

Colleagues continued

Description	Unit	2021
Percentage of racially and ethnically diverse colleagues in leadership roles in US ^{16, 19}	%	30.3
Business Resource Groups (BRGs)	#	9
Local BRG chapters	#	242

13. Our colleague population figures are reported as of December 31, 2021, based on actual headcount.

14. Gender and other diversity reporting is based on colleagues who voluntarily self-identify.

15. These indicators use a trailing twelve month calculation.

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

17. These indicators are only relevant to our US colleague population.

18. Executive management includes Vice President roles and above at all levels of our organization.

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

*This indicator or set of indicators is being included in this report for the first time.

Communities

Description	Unit	2021
Colleague and matching gift donations ²⁰	\$USD Millions	5.1
Volunteer hours donated to the community ²¹	Hours	105,000+
Students reached through STEM programs ²²	#	100,000+
Educators reached through STEM programs ²³	#	6,600+
Number of STEM events ²⁴	#	1,050+

20. Contributions made to religious or political organizations are not matched by Thermo Fisher.

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

22. Students impacted include those benefiting from a STEM-related in-kind or cash donation, as well as those participating in STEM events sponsored by Thermo Fisher, our colleague-led Community Action Councils, or any of the nonprofit partners we support.

23. Educators impacted include those benefiting from a STEM-related in-kind or cash donation, as well as those participating in STEM events sponsored by Thermo Fisher, our colleague-led Community Action Councils, or any of the nonprofit partners we support.

24. STEM events are planned interactions between a Thermo Fisher colleague(s) and a student or group of students engaging in science, technology, engineering or math learning activities.

Environment

Description	Unit	2021
Sustainable products		
ENERGY STAR-certified products	#	250+
ACT-labeled products*	#	470
Greener product categories ²⁵	#	60
Environmental indicators^{26*}		
Climate		
Scope 1 (fossil fuels and refrigerants) [†]	Metric tons CO ₂ e (MTCO ₂ e)	298,043
Scope 2, market based (electricity and steam) [†]	MTCO ₂ e	314,972
Total: Scope 1 and 2	MTCO ₂ e	613,015
Scope 1 and 2 absolute reduction since 2018 (Target: 30% by 2030)	%	12
Scope 1 and 2 intensity	MTCO ₂ e / Millions \$USD revenue	15.6
Scope 2, location based (electricity and steam) [†]	MTCO ₂ e	365,356
Scope 3	MTCO ₂ e	11,232,116
Purchased goods and services (category 1)	MTCO ₂ e	6,121,014
Capital goods (category 2)	MTCO ₂ e	224,832
Upstream/downstream energy- and water-related activities (category 3)	MTCO ₂ e	130,493
Upstream/downstream distribution (category 4)	MTCO ₂ e	2,283,076
Waste generated in operations (category 5)	MTCO ₂ e	11,971
Business travel (category 6)	MTCO ₂ e	41,013
Colleague commuting and work from home (category 7)	MTCO ₂ e	190,837
Upstream leased assets (category 8)	MTCO ₂ e	0
Downstream transportation and distribution (category 9)	MTCO ₂ e	— ²⁷

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[†]This metric has gone through a limited assurance process.

Environment continued

Description	Unit	2021
Processing of sold products (category 10)	MTCO ₂ e	Not relevant
Use of sold products (category 11)	MTCO ₂ e	2,228,880
End of life treatment; sold products (category 12)	MTCO ₂ e	— ²⁸
Downstream leased assets (category 13)	MTCO ₂ e	Not relevant
Franchises (category 14)	MTCO ₂ e	Not relevant
Investments (category 15)	MTCO ₂ e	Not relevant
Scope 3 intensity	MTCO ₂ e / Millions \$USD revenue	286
Scope 3 (percent of Scope 1, 2 and 3)	%	95
Value chain (Scope 1 + 2 + 3)	MTCO ₂ e	11,845,131
Value chain intensity	MTCO ₂ e / Millions \$USD revenue	302
Customer greenhouse gas (GHG) allocation intensity ²⁹	MTCO ₂ e / Millions \$USD revenue	245
Fleet program		
Total leased vehicles	#	7,514
Battery electric vehicles (BEV)	#	16
Energy		
Total energy use [†]	MWh	2,549,319
Renewable electricity [†]	MWh	258,848
On-site generation [†]	MWh	10,760
PPA/supply contract [†]	MWh	131,029
Environmental attribute certificates ^{30†}	MWh	117,059
Non-renewable energy [†]	MWh	2,290,471
Fossil fuels (gas, oil, diesel, gasoline) [†]	MWh	1,356,937
Municipal steam + hot water [†]	MWh	18,845
Electricity [†]	MWh	914,689

Environment continued

Description	Unit	2021
Energy intensity	MWh / Million \$USD revenue	65
Renewable electricity (% of total electricity)	%	22
Renewable energy (% of total energy)	%	10
Water		
Water withdrawal	Million cubic meters (m ³)	5.1
Water withdrawal intensity	m ³ / Million \$USD revenue	130
Waste		
Nonhazardous waste	Metric tons	80,087
Reuse	Metric tons	13,023
Compost	Metric tons	771
Recycling	Metric tons	32,178
Offsite wastewater treatment	Metric tons	1,216
Incinerations with and without waste to energy	Metric tons	13,304
Landfill	Metric tons	19,595
Nonhazardous waste intensity	Metric tons / Million \$USD revenue	2.0
Reuse/recycling/compost as a percentage of nonhazardous waste	%	57
Waste-to-landfill diversion rate	%	76
Certified-zero-waste facilities ³¹	#	24
Hazardous and biohazardous waste	Metric tons	27,679
Reuse	Metric tons	2,904

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^{††}This metric has gone through a limited assurance process.