

COMPANY INFORMATION AND INVENTION AGREEMENT

This Company Information and Invention Agreement ("Agreement") is entered into between Thermo Fisher Scientific Inc. and Khant Nyi Hlaing (referred to in the first person throughout this Agreement).

In consideration and as a condition of my employment or continued employment by Thermo Fisher Scientific Inc. or a subsidiary thereof (hereinafter collectively called the "Company"), the compensation and benefits provided therefor, and my access to and provision with Confidential Information and Trade Secrets belonging to the Company, and for other good and sufficient consideration:

I. Confidential Information and Trade Secrets

1) Confidential Information and Trade Secrets. I acknowledge and agree that during the course of employment with the Company, I will come into contact with, learn, and through my efforts participate in the creation of various forms of Confidential Information and Trade Secrets and Intellectual Property that are the property of the Company and third parties (such as the Company's customers).

a) Confidential Information and Trade Secrets are items of information of the Company or third parties that are not generally known or available to the general public and include, but are not limited to materials or information relating to the Company, its products, technologies, customers, suppliers, and employees that have been developed, compiled or acquired by the Company at its great effort and expense.

b) Confidential Information of the Company or third parties includes, but is not limited to: (i) financial and business information, such as information with respect to costs, commissions, fees, profits, sales, sales margins, capital structure, operating results, borrowing arrangements, strategies and plans for future business, pending projects and proposals, and potential acquisitions or divestitures; (ii) product and technical information, such as product formulations, new and innovative product ideas, research and development projects, formulae (including, for example, algorithms in equipment and structures of biological and chemical materials), investigations, experiments, clinical trials, new business development, sketches, plans, drawings, prototypes, methods, procedures, devices, machines, equipment, data processing programs, software, software codes, and computer models; (iii) marketing information, such as new marketing ideas, markets, mailing lists, the identity of the Company's customers, their names and addresses, the names of representatives of the Company's customers responsible for entering into or implementing contracts with the Company, the financial arrangements between the Company and such customers, specific needs and requirements of customers, and leads and referrals to prospective customers; (iv) supplier information, such as the identity of the Company's suppliers, their names and addresses, the names of representatives of the Company's suppliers responsible for entering into or implementing contracts with the Company, the financial arrangements between the Company and such suppliers, specific supplier needs and requirements, and leads and referrals to prospective suppliers; and (v) personnel information, such as the identity (all types of data, including image and voice) and number of the Company's other employees, consultants and contractors, their salaries, bonuses, benefits, skills, qualifications, and

abilities (information in this item "v" is referred to as "Personnel Information"); and (vi) information labeled "confidential" or otherwise marked with a restriction on disclosure.

c) For United States employees, Confidential Information does not include information that non-managerial employees (as defined by the National Labor Relations Act ("NLRA")) are authorized to disclose pursuant to the NLRA solely for those activities authorized by the NLRA.

d) Trade Secrets of the Company or third parties are information or items that meet the requirements of applicable laws and includes confidential information that is not generally known or readily accessible to persons within the usual business circles, has commercial value and is subject to reasonable steps to keep it secret.

e) Intellectual Property includes all intangible rights protecting the products of human intellect and creation, including patents, patent applications, utility models, design patents, copyrights, trademarks, trade names, trade dress, Trade Secrets, Creations, inventions, know-how and other intellectual property as defined below.

2) Non-Disclosure of Confidential Information and Trade Secrets. I acknowledge and agree that the Company is engaged in a highly competitive business and that its competitive position depends upon its ability to maintain the confidentiality of Confidential Information and Trade Secrets which were developed, compiled and acquired by the Company. I further acknowledge and agree that disclosing, divulging, revealing or using any Confidential Information or Trade Secrets, other than in connection with the Company's business or as specifically authorized by the Company, will be highly detrimental to the Company, and that serious loss of business, loss of goodwill, loss of competitive advantage, and pecuniary damage and irreparable harm may result therefrom.

Accordingly, I agree that I will not directly or indirectly use, disclose or disseminate to any other person, organization or entity, or copy, transfer, transmit or remove from the Company's premises, except as authorized by the Company and then only to such an extent as may be necessary in the ordinary course of performing my particular duties as an employee of the Company and only in the manner consistent with Company policies:

a) any Confidential Information for so long thereafter as the pertinent information or documentation is maintained by the Company as confidential but at least for the maximum term permitted by applicable local law, and

b) any Trade Secrets for so long thereafter as the pertinent information or documentation remains a Trade Secret.

I will not publicize (including but not limited to by publishing online, on social media, in articles and in speeches) Confidential Information or Trade Secrets in any form to anyone (including the press, media, associations, industry, or trade groups) without prior written approval of the Company. In addition, I agree to abide by the Company's policy regarding employee communications with the media and investors as amended from time to time.

Nothing in this Agreement prohibits or otherwise restricts any employee of the Company from lawfully reporting waste, fraud, or abuse related to the performance of a US Federal Government contract or grant to a designated

investigative or law enforcement representative of a Federal department or agency authorized to receive such information in accordance with applicable US laws and regulations.

Without limiting the generality of my obligation not to disclose or use Confidential Information and Trade Secrets, I agree that I shall never use Confidential Information or Trade Secrets to compete with the Company, or to solicit Company customers, suppliers, partners or employees.

3) Return of Material. I agree to destroy (such destruction to be certified by any authorized person of the Company) or deliver to the Company, immediately upon separation from employment for any reason whatsoever or at any time the Company so requests, (i) any and all documents, files, notes, memoranda, databases, computer files and/or other computer programs reflecting any Confidential Information and Trade Secrets whatsoever or otherwise relating to the Company's business; (ii) lists of the Company's customers or leads or referrals to prospective customers; and (iii) any computer equipment, home office equipment, automobile or other business equipment belonging to the Company that I may then possess or have under my control. For any equipment or devices (including those owned by me) on which any proprietary information of the Company is stored or accessible, including Confidential Information or Trade Secrets, upon separation from employment, I shall permanently delete all such information and material in my possession. I agree to provide the Company access to all such equipment or devices in my possession to confirm the deletion of such information and material. In the event I am unwilling or unable to permanently delete all such information and material in my possession myself, I shall, immediately upon or prior to separation from employment, deliver such equipment or devices to the Company so that any proprietary information, including Confidential Information or Trade Secrets, belonging to the Company may be deleted or removed. I expressly authorize the Company to access such equipment or devices for this limited purpose and shall provide any passwords or access codes necessary to accomplish this task.

4) Third Party Information: I recognize that the Company has received and in the future will receive from customers, suppliers or other third parties their own Confidential Information and Trade Secrets, subject to a duty of the Company to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree that I owe the Company and such third parties, during my employment and thereafter, a duty to hold all such Confidential Information (including as such terms may be defined in the Company's agreement with such third party) in the strictest confidence and not to disclose or transfer it to any person, firm, or corporation (except as necessary to carry out my work for the Company and consistent with any agreement between the Company and such third party) or to use it for my benefit or the benefit of anyone other than for the Company or such third party (consistent with any agreement between the Company and such third party) for as long as the obligations of the Company to preserve the confidentiality continue, without the express written authorization of the General Counsel of the Company or the General Counsel's designee.

a) Non-Public Information and Government Contracts: I acknowledge and agree that access to non-public information received or collected on behalf of the United States Federal Government or any other public or government entity (collectively, the "Government") may be required in the performance of my official duties under any Government-funded contract, including agreements funded by the Department of Health and Human Services and the Department of Defense. Should I have access to non-public Government information, I agree that I shall not release, publish, or disclose such

information to unauthorized personnel. I shall protect such information and will employ all reasonable efforts to maintain the confidentiality of such information. These efforts shall be no less than the degree of care employed by the Company to preserve and safeguard its own sensitive information. I further understand that there are laws and regulations which provide for criminal and/or civil penalties for improper disclosure of Government information. I agree that I shall immediately notify my HR representative or the Thermo Fisher Global Privacy Officer of any suspected or confirmed unauthorized disclosure and/or misuse of Government information.

5) Certain Intra-Company Confidential Information. I acknowledge and agree that, because the Company forms a legally and geographically complex organization, I likely will come into contact with, be privy to, learn of, or otherwise handle Trade Secrets or Confidential Information owned or controlled by Company affiliate entities. Accordingly, to the extent not otherwise separately provided under this Agreement, I agree to extend and apply to any such Trade Secrets or Confidential Information of other Company affiliate entities at least the same duty to maintain confidentiality that I would owe to Company under this Agreement. This includes, but is not limited to, the obligation (a) not to disclose the Trade Secrets or Confidential Information to any third-parties, any employees who are not likewise bound to keep that information confidential, or any employees who do not need the information to carry out their job duties and (b) to only use the Trade Secrets or Confidential Information for the certain limited purpose for which it was provided to me. I further agree that, if I am instructed to provide or give access to Trade Secrets or Confidential Information to employees at other Company affiliate entities during my employment, I will inform the recipients of the sensitive status of that information, and if I am such a recipient and similarly informed by other employees during my employment, I will specifically acknowledge and honor that designation by protecting that information in accord with this paragraph of this Agreement. For avoidance of doubt, nothing in this paragraph shall be construed as displacing or diminishing any other obligations or duty to maintain the confidentiality existing independent of this Agreement.

6) Confidential Information Belonging to Others. I agree not to disclose to the Company, use for the Company's benefit or to induce the Company to use any Trade Secret or Confidential Information belonging to others. In particular, I agree that I will not, during my employment by the Company, use, disclose or transfer any Confidential Information, Trade Secrets, or Intellectual Property of my former or concurrent employers or companies, if any, and that I will not bring onto the premises of the Company nor store or access on Company equipment (including computers and network drives) any Confidential Information or any property or materials belonging to my former or concurrent employers or companies, if any, unless those employers or companies consent in writing. I affirm that I am not presently subject to a restrictive covenant or other contract or agreement of any kind which would prohibit, restrict or limit employment with the Company nor cause me to violate my obligations to any third party or disclose any secret between any third party and me. If I learn or become aware or am advised that I am subject to an actual or alleged restrictive covenant or other prior agreement which may prohibit or restrict employment by the Company, I shall immediately notify the Company's Human Resources Department.

7) Notification under United States Defend Trade Secrets Act. Notwithstanding the foregoing, an individual has the right to disclose in confidence Confidential Information or Trade Secrets to United States Federal, State, and local government officials, or to an attorney, for the sole purpose of reporting or investigating a suspected violation of law. An individual also has the right to disclose Confidential Information or Trade Secrets in a document filed in a United States lawsuit or other proceeding, but only if the filing is made under seal and

protected from public disclosure. Nothing in this Agreement is intended to conflict with 18 U.S.C. § 1833(b) or create liability for disclosures of trade secrets that are expressly allowed by 18 U.S.C. § 1833(b).

II. Intellectual Property

8) Ownership. I agree that (i) nothing in this Agreement is intended to convey to me any ownership or other rights in the Intellectual Property of the Company or its nominee (hereafter "Company's rights") and (ii) ownership of all such Company rights shall remain the property of the Company or its nominee. I acknowledge and agree that all work made by me (solely or jointly with others) within the scope of and during the period of my employment with the Company and which are protectable by tangible or intangible property rights (including Intellectual Property rights) shall automatically belong to the Company to the fullest extent permitted by the applicable laws and regulations. To the extent that any of such rights, under applicable laws and regulations, belong to me, I hereby assign such rights and agree to execute promptly assignments and other documents that may be required for the Company to obtain or secure its Intellectual Property rights and all other property rights in any country or jurisdiction. I agree not to register or cause to be registered any Intellectual Property (including but not limited to designs, models, texts, symbols, and slogans) related, directly or indirectly, to the scope of my employment.

9) Inventions. I understand that the making of inventions, including improvements and discoveries, is one of the responsibilities of my employment, or that if not I may nonetheless make inventions while employed by the Company. I agree and acknowledge that all such inventions automatically belong to the Company to the fullest extent permitted by the applicable laws and regulations. To the extent that any of such inventions, under applicable laws and regulations, belong to me, I hereby agree to assign and do hereby assign to the Company or its nominee my entire right, title, and interest in and to any invention, idea, device, or process, whether patentable or not, made or conceived by me solely or jointly with others during the period of my employment by the Company which relates in any manner to the business of the Company, or relates to its actual or planned research or development, or is suggested or results from any task assigned to me or work performed by me for or on behalf of the Company. The aforesaid provision does not apply to inventions which are developed by me in non-working hours, without making use of equipment, articles, facilities or Confidential Information of the Company, and (1) are not in relation to (a) any business of the Company or (b) research which is practically carried out or is proved to be carried out expectedly, or (2) are not derived from any work by me for the Company.

10) Copyright. I acknowledge and agree that all works notably original works of authorship (hereafter "My Creations"), including creative presentations and services, which are made by me (solely or jointly with others) within the scope of and during the period of my employment with the Company, automatically belong to the Company to the fullest extent permitted by the applicable laws and regulations. To the extent that any of such works, under applicable laws and regulations, belong to me, I hereby assign (except where prohibited by the laws governing this Agreement, in such case, I agree to expressly assign) and transfer any and all Intellectual Property rights in My Creations, on an exclusive basis, including without limitation the unlimited and unrestricted right, for the world and for the full legal term of all copyright, neighboring rights as well as all other Intellectual Property rights and any renewals or extensions thereof, to fixate, reproduce, copy, publish, market, distribute, broadcast, transmit, exhibit, communicate and/or make available to the public, display, rent, lend, adapt, modify, couple with other works and materials, or otherwise use or refer to My Creations and any and all elements thereof, in any manner and/or form and/or format, by any means and onto any media known to date or hereafter devised, for any

purposes including without limitation the Company's promotion, for internal uses and for informative, news reporting, training, educational and archival purposes as well as archived content. I agree not to proceed to any use of any rights in and to My Creations or to allow any third party to proceed to any use of the said rights.

11) **Obligations and Cooperation Regarding Inventions and My Creations.** I agree, in connection with any invention, copyright, idea, device, or process covered by Section II (Intellectual Property) Paragraphs 9 & 10 above:

a) To disclose it promptly in writing to the Company or an attorney or agent or their designee employed by or representing the Company according to the invention disclosure process, creation disclosure process or such other procedure of the Company.

b) To execute promptly, upon request, applications (including patent, trademark and copyright applications), assignments thereof and other related documents and to assist the Company or its nominees in any reasonable manner to enable it to secure Intellectual Property right(s) therein in any country or jurisdiction.

c) To execute promptly, upon request, any instrument or sign any confirmation to perfect the Company's rights in Intellectual Property, in particular to confirm in writing the transfer of rights.

I agree that the obligations and undertakings stated above shall continue beyond the termination of my employment with the Company and that to the fullest extent permitted by the applicable laws and regulations: (a) my compensation includes any and all payment, fee or remuneration in consideration of the assignment of Intellectual Property to the Company and (b) the Company shall not be required to pay any additional fee or remuneration to me and/or to third parties for the use of any of such rights.

12) **Records Regarding Inventions.** I agree that I will make and maintain for the Company adequate and current written records of inventions (including improvements and discoveries), and Creations made solely by me or jointly with others. I further agree that all papers and records of every kind relating to any invention and Creation included within the terms of the Agreement, which shall at any time come into my possession, shall be the sole and exclusive property of the Company and shall be surrendered to the Company upon creation or upon request at any other time either during or after the termination of my employment.

13) **Prior Inventions.** I agree that in Schedule "A" to this Agreement I have identified without disclosing any third party confidential information, all inventions or ideas related to the business or research and development of the Company in which I have a right, title, or interest, and which were conceived either wholly or in part by me prior to my employment by the Company. I agree not to disclose, use or rely on such inventions or ideas during my employment by the Company. If I am assigned work, put on a project team, or am otherwise in a situation where I may use or rely on such inventions or ideas, I shall provide my manager with prompt written notice of the foregoing obligation. If I cause the Company to use or rely on such inventions or ideas without prior written agreement from the Company, I shall and I hereby grant the Company a royalty-free, perpetual, irrevocable, non-exclusive license to use and otherwise exploit such inventions or ideas without restriction.

14) California Labor Code §2870. For employees who live and work in California, the assignment of rights herein does not apply to any invention that qualifies fully under the provisions of California Labor Code §2870, which provides as follows:

"§2870. Invention on Own Time - Exemption from Agreement

(a) Any provision in an employment agreement which provides that an Employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the Employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the Employee for the employer."

15) Non-Solicitation of Employees.

a) I acknowledge and agree that solely as a result of my employment with the Company, and in light of the broad responsibilities of such employment which include working with other employees of the Company, I have and will come into contact with and acquire Confidential Information and Trade Secrets regarding other employees of the Company, and will develop relationships with those employees, contractors and/or consultants, who the Company has invested significant resources to train and develop.

b) I will not use any Confidential Information or Trade Secrets to solicit, induce or identify for employment, or attempt to solicit, induce or identify for employment, any person employed by the Company to terminate his or her employment with the Company or to become an employee of mine or any person or entity with which I may be or become affiliated.

c) Except if prohibited by applicable law, while I am employed by the Company, and for a period of one (1) year after my employment ends, whether voluntarily or involuntarily, I will not, directly or indirectly without the prior written consent of the Company, solicit, induce or identify for employment, or attempt to solicit, induce or identify for employment, any person employed by the Company to terminate his or her employment with the Company or to become an employee of mine or any person or entity with which I may be affiliated.

16) No Conflict of Interest. During my employment with the Company, I will not engage in any work or activity, paid or unpaid, that creates a conflict of interest or potential conflict of interest with the Company, as set forth in the Company's Code of Conduct. Such work and/or activity shall include, but not be limited to, directly or indirectly, whether as partner, employee, consultant, creditor, controlling or influential shareholder, or otherwise, promote, participate, or engage in any activity or other business competitive with the Company's business. Additionally, a direct or indirect financial interest, including joint ventures in or with a supplier, vendor, customer or prospective customer without disclosure and the express written approval of the Company is strictly prohibited

during employment with the Company. If I am uncertain about whether some outside activity creates an actual or potential conflict, I agree to disclose the activity to the Human Resources Department so that the Company can evaluate the issue.

17) Enforcement. I agree that compliance with the covenants set forth in this Agreement is necessary to protect the Confidential Information, Trade Secrets, Intellectual Property, business and goodwill of the Company and third parties, and that any breach of this Agreement will result in irreparable and continuing harm to the Company and third parties, and that damages are not an adequate remedy for any breach of this Agreement. Accordingly, the Company shall, whether or not it is pursuing any potential remedies at law, be entitled to equitable relief in the form of preliminary and permanent injunctions, without bond or security, upon any actual or threatened breach thereof. In addition to these legal remedies, I understand that if Company concludes I have breached this Agreement, it has the right to terminate my employment with no obligation to pay any economic compensation to me.

18) Attorneys' Fees. I acknowledge and agree that should it become necessary for the Company to file suit or take legal action to defend or enforce the obligations and covenants contained herein, the Company shall be entitled to recover its reasonable costs incurred in conducting the suit including, but not limited to, reasonable attorneys' fees and expenses, including but not limited to court costs and costs associated with any forensic analysis conducted to assist with the suit.

19) Employment At-Will. For United States employees: I acknowledge and agree that this Agreement does not constitute a contract of employment and does not imply that the Company will continue my employment for any period of time. I am an employee at-will of the Company. My employment relationship with the Company may be terminated by either the Company or by me at any time, with or without cause and with or without notice.

20) Governing Law and Choice of Forum. For United States employees, this Agreement shall be construed and interpreted in accordance with, and shall be governed exclusively by, the laws of the Commonwealth of Massachusetts, without regard to its conflict of laws provisions, and the federal laws of the United States of America. For Canada employees, this agreement shall be governed and construed in accordance with the laws of the province in which you work and the federal laws of Canada applicable therein.

21) Waiver of Jury Trial. Each party hereto irrevocably waives, to the fullest extent permitted by applicable law, any and all right to trial by jury in any legal proceeding arising out of or related to this agreement. I acknowledge that in agreeing to the foregoing provision, I am giving up my right to a jury trial and that in the event of a trial arising from or relating to this agreement, the legal proceeding will be decided by a judge alone. This obligation to submit all disputes or controversies arising from or related to this agreement to a judge supersedes any other agreement between the parties, including any agreement concerning arbitrability of such matters.

22) Modification and Waiver Must Be In Writing. I understand that this Agreement cannot be modified, amended or changed, nor may compliance with any provision hereof be waived, unless in writing and signed by the General Counsel of the Company or the General Counsel's designee and me. Any waiver by the Company or by me must be in writing and signed by either me, if I am seeking to waive any of my rights under this Agreement, or by the

General Counsel of the Company or the General Counsel's designee, if the Company is seeking to waive any of its rights under this Agreement. Any waiver by the Company or me of the breach of any provision of this Agreement will not operate or be construed as a waiver of any other breach of such provision or of any breach of any other provision of this Agreement. The failure of the Company or me to insist upon strict compliance with any provision of this Agreement at any time will not deprive either of us of the right to insist upon strict compliance with such provision at any other time or of the right to insist upon strict compliance with any other provision hereof at any time.

23) Severability. The parties agree they have attempted to limit the scope of the post- employment restrictions contained herein to the extent necessary to protect the Company's Confidential Information and Trade Secrets. It is the desire and intent of the parties that the provisions of this Agreement shall be enforced to the fullest extent permissible under applicable laws and public policies. Accordingly, if any term or provision of this Agreement or any portion thereof is declared illegal or unenforceable by any court of competent jurisdiction, such provision or portion thereof shall be deemed modified so as to render it enforceable, and to the extent such provision or portion thereof cannot be rendered enforceable, this Agreement shall be considered divisible as to such provision which shall become null and void, leaving the remainder of this Agreement in full force and effect.

24) Successors and Assigns. This Agreement shall inure to the benefits of the successors and assigns of the Company and shall be binding upon my heirs, assigns, administrators, and representatives.

25) Other Agreements Survive. My obligations under this Agreement shall be independent of, and unaffected by, and shall not affect, other agreements, if any, binding on me which apply to my business activities during and/or subsequent to my employment by the Company, including but not limited to any non-competition or non-solicitation agreement, and any similar obligations arising from the Company's severance, incentive compensation, long-term incentive, stock or other benefits plans. My obligations under this Agreement also shall survive any changes made in the future to my employment terms, including but not limited to changes in salary, benefits, bonus plans, job title and job responsibilities.

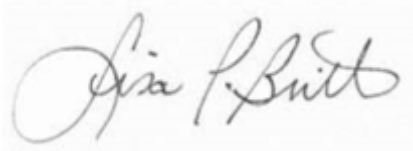
26) Acknowledgement. I ACKNOWLEDGE THAT I HAVE CAREFULLY READ THIS AGREEMENT AND HAVE HAD ADEQUATE TIME AND OPPORTUNITY TO CONSULT WITH AN ATTORNEY OF MY OWN CHOOSING REGARDING THE MEANING OF THE TERMS AND CONDITIONS CONTAINED HEREIN, AND I ACKNOWLEDGE THAT I FULLY UNDERSTAND THE CONTENT AND EFFECT OF THIS AGREEMENT AND AGREE TO ALL OF THE PROVISIONS CONTAINED HEREIN.

EMPLOYEE NAME

Date

THERMO FISHER SCIENTIFIC INC.

By:

A handwritten signature in black ink, reading "Lisa F. Britt". The signature is written in a cursive style with a large, looping "L" and "B".

Lisa Britt, Senior Vice President
Chief Human Resources Officer

Dec, 3, 2025

Date