganized the group to create a separate team dedicated to auditing, monitoring and investigations. This separation allows our Compliance Officers to focus day to day on business counseling as well as helping to ensure consistency in our auditing and monitoring and investigations activities. Our Global Compliance Team 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.



*“At its core, the Compliance Program is about protecting Teleflex, our employees, our customers and ultimately patients. It’s about living our Core Values of Building Trust and keeping People at the Center of everything we do. We provide many resources and assistance to help the Company operate in a lawful manner.”*

**Howard Cyr**  
Corporate Vice President  
and Chief Compliance Officer

## *The Teleflex Promise: Our Global Code of Ethics*

Our [Code of Ethics](#) provides Teleflex employees and partners with a set of standards and behaviors we require for conducting business with integrity and with high ethical and legal standards. Our Code of Ethics is available in 17 languages to allow all our employees and business partners to adhere to global compliance guidelines. Our Code of Ethics applies to all Teleflex employees and certain third parties with whom we do business, including resellers, sales agents, and vendors (Third-Party Representatives).

## *Policies and Procedures: Providing a Framework for Success*

In a complex and ever evolving world, ethical challenges and issues will inevitably arise. It is more important than ever to provide our employees and Third-Party Representatives with clear guidance on how to approach specific ethical dilemmas. It is also important to provide our employees and Third-Party Representatives with a clear understanding of how to interact with Government Officials, Government Agencies, and Health Care Professionals (which includes Health Care Organizations) worldwide.

## Teleflex Framework

We are proud of our [Anti-Corruption Policy](#), which provides details on how to recognize and avoid corruption risks. Teleflex also abides by many standardized industry codes of conduct, including those published by AdvaMed (U.S and China), MedTech Europe, APACMed, SAMED (South African Medical Device), ABIMED (Brazilian Association of the Health Technology Industry), and the MTAA (Medical Trade Association of Australia).

We require our third-party distributors and agents to complete annual anti-corruption training. We have centralized this process through a third-party management platform. Teleflex also provides our distributors with online training, and in-person training as part of our regular compliance reviews.

Collectively our Code of Ethics, Anti-Corruption Policy, [Corporate Compliance Program Charter](#) and [Integrity Code](#), provide a framework for our global approach to compliance. Along with our enterprise-wide policies, each region and country have their own set of Integrity Policies and Procedures (IPPs), which provides specific guidelines on topics such as business meals, educational grants, health care professional consultant engagement, market research and product samples. All the policies referenced above are provided and readily available to our employees within our intranet.

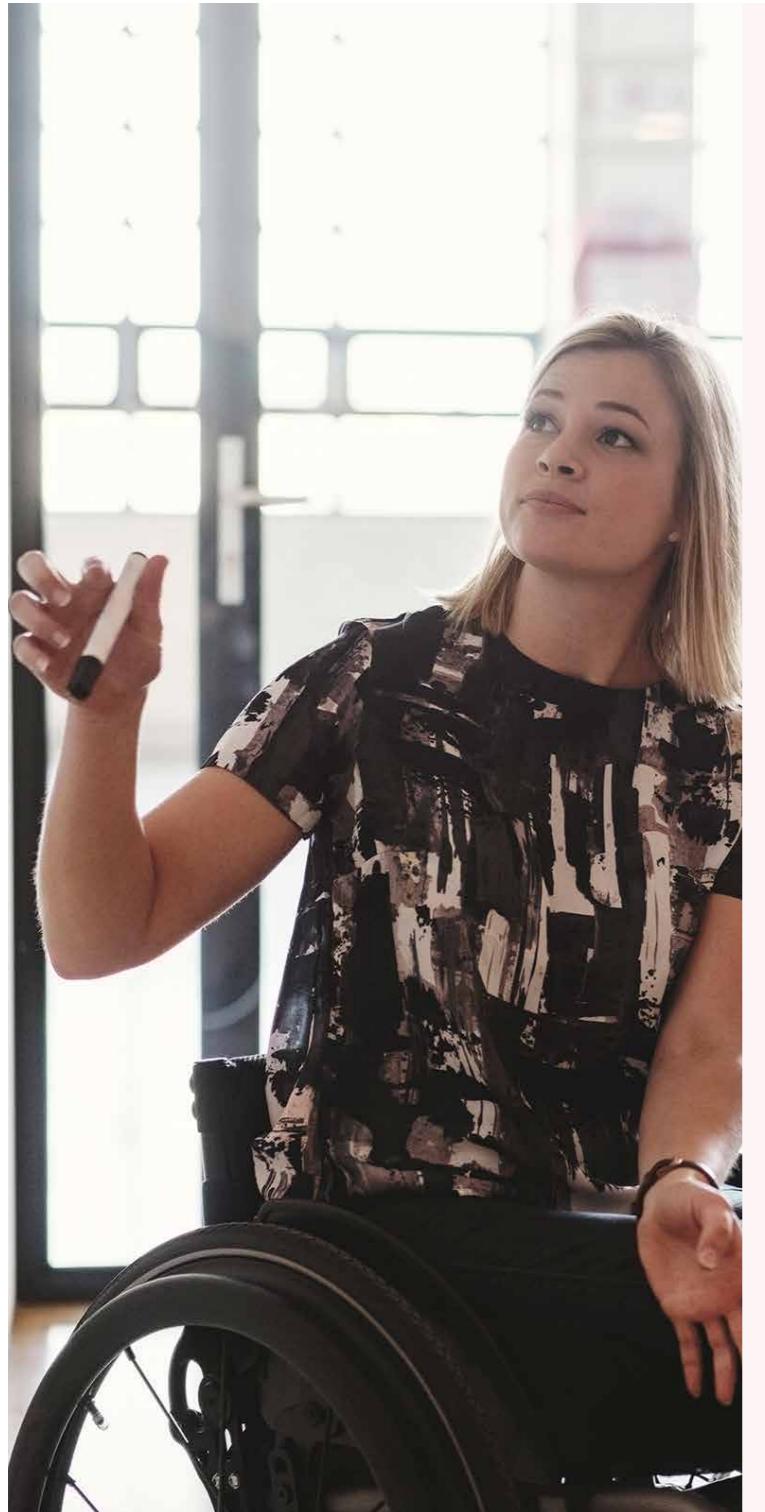
For our Interventional Urology business unit, we established a tailored set of IPPs in 2021, in consideration of certain business unit specific marketing and sales practices that provides specialized oversight and controls. Additionally, during 2021, we updated our Global IPPs in light of changing guidance in the industry, including the OIG Special Fraud Alert on Speaker Programs released in November 2020, and added new IPPs on Disclosure of Conflicts of Interest, Requesting Exceptions to our Compliance policies and procedures, and addressing Reporting of Non-Compliance and

Discipline. Lastly, we implemented a new Global Reimbursement and Health Economics Policy in collaboration with our Clinical and Medical Affairs team during 2021.

Our Health Care Provider Payment Tracking Policy provides guidance to ensure proper disclosure of payments made to Health Care Professionals in accordance with applicable law. The reporting requirements may vary country to country and by the nature of the specific transactions. In the U.S., we report payments broken down by the state (where necessary) and on the U.S. Centers for Medicare and Medicaid Open Payments website. In Europe, we report payments in several countries and in line with the MedTech Europe Code. For all our other regions, we report payments at the level required by law.

## Third-Party Representative Framework

It is extremely important that Teleflex's Third-Party Representatives adhere to our high standards of business conduct and as such we maintain a Third-Party Integrity Code, which is available in multiple languages. We have also made available the Teleflex Integrity Policies and Procedures to assist Third-Party Representatives with implementing their own appropriate internal processes. In order to centralize and standardize our due diligence, we utilize a third-party management platform to facilitate the due diligence of our Third-Party Representatives.



## *Training and Communication: Supporting and Reinforcing our Message*

Teleflex provides a variety of training formats for our employees and certain Third-Party Representatives, which includes live interactive group training, one-on-one training, interactive online modules, and videos. We utilize email and our internal employee newsletter to provide relevant updates or reminders about specific content.

We require new employees to complete training on, and certify compliance with, the Code of Ethics through robust interactive online modules. We also require all our current employees to participate in annual training, and we track compliance. In addition, Teleflex provides live training at all of our regional or country kick-off meetings, as well as periodic training on our Integrity Policies and Procedures and other relevant topics such as identifying and preventing financial crimes, sexual harassment, careful communication, and data protection. We are pleased to report that, in 2021, we achieved a 97% completion rate for our Global Code of Ethics Training, which is up from 96% in 2020. While 100% completion may not be obtainable due to the nature of employee turnover, family or personal leave, and other reasons, we are very proud of our completion rate. Moving forward, we will continue to remain focused on achieving high completion rates.

In 2021, we began working with a new third-party training vendor to develop interactive training modules for our Integrity Policies and Procedures. The training will be dynamic based on learners' job responsibilities and their demonstrated understanding of the

material. We expect to be able to take advantage of enhanced analytics from this training to further enrich our Compliance Program after it is rolled out in late 2022.

We go through a robust process in creating our training plan each year. We consider data from our auditing, monitoring activities, and investigations as well as frequently asked questions, enforcement trends, government, and regulatory guidance. Each year, we also consider any new or relevant industry or business developments or changes. Our employees are busy, and we want to ensure that the training content will support them with information that is meaningful for their day-to-day work. We are always trying to update and evolve our training and solicit feedback from employees on our training programs to help us determine how our messages are being received and whether they are being understood. In November 2021, we organized a Corporate Compliance and Ethics week, which included communications each day of the week about different parts of our compliance and ethics programs. We sent employees policy documents, guides, and other links to help understand our compliance programs.

## *Auditing and Monitoring: Understanding how our Policies and Training are Working in Practice*

Our Compliance Department develops and executes a risk-based global auditing and monitoring plan annually, which is approved by the BECC.

This plan typically includes:

- Employee expense audits
- Compliance ride alongs with front line sales personnel
- Live distributor compliance reviews
- Third-party distributor audits
- On-site monitoring of congresses, tradeshows and Teleflex product training and educational events

Teleflex's Compliance Department developed and published an internal report, which provides an overview of the findings and establishes timelines for completing any necessary remediation activities. While most of the auditing and monitoring activities would typically be done in-person, in 2021, as a result of the ongoing COVID-19 pandemic, we completed as many of these activities as we could virtually. We were able to successfully conduct distributor compliance reviews virtually, and our compliance team attended and monitored virtual congresses, product trainings, and medical education events. We also completed regional product allocation audits to ensure our allocation priorities continued to be adhered to, focusing on key products being used to help treat patients suffering with COVID-19.

## *Reporting and Investigations: Encouraging a Speak-Up Culture*

We have created a culture that allows our employees and Third-Party Representatives to report concerns about potential misconduct and violations of the law and our policies. People can report concerns or seek guidance through various outlets including their direct manager, HR, Legal, Compliance, or a dedicated Teleflex Ethics Line. Our Ethics Line is available online and via phone 24 hours a day, 7 days a week in multiple languages to allow this resource to be used globally in all countries and time zones. People can report issues anonymously via the Ethics Line. Teleflex encourages people to freely voice their concerns and maintains a strict policy of non-retaliation. Any and all reports of potential misconduct are thoroughly investigated. Corrective actions are taken in accordance with our policy on Coordinating Disciplinary and Compliance Standards, if our investigations find any confirmed misconduct or wrongdoing. We ensure a consistent approach to discipline globally with appropriate levels of corrective actions, including additional training, verbal or written warnings, changes in job responsibilities, and in some serious cases, dismissal. Corrective action information may be used to focus our training programs or guide our auditing and monitoring efforts.

## *Annual Teleflex Enterprise Risk Assessment*

Each year, we conduct the Teleflex Enterprise Risk Assessment. Key risks to the company are identified, compiled, and categorized and a report is prepared. The report is presented to Executive Management and the Board of Directors, and the top risks and associated mitigation efforts are then monitored by Executive Management throughout the year.

In 2021, 156 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. Feedback was also gathered on the ongoing impact of COVID-19, our Compliance Program and other areas of risk. We then conducted interviews with Executive Management to further discuss the identified risks.

We utilized an online submission process for our risk assessment process for the first time to standardize inputs and improve efficiency of data analysis. This approach also facilitated the meaningful expansion of the process to additional participants. As a means to continue expanding the participant pool in coming years, we continue to ask participants to identify additional members of their teams who might have important insights to share into the risks faced by their function.

## Sales and Marketing Practices

Our sales and marketing teams are tasked with creating Marketing Communications materials that highlight features, benefits, quality, and value that our products bring to the healthcare community. As such, we have implemented policies to ensure our communications are balanced, within the scope of clearance or approval, adequately substantiated by appropriate data and compliant with all applicable legal and regulatory standards. Our various business units and internal departments work together to review, revise, and approve our marketing materials and practices before they are available to the field. Our sales and marketing practices are continually evolving and require ongoing evaluation to ensure we are meeting not just the legal standards and requirements, but also the high standards that we have set internally as a healthcare company.

## IT Security and Privacy

The Company's Global Information Security efforts, under the direction of the Chief Information Officer, are focused on ensuring the confidentiality, integrity and availability of our information and our business partners' information assets including managing cyber risks. Our Information Security Program (the "Program") is aligned to industry standards including the National Institute of Standards and Technology (NIST), ISO/IEC 27001 and the Center for Internet Security (CIS) Critical Controls. The Chief Information Officer provides select members of our Senior Management team and the Audit Committee of our Board of Directors with periodic updates on controls and emerging risks. We work with a third-party firm to set the scope to perform an external security assessment to review our information security controls. Part of reducing our risk is ensuring that our employees are properly trained and educated in cybersecurity. Security awareness training is provided to all employees along with periodic security update communications and targeted training for select groups based on job responsibility. We comply with the EU General Data Protection Regulation (GDPR) on data protection and privacy. We have had no known information security or data security breaches from our systems within the past three years.<sup>4</sup>



*"Teleflex Global IT is focused on providing technical services and solutions that support our internal and external business partners while keeping security and privacy in the forefront of all we do."*

**Tim Duffy**  
Vice President and Chief Information Officer

Teleflex has implemented several initiatives to protect our systems and data, while supporting our most important asset, our employees, when working either at a Teleflex site or remotely. Examples of activities include the following:

- Implementation of controls to protect our systems and data when Teleflex devices are used outside of a Teleflex facility
- 24/7 Security Operations Center (SOC) monitoring and alerts relating to abnormal system activity and user behavior which may be indicative of an attack
- Expanding IT Support Services to assist employees with personal technical issues they experience as a result of COVID-19 restrictions such as connectivity for home schooling
- Expanded policies and training relating to electronic and physical safeguards when working remotely, including phishing email simulations

Managing third-party risk is also a critical component of the Program. Processes are in place to review the controls and procedures associated with proposed new solutions and third-party managed technology as part of vendor selection.

We evaluate solutions and providers from a security and privacy perspective to ensure the proper controls are in place to comply with privacy requirements and security controls are in place that align with Teleflex policy.

Teleflex continues to monitor cyber and information security risk and implement and adopt appropriate risk mitigation measures to meet the expectations of our internal and external business partners relative to protecting information assets.

<sup>4</sup> We define information security/data security breaches as an incident that results in the confirmed disclosure - not just potential exposure - of data to an unauthorized party.

# Planet & Environment



# Planet & Environment

**A healthier planet means a healthier society. As a healthcare company, we have an additional obligation to ensure we have a positive impact on the planet. Environmental sustainability is a high priority at Teleflex. In 2021, Teleflex invested in increasing our understanding of our positive and negative impacts on the planet, and we have developed a plan to drive further improvements in this area.**

Teleflex utilizes an integrated Environmental Health and Safety Management System to help maintain compliance with relevant laws and regulations. Teleflex has invested in software that helps track water and energy usage and waste output across our business globally. We also use this software to track our scope 1 and 2 greenhouse gas emissions (GHG). We are excited to have been able to utilize this software to report the 2019-2021 data included in this report, and we continue to analyze and refine the historical data inputs as well as expand the usage of this software to increase the capability, completeness and accuracy of our data analytics, reporting and disclosure. All reported changes in utility and waste figures included in this report are based on an absolute basis and are not comparative figures.<sup>5</sup>

We have a robust governance structure to help ensure we deliver on our environmental goals and key performance metrics (KPIs). We have established an owner and a working group for each KPI and collectively, they solicit input from across the business to ensure engagement and communication. The teams meet regularly to drive and deliver individual projects, and all activities are tracked centrally on our project management platform. We have found that through measurement and accountability, we can make significant progress.

Business travel, an area of focus for us, was dramatically reduced throughout the COVID-19 pandemic but is increasing as regions continue to ease COVID-19 restrictions. We are committed to providing a leading level of service to our customers and patients, and we recognize that this requires travel locally, regionally, and globally. Teleflex also recognizes that we are all being challenged to establish new norms and identify ways to drive efficiency in the business, and we believe this means using technology to reduce travel wherever possible.



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

<sup>5</sup>Absolute figures refer to total usage/production across the sites for which we have included data.

## Product Stewardship and Circularity

As a corporate citizen and product manufacturer, we are responsible for our products across their full lifecycle. We are committed to minimizing our products' environmental impact throughout all stages of their life cycle – from sourcing and manufacturing to usage and end of life. Product stewardship and circularity are seen as key components, and we will continue to embed them within our organization. We continue to examine product designs in an effort to remove excess material used to manufacture and package products. Our manufacturing operations are our largest direct source of environmental impact, but also a significant opportunity for improvements.

A key area of continued focus for us is reducing the amount of material used in our product packaging and in our products themselves. For example, we implemented a number of projects over the past few years including changing from high impact polystyrene trays to a flexible form fill seal, moving to pre-filled syringe selection integrated packaging, reducing the corrugate size used in breathing circuits, and reducing the size of polybags used to package certain products. Our UroLift® UL2 System is one such product that has built-in waste reduction measures. The UL2 System allows healthcare professionals to re-use one handle during a procedure for all the required UL2 Cartridges rather than using a separate handle for each cartridge, thus saving on materials and packaging.

## Responsible Consumption and Production

### Water

Water is an increasingly valuable resource. While Teleflex uses significantly less water than companies in other industries, we recognize that we must play our part in conserving and protecting our water resources. Between 2019 and 2021, we have reduced the absolute water use at our manufacturing and distribution sites by approximately 6%.<sup>6</sup>

### Safe Materials and Chemicals

We routinely evaluate the materials and chemicals that we utilize in our products and consider substituting materials with safer alternatives wherever feasible. In accordance with EU Medical Device Regulation ("MDR"), we are in the process of replacing certain materials in over 1,100 product SKUs and expect this project to be complete by May 2024.

### Logistics and Distribution

Teleflex has grown through acquisition with manufacturing locations being a product of our growth and investment strategy. Our Procurement, Logistics and Customer Service teams are examining ways to decarbonize our product movement footprint. Our Research and Development team is building sustainability into the start of the process, including considering package materials, size, and weight with a view to driving efficiencies during transport and storage.

As an example of these efforts, in Mexico, our Enterprise Excellence team identified an opportunity to achieve multiple efficiencies by consolidating materials storage and work in progress closer to our manufacturing facilities. At the time, our four on-campus manufacturing buildings, which were located within 0.5 km of each other, were served by a materials storage warehouse 10 km away. Through restructuring, space was created on campus, resulting in savings of 75,000 km and over 4,000 hours of driving time annually. We also reduced warehouse space by 15%, which resulted in electricity and gas usage reductions. The new layout and racking improved safety, productivity, and inventory management.



Arrow® ErgoPack® Complete CVC System

<sup>6</sup>Data includes substantially all of our manufacturing and distribution facilities. The data excludes our commercial facilities and closed facilities as well as certain facilities obtained through recent acquisitions. We plan to expand the data to include these facilities in the future.

## Emissions and Climate Change

Climate change is a defining issue of our time. It is increasingly well recognized that climate change impacts not only our environment but also our health. As a provider of medical devices, designed to support our customers and patients in achieving excellence in health outcomes, we have an obligation (beyond being a responsible company that protects stakeholder value) to also support the ‘first do no harm’ creed. During COP26, the annual UN Conference of Parties that brings together world leaders to discuss the climate crisis, we heard the message from healthcare professionals and healthcare institutions that they want to see decarbonization at scale to stave off the worst effects of climate change and the resulting health impacts. We fully intend to play our part and lead where we can.

Teleflex, in conjunction with our insurer, has undertaken a climate risk assessment for our strategic manufacturing and distribution sites. For the locations identified as being potentially subject to more extreme wind, rain, snow, and other climatic events, we are evaluating and implementing measures to mitigate the potential impacts of these events.

Between 2019 and 2021, we have reduced our scope 1 and 2 carbon emissions across our manufacturing and distribution sites by over 3% notwithstanding an increase in sales volumes over that same period. We will begin to evaluate our scope 3 emissions in 2022 and plan to provide additional data in our 2022 Global Impact Report.<sup>7</sup>

### *Emissions and Energy Targets*

Teleflex recognizes that we need to fully participate in the change necessary to address the worst effects of climate change. It is for this reason that we have committed to setting Science Based Targets (SBT) and will report progress in our 2022 Global Impact Report. We have committed to setting both near-term reduction and long-term net zero targets.



Between 2019 and 2021,  
reduced scope 1 and 2  
carbon emissions across our  
manufacturing and distribution  
sites by over 3%



<sup>7</sup> Countries commit to develop climate-smart health care at COP26 UN climate conference (who.int) and COP26 Health Programme (who.int) and Global health community calls for climate action ahead of COP26 to avert “biggest health threat facing humanity” | The George Institute for Global Health and Race to Zero | Health Care Climate Action.

## Case Study

**At our Plymouth, Minnesota, USA facility,** the Plant Manager and Manufacturing Engineer recognized an opportunity to upgrade the HVAC system. The automation and zoning of the HVAC system allowed for more efficient heating and cooling during periods of low occupancy in the building. The upgrade also included automatic data logging of temperature and humidity, facilitating more accurate adjustment to achieve the ideal environment and was completed in 2021.



**At our Hradec, Czech Republic facility,** we identified an opportunity to upgrade the existing air compressor. As part of the upgrade, we changed from a static to a variable speed drive and installed a more efficient unit. We also included heat recovery as part of the upgrade. The variable speed drive led to a reduction in electricity use and the heat recovery element led to a reduction in gas usage. The project commenced in October 2021 and was completed in January 2022.



**At our Kamunting, Malaysia facility,** we identified an opportunity to improve the efficiency of the on-site HVAC system through the installation of a dual condensing system for air conditioner units. The function of a dual condensing unit is to increase surface heat dissipation and improve the overall indoor cooling effect. As a result, once the installations were completed in September of 2021, the site was able to attain optimal temperatures faster and reduce related energy consumption by up to 18%.



## Energy

### Electricity

Teleflex is committed to reducing our energy consumption and increasing efficiency. This commitment is being, and will be, achieved through numerous projects across the business. We have outlined 2021-2023 Operational Goals to reduce our overall purchased energy by 10%. Between 2019 and 2021, we reduced absolute electricity usage across our manufacturing and distribution sites by approximately 2%.<sup>8</sup>

### Renewable Electricity

Energy efficiency is only one part of our plan to reduce our impact on the environment through energy usage. In reaching our emissions targets, Teleflex has, and will, continue to invest in clean energy alternatives. We have invested in solar photovoltaic (PV) installations at five manufacturing sites globally. Solar panels were first installed in 2015 and since then we have installed approximately 5 MW (megawatt) of additional generating capacity. Our renewable electricity generating capacity has grown significantly from 2019 to 2021 with a nearly

3-fold increase from 2020 to 2021. During 2021, we generated over 5 GWh (gigawatt hours) of renewable electricity.<sup>6</sup> The solar panels at our Kamunting, Malaysia; Kulim, Malaysia; Tecate, Mexico; Chihuahua, Mexico; and Puducherry, India facilities are producing more than 10% of the electricity used at each site. These solar panels will help reduce CO<sub>2</sub> emissions by over 3,000 metric tonnes annually.

### Natural Gas

As with electricity, Teleflex is committed to maximizing natural gas efficiency through production changes and investment. Mainly as a result of air quality improvement technology that we added to our manufacturing process, our absolute natural gas usage across our manufacturing and distribution sites increased over 5% between 2019 and 2021.<sup>6</sup>

## Case Study

*During 2021, we installed a solar panel system on the roof of our Kamunting, Malaysia facility. The new solar panel system not only reduced the site's carbon footprint but reduced the reliance on the grid energy supply. The solar capacity of this system is 2.5 MW (megawatt). From March 2021 to March 2022, the system has generated over 3.5 GWh (gigawatt hour) of renewable electricity, which resulted in a reduction of nearly 2,500 metric tonnes of CO<sub>2</sub>.*

*At our Puducherry, India facility, we installed 20 KW and 30 KW roof mounted solar panels in 2015 and 2017, respectively. In March 2021, an additional 300 KW of capacity was installed and went operational in August 2021. The project is projected to reduce the site's CO<sub>2</sub> emissions by over 200 metric tonnes annually.*



<sup>6</sup>Data includes substantially all of our manufacturing and distribution facilities. The data excludes our commercial facilities and closed facilities as well as certain facilities obtained through recent acquisitions. We plan to expand the data to include these facilities in the future.

<sup>8</sup>Data includes substantially all of our manufacturing and distribution facilities. The data excludes our commercial facilities and closed facilities as well as certain facilities obtained through recent acquisitions. Data also excludes some historical diesel usage and refrigerant emissions. We plan to expand the data to include these facilities in the future.

## Waste

Teleflex recognizes that where there is waste there are inefficiencies. We want to ensure we follow the waste hierarchy pyramid by maximizing reuse and recycling and minimizing what is sent to landfills. We have outlined 2021-2023 Operational Goals to reduce our overall waste to landfill by 10%. Our efforts to reuse materials include programs such as solvent distillation, and our recycling initiatives include programs focused on paper, metals and plastic. We have made significant changes across the various waste metrics through improvements to material loss during the production process and engagement with our waste collection partners. Between 2019 and 2021, our manufacturing and distribution sites have achieved reductions in hazardous waste and non-hazardous waste by nearly 50% and nearly 7%, respectively, as well as a nearly 27% reduction in total waste to landfill over that same time period.<sup>6</sup>

## Case Study

*Our Nuevo Laredo, Mexico site's extrusion process produces a water by-product that is classified as hazardous. Prior to 2020, the material was sent off site for processing. In 2020, we built a wastewater treatment plant that now treats the water to a standard suitable for disposal into the municipal sewer. This contributed to a reduction in hazardous waste disposal of over 90% at this facility between 2019 and 2021.*

*Teleflex's Coventry, Connecticut, USA site has been recovering solvents for decades. The purpose of the distillation process is to produce clean, clear, recycled propylene glycol methyl ether (PGME) used for washing suture material as part of the dye process, reducing hazardous waste and the volume of new PGME purchased by the site. In 2010, the still was upgraded with an electric powered unit which more than doubled its capacity. The additional distillation further reduced raw materials purchased and hazardous waste disposal. The replacement of the high-pressure boiler with a low-pressure option resulted in fuel savings.*



<sup>6</sup>Data includes substantially all of our manufacturing and distribution facilities. The data excludes our commercial facilities and closed facilities as well as certain facilities obtained through recent acquisitions. We plan to expand the data to include these facilities in the future.

# People



# People

Teleflex is proud of the amazing people that work with and for us. Our employees are essential to our growth – their success is our success. Our Core Values place People at the center of all we do. We believe our employees are the strongest and best asset of our company, and we intentionally invest in them as such.



*"Our Core Values are explicit on this point: People are indeed at the Center of All We Do at Teleflex. And that value cuts across all dimensions of the employee experience in Teleflex."*

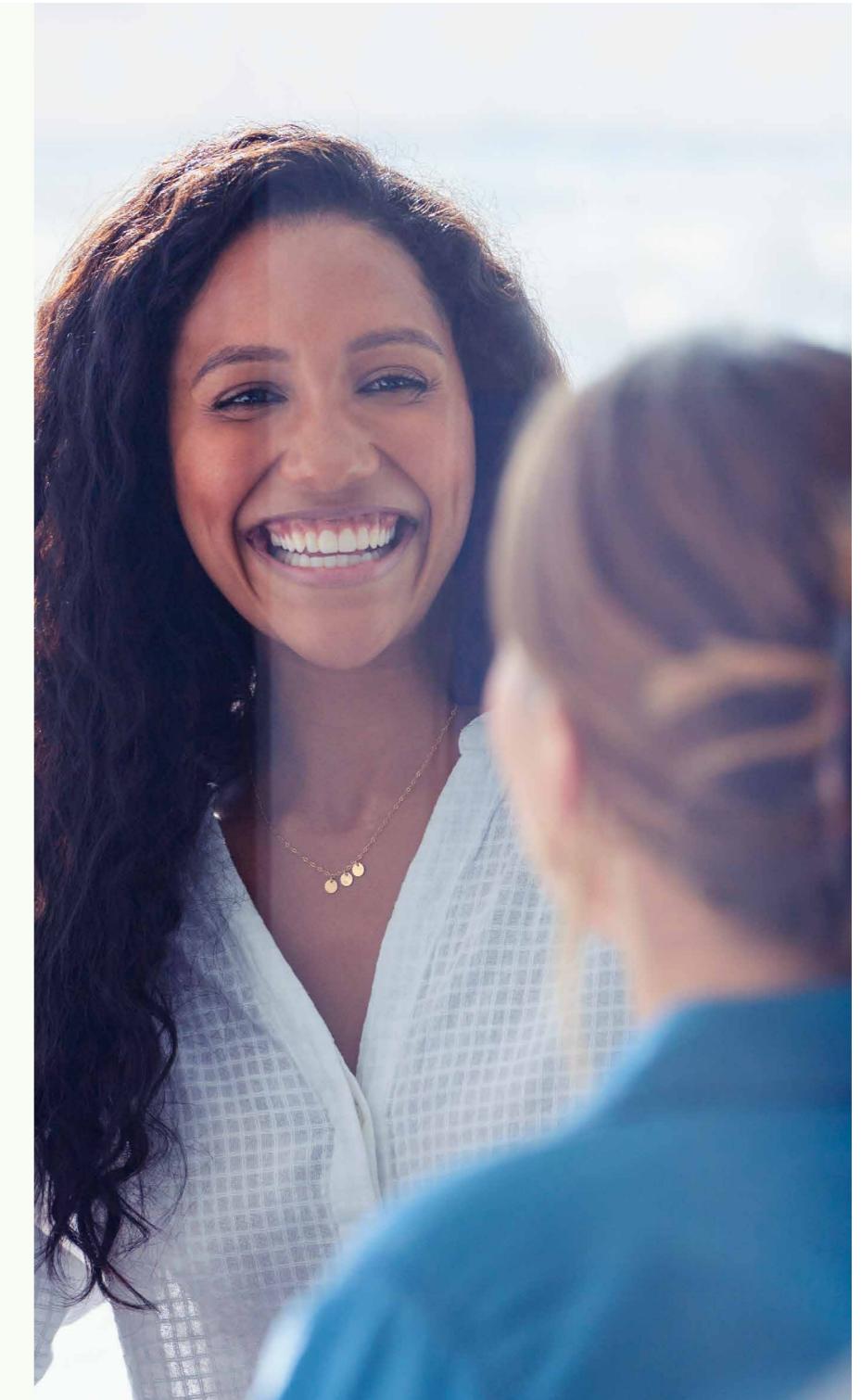
**Cameron Hicks**  
Corporate Vice President and  
Chief Human Resources Officer

## Talent Management and Development

We work with our teams to ensure our employees are given opportunities for growth that are aligned with their aspirations for development within the company. We continue to build a culture where employees and managers support one another to find a path to personal and professional growth throughout their time with us.

The talent management and talent development processes are built on a foundation of regular check-ins between employees and managers and provides opportunities for listening and creates coaching moments. During these check-ins, employees review progress on their self-identified career and development objectives (Career Pathway) and our managers consider the progress made on development plans to ensure support and resources are available as needed to enable the strategic growth goals of the individual and the company. This is a global and enterprise-wise activity and is carried out with all our direct labor in their local language to maintain the intimacy and impact of the conversation in a supportive way.

We believe in supporting employees who would like to further their education throughout their career. On-the-job learning is a significant component of our development; it is a part of formal objective setting, and it is complemented by formal education as well as peer and manager mentoring. We offer internal educational and training programs, events, and support resources to employees primarily through our Connect Learning Platform.



Through the Teleflex Academy and our Connect platforms online educational tools, we run a full schedule of our Core Curriculum programs in each of our regions throughout the calendar year, providing learning opportunities for our employees to further develop their skills and receive training across a broad spectrum of subject areas. It includes training in professional skills such as leadership, communications, and business acumen, as well as Teleflex specific training and relevant product training for internal employees. Our program offerings can be delivered successfully both virtually and in person in multiple languages and we are continually expanding our digital library for 'learning on-the-go' or the 'just-in-time' cohort of employees who work remotely.

The Connect Learning Core Curriculum includes a specific progressive leadership framework for all those in leadership roles as they move through the levels from Team Leader to Executive. The main areas include: The Essentials of Management, "Good to Great" Coaching, Teleflex Leadership Development, Inclusive Leadership, and Teleflex Strategic Leadership. We have added specific training and programs aimed at assisting employees navigate work in a pandemic, working from home, leading teams virtually, addressing emotions at work and, mindfulness and resilience.

## Hours of training 2021 for full-time non-manufacturing employees (*via Connect Learning Platform*):

### By Gender

- Female (11,810)
- Male (15,061)
- Undeclared (97)



### By Position

- Senior Management<sup>9</sup> (1,877)
- Manager (16,424)
- Individual Contributor (8,667)

Our recently redesigned coaching program, "*Good to Great Coaching*," which was relaunched in 2021, introduces 1:1 coaching to leaders throughout the organization while at the same time promoting a cultural shift towards an environment of self-awareness and development; to inspire a workplace where employees embrace and welcome feedback and learn to actively listen and challenge all perspectives. Coaching brings focus on the future and on creating action plans to achieve goals and outcomes. A coaching culture supports the individual and larger team, empowering all to be at their best in any situation – to learn how to create a future they desire and move from the present reality toward that desired future state.

We also piloted a formal mentoring program as another way to develop and foster talent in 2021 which will be expanding in 2022. Mentoring is a supportive learning relationship between an individual ('Mentor') who shares knowledge, experience, and wisdom with another individual ('Mentee') who is ready and willing to benefit from this exchange, for the purpose of enriching the Mentee's professional journey. Mentoring focuses on helping Mentees manage five aspects: skills development, problem solving, goal setting, career planning, and networking. This is a 6–12-month program in which the Mentee and Mentor meet at minimum once a month and set up clear action plans for addressing key development areas.

<sup>9</sup> Senior management is defined as Vice President and above.

## Tuition Assistance

In addition to our internal training and education resources, we support those who wish to go back to school or enhance their current skillset with external education. We offer full-time U.S. employees assistance through reimbursement of fees for tuition, laboratory, registration, and other mandatory fees and expenses for a selection of job-related courses. Where available, our regions have a variety of programs with local rules and criteria that apply.

## Benefits

We are committed to offering a competitive benefits package to ensure we attract and retain the top talent needed to continue to deliver on our commitments to customers, patients, employees, and stockholders. We are in an "employee's market" right now, and we believe our compensation offering is aligned to competitive market pay levels and are in line with our culture and Core Values. We structure our compensation to include a role-appropriate mix of base salary, short-term cash incentives and long-term incentives. Our mission as a company is to improve the health and quality of people's lives and that starts with our own employees. We offer our employees health and dental benefits, as well as retirement plans. We have also implemented policies addressing paid time off, flexible work schedules, employee assistance, parental leave, and family benefits, among others. In an age where COVID-19 is still a large concern for many people, we have also added a telemedicine benefit for our U.S. employees, which can help increase patient safety and reduce the overall cost of the medical appointment. Each region and country have specific benefits and policies that are developed based on their applicable rules. You can learn more about our U.S. benefits [here](#).

## Family Support

We live in a highly diverse world and have a highly diverse workforce. As such, we believe there is no “one size fits all” family support and leave program. For many, creating and growing a family is one of the most important milestones in one’s life, and we want to ensure that we support that milestone as much as we can. Teleflex has a Family Friendly Benefits Program for our full-time employees in the U.S.

That program includes our Parental Leave Policy, which offers both the birthing parent and non-birthing parent up to six additional weeks of paid time off following the birth of a child. We also allow those parents that have adopted a child the same level of leave. We know that each journey of growing a family is unique and that sometimes those journeys can benefit from more support. We provide enhanced support for growing families through adoption with a company contribution to help defray the costs. We also provide enhanced coverage as part of our medical plan for employees seeking fertility treatments such as intrauterine insemination (IUI) and in-vitro fertilization (IVF). Globally, we provide parental leave in accordance with all local regulations.

### U.S. Employees Eligible for Parental Leave in 2021

<b>Male</b>	2,033
<b>Female</b>	1,715
<b>Other</b>	3
<b>Total</b>	3,751

### # of U.S. Employees that Used Paid Parental Leave in 2021<sup>10</sup>

	# of U.S. Employees that Used Paid Parental Leave in 2021 <sup>10</sup>	Unpaid Parental Leave Used <sup>11</sup>	Returned to Work	% Returned to Work After Leave
<b>Male</b>	67	10	65	97 %
<b>Female</b>	57	29	56	98 %
<b>Total</b>	124	39	121	98 %

<sup>10</sup>Includes parental leave that was initiated in 2021.

<sup>11</sup>Unpaid parental leave is used after paid parental leave is exhausted.

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*I feel so fortunate to work for a company like Teleflex, that truly puts people at the center of everything they do. Last year, I had the blessing of getting pregnant with our second child. With my first son I worked for a different organization and was only able to take 8 weeks off from work - that included 6 weeks of short-term disability and 2 weeks of PTO that I had been saving just so that I could extend my leave. At Teleflex I was able to take a full 12 weeks of paid leave and did not have to use a single hour of PTO. I am forever grateful to work for a company that has developed a parental leave policy which gives ALL parental figures 6 additional weeks of fully paid leave. Adjusting to having two children was not easy, but Teleflex supported me through every step of the process, including coverage of my responsibilities while I was out on leave and support in transitioning back to work. The fact that I did not have to use any PTO means that I still have the opportunity to take time throughout the year to be at daycare events for my children, take them on vacation, or to just give myself a personal day here and there when I need it (which let's be honest, all new parents do!). Having a full 12 full weeks off helped me to bond with our newest child, figure out a solid home routine to create balance, and helped me feel more energized about returning to work.*

*Thank you, Teleflex!*

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**Sarah Woo**  
HR Generalist, Vascular

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*2021 – the year I became a first-time Mom. I am most grateful to have been able to take 14 weeks at home with our daughter. It was so important for our newly growing family to be together for that time without having to worry about not getting paid. I was able to maximize my time off with merging my time off with regular leave and then jumping right into the 6 weeks of pay with the company's new Parental Leave. That is something my husband and I appreciated most: the extra newborn snuggles. Thank you, Teleflex, from the bottom of our hearts!*

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**Monica Koehler**

Associate Scientist, R&D - Combination Technologies,  
Vascular Division

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*My wife and I were able to take advantage of the amazing benefits Teleflex offers to new and expecting parents, which gave us peace of mind and allowed us to focus on spending time with our new baby.*

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**Matt Tomkin**  
Vice President - Corporate Development



# Diversity, Equity, and Inclusion

We are committed to advancing Diversity, Equity and Inclusion (DEI) in all its forms across our workforce and maintaining a positive and inclusive work environment. The rich diversity of Teleflex talent is valued and intentionally woven into the fabric of how we make decisions and operate as a company. Building on this commitment, our Global DEI Council was formed.

We remain true to our mission, *"To provide oversight, counsel and visibility to the importance, initiatives and progress related to Diversity, Equity and Inclusion in Teleflex."*

By creating a diverse workforce, we create a workplace that fosters creativity and innovation. Diversity creates an inherent entrepreneurial spirit which is firmly rooted in our Core Values. We know that diversity, equity, and inclusion drive value for employees, patients, customers, and stockholders by allowing for a broad range of perspectives and experiences to enrich our offering to these communities.

We want to ensure that our employees hear from us about our progress and all the resources available to them. In 2021, we introduced the quarterly Diversity, Equity and Inclusion Newsletter. In each edition, we share global DEI updates as well as news and stories from each respective region, giving thoughtful insight into the many different cultures within our company.

We encourage our employees to share their thoughts, opinions, and experience at Teleflex. In May 2021, we opened a Global DEI Survey for all our full-time salaried employees globally and some of our hourly employees at global supply chain sites to give employees the opportunity to help further shape the culture of our workplace. We are pleased that our participation levels were 50% globally in the survey.



*"Fostering a culture of inclusion forms part of our Core Values and is key for all our employees to experience a sense of belonging in their teams and enjoy their workplace. Being comfortable to be your authentic self at work enables us to focus and take care of our customers."*

**Monika Vikander-Hegarty**  
Vice President  
Human Resources,  
Global Commercial and Talent  
Development Officer

*Each of our regions evaluated and identified how they will activate DEI in 2022 and beyond. Based on the survey results, below are a few of the regional changes or additions that will be made:*

## EMEA

We plan to initiate conversations around DEI at individual and team levels to continue to 'build trust' and enhance a sense of belonging for each person in Teleflex.

## LATAM

We will look to integrate our Employee Resource Groups locally by expanding the opportunities for participation across the region.

## APAC

We will plan to get 'REAL' about DEI, with steps towards Revealing relevant opportunities, Elevating equity initiatives, Activating diversity, and Leading inclusively.

## U.S. AND CANADA

We will continue to champion DEI by improving representation across the organization, embracing and respecting our cultures, and developing meaningful metrics for future accountability.

## Teleflex Global DEI Objectives

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

## DEI Leadership

Our commitment to diversity, equity and inclusion comes from the top. Our Global Corporate DEI council is co-chaired by our CEO and our U.S. and Canada Regional Chair.

We have four regional DEI councils, which are headed by champions from the Global DEI Council. The mission of our Global Corporate DEI Council is to provide oversight and visibility and to counsel on the importance of a focus on DEI, global and local initiatives, and progress within Teleflex.

The Regional DEI Councils serve the key function of engaging and supporting local teams in implementing Teleflex's Global DEI objectives. Feedback communication channels have been established in each of the regions to ensure that our organization is truly listening to our employees and supporting locations to facilitate an inclusive working environment.

As we move from awareness to action, we will continue to reserve a safe place to have tough and challenging conversations. Based on employee requests, we will bring in new topics focused on Stereotypes, Diversity -vs- Inclusion, Microaggressions, Intentional Inclusion, and Generational Diversity – Finding Common Ground and Bystander Intervention. These conversations will go below the surface to help create an employee experience that fosters a sense of belonging and purpose.



**Liam Kelly**

Chairman, President and CEO  
Co-Chair of Global Corporate  
DEI Council



**Shanté Demary**

Director of Strategic Pricing and Contract Management  
Co-Chair of Global Corporate DEI Council and  
US and Canada Regional Council Chair



**Sunny Sohal**  
Account Manager, Airway and Anesthesia  
EMEA Regional Council Chair



**Dennis Diaz**  
Head of Manufacturing, Mexico  
LATAM Regional Council Chair



**Ruby Liu**  
RA Director, China  
APAC Regional Council Chair

66 We will, with intention, weave our Core Values, Diversity, Equity and Inclusion into our processes and practices that in turn reinforce company culture. Making sure everyone from individual contributors to those in leadership roles demonstrates belonging. An Inclusive Teleflex begins with YOU!" 99

Shanté Demary

## Inclusive Leadership Training

In 2020, we partnered with The Humphrey Group to develop and implement our Inclusive Leadership program with our executive management. The Humphrey Group are established experts in the area of DEI, specializing in how to introduce core concepts and maintain open dialogue throughout a global organization. We know that inclusivity does not stop at the top, and we wanted to hear from colleagues in every part of the organization and from every level. In 2021, we expanded the implementation of Inclusive Leadership to include all managers and introduced our Inclusive Mindset program for all our non-manager staff.

**The main objectives of the programs are supporting our people to:**

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

As we continue to deliver our Inclusive Leadership and Mindset programs globally, we are committed to developing and offering educational opportunities to support on-going learning from these programs. In 2021, we released an Unconscious Bias educational video for all employees to access through our Learning Management System (Connect Learning Platform).

## DEI in Recruitment

One of the best ways we can increase our DEI efforts is in our recruitment of new talent and employees. Our DEI Council has worked with HR to ensure that we are providing managers with a diverse slate of candidates. We currently use various recruitment avenues including sourcing from multiple social media outlets, co-op placements, local universities, and technical institutes. We also work with numerous external recruiting firms that focus on diversity of age, race, ethnicity, and gender.

### 2021 Global Hires by Gender

Gender	Total Hires	% of Total
Male	1,727	42.8 %
Female	2,305	57.2 %
Undeclared	1	0.0 %
<b>Total</b>	<b>4,033</b>	<b>100 %</b>

### 2021 Global Hires by Age

Age Band	Total Hires	% of Total
Less than 30	2,143	53.1 %
30-39	1,137	28.2 %
40-49	501	12.4 %
50+	252	6.3 %
<b>Total</b>	<b>4,033</b>	<b>100 %</b>

### 2021 Hires by Region

Region	Total Hires	% of Total
Asia-Pacific	961	23.8 %
Europe, Middle East, Africa	355	8.8 %
Latin America	1,838	45.6 %
North America	879	21.8 %
<b>Total</b>	<b>4,033</b>	<b>100 %</b>

## DEI in Retention

At Teleflex, we are very proud of our work to improve our diversity but also to have been successful in retaining that diversity through career planning and talent management. At the end of 2021, approximately 23% of members of senior management were women, and the average age of our senior management team was 50.<sup>9</sup>

At the end of 2021, 59% of our global workforce was female and 38% of our U.S. workforce were non-white. While we are very proud of our overall company workforce diversity, we know that these are not the only measurements of diversity. Teleflex is actively working to enhance and improve our diversity as you move up in management and leadership. We know that the more diverse viewpoints you have in leadership, the better a company performs.

### Global Gender

WORKFORCE	2019		2020		2021	
	#	%	#	%	#	%
<b>Male</b>	5,858	40.6 %	5,728	41.2 %	5,859	40.8 %
<b>Female</b>	8,560	59.3 %	8,147	58.6 %	8,501	59.1 %
<b>Other</b>	18	0.1 %	20	0.2 %	15	0.1 %
<b>Total</b>	14,436	100 %	13,895	100 %	14,375	100 %
SENIOR MANAGEMENT	2019		2020		2021	
	#	%	#	%	#	%
<b>Male</b>	67	76.1 %	72	77.4 %	75	77.3 %
<b>Female</b>	21	23.9 %	21	22.6 %	22	22.7 %
<b>Total</b>	88	100 %	93	100 %	97	100 %

### U.S. Ethnicity

WORKFORCE	2019		2020		2021	
	#	%	#	%	#	%
<b>American Indian / Alaskan Native</b>	18	0.5 %	16	0.4 %	15	0.4 %
<b>Asian</b>	588	14.7 %	559	14.5 %	502	13.5 %
<b>Black</b>	543	13.6 %	504	13.0 %	484	13.0 %
<b>Hawaiian / Pacific Islander</b>	10	0.2 %	9	0.2 %	6	0.2 %
<b>Hispanic</b>	280	7.0 %	274	7.1 %	273	7.3 %
<b>White</b>	2,426	60.6 %	2,368	61.2 %	2,311	62.0 %
<b>Two or more races</b>	79	2.0 %	75	1.9 %	77	2.1 %
<b>Choose not to answer</b>	57	1.4 %	65	1.7 %	56	1.5 %
<b>Total</b>	4,001	100 %	3,870	100 %	3,724	100 %

SENIOR MANAGEMENT	2019		2020		2021	
	#	%	#	%	#	%
<b>American Indian / Alaskan Native</b>	1	1.5 %	1	1.4 %	1	1.4 %
<b>Asian</b>	5	7.3 %	5	7.2 %	3	4.1 %
<b>Black</b>	1	1.5 %	0	0.0 %	0	0.0 %
<b>Hawaiian / Pacific Islander</b>	0	0.0 %	0	0.0 %	0	0.0 %
<b>Hispanic</b>	2	2.9 %	2	2.9 %	2	2.8 %
<b>White</b>	58	85.3 %	60	87.0 %	64	88.9 %
<b>Two or more races</b>	1	1.5 %	1	1.5 %	1	1.4 %
<b>Choose not to answer</b>	0	0.0 %	0	0.0 %	1	1.4 %
<b>Total</b>	68	100 %	69	100 %	72	100 %

<sup>9</sup> Senior management is defined as Vice President and above.

**Region**

WORKFORCE	2019		2020		2021	
	#	%	#	%	#	%
<b>Asia Pacific</b>	3,672	25.4 %	3,493	25.1 %	3,633	25.3 %
<b>Europe, Middle East, Africa</b>	2,957	20.5 %	2,766	19.9 %	3,037	21.1 %
<b>Latin America</b>	3,777	26.2 %	3,734	26.9 %	3,947	27.5 %
<b>North America</b>	4,030	27.9 %	3,902	28.1 %	3,758	26.1 %
<b>Total</b>	14,436	100 %	13,895	100 %	14,375	100 %

**Global Age**

WORKFORCE	2019		2020		2021	
	#	%	#	%	#	%
<b>Less than 30</b>	3,530	24.5 %	3,242	23.3 %	3,509	24.4 %
<b>30-39</b>	4,104	28.4 %	3,796	27.3 %	3,943	27.4 %
<b>40-49</b>	3,796	26.3 %	3,789	27.3 %	3,792	26.4 %
<b>50+</b>	3,006	20.8 %	3,068	22.1 %	3,131	21.8 %
<b>Total</b>	14,436	100 %	13,895	100 %	14,375	100 %
<b>Average</b>	39.7		40.3		40.0	

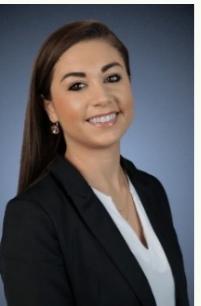
**Global Tenure**

WORKFORCE	2019		2020		2021	
	#	%	#	%	#	%
<b>Less than 1</b>	2,547	17.6 %	1,689	12.2 %	2,706	18.8 %
<b>1 - 2</b>	3,857	26.7 %	3,869	27.8 %	2,766	19.2 %
<b>3 - 5</b>	2,796	19.4 %	2,963	21.3 %	3,328	23.2 %
<b>6 - 10</b>	1,876	13.0 %	2,048	14.7 %	2,284	15.9 %
<b>11 - 14</b>	1,453	10.1 %	1,232	8.9 %	1,024	7.1 %
<b>15+</b>	1,907	13.2 %	2,094	15.1 %	2,267	15.8 %
<b>Total</b>	14,436	100 %	13,895	100 %	14,375	100 %
<b>Average</b>	6.8		7.2		7.1	

SENIOR MANAGEMENT	2019		2020		2021	
	#	%	#	%	#	%
<b>Asia Pacific</b>	2	2.3 %	4	4.3 %	4	4.1 %
<b>Europe, Middle East, Africa</b>	18	20.5 %	20	21.5 %	21	21.7 %
<b>Latin America</b>	0	0.0 %	0	0.0 %	0	0.0 %
<b>North America</b>	68	77.2 %	69	74.2 %	72	74.2 %
<b>Total</b>	88	100 %	93	100 %	97	100 %

SENIOR MANAGEMENT	2019		2020		2021	
	#	%	#	%	#	%
<b>Less than 30</b>	0	0.0 %	0	0.0 %	0	0.0 %
<b>30-39</b>	4	4.6 %	5	5.4 %	8	8.3 %
<b>40-49</b>	32	36.4 %	32	34.4 %	38	39.2 %
<b>50+</b>	52	59.0 %	56	60.2 %	51	52.5 %
<b>Total</b>	88	100 %	93	100 %	97	100 %
<b>Average</b>	50.9		51.3		50.3	

SENIOR MANAGEMENT	2019		2020		2021	
	#	%	#	%	#	%
<b>Less than 1</b>	6	6.8 %	4	4.3 %	7	7.2 %
<b>1 - 2</b>	9	10.2 %	14	15.0 %	7	7.2 %
<b>3 - 5</b>	14	15.9 %	8	8.6 %	15	15.5 %
<b>6 - 10</b>	30	34.1 %	30	32.3 %	24	24.7 %
<b>11 - 14</b>	15	17.1 %	16	17.2 %	20	20.6 %
<b>15+</b>	14	15.9 %	21	22.6 %	24	24.8 %
<b>Total</b>	88	100 %	93	100 %	97	100 %
<b>Average</b>	10.2		10.8		10.8	



*"As an LGBTQ+ employee, I strive to strengthen the company culture by bringing my authentic self to the workplace in my capacity as a PRISM leader and an R&D Engineer. Valuing authenticity and demonstrating belonging throughout all identities and backgrounds, PRISM strives to generate diversity, equity, and inclusion outcomes at all levels of the organization. We foster support for LGBTQ+ employees and allies through policies and practices, diversity recruitment and education, and community engagement. We reinforce company culture by putting people at the center of everything we do."*

#### Amanda Guido

R&D Engineer and PRISM ERG Leader

#### Employee Resource Groups

- Women Inspiring Learning and Leadership (WILL)
- African American Professionals Network (AAPN)
- PRISM (LGBTQ)
- OXYGEN for Young Professionals and the Young at Heart
- Working Parents Network
- Veteran's ERG (VERG)

## Pay Equity Analysis 2021

As part of our DEI strategy for 2021, we identified the need to assess our pay equity as an organization. The goal of this work was to determine if, as an organization, we have any systemic bias with respect to gender and ethnicity in our compensation programs. We completed a gender pay equity analysis globally, however, due to data and privacy legislation, it has only been possible to conduct ethnicity analysis in the U.S. To do this, we engaged external advisors to conduct an independent pay equity analysis, which considered factors such as role similarity, experience level, education, performance, and tenure. We are proud to report that no systemic gender or ethnicity bias in our compensation programs was identified.

## Employee Resource Groups

Our employees created and launched our Employee Resource Groups in 2016. Managed by employees, Employee Resource Groups (ERGs) are examples of how we have invested in our employees, people, and culture. Our ERGs help employees to improve, succeed and excel in their careers through various workshops and virtual events.

As part of our Global DEI Strategy, we identified the need to expand these opportunities for our employees to participate locally in ERG groups that are important and appropriate for each region. As such we have expanded participation of ERGs to all our regional sites.

By the end of 2021, we had 15 distinct ERGs with approximately 2,000 members, which equates to approximately 15% of our workforce.

**Our Employee Resource Groups put together many resources, events, and communications for the company throughout the year. Below are a few of the key stories:**

#### Juneteenth (AAPN)

Teleflex hosted a number of events to celebrate the African American community and the abolition of slavery. These events included Juneteenth Jeopardy, a happy hour, and a "Buy Black" campaign event.

#### International Women's Day (WILL)

We launched an internal and external communications campaign highlighting half a dozen women leaders throughout our global offices and sites. This campaign included social media posts, email, and videos from each spotlighted leader. We also had an employee led lunch and learn, "Choose to Challenge: Perseverance."

#### Pride Month (PRISM)

On June 8, PRISM hosted an Intersectionality virtual event with a leader from Teleflex to create an open dialogue, which was one of many events hosted throughout the month.

#### Customer Experience Week (OXYGEN)

This week of events and programming helped our employees to learn how to build relationships, meet and learn about their colleagues, and how to face challenges from customers.

#### Global Employee Health and Fitness Month

WILL hosted physical and mental wellness events to promote the benefits of a healthy lifestyle to employees.

## Employee Recognition

To recognize and honor our employees' dedication, innovation, and integrity, we encourage our managers and employees to regularly reward achievements and celebrate milestones.

We launched our Teleflex Smiles Program which enables employees to provide on-the-spot recognition to peers for their use of the C.A.R.E Principles and Teleflex Core Values. It is simple: employees give teammates 'Smiles' or nominations which translate into points that can be accumulated and redeemed for Teleflex gear or directed to a charitable donation. The program is currently available to U.S. and Canada based employees and will be rolled out to other regions later in 2022 and 2023. The Smiles Program was created in response to feedback received via U.S. employee engagement surveys. The goal of the Smiles program is to celebrate employee contributions while increasing recognition of customer-centric behavior to ultimately improve Teleflex's ability to provide a world class customer experience.

### Teleflex C.A.R.E Principles are:

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



Teleflex also grants global, regional, and business unit awards such as the Impact Award, C.A.R.E. Award, and various awards focusing on sales goals.

The prestigious Teleflex Chairman's Award recognizes employees who make a significant business impact while exemplifying Teleflex's Core Values. All full and part-time employees and teams globally are eligible, finalists are determined by a global Award Committee, and the ultimate winner(s) are selected by the Teleflex Chairman.

### Chairman's Award Criteria

#### **Significant and measurable business impact in one of the following areas:**

- **Innovation**  
For example, process or system improvement, product introduction, technological advancement.
- **Customer Focus**  
For example, retention of key external customer, going above and beyond for an internal customer.
- **Productivity**  
Driving change that translates to measurable increased productivity.
- **Sustainability**  
Helping Teleflex act with even greater purpose relative to the sustainability of our business, our environment, and the causes closest to us in our local communities.

## *The winners of the 2021 Teleflex Chairman's Award were:*

- **John Reidy, Regional Sales Manager, New Zealand**

When the New Zealand Ministry of Health faced a critical shortage of filters, they called John for help. He quickly navigated the global supply chain to locate Teleflex inventory outside of New Zealand, gathered clinical data to demonstrate product suitability for use and training, and secured rapid product delivery, enhancing Teleflex's positioning with the Ministry and impacting thousands of patient lives.

- **Malaysia Crisis Management Team (Kamunting and Kulim, Malaysia)**

**Composed of:** Mohamad Zaidi Ismail, Charles Schrenk, Muneswaren Gandhi, Lin Im Tan, Bathmanathan Kallianna Gounder, Norsurianti Karim, Sharifah Shafini Tungku Syed Petra, Maruthavaanam Ponnusamy, Azhar Ahmad Ahmed Rifaie, Muniandy A/L Songappen

As a result of COVID-19, the Malaysian government set stringent parameters for allowing our manufacturing facilities to operate at full capacity. Teleflex was required to conduct bi-weekly testing for all employees, provide acceptable PPE, ensure employee permits met shifting formatting standards, and maintain a minimum of 90% vaccination status at the site to maintain a steady product supply. This team implemented an internal online tracking tool in less than two weeks and manually collected data for production associates, helping to ensure employee safety.

- **Specialty EPIC Center Team (Maple Grove, MN, Plymouth, MN and Gurnee, Illinois, USA; Limerick, Ireland)**

**Composed of:** Nate Rhodes, John Kirchgessner, Greg Gabay, Philip O'Malley, Jason Purcell, Patrick Campion, Ray Ledinsky

This team drove the implementation of the IDEA Process in our OEM EPIC Centers in Limerick, Ireland, Maple Grove, Minnesota and, most recently, in Plymouth, Minnesota. EPIC addresses the four key components of new product development (Engineering, Prototyping, Innovation, and Collaboration) and emphasizes user needs and customer focus. In 2021, team members opened the Plymouth location and immediately exceeded expectations for securing new business and collaborating with customers. They significantly outpaced their original target for 2021 Non-Recurring Engineering revenue.

- **IT Cyber Security Team (Chihuahua, Mexico; Hradec, Czech Republic; Morrisville, NC and Wayne, PA, USA)**

**Composed of:** Matt Bartush, Angelo Candler, Pavel Gonda, Will Hardeman Jason Lesko, Bobby Neal, Alan Olivas, Nick Sabinske, Eric Scott

To meet compliance requirements, this team implemented a multi-factor authentication VPN solution - a process that typically takes up to four months - in just 47 days. The new technology was deployed to 7,000 Teleflex VPN users, with no disruption to employee productivity. The solution strengthened our cyber security, improved user experience, and ensured transparent access to Teleflex resources for employees working remotely due to COVID-19.

## Employee Health and Safety: Our Zero Harm Vision for our People

At Teleflex, we focus on Occupational Health and Safety (OHS) as a top priority for our manufacturing sites. Our Global Environmental Health and Safety (EHS) Management System platform is in place to protect our most valuable assets – our people. We are fully committed to complying with all relevant occupational health and safety legislation globally, and we seek to continually move towards our Zero Harm Vision.

We believe that occupational health is an implicit part of occupational safety and risk controls. The main difference between the two is that safety refers to a specific incident or situation whereas health is about the long-term health of the employee. Occupational health management at the site level utilizes the same mechanisms as those employed for occupational safety. All employee health information is kept fully confidential, via our secure data protections which are built into our systems.

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



*"The health and safety of our employees is paramount and the management effort by our sites and their leadership is a continual focus. I am proud of our Zero Harm Vision, knowing that this program is making a meaningful impact on our employees."*

**Brian Graham**  
Global EHS Director



## Occupational Health and Safety Management

At Teleflex, we have implemented a global occupational health and safety management system, which is aligned to ISO 45001 (OSH Management Systems). Each site also has a Core Management System (CMS), which is governed by our Global Environmental Health and Safety (EHS) Manual and covers all personnel (employees, contractors, visitors, etc.) across our Global Operations and OEM businesses. Commercial sites are governed by a simplified occupational health and safety management protocol and each CMS site must also have a professional acting as EHS advisor.

EHS risk management is a continual focus, and as such, the Teleflex EHS Risk Management Process is used to identify work-related hazards, apply the hierarchy of controls (in order to eliminate hazards and minimize risks) and identify the right blend of best practice risk controls. We utilize the Plan, Do, Check, Act (PDCA) model to drive continual improvement of occupational health and safety. Non-Conformity detection and resolution (via corrective actions) also drive continual improvement, as do site based EHS Committees, with governance and auditing driven by the Global EHS Function.

Quality is driven by the requirement to identify and align with published best practice risk controls, with oversight by each site EHS Advisor and governance via Regional EHS Managers. The EHS Risk Management process is first utilized when implementing the initial CMS at the specific site and re-triggered by the site's management of change (MOC) program, which helps capture change in the workplace, equipment, systems and people. This is done by incident investigations; observation programs; task design/standard operating procedures, monitoring and supervision, and audit output.

The MOC process triggers the reapplication of our EHS Risk Management Process when change is identified. Each CMS also has an EHS Improvements Register (EHSIR), which acts as a non-conformity register, driving continual improvement.

A focus on our 4P's model means a strategic approach to managing: Place (of work, i.e., safe 'workplaces'), Plant (safe plant and equipment), Process (management systems) and People.

We continue to upgrade and improve our facilities and offices across our global footprint

to help ensure safe workplaces for our employees and others on site. We continually assess our facilities and the equipment used within them to ensure health and safety considerations are built into their selection, use, operations, and maintenance.

We focus on our management systems at each location to help ensure governing structures facilitate our Zero Harm Vision, and we continually invest in our people via OHS training to help ensure we keep them safe and manage occupational health effectively.

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*In 2022, we will strive  
for continual improvement  
toward our  
Zero Harm Vision.*

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## Occupational Health and Safety Governance



## *Identifying and Managing Hazards*

Within each site's CMS, there is a process for workers to report work-related hazards and hazardous situations. Employees can do this via our Zero Harm Grassroots Teams, EHS Observations Incentive Drivers, and consultation mechanisms like our EHS Committee interface. Teleflex's ethics program provides protection to employees from any reprisals or retaliation and our Open and Just Culture – our open and honest reporting environment program – helps eliminate misplaced culpability. Employees can also remove themselves from work situations that they believe could cause injury or ill health and report such situations through our various reporting mechanisms.

Our incident investigation process was created under the Risk Management Program (RMP) umbrella and aligns with Teleflex's global standards for EHS incident management. The standard requires all EHS incidents to be investigated and at least one nonconformity to be identified (with corrective actions). Identification of root cause and corrective action(s) is the mechanism to determine where improvements are needed in the occupational health and safety management system.

## *Employee Consultation*

It is particularly important for our employees to have a voice when it comes to their health and safety. Our Global EHS Manual requires each site to facilitate employee communication channels and relay information or concerns to management about health and safety process changes, changes to site rules, or management systems. Within each site's Core Management System, employees can utilize our Grass Roots Zero Harm teams, the EHS committee interface or our Open and Just Culture. This also helps to encompass local or regional employee representative organizations (such as unions) into the communication and consultation processes. Each site has a local EHS committee in which employees can participate and consult. Information about work-related incidents and the output of investigations to address nonconformities is readily available at site level.

## *Health and Safety Training*

At Teleflex, health and safety training is required for all employees. Through the site's CMS, each site identifies specific training that is required for all employees. Before any new employee starts working at a site, they must attend induction training, which includes both an orientation and any required EHS trainings. Supervisors and management are also required to complete the same trainings. Each site EHS Training Register captures aspects such as: training

requirements, required frequency of retraining, completion target dates, and completion status. The training courses detail the roles and responsibilities for the specific jobs as well as the potential consequences of non-conformity with EHS risk controls. Each site also has mechanisms in place to manage and identify any contractor or visitor business relationships that may require specific occupational health and safety risk management for sites.

## *Employee Health and Safety Tracking*

We track and monitor Occupational Safety and Health indicators including health and safety incidents, via multiple classifications covering non injury, injury and ill-health. We also use the internationally comparable DART Rate (days away/restricted or transfer rate), which is a calculation of the number of work-related injuries or illnesses per 100 employees. Through our 'Zero Harm' strategy and processes, we have maintained a low level of overall injury severity rate per 100 employees with our 2021 DART rate of 0.59, an improvement from 0.76 in 2020 and 0.94 in 2019 and compares favorably to the industry. We have not experienced a work-related fatality by either an employee or on-site contractor at our manufacturing and distribution facilities in the past three years.<sup>12</sup> In 2022, we will strive for continual improvement toward our Zero Harm Vision.

<sup>12</sup>DART Rate and fatality figures are across our manufacturing and distribution sites.

# Prosperity & Sustainable Healthcare



# Prosperity & Sustainable Healthcare

At Teleflex, we are in the business of improving the health and quality of people's lives. In working towards that mission, improving access to all our products, providing product training offered in-person and virtually, increasing medical education, and improving our clinical trial diversity are some of our top priorities.

We recognize that the data derived from clinical research needs to reflect the demographics of the intended population. Our teams are also driven by a need to help the local communities in which we live and work. We established a philanthropic foundation as well as an employee-driven community engagement team, JOIN, because we believe it is important to leave a positive impact on the community.



*"Our dedicated team of professionals executed on key initiatives that supported healthcare providers around the world who deliver essential care. We believe all patients deserve access to innovative technology."*

**Michelle Fox**  
Corporate Vice President and  
Chief Medical Officer

## Product Training and Education: Engage, Educate, Align

To help ensure that all healthcare professionals are using Teleflex products in a safe and effective manner, we provide comprehensive product training and education that is focused on increasing procedural confidence and advancing patient care. The training we provide allows healthcare professionals to increase their clinical competencies, regardless of the care setting. We regularly seek ways to evolve and innovate with respect to our training programs, and we utilize our partnerships with medical organizations and academic institutions to aid in these efforts. We use hands-on skills labs, procedural training, our Teleflex Academy online learning, speaker series, and conferences to provide a holistic educational approach. The Teleflex Academy training content is created with regional considerations taken into account and is available in multiple languages. We focus our product training and education on addressing unmet educational needs and requirements of our customers, regardless of size or location.



In 2021, we expanded our offerings on Teleflex Academy, which were accessed by clinicians across 88 countries, with healthcare staff accumulating over 56,000 continuing education credits, collectively. In addition, to help ensure educational offerings are available more broadly, our Clinical and Medical Affairs teams in Southeast Asia and Latin America prioritize training for emergency services personnel in rural areas.

Throughout 2021, we utilized existing, and implemented new, digital learning platforms to support our customers and healthcare professionals, while maintaining appropriate safety requirements. Between both our in-person and virtual platforms, we educated more than 130,000 healthcare professionals on the safe and effective use of our products in 2021, which is up from 60,000 in 2020.



## Case Study

- Our Clinical and Medical Affairs team attended the 20th International Meeting of the Polish Society of Anesthesiology and Intensive Care in 2021. The team delivered two procedural vascular workshops "**Right Line, Right Now in Intensive Therapy.**" The main focus of the course was on maintaining vascular health and preservation and the correct choice of devices to support the use of the right line, for the right patient, at the right time, in different clinical situations. The lecture and practical workshop served to give participants knowledge, skills, and practical experience in ultrasound assessment, needling techniques, PICC and midline placement, and the use of Arrow® EZ-IO® for vascular access.*
- It is extremely important that our sales team understands exactly how our products are used by healthcare professionals. Product training is a very important tool to gain knowledge and improve skills about a certain product range – even for products that have been in our portfolio for years. For example, in October 2021, during the sales meeting in Germany, our Clinical and Medical Affairs team gave a product training on our **Vascular Access** business unit followed up by a **hands-on workshop**.*



## Medical Education Grants

Teleflex is committed to supporting independent educational endeavors that are consistent with our mission to improve health outcomes. All unsolicited Medical Education Grant requests for monetary and/or in-kind support are reviewed by our regional Grant Panels including representatives from our Business Units, Finance, Compliance and chaired by Clinical and Medical Affairs.

### Teleflex provides Medical Education Grants for the following categories:

- Continuing medical education programs presented by accredited providers
- Education programs for healthcare professionals
- Medical society grant funded programs

### Guidelines for Medical Education Grants:

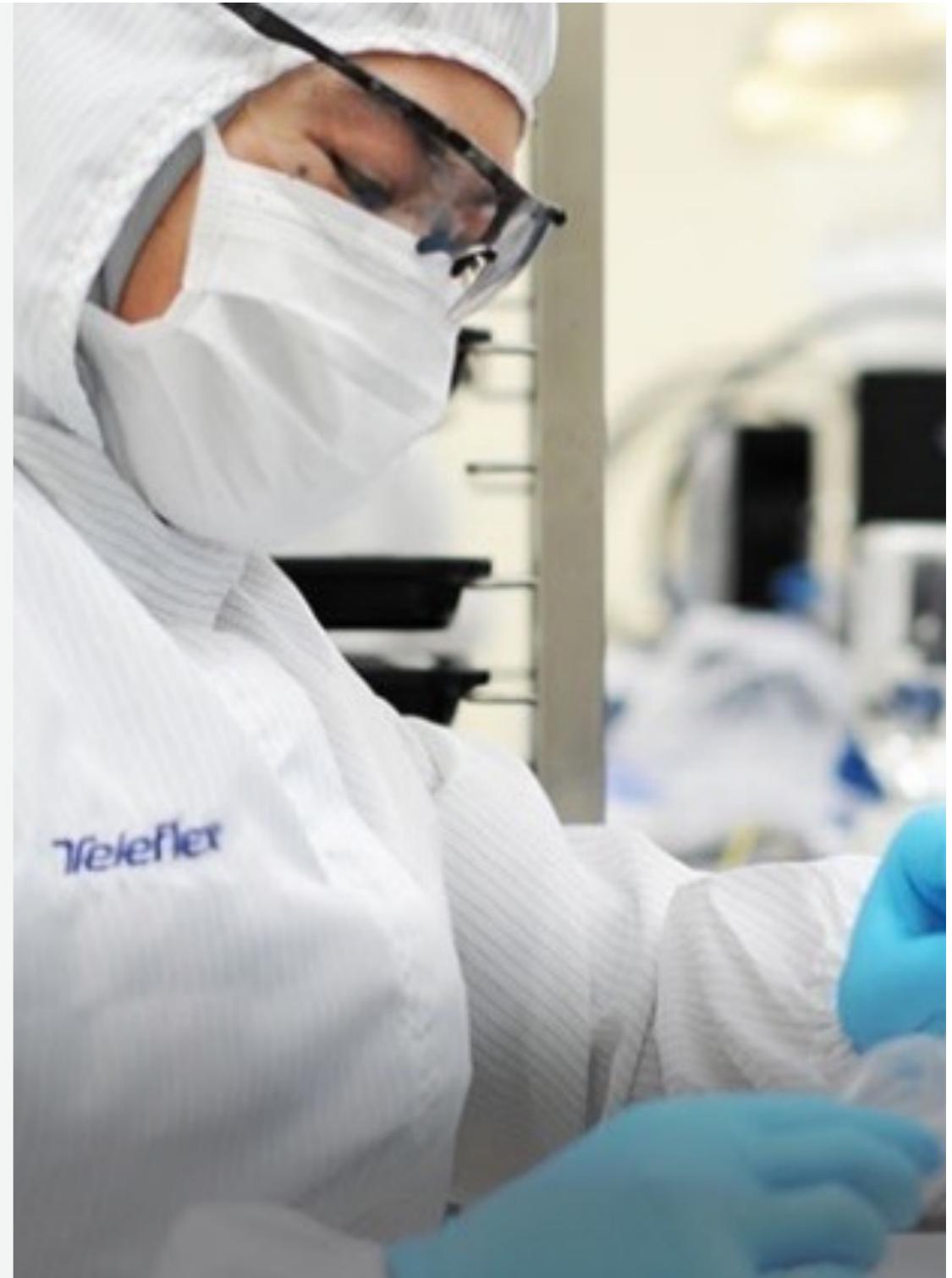
- Educational focus
- Independence
- Balance
- Broad audience

## Clinical Research

Obtaining robust clinical evidence supporting our products is paramount at Teleflex. We use our clinical research team as a way to develop new products and expand existing products.

We conduct clinical research using the principles of Good Clinical Practice and adhere to all local and regional regulatory requirements. Our clinical research is managed by Global Clinical Operations in coordination with regional Clinical and Medical Affairs team members. All clinical research initiated by Teleflex is reviewed by an institutional review board or ethics committee.

Minorities and other special groups have been under-represented in clinical trials in the past, but we want to change that. We recognize that there is a need and value to expand diversity and inclusiveness in clinical research.<sup>13</sup> Teleflex is committed to developing clinical trials that clearly represent the demographic diversity of the populations in the regions where the research is being conducted and where the product will be going to market. Considering diversity in the clinical trial population will help to ensure that the products are being developed to meet the needs of the specific population. We add any Teleflex initiated research on ClinicalTrials.gov and any patients that are interested in volunteering for a trial can find more information there.



<sup>13</sup> See, e.g., <https://www.fda.gov/consumers/minority-health-and-health-equity/clinical-trial-diversity> and <https://acrnet.org/2020/08/10/representation-in-clinical-trials-a-review-on-reaching-underrepresented-populations-in-research/>

## Clinical Research Grants

Teleflex has its own robust clinical research arm, but we know it is important for the entire medical community to have access to resources to continue clinical research. We provide research grants and support to healthcare providers in areas that are complementary to Teleflex's business and products. All incoming requests are reviewed and managed by Global Clinical Operations, which is a part of our Clinical and Medical Affairs Organization. This team reviews the requests to ensure that all supported studies are conducted in accordance with the applicable study protocol, applicable institutional policies, generally accepted standards of Good Clinical Practice (GCP), and all applicable laws and regulations. Healthcare professionals from private practices, hospitals, academic medical centers, and universities are all eligible recipients for our research grants. As of December 31, 2021, Teleflex had 11 open grants which include grants across various business units, with a total value of over \$580,000.

## Healthcare Access and Equity

Clinical and Medical Affairs actively expanded geographic availability of key educational offerings by adding virtual options where possible. Translation of focus programs to various local languages was also completed, and the courses were added to the Teleflex Academy website. These efforts have ensured relevant content is widely available to clinicians using Teleflex products, expanding our ability to support the safe and effective use of our products. This has also been done in a manner that takes into account local language and cultural considerations. Clinical and Medical Affairs plans to continue its efforts to expand in this area, making content accessible in more languages and geographies to ensure equitable access to educational programs.



## Innovation, Safety and Quality from Concept to Commercialization

In 2020, we launched our Concept to Commercialization (C2C) process, which is intended to transform patient care through a standardized product development process. The C2C process lays out how Teleflex executes product development across all business units. We look at the entire product lifecycle from concept, design, manufacturing, and use of product to ensure a data driven approach, clarity of expectations and measures of success. Human Factors is an obvious and critical element of our C2C product development process. By integrating Human Factors, we are ensuring we use the knowledge about human capabilities (physical, sensory, emotional, and intellectual). The integration of Human Factors also means that we understand the limitations, characteristics and needs of our end users. We believe that Human Factors sets our product design up for success early in the development process and results in less rework, fewer customer complaints and ultimately drives patient safety and an overall better user experience.

## *Research, Development and Innovation*

Our main Research and Development objectives are to provide innovative new, safe, and effective products that enhance clinical value by reducing infections, improving patient and healthcare professional safety, enhancing patient outcomes, and enabling less invasive procedures. We recently created a new state-of-the-art technology center with improved environmental controls, which is used by our U.S. R&D team.

We have developed clinical access partnerships with universities that have clinical programs and technologies that align with our business segments, as part of our strategy to strengthen our early-stage product development portfolio and increase the number of products developed in-house. In addition to our internal R&D, we look to acquire or license products and technologies that are in-line with our strategic objectives and enhance our ability to provide a full range of product and service options to healthcare professionals and thus improve the health and quality of people's lives.

## *Product Quality and Safety*

We develop, manufacture, and distribute clinically relevant medical products, and the quality and safety of Teleflex products and services is at the core of our business. We have Quality Management Systems to ensure that products and services meet customer requirements and comply with the applicable standards and regulations governing them. Our "Think Quality, Think Teleflex" initiative encourages our employees to always remain committed to product quality and safety.

## *Labor and Supplier Standards*

We ensure compliance with globally recognized labor standards established by organizations, such as the International Labor Organization (ILO) and the U.S. Department of Labor among others, and is detailed in our [Labor Standards Assurance Policy](#). Our dedicated Labor Standards Assurance System (LSAS) program in place is managed by our Purchasing Controls Team and assesses our suppliers on a range of labor and supplier standards. These issues range from working conditions in our facilities, and throughout our supply chain, to ensuring that our sourcing and manufacturing processes are managed in a sustainable way.

To support these efforts, we provide internal training on LSAS and communicate and reinforce our expectations with our suppliers. As part of our onboarding process, each supplier is asked to complete a Labor Standards questionnaire and the responses and supporting evidence is added to the vendor file for future reference. We currently have over 500 suppliers in our LSAS program, and to date we have not identified any suppliers that have had significant Labor Standard issues.

## Philanthropy

### Teleflex Foundation

In 1979, we established The Teleflex Foundation with the sole objective to positively impact the quality of life in the community. When we review charities and non-profits to which we donate, we consider those that would help to further Teleflex's purpose of improving the health and quality of people's lives. The Teleflex Foundation puts a specific emphasis on organizations that have the commitment of, or a direct impact on, our employees, their families and the communities in which we operate. In 2021, Teleflex donated \$1 million to the Foundation, which will allow the Foundation to further expand its important philanthropic work for years to come. We are proud to report that roughly 90% of the Foundation's annual budget is allocated for giving and the remaining 10% goes towards management of the Foundation's endowment, administrative costs, and tax filing expenses. In 2021, the Foundation donated a total of approximately \$195,000.

In addition, the Teleflex Foundation makes an annual gift to Americas, a global health-focused relief and development organization that supports people affected by disaster or poverty.

### Ukraine Support

At the onset of the crisis, a working group was formed to facilitate an expedited, comprehensive review of humanitarian donation requests. Teleflex is working directly with established humanitarian organizations. All our financial and product donations are being made to these global organizations, which are well-positioned to make an immediate difference to those directly impacted by the crisis. The working group also provided opportunities for employees to engage, donate, and volunteer to support those impacted by the crisis.

### Humanitarian Donations

Being a global medical device manufacturer, Teleflex believes we have a responsibility to the public to provide humanitarian support where needed. Our Humanitarian Donation Program aids in the event of natural disasters and to help improve the quality of life of those living in vulnerable situations. In developing our program, we used the World Health Organization (WHO) Guidelines on Medical Device Donations to help provide structure and guidance. Donation requests are reviewed by our Humanitarian Product Donation Working Group, which is chaired by our Chief Medical Officer and comprised of representatives from several of our non-commercial functions, including Clinical and Medical Affairs, Compliance, Regulatory and Trade Compliance.

**The Teleflex Foundation encourages employee engagement through the following programs:**

- **Make a Difference (MAD) Grant**

Each year, The Teleflex Foundation awards cash grants to healthcare related charities and other non-profits nominated by our employees. Our Foundation Board Officers review these nominations and prioritize them in large part based on level of employee engagement with the organization, for example as a volunteer or benefactor.

- **Matching Gifts**

The Teleflex Foundation matches employee gifts of \$50 and above to eligible charities and non-profits up to \$2,000 per donor on an annual basis.

- **Team Volunteer Program**

The Teleflex Foundation provides grants of \$1,000 for teams of 5 or more Teleflex employees participating in events to raise money for eligible charities and non-profits.



## Community Engagement

**JOIN**, our employee-driven community engagement and volunteerism initiative, continues to be a call to join in and act with purpose. Our employees have united under the same common goal and sense of purpose in their everyday jobs and beyond.

In 2021, our **JOIN** initiative focused on protecting nature and caring for our natural environment. We organize and manage various volunteering events and efforts throughout the year, but we also encourage our employees to act with purpose at home or during their personal time as well. It can be as small and simple as planting bee-friendly plants or growing fruits and vegetables at home. We ask all our employees to join in with us to bring about a positive change in the world.

Our **JOIN** Champions are individuals in each of our regional offices and facilities that are dedicated to leading our local initiatives. They represent the employees at their sites and assist in the coordination of employee driven initiatives that are focused on volunteer activities in the community, wellbeing activities for our employees and activities that focus on the sustainability of our planet. Throughout 2021, our team was very busy with several volunteer events and donation drives.

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*Here are just a few of the many stories from last year:*

**M.R Murugesan**

*Human Resources Manager, APAC*

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*Being involved in our **JOIN** Act with Purpose initiative since its inception has really enriched my experience at Teleflex. I continue to be impressed by the motivation and compassion of our employees to make a difference at work and in their communities.*

**Paige Ingelsby**

*Global Internal Communications Manager*

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*Being a **JOIN** Champion means a lot to me. I enjoy organizing activities, but above all, to know that you have helped others is one of the most rewarding feelings of all. It's an excellent opportunity to treasure unique and very valuable experiences that would be more difficult to experience in your daily day.*

**Susana Fernández**

*Sales and Marketing Assistant CU&IC*

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### Our employee-driven community engagement and volunteerism initiative

#### South Africa Beach Clean

The Teleflex team in South Africa organized a beach clean in Cape Town to help reduce local plastic pollution and raise community awareness about the issue of marine microplastic debris. During this event, the team collected plastic debris and other litter found on the beach and in the water.



#### Southeast Asia Water Works Program

The Teleflex team in Southeast Asia collaborated with a local charity to build water filtration systems, which are to be donated to people in the area who do not have access to safe drinking water. The water filtration systems are compact and portable and are designed to enable emergency crews to respond quickly to natural disasters and help prevent avoidable disease outbreaks during such circumstances.

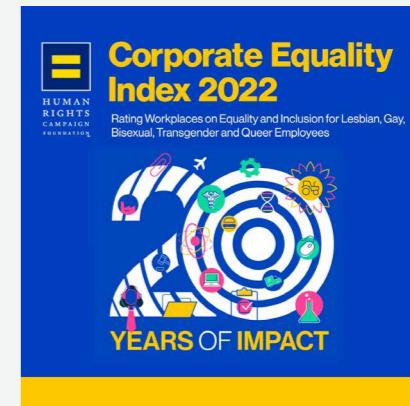


#### Wayne, PA, U.S. Operation Gratitude

In Wayne, Pennsylvania, the Teleflex team partnered with Operation Gratitude in their Halloween Candy Give Back Program. Excess Halloween candy collected throughout the office and donations were shipped to First Responder, Military, and Veteran heroes.

## Company Awards

- Forbes 2021 America's Best Midsize Employers
- Great Place To Work (India) April 21-Mar 22
- 2022 Best Place to Work Winner (MedReps)
- NSAI Excellence Through People Certified (2021) Platinum Level
- Forbes Best Employers For Diversity 2022
- Human Rights Campaign 2022 Corporate Equality Index



## Thanks to All who Supported

- **Alberto Toledo**, Operations Manager (Mexico)
- **Alyssa Shin**, Manager, External Reporting (U.S.)
- **Amanda Guido**, R&D Engineer, Sustaing (U.S.)
- **Amee Chokshi**, Learning Management Analyst (U.S.)
- **Asweny AP Kolanthaivelu**, EHS Engineer (Malaysia)
- **Baburaj P**, Assistant Manager, Global Supply Chain (India)
- **Balachandar Elangovan**, EHS Manager (India)
- **Bathmanathan K G**, Senior, EHS Manager (Malaysia)
- **Brandon Hohl**, Director, External Reporting (U.S.)
- **Brendan Delaney**, Director of Purchasing Controls (Ireland)
- **Brian Greham**, Global Director EH&S (Ireland)
- **Cameron Hicks**, Corporate VP and Chief Human Resource Officer (U.S.)
- **Cathal O'Reilly**, Senior Director Operations Excellence (Ireland)
- **Chuck Fliehman**, VP, Business Practices, Information Security, Privacy and Compliance (U.S.)
- **Colin Curran**, VP Human Resources, Global Operations (Ireland)
- **D Mohanaraj**, General Manager (India)
- **Dan Logue**, Corporate VP, General Counsel and Secretary (U.S.)
- **Daniel Price**, Corporate VP, Commercial Finance (U.K.)
- **Danielle O'Brien**, Sr. Director, Finance (U.S.)
- **David O'Flynn**, Sustainability Director (Ireland)
- **Deborah McCarthy-Platz**, Facilities and EHS Engineer (U.S.)
- **Denisse Hernandez**, Enterprise Excellence Site Leader (Mexico)
- **Derek Noah**, Sustainability Strategy and Reporting Manager (U.S.)
- **Diana Clifford**, VP, Total Rewards (U.S.)
- **Dominik Reterski**, Corporate VP, QA/RA (Ireland)
- **Emma Pollard**, Director Global Talent (Netherlands)
- **Emmet Dalton**, VP, Global Brands, Digital, and Communications (Ireland)
- **Fran Kiedeisch**, Director, Technical Services (U.S.)
- **Howard Cyr**, Corporate VP, Chief Compliance Officer (U.S.)
- **James Winters**, Corporate VP, Manufacturing and Supply Chain (Ireland)
- **Jay White**, Corporate VP and President, Global Commercial (U.S.)
- **Jia Xu**, Head of CMA, APAC (China)
- **John Deren**, Corporate Vice President and Chief Accounting Officer (U.S.)
- **John Hsu**, VP Investor Relations (U.S.)
- **Justin McMurray**, VP Global Strategic Research and Development (U.S.)
- **Karen Boylan**, Corporate VP, Strategic Projects (Ireland)
- **Lawrence Keusch**, VP, Investor Relations and Strategy Development (U.S.)
- **Liam Kelly**, Chairman, President and CEO (U.S.)
- **Lukas Koutnik**, Senior Enterprise Excellence Engineer (Czech Republic)
- **Malena Van der Merwe**, Tender Manager (South Africa)
- **Marie Hendrixson**, VP, Internal Audit (U.S.)
- **Mary O'Malley**, Senior Design Manager, Marketing Communications International (Ireland)
- **Matt Becka**, VP CMA International (U.S.)
- **Matt Tomkin**, Corporate VP, Corporate Development (U.S.)
- **Michelle Fox**, Corporate VP and Chief Medical Officer (U.S.)
- **Mohamad Zaidi Bin Ismail**, Director of Facility (Malaysia)
- **Mohd Hafiz Abdul Halim Shah**, Senior Energy Engineer (Malaysia)
- **Monika Hegarty-Vikander**, VP, Human Resources, Global Commercial and Talent Development (Ireland)
- **Muhammad Omar Asyraf**, Bin Facilities Manager (Malaysia)
- **P. Gopalakrishnan**, Production Planning Senior Manager (India)
- **Petr Seifert**, Facility Manager (Czech Republic)
- **Renee Twardzik**, Global External Communications Manager (U.S.)
- **Sam Miriello**, Senior Regional EHS Manager U.S. and EMEA (U.S.)
- **Sara Eslinger**, Sr. Director, Product Quality Assurance (U.S.)
- **Shanté Demary**, Director of Strategic Pricing and Contract Management (U.S.)
- **Shay McMahon**, VP, Global Procurement (Ireland)
- **Thomas Powell**, Executive VP and Chief Financial Officer (U.S.)
- **Tim Duffy**, VP, and Chief Information Officer (U.S.)
- **Tosin Lediju**, EH&S Engineer (U.S.)
- **Whitney Reynolds**, VP Global Customer Experience (U.S.)

# Global Reporting Initiative

# Global Reporting Initiative (GRI) Index

Statement of use		Teleflex has reported in accordance with the GRI Standards for the period January 1, 2021, to December 31, 2021.
<b>GRI 1 used</b>		<b>GRI 1: Foundation 2021</b>
GRI 2021 Standards	DISCLOSURE	LOCATION
<b>General Disclosures</b>		
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	<a href="#">Annual Report (10K)</a>
	2-7 Employees	"Diversity, Equity, and Inclusion"
	2-8 Workers who are not employees	Omitted – information note available at this time.
	2-9 Governance structure and composition	<a href="#">Investor Relations</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">Investor Relations</a>
	2-11 Chair of the highest governance body	<a href="#">Investor Relations</a>
	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"

GRI 2021 Standards	DISCLOSURE	LOCATION
<b>General Disclosures</b>		
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	"Corporate Social Responsibility"
	2-15 Conflicts of interest	<a href="#">Investor Relations</a>
	2-16 Communication of critical concerns	<a href="#">Investor Relations</a>
	2-17 Collective knowledge of the highest governance body	<a href="#">Investor Relations</a>
	2-18 Evaluation of the performance of the highest governance body	<a href="#">Investor Relations</a>
	2-19 Remuneration policies	<a href="#">Investor Relations</a>
	2-20 Process to determine remuneration	<a href="#">Investor Relations</a>
	2-21 Annual total compensation ratio	<a href="#">Investor Relations</a>
	2-22 Statement on sustainable development strategy	"CEO Message" and "Corporate Social Responsibility Chair Message"
	2-23 Policy commitments	<a href="#">Corporate Social Responsibility</a>
	2-24 Embedding policy commitments	<a href="#">Corporate Social Responsibility</a>
	2-25 Processes to remediate negative impacts	Throughout report
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Code of Ethics</a>
	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	<a href="#">Teleflex Labour Standards Assurance Policy</a>

GRI 2021 Standards	DISCLOSURE	LOCATION
<b>Material Topics</b>		
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	"Corporate Social Responsibility"
	3-2 List of material topics	"Corporate Social Responsibility"
<b>Economic Performance</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">Annual Report (10K)</a>
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	<a href="#">Annual Report (10K)</a>
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">Annual Report (10K)</a>
	201-4 Financial assistance received from government	<a href="#">Annual Report (10K)</a>
<b>Anti-corruption</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	"Principles of Ethics & Governance"
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	"Principles of Ethics & Governance"
	205-2 Communication and training about anti-corruption policies and procedures	"Principles of Ethics & Governance"
	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.

GRI 2021 Standards	DISCLOSURE	LOCATION
<b>Anti-competitive behavior</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	"Principles of Ethics & Governance"
<b>GRI 206: Anti-competitive Behavior 2016</b>	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.
<b>Energy</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	"Emissions and Climate Change"
<b>GRI 302: Energy 2016</b>	302-4 Reduction of energy consumption	"Emissions and Climate Change"
<b>Emissions</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	"Emissions and Climate Change"
<b>GRI 305: Emissions 2016</b>	305-5 Reduction of GHG emissions	"Emissions and Climate Change"
<b>Waste</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	"Product Stewardship and Circularity" and "Waste"
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	"Product Stewardship and Circularity"
	306-2 Management of significant waste-related impacts	"Product Stewardship and Circularity"

GRI 2021 Standards	DISCLOSURE	LOCATION
<b>Employment</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	"People"
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	"DEI in Recruitment" and "DEI in Retention"
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	"Benefits"
	401-3 Parental leave	"Benefits" and "Family Support"
<b>Occupational health and safety</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	"Employee Health and Safety: Our Zero Harm Vision for our People"
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	"Employee Health and Safety: Our Zero Harm Vision for our People"
	403-2 Hazard identification, risk assessment, and incident investigation	"Employee Health and Safety: Our Zero Harm Vision for our People"
	403-3 Occupational health services	"Employee Health and Safety: Our Zero Harm Vision for our People"
	403-4 Worker participation, consultation, and communication on occupational health and safety	"Employee Health and Safety: Our Zero Harm Vision for our People"
	403-5 Worker training on occupational health and safety	"Employee Health and Safety: Our Zero Harm Vision for our People"
	403-6 Promotion of worker health	"Employee Health and Safety: Our Zero Harm Vision for our People"
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	"Employee Health and Safety: Our Zero Harm Vision for our People"
	403-8 Workers covered by an occupational health and safety management system	"Employee Health and Safety: Our Zero Harm Vision for our People"

GRI 2021 Standards	DISCLOSURE	LOCATION
<b>Training and education</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	"Talent Management and Development"
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	"Talent Management and Development"
	404-2 Programs for upgrading employee skills and transition assistance programs	"Tuition Assistance"
<b>Diversity and equal opportunity</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 <i>Management of material topics</i>	"Diversity, Equity, and Inclusion"
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	"Diversity, Equity, and Inclusion"
<b>Public policy</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	"Participating in Public Policy"
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	"Participating in Public Policy"

GRI 2021 Standards	DISCLOSURE	LOCATION
<b>Customer health and safety</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	"Innovation, Safety and Quality from Concept to Commercialization"
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Teleflex reviews all of our 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>i.e. warning letter</i> ), fine or penalty in 2021.
<b>Marketing and labeling</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	"Sales and Marketing Practices"
<b>GRI 417: Marketing and Labeling 2016</b>	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.
<b>Customer privacy</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	"IT Security and Privacy"
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	"IT Security and Privacy"

# Sustainability Accounting Standards Board (SASB) Index



# Sustainability Accounting Standards Board (SASB) Index

Topic	SASB Code	Metric	Disclosure/Explanation
Affordability and Pricing	HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index.	Teleflex works with distributors and healthcare providers to agree to a price that is fair. This process differs product to product and country to country. Teleflex does not provide pricing information at this time. Factors that affect price would typically be the commercial competitive environment, geographical market, volume commitment or duration of contract commitment, and customer segment (e.g. hospital, distributor, military).
	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents.	Prices are communicated through distributors or directly with healthcare providers by way of a contract, tender, price quote, or similar pricing agreement. In these documents, a selling price is provided, which is either based on the approved list price (current standard selling prices available to all customers) or approved special price (negotiated price specific to the customer). These documents also include the fulfillment conditions for discounts and/or rebates, if any. As these documents are typically regarded as confidential information, relevant confidentiality clauses will be included in these purchasing agreements.
Product Safety	HC-MS-250a.1	Number of recalls issued, total units recalled.	<ul style="list-style-type: none"> <li>• Class 1 recalls<sup>14</sup>: 2</li> <li>• # of units: 39,518</li> <li>• % of total Teleflex products sold in 2021: 0.0094%</li> <li>• For more information regarding recalls, please refer to the F.D.A. Medical Device Recall Database</li> </ul>
	HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.	<a href="#">MedWatch: The FDA Safety Information and Adverse Event Reporting Program</a>
	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience.	<a href="#">MAUDE - Manufacturer and User Facility Device Experience</a>
	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type.	<p>None</p> <p><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 2021.</i></p>

<sup>14</sup> Differences compared with data on FDA websites may be due to timeframe (the date Teleflex takes an action may differ from the date FDA classifies that action), definition of "recall" (FDA data includes actions taken even if the product is not removed or corrected), and classification by product group vs. product code (FDA counts each impacted product code within a product family as a distinct recall).

Topic	SASB Code	Metric	Disclosure/Explanation
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims.	<p>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.</p>
	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products.	<p>Teleflex policy strictly prohibits the promotion of a product for off-label use, as well as soliciting requests for information on off-label use. Teleflex has a comprehensive and robust global off-label use response program designed to mitigate the risk of off-label promotion and to handle off-label use inquiries in accordance with current FDA and other global regulatory agency requirements. Importantly, off-label use response activities are managed by our medical and scientific personnel independent from our sales and marketing departments.</p> <p>As part of our off-label use response program, unsolicited off-label use inquiries and responses are reviewed, tracked, and auditable in a centralized database maintained by the response program coordinator and Clinical and Medical Affairs (CMA) personnel. Responses to these inquiries are handled by CMA designees and follow FDA or other global regulatory agency guidance. Teleflex policy requires these responses be truthful, balanced, non-misleading, and provide independent, non-promotional scientific or medical information that is responsive to the specific request. In addition, the CMA designee is required to provide a private response, sent only to the individual requesting the information, and must include appropriate statements and disclosures, as well as a copy of the product's current labeling.</p> <p>Teleflex new hires and current employees receive annual training on how to avoid off-label promotion and recognize off-label use inquiries, which training is tracked by the response program coordinator and commercial personnel. CMA personnel also receive additional in-depth training on Teleflex's procedure for unsolicited off-label use inquiry responses. Failure to maintain current training certifications or any breaches of the off-label use promotion policy may result in disciplinary action per Teleflex Human Resources policy.</p>

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 Development," "Product Stewardship and Circularity," "Responsible Consumption and Production."
	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 many reusable products. 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 2021, the Teleflex Global EHS function deployed EHS audits on several selected sites through our Compliance Assurance Program delivered by independent third-party auditors.  For information regarding our management of suppliers and audits please refer to the below websites: <ul style="list-style-type: none"> <li>• <a href="https://teleflex.com/global/suppliers/ethics/Teleflex-LSAS-Policy-04-24-01-2020.pdf">https://teleflex.com/global/suppliers/ethics/Teleflex-LSAS-Policy-04-24-01-2020.pdf</a></li> <li>• <a href="https://teleflex.com/usa/en/suppliers/teleflex-supplier-expectations/">https://teleflex.com/usa/en/suppliers/teleflex-supplier-expectations/</a></li> </ul>
	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain.	We have traceability from raw material to distribution to end customer through various processes and controls. From the time we purchase raw materials until they are received at our manufacturing sites, we are able to track those materials through our logistics carrier via a carrier tracking reference and TMS (Transport Management System) reference linked to the shipment. From manufacturing to distribution centers and from distribution centers to end customers the same process is used. Once the products reach the end customer, a 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.	<a href="#">Conflict Minerals Policy</a>

Topic	SASB Code	Metric	Disclosure/Explanation	
<b>Business Ethics</b>	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 health care professionals.	<a href="#">Code of Ethics</a> (page 7) and <a href="#">Teleflex Integrity Code</a>	
<b>Activity Metric</b>	HC-MS-000.A	Number of units sold by product category.	Anesthesia	83,956,661
			Respiratory	40,687,020
			Surgical	35,972,054
			Urology Care	91,385,999
			Vascular Access	22,073,381
			Grand Total <sup>15</sup>	420,127,203

<sup>15</sup> This total excludes any respiratory products that were divested to Medline, Inc.

# United Nations Sustainable Development Goals (UN SDGs)



# United Nations Sustainable Development Goals (UN SDGs)

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

## SUSTAINABLE DEVELOPMENT GOALS



Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
Principles of Ethics & Governance	<b>Goal 16 (Peace, Justice, and Strong Institutions):</b> Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all.  16.5 Substantially reduce corruption and bribery in all their forms.
Planet & Environment	<b>Goal 3 (Good Health and Well-Being):</b> 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.
	<b>Goal 6 (Clean Water and Sanitation):</b> 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 <u>increasing recycling and safe reuse globally</u> .  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.
	<b>Goal 7 (Affordable and Clean Energy):</b> 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.

Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
Planet & Environment	<b>Goal 8 (Decent Work and Economic Growth):</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10 Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.
	<b>Goal 9 (Industry, Innovation, and Infrastructure):</b> 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.
	<b>Goal 11 (Sustainable Cities and Communities):</b> 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.
	<b>Goal 12 (Responsible Consumption and Production):</b> Ensure sustainable consumption and production patterns.	12.2 By 2030, achieve the sustainable management and efficient use of natural resources.
		12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.
		12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
	<b>Goal 13 (Climate Action):</b> 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.

Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
Planet & Environment	<b>Goal 14 (Life Below Water):</b> 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.
	<b>Goal 15 (Life on Land):</b> Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.  15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.
	<b>Goal 3 (Good Health and Well-Being):</b> Ensure healthy lives and promote well-being for all at all ages.	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	<b>Goal 3 (Good Health and Well-Being):</b> 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.
	<b>Goal 4 (Quality Education):</b> 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.

Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
People	<b>Goal 5 (Gender Equality):</b> 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.
	<b>Goal 8 (Decent Work and Economic Growth):</b> 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.
Prosperity & Sustainable Healthcare	<b>Goal 3 (Good Health and Well-Being):</b> 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. 3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents. 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.

Teleflex CSR Pillar	UN Sustainable Development Goal	UN Sustainable Development Indicator
Prosperity & Sustainable Healthcare	<b>Goal 8 (Decent Work and Economic Growth):</b> 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.
Prosperity & Sustainable Healthcare	<b>Goal 9 (Industry, Innovation, and Infrastructure):</b> 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.
Prosperity & Sustainable Healthcare	<b>Goal 11 (Sustainable Cities and Communities):</b> 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.

