



START YOUR STORY

with the world leader in serving science. Join a team of dedicated professionals committed to our mission of enabling our customers to make the world healthier, cleaner and safer.

What story will you tell?



ThermoFisher
SCIENTIFIC

WE ARE A TRANSFORMATIVE LEADER POWERED BY AN IMPORTANT MISSION.

YOUR OFFER

July 8, 2021

Luo HuaZhen
Blk 466 Jurong West Street 41
#08-520
Singapore 640466

Dear HuaZhen,

LETTER OF APPOINTMENT

We are pleased to offer you the position of **Senior Field Service Engineer (internal title: Engineer III, Field Service – band 6)** effective from **13 September 2021** on the terms and conditions of employment set out below. You will be employed under the Company's legal entity, **Thermo Fisher Scientific Pte Ltd**, hereinafter referred to as the Company.

1. REMUNERATION

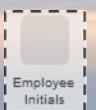
- 1.1 Your base salary is **SGD 88,400** gross per annum paid over 13 months (**SGD 6,800** gross per month). Salary is normally paid into your designated bank account at the end of each calendar month.
- 1.2 The Annual Wage Supplement ("AWS") or 13th month's payment will be paid to you in December, provided you stay in the active employment up to 31 December and are not in breach of any of your employment terms on the date of such payment. This AWS or 13th month's payment will be pro-rated for your first year of employment from your start date where you have served less than a year as of 31 December.

2. PLACE OF WORK

Your normal location of work is **Blk 33 Marsiling Industrial Estate Road 3 #07-06 Singapore 739256**, however you may be required to travel and work away from this normal location as necessary for the proper discharge and fulfilment of your duties.

3. WORKING HOURS

- 3.1 Your hours of work are:-
5 days a week, to be worked between Monday to Friday inclusive – **8.30am to 5.30pm** with 1 hour of meal break in between.
- 3.2 The Company reserves the right to vary your working hours, in accordance with applicable laws, and you undertake to perform the additional work as and when required by the Company.



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- 3.3 If you qualify for Overtime as determined by the Employment Act the Company will provide such accordingly-at the prescribed rate of not less than 1.5 times your hourly basic rate for overtime work during normal working hours.

4. REPORTING LINE

You will report to **Tan Teck Loon – Manager, Field Service**, and/or such other officer(s) as designated by the Company, in its discretion.

5. DUTIES AND RESPONSIBILITIES

- 5.1 Your duties and responsibilities are as set out in the job description attached to this Letter and includes such other duties and responsibilities as may be notified to you by the Company from time to time.
- 5.2 During the employment, you must:
- 5.2.1 perform and undertake all such duties, acts or things that are normally to be performed or undertaken in the capacity in which you are employed from time to time;
 - 5.2.2 well and faithfully serve the Company and use your utmost endeavors to promote the interests of the Company; and
 - 5.2.3 comply with all reasonable and lawful directions and instructions given by the Company.

6. PROBATION

You will undergo a probation period of 3 months from your start date. Your probation period may be extended for a further period if deemed necessary by the Company. Your employment will be deemed confirmed when the Company issues you a letter of confirmation.

7. ANNUAL SALARY REVIEW

Annual salary review is conducted once a year and any changes will be effective from 1st April of each year. Employees who join after 1st October of the prior year (i.e. from 2nd October onwards) will not be eligible for salary review of the following year.

8. BENEFITS

You may be eligible for discretionary benefits, as detailed in **Appendix A** of this Letter. The benefits listed in **Appendix A** are subject to the Company policies, as updated from time to time. Such benefits are provided to you at the Company's absolute discretion and do not form part of your contractual remuneration or salary whether for the purposes of calculating any other benefit or otherwise. Such benefits may be varied, reduced or withdrawn by the Company at any time without



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replacement or compensation. Any changes to benefits will be valid if communicated to you by either email, intranet or verbally.

9. ANNUAL LEAVE

- 10.1 You will be entitled to paid annual leave as specified in the employee handbook.

Employees with less than three months' service will be eligible to apply for up to 3 days of paid annual leave during the first 3 months of service.

Annual leave eligibility is based on job band and years of service, as provided in the table below:

Years of Service	Band 3 & Below		Band 4 & above	
	Normal Office hours	12-hour shift	Normal Office hours	12-hour shift
≤ 3	14 days	11 days	16 days	13 days
>3 to ≤5	15 days	12 days	18 days	15 days
>5	16 days	13 days	21 days	17 days

- 10.2 You agree to take annual leave within the calendar year it is made available to you. Annual leave will be pro-rated for an incomplete year of service. Employees can carry forward a maximum of ten days of their current year's leave entitlement to the following year. All leave that is carried forward must be taken by the end of the following year.

Unutilized annual leave in excess of ten days from the current year will be forfeited if not taken by 31st December of the same year. Requests for encashment of unutilized annual leave or the exception to carry forward more than ten days of annual leave will not be entertained.

- 10.3 During any notice of termination, accrued annual leave may not be taken without the consent of the Company, and shall be taken as required by the Company. Any balance of accrued unused annual leave will be paid out upon termination except in the case of termination for cause.

10. SICK LEAVE

- 10.1 Employees with less than three months' service will be eligible to apply for up to 3 days of paid sick leave during the first 3 months of service.

- 10.2 Employees with more than three months' service will be eligible to apply for paid sick leave as follows:

Number of completed months of service	Outpatient Sick Leave (Days)	Hospitalization Leave (Days) - <i>inclusive of Sick Leave</i>
3	5	15
4	8	30
5	11	45
6 and onwards	14	60



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- 10.3 If hospitalization is required, you will be entitled up to 46 paid sick leave per calendar year for the days on which you are hospitalized. You are required to produce a medical certificate from a registered medical practitioner covering the period of your absence. Your sick leave entitlement is not cumulative from year to year.
- 10.4 You must inform the Company as soon as possible on the first day of absence if you are absent from work for reason(s) relating to illness and/or injury and, where possible, provide an indication of your likely return date.
- 10.5 If required by the Company, at any time during the course of the employment (and regardless of whether you are absent on sick leave), you will undergo a medical examination with a doctor appointed by the Company, at the Company's expense. You agree that the Company shall be granted full, unconditional access to any report(s) prepared as a result of such examination and that you also agree to grant such consents to third parties including doctors, as may be required to give effect to this provision.

11. INCOME TAX AND DEDUCTIONS / WITHHOLDINGS

- 11.1 You are responsible for the payment of income tax payable in respect of any payments and benefits made to you by the Company in respect of your employment.
- 11.2 All payments made to you under this Letter are subject to deductions and/or withholdings as are permitted or required by applicable law.

12. TERMINATION NOTICE

- 12.1 During probation, you or the Company may terminate this Letter by serving to the other party **1 months'** notice in writing or by paying base salary in lieu of notice.
- 12.2 After confirmation, you or the Company reserves the right to terminate this Letter by serving to the other party **2 months'** notice in writing or by paying base salary in lieu of notice.
- 12.3 During any such period of notice of termination, the Company may place you on garden leave, during which the Company may, at its absolute discretion:
- 12.3.1 assign to you reduced or alternative duties;
 - 12.3.2 require you not to contact and/or deal with clients, customers and/or such employees of the Company as the Company may direct; and
 - 12.3.3 exclude you from any premises of the Company or any of its Affiliates.
- 12.4 In the event you are required not to attend work during any such period of notice of termination, you will not be entitled to receive any compensation in respect of any bonus or other benefit which may otherwise have accrued to you had you continued to attend work.



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13. SUMMARY DISMISSAL

- 13.1 Notwithstanding any other provision of this Letter, your employment may be summarily dismissed by the Company at any time without notice or salary in lieu thereof or any compensation whatsoever if you at any time commit any act which under common law would entitle the Company to terminate your employment including but not limited to any of the following cases:
- 13.1.1 Committing any serious or persistent breach or non-observance of the terms, conditions or stipulations contained in this Letter, or are guilty of any serious negligence or gross misconduct in connection with your work or responsibilities or affecting the business or affairs of the Company; or
 - 13.1.2 Become incapable of performing your duties by reason of illness or injury for a period of 90 days in any period of 12 consecutive months, refuse to allow a qualified medical practitioner nominated by the Company to examine you or fail to give such medical practitioner the information necessary to report on your state of health in breach of clause 12.3 of this Letter; or
 - 13.1.3 Become bankrupt, apply for, or have a receiving order made against you or make any general composition with your creditors or commit an act of bankruptcy;
 - 13.1.4 Conduct, which brings, or which in the Company's reasonable opinion is capable of bringing, yourself and/or the Company into disrepute; or
 - 13.1.5 Acting in contrary and breaching the Company's policies and code of conduct ((including but not limited to the Employee Handbook, Code of Conduct, Code of Business and Ethics).

14. TERMINATION OBLIGATIONS

- 14.1 The termination of your employment shall be without prejudice to any right that the Company may have in respect of any breach by you of any of the provisions of this Letter that may have occurred prior to such termination.
- 14.2 Upon the termination of your employment (however arising) or at any time as requested by the Company, you shall return to the Company or to such person as the Company may notify to you all Company property including but not limited to documents, records, items and materials (including copies thereof) in your possession or custody belonging to the Company.
- 14.3 As and when applicable, should the Company decide to terminate your employment under any circumstances (whether due to non-compliance of the terms and conditions of your employment or otherwise), you shall, at your own expense, ensure your proper upkeep in accordance with all laws and/or regulations of the country you are stationed in until you are accordingly repatriated or your employment is transferred to another employer, whichever is applicable.
- 14.4 Should the Company decide to terminate your employment under any circumstances (whether due to non-compliance of the terms and conditions of your employment or otherwise), you agree that you shall be fully responsible to bear the cost of your repatriation (including all related expenses thereto) back to your home country.



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15. SUSPENSION

The Company may suspend you for any reason during your employment or otherwise require you not to attend work and exclude you from any and all of the Company's premises for the duration of such suspension. Except in the case of suspension on the grounds of misconduct, the Company shall continue to pay you your base salary and provide your contractual benefits for as long as such period of suspension shall continue, provided that you will not be entitled to be compensated for any bonus or other similar incentive or benefit which may otherwise have accrued to you had you continued to attend at work.

16. COMPANY PROTECTION

The covenants in Appendix B form an integral part of the terms and conditions of your employment.

17. DATA PROTECTION

You are required to sign and return the Employee Personal Data Consent Statement set out in Appendix C.

18. POLICIES AND PROCEDURES

You shall at all times during the course of your employment abide by all policies and procedures of Thermo Fisher and/or the Company (including but not limited to the Employee Handbook, Code of Conduct, Code of Business and Ethics and other compensation, benefits and employer policies and programs). You agree and acknowledge that the Company shall have the right to vary the terms and conditions of such policies and procedures from time to time. In the event of non-compliance with any provisions of the policies and procedures, the Company is entitled to take disciplinary action including but not limited to, termination of your employment with the Company either summarily or on notice.

The Company's policies and procedures are for the benefit of the Company, do not impose any obligations on the Company; and do not form part of this Letter. In the event of any inconsistency between the provisions of this Letter and any policies and procedures, the provisions of this Letter shall prevail.

19. GOVERNING LAW, JURISDICTION AND MEDIATION

19.1 This Letter shall be governed and construed by the laws of Singapore. Parties hereby agree to submit to the non-exclusive jurisdiction of the Singapore Courts.

19.2 In the event of any dispute arising out of or in connection with this Letter ("**Dispute**"), either party shall submit the matter to the Singapore Mediation Centre (SMC) in accordance with SMC's Mediation Procedure in force for the time being ("**Mediation**"). The Mediation will take place in



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Singapore and be conducted in the English language.

No legal proceedings shall be commenced in any court unless the Dispute remains unresolved after not less than 90 days (or such further period as the parties may agree to in writing) from the submission of the Dispute to Mediation.

This clause is without prejudice to the Company's right to seek any interim or equitable relief such as injunctions in any court to protect the Company's legitimate business interests.

20. NO THIRD-PARTY RIGHTS

Nothing in this Letter is intended to grant to any third party any right to enforce any term of this Letter or to confer on any third party any benefits under this Letter for the purposes of the Contract (Rights of Third Parties) Act (Cap. 53B) the application of which legislation is hereby expressly excluded.

21. SEVERABILITY

The Company and you mutually agree that the provisions of this Letter are severable, and if any one provision is found to be invalid or unenforceable in whole or in part, the remainder of the employment contract will remain valid and enforceable.

22. NOTICE

Any notice of resignation or termination of employment shall be valid if delivered personally to the other party or sent by registered post to the other party's last known address or communicated through email.

23. CONDITIONS

This Letter and your employment are conditional on:

- 23.1 you passing the Company's required medical examination, whether or not you begin work prior to passing such examination;
- 23.2 the correctness of the information supplied to the Company in the course of your application for employment and positive reference checks;
- 23.3 successful completion of a background check and/or reference checks;
- 23.4 you signing the Company's Confidential Information Policy and Code of Business Conduct and Ethics; and
- 23.5 your representation that working for the Company will not cause you to violate any contractual or other obligations you have to any third party, including a former employer.



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24. DEFINITION

In this Letter, “**Affiliate**” includes any firm, company, corporation or other organisation which:

- (a) is directly or indirectly controlled by the Company;
- (b) directly or indirectly controls the Company; or
- (c) is directly or indirectly controlled by a third party who also directly or indirectly controls the Company,

And the term “**control**” means the possession, directly or indirectly, of power to direct or cause the direction of the management and policies of such organisation, whether through the ownership of shares or by contract or otherwise.

25. ACKNOWLEDGEMENT

- 25.1 Should you accept our offer, your employment with the Company will be voluntary or “at-will.” This means your employment with the Company is not for a specific term and may be terminated by either you or the Company at any time with or without reasons being given. In addition, the Company reserves the right to modify your position or duties to meet business needs and to use discretion in deciding on appropriate discipline.
- 25.2 This Letter including the Appendices constitute the entire agreement between you and the Company relating to the terms and conditions of your employment and supersedes all prior and contemporaneous agreements, understandings, negotiations or representations, whether written or oral, express or implied on this subject. This Letter may not be modified or amended except by a specific written agreement signed by you and the Director of Human Resources.

If you accept this offer, please complete and sign the enclosed copy of the Acceptance Form and return it to us by **12 July 2021**.

Yours sincerely



Eileen Tan
Senior Manager Talent Acquisition
Southeast Asia & Taiwan

Attached:

Appendix A – Benefits Summary
Appendix B – Company Protection
Appendix C – Employee Personal Data Consent Statement
Appendix D – Employee Declaration Form
Job Description



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APPENDIX A BENEFITS SUMMARY

1. TRANSPORT ALLOWANCE

- 1.1 You may be eligible for a transport allowance of **SGD 1,200** per month. In the event of any change in your career level and/or work location or any change in the Company's policy regarding allowances, your transport allowance may be adjusted or may cease and you will be informed accordingly.
- 1.2 Where your service is terminated for any reason, voluntarily or otherwise before such allowance is paid, you shall not be entitled to the allowance.

2. LOCAL INCENTIVE PLAN (LIP)

- 2.1 You are eligible to participate in the annual bonus plan as applicable to the Division you are appointed to, which provides you the opportunity to earn additional compensation based on the business and individual performance. The Company has absolute discretion to review and amend the terms of the LIP at any time and from time to time. Further information regarding the LIP and policy will be provided after you commence work with the Company.
- 2.2 Without limitation to any other conditions regarding the LIP, this LIP is not payable if:
- 2.2.1 Your performance is rated as a RI (Requires Improvement) during the year.
- 2.2.2 You have tendered your resignation on or before date of payment.
- 2.2.3 Your employment is summarily terminated on or before date of payment.

3. FLEXI-BENEFIT

- 3.1 Flexi-Benefit with annual amount limits based on job bands are per the below table:

Band:	1 to 3	4 to 6	7 to 8	9 to 10	11+
Amount:	SGD 400	SGD 600	SGD 800	SGD 1,000	SGD 1,200
Amount: (With Dependent)	SGD 600	SGD 900	SGD 1,200	SGD 1,500	SGD 1,800

- 3.2 Amount limits will be pro-rated for partial year of service.

4. INSURANCE

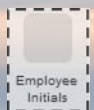
- 4.1 You will be eligible to participate in such insurance benefits as the Company may obtain for its staff from time to time under its group medical insurance scheme, subject to the insurer's requirements



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and policy terms (as may be amended from time to time).

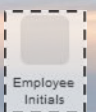
- 4.2 The Company reserves the right, at its absolute discretion, to vary and/or reduce any of the rules or benefits of the insurance plans (including the level of cover) and/or to terminate your participation in any plans at any time without providing a replacement or compensation.



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APPENDIX B

COMPANY PROTECTION

1. For a period of six (6) months from the date you cease employment with the Company ("**Termination Date**"), you undertake that you will not, within the Restricted Area:
 - (a) engage in, be concerned in, undertake, be employed by or be interested in, any business or occupation, in competition with the Relevant Business. Nothing herein prohibits you from being or becoming a holder of not more than 1% of the securities of a listed corporation that are quoted and dealt on any recognized stock exchange.
 - (b) solicit or entice away, or attempt to solicit or entice away any Customer of the Company and/or its Affiliates (whether directly or indirectly, on your own account or in conjunction with or on behalf of any other person or entity).
 - (c) solicit or entice away, or attempt to solicit or entice away, any Restricted Employee of the Company (whether directly or indirectly, on your own account or in conjunction with or on behalf of any other person or entity).
2. You agree that each of the undertakings above shall be construed separately and if one or more of the undertakings is found to be void or unenforceable, the validity of the remaining undertakings shall not be affected. If any undertaking is found to be void or unenforceable but would be valid and enforceable if some part(s) are deleted, such restriction shall apply with such deletion as may be necessary to make it valid and enforceable.
3. You acknowledge that if any of the undertakings are breached, the Company and/or its Affiliates will suffer irreparable and continuing damage for which damages are insufficient, and the Company and/or its Affiliates shall be entitled to injunctive relief and/or decree for specific performance, and such other relief as may be proper (including damages if appropriate), to the extent permitted by law.
4. In this Appendix,

"Customer" means:

any person or entity with whom you had material dealings for the conduct of the Relevant Business during the Relevant Period, and about whom you were in possession of confidential information or had acquired personal knowledge in the course of your employment, so as to give or be reasonably likely to give you influence over such person or entity.

"Restricted Employee" means an employee:

 - (a) whom you worked with directly during the Relevant Period, and about whom you received confidential information or acquired personal knowledge in the course of your employment, so as to give or be reasonably likely to give you influence over such employee; and
 - (b) whose departure from the Company and/or its Affiliates will have a material impact on the Company and/or its Affiliates.



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"Relevant Business" means:

any business of the Company and/or its Affiliates in which you were materially involved or about which you had access to Confidential Information at any time during the Relevant Period.

"Relevant Period" means

6 months before the Termination Date.

"Restricted Area" means:

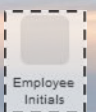
Singapore and/or any place you had worked in and/or had material conduct of the Relevant Business during your employment.



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APPENDIX C

EMPLOYEE PERSONAL DATA CONSENT STATEMENT

1. I consent to Thermo Fisher Scientific Pte. Ltd. ("**Company**") and any of its affiliates or subsidiaries (collectively "**Group**"), collecting, using, disclosing and/or transferring outside of Singapore (individually and/or collectively "**Processing**"), including through any authorised third party acting on its or their behalf, my Personal Data for any purpose directly or indirectly connected with:
 - (i) managing or terminating my employment including but not limited to background, reference and medical checks; human resource management and administration; employee monitoring on work computers, phones and other devices; employee monitoring on personal computers, phones and other devices where the employee has provided authorization to the Company to monitor such devices for work-related purposes; travel, visa and immigration processing; training; compensation and employee benefits; insurance; staff welfare; team building; staff directories; career-related matters; communications in relation to death, illness, injury or emergency; dealing with government agencies; compliance with the Group's rules and policies; employment decisions including end of employment; end of employment administration and procedures, post-termination benefits and incentives; providing employment references; consideration for other job positions within the Group; contractual or statutory obligations;
 - (ii) the administration, management and/or operation of the business of the Group including but not limited to security, health and safety; technical and operational support; audits, compliance and risk management; newsletters; marketing and business development; events; third parties' contact and/or security requirements; statistics; business continuity management;
 - (iii) any business asset transaction; and/or
 - (iv) compliance with applicable laws and regulations and/or legal proceedings, during and for a reasonable period after termination of my employment to the extent permitted by law.
2. Where I provide personal data concerning other individuals such as my family members and referees ("**Third Parties**"), I confirm that I have obtained the Third Parties' consent for their personal data to be Processed for any of the purposes set out in this Consent Statement.
3. In this Consent Statement, "**business asset transaction**" and "**Personal Data**" have the meanings defined in the Singapore Personal Data Protection Act 2012.



Name: Luo Huazhen

NRIC/Passport No.: S7760502G

08 July 2021

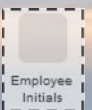
Date



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APPENDIX D

EMPLOYEE DECLARATION FORM

Please answer the following questions.

- 1) Have you ever been dismissed from the service of your previous employers? If yes, please give details.

N/A

- 2a) Do you have any criminal record? If yes, please give details.

N/A

- 2b) Have you been convicted in a court of law in Singapore before? If yes, please provide full details of the same.

N/A

- 2c) Have you been convicted in a court of law outside of Singapore before? If yes, please provide full details of the same.

N/A

- 3) Do you have any relatives working in this Company? If yes, please give details.

N/A

I hereby declare that every statement given by me in this form is true and correct to the best of my knowledge.

I understand that a misrepresentation or omission of facts will be sufficient cause for cancellation of consideration for employment or dismissal from the Company's service if I have been employed.

I understand that completing this declaration is not a promise of employment from the Company.

By signing this declaration form, you agree to your data being used in conjunction with the recruitment and employment purposes. You are encouraged to keep the information provided to us up-to-date at all times.



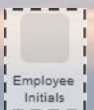
SIGNATURE OF APPLICANT



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JOB DESCRIPTION

When you're part of the team at Thermo Fisher Scientific, you'll do important work. Surrounded by collaborative colleagues, you'll have the support and opportunities that only a global leader can give you. Our respected, growing organization has an exceptional strategy for the near term and beyond. Take your place on our strong team and help us make significant contributions to the world.

Key Responsibilities:

You will drive the technical and field service business under Thermo Fisher Scientific. You are expected to meet service financial commitment, service deliverables metrics and expertise to deliver the best in class response to Thermo Fisher Scientific customers in Singapore.

- Responsible in performing on-site installation, validation and commissioning of liquid chromatography and mass spectrometer.
- Perform on-site troubleshooting, service, preventive maintenance and repairs
- Provide on-site customer training
- Process escalation and warranty claims timely and accurately to resolve service issues.
- Interface with cross functional work teams such as field applications, customer support/services, product management, manufacturing and marketing/sales
- Create and maintain service information in the company enterprise database
- Timely and professionally handle field service calls and issues arising from the field service visits
- Timely complete and submit all required paperwork
- Misc. other duties commensurate with the capabilities of a Senior Field Service Engineer

Requirements

- Diploma/ Degree in Engineering with equivalent experience
- Product knowledge of LCMS preferred
- Strong analytical/problem solving skills and adept at multi-tasking
- Effective communication/interpersonal management skills
- Ability to build and maintain relationships with internal and external customers.
- Strong performance track record.
- Ability to interact effectively across functions.
- Fluent in the use of relevant technical equipment with an inherent ability to learn new product services rapidly.
- An excellent team player and team builder
- Able to work independently with limited supervision in a dynamic environment
- Willing to travel across Singapore
- May need to travel within SEA

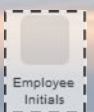
At Thermo Fisher Scientific, each one of our 80,000 extraordinary minds have a unique story to tell. Join us and contribute to our singular mission—enabling our customers to make the world healthier, cleaner and safer.



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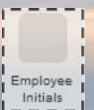
Thermo Fisher Scientific is an EEO/Affirmative Action Employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability or any other legally protected status.

A stylized, handwritten signature in black ink, likely representing a company executive or representative.

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THIS IS WHERE CAREERS ARE MADE.

YOUR STORY BEGINS HERE, BUT FIRST...

ACCEPTANCE FORM

To:

Ms. Eileen Tan
Senior Manager Talent Acquisition
Southeast Asia & Taiwan

Dear Mdm,

ACCEPTANCE OF OFFER

I hereby accept the offer of employment upon the above terms of employment and confirm that:

1. I have received, read, fully understood and agree to all the terms contained within this Letter including the Appendices.
2. I was given the opportunity to seek independent advice prior to signing the agreement.
3. I do not have any physical and/or medical condition that would affect my ability to carry out my duties and responsibilities under this Letter.
4. I understand that if I have supplied any false or misleading information to the employer, my employment may be terminated immediately.
5. I acknowledge that I have been made aware of the importance of complying with my confidentiality obligations to my previous employer(s). I agree that I will abide by my obligations to my past employer(s), in all matters relating to my employment by the Company and that if anyone asks me to take any action or to decline any action, and such action or omission could result in a violation of such obligations, I will refuse to do so and will notify the Company's Chief Legal Officer.



Luo HuaZhen

08 July 2021

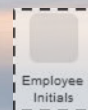
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MY WORK IS A
STORY OF PURPOSE.



ThermoFisher
SCIENTIFIC



THE WORK WE DO HAS MEANINGFUL IMPACT INSIDE THE COMPANY AND OUT.

BECOME ONE OF OUR **80,000** EXTRAORDINARY MINDS MAKING SIGNIFICANT
CONTRIBUTIONS TO THE WORLD.



We are a team of 80,000 employees in 50+ countries generating more than \$30 billion in revenues annually.



Our Personalized Genome Machine (PGM) was the first of few systems that were used to detect the Zika virus.



Thermo Fisher Scientific uses multiple approaches to encourage employee involvement in the workplace and in their communities. Employee volunteers lead many efforts through our Community Action Councils (CACs) and our many employee resource groups (ERGs) provide opportunities for networking, mentoring, and growth.



Most of the world's forensics labs, including those in the movies, use our instruments and reagents to perform human identification to convict the wrong and free the innocent.



Law enforcement uses our radiation detection devices to keep the public safe.



We have the largest investment in R&D in the industry = \$1 billion spent.



Our Made-in-Rochester, NY Nalgene reusable plastic water bottles help people stay hydrated without contributing to landfill waste.



In 2016, Thermo Fisher Scientific was named one of the World's Most Admired Companies by *Fortune*.



We believe in giving back, and this is reflected by the scale and scope of our philanthropic activities. Our program provides funding for scholarships, diversity development, and support for Science, Technology, Engineering, and Math (STEM) education.



Our Green Teams are part of our overall Environmental Health and Safety strategy and are made up of employee volunteers who are interested in sustainability and want to make a positive impact at their site.



Our Zero Waste program provides tools and resources for sites wanting to achieve 90% waste diversion from landfill.

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