LTI awards granted to you can be viewed in your stock plan account at **NetBenefits.com/ThermoFisher**. The value of your Thermo Fisher equity awards is determined by several factors, which can cause your award value to fluctuate during its vesting period. So, how can you determine the value of your equity awards in your stock plan account?

## **Total Award Value**

At the top of the Stock Plans page, you'll see your "Total Grant Value," which represents the current intrinsic value, or the current market value of your equity awards, including any unvested awards. The intrinsic value is based on the prior day's closing market price for Thermo Fisher stock, which is displayed on the top right of the page. **This total value is the estimated potential value of all your equity awards once they are vested and exercisable.** 

Stock Plans	Hele/Giossary Disolar Currency, Select Currence
Statements / RecordsTools & Learning Summary Plan & Grant Documents	
otal Stock Plan Value \$44,022.70 USD	THERMO FISHER SCIENTIFIC INC \$ 559.70 + Quick Quede
TOTAL GRANT VALUE	
\$44,022.70 usp	
\$44,022.700sb	

For illustrative purposes only.

## **Individual Equity Awards**

To see your partially and/or fully vested awards, select the *Your Grants* section.

## Here, you can view your awards:

- $\square \square$  By plan  $\bigotimes$  In table format
- By vesting/distribution date By grant date

You can also view the pre-tax values of your different award breakdowns. This page shows the number of awards, options, or units you were granted, and then the current market value of each.

When you view your awards in table format, you can see the vest dates for your unvested awards, their current exercisable value, and your current tax withholding method. Each award type will appear separately to display the relevant information.

Your Grants						Model Grants		
>	Potential Cash Flow Over Time (Estimated)							
	By prian In Table Format By vesting/distribution cate By grant date							
10	and All College All							
>	THERMO FISHER SCI	THERMO FISHER SCIENTIFIC (1 Gent) All values are finder to a						
	total granted O	206.000 options	You have no excretable cotions. Same grant(a) for details		Intal outstanding O Unvested Freeclookle	\$6,410.72 (KD 206.000 cotions 0.000 options		
	Unvested	206.000 options						
>	THERMO FISHER SCI	ENTIFIC (J Grants) AVva	lues are before taxes.					
	Total granted O	102.000 units	Total outstanding O	\$37,611.90 USD	Next distribution O	\$3,371.64 USD		
	Unvested	67 000 units		67 000 units		6 000 units on 08/23/2023		
	Distributed	35.000 units						

For illustrative purposes only.

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**Want more information?** While logged into your stock plan account, you can also view plan and grant documents, statements, and tools and learning resources.



You can also speak with a Fidelity Stock Plan Services LLC representative by calling **1-800-TFS-0076** (1-800-837-0076). Colleagues outside of the U.S. should go to **fidelity.com/globalcall** to find country-specific contact information.

Thermo Fisher and Fidelity Stock Plan Services, LLC are not affiliated.

Your company has requested that Fidelity Stock Plan Services, LLC, send this important information to you.

Fidelity Stock Plan Services, LLC, provides recordkeeping and/or administrative services to your company's equity compensation plan, in addition to any services provided directly to the plan by your company or its service providers.

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Fidelity Stock Plan Services, LLC
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