

# UN Sustainable Development Goals (SDGs)

Thermo Fisher was built to serve society, and we support the UN 2030 Agenda for Sustainable Development. In line with our **Mission** and **CSR commitment**, initiatives across Our company help advance the SDGs. Select highlights from the year are referenced below and where an initiative contributes to multiple SDGs.



**Goal 3**  
**Good Health and Well-being**

Ensure healthy lives and promote wellbeing for all at all ages.

- Highlighted contributions**
- CSR website**
- Our Company**
- Mission
  - Innovation
    - Getting new medicines and therapies to patients faster
    - A more personalized approach to cancer treatment
    - Expanding access to advanced cancer diagnostics
    - A once-in-a-decade innovation
- Communities, Health equity**
- Advance Innovation
  - Enable capacity building
  - Expand market access
- Our stories**
- Water Wise
  - Food Allergy diagnosis helps patient take back control of her life
  - Assembling birthing kits to support underserved mothers and babies
  - Finding new hope with prosthetic hand
  - HIV clinical trials help make lifesaving therapies a reality



**Goal 4**  
**Quality Education**

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

- Highlighted contributions**
- CSR website**
- Letter from our CEO
- Colleagues**
- Talent management
    - Talent attraction and acquisition, Cultivating early talent
    - Talent development, Working in partnership
- Communities**
- STEM education
    - Inspiring the next generation of innovators
    - Supporting STEM education at home
    - Early STEM exploration
    - Supporting post-secondary STEM success
    - Creating cybersecurity and technology learning experiences
  - Health equity, Advance innovation
- Operations**
- Responsible sourcing
  - Training and capability building



**Goal 5**  
**Gender Equality**

Achieve gender equality and empower all women and girls.

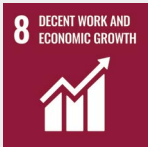
- Highlighted contributions**
- CSR website**
- CSR commitment**
- Corporate governance, CSR oversight and management, Gender pay reporting
  - Ethics, Human rights
- Colleagues**
- Inclusive culture, Belonging
  - Talent management, Talent attraction and acquisition
- Communities**
- STEM education
  - Supporting post-secondary STEM success
  - Women in STEM: University collaborations in China



**Goal 7**  
**Affordable and Clean Energy**

Ensure access to affordable, reliable, sustainable and modern energy for all.

- Highlighted contributions**
- CSR website**
- Letter from our CEO
- Our company, 2024 highlights**
- Environment**
- Climate, Scope 1 and 2
    - Renewable electricity
    - Value chain collaboration for renewable electricity



**Goal 8**  
**Decent Work and Economic Growth**

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

**Highlighted contributions**

**CSR website**

**CSR Commitment**

- Ethics, Human rights

**Operations**

- Quality, regulatory and clinical affairs
- Environmental, health and safety, Prioritizing colleague safety
- Responsible sourcing
  - Training and capacity building
  - Mentorship program

**Colleagues**

- Inclusive culture, Culture
- Talent management
  - Talent attraction and acquisition, Cultivating early talent,
  - Welcoming new colleagues
- Talent development
  - Emerging leaders
  - AI in talent development
  - Supporting talent mobility
  - Talent partnerships

- Benefits and wellbeing, Financial wellbeing

**Environment**

- Climate, 2024 Highlights



**Goal 9**  
**Industry, Innovation and Infrastructure**

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

**Highlighted contributions**

**CSR website**

**Our company**

- Mission
- Innovation
  - Getting new medicines and therapies to patients faster
  - Expanding access to advanced cancer diagnostics
  - A once-in-a-decade innovation

**CSR commitment**

- Data privacy and security
- Artificial intelligence

**Operations**

- Responsible sourcing

**Communities**

- STEM education
- Inspiring the next generation of innovators, Early STEM exploration, STEM competitions
- Health equity
  - Advance Innovation
  - Enable capacity building
  - Expand market access

**Environment**

- Climate, Scope 1 and 2
  - Transitioning to green technologies
  - Renewable electricity
  - Scope 3, 2024 highlights
- Greener by design™
  - More sustainable solutions
- Working in partnership



**Goal 10**  
**Reduced Inequalities**  
**Reduced inequalities within and among countries.**

**Highlighted contributions**

**CSR website**

**CSR commitment**

- CSR Strategy
  - Stakeholder engagement
  - Sustainable finance
- Ethics, Human rights

**Operations**

- Responsible sourcing
- Small and Specialty Supplier Program

**Colleagues**

- Inclusive culture
  - Culture
  - Belonging
- Talent management
  - Talent attraction and acquisition
  - Talent development, Working in partnership

**Communities**

- Our local approach to global impact
- STEM education, Supporting post-secondary STEM success
- Health equity
  - Advance Innovation
  - Enable capacity building
  - Expand market access



**Goal 12**  
**Responsible Consumption and Production**

Ensure sustainable consumption and production patterns.

**Highlighted contributions**

**CSR website**

**Our Company**

**Environment**

- Climate, Scope 3, 2024 highlights
- Nature
  - Water
  - Waste, 2024 highlights
- Greener by design™
  - More sustainable solutions
  - Standardizing product transparency
- Working in partnership



**Goal 13**  
**Climate Action**

Take urgent action to combat climate change and its impacts.

**Highlighted contributions**

**CSR website**

**Letter from our CEO**

**Our company, Mission**

**Environment**

- Advancing our impact
- Climate
  - Climate targets
  - Scope 1 and 2
    - Operational net-zero guidance
    - Transitioning to green heat
    - Renewable electricity
- Scope 3
- Our progress to 2027
- 2024 highlights
- Nature
  - Waste
    - Green Committees
    - 2024 highlights
- Greener by design™
  - More sustainable solutions
  - Standardizing product transparency
- Working in partnership



**Goal 17**  
**Partnership for Goals**

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

**Highlighted contributions**

**CSR website**

**Our company**

- 2024 highlights
- Mission
- Innovation

**CSR commitment**

- Ethics, Human rights

**Operations**

- Responsible sourcing
  - Responsible mineral sourcing
  - Training and capability building
- Mentorship program

**Colleagues**

- Talent management
- Talent development
- Working in partnership

**Communities**

- STEM education, Supporting post-secondary STEM success
- Health equity
  - Advance Innovation
  - Enable capacity building
  - Expand market access

**Environment**

- Climate
  - Scope 1 and 2, Renewable electricity, Value chain collaboration for renewable electricity
  - Scope 3, Our transition to primary data
- Working in partnership

# UN Global Compact (UNGC)

2024 marked the sixth year of our participation as a signatory of the United Nations Global Compact (UNGC). Thermo Fisher remains dedicated to aligning our company strategy with the Ten Principles centered on human rights, labor, environment and anti-corruption, as summarized below.

Human Rights		Reference
1	Businesses should support and respect the protection of internationally proclaimed human rights	<a href="#">CSR website</a> CSR commitment, Ethics Code of Business Conduct and Ethics Reporting a concern Human rights Bioethics <a href="#">Human Rights and Equal Opportunity Policy</a>
2	Businesses should make sure that they are not complicit in human rights abuses	<a href="#">CSR website</a> CSR commitment, Ethics Code of Business Conduct and Ethics Reporting a concern Human rights Bioethics <a href="#">Human Rights and Equal Opportunity Policy</a>
Labor		Reference
3	Businesses should uphold the freedom of association and the effective recognition of the rights to collective bargaining	<a href="#">CSR website</a> CSR commitment, Ethics <a href="#">Human Rights and Equal Opportunity Policy</a>
4	Businesses should support the elimination of all forms of forced and compulsory labor	<a href="#">CSR website</a> CSR commitment, Ethics Code of Business Conduct and Ethics Reporting a concern Human rights <a href="#">Human Rights and Equal Opportunity Policy</a>
5	Businesses should support the effective abolition of child labor	<a href="#">CSR website</a> CSR commitment, Ethics Code of Business Conduct and Ethics Reporting a concern Human rights <a href="#">Human Rights and Equal Opportunity Policy</a>
6	Businesses should support the elimination of discrimination in respect of employment and occupation	<a href="#">CSR website</a> CSR commitment, Ethics Code of Business Conduct and Ethics Operations, Responsible sourcing Colleagues Inclusive culture Talent management, Talent attraction and acquisition <a href="#">Human Rights and Equal Opportunity Policy</a>

Environment		Reference
7	Businesses should support a precautionary approach to environmental challenges	<a href="#">CSR website</a> Operations Environmental, health and safety Responsible sourcing Environment Climate Nature Greener by design™ <a href="#">CSR disclosure index (TCFD statement)</a> <a href="#">Environmental, Health and Safety Policy</a>
8	Businesses should undertake initiatives to promote greater environmental responsibility	<a href="#">CSR website</a> CSR commitment, CSR strategy Operations, Responsible sourcing Environment Climate Nature Greener by design™ program Working in partnership <a href="#">Supplier Code of Conduct</a>
9	Businesses should encourage the development and diffusion of environmentally friendly technologies	<a href="#">CSR website</a> Our company, Innovation Environment Climate Greener by design™ program Working in partnership
Anti-Corruption		Reference
10	Businesses should work against corruption in all its forms, including extortion and bribery	<a href="#">CSR website</a> Our CSR commitment, Ethics Code of Business Conduct and Ethics Anti-corruption <a href="#">Code of Business Conduct and Ethics</a>

# Global Reporting Initiative (GRI)

Statement of use: Thermo Fisher has reported the information cited in this GRI index for the period of January 1, 2024 to December 31, 2024, in accordance to the GRI Standards, GRI 1: Foundation 2021.

GRI Standard	Reference
General disclosures	
GRI 2: General disclosures 2021	
2-1 Organizational details	<a href="#">2024 Form 10-K</a> — Cover page <a href="#">CSR website</a> — Our company
2-2 Entities included in the organization's sustainability reporting	<a href="#">2024 Form 10-K</a> <ul style="list-style-type: none"><li>Notes to Consolidated Financial Statements</li><li>Nature of Operations and Summary of Significant Accounting Policies, page 38</li><li>Exhibit 21, Subsidiaries of the Registrant, page 169</li></ul>
2-3 Reporting period, frequency and contact point	<a href="#">CSR website</a> — About Frequency: Annual
2-4 Restatements of information	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>About</li><li><a href="#">Data summary</a></li></ul>
2-5 External assurance	<a href="#">2024 Assurance Statement</a> <a href="#">CSR website</a> – About
2-6 Activities, value chain and other business relationships	<a href="#">2024 Form 10-K</a> <ul style="list-style-type: none"><li>Business, pages 3 through 8</li><li>Notes to consolidated financial statements: Revenue and Contract- related Balances</li></ul> <a href="#">CSR website</a> <ul style="list-style-type: none"><li><a href="#">Our company</a></li><li>Operations, Responsible sourcing</li></ul> <a href="#">2024 Annual Report on Form 10-K</a> – Revenue profile, page 3
2-7 Employees	<a href="#">2024 Form 10-K</a> – Human Capital, page 7 <a href="#">CSR website</a> <ul style="list-style-type: none"><li>Our company</li><li>Colleagues</li><li>Data summary</li></ul>
2-8 Workers who are not employees	<a href="#">CSR website</a> – <a href="#">Data summary</a>

GRI Standard	Reference
2-9 Governance structure and composition	<a href="#">2025 Proxy Statement</a> – Corporate governance, pages 8 through 28 <a href="#">CSR website</a> – CSR commitment, Corporate governance <a href="#">Corporate By-laws</a> <a href="#">Corporate Governance Guidelines</a> <a href="#">Governance Documents</a> <a href="#">Board Committee Composition</a> <a href="#">Nominating and Corporate Governance Committee Charter</a> , page 1 <a href="#">Audit Committee Charter</a> , pages 1 and 2
2-10 Nomination and selection of the highest governance body	<a href="#">2025 Proxy Statement</a> – Corporate governance, pages 8 through 28 <a href="#">Corporate Governance Guidelines</a> , A-1
2-11 Chair of the highest governance body	<a href="#">2025 Proxy Statement</a> – Board leadership structure, page 10 through 13 <a href="#">Corporate Governance Guidelines</a> , pages 5 and 6
2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Nominating and Corporate Governance Committee Charter</a> , page 2 <a href="#">2025 Proxy Statement</a> – Corporate governance, pages 17 and 21 <a href="#">CSR website</a> – CSR commitment
2-13 Delegation of responsibility for managing impacts	<a href="#">CSR website</a> – CSR commitment, Corporate governance, CSR oversight and management
2-14 Role of the highest governance body in sustainability reporting	<a href="#">CSR website</a> – CSR commitment, Corporate governance <a href="#">2025 Proxy Statement</a> – Board committees, pages 18 and 19 <a href="#">Nominating and Corporate Governance Committee Charter</a> , page 2
2-15 Conflicts of interest	<a href="#">Code of Business Conduct and Ethics</a> , page 8
2-16 Communication of critical concerns	<a href="#">Corporate Governance Guidelines</a> , page 12 <a href="#">2025 Proxy Statement</a> <ul style="list-style-type: none"><li>2024 Shareholder engagement, page 7</li><li>2024 Board engagement, page 24</li></ul>
2-17 Collective knowledge of the highest governance body	<a href="#">2025 Proxy Statement</a> <ul style="list-style-type: none"><li>Director nominee skills and experience, page 9</li><li>2024 Board engagement, page 24</li></ul> <a href="#">Corporate Governance Guidelines</a> , page 11

GRI Standard	Reference
2-18 Evaluation of the performance of the highest governance body	<a href="#">2025 Proxy Statement</a> <ul style="list-style-type: none"><li>Annual evaluation process, pages 16</li></ul> <a href="#">Corporate Governance Guidelines</a> , page 12
2-19 Remuneration policies	<a href="#">2025 Proxy Statement</a> <ul style="list-style-type: none"><li>Compensation of directors, pages 27 and 28</li><li>Executive compensation, Compensation discussion and analysis, pages 29 through 34</li></ul> <a href="#">Corporate Governance Guidelines</a> , page 10
2-20 Process to determine remuneration	<a href="#">2025 Proxy Statement</a> <ul style="list-style-type: none"><li>Compensation of directors, pages 27 and 28</li><li>Executive compensation, Compensation discussion and analysis, pages 29 through 34</li></ul>
2-21 Annual total compensation ratio	<a href="#">2025 Proxy Statement</a> – CEO pay ratio, pages 63 through 64
2-22 Statement on sustainable development strategy	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>Letter from our CEO</li><li>CSR commitment</li><li>CSR strategy</li><li>Ethics, Human rights</li></ul>
2-23 Policy commitments	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>Our company – CSR commitment</li><li>CSR strategy</li><li>Ethics, Human rights</li><li>CSR disclosure index</li></ul>
2-24 Embedding policy commitments	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>CSR commitment, CSR strategy, Corporate governance, Ethics<ul style="list-style-type: none"><li>Human rights</li></ul></li></ul> <a href="#">2025 Proxy Statement</a>
2-25 Processes to remediate negative impacts	<a href="#">CSR website</a> – CSR commitment, Ethics
2-26 Mechanisms for seeking advice and raising concerns	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>CSR commitment, CSR strategy, Ethics</li><li>Colleagues, Inclusive culture</li></ul>
2-28 Membership associations	<a href="#">Memberships and associations list</a>

GRI Standard	Reference
2-29 Approach to stakeholder engagement	<a href="#">CSR website</a> – CSR commitment, CSR strategy <ul style="list-style-type: none"><li>Priority assessment</li><li>Stakeholder engagement</li></ul> <a href="#">2020 CSR Report</a> – Materiality assessment and stakeholder engagement, page 11
2-30 Collective bargaining agreements	<a href="#">Global Equal Employment Opportunity and Human Rights Policy</a>
GRI 3: Materials topics 2021	
3-1 Process to determine material topics	<a href="#">CSR website</a> – CSR commitment, CSR strategy <ul style="list-style-type: none"><li>Priority assessment</li><li>Stakeholder engagement</li></ul> <a href="#">2020 CSR Report</a> – Materiality assessment and stakeholder engagement, page 11
3-2 List of material topics	<a href="#">CSR website</a> – CSR commitment, CSR strategy, Priority assessment
Economic topics	
GRI 3: Materials topics 2021	
3-3 Management of material topics: Innovation	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>Our company, Innovation</li><li><a href="#">Data summary</a> (Governance)</li><li><a href="#">CSR disclosure index</a> (UN Sustainable Development Goals)</li></ul> <a href="#">2025 Proxy Statement</a> – 2024 performance, page 6
2024 Form 10-K <ul style="list-style-type: none"><li>Risk factors, Business risks, page 9</li><li>Patents, licenses and trademarks page 5</li></ul>	
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	<a href="#">2024 Form 10-K</a> , Financial Statement and Supplementary Data, page 29
201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">CSR website</a> – <a href="#">CSR disclosure index</a> (TCFD statement)
201-3 Defined benefit plan obligations and other retirement plans	<a href="#">CSR website</a> – Colleagues, Benefits and wellbeing
	<a href="#">Total Rewards</a>



GRI 203: Indirect Economic Impacts 2016

203-1 Infrastructure investments and services supported	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>• Operations, Responsible sourcing</li><li>• Colleagues</li><li>• Communities</li></ul>
203-2 Significant indirect economic impacts	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>• Operations, Responsible sourcing</li><li>• Colleagues</li><li>• Communities</li></ul>

GRI 205: Anti-corruption 2016

205-1 Operations assessed for risks related to corruption	<a href="#">CSR website</a> –CSR committment, Ethics
205-2 Communication and training about anti-corruption policies and procedures	<a href="#">CSR website</a> –CSR committment, Ethics
205-3 Confirmed incidents of corruption and actions taken	Any material events are disclosed through our 2024 Form 10-K

GRI 206: Anti-competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Any material events are disclosed through our <a href="#">2024 Form 10-K</a>
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Economic topics

GRI 3: Materials topics 2021

3-3 Management of material topics: Climate change	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>• Environment, Climate</li><li>• Operations, Environmental, health and safety</li><li>• <a href="#">CSR disclosure index</a> (UN Sustainable Development Goals)</li></ul> <a href="#">2024 Assurance Statement</a> <a href="#">2024 CDP Report</a> <a href="#">EHS Policy</a>
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GRI 302: Energy 2016

302-1 Energy consumption within the organization	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>• Environment, <a href="#">Data summary</a></li><li>• Environment, Climate</li></ul> <a href="#">2024 CDP Report</a>
302-2 Energy consumption outside of the organization	<a href="#">2024 CDP Report</a>
302-3 Energy intensity	<a href="#">2024 CDP Report</a>
E 302-4 Reduction of energy consumption	<a href="#">CSR website</a> – Environment, Climate

GRI 303: Water and Effluents 2018

303-1 Interactions with water as a shared resource	<a href="#">CSR website</a> – Environment, <a href="#">Data summary</a> <a href="#">2024 CDP Report</a>
303-3 Water withdrawal	<a href="#">CSR website</a> – Environment, <a href="#">Data summary</a> <a href="#">2024 CDP Report</a>
303-4 Water discharge	<a href="#">CSR website</a> – Environment, <a href="#">Data summary</a> <a href="#">2024 CDP Report</a>
303-5 Water consumption	<a href="#">CSR website</a> – Environment, <a href="#">Data summary</a> <a href="#">2024 CDP Report</a>

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>• Environment, <a href="#">Data summary</a></li><li>• Environment, Climate</li></ul> <a href="#">2024 Assurance Statement</a> <a href="#">2024 CDP Report</a>
305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>• Environment, <a href="#">Data summary</a></li><li>• Environment, Climate</li></ul> <a href="#">2024 Assurance Statement</a> <a href="#">2024 CDP Report</a>
305-3 Other indirect (Scope 3) GHG emissions	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>• Environment, <a href="#">Data summary</a></li><li>• Environment, Climate</li></ul> <a href="#">2024 Assurance Statement</a> <a href="#">2024 CDP Report</a>
305-4 GHG emissions intensity	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>• Environment, <a href="#">Data summary</a></li></ul> <a href="#">2024 CDP Report</a>
305-5 Reduction of GHG emissions	<a href="#">CSR website</a> <ul style="list-style-type: none"><li>• Environment, Climate</li></ul> <a href="#">2024 CDP Report</a>

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts	<a href="#">CSR website</a> – Environment, <a href="#">Data summary</a>
306-2 Management of significant waste-related impacts	<a href="#">CSR website</a> – Environment, <a href="#">Data summary</a>
306-3 Waste generated	<a href="#">CSR website</a> – Environment, <a href="#">Data summary</a>

GRI 306: Waste 2020

306-4 Waste diverted from disposal [CSR website](#) – [Data summary](#) (Environment)

306-5 Waste directed to disposal [CSR website](#) – [Data summary](#) (Environment)

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts [CSR website](#) – [Data summary](#) (Environment)

306-2 Management of significant waste-related impacts [CSR website](#) – [Data summary](#) (Environment)

306-3 Waste generated [CSR website](#) – [Data summary](#) (Environment)

306-4 Waste diverted from disposal [CSR website](#) – [Data summary](#) (Environment)

306-5 Waste directed to disposal [CSR website](#) – [Data summary](#) (Environment)

Social topics

GRI 3: Materials topics 2021

3-3 Management of material topics: Benefits and well-being [CSR website](#)

- Colleagues, Benefits and wellbeing
- [CSR disclosure index](#) (UN Sustainable Development Goals)

GRI 401: Employment 2016

401-1 New employee hires and employee turnover [CSR website](#) — Colleagues, Talent management

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees [CSR website](#) — Colleagues, Benefits and wellbeing  
[2024 Form 10-K](#) – Human capital, Total rewards, pages 7 and 8

401-3 Parental leave [CSR website](#) — Colleagues

GRI 403: Occupational Health and Safety 2018

403-1 Occupational health and safety management system [CSR website](#) — Operations

- Environmental, health and safety

Environmental, Health and Safety Management System standards

403-2 Hazard identification, risk assessment, and incident investigation [CSR website](#) — Operations

- Environmental, health and safety

Environmental, Health and Safety Management System standards

403-3 Occupational health services [CSR website](#) — Operations

- Environmental, health and safety

Environmental, Health and Safety Management System standards

403-4 Worker participation, consultation, and communication on occupational health and safety [CSR website](#) — Operations

- Environmental, health and safety

Environmental, Health and Safety Management System standards

403-5 Worker training on occupational health and safety [CSR website](#) — Operations

- Environmental, health and safety

Environmental, Health and Safety Management System standards

403-6 Promotion of worker health [CSR website](#) — Operations

- Environmental, health and safety

Environmental, Health and Safety Management System standards

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships [CSR website](#) — Operations

- Environmental, health and safety

Environmental, Health and Safety Management System standards

403-8 Workers covered by an occupational health and safety management system [CSR website](#) — Operations

- Environmental, health and safety

Environmental, Health and Safety Management System standards

403-9 Work-related injuries [CSR website](#) — Operations

- Environmental, health and safety

Environmental, Health and Safety Management System standards

GRI 3: Material topics 2021

3-3 Management of material topics: Talent management [CSR website](#)

- Colleagues, Talent management
- [CSR disclosure index](#) (UN Sustainable Development Goals)

[2024 Form 10-K](#) – Human capital, Talent development, pages 7 and 8

GRI 404: Training and Education 2016

404-2 Programs for upgrading employee skills and transition assistance programs [CSR website](#) — Colleagues, Talent management  
[2024 Form 10-K](#) – Human capital, Talent development, pages 7 and 8

GRI 3: Material topics 2021

3-3 Management of material topics: Diversity and inclusion

- [CSR website](#)
- Colleagues, Diversity and inclusion
  - [CSR disclosure index](#) (UN Sustainable Development Goals)
- [Human Rights and Equal Opportunity Policy](#)
- [EEO-1 Report](#)
  - [Supplemental data](#)
- [2024 Form 10-K](#) – Human capital, pages 7
- [2025 Proxy Statement](#) – Active Board refreshment, page 15

GRI 405: Diversity and equal opportunity 2016

405-1 Diversity of governance bodies and employees

- [2025 Proxy Statement](#) – Active Board refreshment, page 15
- [CSR website](#)
- [Data summary](#) (Governance)
  - Colleagues

405-2 Ratio of basic salary and remuneration of women to men

- [CSR website](#)
- Colleagues, Inclusive culture
  - [Data summary](#) (Colleagues)
- [2024 UK Gender Pay Gap Report](#)
- [2023 France Gender Pay Gap Report](#)
- [2023 Ireland Gender Pay Gap Report](#)

GRI 3: Material topics 2021

3-3 Management of material topics: Communities

- [CSR website](#)
- Communities
  - STEM education
  - Health equity
- [Data summary](#) (Communities)
  - [CSR disclosure index](#) (UN Sustainable Development Goals)

GRI 413: Local communities 2016

413-1 Operations with local community engagement, impact assessments and development programs

- [CSR website](#)
- Communities
  - STEM education
  - Health equity
  - CSR commitment, Sustainable finance

GRI 415: Public Policy 2016

415-1 Political contributions

- [2024 Political Contribution Report](#)

GRI 3: Material topics 2021

3-3 Management of material topics: Diversity and inclusion

- [Human Rights and Equal Opportunity Policy](#)
- [CSR website](#)
- Colleagues, Inclusive culture
  - [CSR disclosure index](#) (UN Sustainable Development Goals)
- [2024 Form 10-K](#) – Human capital, pages 7
- [2025 Proxy Statement](#) – Active Board refreshment, page 15

GRI 3: Material topics 2021

3-3 Management of material topics: Product safety and quality

- [CSR website](#) – Operations, Quality, Quality management certifications
- [Quality Policy](#)
- [ISO certification](#)

GRI 416: Customer health and safety 2016

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

- [CSR website](#) – [Data summary](#) (Operations)

GRI 417: Marketing and Labeling 2016

417-1 Requirements for product and service information and labeling

- [CSR website](#)
- CSR commitment, CSR strategy, Ethics, Responsible sales & marketing
  - Environment, Greener by design™



# SASB Index – Medical equipment & supplies

Table 1. Sustainability disclosure topics & accounting metrics

Topic	Accounting metric	Reference
Affordability & Pricing	<b>HC-MS-240a.2</b> Description of how price information for each product is disclosed to customers or to their agents	Not Reported
	<b>HC-MS-240a.3</b> Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Not Reported
Product safety	<b>HC-MS-250a.1</b> Number of recalls issued, total units recalled	<a href="#">CSR website</a> – <a href="#">Data summary (Operations)</a>
	<b>HC-MS-250a.2</b> Products listed in any public medical product safety or adverse event alert database	<a href="#">CSR website</a> – <a href="#">Data summary (Operations)</a>
	<b>HC-MS-250a.3</b> Number of fatalities related to products	All required data are reported to the FDA. Information is available in the <a href="#">MAUDE database</a>
	<b>HC-MS-250a.</b> Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Not Reported
Ethical marketing	<b>HC-MS-270a.1</b> Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	See <a href="#">2024 Form 10-K</a> for any relevant material events
	<b>HC-MS-270a.2</b> Description of code of ethics governing promotion of off-label use of products	<a href="#">CSR website</a> – CSR commitment, Health Care Code of Conduct, Responsible sales & marketing
Product design & lifecycle management	<b>HC-MS-410a.1</b> Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	<a href="#">CSR website</a> – Environment Greener by design™ Environmental, Health & Safety, Our EHS-MS in brief (Hazard identification and risk management) <a href="#">Sustainable Design</a>
	<b>HC-MS-410a.2</b> Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	<a href="#">CSR website</a> – Environment, Waste <a href="#">Product End of Life</a>

Topic	Accounting metric	Reference
Supply chain management	<b>HC-MS-430a.1</b> Percentage of (1) entity’s facilities and (2) Tier I suppliers’ facilities participating in third-party audit programs for manufacturing and product quality	<a href="#">CSR website</a> – Operations, Responsible sourcing
	<b>HC-MS-430a.2</b> Description of efforts to maintain traceability within the distribution chain	<a href="#">CSR website</a> – Operations, Responsible sourcing <a href="#">Conflicts Mineral Report</a> <a href="#">Responsible Minerals Sourcing Statement</a> Thermo Fisher is a member of the Responsible Minerals Initiative™ (RMI). The RMI uses an independent third-party assessment (Responsible Minerals Assurance Process, or RMAP) of smelter/refiner management systems and sourcing practices to validate conformance. The RMAP standards were developed to meet the requirements of the OECD Due Diligence Guidance and the US Dodd Frank Wall Street Reform and Consumer Protection Act (Conflict Minerals). The assessments help Thermo Fisher make informed decisions about responsibly sourced minerals in our supply chain.
	<b>HC-MS-430a.3</b> Description of the management of risks associated with the use of critical materials	<a href="#">Resilient Supply 2024 Form 10-K</a> – Resources, page 5 – Operational Risks, pages 12 through 13
Business ethics	<b>HC-MS-510a.1</b> Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	See <a href="#">2024 Form 10-K</a> for any relevant material events
	<b>HC-MS-510a.2</b> Description of code of ethics governing interactions with healthcare professionals	<a href="#">CSR website</a> – CSR commitment, Healthcare Code of Conduct, Responsible sales & marketing <a href="#">Code of Business Conduct and Ethics</a>

Table 2. Activity metrics

Topic	Accounting metric	Reference
Number of units sold by product category	<b>HC-MS-000.A</b>	Not Reported

# Task Force on Climate-Related Financial Disclosures statement

We are committed to doing our part in addressing climate change and exploring opportunities for our business by transitioning to a low-carbon economy. All our business operations worldwide are in scope, unless otherwise stated, and the activities described were conducted from January 1 to December 31, 2024. This framework has been introduced with a risk-based approach focused on the most material risks and opportunities. For further disclosures on our approach to climate change, our [CDP response](#) is available at [thermofisher.com/csr](https://thermofisher.com/csr).

Governance	Strategy
<div><p><b>Describe the Board's oversight of climate-related risks and opportunities</b></p><p>The Nominating and Corporate Governance Committee (the Committee) of the Thermo Fisher Scientific Board of Directors oversees strategy, risks, opportunities and external reporting related to corporate responsibility and sustainability by reviewing and discussing relevant regulatory, governance, market or other trends within the scope of the Committee's oversight, including those related to climate. In coordination with the committee, the Audit committee of the Board oversees public disclosures on these matters in the company's regulated filings as well as the data quality and applicable assurance related to such reporting.</p><p>Enterprise risk management is presented to the Board of Directors annually, following a cross-functional review, and includes climate change risk as appropriate. Risks associated with each of the company's primary businesses and other individual risk topics are presented to the Board of Directors and its committees, as applicable during regularly scheduled meetings.</p><p><b>Describe management's role in assessing and managing climate-related risks and opportunities</b></p><p>Our company leadership team is responsible to the Board for the management, development and performance of our business. Together with our chairman, president and CEO, the Executive Oversight Committee, a subset of the company leadership team, oversees climate-related strategy including risk management, operations and finance, reviewing plans, risks and results on</p></div> <div><p>a quarterly basis. Reporting to the chief financial officer, the senior vice president, global business services, is responsible for implementation of our climate-related strategy. Climate-related activities are managed by:</p><ul style="list-style-type: none"><li>• Global Business Services responsible for climate strategy, performance and reporting and key customer engagement</li><li>• Communications responsible for climate education and sustainability reporting</li><li>• Science and Innovation responsible for embedding design for sustainability principles into new product development</li><li>• Legal and Risk responsible for climate risk analysis</li></ul></div>	<div><p><b>Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term</b></p><p>See our <a href="#">2024 CDP Climate Change</a> response for our assessment of physical and transitional risks and opportunities.</p><p><b>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning</b></p><p>Our net-zero by 2050 commitment reflects our approach to strategically manage climate-related risks and opportunities. The influence on our financial planning can be seen in the following ways:</p><ul style="list-style-type: none"><li>• We have introduced new net-zero capital guidance including: A Net-Zero Building Design Guide outlining mandatory measures such as eliminating the use of fossil fuels and high impact refrigerants for all new building construction and major renovation projects</li></ul><p>Incorporation of greenhouse gas impacts into our capital request process requiring an exception plan for any project that adds or extends fossil fuel consumption</p><p>Establishment of the carbon capital plan to execute the transition of all fossil fuel and high-impact refrigerant assets across the company</p></div> <div><ul style="list-style-type: none"><li>• We have executed several long-term virtual power purchase agreements to secure long-term supply of renewable electricity</li><li>• Business units are directly evaluating environmental sustainability-specific opportunities to enhance their market opportunities, which may result in a change in allocation towards climate-related initiatives</li></ul><p>Our risk management process identified short-term risks and impacts; acute physical risk due to increased severity and frequency of extreme weather events contributing to increased capital expenditures; and chronic physical risk due to changes in precipitation patterns and extreme variability in weather patterns contributing to increased insurance claims liability. Site-specific mitigation and financial plans are being developed to manage identified risks.</p><p><b>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</b></p><p>Climate scenario analysis informs the resilience of our current climate strategy and helps identify if further strengthening is needed based on different climate-related scenarios.</p><p>Our short- and long-term strategies are linked to our climate targets, which are in line with the 1.5°C pathway and validated by the Science Based Targets initiative (SBTi). These targets support our company strategy in two key areas—developing high-impact, innovative new products and delivering a unique value proposition to our customers.</p></div>

Risk Management

Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management

To inform the wider enterprise risk management process of any specific risks and opportunities posed by climate change and the transition to a low-carbon economy, we’ve integrated the following processes:

- We review insurance reports outlining flooding, wildfires and extreme weather risks for our company facilities. Site-specific mitigation plans are developed to manage identified risks. In 2024, Thermo Fisher spent approximately \$6.3 million for risk mitigation related to these plans.
- In 2023, we conducted our first climate scenario analysis using the Climonomics platform, which identifies and assesses climate-related risks through modeling the organization’s properties to quantify the effect of various impacts under different scenarios and across the coming decades based on the Intergovernmental Panel on Climate Change’s Representative Concentration Pathways. We have since integrated this analysis into our overall enterprise risk management process to better understand how today’s global efforts to reduce greenhouse gas emissions could impact future outcomes across the Shared Socioeconomic Pathways SSP2-4.5 and SSP3-7.0 over three time horizons (2020s, 2030s, 2040s).<sup>1</sup>
- We engage with customers and shareholders to identify evolving expectations related to climate. Identified expectations are assessed for potential to impact revenue with action taken as deemed appropriate.

Describe organization’s processes for managing climate-related risks

Climate science is clear. Urgent action is needed to avoid the worst impacts of climate change, which Thermo Fisher has prioritized as core to our Mission and integral to our business and sustainability strategies. In 2022, the company announced a new 2030 greenhouse gas emissions reduction target to cut Scope 1 and 2 emissions from operations by more than 50% from a 2018 baseline.

Our climate target fulfills our pledge to align our climate strategy with the Paris Agreement to limit global temperature increase to 1.5°C. This represents an important milestone in our [pursuit of a net-zero value chain by 2050](#), which includes Scope 1, 2 and 3 targets that have been validated by the SBTi.

To manage climate-related risks, we are evolving our commitments and actively developing our operational roadmap to a net-zero value chain.

- In 2023, we established a commitment to achieve 80% renewable electricity globally by 2030, in alignment with the Sustainable Markets Initiative (SMI) Health Systems Task Force joint supplier standards
- Transitioning away from fossil fuels and accelerating the adoption of renewable electricity to power our facilities. In 2023, we established a commitment to achieve 80% renewable electricity globally by 2030, in alignment with the Sustainable Markets Initiative (SMI) Health Systems Task Force joint supplier standards. By the end of the year, 80 Thermo Fisher sites across the globe used 100% renewable electricity. Additionally, we entered into four agreements—[two in the United States, two in Spain](#)—that will enable us to power all of our U.S., Canada and addressable European sites with 100% renewable electricity by the end of 2026.

- Engaging with 90% of suppliers by spend—our largest source of Scope 3 emissions—to set science-based targets by 2027. To help reduce emissions across our global value chain, we launched our supplier guide to decarbonization in 2023. By the end of 2024, 28% of our suppliers by spend had set a science-based target, and another 17% had committed to set a science-based target.
- Advancing our Greener by design™ program: At Thermo Fisher, we continually evaluate how we design, source, make, use and ship our products, as well as how we return, recycle or dispose of them at end of life. We seek out ways to improve the health and environmental impacts across the product life cycle, including sourcing better materials, implementing alternative ways to make and ship our products, and developing strong partnerships with suppliers and customers to help advance our shared sustainability goals.

As our net-zero roadmap evolves, we continue to frame our approach toward a broader range of emissions sources such as our fleet, waste generation, transportation and business travel. With insights in these areas, our colleagues and other stakeholders are critical partners in helping us achieve our goals.

1. Shared Socioeconomic Pathways (SSP’s) are a set of narratives, defined in the IPCC Sixth Assessment Report (2021), describing possible future development pathways for human society in relation to social and economic factors that drive fossil fuel use. Our 2023 modelling focused on Representative Concentration Pathway’s (RCP’s), however in 2024 we relied upon the SSP scenarios which represent the most up-to-date climate science, and incorporate the RCP greenhouse gas concentrations with a complementary understanding of how global society, demographics and economics might change over the next century. Our climate scenario analyses used SSP2-4.5, representing intermediate GHG emissions, with CO2 emissions staying near current levels until 2050, then falling but not reaching net zero by 2100, and SSP3-7.0, representing high GHG emissions, with emissions doubling by 2100.

Recommended Disclosure

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

See [Data summary](#)

Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.

See our [Data summary](#), [CDP](#) for additional details.

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

See our [Climate webpage](#), [CDP](#) for additional details.

See our [Climate webpage](#) for near-term and long-term targets.

The Compensation Committee of the Board oversees pay for performance, including the achievement of our nonfinancial strategic sustainability targets, one of which is to reduce our GHG emissions. Its inclusion in our executive compensation program underlines the importance we place on delivering a 50% reduction in our Scope 1 and Scope 2 emissions by 2030.