



Corporate Social Responsibility

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ThermoFisher
SCIENTIFIC

We have one Mission:
to enable our customers
to make the world
healthier, cleaner and safer.



Business sustainability

At Thermo Fisher Scientific, we continually look for ways to be a more responsible business partner for our customers. This commitment inspires product innovations that reduce the resources we consume and the waste we generate while providing our customers with the means to achieve greater sustainability in their own businesses.

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Employee involvement

Creating a culture where employees are able to make connections and work as one global team is vital because it generates better outcomes for our colleagues and for our customers. That's why we embrace unique perspectives and provide resources to allow our employees to reach their full potential.

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Philanthropic giving

Thermo Fisher supports the next generation of thinkers and leaders with in-kind, financial and volunteer support programs that encourage students to explore and develop their interest in STEM (science, technology, engineering and math). In addition, our Mission as a company spurs us to share our knowledge and skills with the communities in which we operate.

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Learn more about our social responsibility initiatives at thermofisher.com/csr

thermo
scientific

applied
biosystems

invitrogen

fisher
scientific

unity
lab services

Thermo Fisher Scientific is the world leader in serving science, generating more than \$20 billion in annual revenue. Customers worldwide trust the products and solutions available through our premier brands to help them accelerate innovation and enhance productivity.

Together, we are making a difference in the world.

Letter from our CEO

At Thermo Fisher Scientific, everything we do begins with our Mission – to enable our customers to make the world healthier, cleaner and safer. We have a remarkable team of colleagues around the globe who are passionate about helping our customers address some of the world's greatest societal challenges. Whether they are developing new treatments for disease, protecting the environment or ensuring public safety, our customers count on us to help them achieve their goals.

Our company is also grounded in our 4i Values of Integrity, Intensity, Innovation and Involvement, which guide the way we work every day. These values create a culture in which our colleagues are inspired to share their unique talents and perspectives and are empowered to make a difference – for our customers, for each other and for our communities. We are keenly aware of our responsibility to make a positive impact through all that we do.

Our corporate social responsibility strategy is built on three key pillars, and this report highlights our progress within that framework:

Business sustainability – continually seeking new ways to meet our customers' needs, while being environmentally responsible in the way we run our business.

Employee involvement – fostering our colleagues' professional growth in an environment where they are valued and encouraged to get involved.

Philanthropic giving – inspiring the next generation of scientists through focused investments in science, technology, engineering and math.

Thermo Fisher Scientific is the world leader in serving science – and we use our position to benefit society in multiple ways. The stories in this report are just some examples of our many contributions. Our customers are always seeking new ways to make the world a better place, which is why we're committed to fulfilling our Mission every day.



Marc N. Casper
President and CEO

Working across industries to ensure a safer food supply

In 2017, Thermo Fisher Scientific and Mars Incorporated formed a partnership to combat aflatoxins—naturally occurring poisons estimated to affect 25 percent of food crops and 4.5 billion people worldwide. Aflatoxins are released by certain species of fungi that grow on feed and food, including grains, groundnuts, peanuts, spices and corn. Once they get into food, they are nearly impossible to destroy. Aflatoxins can cause liver cancer and impaired growth in children, and are considered a Class 1 carcinogen by the International Agency for Research on Cancer. The goal of the partnership is to identify a protein that will reduce the toxic effect of the aflatoxin and can be added to food directly, greatly reducing the impact of these poisons in developing countries where the amount of aflatoxins in food products is not well regulated.

“Biology runs on a digital code, DNA—the software of life—that we can now design, write, modify and manufacture to engineer more effective, scalable solutions to real-world problems. This project has the potential to demonstrate the power of synthetic biology as a key discipline for a sustainable future.” —Helge Bastian, Vice President and General Manager, Synthetic Biology

Helping our customers reach their sustainability goals

In line with our Mission to enable our customers to make the world healthier, cleaner and safer, we invest in groundbreaking, sustainable solutions that will help customers reduce their environmental footprint.

With over 45 greener product categories, we strive to provide our customers with alternatives that are less hazardous, more energy efficient and reduce waste, helping them become more sustainable while improving safety and reducing costs.



Greener product alternative SKUs: **7,200+**



The first of its kind

Thermo Scientific™ TSX Series High-Performance Blood Bank Refrigerators were recognized by the US EPA as the first ENERGY STAR-certified laboratory-grade refrigerators on the market. These high-performance units are powered by a unique V-drive technology that delivers temperature uniformity and generates energy savings without compromising performance.

Responsible disposal

In 2017, we launched the Applied Biosystems™ SeqStudio™ Genetic Analyzer, which provides our capillary electrophoresis customers with innovations such as a plastic cartridge that integrates the four-capillary system with buffer, polymer and pump in one, simple-to-use component. To support our customers, we introduced a program that allows them to ship back their used electronic cartridges. This way, we can responsibly recycle for our customers through established recycling partnerships.



As a responsible corporate citizen, Thermo Fisher is committed to protecting the environment by minimizing our impact on the communities where we operate. We also strengthen our business by ensuring we have a diverse supply base.

Environmental achievements for 2017

12% reduction in greenhouse gas emissions
(data normalized by annual revenue)

5% reduction in water usage
(data normalized by annual revenue)

4,700+ tons of waste recycled
(24% diversion rate—data from U.S. sites)

Preliminary calculations based on available data at time of print. For more details, please see our annual CDP disclosure.

13 sites have achieved zero waste
(90% or higher landfill diversion rate)

A certified leader in energy and environmental design

The newly built corporate headquarters in Waltham, Mass., was certified LEED Silver in 2017. LEED standards and concepts were incorporated into the design of the building and throughout its construction. The finished Waltham facility is a cost-effective, low-impact site that features exposure to and usage of natural light, and offers low-carbon-footprint commuting options for employees.



Taking the lead to become fossil fuel free

Inspired by the unprecedented Paris Agreement, in which nearly 200 countries agreed to establish an action plan to prevent global temperatures from rising more than 2°C, Sweden is striving to be the first country to be 100% fossil fuel free.

Since 2015, our sites throughout Sweden have implemented the following initiatives to reduce their overall environmental impact:

- Construction of biological wastewater treatment plant that treats 70,000 cubic meters of water annually
- Construction of a BREEAM* certified distribution center in 2017
- Provision of 22% of the sites' power usage by renewable energy sources—approx. 2,645 MWh
- Installation of 5 electric vehicle charging stations
- Installation of insulated windows

* BREEAM is the world's leading sustainability assessment method for master planning projects, infrastructure and buildings. It recognizes and reflects the value in higher performing assets across the built-environment lifecycle, from new construction to in-use and refurbishment.



Advancing sustainability in the workplace

Thermo Fisher's Kiryat Shmona, Israel, site was awarded a Five Beauty Stars Award in the 2016 National Competition for a Beautiful Israel and Sustainable Industry. A significant reduction in total energy usage was achieved by replacing incandescent light bulbs and installing better building insulation, including solar panels for hot water.

Strength in our supply chain

Part of being a responsible corporate citizen and business partner is promoting diversity not only within our operations but also among those with whom we conduct business. This is why we work with companies owned and operated by minorities, women, veterans, members of the lesbian, gay, bisexual and transgender (LGBT) community, and people with disabilities to help them grow their businesses.



5,000+ small and/or diverse suppliers

\$800M+ spend towards small businesses

employee involvement

Customer alliances that benefit the community

A powerful connection is established when we partner with our customers to advance a cause such as scientific education. The University of Glasgow and colleagues from our Inchinnan site in Scotland conducted several workshops for 16- and 17-year-old students to explore different careers in the biotech industry. They also helped the students learn about the laboratory technique for replicating DNA, called polymerase chain reaction (PCR). This collaboration gave students exposure to both academic and industry scientists, materials, and equipment and revealed cutting-edge technology now being used in today's labs. This project, and others like it, enrich communities with more scientifically trained participants in the workforce and strengthen the mutual support we enjoy with our customers.

Having highly engaged colleagues is essential to our culture. We strive to connect our teams in new and innovative ways and continuously improve the work experience through targeted feedback.

Community Action Councils (CACs)

Through employee-led councils, our colleagues have the opportunity to create partnerships with nonprofit organizations and schools in their local communities. CACs organize volunteer opportunities, enabling Involvement in their communities and bringing awareness and support to great causes.



90+ Community Action Councils worldwide, up **2x** from 2016



Employee Resource Groups (ERGs)

Our Diversity and Inclusion strategy is greatly enabled through the progress of our ERGs. These groups bring together individuals with similar interests to improve the colleague experience as well as to support key initiatives. ERGs invite and embrace the many elements of diversity to promote learning, advancement and engagement.

85+ employee resource chapters worldwide

We have the following ERGs: veterans, women, LGBTQ+, possAbilities (individuals of differing abilities), African heritage, Latino/Hispanic heritage and millennials.

Practical Process Improvement (PPI)

Our PPI Business System empowers employees to solve problems they encounter, creating a culture of continuous improvement. Through this practice, we are able to drive profitable growth by continuously increasing quality, productivity and customer allegiance. Kaizen events enable our colleagues to challenge the status quo to improve product and process performance and implement actions to eliminate waste.



39,000+ or **65%** of employees trained on PPI Business System **3,800+** 2017 Kaizen events

Creating a culture of involvement

At Thermo Fisher, we enjoy an environment in which our colleagues are passionate about their work and encouraged to influence the way we do business. Highly engaged teams have a positive impact on customers, communities and shareholders. Each year, we ask every individual to give feedback on critical elements of our culture. Our annual Involvement survey details our progress on:

- Company leadership and effective management
- Inclusion: fostering a workplace where everyone is valued for their individual differences
- Involvement: employee commitment to the company

83% employee response rate

107,000+ free-form comments



Nurturing early talent

Thermo Fisher supports young people seeking hands-on experience. Each summer, college students who hope to join the next generation of scientists, engineers, business professionals and leaders, come to Thermo Fisher to obtain real-world experience in our internship program. In 2017, more than 180 collegiate summer interns engaged with our specialists in engineering, research and development, finance, marketing, sales, operations, communications and information technology (IT). As part of our focus on STEM education, we also hosted high school STEM summer interns at our Tewksbury, Mass., and Rodano, Italy, sites.

In addition, we offer seven leadership development programs for new graduates determined to accelerate their careers with on-the-job learning opportunities, mentorship and structured learning plans.



Our Leadership Development Programs support:

General management (graduate level), human resources (graduate level), finance, IT, operations, procurement and sales

Creating a win-win for colleagues and customers

Our site in Lenexa, Kansas, took quick action in response to Customer Allegiance Score (CAS) feedback and Employee Involvement Survey (EIS) results. The site set out on a path for improvement by leveraging our PPI Business System principles and tools to set goals, structure their meetings and identify solutions. They focused on diversity and inclusion, knowing that a strong culture of inclusion produces greater employee engagement which, in turn, increases customer engagement.

In 2017, the site launched Employee Resource Groups for women, veterans and individuals of differing abilities; increased their volunteerism in the community; and drove continuous improvement in their processes. This stimulated an increase in engagement (as measured by our annual Employee Involvement Survey) as well as an increase in customer satisfaction.

“With these changes, we’ve seen greater involvement, more focus on the customer and better cross-functional collaboration.”

—John Reuss, Director of North American Operations



philanthropicgiving

Teaming up to equip future scientists

Support for education in science, technology, engineering and math (STEM) is needed more than ever. However, many communities and schools lack the budget or the tools to effectively conduct classroom programs in STEM. Thermo Fisher believes exposure to hands-on learning in these subjects is essential to our shared future. Our customer, South Dakota Biotech, shares a similar view and in 2017, we partnered to build 800 STEM-credible safety kits at their annual summit. Our teams helped to source the materials included in the kits and collaborated with the summit attendees for their final assembly. Members of a local Boys & Girls Club of America were invited to participate in hands-on science activities where they received our donation of the safety kits to take back to their club.

By leveraging our colleagues, products and expertise, we have engaged thousands of students through our three unique STEM education programs

2017: **85,000+** students **2,500+** educators **2,000+** organizations



STEM-credible Kits

This program expanded in 2017, providing additional opportunities for our colleagues to give back to their communities on a larger scale. Thermo Fisher employees took part in our largest packing event ever, which was conducted during our North American National Sales meeting; 10,000 safety kits were assembled in less than an hour and donated to a local Boys & Girls Club of America.

29,000+ kits assembled and donated

STEM Design Challenge

After our expansion of the STEM Design Challenge across the United States in 2016, our project-based learning and engineering design competition was launched globally through employee efforts in Great Britain, Finland, Germany, Israel, India and Australia. Our largest STEM Design Challenge in 2017 took place in Pennsylvania, where over 3,000 students participated and our employees judged the 48 finalist teams at the Harrisburg University of Science and Technology.



Innovation Nation

In 2017, Thermo Fisher colleagues extended our participation in the Innovation Nation program by hosting 70% more events than were organized during the previous year. Our site in Carlsbad, Calif., hosted ten separate Innovation Nation events in 2017, including hands-on chemistry and biotechnology experiments, employee-led site tours and career-awareness activities. These events brought students as young as 10 years old together with professionals who are shaping the future with their ingenuity, resourcefulness and innovative thinking.



Donations that make an impact

Through key partnerships with nonprofit organizations, Thermo Fisher added to the positive impact of our rapidly expanding STEM education activities through in-kind donations. In 2017, we facilitated hands-on science learning in the classroom through materials and equipment donations, and provided specialized products to high school and university students to facilitate their own research.

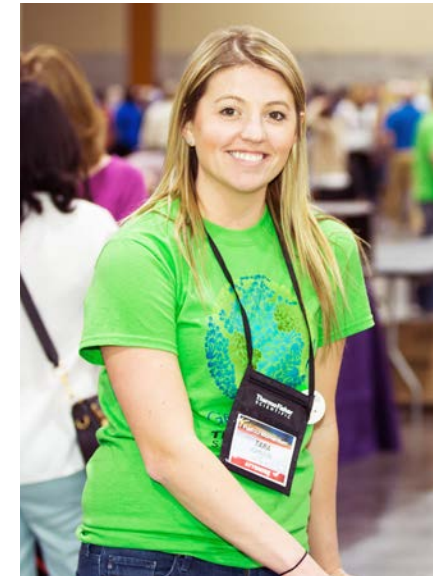


A winning combination

Our colleagues in Vilnius, Lithuania, worked alongside students from Vilnius University to support their participation in the International Genetically Engineered Machine Competition (iGEM), the largest synthetic biology competition in the world. University students work all year long to solve real-world challenges by building genetically engineered biological systems. In 2017, the team—mentored by Thermo Fisher—won the Grand Prize for their improvements on plasmid systems: DNA structures that researchers routinely use to influence a cell's function. Their project increased the possible extent and precision of the technique utilizing our DNA plasmids and additional products donated to the team to conduct their research.

\$5.5M+ total in-kind donations in 2017

Contributions that count



Our Charitable Giving Program provides employees a platform to engage with charities and causes they care about through volunteer engagement and donations. In 2017, employees all across the globe were able to get involved when the program expanded to 23 countries. Through this program, employee donations are eligible for a 50% match, helping their contributions make an even bigger impact.

\$1.6M donated by employees and company match (23% increase over 2016)
1,400+ nonprofit organizations supported

Our colleagues respond when disaster strikes

Through our Charitable Giving Program, employees provided support to four separate disaster relief campaigns in 2017. Their contributions, along with the company's 50% match, helped finance efforts by the Red Cross and other charities to restore areas devastated by hurricanes in the Caribbean and Texas, the earthquake in central Mexico and the wildfires that ravaged northern California. In addition, our teams supported our colleagues in many ways. For example, in Puerto Rico, they jumped into action by collecting and shipping large quantities of supplies. We also set up shelters at our facilities and implemented alternative work shifts to ensure our colleagues could focus on personal needs while helping customers deliver critical medicines to patients.



Investing in our future

In 2017, we increased the number of scholarships available for our merit-based Children of Employees scholarship program to support up to 100 students. A total of 267 students benefitted from this program along with our STEM education scholarship program, which is open to any qualified student pursuing a degree in a STEM discipline at one of our partner schools.

Trend of scholarship recipient growth



For a total of over **\$1.22M** in support in 2017



Over 80 students and 8 teachers from the John F. Kennedy Middle School in Waltham, Mass., were hosted at our Bedford campus for an all-day STEM event. The event included a K'nex engineering challenge, a tour of the manufacturing plant, several hands-on science experiments and safety discussions.



More than 400 guests visited our site in Regensburg, Germany, as part of Friends and Family day where they attended laboratory tours, participated in DNA-extraction experiments and received STEM learning kits.



In partnership with the Ohsumi Frontier Science Foundation, 22 children spent half a day as "real" scientists through a Children's Summer Vacation Research Lab Experience at our Tokyo, Japan, facility. Students had the opportunity to wear lab coats and use lab products such as pipettes. At the end of the program, each child wrote about their "dream" as a future scientist.



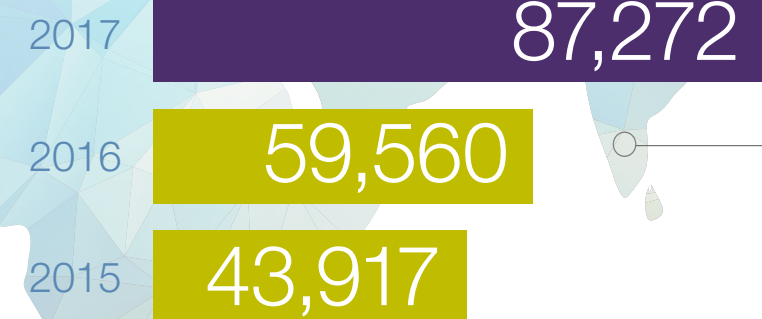
Our site in Carlsbad, Calif., partnered with the New Children's Museum in San Diego, which hosted "Thermo Fisher Scientific Month" in the museum's Innovators Lab. The lab was built through partnership with grants from Thermo Fisher and other local science and technology companies. Throughout the month, employees led several STEM education workshops for museum attendees.

get involved

CORPORATE SOCIAL RESPONSIBILITY

Making a difference in our communities worldwide.

Volunteer hours donated to the community



Global employee participation increased by **3** percentage points in 2017



Thermo Fisher employees and the Samarthanam Trust for the Disabled worked with 83 students who competed in a STEM Design Challenge where the students were asked to come up with a solution to reduce traffic congestion in Bangalore, India.



Through partnership with Museo Móvil, our employees in Mexico City, Mexico, hosted a series of workshops, such as extracting DNA from a strawberry, through our Innovation Nation program.



In Sao Paulo, Brazil, 142 employees volunteered to become "Santa's Helpers" with Fábrica da Alegria (Joy Factory). The volunteers assembled 200 wooden toys for donation to children from the Marly Cury Association.



Our site in Johannesburg, South Africa, partnered with Rise Against Hunger to pack 20,000 meals, providing 77 children with 5 meals a week for a year in their local community.



Employees from multiple sites across Australia visited Munno Para and Keller Road Primary schools to promote STEM education. They taught 80 second- and third-grade students about copper mining, agar plates, swabs and pumps before the students put on laboratory attire to make their own "slime".

This report contains Standard Disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines. We recognize the GRI as the world's most widely used standard for sustainability reporting, and are in the process of aligning the report with those standards we have used. The indicators listed below depict the initial progress we have made in aligning our report to the GRI, and we will continue to use the GRI as the standard and goal for reporting future CSR information. For more about the Global Reporting Initiative, visit globalreporting.org.

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