Like your other Thermo Fisher benefits, your LTI awards will be impacted if and when you leave Thermo Fisher. To determine how your awards will be impacted, follow the flow chart below.

Am I retirement eligible?

This is defined as being age 55 or older and having ten years of continuous service, or being age 60 or older and having five years of continuous service, and resigning voluntarily from Thermo Fisher.

No, I am not retirement eligible.

In general, your unvested equity awards (including unvested stock options, Time-Based Restricted Stock Units (TRSUs), Performance-Based Restricted Stock Units (PRSUs) and associated dividends) are forfeited on your termination date. Any vested stock options must be exercised within three months of your termination date.

Yes, I am retirement eligible.

Do my LTI awards qualify for retirement eligibility treatment?

An LTI award qualifies for retirement eligibility treatment on the second anniversary of the grant date (meaning it was granted at least two years prior to your retirement date).

No, some of my awards do not qualify for retirement eligibility treatment.

In general, your unvested equity awards granted less than two years prior to your retirement date (including unvested stock options, TRSUs, PRSUs, and associated dividends) are forfeited on your termination date. Note that vested stock options from awards granted less than two years prior to your retirement date can be exercised any time until their original expiration date.

Yes, some of my awards were granted at least two years prior to my retirement date, and do qualify for retirement eligibility treatment.

Any **unvested stock options** will vest and become exercisable. Vested stock options may be exercised any time up to the original expiration date. Any **unvested TRSUs** will vest and be distributed to your stock plan account as shares of Thermo Fisher common stock typically within five business days after you retire. Any accrued dividends are distributed in cash at the same time. For career Band 13 colleagues, TRSUs may be subject to Section 409(A) of the IRC, and thus will distribute six months plus one day from your retirement date. Any **unvested PRSUs** will vest subject to achievement against pre-set performance conditions and will be distributed to your stock plan account as shares of Thermo Fisher common stock, typically in late February of the year following the year of retirement. The dividends that accrued during the vesting period are distributed in cash at the same time.

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The grant agreement and plan document located within the colleague's stock plan account are the legal binding documents covering the treatment of each LTI award. If there is ever a conflict among what is stated above and the applicable agreements and plan documents, the agreements and the plan documents will always govern.

Colleagues will continue to have access to their personal stock plan account if the account contains a US dollar cash balance or previously vested shares of Thermo Fisher common stock. Once the account no longer contains any assets, colleagues will continue to have access for at least two years.



If you have questions about your retirement eligibility and/or the treatment of your LTI awards, call a Stock Plan Services Representative at **1-800-TFS-0076** (1-800-837-0076). Colleagues located outside of the U.S. can visit **fidelity.com/globalcall** for country-specific contact information.

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