Our company mission is closely aligned with our commitment to corporate social responsibility and sustainable growth.

Our CSR Approach

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 4i Values — Integrity, Intensity, Innovation and Involvement. Our commitment to CSR helps to strengthen our company’s culture and inform our decision making.

- **BUSINESS SUSTAINABILITY**
  We are committed to our mission, and our sustainable business practices are key to fulfilling it. We strive to develop products that meet customer needs and set new industry standards, while being energy efficient and responsible with our procurement.

- **EMPLOYEE ENGAGEMENT**
  Our commitment to being an employer of choice in the global talent marketplace means investing in ongoing opportunities for employees to learn and develop in a diverse, inclusive, safe and productive workplace.

- **PHILANTHROPIC GIVING**
  We serve the communities in which we operate by facilitating hands-on service programs, as well as making charitable contributions that align with our mission and engage our employees to be involved and to make a difference.
Our mission at Thermo Fisher Scientific is to enable our customers to make the world healthier, cleaner and safer, and we work to fulfill this mission in everything we do. Our corporate social responsibility (CSR) strategy is grounded in business sustainability, because sound business practices and operational excellence are key to our growth, now and in the future. We are also deeply committed to employee engagement and to hiring, developing and advancing the very best talent in the industry. And, we support the communities where we live and work through philanthropic giving that makes a difference in education, health and other critical societal needs.

A Culture of Operational Excellence
We continuously improve our operations through our PPI Business System, which stands for Practical Process Improvement. By leveraging PPI, we have embedded continuous improvement within our culture, from reducing usage of fuels to increased recycling. Through these initiatives we find opportunities to improve our performance as it relates to CSR. At the same time, we provide our customers with products and services that help them address some of the world’s most pressing challenges. For example, our ion chromatography systems are used by government agencies to monitor the impact of global climate change.

Engaging Our Employees
Our global family of more than 50,000 colleagues makes us The World Leader in Serving Science. United by a shared set of values, we work together to help our customers accelerate research, solve complex analytical challenges, improve patient diagnostics and meet their goals for innovation and productivity. In turn, Thermo Fisher offers many opportunities for our employees to learn, grow and develop in their careers. For example, we’ve strengthened our culture through innovative workplace programs, such as our Women’s, African Heritage, Millennials’ and Veteran’s Employee Resource Groups.

Giving Back to People and Communities
As the unrivaled leader in our industry, we embrace our responsibility to give back. For me, there is no greater reward than helping to support and inspire the next generation of scientists. Through our charter philanthropic program and hands-on volunteering, we promote education in STEM subjects — science, technology, engineering and math — for students from the earliest grades through advanced university programs.

In this report, we’ll share more of these successes from 2013, as well as some of our future CSR goals. We’re proud of our accomplishments, but also humbled by the opportunity to make a difference in the world. Thank you for your contributions to our ongoing CSR journey.

Sincerely,
Marc N. Casper
President and Chief Executive Officer
Practical Process Improvement (PPI) is our operational discipline. Using our PPI Business System, we nurture our culture of ongoing process improvement to best serve our customers while enhancing our progress in CSR.

Site leadership from our Carlsbad, California, facility laid out four days worth of garbage and encouraged employees to sort potential recyclables, increasing awareness about landfill avoidance.
Through PPI-driven initiatives, we’ve achieved $112 million in productivity savings and waste reduction. These include:

- Reducing electricity use
- Developing reusable packaging
- Increasing recycling and reducing 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

Performance Improvements
In 2013, we reduced the greenhouse gas emissions from our largest sites by 4.15 percent, and also sought new opportunities to use renewable energy sources. Our progress on these fronts is benchmarked as part of our annual participation in the Carbon Disclosure Project.

In addition to streamlining our energy use, we’re also seeking to reduce our output of landfill waste. During 2013, we increased recycling at our largest sites and reduced the volume of waste to landfill. Our site in Asheville, North Carolina, for instance, has reduced landfill waste by 50%, and is on track to achieve Zero Waste Certification in 2015. Seven of our newly acquired Life Technologies sites have already achieved Zero Waste Certification and reduced carbon dioxide emissions by 30% through the use of clean-energy fuel cell systems.

Product Innovation
Several recent product launches offer sustainability benefits in their use by our customers:

- New Helium Saver modules dramatically reduce the amount of this gas, which is in short supply, needed in analytical instruments.
- Our efforts in miniaturizing various products have reduced the requirements for manufacturing materials.
- Green chemistry programs and reagent-free ion chromatography systems replace solvents with more environmentally sound alternatives.

*Revenue is pro forma, as if Life Technologies and Thermo Fisher were combined for all of 2013.
We strive to foster a diverse and inclusive workplace environment in which employees can grow, develop and contribute at their full potential.

EMPLOYEE ENGAGEMENT

50,000 Employees

65% Of our sites have employee-led volunteer teams
Employee Resource Groups Support Growth
During 2013, our Women’s, African Heritage and Millennials’ Employee Resource Groups (ERGs) provided opportunities for networking, mentoring and growth, while helping us to achieve our Vision for 2020. Recent achievements include:
• Thousands of employees participating in webinars
• Increased social media presence
• Reverse mentoring programs

Social Innovation
Our Vilinus site was named Social Innovator of the Year in Lithuania for its exceptional work with the local community, employment practices and environmental management.

Thermo Fisher University
We launched a new online learning center, which provides employees with a comprehensive catalog of educational tools and resources. This platform will enable employees to develop their skills and capabilities to help them achieve their professional goals while contributing to the overall goals of the company.

A Decade of Safety
The last time an employee in our Oakwood Village, Ohio, facility missed work due to an on-the-job incident was in June 2004. As of the end of 2013, the site had recorded an impressive 1.7 million hours without a lost-time injury. Ongoing training, site safety inspections and a shared culture of monitoring to prevent potential incidents all contributed to this impressive milestone.

Getting Involved
Thermo Fisher Scientific facilitates employee involvement both in the workplace and the community. Many of these efforts are led by employee volunteers through our Community Action Councils (CACs), which organize a variety of hands-on activities. In addition to providing employees with an ongoing framework to get more involved in our communities, the CACs also provide opportunities for their development as leaders. Our employees contribute thousands of hours annually to support a wide range of charitable causes, including health, science education and community development. Each employee is granted 8 hours of volunteer time off for company-sponsored events. Employees who recently joined the company through the Life Technologies acquisition have historically hosted a Global Volunteer Day, in which all employees participate in company organized volunteer activities.

Attracting Students to STEM
How do you get eighth-grade students excited about environmental and process monitoring? At a career and networking event attended by 100 Boston students, our teams in Franklin, Massachusetts, translated some of the core technology used in industrial hygiene instruments into a videogame-like challenge. Two of Thermo Fishers ERGs worked to recruit employee volunteers to staff the youth networking event.

Reducing Our Footprint
Environmental sustainability is an ongoing process that requires a commitment from many stakeholders. For example, dozens of our sites from around the world have employee-led “Green Teams.” These teams focus on energy conservation, alternative energy usage, water conservation, waste minimization, recycling, green chemistry, packaging reduction and green building and engage and inspire employees to practice environmental efficiency at work and at home. Sites often sponsor Earth Day events as well as educational “lunch and learns” to increase awareness among our employees.
As the unrivaled leader in our industry, we embrace our responsibility to give back. Our goal is to inspire and support tomorrow’s scientists.

$4.5M
Donated to STEM education

$270,000
Donated in scholarship funds

PHILANTHROPIC GIVING

Fifth graders from North Broadway Elementary School visit our Carlsbad, California, facility for a tour of the manufacturing lab.

Students from San Mateo High School practice handling cover slips before looking at stem cells under the FLoid™ florescent microscope.

Two students participating in the Vilnius, Lithuania, Mobile Bioclass program.
Exploren los Fondos de Ciencia

Celebrando el 10.- aniversario del inicio del Proyecto del Genoma Humano, recientemente sponsorizamos "Genome. Unlocking Life’s Code," un evento en el Smithsonian Institution. Millones de visitantes pueden aprender sobre el poder de la genómica y cómo afecta sus vidas.

Preparándolas para las carreras de STEM

En apoyo a los esfuerzos de Thermo Fisher para incrementar la representación de las mujeres en los campos STEM, nuestra filial en Langenselbold, Alemania, acogió a un grupo de niñas de la secundaria durante un intercambio de un semana para proporcionarles experiencia y conocimientos para potenciales carreras. Las jóvenes mujeres trabajaron durante la semana junto a empleados en desarrollo y producción, proporcionándoles experiencia con componentes electrónicos, diseño y pruebas.

Ayudando donde más se necesita

Nuestra Fundación de Ciencia Thermo Fisher está comprometida con inspirar a los estudiantes a buscar carreras en ciencia, con el deseo de que algún día sean nuestros empleados o clientes. También proporcionamos apoyo financiero a las instituciones educativas y otras causas que valoren en las comunidades donde operamos.

En 2013, nos complace anunciarnos el primer período de nuestro Programa de Becas STEM, con un primer grupo de 44 estudiantes en varias de las universidades más prestigiosas de los EE.UU., Reino Unido y China. A medida que se desarrolle, el programa proporcionará becas a 164 estudiantes en todo el mundo. También ofrecemos un programa de becas de mérito para estudiantes de empleados. Los estudiantes que estudien en las escuelas de los EE.UU., Reino Unido y China pueden presentar sus solicitudes.

Cierre el abismo de la educación

En 2013, Thermo Fisher se asoció con Ciudadano Escolar, una organización que extiende el día de la escuela para estudiantes de escuelas medias urbanas, proporcionándoles más oportunidades para ser exitosos. Nuestros empleados son voluntarios docentes, llevando su experiencia y entusiasmo al aula.

Debe de estar unido para educación STEM

Conjunto con el Consejo Intermedio de Allegheny, Thermo Fisher, en el Consejo Acción Comunitaria de Pittsburgh, Pensilvania, co-desarrollaron el Desafío de Diseño STEM, una competencia educacional que promueve el desarrollo de habilidades de ingeniería a través de la enseñanza de profesores. El programa anual incluye entrenamiento para profesores y una competencia estatal para que los estudiantes resuelvan un problema con la solución alineada con nuestra misión, para que nuestros clientes puedan hacer el mundo más saludable, limpio o seguro. Los empleados lograron más de 400 horas de trabajo voluntario con este programa en 2013.

$1M Donado a través de nuestro Programa de Becas de Atribución

1,047 Número de organizaciones caritativas apoyadas

Desastres

Cuando los desastres naturales golpean, Thermo Fisher también ofrece una contribución de nuestra empresa para el apoyo financiero en todo el mundo. Nuestros empleados han donado tiempo y dinero para ayudar a reparar y reconstruir después de tormentas y devastaciones. En el inmediato tras el devastador terremoto en Ya’an, China, en abril de 2013, un programa existente para apoyar la educación de estudiantes desfavorecidos en China se amplió para ayudar con el estudio de 86 estudiantes. El programa de una a una de China Thermo Fisher recaudó fondos para una campaña específicamente diseñada para ayudar con la compra de libros y suministros escolares y a reconstruir casas para aquellos que viven en áreas montañosas remotos.

Inspirando a los estudiantes

InnovaciónNación™ introduce la ciencia a la escuela a través de una combinación única de programas para estudiantes, profesores y familias. Visitas y campo a instalaciones locales, y visitas a las salas de clases por científicos exponen estudiantes al mundo real de la ciencia. Los docentes pueden participar en la orientación para aumentar su comprensión de las oportunidades de carrera en ciencia para sus estudiantes. Los eventos de ciencia nocturna alientan la participación parental con la materia que sus hijos están estudiando.
This CSR report summary highlights our economic, social and environmental progress during 2013. Data included in this report represent our 74 largest facilities around the world, except where noted. Although we have facilities in 50 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 joined Thermo Fisher as part of our acquisition of Life Technologies are included in this report. 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, Customer Allegiance Score process and a variety of external assessments and benchmarks help us stay abreast of the issues our stakeholders care about most.

## Strategy and Analysis

1. **Statement from senior decision maker**
   - From Our CEO

## Organizational Profile

2.1 **Name**
   - Thermo Fisher Scientific

2.2 **Brands, products, services**
   - ir.thermofisher.com

2.3 **Operational structure**
   - ir.thermofisher.com

2.4 **Headquarters**
   - Waltham, Massachusetts

2.5 **Countries**
   - 50

2.6 **Ownership**
   - Publicly traded, NYSE:TMO

2.7 **Markets served**
   - ir.thermofisher.com

2.8 **Scale of the organization**
   - ir.thermofisher.com

2.9 **Significant changes during reporting period**
   - In February of 2014, Thermo Fisher acquired Life Technologies

2.10 **Awards received in the reporting period**
   - Employee Engagement

## Report Parameters

3.1 **Reporting period**
   - 2013

3.2 **Date of previous report**
   - June 2013

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**
   - No restatements

3.11 **Changes in scope, boundary, methods**
   - About Our Report

3.12 **Locations of standard disclosures**
   - GRI Index

## Governance, Commitments and Engagement

4.1 **Governance structure**
   - ir.thermofisher.com

4.2 **Whether chair of highest governance body is an executive officer**
   - ir.thermofisher.com

4.3 **Number of independent, non-executive members of highest governance body**
   - ir.thermofisher.com

4.4 **Mechanisms to provide input to highest governance body**
   - ir.thermofisher.com

4.8 **Vision, mission, values, code of conduct**
   - ir.thermofisher.com
<table>
<thead>
<tr>
<th><strong>Standard Disclosures – Performance Indicators</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Economic</strong></td>
</tr>
<tr>
<td>EC1. Direct economic value generated and distributed</td>
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<tr>
<td></td>
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<tr>
<td><strong>Environmental</strong></td>
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<tr>
<td>EN5. Energy saved due to conservation</td>
</tr>
<tr>
<td>EN6. Initiatives to provide energy-efficient or renewable energy-based products and services, reductions in energy requirements</td>
</tr>
<tr>
<td>EN8. Total water withdrawal by source</td>
</tr>
<tr>
<td>EN26. Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation</td>
</tr>
<tr>
<td>EN28. Monetary value of significant fines and sanctions for environmental non-compliance</td>
</tr>
<tr>
<td><strong>Human Rights</strong></td>
</tr>
<tr>
<td>HR3. 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. 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>
</tr>
<tr>
<td>LA4. Percentage of employees covered by collective bargaining agreements.</td>
</tr>
<tr>
<td>LA7. 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. 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. Percentage of employees receiving regular performance and career development reviews, by gender.</td>
</tr>
<tr>
<td>LA13. 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><strong>Society</strong></td>
</tr>
<tr>
<td>SO1. Percentage of operations with implemented local community engagement, impact assessments and development programs</td>
</tr>
<tr>
<td>SO3. Percentage of employees trained in organization’s anti-corruption policies and procedures</td>
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<tr>
<td>SO5. Public policy positions and participation in public policy development and lobbying</td>
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<tr>
<td><strong>Product Responsibility</strong></td>
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<tr>
<td>PR3. Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.</td>
</tr>
<tr>
<td>PR6. Adherence to marketing communications laws and codes</td>
</tr>
</tbody>
</table>