

# Safeguarding your IP: Thermo Fisher Scientific pharma services' global commitment to confidentiality

Intellectual property (IP) rights and confidentiality protections play a critical role in biopharmaceutical development and manufacturing. Appropriate protections enable developers to drive innovation, safeguard investments, and accelerate the development of new drugs and therapies, while creating a favorable environment for research, development, and commercialization. Partnering with a CDMO with the global expertise to navigate complex landscape requirements, and with global frameworks in place to standardize protections, can alleviate potential challenges for drug developers and IP owners.

At Thermo Fisher Scientific, we are committed to keeping your intellectual property and confidential information secure. We understand the sensitivity of your data and apply the same rigorous controls as we do to our own information. We standardize these strict controls across all sites in our global network to help ensure your information is safe, regardless of where you work with us.

## Global framework overview for standardized protections



### Contractual protections

- ✓ Confidential Disclosure Agreements (CDAs) and Master Service Agreements (MSAs) include strict confidentiality obligations
- ✓ New customer IP agreed in the MSA generated in the services is assigned to customer outright for all sites and services
- ✓ Contractual legal obligations enforceable by customer

### Project team requirements

- ✓ Employment contracts and policies include confidentiality and IP obligations, which are binding on all employees, including employees of affiliates
- ✓ Confidentiality controls and obligations are covered in routine mandatory employee training
- ✓ Policies and systems limit the sharing of confidential information to those who need it in order to provide our services

### Data protections

- ✓ Thermo Fisher policies and processes safeguard information by limiting electronic and physical access
- ✓ IT standards for all sites are consistent with Thermo Fisher Scientific global policy and industry standards
- ✓ All Thermo Fisher sites comply with FDA and EMEA data integrity policies and controls

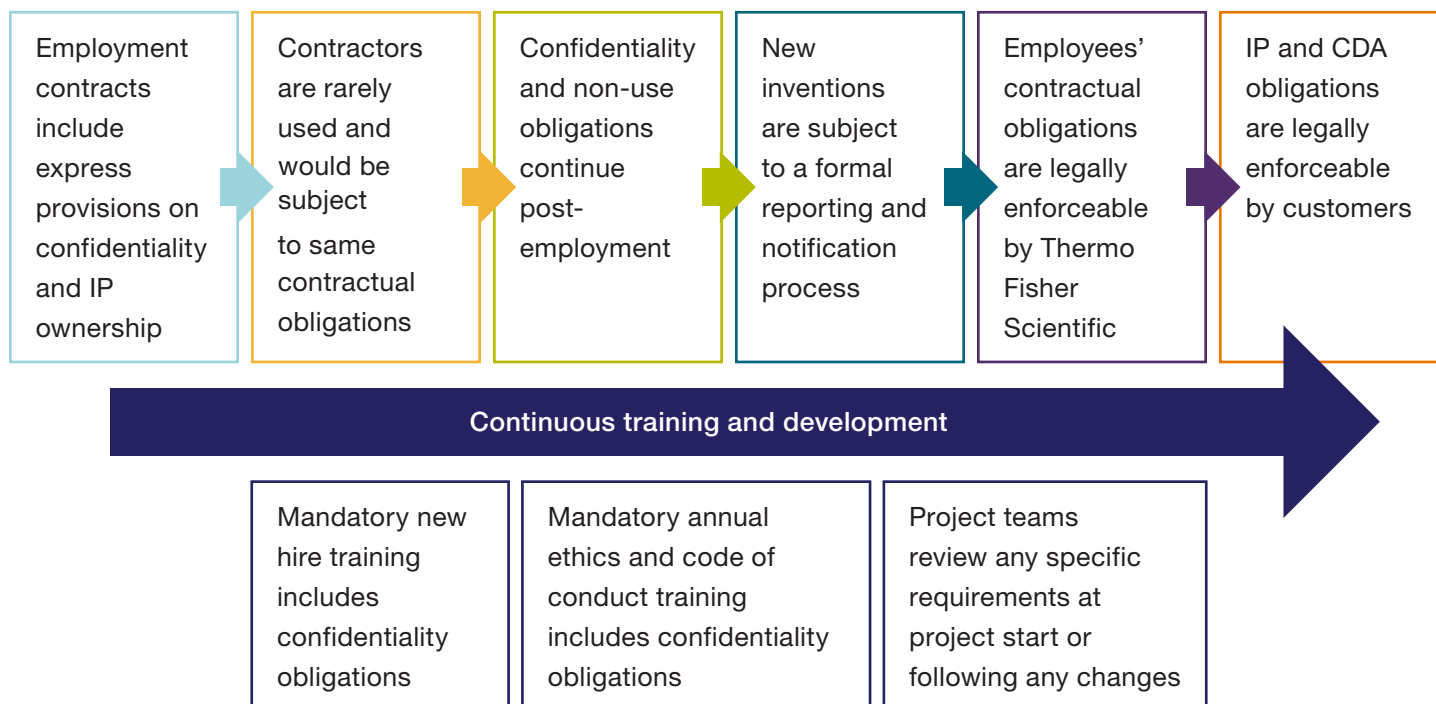
## Enforcing contractual protections

Our standard contractual terms are consistent with industry expectations and allow customers to legally enforce our confidentiality and IP obligations.

Confidentiality protections	IP ownership
Strict processes ensure a valid CDA is in place prior to and throughout the disclosure of confidential information	Customer information disclosed to us remains the property of the customer at all times
Confidentiality obligations are incorporated in the MSA and apply throughout the project and afterwards	New customer IP under the MSA is assigned to customer across all our sites and in compliance with local laws
All pharma services sites have rigorous standards in handling confidential information conforming to Thermo Fisher Scientific global policies	Employee agreements, including affiliates subcontractors, are consistent with our IP obligations towards the customer
	We offer technical support as requested by the customer in securing new customer IP (e.g. assistance with patent applications)

## Our team's commitment to your success

Our project teams are dedicated to helping you reach your goals and abide by the confidentiality and IP obligations consistent with our contractual commitments, including continuous training and development.



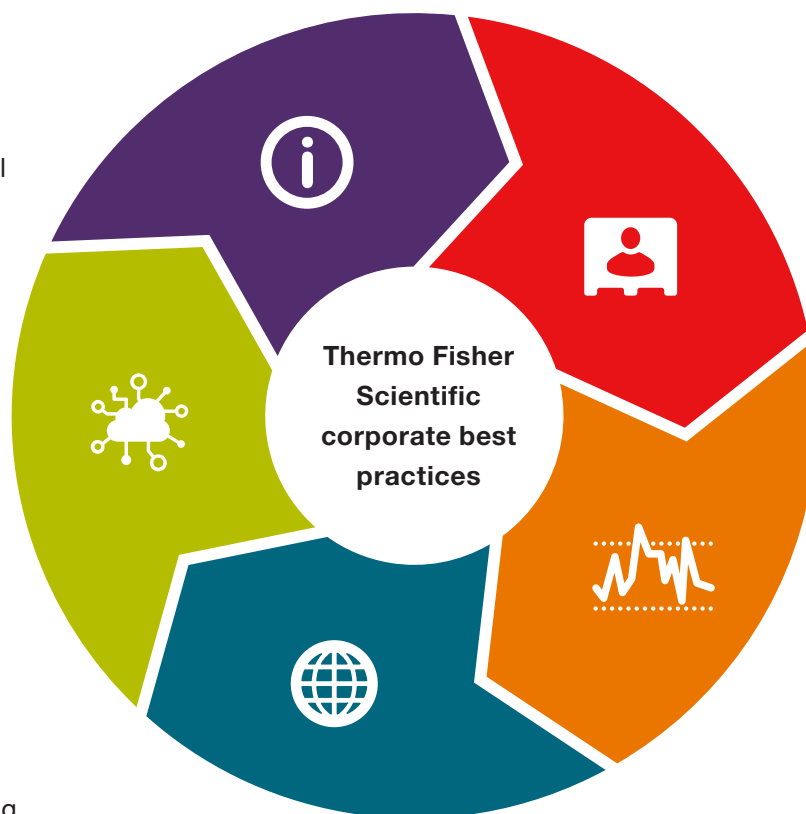
## Protecting your data

We implement Thermo Fisher Scientific corporate best practices across all pharma services sites to keep your data safe and secure.

**Corporate IT policies, processes, and monitoring** limit physical and digital access to safeguard confidential information

Robust **GMP compliance procedures** for data integrity

Robust **global cybersecurity program** includes employee training, monitoring, challenging, and reporting



Employees and guest **physical access is controlled by** security policies and procedures, including key card access

**Effectiveness of controls can be assessed by** customers during site audits

## Our global commitment

Thermo Fisher Scientific is dedicated to safeguarding our customers' confidential information and intellectual property. We prioritize the protection of customer information by treating it with the same level of security as our own. Our commitment to compliance and integrity extends to our employees and contractors, who abide by contractual agreements and policies to ensure adherence to our strict standards. Consistent with this commitment, we implement strong physical and digital access controls across all our sites. Additionally, we provide our customers with auditable and legally enforceable contractual commitments, further strengthening the security measures in place to protect their valuable information.



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