

OUR MISSION

in Action

2013 Corporate Social Responsibility Report



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.

From Our CEO

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

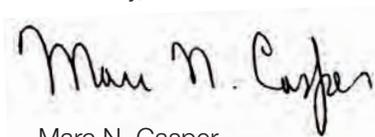
complex analytical challenges, improve patient diagnostics and meet their goals for innovation and productivity. In turn, Thermo Fisher offers many opportunities for our employees to learn, grow and develop in their careers. For example, we've strengthened our culture through innovative workplace programs, 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



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.



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.



500,000
Products



\$16.8B
2013 Annual revenue*

BUSINESS SUSTAINABILITY



Employee guiding customer through installation and set up of a Thermo Scientific chromatograph.

Packaging Savings

We delivered \$2 million in savings in 2013 through packaging reduction productivity initiatives, including the conversion of qualified products from cold to ambient shipping. Thanks to the “Go Ambient” program, each year we now ship 281,000 fewer expanded polystyrene (EPS) coolers and use 2,400 fewer metric tons of refrigerant, reducing waste for customers and cutting freight by 2,484 metric tons.

Sharing the Road

Nearly a third of Thermo Fisher employees at our site in Logan, Utah, participate in a ride share program, effectively removing 70 cars from the road and saving approximately 49,200 liters of fuel annually.

Safer Celebrations

Our products for air monitoring measure the presence of airborne particles that are potential causes of heart and lung diseases. As part of an initiative to discourage excessive use of fireworks during Chinese New Year celebrations, the Beijing Municipal Environmental Protection Agency Monitoring Center uses this data on a website to keep citizens informed about the rising levels of air pollution.



12,100

Metric tons diverted from landfills



4%

Reduction in GHG emissions



\$112M

Productivity savings

Continuous Improvement with PPI

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.



Product demonstration at a career workshop for high school students.



Employees from our Eugene, Oregon, site landscaping a park for the Eugene City Parks and Recreation, as part of a volunteer event.

We strive to foster a diverse and inclusive workplace environment in which employees can grow, develop and contribute at their full potential.



50,000
Employees



65%
Of our sites have employee-led volunteer teams

EMPLOYEE ENGAGEMENT



Singapore employees helping with environmental cleanup at a park near our facility.

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 Vilnius 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.



90M

Hours worked without a lost-time injury (includes 38 sites)



37,700

Employee volunteer hours



7,000

Employees participating in ERGs

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.



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.

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



Two students participating in the Vilnius, Lithuania, Mobile Bioclass program.

Exploring the Human Genome

Celebrating the 10-year anniversary of the completion of the Human Genome Project, we recently sponsored “Genome: Unlocking Life’s Code,” an exhibit at the Smithsonian Institution. Millions of visitors can learn about the power of genomics and how it impacts their lives.

Preparing Girls for STEM Careers

In support of Thermo Fisher’s efforts to boost the representation of women in STEM fields, our facility in Langenselbold, Germany, hosted a group of high school girls for a week-long internship designed to provide them with hands-on experience and insight into potential careers. The young women spent the week working alongside employees in research and development and production, providing them experience with electronic components, design and testing.

Employees Team Up for STEM Education

Together with the Allegheny Intermediate Unit, Thermo Fisher’s Pittsburgh, Pennsylvania, Community Action Council co-developed the STEM Design Challenge, an educational competition that promotes student exploration of engineering skills. The annual program includes teacher training and a statewide competition for the students to solve a problem with the solution aligned with our mission, to enable our customers to make the world healthier, cleaner or safer. Employees logged more than 400 volunteer hours with this program in 2013.



\$1M

Donated through our Matching Gift Program



1,047

Number of charitable organizations supported

Helping Where We’re Needed Most

Our Thermo Fisher Foundation for Science is committed to inspiring students to pursue careers in science, with the hope that they may one day be our employees or our customers. We also provide financial support to educational institutions and other worthy causes in the communities where we operate.

In 2013, we were pleased to announce the first phase of our STEM Scholarship Program, with an initial cohort of 44 students at several of the world’s most prestigious universities in the U.S., U.K. and China. At full maturity, the program will provide scholarships to 164 students globally. We also offer a merit-based Children of Employees Scholarship program. Students attending schools in the U.S., U.K. and China are eligible to apply.

Closing the Achievement Gap

In 2013, Thermo Fisher partnered with Citizen Schools, an organization that extends the school day for urban middle school students, providing them with more opportunities to succeed. Our employees serve as volunteer teachers, bringing their experience and enthusiasm into the classroom.

Disaster Relief

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. In the aftermath of the deadly earthquake in Ya’an, China, in April 2013, an existing program to financially support education opportunities for underserved students in China was enhanced to help continue the education of 86 students. Thermo Fisher China’s One-on-One Program raised money for a campaign specifically designed to help purchase school books and supplies for affected students, and to help rebuild houses for those living in remote mountain areas.

Inspiring Students

InnovatioNation™ brings science into the classroom through a unique combination of programs for students, teachers and families. Field trips to local facilities and classroom visits by scientists expose students to real-world science. Teachers can participate in job shadowing to heighten their understanding of science career opportunities for their students. And family science nights encourage parental involvement with the subject their children are studying.

Global Reporting Initiative Index

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.

1 Strategy and Analysis

1.1	Statement from senior decision maker	From Our CEO
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2 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 10-K: ir.thermofisher.com
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

3 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

4 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

5 Standard Disclosures – Performance Indicators

Economic

EC1	Direct economic value generated and distributed	www.thermofisher.com/csr ir.thermofisher.com
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Environmental

EN5	Energy saved due to conservation	Business Sustainability
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, reductions in energy requirements	Business Sustainability
EN8	Total water withdrawal by source	Business Sustainability
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Business Sustainability
EN28	Monetary value of significant fines and sanctions for environmental non-compliance	There were no significant fines or sanctions.

Human Rights

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.	We track employee completion of the required ethics training, but because employees complete the modules at their own pace, we do not track total hours. In 2013, more than 99.5% of all employees globally completed the training.
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	No incidents

Labor Practices and Decent Work

LA4	Percentage of employees covered by collective bargaining agreements.	Approximately 7% of global employees are represented by unions.
LA7	Rates of injury, occupational diseases, lost days, and absenteeism and number of work-related fatalities by region and by gender.	www.thermofisher.com/csr
LA8	Education, training, counseling, prevention and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases.	We offer 13 online health and safety training courses as well as various health and wellness resources for employees and their families.
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Between 98 and 99% of employees receive reviews annually.
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.	ir.thermofisher.com

Society

S01	Percentage of operations with implemented local community engagement, impact assessments and development programs	Employee Engagement and Philanthropic Giving
S03	Percentage of employees trained in organization's anti-corruption policies and procedures	All employees are required to complete this training annually.
S05	Public policy positions and participation in public policy development and lobbying	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.

Product Responsibility

PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	We comply with all legal requirements for product labeling and inserts in the countries where we do business.
PR6	Adherence to marketing communications laws and codes	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.

ThermoFisher SCIENTIFIC

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Cover Photo: Thermo Fisher mentor and students from Washington Irving Middle School in Roslindale, Massachusetts.



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