Our mission in action
We enable our customers to make the world healthier, cleaner and safer.
Thermo Fisher Scientific is the world leader in serving science. Our mission — to enable our customers to make the world healthier, cleaner and safer — perfectly captures our commitment to corporate social responsibility and sustainable growth.

Globally, we provide state-of-the-art products and services that help our customers meet their own goals for sustainable growth, from specialty diagnostic tests to improve patient care, to air-quality systems that monitor stack emissions, to meters that ensure the safety of our drinking water. During 2012, we launched a number of innovative new products that improve healthcare and the environment, including:

- Breakthrough advances in spectroscopy that help research scientists improve efficiency during experiments and accelerate results,
- Continuous particulate monitors that measure microscopic airborne particles to assess the quality of the air we breathe, and
- Bioprocessing media and systems to help biotech companies develop vaccines that dramatically reduce illness, especially among children.

I’m also pleased with the progress we’re making to reduce the impact our own company has on the environment. For example, last year Thermo Fisher sites around the world recycled more than 8,000 metric tons of waste, reducing the amount sent to landfills. We also supported renewable energy and lowered energy costs by installing our first onsite photovoltaic panels — with more planned for 2013. Several locations have donated excess or obsolete equipment to schools and research labs. This helps us reduce unnecessary inventory and helps student labs expand their research capabilities.

Of course, these accomplishments and many others are due to the commitment of our colleagues around the world — the 39,000 women and men who fulfil our mission every day. In turn, we strive to foster a respectful and inclusive workplace environment in which employees can grow, develop and contribute at their full potential. During the year we reaffirmed our commitment to diversity and inclusion and its role in helping us to achieve our Vision for 2020. We recently established African Heritage and Women’s Employee Resource Groups for to provide additional opportunities for networking, mentoring and growth.

As the world leader in serving science, we also take seriously our responsibility to give back to communities through our time, philanthropy and in-kind donations. During 2012, Thermo Fisher employees volunteered nearly 12,000 hours to support company-sponsored programs that demonstrate our community involvement, with an emphasis on science education. Just a few of these efforts included:

- Donating laboratory equipment for distribution to schools in Spain that lacked funding for science equipment.
- Hosting a competition in China that encouraged students to identify innovative ways to promote environmental protection and sustainable communities.
- Providing high school students in Lithuania with a state-of-the-art mobile biotechnology lab for exploring scientific instruments and methods.
- Mentoring underserved students in the U.S. to help close the achievement gaps for college placement in math and science education.

Thermo Fisher Scientific is a company built on commitment: to serving our communities, to protecting the environment and to meeting the needs of our customers in a challenging global economy. This is what sets us apart as the world leader in our industry today, and will fuel our growth for years to come — to the benefit of all our key stakeholders. In a complex world, our mission is simple. And by continuing to fulfill it, I have no doubt that we will achieve our Vision for 2020.

Marc N. Casper
President and Chief Executive Officer
Thermo Fisher’s Corporate Social Responsibility (CSR) strategy encompasses three primary elements: business sustainability, employee engagement and philanthropic giving. Each is inextricably linked with our operations and aligned with our values — Integrity, Intensity, Innovation and Involvement. Our CSR strategy helps to strengthen our corporate culture and inform our decision-making.

**CSR Approach**

**Business Sustainability** — Driven by our commitment to customers and our mission, our sustainable business practices are key to our success. We strive to develop products that meet customer needs and set industry standards, while being energy efficient and sourcing responsibly.

**Employee Engagement** — Our commitment to being an employer of choice means investing in continued opportunities for employees to learn and develop in a diverse, inclusive and productive workplace.

**Philanthropic Giving** — We help to build stronger communities through hands-on service programs and charitable contributions that align with our mission and engage our employees by being involved and making a difference.
About Thermo Fisher

Thermo Fisher is the world leader in serving science. Our mission is to enable our customers to make the world healthier, cleaner and safer. Our Corporate Social Responsibility strategy focuses on our business, our employees and our philanthropy and we emphasize environmental stewardship, sound financial management and operational efficiency. We also foster a positive and sustainable workplace for our employees.

With annual revenues of $13 billion, Thermo Fisher has 39,000 employees and serves more than 350,000 customers globally. Our products and services are used by pharmaceutical and biotech companies, hospitals and clinical diagnostic labs, universities, research institutions, government agencies, as well as in environmental and process control industries.

Three Premier Brands

Thermo Fisher sells its products and services under three premier brands: Thermo Scientific, Fisher Scientific and Unity Lab Services.

Thermo Scientific represents technology and innovation through high-end analytical instruments, laboratory equipment and consumables, software and services.

Fisher Scientific represents choice and convenience in laboratory equipment, chemicals, supplies and services used by customers in healthcare, scientific research, safety and education.

Unity Lab Services offers a complete portfolio of services from enterprise-level engagements to individual instruments and laboratory equipment. Our services are designed to improve customer productivity, reduce costs and drive decisions with better data and information.

Organizational Structure

We report our business in three segments: Analytical Technologies, Specialty Diagnostics and Laboratory Products and Services.

Analytical Technologies Segment

Through our Analytical Technologies Segment, we provide a broad offering of instruments, reagents, consumables, software and services that are used for a range of applications in the laboratory, on the production line and in the field. These products are used by customers in all four of our key end markets: pharmaceutical and biotechnology, academic and government, industrial and applied, and healthcare and diagnostics. This segment includes three primary businesses — Chemical Analysis, Biosciences, and Chromatography and Mass Spectrometry.
Specialty Diagnostics Segment
Our Specialty Diagnostics Segment offers a wide range of diagnostic test kits, reagents, culture media, instruments and associated products to serve customers in healthcare, clinical, pharmaceutical, industrial and food safety laboratories. Our healthcare products are used to increase the speed and accuracy of diagnoses, which makes patient care more cost efficient. This segment has six primary businesses—ImmunoDiagnostics, Clinical Diagnostics, Transplant Diagnostics, Microbiology, Anatomical Pathology and our Healthcare Market Channel.

Laboratory Products and Services Segment
Our Laboratory Products and Services Segment offers virtually everything needed for the laboratory. Our unique combination of self-manufactured and sourced products and extensive service offering enables our customers to focus on their core activities and helps them to be more efficient, productive and cost effective. We serve the pharmaceutical, biotechnology, academic, government, clinical and other research and industrial markets through four key businesses: Laboratory Equipment, Laboratory Consumables, Research and Safety Market Channel and BioPharma Services.

Strong Governance and Leadership
We respond to our stakeholders’ concerns by drawing from employees, customers, suppliers, investors and government regulation specialists to improve our performance. We gather “Voice of the Customer” feedback from Customer Allegiance Surveys and combine the data with “Voice of the Process” information taken from our internal performance metrics. By better aligning customer preferences with our own internal processes, we can improve to continue meeting stakeholders’ needs.

2012 Revenue Profile
Ethics and Compliance

Thermo Fisher requires that all employees adhere to the highest standards of business ethics. We comply with all applicable laws and regulations in our business practices. Our company-wide Code of Business Conduct and Ethics policy requires that every employee is certified annually and in compliance with the Code.

Annual and Specialized Training

Thermo Fisher employees are required to complete ethics training every year, either online or in a classroom setting, and must certify that they will comply with company policies. The training addresses conflicts of interest, gift giving and receiving, accuracy of financial books and records, insider trading, mutual respect in the workplace, antitrust issues, export control and other topics. The program helps to ensure that employees share our collective commitment to doing business with integrity and have the resources they need to integrate our policies and standards into their daily business activities.

Additional training for selected job functions addresses issues like compliance with the Foreign Corrupt Practices Act. Thermo Fisher specialists in sales and finance, sourcing, customer service, logistics, marketing and other functions — representing about 19% of our total global workforce — complete this training annually. Training is available in ten languages. Other specialized training for U.S. sourcing staff covers the California Transparency Act.

Responsible Procurement

We screen and audit our major corporate suppliers to assess compliance with our requirements for ethical practices in the workplace. Our global Procurement Policy includes a detailed Social and Environmental Responsibility Policy that outlines our expectations of suppliers to conduct their operations in a manner consistent with socially and environmentally responsible practices. The policy covers legal and regulatory compliance, safe working conditions, child labor, environmental performance, conflict minerals and environmental and social monitoring requirements. These requirements are included in our Global Procurement Policy Manual and audited for compliance by all suppliers working under a Master Supply Agreement.

Of course, we expect all of our suppliers to conduct their operations with the utmost integrity regardless of whether they work with us under a Master Supply Agreement or another contracting arrangement. In 2014, Thermo Fisher will work to transition key localized suppliers under local purchase agreements incorporating the Social and Environmental Responsibility terms defined in our Master Agreements.
At Thermo Fisher, we have 39,000 employees, 130 manufacturing facilities and annual revenue of $13 billion. Our customers are at the center of everything we do. Listening to their feedback, measuring ourselves against their expectations and taking action to continuously improve are key to gaining their trust and their business. We earn customer loyalty by striving to provide the highest levels of personal service, product quality and responsiveness.

Our Practical Process Improvement program, or PPI, is the foundation for our operational excellence and customer satisfaction. This company-wide approach includes both formal and “just do it” projects designed to improve efficiency and better serve our customers. Globally, our customer experience program, known as CARES, drives continuous improvement through customer feedback and exchanging knowledge and expertise.

Customer Satisfaction

Our Customer Allegiance Score (CAS) measures our performance against customer expectations. CAS surveys cover our sales, customer service, technical support and order fulfillment interactions with customers. By carefully reviewing this “Voice of the Customer” feedback and the process-related information taken from our internal performance metrics, we maintain an up-to-date understanding of customer preferences and can adjust our processes and capabilities to best meet their needs.

In 2012, our Portable Analytical Instruments business in Tewksbury, Massachusetts, was named a Silver Award winner for economic impact by the Massachusetts Alliance for Economic Development. The business was recognized for its contributions toward job growth, facility expansion, investment and community involvement.

“Thermo Fisher is committed to growth in Massachusetts and to the benefit of our local economy, our employees and our customers.”
– Lisa Witte, Vice President & General Manager of Portable Analytical Instruments
Supporting Smart Public Policy

We actively engage and communicate with elected and appointed public policy makers in the U.S., Europe, China and other countries to advocate for laws and regulations that support our mission and our customers. Among the issues of importance are health care reform, research funding to advance cures for disease, air and water quality monitoring, food safety and others. Additional information for Political Action Committee donations is available from the Federal Elections Commission.

Products that Support Health and the Environment

We offer a range of innovative products that allow our customers to address global health and environmental challenges. For example, our instruments for detecting radiation, measuring air and water quality and controlling spills or supporting emergency response, all support environmental compliance monitoring and help to protect public health.

Across all product lines, our goal is to manufacture products with minimal environmental impact. This means working toward cleaner manufacturing operations, reduced waste, improved energy and water conservation. Many of our products are Restriction of Hazardous Substances (RoHS) compliant.

Environmentally Friendly Products for Advanced Research

Many of our products, under the Thermo Scientific brand, help protein and molecular biologists reduce the use of potentially hazardous chemicals and work more efficiently in the laboratory. For example:

- The myECL™ imager eliminates the need for a dark room and hazardous photographic chemicals to develop protein and nucleic acid-stained gels and Western blots, photos and x-ray films, enabling customers to visualize and analyze blots in hours instead of days.

- The PageBlue™ Protein Staining Solution provides an environmentally friendly, cost-efficient dye formulation for endpoint staining of proteins without methanol or acetic acid.

- FastDigest™ Restriction Enzymes all work in the same buffer, allowing simultaneous digestion of DNA, enabling customers to eliminate additional steps and decrease use of phenol, chloroform, Guanidinium salts, sodium hydroxide and other chemicals.

- NanoDrop™ instruments require smaller samples and fewer solvents, and offers researchers a simple pipette, measure and wipe-clean process that saves time in the lab.
Packaging

The nature of many Thermo Fisher products requires that they be packaged carefully and according to regulations for safe handling of biological and other sensitive materials. However, some of our facilities have taken strides to lessen the environmental impacts of packaging. A few examples include:

- Using 35% recycled material in the fluted portion of cartons
- Including 90% recycled content in carton liners
- When possible, using low-bulk, reusable and recyclable plastic racks rather than styrofoam
- Using soy inks which are more environmentally friendly and facilitate paper recycling of product page inserts
- Printing product page inserts on 100% post-consumer waste paper
- Limiting the amount of shrink wrap used, when possible
- Offering electronic user guides instead of paper manuals for many products

Allergy Risk Assessment

The Thermo Scientific peanut molecular allergy test helps to assess patients who may have a severe anaphylactic reaction to peanuts and can improve quality of life for those at high risk.

Supporting Respiratory Health

The Thermo Scientific Continuous Particulate Monitor collects air samples through an inlet designed to capture airborne particles as small as 2.5 microns and continuously reports ambient concentrations. This data helps global government and public health officials determine when citizens should take precautions to protect themselves from poor air quality. Particulate matter of this size can cause eye, nose and throat irritation as well as asthma and lung cancer.

Developing Life-Saving Vaccines

Pharmaceutical and biotech companies use our cell culture media, bioprocess containers and diluents (the liquid carrier of final vaccines) to develop vaccines that dramatically reduce illness, especially among children.

Supporting Faster, Safer Narcotic Detection

Thermo Scientific TruNarc™ (image right) is a handheld scanner that helps law enforcement officers detect narcotics without having to open a container or touch a substance. TruNarc uses laser technology to read through plastic or glass in about 30 seconds.
2012 Progress

For 2012, our energy performance data covers 40 facilities, including our largest manufacturing and production facilities around the world. Many of these facilities are embarking on new environmental initiatives and putting energy-saving solutions in place. A number of facilities have installed energy-efficient lighting, including motion-sensitive lights and other systems. Our Franklin, Massachusetts, facility installed LED lighting, reducing energy costs by 67%. A similar upgrade with LED lighting and motion sensors is planned for our Bridgewater, New Jersey, facility, where the new lighting will save 75% on the lighting portion of the site’s electric bill. The new system is also projected to reduce annual greenhouse gas emissions by approximately 700 tons of carbon dioxide.

Energy Conservation

We benchmark our progress on energy and emissions through annual participation in the Carbon Disclosure Project (CDP). In our most recent CDP response, we expanded our data gathering to include all of our major facilities. Our participation reflects our progress towards greater energy efficiency and emission reductions and provides a valuable external metric to support our commitment to continued improvement.

Recycling

At Thermo Fisher sites around the world, we are reducing waste by recycling paper, packaging inserts, corrugated containers, wood pallets, various scrap metals, circuit boards, batteries and many other items that are used in our analytical and process instruments. At our headquarters in Waltham, Massachusetts, all the solid waste generated goes to a waste-to-energy facility, where it is converted to electricity for homes and businesses and helps eliminate the need for approximately 80 barrels of crude oil each year. Our site in Rochester, New York, streamlined its recycling system and is working to reduce the volume of recoverable materials reaching the waste stream.

Simple Changes Add Up

By setting all printers to automatically print double-sided, the Franklin, Massachusetts, facility saves approximately 100 trees annually. Our Asheville, North Carolina, Operations Center is going entirely paperless by scanning rather than copying documents for filing.
Building a World-Class Workforce

We are committed to maintaining a world-class workforce that reflects the diversity of our global markets and to fostering an environment in which employees can grow and advance in their careers. We achieve this by maintaining exceptional health and safety standards, supporting employees through training and development and encouraging volunteerism through our Community Action Councils. Above all, we treat our employees with dignity, fairness and respect, in keeping with our core values of Integrity, Intensity, Innovation and Involvement.

Employee Engagement

We conduct Employer of Choice surveys to learn more about the issues of importance to our employees, measure engagement and support action planning for continuous improvement. In 2014, we will roll out an enhanced survey to assess engagement and inclusion, refine our employee-centered plans and strategies and benchmark our results against other world-class organizations. This will help us to realize our Vision for 2020 of being one of the world's most admired companies.

Leadership and Employee Development

To attract and cultivate the best talent in our industry and strengthen Thermo Fisher as an employer of choice, we encourage our employees to take an integrated approach to development via on-the-job coaching and mentoring, and formal development experiences. We provide a variety of programs designed to ensure the growth of our people and their connection with the business. Examples of these developmental opportunities include Ethics and Business Integrity, Sales, Customer Satisfaction and Experience, Practical Process Improvement, Leadership and Project and Performance Management.

Over 700 employees participate in our cornerstone leadership development programs each year, through action learning projects, business simulations, peer-to-peer learning, 360° feedback assessments and exposure to internal and external thought leaders. In addition, our seven rotational Leadership Development Programs grow critical and strategic talent in general management, human resources, finance, operations, information technology, procurement and product development through accelerated developmental experiences. Approximately 35 new undergraduate and graduate employees join Thermo Fisher through these rotational programs each year.

All of our global employees complete Ethics and Business Integrity Development. This program helps to ensure that our employees embrace and reflect our commitment to conducting business with integrity and have access to resources that help integrate our standards into their daily business activities.

Cornerstone Programs

Developing the Next Generation of Leaders

Global Leadership for Executives
Role of the Leader for Directors
Developing Emerging Leaders for High Potential Employees
Developing Front-Line Leaders for Early Career Managers
Rotational Leadership Development Programs for New College Graduates
Fostering Diversity and Inclusion

Diversity and Inclusion is integral to our growth strategy and aligned with our 4-I values. For our employees, this means creating an engaging global environment that embraces and leverages the unique qualities of every individual. Creating an environment that values diversity enables us to continue to bring cutting-edge thinking to the workplace, drive and fulfill our mission.

We are working to take our culture of diversity and inclusion to the next level even more proactively. Already, we have developed a comprehensive Diversity and Inclusion Roadmap, formed a Diversity and Inclusion Council and created Employee Resource Groups to help us better share knowledge and experience.

Leadership Among Women and Minorities

Among our executives, 17% are women. Two women and two minorities serve on the Board of Directors, and three women and two minorities are part of the Company Leadership Team.

Employer of the Year – Lithuania

Through our Vilnius, Lithuania, office, Thermo Fisher Scientific was named Employer of the Year in the foreign company category. A joint initiative of the United Nations Development Program and the Lithuania Ministry of Social Security and Labor, the awards program is designed to raise awareness about corporate social responsibility and help companies to embed responsible business principles into their operations.

Our Performance Management and Development (PMD) process supports employees in achieving aspirational goals that are aligned with their own career ambitions and company objectives. The PMD process is completed every year to encourage constant improvement. Nearly 100% of our employees discussed their performance and career development with their managers in 2012 as part of this process.

By taking an integrated approach to leadership and employee development, Thermo Fisher continues to enable our employees to grow and support our changing business needs.
Health and Safety

Our global Environmental Health and Safety Policy applies to all Thermo Fisher Scientific employees worldwide. The policy is supplemented by 32 site- or function-specific safety policies and approximately 25 safety programs around the world. All are designed to protect the health and safety of our employees and others who may be visiting or working at our sites.

Health and safety training is part of every employee’s job. Both the number of hours and the nature of the training vary according to job function, with some functions receiving specialized training that covers potential risks associated with specific tasks. Thermo Fisher’s lost-time injury rate of 0.9 has been 25% better than our peer companies on average, as a global composite figure. We track this rate for sites on a quarterly basis.

29 Million Safe Hours

During 2012, almost 20 sites achieved significant milestones in person-hours worked without experiencing a lost-time injury:

- 6,000,000 person-hours: Marietta, Ohio
- 3,500,000 person-hours: Breda, The Netherlands
- 2,000,000 person-hours: Ecublens, Switzerland; Monterrey, Mexico
- 1,500,000 person-hours: Beijing, China; West Palm Beach, Florida; and Tewksbury, Massachusetts
- 1,000,000 person-hours: Yokohama and Osaka, Japan; Hemel Hempstead, U.K.; Lafayette, Colorado; Rockford, Illinois; San Jose California; Waltham, Massachusetts; Shanghai, China (two facilities); Vilnius, Lithuania and St. Petersburg, Russia

Speak Out On Safety

This innovative program encourages employees to voice safety concerns and make suggestions for improvements as they arise. Employee feedback is gathered through observation and safety suggestion cards, one-on-one sessions with management and cross-departmental audits.

Lost-time Injury Rate

0.9 = 25% better than industry average
As the world leader in serving science, Thermo Fisher Scientific has a responsibility to give back — and we do that by inspiring tomorrow’s scientists.

**Community Action Councils**

In 2010, we strengthened our employee volunteering program to enable greater employee leadership, engagement and involvement. Today, our Community Action Councils (CACs) provide employees around the world with organized hands-on volunteerism opportunities in local communities where we have major facilities. The CACs provide a framework for ongoing employee involvement and opportunities for leadership development. Employees are granted eight hours of paid time off to participate in company-sponsored volunteer activities and have contributed thousands of hours annually to support a wide range of charitable causes that promote health, science education and community development. In 2012, multiple CACs in North America, Europe and Asia organized a variety of activities through which employees supported education and stronger communities:

**Education**

- Provided mentoring to students in Shanghai, China
- Showed young students in Cambridge, U.K., that physics is fun
- Mentored Advanced Placement students in Massachusetts
- Sponsored an applied science program in Logan, Utah, that engages middle school students in researching today’s epidemics and proposing scientific solutions for a healthier world

**Community Support**

- Organized donations and distributed clothing to homeless and low-income children in Boston, Massachusetts
- Prepared meals for underprivileged children in Houston, Texas
- Raised funds for women’s shelters in Langenselbold, Germany
- Provided disaster relief near our major operations, such as after Super Storm Sandy hit the northeastern United States

**Hours volunteered in 2012**

11,500

*This number does not include Yokohama, Japan and Langenselbold, Germany.*
**Thermo Fisher Foundation for Science**

The charter of our philanthropic program is to promote science education by supporting initiatives that inspire students to pursue studies in STEM subjects — science, technology, engineering and math. The Thermo Fisher Foundation for Science was created to support and mentor students who may one day use science to make the world healthier, cleaner and safer. The Foundation ignites passion for STEM subjects, reaching students from local secondary schools to scholars in universities worldwide. We believe our direct contribution to stronger, more vibrant science and technology education programs will help inspire future scientists.

**Scholarships for Today’s Bright Scholars**

The Foundation includes a scholarship program designed to help qualified students complete a science-based college education and simultaneously support the advancement of the sciences and public education. To date, more than 50 students have been awarded scholarships through philanthropic giving at partner universities in the United States, United Kingdom and China. In 2013, Thermo Fisher will introduce a merit-based scholarship program for children of employees and a STEM scholarship program with premier universities.

**Biotech Education for Students in Lithuania**

Through a state-of-the-art mobile lab that promotes bioscience education, Thermo Fisher is giving Lithuanian high school students a hands-on look at the work of life sciences researchers. The program allows students to conduct experiments using actual scientific instruments and methods. Thermo Fisher donated a variety of equipment, such as spectrophotometers, electrophoresis tanks and microcentrifuges.
Creating Tomorrow’s Scientists

The Massachusetts Math + Science Initiative (MMSI) is the largest high school math and science program in Massachusetts aimed at underserved students. MMSI uses Advanced Placement (AP) as a lever to help these students attain excellence in math, science and English and to transform school culture. Its efforts have expanded access to rigorous, college-level AP courses in 53 high schools across the state, with additional plans to extend support to students beyond Massachusetts as well.

MMSI’s Student Partners program connects high school students with young professionals, or STEM Ambassadors, who are building careers in the STEM fields. During 2012, five young Thermo Fisher leaders served as STEM Ambassadors. Each one adopted an AP class at a single school, working to help students recognize the importance of their AP course to a STEM career and the college application process. The ambassadors also trained teachers to discuss the benefits of a career in a science, technology, engineering or mathematics field.

Inspiring Scientists and Engineers from All Walks of Life

The Foundation aims to engage students who are traditionally under-represented in science programs by training teachers to inspire diverse young people to reach their potential.

- **Grants** — Our partnership with MMSI helps to close the achievement gaps for underserved students in math and science education by funding teacher training and curriculum development. In 2012, we also began supporting MMSI’s newest initiative, the Student Partners Program.

- **Scholarships** — In 2012, we partnered with Pittsburgh Promise to support a $1 million scholarship program that targets lower income students in high school who aspire to post-secondary education in one or more STEM disciplines. Thermo Fisher employees also volunteer in the schools, providing mentoring, job shadowing and career advice.

- **Volunteering** — Many of our employees do their part on a local level, by serving as science fair judges, participating in family science nights, speaking at schools, taking schoolchildren on field trips to science museums, hosting Thermo Fisher site visits and serving as mentors for Science World Challenge.

These and other efforts help to ensure that today’s students are encouraged to become tomorrow’s scientists and engineers, regardless of race, class or gender.
Increasing AP Course Participation and Performance

As MMSI’s largest supporter, Thermo Fisher has invested $1 million over three years, and our CEO, Marc Casper, serves on their Executive Board. With support from partners like us, MMSI has helped to improve teacher training and increase student enrollment in AP courses by 110% over four years in participating schools. And while MMSI represents fewer than 14% of the state’s schools, students in those schools contribute more than 33% of the state’s AP gains.

Scholarships and In-Classroom Support for Pittsburgh Students

In 2012, we made a significant investment to support STEM education in Pittsburgh, Pennsylvania, a location where we have deep roots. Thermo Fisher has more than 1,200 employees in the Pittsburgh area. Our financial contribution is directed toward programs benefiting students in Pre-K through 12th grade and will support their pursuit of a college education.

Science Buddies

Science Buddies is a non-profit online resource empowering K-12 students, parents and teachers to support science through hands-on projects. The program makes it easier for companies like Thermo Fisher to provide volunteers in science classrooms, help teachers identify fun science activities and support student science fairs. In 2012, funding from Thermo Fisher helped to provide targeted science resources to six schools near Madison, Wisconsin.

Change the Equation

We believe in supporting sound public policy for STEM education. Change the Equation offers a broad umbrella under which companies can connect, identify opportunities to jointly leverage STEM investments and work together to improve philanthropy, inspire youth and advocate for improvements in STEM education.
Matching Gifts for Greater Impact

Thermo Fisher believes in giving back to our communities, whether through our time, supplies or funding. To further encourage employee giving, we recently enhanced our long-standing Matching Gift Program. U.S.-based employees can donate to eligible organizations through our Matching Gift Program website and have the company match half of the donation, up to $1,000 per year for each employee.

When natural disasters strike, Thermo Fisher also offers a company match for relief funding globally. Our employees have generously donated time and money to help repair and rebuild after major storms and devastation. Thermo Fisher matches these funds to help every contribution go further. In 2012, after Super Storm Sandy crippled the northeastern U.S., Thermo Fisher employees worldwide helped raise over $50,000 and donated much-needed supplies to help those affected.

Life Sciences Foundation

The Life Sciences Foundation is an industry initiative that aims to record, preserve and raise awareness about biotechnology and its achievements. The Foundation is gathering archival materials in cooperation with leading research universities and libraries and developing a book describing the biotech journey. Thermo Fisher supports these industry-wide efforts to help improve broader understanding about the role of life sciences in healthcare, environmental protection and research among students, teachers, scholars, policymakers and the public.

Encouraging Green Impacts in China

Six months after becoming a sponsor of Enactus (formerly SIFE – Students In Free Enterprise), Thermo Fisher China was presented with their National Partner’s Award. The award recognizes companies that work closely with the organization to support competitions and programs that encourage student entrepreneurship by opening their workplaces for educational opportunities. Thermo Fisher China collaborated on a “Green Impact in the Community” competition that encouraged students to conceive new and innovative ideas promoting a sustainable lifestyle, including advancing environmental protection and creating sustainable communities.

We proudly donated $48,000 to Enactus and volunteered 300 hours to their Green Impact in the Community Program
The CSR report, our second, covers our economic, social and environmental progress during 2012. Data included in this report represent our 40 largest facilities around the world, except where noted otherwise. Although we have facilities in 42 countries, many of these are small offices or research sites and are not included in our CSR data collection efforts. Likewise, we have not included data from joint venture sites, nor any sites where we do not have full ownership. Operations that were acquired late in 2012 are also not included.

Report Content

We determined report content based on feedback from our employees and external stakeholders, such as customers, suppliers, investors, ratings agencies, non-governmental organizations and others. The Employer of Choice survey has provided valuable insights into the issues of concern to our employees. Our Customer Allegiance Score process helps us to develop an overall understanding of the issues our customers care about most, while follow-up discussions allow us to learn more about specific improvements or innovations that could further support their own economic, social and environmental performance. We also rely on a variety of external assessments and benchmarks to track the issues of importance to our stakeholders and the broader industry.

To determine our CSR priorities, we further assessed these issues within the context of our own business operations, evaluating both risks and opportunities. Although our operations do present social and environmental impacts — which is why we continue optimizing their efficiency — we recognize that our greatest opportunity to create positive change is through our products. The world’s challenges are larger than any one organization can solve alone. But by enabling our customers to focus on innovative solutions to some of the world’s most pressing challenges in public health and the environment, we are committed to doing our part.

Your Feedback

Going forward, stakeholder feedback will continue to shape our CSR journey. Please contact us with ideas, concerns and feedback on this report or our overall progress: Responsibility@thermofisher.com.

The 40 sites included in this report:

- China
  - Shanghai – 4 sites
- Finland
  - Joensuu
  - Vantaa
- Germany
  - Langenselbold
- Japan
  - Yokohama
- Lithuania
  - Vilnius
- Spain
  - Madrid – 2 sites
- Sweden
  - Uppsala
- United States
  - Allentown, PA
  - Asheville, NC – 2 sites
  - Chelmsford, MA
  - Franklin, MA
  - Fremont, CA
  - Milford, MA*
  - Tewksbury, MA
  - Waltham, MA
  - Wilmington, MA**
  - Woburn, MA*
  - Lenexa, KS – 4 sites
  - Logan, UT – 2 sites
  - Madison, WI
  - Marietta, OH
  - Pittsburgh, PA – 4 sites
  - Rochester, NY
  - San Jose, CA
  - Sugarland, TX
- United Kingdom
  - Basingstoke
  - Loughborough

* Employees from these facilities have been relocated to Waltham, MA facility in 2013
** Employees from this facility have been relocated to Tewksbury, MA facility in 2013
1. Strategy and Analysis

1.1 Statement from senior decision maker

From our CEO

2. Organizational Profile

2.1 Name

Thermo Fisher Scientific

2.2 Brands, products, services

About Thermo Fisher and Investor Relations site ir.thermofisher.com

2.3 Operational structure

About Thermo Fisher

2.4 Headquarters

Waltham, Massachusetts

2.5 Countries

42

2.6 Ownership

About Thermo Fisher and Investor Relations site ir.thermofisher.com

2.7 Markets served

About Thermo Fisher and Investor Relations site ir.thermofisher.com

2.8 Scale of the organization

About Thermo Fisher and Investor Relations site ir.thermofisher.com

2.9 Significant changes during reporting period


2.10 Awards received in the reporting period

Philanthropy

3. Report Parameters

3.1 Reporting period

2012

3.2 Date of previous report

November 2011

3.3 Reporting cycle

Annually

3.4 Contact

Responsibility@thermofisher.com

3.5 Process for defining content

About Our Report

3.6 Boundary

About Our Report

3.7 Limitations

About Our Report

3.8 Reporting on joint ventures, subsidiaries, leased facilities, outsourced operations

About Our Report

3.10 Restatements

Since 2012 is our baseline year, we do not have any restatements

3.11 Changes in scope, boundary, methods

About Our Report

3.12 Locations of standard disclosures

GRI Index

4. Governance, Commitments and Engagement

4.1 Governance structure

About Thermo Fisher and Investor Relations site ir.thermofisher.com

4.2 Whether chair of highest governance body is an executive officer

About Thermo Fisher and Investor Relations site ir.thermofisher.com

4.3 Number of independent, non-executive members of highest governance body

About Thermo Fisher and Investor Relations site ir.thermofisher.com

4.4 Mechanisms to provide input to highest governance body

About Thermo Fisher and Investor Relations site ir.thermofisher.com

4.8 Vision, mission, values, code of conduct

About Thermo Fisher Company site

4.14 List of stakeholder groups engaged by the organization

About Our Report

4.15 Basis for identification and selection of stakeholders to engage

About Our Report
<table>
<thead>
<tr>
<th>GRI Index</th>
<th>Standard Disclosures – Performance Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Economic</strong></td>
<td></td>
</tr>
<tr>
<td>EC1</td>
<td>Direct economic value generated and distributed</td>
</tr>
<tr>
<td><strong>Environmental</strong></td>
<td></td>
</tr>
<tr>
<td>EN4</td>
<td>Indirect energy consumption</td>
</tr>
<tr>
<td>EN5</td>
<td>Energy saved due to conservation</td>
</tr>
<tr>
<td>EN6</td>
<td>Initiatives to provide energy-efficient or renewable energy-based products and services, reductions in energy requirements</td>
</tr>
<tr>
<td>EN8</td>
<td>Total water withdrawal by source</td>
</tr>
<tr>
<td>EN22</td>
<td>Total weight of waste by type and disposal method</td>
</tr>
<tr>
<td>EN26</td>
<td>Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation</td>
</tr>
<tr>
<td>EN27</td>
<td>Percentage of products sold and their packaging materials that are reclaimed by category</td>
</tr>
<tr>
<td>EN28</td>
<td>Monetary value of significant fines and sanctions for environmental non-compliance</td>
</tr>
<tr>
<td><strong>Human Rights</strong></td>
<td></td>
</tr>
<tr>
<td>HR3</td>
<td>Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained</td>
</tr>
<tr>
<td>HR9</td>
<td>Total number of incidents of violations involving rights of indigenous people and actions taken</td>
</tr>
<tr>
<td><strong>Labor Practices and Decent Work</strong></td>
<td></td>
</tr>
<tr>
<td>LA1</td>
<td>Total workforce by employment type, employment contract and region, broken down by gender</td>
</tr>
<tr>
<td>LA4</td>
<td>Percentage of employees covered by collective bargaining agreements</td>
</tr>
<tr>
<td>LA7</td>
<td>Rates of injury, occupational diseases, lost days, and absenteeism and number of work-related fatalities by region and by gender</td>
</tr>
<tr>
<td>LA8</td>
<td>Education, training, counseling, prevention and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases</td>
</tr>
<tr>
<td>LA12</td>
<td>Percentage of employees receiving regular performance and career development reviews, by gender</td>
</tr>
<tr>
<td>LA13</td>
<td>Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity</td>
</tr>
<tr>
<td>Society</td>
<td>Percentage of operations with implemented local community engagement, impact assessments and development programs</td>
</tr>
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</tr>
<tr>
<td>SO3</td>
<td>Percentage of employees trained in organization's anti-corruption policies and procedures</td>
</tr>
<tr>
<td>SO5</td>
<td>Public policy positions and participation in public policy development and lobbying</td>
</tr>
<tr>
<td>SO6</td>
<td>Total value of financial and in-kind contributions to political parties, politicians and related institutions by country</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Product Responsibility</th>
<th>Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements</th>
<th>Partially</th>
<th>We comply with all material legal requirements for product labeling and inserts in the countries where we do business</th>
</tr>
</thead>
<tbody>
<tr>
<td>PR3</td>
<td>Practices related to customer satisfaction, including results of surveys measuring customer satisfaction</td>
<td>Fully</td>
<td>Business</td>
</tr>
<tr>
<td>PR6</td>
<td>Adherence to marketing communications laws and codes</td>
<td>Partially</td>
<td>Our marketing communications, advertising, promotions and sponsorships events are in keeping with the Code of Conduct and Thermo Fisher policies for crisis communication, social media, philanthropic giving and public relations. Individual businesses within our company have implemented procedures to maintain local compliance with marketing communications laws and codes</td>
</tr>
</tbody>
</table>

*ThermoFisher Scientific*