

ESG Performance

Measuring and reporting our ESG performance is key to understanding the impact of our operations, driving continuous improvement, and maintaining a transparent dialogue with our stakeholders.

We are committed to improving our ESG performance because it is crucial to our long-term success as a responsible business and is essential to achieving our Purpose. The key performance indicators we track are driven by an assessment of issues of greatest relevance and impact to our stakeholders and our business.

Governance

Ethics, Transparency, Quality	2021	2022	2023
Ensuring quality and patient safety during clinical trials	2021 ESG Report – Governance Narrative	2022 ESG Report – Governance Narrative	2023 Impact Report - Governance Narrative
Products listed on FDA's MedWatch List	FDA's MedWatch List¹		
Fatalities as reported in FDA Adverse Event Reporting System	FDA AE Reporting System¹		
Code of ethics governing the promotion of off-label use of products	2021 ESG Report – Governance Narrative	2022 ESG Report – Governance Narrative	2023 Impact Report - Governance Narrative
Code of ethics governing interactions with healthcare providers	2021 ESG Report – Governance Narrative	2022 ESG Report – Governance Narrative	2023 Impact Report - Governance Narrative
Alerts of risks associated with counterfeit products	2021 ESG Report – Governance Narrative	2022 ESG Report – Governance Narrative	2023 Impact Report - Governance Narrative
Counterfeit drug process for maintaining traceability	2021 ESG Report – Governance Narrative	2022 ESG Report – Governance Narrative	2023 Impact Report - Governance Narrative
Accountability			
Proportion of women on Board of Directors ²	4 out of 12	4 out of 12	4 out of 12

¹FDA databases may include Seagen Inc. products.

²[Pfizer's Board of Directors](#)

Note: Unless otherwise noted, KPIs exclude data from Seagen Inc., which was acquired by Pfizer in December 2023.

Environment

Climate change (Scopes 1 & 2) ^{1,2,3}	2019 (baseline)	2021	2022	2023	2030 Goal
Carbon emissions (in million metric tons CO ₂ e) ⁴	1.27	1.14	1.13	1.09	0.69
Renewable electricity (%)	10%	7%	7%	10%	100%

Supply chain environmental sustainability (Scope 3) ³	2019 (baseline)	2021	2022	2023	2025 Goal
Suppliers of purchased goods and services by spend with science-based targets (%) ⁵	-	19%	29%	51%	64%
Business travel carbon emissions (in thousand metric tons CO ₂ e) ⁶	384	39	94	173	288
Upstream transportation & distribution carbon emissions (in thousand metric tons CO ₂ e) ⁷	249	380	440	305	224

¹ Pfizer's organizational boundaries for environmental performance include all owned sites and leased facilities where Pfizer has operational control. Data are baseline adjusted, reported absolute, using reporting boundaries per the World Resources Institute (WRI) Greenhouse Gas (GHG) Protocol. The 2019 GHG data is independently verified to the limited assurance level. GHG data for 2021-2022 is independently verified to the reasonable assurance level. Verification of 2023 data is in progress.

² Scopes 1 and 2 as defined by the GHG Protocol Corporate Standard:

- Scope 1: Direct GHG emissions. Direct GHG emissions occur from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc., or emissions from chemical production in owned or controlled process equipment.
- Scope 2: Electricity indirect GHG emissions. GHG emissions from the generation of purchased electricity consumed by the company. Purchased electricity is defined as electricity that is purchased or otherwise brought into the organizational boundary of the company.

³ Data presented represents information available as of January 31, 2024, including certain estimates and assumptions. Historical estimates may periodically be subject to revision due to data source restatements and updates to methodology. See Pfizer's [website](#) for more information on our GHG calculation methodology. Updated 2023 data will be published on [Pfizer's Environmental Sustainability page](#).

⁴ Pfizer's 2030 GHG emissions goal is to achieve a 46% reduction from the 2019 baseline, inclusive of the 100% renewable electricity target. There may be differences in baseline and subsequent reporting year values due to changes in the business that require baseline adjustments conducted in accordance with the GHG Protocol. Estimates comprise less than 3% of Scope 1 and 2 GHG emissions.

⁵ Tracking of the Scope 3 supplier engagement goal was initiated in 2021. We include companies publicly committed to setting science-based targets through the Science Based Target Initiative (SBTi), companies with SBTi-validated targets, and companies with Scope 1 and 2 targets set at a level equivalent to SBTi criteria.

⁶ Pfizer's 2025 GHG emissions goal is to achieve a 25% reduction in business travel emissions from the 2019 baseline. There may be differences in baseline and subsequent reporting year values due to changes in the business that require baseline adjustments conducted in accordance with the GHG Protocol. We have added estimates to the 2019-2023 results to account for travel booked outside Pfizer's travel system, which account for approximately 10% of total business travel emissions.

⁷ Upstream transportation emissions are calculated from Pfizer and third-party datasets. In 2023, we aligned our methodology with the Global Logistics Emissions Council (GLEC) framework and expanded our use of primary activity data to more accurately estimate shipment-level emissions. We have applied this methodology to our historical estimates.

Note: Unless otherwise noted, KPIs exclude data from Seagen Inc., which was acquired by Pfizer in December 2023.

Environment

Water and waste ^{1,2}	2021	2022	2023
Water withdrawal (in million cubic meters)	27.4	28.7	31.9
Water discharge (in million cubic meters)	23.5	24.8	28.1
Water consumption (in million cubic meters)	3.8	3.9	3.8
Hazardous waste generated (in thousand metric tons)	74.9	76.5	79.9
Hazardous waste diverted from disposal (in thousand metric tons)	11.9	7.5	10.4
Hazardous waste disposed (in thousand metric tons)	63.1	69.0	69.5
Non-hazardous waste generated (in thousand metric tons)	37.9	34.3	34.9
Non-hazardous waste diverted from disposal (in thousand metric tons)	22.2	18.5	18.6
Non-hazardous waste disposed (in thousand metric tons)	15.7	15.8	16.3

¹ Pfizer's organizational boundaries for environmental performance include all owned sites and leased facilities where Pfizer has operational control. Data are baseline adjusted, reported absolute, using the same reporting boundaries as are used for greenhouse gas reporting per the World Resources Institute (WRI) Greenhouse Gas (GHG) Protocol. Limited assurance of the 2023 water and waste data is in progress.

² Data presented represents information available as of January 31, 2024, including certain estimates and assumptions. Historical estimates may periodically be subject to revision due to data source restatements and updates to methodology. Updated 2023 data will be published on [Pfizer's Environmental Sustainability page](#).

Note: Unless otherwise noted, KPIs exclude data from Seagen Inc., which was acquired by Pfizer in December 2023.

Social

Innovation and Global Health

Product Innovation	2021	2022	2023
Time to market (in years) (first-in-human (FIH) to approval) ¹	8.1	4.8	5.1
Success rate (FIH to approval) ²	21%	18%	17%
Number of drugs in portfolio ³	Product Listing		→
Number of drugs in research and development ⁴	89	110	112
Products on WHO List of Prequalified Medicinal Products and Vaccines ⁵	WHO Medicinal Products and Vaccines List		→
Key projects driving large-scale digital solutions in R&D, manufacturing and healthcare provider and patient engagement	38	38	47

¹ Biosimilars and generics are excluded from all analyses, as are product enhancements (supplemental indications, major new formulations, etc.). New molecular entities (NME) are the foundation of Pfizer's, and the industry's, innovative medicines pipelines. NMEs originating outside of Pfizer and acquired or licensed by Pfizer after achieving FIH or more advanced development milestones are generally excluded from FIH-approval cycle time calculations where substantial development effort occurred before Pfizer's operational control. Cycle times from FIH to approval are calculated between the FIH date for the NME in its first indication pursued, and first major regulatory approval (U.S. FDA or EU European Medicines Agency) for the NME. The NME approval may or may not be for the same indication by which the NME triggered its first FIH milestone. Rolling cohorts are used to provide sufficient sample sizes to calculate cycle times between major development milestones.

² The FIH to approval NME success rate metric is a composite metric. It is a cumulative success rate derived using individual phase success rates from FIH (start of Phase 1) to approval (first regulatory approval) at an NME level. Combinations of approved NMEs, biosimilars and generics are excluded from all success rate calculations. Cumulative NME success rate is calculated using three-year rolling cohorts for Phase 1 and five-year rolling cohorts for Phase 2, Phase 3 and registration.

³ Included on [Pfizer's Product Listing](#):

- Co-Marketing agreements - Products that were co-marketed with other companies are included in the products listing. However, the third party may be taking or be responsible for a significant portion of the underlying marketing.
- U.S. Products Only - The product listing shows products available to U.S. consumers only.
- New Drug Application (NDA) / Abbreviated New Drug Application (ANDA) / Biologic License Application (BLA) - Products included are only shown (or removed) if they have an active application (or the application has been withdrawn). This results in certain products being listed that are not actively marketed.
- Seagen Inc. products will be included in the normal course of business.

⁴ The 2023 figure is as of January 30, 2024, and represents the number of R&D programs in Phase 1 to registration, including programs for additional uses for in-line and in-registration products. 2023 data includes Seagen Inc. data. For latest information, please see [Pfizer's R&D Portfolio](#).

⁵ To see the products prequalified, perform a database search per manufacturer name (Pfizer). Seagen products will be included in the normal course of business.

Note: Unless otherwise noted, KPIs exclude data from Seagen Inc., which was acquired by Pfizer in December 2023.

Social

Innovation and Global Health

Breakthrough and Expedited Regulatory Designations ¹	2021	2022	2023
% of Pfizer NME / BLA novel drug approvals by the U.S. FDA achieving breakthrough therapy designation (over a rolling 5-year period)	45% (vs. 30% for industry)	44% (vs. 30% for industry)	38% (vs. 29% for industry)
% of Pfizer NME / BLA novel drug approvals by the U.S. FDA achieving one or more expedited review designations (over a rolling 5-year period)	91% (vs. 66% for industry)	100% (vs. 67% for industry)	62% (vs. 67% for industry)

¹ Breakthrough and other expedited U.S. Food and Drug Administration (FDA) regulatory designations are cited as a proxy measure of innovation among Pfizer and biopharmaceutical industry novel drug approvals. As with success rate and time-to-market metrics, the metrics exclude biosimilars, generics and product enhancements. Our criteria for FDA expedited designations includes breakthrough therapy, fast track, priority review and accelerated approval. These four designations are well-defined and established in FDA reporting and suitable for tracking over time. The metrics cover a rolling 5-year period (e.g., 2023 values represent 2019-2023) and references Pfizer internal medicines portfolio data and data provided by the FDA's Center for Drug Evaluation and Research (CDER) and Center for Biologics Evaluation and Research (CBER). The scope of these metrics is limited to new molecular entities (NME), novel biologics license applications (BLA) and novel vaccine approvals. Pfizer novel drug approval counts include co-developed or acquired assets which may not be listed as distinctly Pfizer assets among FDA data. Industry novel drug approval counts exclude Pfizer approvals.

Note: Unless otherwise noted, KPIs exclude data from Seagen Inc., which was acquired by Pfizer in December 2023.

Social

Innovation and Global Health

Equitable Access and Pricing	2021	2022	2023
Description of actions and initiatives to promote access	2021 ESG Report – Social Narrative	2022 ESG Report – Tackling the Health Equity Gap Together 2022 ESG Report – Equitable Access and Pricing	2023 Impact Report - Social Narrative
Patients treated ¹	383 million (excluding COMIRNATY® and PAXLOVID®) 1.4 billion (including COMIRNATY® and PAXLOVID®)	304 million ² (excluding COMIRNATY® and PAXLOVID®) 1.3 billion (including COMIRNATY® and PAXLOVID®)	334 million (excluding COMIRNATY® and PAXLOVID®) 619 million (including COMIRNATY® and PAXLOVID®)
Access to Medicine Index (ATMI) Ranking ³	4th	6th	6th
Percent change in average net price for U.S. portfolio ⁴	-5%	6%	5%

¹ The Patients Treated metric is calculated from Pfizer and third-party datasets. Figures may be limited given the coverage provided by external sources (e.g., calendar duration, geographic and product coverage) and are subject to change. Numbers are estimates and in some cases use global volume, daily dosage and number of treatment days to facilitate calculations. Methodologies to calculate estimates may vary by product type given the nature of the product and available data. Patients taking multiple Pfizer products may be counted as multiple patients towards total. Numbers do not include comprehensive estimated patient counts from Ex-US Access & Affordability programs (this does not include An Accord for a Healthier World). Historical estimates may periodically be subject to revision due to restatements in the underlying data source.

² Note: 2022 Patients Treated estimate of 304 million (excluding COMIRNATY® & PAXLOVID®) is a revision from the figure included in the 2022 ESG Report due to data source restatements and updates to methodology.

³ The 2022 Access to Medicine Index assesses the top 20 largest research-based pharmaceutical companies on their actions to improve access to medicines in 108 low- and middle-income countries for 83 diseases, conditions and pathogens. As the ATMI is published every two years, the 2023 disclosure is the same as the 2022 disclosure. [ATMI 2022 Ranking](#).

⁴ The U.S. portfolio includes all pharmaceutical products marketed by the company. The product sales utilized in the analysis represent ~79% of the total U.S. portfolio in 2023 and exclude our alliance products and contract manufacturing operations. Excluding COMIRNATY® and PAXLOVID®, the percentage change in average net price for the U.S. portfolio for 2021, 2022 and 2023 are -4%, -2%, and +1% respectively. Year-over-year comparisons of net price may be impacted by changes to our portfolio, including, but not limited to, new formulations, strengths, and product delivery formats.

Note: Unless otherwise noted, KPIs exclude data from Seagen Inc., which was acquired by Pfizer in December 2023.

Social

Innovation and Global Health

2023 Gender Representation (Global) ¹	Female	Male				
VP and above	44.8%	55.2%				
Senior Director	49.2%	50.8%				
Director	53.5%	46.5%				
Manager / Senior Manager	53.8%	46.2%				
Analyst and below	50.2%	49.8%				

2023 Racial / Ethnic Group Representation (U.S. only) ¹	Asian	Black or African American	Hispanic or Latino	White	Two or More Races	Other ²
VP and above	15.4%	7.1%	6.9%	69.5%	0.9%	0.2%
Senior Director	16.9%	4.1%	5.8%	70.8%	1.9%	0.5%
Director	19.5%	5.5%	6.0%	66.4%	1.8%	0.8%
Manager / Senior Manager	20.3%	6.9%	6.9%	63.5%	1.6%	0.9%
Analyst and below	9.0%	22.3%	8.4%	56.4%	2.7%	1.3%

¹ Colleagues who select "Do Not Disclose" or have not filled in their profile are not included in the denominator or numerator for gender or racial / ethnic representation. Gender representation is calculated globally. Puerto Rico is excluded within racial / ethnic representation but included in the Global Gender Representation. Percentages may not add up to 100% due to rounding.

² Other is defined as American Indian or Alaska Native, Middle Eastern or North African, and Native Hawaiian or Other Pacific Islander.

Note: Unless otherwise noted, KPIs exclude data from Seagen Inc., which was acquired by Pfizer in December 2023.

Social

Innovation and Global Health

Our People	2021	2022	2023
Description of talent and recruitment efforts	2021 ESG Report – Social Narrative	2022 ESG Report - Social Narrative	2023 Impact Report - Social Narrative
Pay equity	2021 ESG Report – Social Narrative	2022 ESG Report - Social Narrative	2023 Impact Report - Social Narrative
Employee Engagement and Purpose			
Employee Engagement (composite score, favorable %) ¹	90%	88%	85%
Employee Purpose (favorable %) ²	92%	93%	89%
Employee Turnover³			
Voluntary Employee Turnover	7.2%	7.3%	5.8%
Involuntary Employee Turnover	5.3%	7.0%	6.4%

¹ Composite score across four questions: 1. I am proud to work for Pfizer, 2. I would recommend Pfizer as a great place to work, 3. I would like to be working at Pfizer one year from now, 4. If I were offered a comparable position with similar pay and benefits at another company, I would stay with Pfizer.

² Scored from question: "My work contributes to our purpose – Breakthroughs that change patients' lives".

³ Turnover numbers are based on average annual headcount = (Total Headcount December 31, 2022 + Total Headcount December 31, 2023) / 2. The number of employees at Pfizer who are actively working and are paid directly by the company, or those on leave for 6 months or less and eligible for benefits available to Pfizer employees in the country of their employment or hired without an actual expected termination date.

Note: Unless otherwise noted, KPIs exclude data from Seagen Inc., which was acquired by Pfizer in December 2023.

Social

Innovation and Global Health

Colleague Health & Safety ¹	2021	2022	2023
Total Injury Rate (TIR) ²	0.30	0.30	0.30
Lost Time Injury Rate (LTIR) ³	0.14	0.13	0.13
Fatalities ⁴	0	0	0

¹ To facilitate consistent reporting practices, Pfizer applies the U.S. Occupational Safety and Health Administration Recordkeeping Requirements as its global reporting standard.

² Injuries or illnesses per 100 colleagues.

³ Injuries or illnesses resulting in time away from work per 100 colleagues.

⁴ Work-related injuries or illnesses that led to loss of life.

Note: Unless otherwise noted, KPIs exclude data from Seagen Inc., which was acquired by Pfizer in December 2023.

Social

Innovation and Global Health

2023 Employee Turnover by Racial/ Ethnic Group Representation (U.S. only) ¹	Asian	Black or African American	Hispanic or Latino	White	Two or More Races	Other
VP and above	11.3%	11.3%	5.0%	68.8%	2.5%	1.3%
Senior Director	15.1%	1.7%	5.2%	75.4%	2.6%	0.0%
Director	22.4%	6.0%	5.5%	63.2%	1.4%	1.4%
Manager / Senior Manager	26.7%	4.8%	7.2%	58.7%	1.9%	0.7%
Analyst and below	11.4%	19.3%	8.7%	56.0%	3.3%	1.3%

2023 Employee Turnover by Gender ¹	Female	Male
VP and above	32.0%	68.0%
Senior Director	47.2%	52.8%
Director	49.2%	50.8%
Manager / Sr. Manager	53.3%	46.7%
Analyst and below	50.1%	49.9%

2023 New Hires by Racial/ Ethnic Group Representation (U.S. only) ²	Asian	Black or African American	Hispanic or Latino	White	Two or More Races	Other
VP and above	16.7%	6.7%	13.3%	60.0%	3.3%	0.0%
Senior Director	20.5%	5.5%	8.2%	56.2%	9.6%	0.0%
Director	21.0%	12.1%	6.6%	57.7%	1.8%	0.7%
Manager / Sr. Manager	26.7%	9.9%	6.7%	52.2%	2.7%	1.7%
Analyst and below	10.1%	25.6%	11.2%	47.3%	4.2%	1.6%

2023 New Hires by Gender ²	Female	Male
VP and above	39.0%	61.0%
Senior Director	52.7%	47.3%
Director	53.6%	46.4%
Manager / Sr. Manager	56.1%	43.9%
Analyst and below	55.9%	44.1%

¹ Calculation includes percentage distribution by self-identified racial/ethnic category of all U.S. colleagues who departed the company, voluntarily or involuntarily, by job level during calendar year 2023. Other is defined as American Indian or Alaska Native, Middle Eastern or North African, and Native Hawaiian or Other Pacific Islander.

² Calculation includes percentage distribution by self-identified racial/ethnic category of all U.S. colleagues hired into the company by job level into full-time regular positions during calendar year 2023. Other is defined as American Indian or Alaska Native, Middle Eastern or North African, and Native Hawaiian or Other Pacific Islander.

Note: Unless otherwise noted, KPIs exclude data from Seagen Inc., which was acquired by Pfizer in December 2023.

Appendix







We are aligning our efforts and reporting to recognized ESG standards: The Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI) and Task Force on Climate-Related Financial Disclosures (TCFD), as well as the UN Sustainable Development Goals (SDGs), where appropriate.

GRI Index





We have included a GRI Index in this Impact Report as a reference tool to help readers more readily locate relevant information. This index was prepared with reference to the GRI standards. Pfizer continues to evaluate our approach to reporting, including reference to several existing, globally recognized external frameworks—for more information please see Global Reporting Frameworks on page 82. As used herein and therein, “materiality” has the definition given to that term by GRI. GRI does not define materiality the same as the U.S. federal securities laws. Disclosures below are not necessarily material, within the meaning of the U.S. federal securities laws, and the inclusion herein of such disclosures should not be considered as an admission of their materiality by Pfizer.

GRI Indicator	Description	Reference	UN SDG
GRI 2: Universal Disclosures			
2-1	Organization details	Pfizer Annual Report on Form 10-K for the year ended December 31, 2023 Direct Response: Pfizer Inc. is a publicly owned incorporated entity headquartered in New York, NY, USA. Our global operations are detailed on our Global Manufacturing, Supply, and Distribution webpage.	
2-2	Entities included in the organization’s sustainability reporting	About This Report; pg. 82 Direct Response: This report covers all of Pfizer’s global operations included within the 2023 financial statements, unless otherwise stated.	
2-3	Reporting period, frequency and contact point	About This Report; pg. 82	
2-4	Restatements of information	Direct Response: Pfizer restates information as appropriate and when needed. Please refer to the Key Performance Indicator tables in the ESG Performance section of the report for any restated information included during this reporting period.	
2-5	External Assurance	Direct Response: There is no third-party assurance on the information provided in these GRI disclosures. Instances in which a third-party has assured data or information in this report are clearly marked. Please see additional information about external assurance in About This Report; pg. 82	
2-6	Activities, value chain and other business relationships	Letter from Our Chairman & CEO; pg. 4 Our Approach to ESG; pg. 7 ESG Priorities; pg. 8 Safety and Quality: Third-party management; pg. 18 Supply Chain Transparency; pg. 19 Pfizer Annual Report on Form 10-K for the year ended December 31, 2023 Direct Response: There were no significant changes within the organizational value chain during the reporting period.	



GRI Index

GRI Indicator	Description	Reference	UN SDG
2-7	Employees	<p>Pfizer Annual Report on Form 10-K for the year ended December 31, 2023</p> <p>Direct Response - Omission Statement: The organization considers the data confidential and thus cites 'confidentiality constraints' as our reason for omission.</p> <p>Reason for Omission: Confidentiality Constraints</p>	
2-8	Workers who are not employees	<p>Direct Response - Omission Statement: The organization considers the data confidential and thus cites 'confidentiality constraints' as our reason for omission.</p> <p>Reason for Omission: Confidentiality Constraints</p>	
2-9	Governance structure and composition	<p>Governance of ESG; pg. 13 Board of Directors and Board Committees; pg. 23 Board Leadership Structure; pg. 23 Board Diversity and Independence; pg. 24</p> <p>Board of Directors Board Committees and Charters</p>	 
2-10	Nomination and selection of the highest governance body	<p>Governance of ESG; pg. 13 Board of Directors and Board Committees; pg. 23 Board Leadership Structure; pg. 23 Board Diversity and Independence; pg. 24</p> <p>2024 Proxy Statement</p>	 
2-11	Chair of the highest governance body	<p>Board of Directors and Board Committees; pg. 23</p>	
2-12	Role of the highest governance body in overseeing the management of impacts	<p>Our Approach to ESG; pg. 7 ESG Priorities; pg. 8 Governance of ESG; pg. 13 Laws and Regulations Compliance; pg. 14-16 Open Door Culture and Investigations; pg. 16</p> <p>Board Committees and Charters</p>	


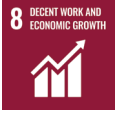
GRI Index

GRI Indicator	Description	Reference	UN SDG
2-13	Delegation of responsibility for managing impacts	Our Approach to ESG; pg. 7 Governance of ESG; pg. 13	
2-14	Role of the highest governance body in sustainability reporting	Governance of ESG; pg. 13 About This Report; pg. 82	
2-15	Conflicts of interest	Ethical Decision-Making; pg. 14 Code of Business Conduct and Ethics for Members of the Board	
2-16	Communication of critical concerns	Ethical Decision-Making; pg. 14 Laws and Regulations Compliance; pg. 14-16 Safety and Quality; pg. 17-18 Open Door Culture and Investigations; pg. 16 Direct Response - Omission Statement: Pfizer does not publicly disclose the number of critical concerns communicated during the reporting period. Pfizer considers the data confidential and thus cites 'confidentiality constraints' as our reason for omission. Reason for Omission: Confidentiality Constraints	
2-17	Collective knowledge of the highest governance body	Board Diversity and Independence; pg. 24 Pfizer Annual Report on Form 10-K for the year ended December 31, 2023	
2-18	Evaluation of the performance of the highest governance body	Governance of ESG; pg. 13 About This Report; pg. 82 2024 Proxy Statement	
2-19	Remuneration policies	2024 Proxy Statement	
2-20	Process to determine remuneration	Board Compensation Committee Charter 2024 Proxy Statement	




GRI Index

GRI Indicator	Description	Reference	UN SDG
2-22	Statement on sustainable development strategy	A Letter from Our Chairman & CEO; pg. 4 A Message from Our Lead Independent Director; pg. 5	
2-23	Policy commitments	<p>Our Approach to ESG; pg. 7 Laws and Regulations Compliance; pg. 14-16 Open Door Culture and Investigations; pg. 16 Safety and Quality: Quality Management System (QMS); pg. 17 Intellectual Property; pg. 20 Data Privacy and Protection; pg. 21 Human Rights and the Right to Health; pg. 22 Political Contributions and Lobbying Activities; pg. 22</p> <p>Human Rights Policy Statement Corporate Compliance 2024 Proxy Statement</p> <p>Direct Response: Pfizer may apply the precautionary principle in order to manage and report on risks and impacts.</p>	
2-24	Embedding policy commitments	<p>Laws and Regulations Compliance; pg. 14-16 Open Door Culture and Investigations; pg. 16 Safety and Quality: Quality Management System (QMS); pg. 17 Intellectual Property; pg. 20 Data Privacy and Protection; pg. 21 Human Rights and the Right to Health; pg. 22 Political Contributions and Lobbying Activities; pg. 22 Health, Safety, and Well-being; pg. 39</p> <p>2024 Proxy Statement Commitment to Quality Pfizer Training</p>	
2-25	Processes to remediate negative impacts	<p>Our Stakeholders; pg. 9 Open Door Culture and Investigations; pg. 16 TCFD Report; pg. 76</p> <p>Pfizer Annual Report on Form 10-K for the year ended December 31, 2023</p> <p>Human Rights Policy Statement</p>	
2-26	Mechanisms for seeking advice and raising concerns	<p>Open Door Culture and Investigations; pg. 16 SASB Index; pg. 71-75</p> <p>Corporate Compliance</p>	






GRI Index

GRI Indicator	Description	Reference	UN SDG
2-27	Compliance with laws and regulations	<p>Laws and Regulations Compliance; pg. 14-16 Safety and Quality; pg. 17-18</p> <p>Direct Response - Omission Statement: Pfizer does not publicly disclose the number, nature, or monetary value of fines imposed for significant instances of non-compliance. Pfizer considers the data confidential and thus cites 'confidentiality constraints' as our reason for omission. Reason for Omission: Confidentiality Constraints</p>	
2-28	Membership of associations	<p>Political Contributions and Lobbying Activities; pg. 22</p> <p>Political Partnerships</p>	
2-29	Approach to stakeholder engagement	<p>Our Approach to ESG; pg. 7 ESG Priorities; pg. 8 Our Stakeholders; pg. 9</p>	
2-30	Collective bargaining agreements	<p>Laws & Regulations Compliance; pg. 14-16 Colleague Engagement; pg. 38</p>	
GRI 3: Material Topics			
3-1	Process to determine material topics	<p>Our Approach to ESG; pg. 7 ESG Priorities; pg. 8 About This Report; pg. 82</p> <p>Pfizer Annual Report on Form 10-K for the year ended December 31, 2023</p>	
3-2	List of material topics	<p>ESG Priorities; pg. 8</p>	
3-3	Management of material topics	<p>Our Approach to ESG; pg. 7 ESG Priorities; pg. 8</p>	




GRI Index

GRI Indicator	Description	Reference	UN SDG
GRI 200: Economic Disclosure			
Economic performance			
3-3	Management of material topics	2023 Annual Review	
201-1	Direct economic value generated and distributed	2023 Annual Review Pfizer Annual Report on Form 10-K for the year ended December 31, 2023	
Indirect Economic Impacts			
3-3	Management of material topics	ESG Priorities; pg. 8 Innovation and Global Health; pg. 32-33 Corporate Compliance	
203-1	Infrastructure investments and services supported	ESG Priorities; pg. 8 Product Innovation; pg. 32 Equitable Access and Pricing; pg. 34-37 Healthcare Infrastructure; pg. 35 Patient Centricity; pg. 37 Corporate Compliance	  
203-2	Significant indirect economic impacts	ESG Priorities; pg. 8 Antimicrobial Resistance (AMR); pg. 33 Equitable Access and Pricing; pg. 34-37	

GRI Index

GRI Indicator	Description	Reference	UN SDG
Anti-Corruption			
3-3	Management of material topics	Ethics, Transparency, Quality; pg. 14-22 Anti-Bribery and Anti-Corruption Policy	
205-1	Operations assessed for risks related to corruption	Laws and Regulations Compliance; pg. 14-16 Safety and Quality; pg. 17-18 Supply Chain Transparency; pg. 19 Anti-Bribery and Anti-Corruption Policy Direct Response - Omission Statement: Pfizer does not publicly disclose critical concerns communicated during the reporting period. Pfizer considers the data confidential and thus cites 'confidentiality constraints' as our reason for omission. Reason for Omission: Confidentiality Constraint	
205-2	Communication and training about anti-corruption policies and procedures	Laws and Regulation Compliance; pg. 14-16 Political Contributions and Lobbying Activities; pg. 22 Anti-Bribery and Anti-Corruption Policy Blue Book (Code of Conduct)	
Tax			
3-3	Management of material topics	Laws and Regulations Compliance; pg. 14-16 Political Contributions and Lobbying Activities; pg. 22 Pfizer Annual Report on Form 10-K for the year ended December 31, 2023	
207-1	Approach to tax	Laws and Regulations Compliance; pg. 14-16 Political Contributions and Lobbying Activities; pg. 22 Pfizer Annual Report on Form 10-K for the year ended December 31, 2023	
207-2	Tax governance, control, and risk management	Laws and Regulations Compliance; pg. 14-16 Open Door Culture and Investigations; pg. 16 Political Contributions and Lobbying Activities; pg. 22 Pfizer Annual Report on Form 10-K for the year ended December 31, 2023	


GRI Index

GRI Indicator	Description	Reference	UN SDG
207-3	Stakeholder engagement and management of concerns related to tax	Our Stakeholders; pg. 9 Laws and Regulations Compliance; pg. 14-16 Political Contributions and Lobbying Activities; pg. 22 Pfizer Annual Report on Form 10-K for the year ended December 31, 2023	
207-4	Country-by-country reporting	Pfizer Annual Report on Form 10-K for the year ended December 31, 2023	
GRI 300: Environmental Disclosures			
Energy			
3-3	Management of material topics	Climate Change; pg. 26-28	
302-1	Energy consumption within the organization	Performance Data: Environment; pg. 45-46 EHS KPI webpage Direct Response: Pfizer’s latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	
302-3	Energy intensity	Performance Data: Environment; pg. 45-46 EHS KPI webpage Direct Response: Pfizer’s latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	
302-4	Reduction of energy consumption	Performance Data: Environment; pg. 45-46 EHS KPI webpage Direct Response: Pfizer’s latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	

GRI Index

GRI Indicator	Description	Reference	UN SDG
Water			
3-3	Management of material topics	Climate Change; pg. 26-28 Sustainable Medicines; pg. 29-30	
303-3	Water withdrawal	Reducing Emissions from Our Operations; pg. 27 Pharmaceuticals in the Environment; pg. 29 Water Stress; pg. 30 Performance Data: Environment; pg. 45-46 EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	
303-4	Water discharge	Reducing Emissions from Our Operations; pg. 27 Pharmaceuticals in the Environment; pg. 29 Performance Data: Environment; pg. 45-46 EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	





GRI Index

GRI Indicator	Description	Reference	UN SDG
Emissions			
3-3	Management of material topics	Climate Change; pg. 26-28 Performance Data: Environment; pg. 45-46 TCFD Report; pg. 76	
305-1	Direct (Scope 1) GHG emissions	2023 Progress and Highlights; pg. 6 Climate Change; pg. 26-28 Performance Data: Environment; pg. 45-46 TCFD Report; pg. 76 Direct Response: Pfizer discloses Scope 1 & 2 GHG combined, please see additional details in our EHS KPI webpage .	
305-2	Energy indirect (Scope 2) GHG emission	2023 Progress and Highlights; pg. 6 Climate Change; pg. 26-28 Performance Data: Environment; pg. 45-46 TCFD Report; pg. 76 Direct Response: Pfizer discloses Scope 1 & 2 GHG combined, please see additional details in our EHS KPI webpage .	
305-3	Other indirect (Scope 3) GHG emissions	EHS KPI webpage 2023 Progress and Highlights; pg. 6 Performance Data: Environment; pg. 45-46 Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	
305-5	Reduction of GHG emissions	Climate Change; pg. 26-28 Reducing Emissions From Our Operations; pg. 27 Performance Data: Environment; pg. 45-46 TCFD Report; pg. 76	
305-6	Emissions of ozone-depleting substances (ODS)	EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	
305-7	Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions	EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	



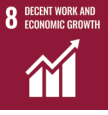
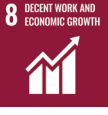

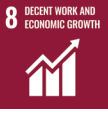
GRI Index

GRI Indicator	Description	Reference	UN SDG
Waste			
3-3	Management of material topics	Sustainable Medicines; pg. 29-30	
306-1	Waste generation and significant waste-related impacts	Waste; pg. 29	
306-2	Management of significant waste-related impacts	Sustainable Medicines; pg. 29-30 Waste; pg. 29	
306-3	Waste generated	Performance Data: Environment; pg. 45-46 EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	
306-4	Waste diverted from disposal	Performance Data: Environment; pg. 45-46 Waste; pg. 29 EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	
306-5	Waste directed to disposal	Performance Data: Environment; pg. 45-46 Waste; pg. 29 EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	


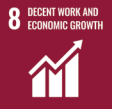

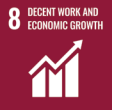

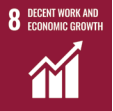

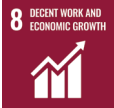

GRI Index

GRI Indicator	Description	Reference	UN SDG
Supplier environmental assessment			
3-3	Management of material topics	Supply Chain Transparency; pg. 19	
308-1	New suppliers that were screened using environmental criteria	Supply Chain Transparency; pg. 19 EHS KPI webpage Direct Response: All (100%) new Pfizer suppliers are screened for negative environmental impacts, in accordance with our Supplier Conduct Principles . Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	
GRI 400: Social Disclosures			
Employment			
3-3	Management of material topics	Our People; pg. 38-42	
401-1	New employee hires and employee turnover	Performance Data: Social; pg. 47-53	  
Occupational Health and Safety			
3-3	Management of material topics	Our People; pg. 38-42 Safety and Quality; pg. 17-18 EHS Governance EHS Policy Statement Prioritizing Health and Safety	


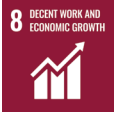


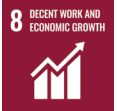

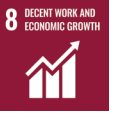
GRI Index

GRI Indicator	Description	Reference	UN SDG
403-1	Occupational health and safety management system	Health, Safety, and Well-being; pg. 39 Safety and Quality; pg. 17-18 Performance Data: Social; pg. 47-53 EHS Management Systems Direct Response: To facilitate consistent reporting practices, Pfizer applies the U.S. Occupational Safety and Health Administration Recordkeeping Requirements as its global reporting standard.	
403-2	Hazard identification, risk assessment, and incident investigation	Laws and Regulations Compliance; pg. 14 Safety and Quality; pg. 17-18 Health, Safety, and Well-being; pg. 39 EHS Governance EHS Policy Statement	
403-3	Occupational health services	Health, Safety, and Well-being; pg. 39	
403-4	Worker participation, consultation and communication on occupational health and safety	Our Stakeholders; pg. 9 Safety and Quality; pg. 17-18 Health, Safety, and Well-being; pg. 39	 
403-5	Worker training on occupational health and safety	Laws and Regulations Compliance; pg. 14 Safety and Quality; pg. 17-18 Health, Safety, and Well-being; pg. 39 Blue Book (Code of Conduct) EHS Governance Prioritizing Health and Safety	



GRI Index

GRI Indicator	Description	Reference	UN SDG
403-6	Promotion of worker health	Colleague Wellness; pg. 40 Prioritizing Health and Safety	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety and Quality; pg. 17-18 Prioritizing Health and Safety	 
403-9	Work-related injuries	Performance Data: Social; pg. 47-53 EHS KPI webpage Direct Response: Pfizer’s latest work-related injury KPI data is available on our EHS KPI webpage and will be available for fiscal 2023 by the end of Q2 2024.	 
Training and Education			
3-3	Management of material topics	Our People; pg. 38-42	
404-2	Programs for upgrading employee skills and transition assistance programs	Colleague Engagement; pg. 38 Growth and Development; pg. 39	
Diversity and Equal Opportunity			
3-3	Management of material topics	Board Diversity and Independence; pg. 24 Our People; pg. 38-42	
405-1	Diversity of governance bodies and employees	Board Diversity and Independence; pg. 24 Diversity, Equity, and Inclusion (DEI); pg. 40 Performance Data: Social; pg. 47 - 53	  

GRI Index

GRI Indicator	Description	Reference	UN SDG
405-2	Ratio of basic salary and remuneration of women to men	Pay Equity; pg. 41	  
Child Labor			
3-3	Management of material topics	Human Rights and the Right to Health; pg. 22	
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights and the Right to Health; pg. 22 Human Rights Policy Statement Modern Slavery Statement Pfizer Supplier Conduct Principles	  
Forced or Compulsory Labor			
3-3	Management of material topics	Human Rights and the Right to Health; pg. 22	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and the Right to Health; pg. 22 Human Rights Policy Statement Modern Slavery Statement Supplier Conduct Principles	
Local Communities			
3-3	Management of material topics	Clinical Trials; pg. 21 Equitable Access and Pricing; pg. 34-37 Healthcare Infrastructure; pg. 35 Pfizer Inc. Programs Supporting Equitable Access; pg. 36	
413-1	Operations with local community engagement, impact assessments and development programs	Clinical Trials; pg. 21 Equitable Access and Pricing; pg. 34-57 Healthcare Infrastructure; pg. 35 Pfizer Inc. Programs Supporting Equitable Access; pg. 36	

GRI Index

GRI Indicator	Description	Reference	UN SDG
Supplier Social Assessment			
3-3	Management of material topics		
414-1	New suppliers that were screened using social criteria	Supply Chain Transparency; pg. 19 Direct Response: All (100%) new Pfizer suppliers are screened for negative social impacts, in accordance with our Supplier Conduct Principles.	
Public Policy			
3-3	Management of material topics	Political Contributions and Lobbying Activities; pg. 22 Political Partnerships State Lobbying Activities	
415-1	Political contributions	Political Contributions and Lobbying Activities; pg. 22 Political Partnerships State Lobbying Activities	
Customer Health and Safety			
3-3	Management of material topics	Safety and Quality; pg. 17-18	
416-1	Assessment of the health and safety impacts of product and service categories	Safety and Quality; pg. 17-18	

SASB

Pfizer voluntarily reports using the Sustainability Accounting Standards Board (SASB) framework for our industry—biotechnology and pharmaceuticals—as well as the professional and communication services and healthcare drug retailer sectors for human capital metrics that fit our priority issues.

We are continually improving our data collection and coordination across Pfizer’s operations in support of our commitment to strengthen our reporting processes and disclosures in the coming years.

SASB

SASB Disclosure ID	SASB Disclosure Description	References and Responses
Safety of Clinical Trial Participants		
HC-BP-210a.1	Discussion, by world region, the management process for ensuring quality and patient safety during clinical trials	Ethics, Transparency, Quality; pg. 16-17; 21
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Ethics, Transparency, Quality; pg. 18
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Pfizer is not reporting against this metric at this time.
Access to Medicines		
HC-BP-240a.1	Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index	Innovation & Global Health; pg. 32-33 Product Innovation; pg. 32 Equitable Access & Pricing; pg. 34-37
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	WHO Medicinal Products (webpage) WHO Prequalified Vaccines (webpage)
Affordability & Pricing		
HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Pfizer is not reporting against this metric at this time.
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	Social Performance Data; pg. 49
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	Pfizer is not reporting against this metric at this time.

SASB

SASB Disclosure ID

SASB Disclosure Description

References and Responses

Drug Safety

<p>HC-BP-250a.1</p>	<p>List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database</p>	<p>FDA MedWatch Safety Alerts for Human Medical Products database Potential Signals of Serious Risks/New Safety Information Identified from the FDA Adverse Event Reporting System (FAERS)</p>
<p>HC-BP-250a.2</p>	<p>Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System</p>	<p>FDA Adverse Event Reporting Systems</p>
<p>HC-BP-250a.3</p>	<p>Number of recalls issued; total units recalled</p>	<p>Ethics, Transparency, Quality; pg. 18</p>
<p>HC-BP-250a.4</p>	<p>Total amount of product accepted for takeback, reuse or disposal</p>	<p>Pfizer is not reporting against this metric at this time.</p>
<p>HC-BP-250a.5</p>	<p>Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type</p>	<p>Ethics, Transparency, Quality; pg. 18 Direct Response: The number of FDA inspections of Pfizer facilities that resulted in an enforcement action is disclosed; data includes both regulatory warning letter as well as enforcement actions (e.g., seizure, injunction, criminal prosecution and / or criminal fines)</p>

Counterfeit Drugs

<p>HC-BP-260a.1</p>	<p>Description of methods and technologies used to maintain traceability of products throughout the supply chain and to prevent counterfeiting</p>	<p>Ethics, Transparency, Quality; pg. 19</p>
<p>HC-BP-260a.2</p>	<p>Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products</p>	<p>Ethics, Transparency, Quality; pg. 19</p>
<p>HC-BP-260a.3</p>	<p>Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products</p>	<p>Pfizer is not reporting against this metric at this time.</p>

SASB

SASB Disclosure ID

SASB Disclosure Description

References and Responses

Ethical Marketing

HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Pfizer is not reporting against this metric at this time.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Ethics, Transparency, Quality; pg. 14-15 Direct Response: Our Global Policy on Interactions with Healthcare Professionals covers information on ethical marketing and off-label promotion. Furthermore, we disclose several policies and information that address ethical marketing and promotion of off-label use of products.

Employee Recruitment, Development, and Retention

HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Our People; pg. 38-42
HC-BP-330a.2	1.) Voluntary and 2.) Involuntary turnover rate for a.) executives/senior managers b.) mid-level managers, c.) professionals, and d.) all others	Social Performance Data; pg. 53

Supply Chain Management

HC-BP-430a.1	Percentage of 1.) entity's facilities and 2.) Tier 1 supplier facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programs for integrity of supply chain and ingredients	Pfizer is not reporting against this metric at this time.
--------------	--	---

Business Ethics

HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Pfizer is not reporting against this metric at this time.
HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals	Ethics, Transparency, Quality; pg. 14-15 The Blue Book The Global Policy on Interactions with Healthcare Professionals

SASB

SASB Disclosure ID	SASB Disclosure Description	References and Responses
Activity Metrics		
HC-BP-000.A	Number of patients treated	Innovation and Global Health; pg. 34-35 Social Performance Metrics; pg. 49
HC-BP-000.B	Number of drugs 1.) In portfolio and 2.) in research and development	Innovation and Global Health; pg. 32-33 Social Performance Data; pg. 47
Other Relevant Industry Standards (not currently reported under SASB, but included in ESG report)		
Healthcare: Drug Retailers -Drug Supply Chain Integrity		
HC-DR-250a.1	Description of effort to reduce the occurrence of compromised drugs with the supply chain	Ethics, Transparency, & Quality; pg. 19
Services: Professional & Commercial Services - Workforce Diversity & Engagement		
SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for 1.) executive management and 2.) all other employees	Our People; pg. 42 Social Performance Data; pg. 50
SV-PS-330a.3	Employee engagement as a percentage	Social Performance Data; pg. 51

Task Force on Climate-related Financial Disclosures Report

Pfizer recognizes the significant risks posed by climate change, including potential adverse impacts on human health; increasing frequency of severe weather events impacting communities, personnel and operations; and the potential disruption of value chains critical to providing medicines and vaccines to patients. That's why we have made long-standing commitments to climate action through resource conservation and greenhouse gas (GHG) emission reductions. Over the period 2001–2020 we reduced our Scope 1 & 2 greenhouse gas emissions by 67%, fully delivering three generations of GHG goals. In 2015, we were one of the first companies to have our then GHG emissions reduction goal approved by the Science Based Targets Initiative (SBTi), and we remain committed to developing and implementing a science-based climate action strategy. We aim to achieve the voluntary Net Zero standard by 2040, 10 years ahead of the timeline outlined in the standard. In addition, as described in our [Climate Change Position Statement](#), we conduct robust risk assessments to safeguard resiliency of our research, manufacturing, and commercial activities and to transparently report on our progress, risks, and opportunities aligned with [Task Force on Climate-related Financial Disclosure \(TCFD\)](#) recommendations.

Governance

Pfizer has embedded Environmental, Social & Governance (ESG) principles into the company's Purpose and has identified climate change as one of six priorities in Pfizer's ESG strategy. Our climate change strategy is championed by the Executive Vice President, Chief Global Supply Officer, who reports to the Chief Executive Officer (CEO). Implementation of the strategy is led and managed by the Global Environment, Health and Safety (EHS) team in partnership with Legal, with active engagement of a cross-disciplinary team of leaders representing Engineering, Facilities, Sourcing, Scientific and Manufacturing lines, and is integrated into Pfizer's operational and risk management processes as described below.

Risk & Operational Governance

The Governance & Sustainability Committee (G&SC) of Pfizer's Board of Directors, composed solely of independent directors, provides oversight of Pfizer's ESG strategy and reporting and corporate citizenship matters. The Committee is regularly updated by management on Pfizer's climate action program and progress toward goals.

Pfizer's Global Supply (PGS) Quality & Risk Committee (PGS QRC) reports key risks, including those related to climate change, to the Executive Compliance Committee (composed of Pfizer's Executive Leadership Team and the Head of Corporate Audit, chaired by the CEO), and to the Regulatory and Compliance Committee of the Board of Directors. The PGS QRC risk management process also informs Pfizer's ERM program.

Pfizer's ERM program provides a framework for risk identification and management of significant risks, including risks related to climate change and the long-term sustainability of the business. Each risk is assigned to a member or members, as appropriate, of the Executive Leadership Team. The Audit Committee of the Board of Directors, composed solely of independent directors, has primary responsibility for overseeing Pfizer's ERM program. Periodically, the Regulatory and Compliance Committee and the Audit Committee hold joint sessions to discuss risks relevant to both committees' areas of risk oversight, including an annual discussion of the ERM program.

The Board is kept informed of its Committees' risk oversight and other activities through reports by the Committee chairs to the full Board.

Pfizer's integration of climate change into divisional and ERM processes includes reviewing risks that could be material to the company to support U.S. Securities and Exchange Commission (SEC) 10-K reporting. More information on the risk assessment process for climate change is provided in the risk assessment section below.

Manufacturing at our internal network of sites, managed by PGS, accounts for over 70% of the company's energy consumption and GHG emissions. The Executive Vice President, Chief Global Supply Officer leads Pfizer's manufacturing and supply chain, serves as the executive sponsor of climate change risk management and has operational control over PGS operations and strategy, including operating expenses (OPEX) and capital expense (CAPEX) investment in GHG emission reduction projects.

Environmental sustainability has been integrated into Pfizer's business strategy and GHG emissions reduction is monitored as a key performance indicator (KPI). Pfizer's annual performance-based variable bonus program includes a climate performance KPI as part of an ESG modifier to support Pfizer's commitment to reducing GHG emissions.

ESG Governance:

The ESG function within Pfizer and its cross-functional governing committees (at the senior management and the executive level) have responsibility for considering and adopting potential goals and targets, with escalation to the G&SC of the Board, based on input from experienced subject matter experts and advisors.

Our cross-functional Sustainability Steering Committee, chaired by our Chief Sustainability Officer, advises on key issues and guides the integration and implementation of Pfizer's non-financial reporting related to ESG. This Committee is overseen by a dedicated Executive Sustainability Committee, chaired by the Executive Leadership Team member leading Corporate Affairs, who reports directly to the Chairman and CEO.

Task Force on Climate-related Financial Disclosures Report

- continued

Strategy

Our Scenario Analysis Process

To improve our understanding of Pfizer’s resilience to the impacts of climate change, we conducted an in-depth assessment of our potential exposure to physical and transition risks and opportunities that could have a potential impact on our business using scenario analysis informed by data modelling insights from a global sustainability consultancy. Each risk and opportunity was qualitatively assessed using impact and uncertainty ratings and

validated with a wide range of stakeholders representing different Pfizer functions and divisions. Impact ratings were assigned using the same categorizations applied in our ERM framework.

Aligned with TCFD guidance, we assessed risks and opportunities on a short- (2030) and long-term (2050) basis, while also considering transition risks and opportunities on a medium-term basis (2040). This is aligned with our strategic 2040 Net Zero planning, international and national climate policy milestones, and the expected lifetime of our assets. Disclosures below are not necessarily material, within the meaning of the U.S. federal securities

laws, and the inclusion herein of such disclosures should not be considered as an admission of their materiality by Pfizer.

As climate scenarios are inherently uncertain, the scenario analysis considered the full range of potential impacts from all scenarios without considering the likelihood of each scenario developing. The top 20 risks and opportunities were prioritized based on the impact-uncertainty rating for a deeper dive using specific physical and transition scenarios described in Table 1.

Type	Scenario	2100 Warning	Description	Key Parameters & Assumptions
Physical	IPCC SSP1-2.6	+1.8%	This scenario is aligned to the current commitments under the Paris Agreement. The world shifts towards a more sustainable path, emphasizing more inclusive development, driven by an increasing commitment to achieving development goals.	<ul style="list-style-type: none"> Global Net Zero reached in 2050 Renewables account for more than half of the energy supply by 2050 Few challenges to climate mitigation and adaptation.
Physical	SSP5-8.5	+4.4°C	This is a high emissions scenario with no additional climate policy (business-as-usual). The push for economic and social development is coupled with the exploitation of abundant fossil fuel resources and the adoption of resource and energy intensive lifestyles around the world.	<ul style="list-style-type: none"> Energy demand triples by 2100, dominated by fossil fuels Current atmospheric CO₂ levels double by 2050 Many challenges to climate mitigation, with few challenges to adaptation
Transform	NGFS Current Policies (CP)	+3%	This scenario assumes that only currently implemented policies are preserved, with an expected temperature outcome of ~3°C.	<ul style="list-style-type: none"> Emissions peak in 2080 IPCC’s SSP2 ‘Middle of the Road’ socioeconomic assumptions adjusted for COVID-19 impact¹
Transform	NGFS Net Zero 2050 (NZ 2050)	+1.5%	This is an ambitious scenario that limits global warming to 1.5 °C through stringent climate policies and innovation, reaching Net Zero CO ₂ emissions around 2050.	<ul style="list-style-type: none"> Ambitious climate policy is introduced immediately Global Net Zero reached in 2050 IPCC’s SSP2 ‘Middle of the Road’ socioeconomic assumptions adjusted for COVID-19 impact¹

¹ [NGFS Climate Scenarios for central banks and supervisors](#). Network for Greening the Financial System, June 2021, p. 21.

Task Force on Climate-related Financial Disclosures Report

- continued

For each prioritized item, a scenario indicator was assigned, acting as a proxy to explore how it may develop in each scenario. These were combined with exposure ratings, derived from the assigned impact rating, to give an overall risk / opportunity rating at each timeframe. Items rated a high risk / opportunity at any timeframe are described in Table 2.

Risk or opportunity	TCFD Category	Description	Scenario & Risk / Opportunity Rating	Potential Financial Impact
Transition Risk - Carbon	Policy & Legal	As policymakers implement carbon pricing mechanisms in more geographies, as well as increase the weight and scope of these mechanisms, Pfizer is increasingly exposed to the cost of carbon in our operations and could be exposed to pass-through costs in the supply chain. Carbon prices are expected to increase dramatically in a Net Zero scenario, reaching upwards of \$200 / mtCO _{2e} .	2030: High risk 2040: High risk 2050: High risk	Increased direct costs and increased indirect (operating) costs
Transition Risk - Stakeholder pressure to decarbonize capital assets	Technology	A growing need to decarbonize and reach Net Zero to meet both internal Net Zero targets and external stakeholder pressure will require large investment to decarbonize capital assets. This could include replacing production equipment with equipment that is newer and more efficient, runs on renewables or alternative fuel sources, or is electrically powered. In the NZ2050 scenario, emissions in the chemicals sector decrease significantly, from almost 3,000M mtCO ₂ in 2020 to less than 500M mtCO ₂ in 2040. Achieving this emissions reduction will require significant capital investment.	2030: Medium risk 2040: High risk 2050: High risk	Increased capital expenditures, decreased asset value or asset useful life leading to write-offs, and asset impairment or early retirement of existing assets
Transition Risk - Increasing energy price volatility	Resource Efficiency	A transition away from fossil fuels may result in volatile energy and fuel prices. Rapid shifts away from fossil fuel supplies without adequate low-carbon energy infrastructure in place could lead to supply constraints, which may be exacerbated in a disorderly scenario. Gas price increases sharply in the NZ2050 scenario reaching almost \$30 / gigajoule (GJ) in 2050, more than double the gas price in the CP scenario (\$12.5 / GJ).	2030: Medium risk 2040: High risk 2050: High risk	Increased direct costs
Transition Risk - Increasing demand for low-carbon products	Market	An increasing number of national healthcare systems and countries have announced targets to become Net Zero by future dates, e.g., NHS England 2050 Net Zero target which may impose additional requirements of their suppliers and a preference for low-carbon goods. There may be increasing pressure to decarbonize products across their whole life cycle including Scope 3 emissions. As ~80% of Pfizer's emissions are Scope 3, there is additional complexity in producing low-carbon products as it relies on suppliers decarbonizing their operations. Competitor products with lower emissions intensity / lower energy demand than Pfizer products may lead to substitution of Pfizer products, resulting in reduced revenues.	2030: Medium risk 2040: High risk 2050: High risk	Decreased revenues due to reduced demand for products and services

² Multiple sources are used to consider these uncertainties and variables. IPCC AR6 is one of the primary sources, but also includes sources for specific hazards such as flooding and water stress and drought, including WRI Aqueduct and Fathom-Global 2.0.

Task Force on Climate-related Financial Disclosures Report

- continued

Risk or opportunity	TCFD Category	Description	Scenario & Risk / Opportunity Rating	Potential Financial Impact
Transition Opportunity – Increased resilience to energy and fuel price volatility	Resource Efficiency	Through replacing our capital assets to become more efficient and use alternative fuel sources, Pfizer could increase resilience to volatile fuel and energy prices resulting from the low-carbon transition and increase returns on investment in low-emissions technology. Gas price increases sharply in the NZ2050 scenario reaching almost \$30 / GJ in 2050, more than double the gas price in the CP scenario (\$12.5 / GJ). Transitioning from gas to alternative sources of heating therefore is a cost savings, reducing Pfizer’s exposure to increasing gas prices. Fuel prices would be expected to follow a similar trajectory.	2030: High opportunity 2040: High opportunity 2050: High opportunity	Decreased direct costs and increased demand for products and services
Transition Opportunity – Increasing demand for low-carbon products	Market	An increasing number of national healthcare systems and countries have announced targets to become Net Zero by future dates, e.g., 2050 including in their supply chain i.e., the suppliers and pharmaceutical products used by healthcare providers. Healthcare systems may therefore prefer or require suppliers to provide lowcarbon products. If Pfizer’s products are demonstrably lower in carbon than competitors, this may lead to increased demand for products and increase revenue.	2030: Medium opportunity 2040: High opportunity 2050: High opportunity	Increased revenues resulting from increased demand for products and services
Physical Risk - Water scarcity and drought impact on operations	Chronic physical	Higher temperatures and more extreme, less predictable, weather conditions under climate change are expected to affect water availability by altering the distribution of rainfall, snowmelt, river flows and groundwater. A lower availability of water may heighten potential financial risk for Pfizer by increasing water costs, and / or reducing revenue due to production shutdowns. By 2030, under a high emissions scenario, almost half of the 40 manufacturing and research and development sites assessed during the scenario analysis are shown to be at a high risk of water scarcity and drought.	2030: High risk 2050: High risk	Increased direct (operating) costs and decreased revenues due to reduced production capacity
Physical Risk - River and extreme rainfall flooding impact on operations and supply chain	Acute physical	Extreme weather events, including high levels of precipitation and extreme rainfall, are projected to increase due to climate change. This is likely to heighten both the frequency and intensity of flooding, increasing the risk of physical damage to infrastructure, and / or supply chain disruption. By 2030, under a high emissions scenario, 7 of the 36 manufacturing sites assessed during the scenario analysis are shown to be at a high risk of flooding.	2030: High risk 2050: High risk	Increased capital expenditures, increased direct (operating) costs, decreased asset value or asset useful life leading to writeoffs, and decreased revenues due to reduced production capacity
Physical Risk - Extreme heat impact on operations and supply chain	Acute physical	Maximum temperatures and the frequency of extreme heat events are anticipated to rise globally due to climate change. A higher prevalence of this hazard may increase potential financial risk for Pfizer by increasing operating costs associated with running air conditioning, or backup generators if electricity supply is interrupted, and / or reducing revenue due to production shutdowns. By 2050, under a high emissions scenario, eight of the 40 manufacturing and research and development sites assessed during the scenario analysis are shown to be at a high risk of extreme heat.	2030: Low risk 2050: High risk	Increased direct costs and decreased revenues due to reduced production capacity.

² Multiple sources are used to consider these uncertainties and variables. IPCC AR6 is one of the primary sources, but also includes sources for specific hazards such as flooding and water stress and drought, including WRI Aqueduct and Fathom-Global 2.0.

Task Force on Climate-related Financial Disclosures Report

- continued

Strategic Resilience Under Climate Scenarios

Following the findings from the scenario analysis, we consider our current business model and strategy to be resilient under the assessed scenarios.

A number of risks and opportunities were found to have potential impact on financial performance and financial position for which mitigation measures have been identified. Pfizer is working to quantify the financial impact of selected potentially significant items.

Physical climate risks are currently managed through our Loss Prevention and Business Resilience programs, described in further detail under Risk Management. In July 2023, our manufacturing facility in Rocky Mount, North Carolina, was impacted by a tornado that passed through the area. Most of the damage was sustained by the site's warehouse facility, which stored raw materials, packaging supplies, and finished medicines awaiting release by quality assurance. Fortunately, no colleagues were seriously injured as a result of the event. Our business resilience planning helped to reduce the impact of the incident on manufacturing and supply, and we also identified opportunities to further strengthen our program.

By achieving our Net Zero goal we can mitigate many transition risks and maximize transition opportunities identified in the scenario analysis (e.g., meeting an increased demand for low-carbon products and minimizing our exposure to volatile energy prices).

It should be noted that there are key uncertainties associated with using global climate models to project the effects of physical risks on our business strategy. These include uncertainties in how:

- Future emissions could lead to changes in the global climate system;
- Global changes correlate to local impacts; and,
- Climate hazards could manifest due to natural variability which is not fully captured by the models.

Trends in some physical climate hazards are also more difficult to project than others. For example, hazards driven by rainfall variables (e.g., flooding, water stress and drought) and storms (e.g., tornadoes and hurricanes) are more uncertain than those related to temperature

variables (e.g., extreme heat) as they depend on the response of regional atmospheric circulations to global warming .

Key uncertainties that could influence our resilience to transition risks and opportunities include:

- How quickly our suppliers can decarbonize, given that 80% of our emissions are in the value chain rather than in our direct operations;
- How quickly technology will become commercially available to decarbonize our company's hard to abate GHG sources; and,
- Whether and how healthcare systems and services will implement Net Zero requirements in the supply chain.

Impact of Climate-related Risks and Opportunities on our Businesses, Strategy, and Financial Planning

Climate-related risks and opportunities have influenced Pfizer's business strategy and are incorporated into financial planning.

- In 2020, Pfizer completed a \$1.25 billion ten-year sustainability bond, a first for a biopharmaceutical company. Proceeds from the bond were used to help manage our environmental impact and support increased patient access to Pfizer's medicines and vaccines, especially among underserved populations, and strengthen healthcare systems. In total, \$946 million in net proceeds from the sustainability bond issuance were allocated to environmental projects supporting green design and construction of new office and manufacturing facilities.
- Over the past few years, Pfizer has received an increasing number of requests for environmental performance information from current and prospective customers. While the level of influence that our environmental performance has on customer purchasing decisions has not been fully quantified, the revenue associated with customers requesting this information is more than \$100 million for pharmaceutical products and is factored into revenue forecasts.

- Annual targets are established for energy conservation project savings. Our sites are required to maintain master plans that identify opportunities for emission reductions. These projects are reviewed through our capital project appropriation process. The costs to implement these projects as well as the expected cost savings are included in the site's operating budgets and/or capital plans as appropriate.

- Our Loss Prevention and Business Resilience programs assess and manage potential impacts of acute and chronic physical risks on our operations. Assessments are refreshed annually. Costs to maintain Pfizer's risk engineering provider is estimated at \$0.3 million annually. Costs relating to property protection and supply chain management are annualized, expected to be incurred annually and are incorporated into existing budgets. Site protection systems improvements and maintenance costs are estimated at \$0.1 million annually. Direct staff costs related to managing this risk is estimated at \$2.0 million annually.

Risk Management

Pfizer's strategy for managing climate-related risks and opportunities includes our ambitious 2040 Net Zero target covering our operations and entire value chain. Measures we take to mitigate climate-related risks include:

- Operational emissions reductions – To achieve our public goals for GHG emission reductions, Pfizer has implemented numerous efficiency improvements to our operations. We look for opportunities to design environmental sustainability attributes into new facility or renovation projects, replace equipment at end of life with energy-efficient alternatives, and invest in no/low carbon technologies at our sites and in programs that enable sourcing of clean energy from renewable sources. We are a member of Renewable Energy 100 (RE100) and have entered into virtual power purchase agreements for renewable electricity from solar panels in North America and the European Union that will effectively cover all of Pfizer's purchased electricity in these jurisdictions. We have a goal to achieve 80% renewable electricity by 2025 and 100% by 2030. We are currently working to develop site-specific emissions reduction plans to achieve our near-term (2030) and Net Zero (2040) targets.

Task Force on Climate-related Financial Disclosures Report

- continued

- **Research and innovation in sustainable science**—Pfizer has a long history of using the concepts of sustainable science and promoting them across our industry. Through scientific innovation we aim to design more efficient processes that can help reduce the environmental impact of our medicines throughout the product life cycle. We are working to develop sustainable product design principles to transform the way we work across all modalities in both research and development. We are conducting representative life cycle assessments (LCAs) for small molecules, large molecules, vaccines, and devices to identify those aspects of the development process that present the greatest opportunity for impact reduction. Guided by these assessments, we are driving sustainable innovation and impact reduction across the business. Pfizer is also participating in a consortium that is working with NHS England to develop a sector-wide standard for LCAs to improve transparency and support the assessment and reduction of the environmental impact of medicines.
- **Loss Prevention and Business Continuity programs**—Pfizer's primary controls for the management of acute and chronic physical risks are our infrastructure and systems. Many of our facilities are located in areas with limited exposure to physical risks and we have robust processes in place to identify and mitigate potential vulnerabilities. Through our Loss Prevention and Business Continuity programs we maintain plans to minimize business disruption, including alternative sourcing options and buffer inventory (depending on product). Pfizer maintains resources for assessing and establishing business continuity arrangements such as the activation of alternative supply chains. Supply chain and business continuity professionals are retained as staff and consultants to ensure these plans are updated at least annually, exercised at least annually, and key colleagues on site are trained on their content and implementation.
- **Working and engaging our suppliers**—As part of our Net Zero goal we aim to use our influence to catalyze ambitious GHG emissions reductions across our value chain. We are implementing a multipronged approach, including embedding environmental sustainability criteria in our vendor selection processes, strengthening expectations within contracts, and engaging with key suppliers of goods and services as part of our goal to drive at least 64% by spend to adopt science based GHG emission reduction goals (SBT

goals) by 2025. Pfizer is part of Energize, a collaboration between global pharmaceutical companies that provides pharmaceutical suppliers, some of which may not otherwise have the internal resources or expertise available, the opportunity to participate in the market for power purchase agreements. We are also members of Activate, a collective action initiative supporting the decarbonization of active pharmaceutical ingredient supply chains.

Metrics & Targets

Pfizer calculates Scope 1 and 2 emissions in accordance with the GHG Protocol (revised edition). Our 2019-2022 GHG data (including Scope 3 categories 1-8 and 15) was independently assured pursuant to ISAE 3000 (revised) by ERM-CVS and verification of 2023 data is underway. Emissions are reported annually in our CDP response and are broken down by type, country, and business division. We also track metrics relative to our business continuity and disaster recovery programs (e.g., number of supplier assessments completed; sites with fully implemented plans for the management of risk associated with natural perils such as flooding and severe weather, noting it is not possible to state with certainty whether individual weather events are a result of climate change).

Pfizer discloses our Scope 1, Scope 2 and certain Scope 3 emissions annually through our [CDP submittal](#) and publishes our Scope 1 and 2 emissions in this annual Impact Report and on our [website](#).

We have achieved three consecutive GHG reduction goals (2000-2007, 2007-2012, and 2012-2020) and have reduced our GHG emissions by more than 60% since 2000. We remain committed to ambitious long-term actions and have announced our ambition to achieve the Science Based Target initiative's voluntary Net Zero standard by 2040. As part of the commitment, Pfizer aims to decrease our GHG emissions by 95% and value chain emissions by 90% from 2019 levels by 2040 through accelerating the transition away from fossil fuels and engaging suppliers to catalyze equivalent action.

Pfizer is continuing its near-term commitment to reduce Scope 1 and 2 greenhouse gas (GHG) emissions by 46% compared with a 2019 baseline by 2030, aligned with a 1.5°C trajectory, and to drive action by encouraging suppliers to also set science-based GHG emissions reduction goals.

Recognizing that Scope 3 emissions are the most challenging to quantify due to complex global value chains, inconsistent methodologies, and lack of transparent disclosure, we have launched initiatives to improve our measurement and reporting capabilities and are collaborating with our pharmaceutical peers to align on Scope 3 data collection and emissions calculation methodologies.

About This Report

This Impact Report details Pfizer’s performance on Environmental, Social, and Governance topics and contains non-financial disclosures covering the period of January 1, 2023 through December 31, 2023, unless otherwise stated. Our financial disclosures can be found in our 2023 Annual Report on Form 10-K and our 2023 Annual Review. We plan to report our ESG performance on an annual basis.

This report covers all of Pfizer’s global operations included within the 2023 financial statements, unless otherwise stated. Except where stated otherwise, this report does not include the operations of Seagen Inc., which was acquired by Pfizer in December 2023. Our 2020 priority assessment validated issues that traditionally have been viewed as meaningful to our business and our external stakeholders.

In addition, we intend to continually evaluate our performance reporting and enhance our related data collection processes and controls. Some of our disclosures in this report are estimates or based on assumptions, due to the inherent measurement uncertainties. As an example, because of patient privacy laws, data constraints, and contractual obligations, we have used shipping data, financial performance, and third-party reports to determine patient counts in support of our KPI measuring the number of patients treated. Although we believe such estimates and assumptions are reasonable, actual results will vary.

Except as indicated on this page, the information in this report has not been audited, verified, or attested to by any third-party. We have obtained limited assurance verification by ERM-CVS of certain greenhouse gas emissions data that we submit to CDP. The terms “material” and “materiality” as used in context of this report and in our GRI Index are different from such terms

as used in the context of filings with the U.S. Securities and Exchange Commission (SEC). Issues deemed material for the purposes of this report should not necessarily be considered material for SEC reporting purposes.

This report has been reviewed by our Chief Sustainability Officer, members of our Sustainability Steering Committee, and the Governance & Sustainability Committee of our Board of Directors.

Note: All trademarks mentioned in this report are the property of their owners.

Global Reporting Frameworks

This report’s content is grounded in our ESG priority assessment and has been informed by several globally recognized external frameworks. These include the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-Related Financial Disclosure (TCFD). We relied to some extent on each framework to develop this report while formally adhering to none in their entirety.

Pfizer also considers elements of other ESG indices and sustainability indicators—in particular, the Access to Medicine Index (ATMI) and the United Nations (UN) Sustainable Development Goals (also known as the Global Goals).

Third Party Websites and Links

This Impact Report may contain references or links to other websites maintained by third parties over whom Pfizer has no control. Such links are provided merely as a convenience. Pfizer makes no warranties or representations of any kind as to the accuracy, currency, or completeness of any information contained in such third-party websites, including any third party social media or mobile app platform. The information contained on our website, our Facebook, YouTube, and LinkedIn pages or our X (formerly known as Twitter) accounts is not incorporated by reference into this Impact Report. Inclusion of any third-party link in this Impact Report does not imply an endorsement or recommendation by Pfizer and a link to this Impact Report from another website does not imply a relationship between Pfizer and any third-party. Your use of any such third-party site or platform is at your own risk and will be governed by such third-party’s terms and policies (including its privacy policy).

Forward-Looking Statements

This Impact Report includes forward-looking statements about, among other things, our performance on Environmental, Social, and Governance topics, our ESG strategy, targets, and goals, company strategies, product pipeline, in-line products, product candidates, blockbuster potential, and our efforts to respond to COVID-19, including our COVID-19 products, that are subject to substantial risks and uncertainties. We cannot guarantee that any forward-looking statement will be realized. Should known or unknown risks or uncertainties materialize or should underlying assumptions prove inaccurate, actual results could vary materially from past results and those anticipated, estimated or projected. Please refer to Pfizer’s Annual Report on Form 10-K for the year ended December 31, 2023, and Pfizer’s subsequent reports on Form 10-Q, including the sections thereof captioned “Risk Factors” and “Forward-Looking Information and Factors That May Affect Future Results,” as well as Pfizer’s subsequent reports on Form 8-K for a description of the substantial risks and uncertainties related to the forward-looking statements included in this Impact Report. These reports are available on our website at www.pfizer.com and on the U.S. Securities and Exchange Commission’s (SEC) website at www.sec.gov. The forward-looking statements in this Impact Report speak only as of the original date of this Impact Report, and we undertake no obligation to update or revise any of these statements, as the result of new information or future events or developments or otherwise.

Note on Non-Financial Reporting

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature of, and the methods used or determining, such data. Some of our disclosures in this report are estimates or based on assumptions due to the inherent measurement uncertainties. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

For questions or feedback, contact our ESG Office: ESG.Office@pfizer.com.

Pfizer 2023 Impact Report

The product information provided in this site is intended only for residents of the U.S. The products discussed herein may have different product labeling in different countries.

Copyright © 2023-2024 Pfizer Inc.

All rights reserved

66 Hudson Boulevard East

New York, NY 10001-2192

(212) 733-2323

www.pfizer.com

