

Business Continuity Statement

Thermo Fisher Scientific, Remel Products

In an effort to support our customers, protect our employees, and minimize any interruption in the delivery of products and services, we have developed a Business Continuity Plan to mitigate risks and reduce potential issues and impact of natural and man-made disasters, including pandemic events. Our Plan provides structure and guidance for the safety of employees and continuation of operations and services in the event of an emergency. The magnitude of the event will dictate the degree of implementation of our plans. In the event of a business interruption of any kind, plans and teams are in place to address the immediate response to the incident, the management of the situation from the time of the incident until the matter is resolved, and overall recovery plans.

Upon activation of the Business Continuity Plan:

- The focus will be on the continuation of critical operations and support functions.
- The Thermo Fisher Scientific global network will be assessed to determine appropriate resource utilization.
- If appropriate, we will suspend nonessential functions.
- In the event service levels will be impacted, business partners and customers will be notified.

We consider contingency planning to be an iterative process, requiring ongoing review to assess various risks and appropriate responses. It is our intent to provide, to the best of our ability, for the continuation of services to our customers in the event of a pandemic or other emergency. Response plans address different levels of potential impact on the population and consequently, our organization. Our current assumption is that, as a company, in the event of a pandemic, we will be impacted to the same degree as the general population. Our pandemic strategy is based on recommendations set forth by the United States Department of Labor Occupational Safety and Health Administration (OSHA), the U.S. Department of Health and Human Services (HHS), and the Centers for Disease Control and Prevention (CDC) in conjunction with the Pandemic Phase Alert Levels established by the World Health Organization (WHO).

Therefore, our approach is flexible to address a wide range of possible effects and outcomes from a pandemic. Our Pandemic Response Plan provides for:

- employee safety strategies and communications
- identification of all mission critical systems and system backup/recovery
- identification of trigger points
- identification of critical products with appropriate allocation of resources
- maintenance of critical functions with potentially high levels of absenteeism
- training redundancy and succession planning
- alternate physical site location and preparedness
- systems and telecommunications accessibility
- periodic testing to validate effectiveness of the plan
- updates to allow for changing circumstances

If you have any questions, please contact us at remel@remel.com, and we will be happy to provide any additional information you need.