

Data summary

We are continuously working to enhance our reporting practices and provide a consolidated and historical view of select performance indicators organized around the pillars of our CSR strategy.

	Unit	2022	2023	2024
Governance				
General				
Annual revenue	\$USD Billions	44.92	42.86	42.88
R&D investment	\$USD Billions	1.5	1.3	1.4
Board Diversity ¹				
Board members	#	11	12	12
Women board members	#	3	4	5
Racially and ethnically diverse board members ²	#	3	3	3
Ethics				
Ethics and compliance training completion rate ³	%	99	99	99
Operations				
Quality				
Observation rate for government agency, regulatory oversight ⁴	#	2.6	2.1	3.5
Observation rate for Thermo Fisher internal regulatory oversight ⁵	#	5.9	5.1	5.1
Regulatory inspections with zero findings ⁶	%	53	51	35
Sites adhering to cGMP and/or certified to ISO 9001, ISO 13485 standards ⁷	%	93	93	94
Recalls issued globally	#	35	41	35
Total reportable recalls ⁸	#	22	22	19

1. Board diversity information comes from our 2025 Proxy Statement.
2. Other than White and may include Asian, Black, Hispanic, Indian, Indigenous and/or multiracial.
3. This indicator is based on the number of ethics and compliance courses completed out of the number of ethics and compliance courses assigned to all colleagues.
4. This figure represents the average number of observations per inspection.
5. This rate represents the average number of observations per our internal quality management system audit process.
6. We define regulatory inspections as inspections conducted by any government agency.
7. cGMP refers to current Good Manufacturing Practices.
8. Includes voluntary and involuntary recalls.
9. The increase in Form 483s issued in 2023 compared to 2022 is proportional to the increase in total number of inspections over the same period.

	Unit	2022	2023	2024
Quality continued				
Products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	#	0	0	0
FDA enforcement actions taken in response to violations of cGMP ⁷ , by type				
Consent decree	#	0	0	0
FDA warning letters	#	0	0	0
Form 483 ⁹	#	6	13	5
Environmental, health and safety				
Lost Time Injury Rate (LTIR) ¹⁰	#	0.21	0.21	0.17
Total Recordable Injury Rate (TRIR) ¹¹	%	0.43	0.35	0.29
Responsible sourcing				
Direct material spend assessed for sustainability performance ¹² (Target: 80% by 2025)	%	50	57	64
Small and specialty supplier spend ¹³	\$USD Billions	2.0	1.7	2.2
Colleagues				
Total colleague population ¹⁴	#	127,344	122,343	124,816
Colleague population by region as percentage of total colleague population				
Americas	%	52	50	49
APAC	%	16	16	17
EMEA	%	32	34	35

10. The lost-time injury rate represents the number of lost time injuries or illnesses occurring at Thermo Fisher per 100 full-time workers. Lost time is defined as one or more days away from work due to a work-related injury or illness.
11. The total recordable injury rate represents the number of recordable injuries or illnesses occurring at Thermo Fisher per 100 full-time workers. Recordable injuries are defined by the U.S. Occupational Safety and Health Administration and include injuries resulting in one or more of the following: a fatality, lost work days, restricted work days, loss of consciousness, medical treatment beyond first aid, or a significant injury or illness diagnosis by a physician or other licensed healthcare professional.
12. Direct materials spend only.
13. This figure represents our direct and indirect spend with small and specialty suppliers in the United States. It includes spend from approved commercial and individual subcontracting plans.
14. Our colleague population figures are reported as of December 31, 2024, based on actual headcount. Reported percentages may not sum to 100 due to rounding.

	Unit	2022	2023	2024
Colleagues				
Total colleague population ¹⁴	#	127,344	122,343	124,816
Colleague population by gender as percentage of total colleague population ¹⁵				
Male	%	49	49	49
Female	%	46	48	49
Undisclosed	%	5	3	2
Colleague population by employment type, by gender as percentage of total colleague population ¹⁵				
Male—full time	%	48	48	48
Male—part time	%	1	1	1
Female—full time	%	44	46	47
Female—part time	%	2	2	2
Undisclosed—full time	%	5	3	2
Undisclosed—part time	%	0	0	0
Diversity and inclusion ^{15,16,17}				
Women in US colleague population	%	50	50	50
Women in executive management roles in US ¹⁸	%	37	41	42
Women in leadership roles in US ^{19,20}	%	47	48	48
Racially and ethnically diverse colleagues in US ²¹	%	39	39	40
Racially and ethnically diverse in executive management roles in US ^{18,21}	%	23	24	25
Racially and ethnically diverse colleagues in leadership roles in US ^{19,21}		30	28	30
Global new hire rate by gender ²²				
Male	%			50
Female	%			49
Other	%			1

15. Gender and other diversity reporting is based on colleagues who voluntarily self-identify. The “Undisclosed” percentage also captures colleagues who have identified as non-binary in countries where the option is available in our human resource management system.

16. These indicators use a trailing twelve-month calculation.

17. These indicators are only relevant to our U.S. colleague population.

18. Executive management include vice president roles at all levels of our organization.

19. Leadership roles include managers at all levels of our organization.

20. The 2023 value has been restated due to a calculation correction.

21. Other than White and may include Asian, Black, Indian, Hispanic, Indigenous and/or multiracial.

22. This indicator is being included in the Data summary for the first time.

	Unit	2022	2023	2024
Diversity and Inclusion continued				
New hire rate by race and ethnicity in US ²²				
Asian	%			14
Black or African American	%			15
Hispanic or Latino	%			14
Other	%			5
White or Caucasian or Undisclosed	%			52
Global promotion rate by gender ²²				
Male	%			44
Female	%			52
Other	%			4
Promotion rate by race and ethnicity in US ²²				
Asian	%			12
Black or African American	%			10
Hispanic or Latino	%			11
Other	%			3
White or Caucasian or Undisclosed	%			64
Business Resource Groups (BRGs)	#	9	9	9
Local BRG chapters	#	250	278	250
Talent				
Positions filled by internal candidates	%	45	32	56
Global leadership hires filled internally ¹⁹	%	51	57	56
Global leadership hires who are women ^{16,19,23}	%	21	31	48
Communities				
Colleague and matching gift donations ²⁴	\$USD Millions	5.8	4.4	4.3
Volunteer hours donated to the community ²⁵	Hours	123,809	100,000	126,303
Students reached through STEM programs ²⁶	#	89,570	93,600	181,943
Educators reached through STEM programs ²⁷	#	4,804	6,500	7,401

23. This indicator does not include our clinical research business data for 2022.

24. Contributions made above the \$1,500 match cap along with donations made to religious or political organizations are not matched by Thermo Fisher.

25. This figure represents the total amount of hours tracked for both company-sponsored volunteer events and personal volunteer time logged by colleagues in our Community Impact Portal.

26. Students reached include those benefiting from a STEM-related donation, as well as those participating in STEM events sponsored by Thermo Fisher or any of the nonprofit partners we support.

27. Educators reached include those benefiting from a STEM-related donation, as well as those participating in STEM events sponsored by Thermo Fisher or any of the nonprofit partners we support.

	Unit	2018	2019	2020	2021	2022	2023	2024
Environment								
Climate ^{28,29}								
Scope 1*	Metric Tons (tCO2e)	299,994	304,047	305,332	326,695	328,438	330,068	315,843
Stationary (fossil fuels)	tCO2e	221,714	226,265	228,426	248,416	248,513	261,938	252,938
Mobile (fossil fuels)	tCO2e	55,220	54,863	53,879	53,520	57,057	46,252	46,752
Refrigerants	tCO2e	23,060	22,920	23,027	24,759	22,868	22,802	16,153
Scope 2 – market*	tCO2e	488,653	448,456	369,107	327,066	271,566	256,782	241,105
Scope 2 – location*	tCO2e	473,777	456,799	439,568	452,875	430,581	429,830	451,682
Total Scope 1 and 2 market*	tCO2e	788,647	752,504	674,439	640,744	599,088	586,850	556,948
Scope 1 and 2 reduction since 2018	%		4.6	14.5	17.1	23.9	25.6	29.4
Suppliers with science-based target, by spend ³⁰	%				6	13	18	28
Suppliers committed to setting science-based target, by spend ³⁰	%				9	10	12	17
Scope 3*	tCO2e				12,080,499	11,502,728	9,563,404	8,401,722
Purchased goods and services (category 1)*	tCO2e				7,474,726	7,104,084	6,295,138	4,893,687
Capital goods (category 2)*	tCO2e				605,548	439,446	305,353	277,117
Upstream/downstream energy and water-related activities (category 3)*	tCO2e				130,935	116,474	111,321	105,390
Upstream transportation and distribution (category 4)* ³¹	tCO2e				1,379,680	1,421,784	1,105,642	1,072,792
Waste generated in operations (category 5)*	tCO2e				54,559	51,826	40,180	47,625
Business travel (category 6)* ³²	tCO2e				52,198	125,738	133,016	165,515
Employee commuting and work from home (category 7)*	tCO2e				242,177	222,993	226,535	239,627
Upstream leased assets (category 8)	tCO2e				0	0	0	0
Downstream transportation and distribution (category 9) ³³	tCO2e				—	—	—	—
Processing of sold products (category 10)	tCO2e				Not relevant	Not relevant	Not relevant	Not relevant
Use of sold products (category 11)*	tCO2e				2,077,585	1,956,008	1,296,712	1,546,447

* Bureau Veritas provided limited assurance for 2024 value.

28. Environmental data in this table covers all worldwide operations, including manufacturing facilities, warehouses, offices, laboratories, commercial fleets and consolidated subsidiaries. The scope of environment data presented in this report includes operations that we control. Where data is not available, estimations based on regional energy intensity factors or other existing data is used. Historical data may be subject to revision due to data source restatements and updates to methodology. There may be differences in baseline and subsequent reporting year values due to changes in the business that require baseline adjustments conducted in accordance with the Greenhouse Gas Protocol. Environmental data is baseline adjusted using reporting boundaries per the World Resources Institute (WRI) Greenhouse Gas Protocol Corporate Reporting Standard (the revenue component of intensity values is not baseline adjusted).

29. Data presented herein includes restated environmental data for the 2018 to 2023 reporting year(s) reflecting the following: acquisition of CorEvitas, LLC and Olink Holding AB; operational data collection improvements; inclusion of supplier-specific emission factors in Scope 3 Categories 1 and 2; shift in environmentally extended input-output emission factor source from U.K. to CEDA and inflation adjustment factors for Scope 3 Categories 1 and 2; adjustments to energy attribute certificates allocation within the relevant electricity grid region; emission factor updates.

30. Addressable spend includes all spend in Purchased Goods and Services, Scope 3 Category 1 and Capital Goods, Scope 3 Category 2. The boundary is companies reporting a science-based target via the Science Based Targets initiative (SBTi), other public source, and/or having at least three years of aligned Scope 1 and 2 GHG reduction performance as of December 31, 2024. Our Scope 3 target baseline year is 2021, which was when data collection began.

31. 2023 and 2024 values include a reduction of 237 and 252 tCO2e, respectively, related to consumption of sustainable aviation fuel for a portion of air travel.

32. 2024 value includes a reduction of 7,597 tCO2e related to consumption of sustainable aviation fuel for a portion of air freight.

33. Spend-based analysis is currently unable to separate upstream and downstream transportation and distribution. Figures presented in upstream transportation and distribution represent both upstream and downstream emissions.

	Unit	2018	2019	2020	2021	2022	2023	2024
Environment								
Climate								
End of life treatment, sold products (category 12)*	tCO2e				63,091	64,375	49,746	53,522
Downstream leased assets (category 13)	tCO2e				Not relevant	Not relevant	Not relevant	Not relevant
Franchises (category 14)	tCO2e				Not relevant	Not relevant	Not relevant	Not relevant
Investments (category 15)	tCO2e				Not relevant	Not relevant	Not relevant	Not relevant
Value chain emissions (Scope 1 and 2, market, and 3)	tCO2e				14,021,651	13,649,433	10,150,254	8,958,670
Scope 1 GHG intensity ²⁸	tCO2e/M USD revenue	12.3	11.9	9.5	8.3	7.3	7.7	7.4
Scope 2 GHG intensity ²⁸	tCO2e/M USD revenue	20.1	17.6	11.5	8.0	6.0	6.0	5.6
Scope 1 and 2 GHG intensity ²⁸	tCO2e/M USD revenue	32.4	29.5	21.0	16.3	13.3	13.7	13.0
Scope 3 GHG intensity ²⁸	tCO2e/M USD revenue				308	256	223	196
Value chain GHG intensity ²⁸	tCO2e/M USD revenue				358	304	237	209
Customer GHG allocation (scope 1 and 2 and upstream 3) ^{28,34}	tCO2e/M USD revenue				270	224	205	172
Carbon avoidance offsets outside value chain ³⁵	tCO2e/M USD revenue				382	1,019	0	0
Energy ^{28,29}								
Total energy use*	MWh	2,603,535	2,632,202	2,632,206	2,787,633	2,844,093	2,844,920	2,832,903
Renewable energy	MWh	17,455	46,379	179,198	344,109	458,243	515,524	620,488
Renewable electricity*	MWh	17,455	46,379	179,198	344,109	458,243	515,524	620,488
On-site generation*	MWh	8,781	9,009	11,708	9,900	9,545	10,866	11,315
Contract (VPPA, green tariff, supply)*	MWh	8,674	33,739	145,052	211,841	222,337	423,751	535,260
Environment attribute certifications ³⁶	MWh	—	3,632	22,438	122,368	226,362	80,908	73,913
Non-renewable energy	MWh	2,586,080	2,585,823	2,453,008	2,445,550	2,385,538	2,329,396	2,212,415
Fossil fuels (gas, oil, diesel, gasoline)*	MWh	1,350,781	1,371,675	1,389,884	1,474,622	1,499,039	1,486,048	1,480,544
Municipal steam and hot water*	MWh	49,149	58,969	60,479	59,218	58,471	36,568	30,893
Non-renewable electricity*	MWh	1,186,150	1,155,179	1,002,645	911,711	828,028	806,780	700,978
Energy intensity ²⁸	MWh/M USD revenue	107	103	82	71	63	66	66
Renewable electricity as percentage of total	%	1	4	15	28	36	39	47

34. Value includes Scope 1, 2 and Scope 3 (categories 1, 2, 3, 4, 5, 6, 7, and 8) in accordance with the Greenhouse Gas Protocol.

35. This indicator does not include 88 and 130 tCO2e of carbon removal credits that were purchased and retired in 2021 and 2022, respectively, using technologies such as biochar. In accordance with the SBTi Corporate Net Zero Standard, carbon offsets and credits are not considered in the emission values presented in this report.

36. Energy attribute certificates retired include Green-e certified Renewable Energy Certifications (RECs), EECS AIB Guarantees of Origin, and International RECs to match electricity usage in the United States, Canada, Europe, Brazil, China, India, Mexico, and South Africa

	Unit	2018	2019	2020	2021	2022	2023	2024
Energy ^{28,29}								
Sites powered by 100% renewable electricity	#	0	4	37	69	150	137	80
Renewable energy as percentage of total energy	%	1	3	7	13	16	18	22
Fossil fuel free facilities ³⁷	#	0	2	2	1	20	12	7
Onsite renewable generation	MWh	11,832	12,060	14,759	13,071	12,924	14,859	17,716
Onsite renewable generation capacity	MW	6	6	7	7	8	9	13
Sites with onsite renewable generation or energy	#	5	5	6	8	9	13	21
Water ^{28,29}								
Water withdrawal including non-contact cooling	Million Cubic meters (m³)				7	7	7	21
Water withdrawal including non-contact cooling	Million m³				19	20	19	21
Ground water	Million m³				1	1	1	1
Fresh surface water	Million m³				13	13	12	13
Non-contact cooling water	Million m³				13	13	12	13
Municipal (potable)	Million m³				6	6	6	6
Water recycling and reuse	Million m³				0	0	0	0
Water consumption	Million m³				1.30	2.20	2.10	1.44
Consumption in water scarce areas ³⁸	Million m³				0.1	0.1	0	0
Water discharges	Million m³				18	18	17	19
Groundwater injection	Million m³				0	0	0	1
Surface water	Million m³				12.8	13.5	12.2	13.8
Non-contract cooling water	Million m³				12.7	12.7	11.6	13.0
Municipal	Million m³				5.3	4.3	4.6	4.8
Water consumption intensity	Million m³				33.40	49.20	49.00	33.58

37. A fossil fuel-free facility is defined as having greater than 99% of total energy consumed from renewable energy sources.

38. Water scarce areas were identified using the WWF Water Risk Filter™ tool.

	Unit	2018	2019	2020	2021	2022	2023	2024
Waste ^{28,29}								
Non-hazardous waste	Metric Tons				92,223	96,621	82,993	88,260
Reused	Metric Tons				10,904	10,810	10,123	12,228
Compost	Metric Tons				1,374	1,011	1,041	1,126
Recycle	Metric Tons				37,991	38,262	34,332	33,190
Offsite wastewater treatment	Metric Tons				2,807	2,252	727	1,136
Non-thermal energy recovery	Metric Tons				305	305	289	423
Thermal waste to energy	Metric Tons				15,783	13,417	9,973	13,847
Incineration	Metric Tons				3,096	3,109	3,512	3,728
Landfill	Metric Tons				19,964	27,455	22,997	22,583
Non-hazardous waste intensity	Metric Tons/M USD revenue %				2.3	2.1	1.9	2.1
Reuse/recycling/compost %	%				55	52	55	53
Waste to landfill diversion rate	%				78	72	74	74
Certified zero waste sites ³⁹	#				7	14	20	27
Hazardous and biohazardous waste	Metric Tons				47,411	41,102	41,137	32,135
Reuse	Metric Tons				0	0	1,317	254
Recycle	Metric Tons				2,648	3,445	5,866	91
Offsite wastewater treatment	Metric Tons				6,643	6,645	2,531	1,091
Waste to energy	Metric Tons				20,642	20,522	21,433	18,903
Incineration	Metric Tons				16,118	9,240	8,485	7,384
Landfill	Metric Tons				1,355	1,244	1,386	968
Greener by design™								
Greener product categories ⁴⁰	#				60	63	74	79
ENERGY STAR® certified products ⁴¹	#				250	205	131	219
ACT Ecolabel certified products	#				470	526	348	349

39. Zero waste is defined as the diversion of less than 10% of waste to landfill, incineration or waste-to-energy facilities, excluding regulated wastes.

40. Each greener product category consists of multiple products within a product line—all of which share the same environmentally beneficial feature(s). To help make labs more environmentally sustainable, we have designed these products to minimize the use of hazardous chemicals, minimize waste and material consumption and/or increase energy efficiency.

41. We continue to participate in the U.S. EPA ENERGY STAR® program and use the ENERGY STAR symbol to make it easy for our customers to identify and purchase energy-efficient products that help them reduce energy costs and emissions caused by inefficient energy use. Our total number of ENERGY STAR-labeled products in 2023 was lower than the previous year due to the retirement of products and the consolidation of SKUs.