



Early Talent Relocation Policy

US Domestic Intern & Co-Op Program

Effective September 1, 2022

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Introduction

Congratulations on your upcoming domestic relocation with Thermo Fisher! Thank you for your dedication to serve our customers and each other, globally, as we continue in our mission to make the world healthier, cleaner and safer. We are pleased to offer a benefit package to facilitate your relocation into your new work location so you can make the most of this unique opportunity.

Thermo Fisher's Global Mobility team is responsible for delivering a scalable mobility process model and enabling rapid deployment of critical skillsets to achieve business objectives and positive and seamless colleague experience. A dedicated team member will be your internal point of contact throughout your journey.

Throughout your relocation there are numerous personal, legal, and tax issues to be considered. Making well informed decisions requires an understanding of Thermo Fisher's policy and your role in the process. Please take the time to read this policy carefully and ensure you understand its contents.

Thermo Fisher's relocation partner is Aires, who will be responsible for the management of relocation and support services. As it is a condition of your relocation that you use this provider, Thermo Fisher will not pay for costs billed by any other company. A Global Mobility team member from Thermo Fisher, who will be responsible for managing your relocation, will authorize a relocation provider to coordinate the services outlined within this policy.

Relocation Program Eligibility

The Thermo Fisher relocation program is designed to facilitate a move that brings you substantially closer to your new work location. To be eligible for this relocation program, the following criteria must be met:

- You must be a current or newly hired Thermo Fisher employee
- The relocation must be initiated and approved by Thermo Fisher
- The distance between the former residence and the new work location must be **at least fifty (50) miles greater than the distance between the former residence and the** former work location
- You must sign and return the Relocation Repayment Agreement and Policy Acknowledgement before any relocation benefits can be administered

Relocations for the convenience and/or at the request of the employee are not eligible for any relocation benefits contained in this policy.

In the event that an eligible dependent is asked to relocate by Thermo Fisher, only one (1) individual would receive relocation benefits.

All participants, both current and newly hired, are referred to as "employee" throughout this document.

There is no cash value in lieu of benefits nor trading of benefits for one another. As the company making a significant investment for this relocation, it is Thermo Fisher's expectation that you are reasonable, mindful, and cost conscious in utilizing your relocation benefits. Global Mobility has the authority to deny any exception request.

All relocations are expected to be completed within sixty (60) days of the start date in the new location.

Qualified Dependents

Qualified dependents include a spouse or partner unmarried minor children currently living with you at the time of the relocation, s determined by local laws.

Qualified dependents DO NOT include parents, extended family, adult children (with the exception of those with intellectual or physical disabilities), married children, childcare provider, domestic help and family pets/animals. Note that this is not an all-inclusive list.

Termination of Employment

Thermo Fisher is not obligated to pay any relocation costs associated with a move to another location after termination. Any in-process or unused benefits will cease upon the last date of your employment.

Scope of Policy

The policies and procedures outlined here apply to all Thermo Fisher United States (U.S.) locations/entities and pertains to individuals who will relocate within the US as part of the Early Talent Intern and Co-Op Program, and their qualified dependents. You may need to consult with the Thermo Fisher Global Mobility team and/or our relocation provider in instances requiring further interpretation of this policy, either before or after your move. Thermo Fisher Global Mobility retains ultimate discretionary authority to amend, modify, suspend, terminate, or interpret the policy or any of its provisions at any time. This policy does not constitute a contract or guarantee of employment.

Relocation expenses are separate and distinct from business travel expenses and must not be submitted through the company's travel and expense system.

Miscellaneous Relocation Allowance

The Miscellaneous Relocation Allowance is intended to contribute to the cost of various individual relocation expenses. You will receive a **one-time payment**, net of taxes, and the appropriate amount will be confirmed by the Early Talent team.

Our relocation provider will contact you once they are notified of the approved relocation by Thermo Fisher. Please note that you must return your signed Repayment Agreement and provide your banking details as outlined by our relocation provider prior to receiving the Miscellaneous Relocation Allowance.

Important: This one-time payment is provided to support you with relocation expenses for the duration of your early talent program. Additional funds for temporary housing will not be provided. Once you have been initiated with Aires, you will have access to their Springboard Platform which you can utilize to locate and secure housing. The Springboard platform will offer housing recommendations & options but ultimately it is your responsibility to secure your own accommodations. Thermo Fisher will not secure housing on your behalf. You are highly encouraged to proactively identify housing appropriate for your needs.

Examples of the types of expenses this allowance is intended for are:

- Shipment and storage of household goods
- Home finding in the new location
- Temporary **housing**
- **Flight** and **travel** expenses
- Purchase of travel items
- Costs related to the relocation of family pets/animals (i.e., transportation, shipment, boarding, shots, etc.)
- Charges for installation, connection or disconnection of utilities (i.e., cable or satellite TV, electricity, water, etc.)

- Forfeited dues or non-refundable portions of service contracts and memberships (club, school, gym, etc.)

Tax Considerations

Please be advised that nothing in this program is intended to constitute tax or legal advice. Although the information contained herein is believed to be accurate, any statements or opinions in this program, including what is or is not taxable income, are provided for informational purposes only. You are encouraged to and should seek professional tax advice as to your particular circumstances and tax liabilities from competent tax and/or legal counsel. This program is not intended or written to be used, and cannot be used, for the purpose of avoiding penalties under the Internal Revenue Code or applicable state and local authorities.

Gross-Up Policy

Certain payments or reimbursements made by Thermo Fisher as a result of your relocation may be considered taxable income. Thermo Fisher will pay the estimated federal, state, and local taxes on your behalf in order to alleviate the additional tax burden created by such expenses, referred to as gross-up. Gross-up payments are made directly to local taxing authorities on your behalf and will be reported on your end of year wage statement.

Gross-up will only consider Thermo Fisher earned income.

Year-End Information

At year-end, you will be furnished with a copy of a Relocation Tax Report from our relocation provider.

This will provide an itemized list of all reimbursements, payments, and allowances paid to you, or on your behalf for expenses incurred in connection with your move. You are responsible for reporting taxable moving expense reimbursements on your tax return.

Relocation Expense Repayment Agreement and Policy Acknowledgement

As of the effective date of this Relocation Expense Repayment and Policy Agreement (this "Agreement"), and Policy Acknowledgement ("this "Acknowledgement"), Thermo Fisher Scientific ("Thermo Fisher") has agreed to incur expenses or reimburse the undersigned employee (the "Employee") for certain expenses for the purpose of relocating Employee and Employee's qualified dependents to a new work location. The relocation benefits being offered are described in Thermo Fisher’s Early Talent Relocation Policy for the US Domestic Intern and Co-op Program (“Policy”).

Employee confirms that neither he/she nor any other qualified dependent is receiving relocation benefits from any other company or source. Employee acknowledges that relocation benefits paid by Thermo Fisher are subject to reduction in an amount equal to any relocation benefits paid by another source.

If, during the internship or co-op, (a) Employee does not relocate to the new work location, (b) Employee voluntarily terminates employment with Thermo Fisher for any reason or requests a transfer out of the new work location, or (c) Thermo Fisher terminates Employee's employment for cause, Employee agrees to repay Thermo Fisher, within thirty (30) days of terminating employment, any and all relocation expenses (including, gross up taxes, service provider fees, immigration costs, etc.) or payments made in lieu of relocation benefits incurred by Thermo Fisher, in accordance with the timeline set forth below:

REPAYMENT AMOUNT IS BASED UPON COMPLETED TIME IN THE PROGRAM.

Completed less than 50% of the program	100% Repayment
Completed more than 50% of the program	50% Repayment
Completed 100% of the program	0% Repayment

The Employee will not be required to repay relocation expenses upon completion of their internship or co-op.

Any repayment required under this Agreement will be due and payable to Thermo Fisher within thirty (30) days of terminating employment. Subject to compliance with local laws, Thermo Fisher reserves the right to deduct any sums due and owing to Thermo Fisher from Employee's final paycheck(s), including, without limitation, salary, commissions, bonuses, vacation or other paid leave, severance or separation pay, and expense reimbursements, up to the full amount of the expense owed to Thermo Fisher. If such deduction does not fully satisfy the amount of reimbursement due, Employee agrees to immediately repay the remaining unpaid balance to Thermo Fisher.

This Agreement also serves as an Acknowledgement that the Employee has been provided with a copy of the Policy. By signing this document, the Employee agrees to have read and understood the Policy which sets forth the relocation-related benefits offered by Thermo Fisher and accepts the terms and conditions.

I hereby understand that neither the Policy or this Agreement and Acknowledgement is a guarantee of employment. Furthermore, I understand that Thermo Fisher retains the discretion to amend, modify, suspend, terminate, or interpret the Policy at any time.

Relocation assistance will not begin until a signed Relocation Repayment Agreement and Policy Acknowledgement has been returned to Thermo Fisher.

{{Sig_es_:signer1:signature}}	Khant Nyi Hlaing
Employee Signature	Employee Printed Name
{{Dte_es_:signer1:date}}	June 15, 2026
Date	Start Date in New Location

