Corporate Social Responsibility Report
From Our CEO
Our company mission—to enable our customers to make the world healthier, cleaner and safer—not only defines our corporate responsibility efforts, but positions us to help meet some of society’s most pressing challenges. As the global population surges, demand for widespread treatment and eradication of diseases, clean water and air, and access to safe and adequate food supplies will become paramount. To be sure, no company can meet these challenges alone; they will require collective effort on the part of industry, government and society. As the world leader in serving science, Thermo Fisher Scientific can make significant contributions. Our comprehensive portfolio of products and services, our continued investments in new technologies and capabilities, and our commitment to stewardship support our customers’ goals—and our own—for sustainable growth.

Our corporate responsibility strategy rests on four pillars: Innovation, Operations, Service and Philanthropy, which you will read about in this report. Our values—Integrity, Intensity, Innovation, Involvement—are the fabric of our corporate culture, decision-making and actions.

Innovation
Globally, we develop and provide state-of-the-art products and services that help our customers meet their own corporate responsibility goals, whether they’re developing new drug treatments for cancer, protecting power-plant workers from radiation, or ensuring that our global food supplies are safe. Many of our products are setting new industry standards for energy efficiency and responsible materials. For example, we developed the first “green” electrode that contains no mercury, lead or other hazardous substances, enabling easy disposal. We pioneered state-of-the-art spectrophotometers and other tools that help our customers complete their work with less water, fewer chemicals and minimal waste. Some of our biosafety cabinets, ultra-low-temperature freezers and other essential laboratory products reduce energy use by as much as 80%, and without gases that can contribute to global warming. In addition, we use packaging materials that have been developed to significantly reduce waste.

Operations
Our corporate responsibility commitment extends to the way we run our own operations and development programs as well. Our Practical Process Improvement program, or PPI, is our foundation for operational excellence. It’s a company-wide methodology that helps us to remove waste and inefficiencies in our businesses to better serve our customers and generate profitable, sustainable growth. PPI helps us to implement energy-saving programs such as LEED—the standard for measuring building sustainability—to further reduce our energy consumption and reduce waste generation at a number of our facilities.

Service
We support and encourage our employees’ interest in giving back to their communities through hands-on service in causes that align with our mission or hold personal significance. Since 2010, we have formed Community Action Councils to facilitate and organize involvement in local volunteer activities at some of our major locations around the world. Thermo Fisher teams are raising funds for cancer research, hosting teacher workshops, organizing food drives, and cleaning up beaches, among many other volunteering projects. I am humbled by their selfless commitment to supporting communities and citizens in need and, as a result, making the world a better place.

Philanthropy
Since our inception, Thermo Fisher has supported organizations dedicated to science education through financial and in-kind donations. Our support of the Mass Math + Science Initiative expands access for underserved students to Advanced Placement courses in high schools by training teachers to motivate and inspire them to succeed. We also recently broadened our philanthropic efforts to include a Matching Gift Program that supports employee contributions in the U.S., expanding the impact of their generosity through a company match and facilitating donations to charities of their choice.

At Thermo Fisher Scientific, meeting the needs of our customers, employees, investors and communities fuels our commitment to sustainable growth. I am incredibly proud of our achievements in industry-leading innovation and community involvement, but recognize we have the opportunity to do much more. As we face the global challenges of the 21st century, I am confident that our company will continue to play a leading role by enabling our customers to make the world healthier, cleaner and safer.

Marc N. Casper
President and Chief Executive Officer
November 1, 2011
Our economic vitality is one of the driving factors leading to a sustainable future for all our key stakeholders: customers, employees and investors. Over the last five years, Thermo Fisher’s revenue has increased more than 20%.

Our investments in technology, products and people help ensure a sustainable and profitable future for generations to come.

We understand the importance of continually investing in our businesses to ensure that we meet our customers’ evolving needs and remain well-positioned in a highly competitive global economy.

Thermo Fisher is committed to growth and innovation. We are focused on expanding our portfolio to address the needs of the changing world:

In 2011, we invested more than $300 million in research and development to better meet the needs of our customers and solve their toughest analytical and laboratory challenges. For example, our new Orbitrap mass spectrometry technology has transformed the way research is conducted, establishing us as a pioneer in the analytical instruments industry.

Investing $6.4 billion in new acquisitions in 2010 and 2011 enabled us to build our molecular biology portfolio, become a chromatography leader and greatly expand our capabilities in specialty diagnostics.

- Dionex, a key provider of chromatography instruments and data systems, was acquired in May 2011
- Phadia, a global leader in blood tests for the clinical diagnosis and monitoring of allergies and autoimmune diseases, was acquired in August 2011.

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**Company Profile**

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<thead>
<tr>
<th>Employees Worldwide</th>
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<tbody>
<tr>
<td>Countries where our products are produced</td>
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<tr>
<td>Net Income*</td>
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*LTM ending June 2011*
CSR in Action

Our corporate social responsibility (CSR) strategy rests on four pillars: Innovation, Operations, Service and Philanthropy. We develop and deliver innovative and environmentally responsible products to our customers. We emphasize environmental stewardship, sound financial management, and operational efficiency, while fostering a positive and sustainable workplace for our employees. We serve the communities in which we live and work with hands-on involvement through volunteerism and other charitable causes. And, we provide philanthropic support with the overarching goal of inspiring students to pursue careers in science, technology, engineering and math, so they will one day help us fulfill our mission as future employees or customers.

Our 4-I Values—Integrity, Intensity, Innovation and Involvement—guide our corporate culture, decision-making and actions. By honoring commitments and being accountable for both our successes and failures, we exhibit our commitment to Integrity. Intensity highlights our drive to win while maintaining a “can-do” attitude in our day-to-day work. We have set the bar high, recognizing opportunities to demonstrate our dedication to Innovation and passion for discovery. We consistently demonstrate Involvement through global collaboration, which fosters open communication amongst our colleagues and ultimately drives our company’s success.
Supporting Customer Sustainability and Protecting the Environment

Our commitment to the environment and a sustainable world has translated into cleaner manufacturing operations, reduced waste, and energy and water conservation. We offer a wide range of products through our two premier brands, Thermo Scientific and Fisher Scientific, that allow our customers to meet their goals for growth and sustainability. Many of these products are manufactured with minimal environmental impact.

We understand the importance of taking a proactive stand to protect the environment for future generations.

Thermo Fisher Scientific was honored with an Excellence in Corporate Social Responsibility Enterprise Award for our outstanding contributions to the Chinese economy, environment and society. The company was named one of the top 100 socially responsible companies in China.

We opened a global Food Safety Response Center to aid organizations facing unknown food safety threats involving chemical contaminants. Located in Germany, the center provides for rapid response in the identification and containment of food toxicity, reducing the threat to human health and global commerce.
These are just a few products that help our customers achieve their sustainability goals:

- The Thermo Scientific® Multiskan GO™ microplate spectrophotometer reduces energy consumption by more than 70% over traditional devices, and meets the RoHS directive.
- Our newest biosafety cabinets save up to 80% in energy costs over conventional cabinets.
- The Thermo Scientific® Nitrous Oxide Analyzer measures concentrations of this greenhouse gas to help customers meet monitoring and pollution reduction goals.
- We supply EcoSafPak® chemicals in Styrofoam-free, eco-friendly packaging that minimizes non-recyclable material through the use of revolutionary hexacomb design inserts that are fully recyclable, yet durable.
- The Thermo Scientific® Infinity™ fume hood maintains user safety, is environmentally friendly and can generate energy savings. The filter technology used in GreenFumeHood™ ventilation systems eliminates atmospheric pollution from the exhaust, reduces building infrastructure and reduces energy consumption costs.
- We offer a product guide that helps customers choose from a wide range of environmentally friendly products.
- At our facility in Rochester, New York, employees promoted Refill Not Landfill™, a program focused on the reduction of plastic in landfills by encouraging the use of reusable Nalgene bottles to replace single-serve bottled water.
Achieving Excellence in the Way We Work

Practical Process Improvement
Practical Process Improvement (PPI) is the foundation for improving productivity across Thermo Fisher Scientific. PPI helps us to continually improve our processes, enabling us to increase productivity and better serve our customers’ needs.

PPI develops employees and improves their skills through training and hands-on involvement. As a result, employees are better problem solvers and able to identify opportunities to reduce time and eliminate waste in our businesses. Key PPI principles include:
- Logical simplicity
- Practical methods and tools
- Involve everyone

To date, approximately 18,000 employees have been formally trained and are actively working on productivity improvement across the company.

These PPI initiatives have delivered more than $110 million in productivity savings and waste reduction in the last two years.

Numerous PPI projects across the company are focused on corporate responsibility initiatives such as:
- Reducing electricity use
- Reusable packaging
- Increased recycling to reduce landfill impact
- Improving space efficiency to reduce the need for new buildings as the company grows
- Providing health and wellness resources, resulting in more hours worked without a lost-time injury

Employee Training and Development
Thermo Fisher Scientific is committed to developing our employees at all levels through programs such as Role of the Leader, Developing Emerging Leaders and our Global Leadership Program.

We also provide opportunities to develop new talent through our Leadership Development Programs, where we hire high potential employees to participate in rotations that expose them to different businesses and functions throughout the company. Candidates benefit from executive mentors, challenging assignments and organizational exposure to develop them into well-rounded future leaders.

Our Asheville, North Carolina, facility recently completed an energy assessment, and implemented a variety of reduction initiatives for water and energy, while increasing recycling.
Community Involvement and Volunteerism
In the spirit of our mission and 4-I values, Thermo Fisher Scientific believes in contributing time and support to the communities where we work and live. In 2010, we refined our volunteering program to support greater employee leadership, engagement and choice. We now have 10 employee-led Community Action Councils (CACs) organizing hands-on volunteering in local communities where we have major facilities, with plans to develop more councils every year. The councils provide a framework for ongoing employee involvement and opportunities for leadership development. Our employees have contributed thousands of hours annually to support a wide range of charitable causes including health, science education and community development.

Awards Received
Our site in Loughborough, England, received a “Green Apple Award” for Environmental Best Practice, recognizing the facility’s chemical bottle collection and recycling service.

In Lafayette, Colorado, we received an Environmental Leadership Award from the State of Colorado for reduced air emissions, hazardous waste reduction through process improvement and chemical substitution, and implementation of a single-stream recycling program at the site.

We provide workshops and video instruction to help teachers introduce green chemistry in the classroom, run environmentally friendly experiments and use state-of-the-art research equipment—helping to prepare the next generation of scientists.

Our Madison, Wisconsin, office sponsored the “Clean Lakes Festival” and used our water analysis instruments to test water purity.
Serving Science and Advancing Education

Corporate Giving
Since 2007, employees and the company donated more than $4.4 million to educational institutions and other worthy causes in the communities where we operate. Our year-to-date contributions total more than $1 million, including strategic grants to the Fitchburg Library, Mass Math + Science Initiative and Change the Equation.

Grants and Scholarships
The Thermo Fisher Foundation for Science supports science students and broadens interest in science, technology, engineering and math through scholarships, science fairs and clubs, and other educational programs. The foundation has provided scholarships to more than 40 students at six universities in the U.S., Europe and China, and enabled educational institutions to train scientists, engineers and researchers using the latest tools.

Matching Gift
Our Matching Gift Program allows employees to donate to eligible organizations of their choice, with an additional company match of 50% directed toward those organizations.

Disaster Relief
We also support disaster relief across the globe through financial contributions and in-kind donations wherever our products or services would be of assistance to recovery and humanitarian aid efforts.

Thermo Fisher Scientific committed $300,000 to sponsor the building of a new, state-of-the-art library in Fitchburg, Wisconsin. Employees provided guidance on science book selections, helped shelve books, provided speakers for a science or business program and volunteered in a children’s summer reading program when the library opened in June 2011.

The Mass Math + Science Initiative, aimed at underserved students, is expanding access to Advanced Placement courses in high schools across Massachusetts. Since 2008, the program has resulted in more than 4,500 new enrollments in AP classes. Thermo Fisher Scientific supports the program through grants to Mass Insight Education.

Thermo Fisher Scientific held a six-week matching contribution campaign to help provide relief to survivors of the Japan earthquake and tsunami. In addition to our matching campaign for Japan disaster relief, the company donated Nalgene water bottles, face masks and other safety gear that were used in the relief efforts. Thermo Fisher established a Japan Communications Center to keep our employees updated on news from our colleagues in Japan and to provide helpful information and resources.
Looking Forward

This is our first CSR Report and we are proud to begin the journey of enhancing our stewardship and reporting on our progress. Going forward, we will continue to build on our CSR programs, implementing data and metric tracking, increasing contributions to global causes aligned with our mission and developing innovative eco-friendly products to enable our customers to make the world healthier, cleaner and safer.