

Communities

We make a positive impact on society, not only by enabling our customers’ success, but also through the power of our products and technologies and the influence of our Thermo Fisher Scientific Foundation for Science. We aim to inspire the next generation of innovators, improve health outcomes and embrace our colleagues’ passion for strengthening the communities where we live and work. Our collaborations with nonprofit organizations, industry and governments help drive better outcomes for society.



2024 HIGHLIGHTS¹



126,000+

hours volunteered



160+

Community Action Councils



4,800²

nonprofits supported¹



\$4.3M

donated through our Matching
Gift Program



Our local approach to global impact

We are passionate about creating a brighter future by addressing the unique needs and opportunities that shape the diverse communities where we operate. The cornerstone of our approach is our network of Community Action Councils (CACs), which are led by dedicated colleagues who tailor our global commitments to local realities. CACs play a vital role in our science, technology, engineering and math (STEM) programming, supporting nonprofit partners and mobilizing volunteers to drive positive impact. They also champion our annual calendar of global engagement programs including STEM Education Month, Healthier Communities, Belonging Week, Earth Day and Get Involved.

During STEM Education Month, our Tijuana, Mexico CAC welcomed local students to conduct an experiment from Innovation Nation, one of our signature STEM programs. Innovation Nation empowers any Thermo Fisher colleague to teach STEM topics with confidence as the experiments don't require technical skills or materials. Our team in Tijuana taught students about molecular biology and discussed STEM topics like generative AI and e-commerce.

“Getting to see curious minds being lit up with STEM activities is always a great day.”

Octavio Perez, IT Director, Thermo Fisher Tijuana site,
Thermo Fisher Scientific



2024 COLLEAGUE INVOLVEMENT



CACs

launched new hands-on STEM experiments to expose students to chemistry, forensics and the scientific method.



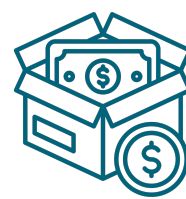
Get Involved

campaign engaged colleagues across 36 countries in 300 volunteer events during our month of service.



STEM Month

volunteers reached more than 17,000 students by taking interactive sessions to local schools and hosting youth at our labs and sites.



Matching Gifts

continued to double the impact of colleague giving by matching their contributions to eligible charities.

Endnotes:

- 1. These figures may not match those reported in the Data summary due to rounding.
- 2. Non-profits are impacted through colleague volunteerism and financial support through colleague donations and company matching.

STEM education

Inspiring the next generation of innovators

Every student has the potential to become an innovator in STEM. We ignite young people's passion for these topics by providing dynamic learning opportunities that inspire promising academic journeys and impactful professional careers, especially among populations who continue to be underrepresented in STEM fields.

By advancing equitable access to STEM for students from all backgrounds, we can increase opportunities and foster a future workforce that more fully represents the diverse world around us, ultimately driving innovation that will improve lives while building more resilient communities.



181,900

students reached¹

7,400

educators reached¹

Watch our colleagues in action as they [inspire the next generation of innovators](#).

Early STEM exploration

Our programs and partnerships begin with elementary school students, as these formative years are crucial for nurturing and maintaining a lasting interest in STEM subjects. Through hands-on activities and purposeful collaborations in academic and out-of-school environments, our colleagues can demonstrate and reinforce real-world STEM applications in students' daily learning and routines.

For example, our colleague-developed signature STEM programs—Innovation Nation, STEM Design Challenge, STEMcredible Kits and Career Connections—engage students' sense of wonder while highlighting the capabilities of Thermo Fisher technologies and making connections to STEM careers.

We also partner with organizations who share our commitment to STEM access and equity. For instance, since 2016, we've worked with Boys & Girls Clubs of America (BGCA) to connect a broad range of students with high-quality learning experiences that can propel them into thriving STEM careers. In 2024, our CACs supported youth at more than 20 Boys and Girls Clubs across the United States, including "Day in the Life of a Scientist" events at two Thermo Fisher sites, where Club youth engaged in hands-on STEM activities, toured labs and explored biotech careers.

Innovation Nation

Take advantage of free Innovation Nation worksheets and instructional materials, which explain the science behind each activity and include discussion questions and connections to careers. To connect your community with Thermo Fisher volunteers, contact responsibility@thermofisher.com.

- Strawberry DNA extraction: [worksheet](#), instructional [video](#)
- UpCycle a garden: [worksheet](#)
- Chemistry of slime: [worksheet](#), instructional [video](#)
- Paper chromatography: [worksheet](#), instructional [video](#)
- Bubbling lava: [worksheet](#), instructional [video](#)

STEM competitions

Compared to classroom education, hands-on problem-solving through STEM research competitions offers opportunities for students to more deeply apply their curiosity and talents, develop relationships with mentors and network with like-minded peers.

Thermo Fisher Scientific Junior Innovators Challenge™

The Thermo Fisher Scientific Junior Innovators Challenge (Thermo Fisher JIC) is the premier middle school STEM competition in the US, reaching more than 65,000 students nationwide through hundreds of science fairs affiliated with our partner, Society for Science. During fair season, Thermo Fisher CACs, colleagues and local leaders serve as volunteers, judges, award presenters and STEM activity facilitators to support and engage with local students and their families.

Colleagues and leaders also participate in Thermo Fisher JIC Finals Week, where 30 finalists compete for \$100,000 in prizes by defending their research and showcasing their communication, creativity, collaboration and leadership skills in team-based STEM challenges—including ones that feature Thermo Fisher technologies and experts.

Thermo Fisher JIC winners: rising scientists

The Thermo Fisher JIC inspires students to follow their personal STEM passions to exciting college and career paths, with the 30 finalists counted among the nation's brightest students. After the competition, finalists and winners are encouraged to inspire their peers to explore STEM topics, engage in research and enter competitions like the Thermo Fisher JIC.



- After winning the Thermo Fisher JIC in 2023, Shanya Gill was named a TIME™ Kid of the Year™ Honoree in 2024. Her invention, a novel fire detection system, could one day save more lives and property than traditional smoke detectors. Shanya maintains an open-source approach to her software so she can innovate collaboratively with others and make her fire detection system as globally accessible as possible. Read more [here](#).
- 2024 Thermo Fisher JIC winner Tina Jin connected with more than one million viewers of the American TV program “The Kelly Clarkson Show” over her invention of a nearly zero-cost water filtration system developed from natural and household materials. Tina encourages young students to start their STEM journey by exploring how math and science can solve even the smallest everyday problems. Watch the [full segment](#).

Supporting post-secondary STEM success

We’re passionate about serving students throughout their academic journey, extending our commitment to higher education institutions and learning communities. Our post-secondary programs and partnerships aim to open doors to meaningful career pathways while nurturing an ecosystem that advances diversity and inclusion in STEM—a key lever for fueling innovation that will solve the world’s greatest challenges.

Ireland Apprenticeship Programme

Our Cork, Ireland site has been recruiting STEM talent through its apprenticeship program for nearly a decade. The four-year, paid experience is delivered in partnership with SOLAS, Ireland’s state agency for workforce development, and includes on-the-job training and curriculum modules in areas like mechanical and electrical engineering. Many apprentices join the company as full-time colleagues upon successful completion of the program—in fact, apprenticeship graduates now comprise more than 20% of the site’s Engineering Operations team.

“As an apprentice, you really feel like you’re part of the team here in Cork. The team works closely together to support each other and to provide the very best training for the apprentices. I’m really enjoying this programme and would recommend it to anyone looking for a hands-on route into a practical career.”

Caoimhe Ryan, 3rd Year Electrical and Instrumentation Apprentice, Thermo Fisher Scientific

InCube Challenge: AI for Clinical Trials

We were proud to support the winning team at the 2024 InCube Challenge, a global, team-based innovation competition for university students. Over five days, teams collaborate to tackle pressing global issues from inside a glass cube. Our sponsored team developed an AI-driven solution to optimize clinical trials and advance our goal of net-zero emissions by 2050. Partnering with these talented students enhances their development and offers new perspectives that can strengthen our industry leadership.

“I think it’s really nice to have an industry partner behind this. Whenever you work on the abstract problem you kind of keep in your mind hey this is going on in the real world. You have a real use case in your mind and it’s something everybody profits from that’s really nice.”

Roger Csaky-Pallavicini, Computer Science Master’s Candidate, ETH Zurich and InCube participant, Thermo Fisher Cube

Women in STEM: University collaborations in China

This was our third year supporting the "Her Science" Female Scientist Program, a collaboration between Thermo Fisher and the China Women's Development Foundation (CWDF), which aims to inspire female students and researchers to persevere in science and grow their impact on the world. This program provides a platform for outstanding female scientists to share their stories, encouraging more women to realize their full potential.

“Participating in the event of the 'Female Scientists Development Program' was truly inspiring. As a doctoral student in the field of life sciences, I am even more convinced that gender is never a boundary to exploring truth; rather, it is an opportunity to provide multidimensional perspectives in research.”

Bao Linjun, Student, Peking University School of Life Sciences

Hands-on cybersecurity

Each year we deepen our partnerships with colleges and universities to help nurture STEM talent. In 2024, our programs fostered professional development through Career Fairs and bolstered innovation through company-sponsored hackathons.

Endnote:

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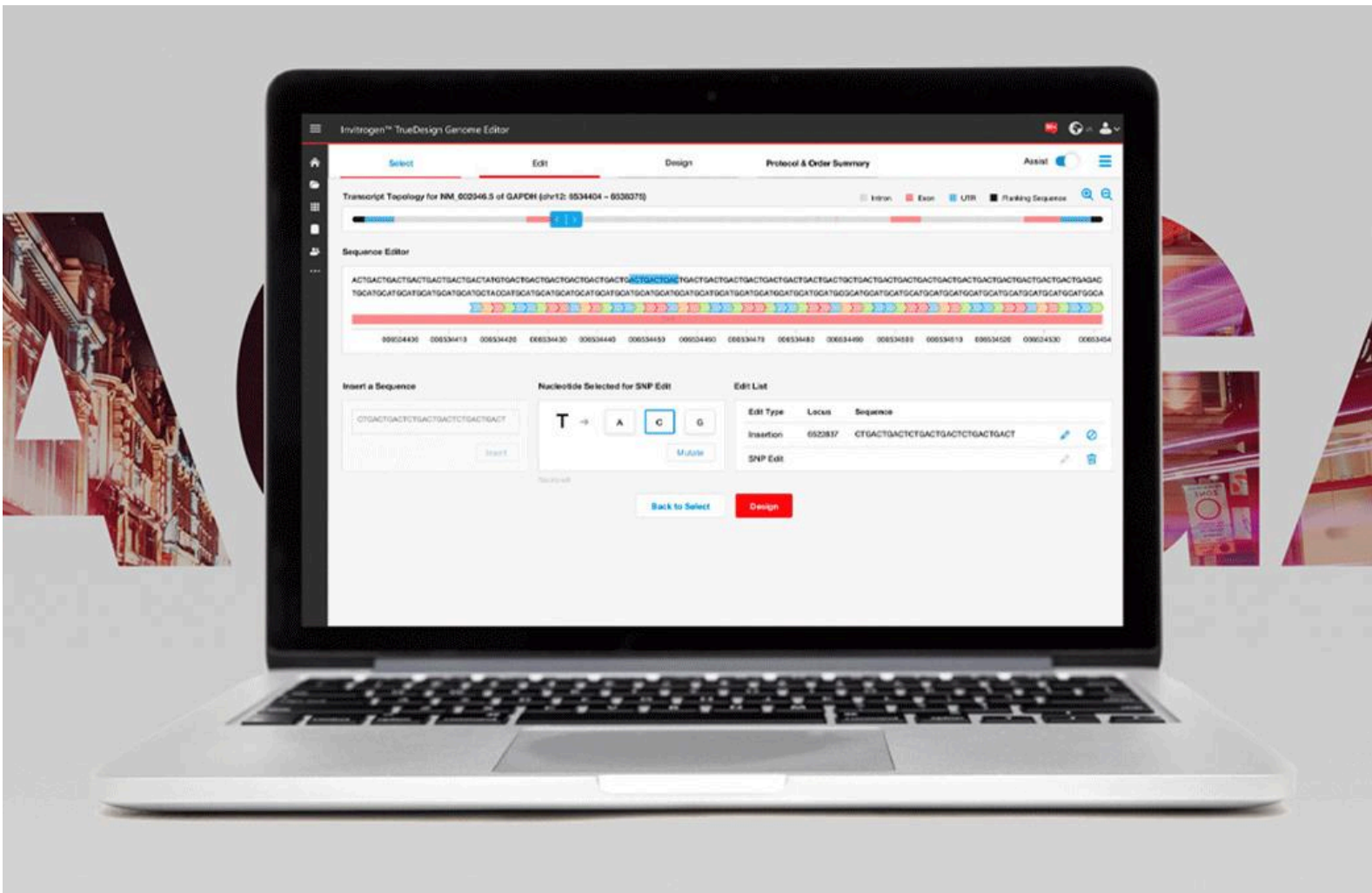
Health equity

As a company with unmatched capabilities across an extensive, integrated portfolio, we are uniquely positioned to support customers, including governments and public health organizations, as they address health disparities and improve health outcomes. Our shared commitment to building thriving health ecosystems and removing barriers to accessibility allow Thermo Fisher to contribute to the scientific validity and broad applicability of our customers’ groundbreaking products, investigational studies and life-saving therapies.

Through our health equity efforts, we help to advance innovation, enable capacity building and expand market access in ways that can make a positive impact on the lives of patient populations worldwide.



Advance innovation: We partner with health centers, clinical sites and universities to develop more inclusive tools and protocols that can mitigate barriers to lifesaving therapies.

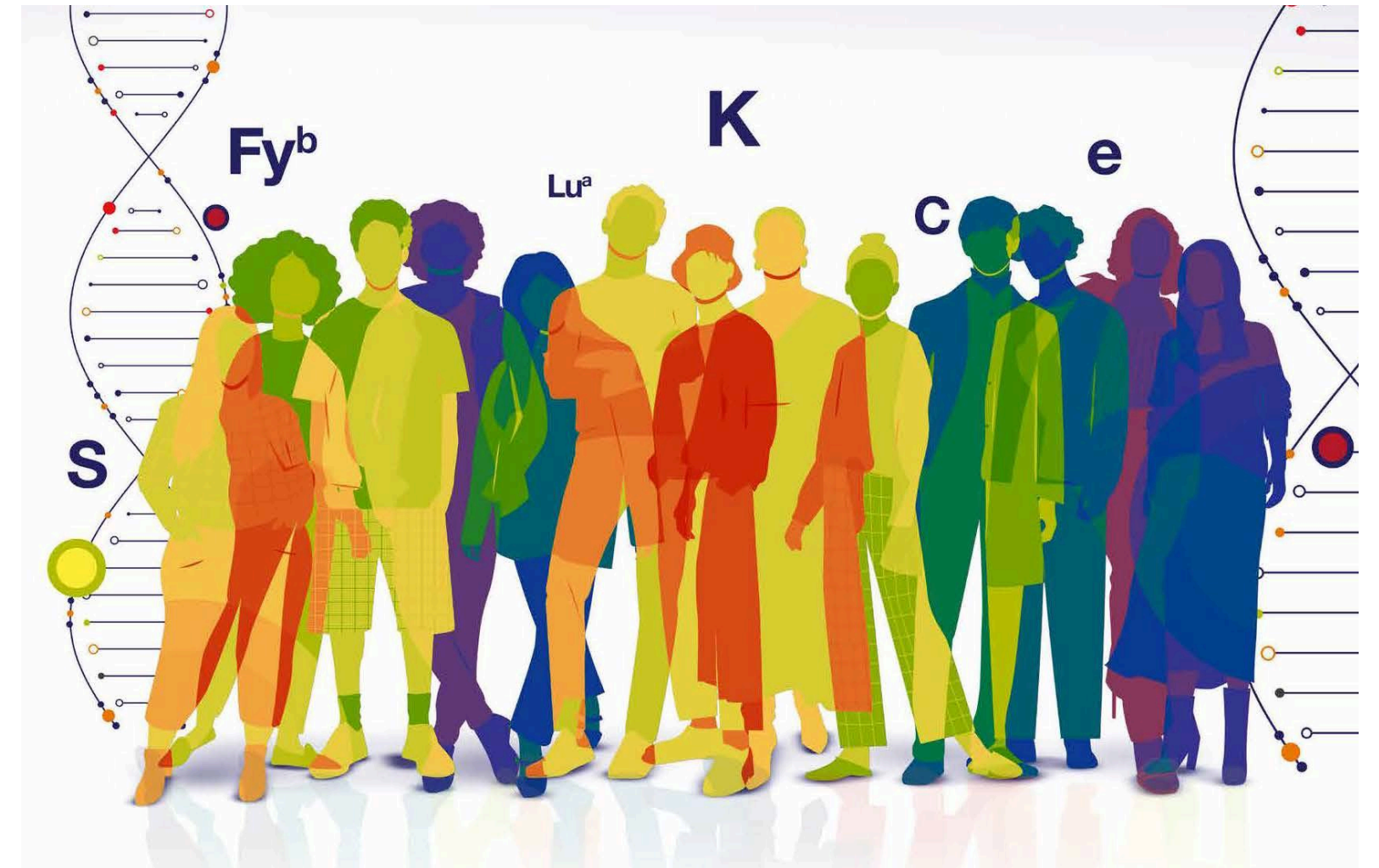


TrueDesign™ Genome Editor

Human genetic diversity plays a critical role in gene-editing, the cutting-edge technology researchers use to understand and develop new treatments for diseases. In 2024, we were the first to integrate genetic analysis for up to eight global populations within our tool, enhancing the precision and safety of experiments and enabling more equitable health outcomes across genetic backgrounds. Our TrueDesign™ Genome Editor enables researchers of all experience levels to perform gene-editing experiments and provides users with genetic variation information throughout the design process, allowing them to make informed decisions, which can ultimately lead to life-saving discoveries.

Extended blood typing

Like genetic disease, blood type is inherited and therefore linked to ethnicity. Patients with extended and rare blood types are at higher risk of negative or fatal reactions to transfusions or transplants. In 2024, we launched a DNA-based blood-typing test for research-use only. Called the Axiom™ BloodGenomiX™ Array, the test enables more expansive, efficient and precise identification of blood and its potential compatibility. This solution, developed in collaboration with the Blood Transfusion Genomics Consortium, enables improved health outcomes for more patients globally.



Inclusive medical research

As part of our support for customers' clinical development plans and trial design solutions, we integrate strategies throughout the drug development process so our customers can gain deeper insights into the efficacy and safety of cutting-edge medicines in different populations. Patient participation in clinical trials is often hindered by a lack of trust and awareness, emphasizing the importance of sensitivity and enhanced transparency to foster a more inclusive research environment. Our dedicated team enables customers to build patient-focused strategies and address barriers to clinical trial participation.

To further embed population health strategies throughout the clinical development process, we:

- Enhance our customer value proposition by formalizing health equity strategy as a key offering within clinical trial design
- Enrich our alliance of clinical research sites serving patient populations that are clinically-relevant yet currently underrepresented in trials
- Deepen partnerships to reach patients where they live and develop recruitment strategies tailored to local communities
- Strengthen the relationship between population health and environment health with a new clinical trial carbon planning tool

Enable capacity building: To support resilient communities and stakeholders on the front lines, we invest in local infrastructure and empower healthcare professionals through education and training.



International Livestock Research Institute

We announced a collaborative, long-term commitment with the International Livestock Research Institute to expand and secure the food supply in developing nations. By pooling our resources, expertise, and cutting-edge research and development capabilities, we will be able to address current and future challenges in the livestock industry.

Patient Diversity Site Alliance

Our Patient Diversity Site Alliance—the first of its kind among our peers—connects research sites that are dedicated to building a more sustainable clinical trial ecosystem and fostering trust in trials by engaging authentically with communities. The alliance, established in 2023, promotes knowledge-sharing around evidence-based practices for recruiting, retaining and engaging representative and clinically relevant populations. In 2024, we conducted a survey to help us better serve alliance members and our internal teams by revealing which aspects of diverse patient engagement and enrollment are most important to sites, how these services are implemented at the site level and the associated costs. Our learnings have enabled us to offer enhanced population-specific support and solutions, better connecting sites to clinical trial opportunities.

- 92% sites conduct local community outreach
- 89% with interpreters/translators readily available
- 26 therapeutic areas covered



Colleague-driven health initiatives

Our colleagues amplify our global commitment to improve health outcomes through impactful local and skills-based volunteerism. Engagement peaks during our annual Healthier Communities campaign, when colleagues take advantage of various opportunities to get involved—from assembling clean birthing kits that Birthing Kit Foundation Australia sends to pregnant women and healthcare providers in under-resourced areas, to building mechanical hand prostheses with The Hand Project for individuals in low- and middle-income countries (LMICs). Additionally, colleagues from North America, Latin America, and Asia Pacific supported our partner Project HOPE™ by contributing over 250 hours to develop marketing and career training tools that help in-country staff enhance the wellbeing and treatment outcomes for young people living with HIV in Nigeria.

Expand market access

We increase access to our portfolio of offerings through programs that deliver targeted, cost-effective products and services to meet customers' unique needs in LMICs.



Global access program

Our global access program contributes to a more democratized healthcare environment by providing affordable and accessible offerings tailored to qualifying LMICs. With solutions that span the entire global health supply chain, we serve customers in more than 89 LMICs through this program and work with key stakeholders to empower community partners and influence public health policy.

In 2024, we established a collaboration with the TRACE Wildlife Forensics Network, whose mission is to promote forensic science in wildlife law enforcement. By extending global access pricing to the network’s wildlife forensics laboratories, we have enabled labs in Southeast Asia and Sub-Saharan Africa to prosecute wildlife traffickers who are often perpetrators of human, drug and weapons trafficking.

Enabling global labs

Our trade-in program with the nonprofit organization Seeding Labs places our equipment in labs around the world where it was not previously available to enable more robust research, enhanced STEM education and sustainable scientific institutions. With deep roots in Latin America, our partnership is now making a difference in 30 LMICs. We also work with longtime partners like The Association of Public Health Laboratories (APHL) to make product donations that empower LMICs to expand testing capabilities and mitigate public health threats. In 2024, we partnered with the APHL to facilitate a donation of nearly 800 PureLink™ Viral RNA/DNA Mini Kits to the Democratic Republic of the Congo, where they will increase local laboratories’ capacity to address health crises across the country.

About this content

Our Corporate Social Responsibility (CSR) website reflects our commitment to society and our stakeholders, and details our progress on relevant priorities. It is regularly updated to feature the latest on our CSR programs, achievements and performance.

In 2024, we completed the acquisition of Olink Holding AB (publ) (“Olink”), a provider of leading solutions for advanced proteomics discovery and development. This content and data is inclusive of all Thermo Fisher Scientific entities, including Olink Proteomics AB (559046-8632) and Phadia AB (556041-3204).

All 2024 data covers the period from January 1 to December 31, 2024 and can be found aggregated in our [Data summary](#). For select environmental performance indicators, our company’s third-party auditor has provided independent external assurance. Assured data is clearly marked in the [Data summary](#), and a copy of the assurance statement is available in our [Reporting hub](#) providing details on the assurance scope, standards used, work undertaken and conclusions.

For questions or comments regarding this content or our CSR strategy, please contact us at sustainability@thermofisher.com.

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