



Responsible Business Performance Data

Measuring and reporting our responsible business 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 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.

Principles

| Business Ethics | 2022 | 2023 | 2024 |
|---|--|---|---|
| Ensuring quality and patient safety during clinical trials | 2022 ESG Report – Governance Narrative | 2023 Impact Report - Governance Narrative | 2024 Impact Report - Principles Narrative |
| Products listed on FDA’s MedWatch List | FDA's MedWatch List | | |
| Fatalities as reported in FDA Adverse Event Reporting System | FDA AE Reporting System | | |
| Code of ethics governing the promotion of off-label use of products | 2022 ESG Report – Governance Narrative | 2023 Impact Report - Governance Narrative | 2024 Impact Report - Principles Narrative |
| Code of ethics governing interactions with healthcare providers | 2022 ESG Report – Governance Narrative | 2023 Impact Report - Governance Narrative | 2024 Impact Report - Principles Narrative |
| Alerts of risks associated with counterfeit products | 2022 ESG Report – Governance Narrative | 2023 Impact Report - Governance Narrative | 2024 Impact Report - Principles Narrative |
| Counterfeit drug process for maintaining traceability | 2022 ESG Report – Governance Narrative | 2023 Impact Report - Governance Narrative | 2024 Impact Report - Principles Narrative |
| Governance | | | |
| Proportion of women on Board of Directors ¹ | 4 out of 12 | 4 out of 12 | 3 out of 13 ² |

¹ [Pfizer's Board of Directors.](#)
² This information is as of April 24, 2025.



Planet

| Climate change (Scopes 1 & 2) ^{1,2,3} | 2019 (baseline) | 2022 | 2023 | 2024 | 2030 Goal |
|---|-----------------|------|------|------|-----------|
| Carbon emissions (in million metric tons CO ₂ e) ⁴ | 1.27 | 1.13 | 1.11 | 1.08 | 0.68 |
| Renewable electricity (%) | 10% | 7% | 10% | 14% | 100% |
| Climate Change (Scope 3) ³ | 2019 (baseline) | 2022 | 2023 | 2024 | 2025 Goal |
| Suppliers of purchased goods and services by spend with science-based targets (%) ⁵ | - | 29% | 51% | 65% | 64% |
| Business travel carbon emissions (in thousand metric tons CO ₂ e) ^{6, 7} | 421 | 102 | 186 | 188 | 316 |
| Upstream transportation & distribution carbon emissions (in thousand metric tons CO ₂ e) ^{6, 8} | 201 | 390 | 257 | 154 | 181 |

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 data is independently verified to the limited assurance level. Data for 2022-2024 is independently verified to the reasonable assurance level.

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, steam, heating or cooling that is purchased or otherwise brought into the organizational boundary of the company.

³ Data presented represents information available as of February 28, 2025, 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 2024 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 Data for 2019 and 2024 is verified to the limited assurance level. Seagen’s 2019 Scope 3 emissions were determined to be non-material (less than 5% of the total emissions per category) and were therefore not added to our baseline.

⁷ 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. Air travel emissions for all years, including the 2019 baseline, have been adjusted to include well-to-wheel (WTW) emissions. Estimates for travel booked outside Pfizer’s travel system, which account for approximately 10% of total business travel emissions, are included for all years.

⁸ Upstream transportation emissions are calculated from Pfizer and third-party datasets. As the result of improvements in our methodology accounting for logistics and tertiary packaging material weights, we have recalculated historical Category 4 emissions, including the 2019 baseline.



| Water and waste ^{1,2} | 2022 | 2023 | 2024 |
|--|------|------|------|
| Water withdrawal (in million cubic meters) | 28.7 | 31.9 | 30.9 |
| Water discharge (in million cubic meters) | 25.8 | 29.0 | 27.7 |
| Water consumption (in million cubic meters) | 2.9 | 2.9 | 3.3 |
| Hazardous waste generated (in thousand metric tons) | 76.5 | 80.4 | 79.9 |
| Hazardous waste diverted from disposal (in thousand metric tons) | 7.5 | 10.4 | 12.6 |
| Hazardous waste disposed (in thousand metric tons) | 69.1 | 70.0 | 67.3 |
| Non-hazardous waste generated (in thousand metric tons) | 34.7 | 36.2 | 35.1 |
| Non-hazardous waste diverted from disposal (in thousand metric tons) | 18.4 | 19.2 | 19.7 |
| Non-hazardous waste disposed (in thousand metric tons) | 16.3 | 17.0 | 15.4 |

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 GHG reporting per the World Resources Institute (WRI) Greenhouse Gas Protocol. The 2024 water and hazardous waste data has been verified to the limited assurance level.

² Data presented represents information available as of February 28, 2025, including certain estimates and assumptions. Historical estimates may periodically be subject to revision due to data source restatements and updates to methodology. Updated 2024 data will be published on [Pfizer’s Environmental Sustainability page](#).



People

Innovation and Global Health

| Product Innovation | 2022 | 2023 | 2024 |
|---|--|------|------|
| Time to market (in years) (first-in-human (FIH) to approval) ¹ | 4.8 | 5.1 | 5.7 |
| Success rate (FIH to approval) ² | 18% | 17% | 21% |
| Number of drugs in portfolio ³ | Product Listing <div></div> | | |
| Number of drugs in research and development ⁴ | 110 | 112 | 115 |
| Products on WHO List of Prequalified Medicinal Products and Vaccines ⁵ | WHO Medicinal Products and Vaccines List <div></div> | | |
| Key projects driving large-scale digital solutions in R&D, manufacturing and healthcare provider and patient engagement | 38 | 47 | 42 |

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 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 only products available to U.S. consumers.
- 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.

⁴ The 2024 figure is as of February 4, 2025, 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. For latest information, please see [Pfizer’s R&D Portfolio](#).

⁵ To see the products prequalified, perform a database search per manufacturer name (Pfizer).



| Breakthrough and Expedited Regulatory Designations ¹ | 2022 | 2023 | 2024 |
|---|--------------------------------|-------------------------------|-------------------------------|
| % of Pfizer NME / BLA novel drug approvals by the U.S. FDA achieving breakthrough therapy designation (over a rolling 5-year period) | 44% (vs. 30% for industry) | 38% (vs. 29% for industry) | 36% (vs. 31% 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) | 100% (vs. 67% for industry) | 62% (vs. 67% for industry) | 57% (vs. 69% 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., 2024 values represent 2020–2024) 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.



| Equitable Access and Pricing | 2022 | 2023 | 2024 |
|---|---|--|---|
| Description of actions and initiatives to promote access | 2022 ESG Report – Tackling the Health Equity Gap Together 2022 ESG Report – Equitable Access and Pricing | 2023 Impact Report - Social Narrative | 2024 Impact Report - People Narrative |
| Patients Reached ¹ | 304 million ² (excluding COMIRNATY® and PAXLOVID®) | 316 million ³ (excluding COMIRNATY® and PAXLOVID®) | 307 million (excluding COMIRNATY® and PAXLOVID®) |
| | 1.3 billion (including COMIRNATY® and PAXLOVID®) | 619 million (including COMIRNATY® and PAXLOVID®) | 415 million (including COMIRNATY® and PAXLOVID®) |
| Access to Medicine Index (ATMI) Ranking ⁴ | 6th | 6th | 4th |
| Percent change in average net price for U.S. portfolio ⁵ | 6% | 5% | -2% |

¹ The Patients Reached 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 include estimated patient counts from our Accord for a Healthier World program. Historical estimates may periodically be subject to revision due to restatements in the underlying data source.

² Note: 2022 Patients Reached 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 Note: 2023 Patients Reached estimate of 316 million (excluding Comirnaty & Paxlovid) is a revision from the figure included in the 2023 Impact Report due to data source restatements and updates to methodology.

⁴ The 2024 Access to Medicine Index assesses the top 20 largest research-based pharmaceutical companies on their actions to improve access to medicines in 113 low- and middle-income countries for 81 diseases, conditions and pathogens. [ATMI 2024 Ranking](#)

⁵ The U.S. portfolio includes all pharmaceutical products marketed by the company. The product sales utilized in the analysis represent ~82% of the total U.S. portfolio in 2024 and exclude our alliance products, royalty revenues, and contract manufacturing operations. Excluding COMIRNATY® and PAXLOVID®, the percentage change in average net price for the U.S. portfolio for 2022, 2023 and 2024 are -2%, +1%, and -3% 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.



| Our Colleagues and Communities | 2022 | 2023 | 2024 |
|---|--|---|---|
| Description of talent and recruitment efforts | 2022 ESG Report - Social Narrative | 2023 Impact Report - Social Narrative | 2024 Impact Report - People Narrative |
| Pay equity ¹ | | | |
| Female vs. Male Adjusted Pay Gap (Global) | 2022 ESG Report - Social Narrative | 2023 Impact Report - Social Narrative | 99.5% |
| Female vs Male Median Pay Gap (Global) | 2022 ESG Report - Social Narrative | 2023 Impact Report - Social Narrative | 102.2% |
| Minorities vs. Non-minorities Adjusted Pay Gap (U.S. only) | 2022 ESG Report - Social Narrative | 2023 Impact Report - Social Narrative | 100% |
| Minorities vs. Non-minorities Median Pay Gap (U.S. only) | 2022 ESG Report - Social Narrative | 2023 Impact Report - Social Narrative | 83.9% |
| Employee Engagement and Purpose | | | |
| Employee Engagement (composite score, favorable %) ² | 88% | 85% | 76% |
| Employee Purpose (favorable %) ³ | 93% | 89% | 85% |
| Employee Turnover ⁴ | | | |
| Voluntary Employee Turnover | 7.3% | 5.8% | 6.2% |
| Involuntary Employee Turnover | 7% | 6.4% | 8.6% |

¹ This data does not include legacy Seagen colleagues.

² Composite score of favorability 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.

³ Scored from question: "My work contributes to our purpose - Breakthroughs that change patients' lives."

⁴ Turnover numbers are based on all voluntary and involuntary terminations in 2024 / Annual Average headcount (Total Headcount as of December 31 2023 + Total Headcount as of December 31 2024) / 2. This does not include employees on leave > 180 days as well as other specific temporary employee types.



| Colleague Demographics ¹ | 2022 | | 2023 | | | | 2024 | | | |
|-------------------------------------|--------|-------|--------|--|-------|--|--------|--|-------|--|
| Gender Representation (Global) | Female | Male | Female | | Male | | Female | | Male | |
| Vice President and above | 43.1% | 56.9% | 44.8% | | 55.2% | | 45.8% | | 54.2% | |
| Senior Director | 48.4% | 51.6% | 49.2% | | 50.8% | | 51.4% | | 48.6% | |
| Director | 52.9% | 47.1% | 53.5% | | 46.5% | | 54.4% | | 45.6% | |
| Manager / Senior Manager | 53.6% | 46.4% | 53.8% | | 46.2% | | 54.4% | | 45.6% | |
| Analyst and below | 49.6% | 50.4% | 50.2% | | 49.8% | | 50.6% | | 49.5% | |

| | 2023 | | | | | | 2024 | | | | | |
|---|-------|---------------------------|--------------------|-------|-------------------|-------|-------|---------------------------|--------------------|-------|-------------------|-------|
| Racial / Ethnic Group Representation (U.S. only) ¹ | Asian | Black or African American | Hispanic or Latino | White | Two or More Races | Other | Asian | Black or African American | Hispanic or Latino | White | Two or More Races | Other |
| Vice President and above | 15.4% | 7.1% | 6.9% | 69.5% | 0.9% | 0.2% | 16.4% | 6.9% | 6.6% | 68.9% | 0.7% | 0.5% |
| Senior Director | 16.9% | 4.1% | 5.8% | 70.8% | 1.9% | 0.5% | 19.4% | 3.7% | 5.4% | 68.9% | 1.8% | 0.8% |
| Director | 19.5% | 5.5% | 6.0% | 66.4% | 1.8% | 0.8% | 20.1% | 5.5% | 6.4% | 64.8% | 2.3% | 1% |
| Manager / Senior Manager | 20.3% | 6.9% | 6.9% | 63.5% | 1.6% | 0.9% | 20.4% | 6.7% | 6.3% | 63.4% | 2% | 1.2% |
| Analyst and below | 9.0% | 22.3% | 8.4% | 56.4% | 2.7% | 1.3% | 9.1% | 21.5% | 8.7% | 56.3% | 2.9% | 1.6% |

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



| | 2023 | | | | | | 2024 | | | | | |
|--|-------|---------------------------|--------------------|-------|-------------------|-------|-------|---------------------------|--------------------|-------|-------------------|-------|
| 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 | Asian | Black or African American | Hispanic or Latino | White | Two or More Races | Other |
| Vice President and above | 11.3% | 11.3% | 5.0% | 68.8% | 2.5% | 1.3% | 13.4% | 5.2% | 4.5% | 76.1% | 0.7% | 0.0% |
| Senior Director | 15.1% | 1.7% | 5.2% | 75.4% | 2.6% | 0.0% | 18.3% | 4.9% | 6.1% | 68.1% | 1.9% | 0.7% |
| Director | 22.4% | 6.0% | 5.5% | 63.2% | 1.4% | 1.4% | 20.3% | 5.8% | 4.7% | 67.0% | 1.0% | 1.2% |
| Manager / Sr. Manager | 26.7% | 4.8% | 7.2% | 58.7% | 1.9% | 0.7% | 24.9% | 5.8% | 7.1% | 59.4% | 1.8% | 1.0% |
| Analyst and below | 11.4% | 19.3% | 8.7% | 56.0% | 3.3% | 1.3% | 12.7% | 22.4% | 9.0% | 51.0% | 3.6% | 1.2% |

| | 2023 | | 2024 | |
|--|--------|-------|--------|-------|
| Employee Turnover by Gender ¹ | Female | Male | Female | Male |
| Vice President and above | 32.0% | 68.0% | 37.8% | 62.2% |
| Senior Director | 47.2% | 52.8% | 45.4% | 54.6% |
| Director | 49.2% | 50.8% | 52.4% | 47.6% |
| Manager / Sr. Manager | 53.3% | 46.7% | 54.3% | 45.7% |
| Analyst and below | 50.1% | 49.9% | 49.5% | 50.5% |

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 2024. 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. Other is defined as American Indian or Alaska Native, Middle Eastern or North African, and Native Hawaiian or Other Pacific Islander.



| | 2023 | | | | | | 2024 | | | | | |
|--|-------|---------------------------|--------------------|-------|-------------------|-------|-------|---------------------------|--------------------|-------|-------------------|-------|
| New Hires by Racial/Ethnic Group Representation (U.S. only) ¹ | Asian | Black or African American | Hispanic or Latino | White | Two or More Races | Other | Asian | Black or African American | Hispanic or Latino | White | Two or More Races | Other |
| Vice President and above | 16.7% | 6.7% | 13.3% | 60.0% | 3.3% | 0.0% | 40.0% | 6.7% | 6.7% | 46.7% | 0.0% | 0.0% |
| Senior Director | 20.5% | 5.5% | 8.2% | 56.2% | 9.6% | 0.0% | 32.1% | 6.4% | 7.7% | 46.2% | 3.8% | 3.8% |
| Director | 21.0% | 12.1% | 6.6% | 57.7% | 1.8% | 0.7% | 21.1% | 8.4% | 7.7% | 57.9% | 4.2% | 0.8% |
| Manager / Sr. Manager | 26.7% | 9.9% | 6.7% | 52.2% | 2.7% | 1.7% | 22.0% | 9.4% | 7.7% | 56.3% | 2.6% | 2.1% |
| Analyst and below | 10.1% | 25.6% | 11.2% | 47.3% | 4.2% | 1.6% | 12.4% | 17.1% | 13.0% | 51.1% | 3.4% | 3.0% |

| | 2023 | | 2024 | |
|----------------------------------|--------|-------|--------|-------|
| New Hires by Gender ¹ | Female | Male | Female | Male |
| Vice President and above | 39.0% | 61.0% | 29.2% | 70.8% |
| Senior Director | 52.7% | 47.3% | 50.0% | 50.0% |
| Director | 53.6% | 46.4% | 55.5% | 44.5% |
| Manager / Sr. Manager | 56.1% | 43.9% | 57.8% | 42.2% |
| Analyst and below | 55.9% | 44.1% | 55.7% | 44.3% |

| Colleague Health & Safety ² | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total Injury Rate (TIR) ³ | 0.30 | 0.30 | 0.31 |
| Lost Time Injury Rate (LTIR) ⁴ | 0.13 | 0.13 | 0.15 |
| Fatalities ⁵ | 0 | 0 | 2 |

¹ 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 2024. 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. Other is defined as American Indian or Alaska Native, Middle Eastern or North African, and Native Hawaiian or Other Pacific Islander.

² To facilitate consistent reporting practices, Pfizer applies the U.S. Occupational Safety and Health Administration Recordkeeping Requirements as its global reporting standard.

³ Injuries or illnesses per 100 colleagues.







⁴ Injuries or illnesses resulting in time away from work per 100 colleagues.





⁵ Work-related injuries or illnesses that led to loss of life. Both reported cases in 2024 were related to motor vehicle collisions.



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 About This Report on page 81. 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 | United Nations (UN) Sustainable Development Goals (SDGs) |
|------------------------------|--|---|--|
| GRI 2: Universal Disclosures | | | |
| 2-1 | Organizational details | Pfizer Annual Report on Form 10-K for the year ended December 31, 2024 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, & Distribution webpage. | |
| 2-2 | Entities included in the organization’s sustainability reporting | About This Report; pg. 81 Direct Response: This report covers all of Pfizer’s global operations included within the 2024 financial statements, unless otherwise stated. | |
| 2-3 | Reporting period, frequency and contact point | About This Report; pg. 81 | |
| 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 Performance Data 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 the GRI standards. Information about assurance we have obtained can be found in About This Report; pg. 81. | |
| 2-6 | Activities, value chain and other business relationships | A Letter from our Chairman & CEO; pg. 4 Our Approach to Responsible Business Growth: Connected to Our Purpose and Strategy; pg. 7 Product Quality and Safety: Quality Management: Third Party Management; pg. 22 Responsible Supply Chain; pg. 25 Pfizer Annual Report on Form 10-K for the year ended December 31, 2024 Direct Response: There were no significant changes within the organizational value chain during the reporting period. | |







| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|---------------|---|--|---|
| 2-7 | Employees | <p>Pfizer Annual Report on Form 10-K for the year ended December 31, 2024</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; pg. 14–15</p> <p>Board of Directors and Board Committees, pg. 14</p> <p>Board of Committees & Charters</p> |   |
| 2-10 | Nomination and selection of the highest governance body | <p>Governance; pg. 14–15</p> <p>2025 Proxy Statement</p> |   |
| 2-11 | Chair of the highest governance body | <p>Board of Directors and Board Committees; pg. 14</p> |  |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | <p>Our Approach to Responsible Business Growth: Connected to Our Purpose and Strategy; pg. 7</p> <p>Governance; pg. 14–15</p> <p>Laws and Regulations Compliance; pg. 17–18</p> <p>Open Door Culture and Investigations; pg. 19</p> <p>Board Committees & Charters</p> |  |



| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|---------------|---|--|---|
| 2-13 | Delegation of responsibility for managing impacts | Our Approach to Responsible Business Growth: Connected to Our Purpose and Strategy; pg. 7 Governance; pg. 14–15 |  |
| 2-14 | Role of the highest governance body in sustainability reporting | Governance; pg. 14–15 About This Report; pg. 81 | |
| 2-15 | Conflicts of interest | Ethical Decision-Making & Transparency; pg. 16 Code of Business Conduct and Ethics for Members of the Board of Directors |  |
| 2-16 | Communication of critical concerns | Ethical Decision-Making & Transparency; pg. 16 Laws and Regulations Compliance; pg. 17–18 Product Quality and Safety; pg. 21–25 Open Door Culture and Investigations; pg. 19 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 Composition and Independence; pg. 15 Pfizer Annual Report on Form 10-K for the year ended December 31, 2024 | |
| 2-18 | Evaluation of the performance of the highest governance body | Governance; pg. 14–15 About this Report; pg. 81 2025 Proxy Statement | |
| 2-19 | Remuneration policies | 2025 Proxy Statement |  |
| 2-20 | Process to determine remuneration | Compensation Committee Charter 2025 Proxy Statement | |

| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|---------------|---|---|---|
| Governance | | | |
| 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 | Our Approach to Responsible Business Growth: Connected to Our Purpose and Strategy; pg. 7 Human Rights; pg. 16 Laws and Regulations Compliance; pg. 17–18 Open Door Culture and Investigations; pg. 19 Intellectual Property (IP); pg. 19 Political Contributions and Lobbying Activities; pg. 20 Product Quality and Safety: Quality Management System; pg. 21 Data Privacy and Protection; pg. 26 Human Rights Policy Statement Ethics & Compliance 2025 Proxy Statement Direct Response: Pfizer may apply the precautionary principle in order to manage and report on risks and impacts. |  |
| 2-24 | Embedding policy commitments | Laws and Regulations Compliance; pg. 17–18 Open Door Culture and Investigations; pg. 19 Product Quality and Safety: Quality Management System; pg. 21 Intellectual Property (IP); pg. 19 Data Privacy and Protection; pg. 26 Human Rights; pg. 16 Political Contributions and Lobbying Activities; pg. 20 Colleague Health & Safety; pg. 50 2025 Proxy Statement Commitment to Quality Training & Communications | |
| 2-25 | Processes to remediate negative impacts | Our Stakeholders; pg. 8 Open Door Culture and Investigations; pg. 19 Climate Change; pg. 30–33 Pfizer Annual Report on Form 10-K for the year ended December 31, 2024 Human Rights Policy Statement |  |

















| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|------------------------|--|--|---|
| 2-26 | Mechanisms for seeking advice and raising concerns | Open Door Culture and Investigations; pg. 19 Ethics & Compliance | |
| 2-27 | Compliance with laws and regulations | Laws and Regulations Compliance; pg. 17–18 Product Quality and Safety; pg. 21–25 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 |  |
| 2-28 | Membership associations | Political Contributions and Lobbying Activities; pg. 20 Political Partnership | |
| 2-29 | Approach to stakeholder engagement | Our Approach to Responsible Business Growth: Connected to Our Purpose and Strategy; pg. 7 Our Stakeholders; pg. 8 | |
| 2-30 | Collective bargaining agreements | Laws and Regulations Compliance; pg. 17–18 Culture and Environment; pg. 46 |  |
| GRI 3: Material Topics | | | |
| 3-1 | Process to determine material topics | Our Approach to Responsible Business Growth: Connected to Our Purpose and Strategy; pg. 7 About This Report; pg. 81 Pfizer Annual Report on Form 10-K for the year ended December 31, 2024 | |
| 3-2 | List of material topics | Our Approach to Responsible Business Growth: Connected to Our Purpose and Strategy; pg. 7 | |
| 3-3 | Management of material topics | Our Approach to Responsible Business Growth: Connected to Our Purpose and Strategy; pg. 7 | |






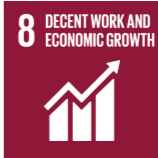

| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|------------------------------|---|---|---|
| GRI 200: Economic Disclosure | | | |
| Economic Performance | | | |
| 3-3 | Management of material topics | 2024 Annual Review | |
| 201-1 | Direct economic value generated and distributed | 2024 Annual Review Pfizer Annual Report on Form 10-K for the year ended December 31, 2024 | |
| Indirect Economic Impacts | | | |
| 3-3 | Management of material topics | Innovation and Global Health; pg. 39–41 Ethics & Compliance | |
| 203-1 | Infrastructure investments and services supported | Patient-Centric Product Innovation; pg. 40–41 Equitable Access and Pricing; pg. 42–45 Ethics & Compliance | <div><div>5 GENDER EQUALITY</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div> |
| 203-2 | Significant indirect economic impacts | Antimicrobial Resistance (AMR); pg. 41 Equitable Access and Pricing; pg. 42–45 | <div><div>1 NO POVERTY</div><div>3 GOOD HEALTH AND WELL-BEING</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div> |
| Anti-Corruption | | | |
| 3-3 | Management of material topics | Business Ethics; pg. 16–20 Anti-Bribery and Anti-Corruption | |
| 205-1 | Operations assessed for risks related to corruption | Laws and Regulations Compliance; pg. 17–18 Product Quality and Safety; pg. 21–25 Anti-Bribery and Anti-Corruption Direct Response—Omission Statement (Confidentiality Constraint): 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. | <div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div> |

| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|---------------|--|---|---|
| 205-2 | Communication and training about anti-corruption policies and procedures | Laws and Regulations Compliance; pg. 17–18 Political Contributions and Lobbying Activities; pg. 20 Anti-Bribery and Anti-Corruption Blue Book: Pfizer's Code of Conduct |  |
| Tax | | | |
| 3-3 | Management of material topics | Laws and Regulations Compliance; pg. 17–18 Political Contributions and Lobbying Activities; pg. 20 Pfizer Annual Report on Form 10-K for the year ended December 31, 2024 |  |
| 207-1 | Approach to Tax | Laws and Regulations Compliance; pg. 17–18 Political Contributions and Lobbying Activities; pg. 20 Pfizer Annual Report on Form 10-K for the year ended December 31, 2024 |  |
| 207-1 | Tax governance, control, and risk management | Laws and Regulations Compliance; pg. 17–18 Open Door Culture and Investigations; pg. 19 Political Contributions and Lobbying Activities; pg. 20 Pfizer Annual Report on Form 10-K for the year ended December 31, 2024 |  |
| 207-3 | Stakeholder engagement and management of concerns related to tax | Our Stakeholders; pg. 8 Laws and Regulations Compliance; pg. 17–18 Political Contributions and Lobbying Activities; pg. 20 Pfizer Annual Report on Form 10-K for the year ended December 31, 2024 |  |
| 207-4 | Country-by-country reporting | Pfizer Annual Report on Form 10-K for the year ended December 31, 2024 |  |

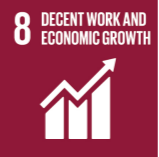

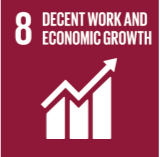
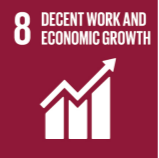



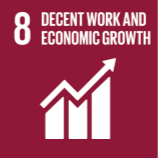
| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|------------------------------------|--|--|---|
| GRI 300: Environmental Disclosures | | | |
| Energy | | | |
| 3-3 | Management of material topics | Climate Change; pg. 30–33 | |
| 302-1 | Energy consumption within the organization | Responsible Business Performance Data: Planet; pg. 53–54 EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2024 by the end of Q2 2025. | |
| 302-3 | Energy intensity | Responsible Business Performance Data: Planet; pg. 53–54 EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2024 by the end of Q2 2025. | |
| 302-4 | Reduction of energy consumption | Responsible Business Performance Data: Planet; pg. 53–54 EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2024 by the end of Q2 2025. |  |
| Water | | | |
| 3-3 | Management of material topics | Climate Change; pg. 30–33 Sustainable Medicines; pg. 34–36 | |
| 303-2 | Water withdrawal | Climate Change; pg. 30–33 Sustainable Medicines; pg. 34–36 Reducing GHG Emissions from Our Operations; pg. 31 Pharmaceuticals in the Environment and Antimicrobial Resistance; pg. 36 Water Stress; pg. 36 Responsible Business Performance Data: Planet; pg. 53–54 EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2024 by the end of Q2 2025. |  |


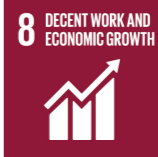

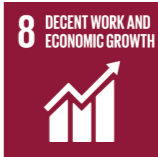


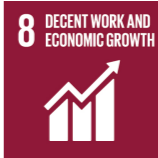

| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|---------------|---|---|---|
| 303-4 | Water discharge | Reducing GHG Emissions from Our Operations; pg. 31 Pharmaceuticals in the Environment and Antimicrobial Resistance; pg. 36 Responsible Business Performance Data: Planet; pg. 53–54 EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2024 by the end of Q2 2025. | |
| Emissions | | | |
| 3-3 | Management of material topics | Climate Change; pg. 30–33 Responsible Business Performance Data: Planet; pg. 53–54 | |
| 305-1 | Direct (Scope 1) GHG emissions | Climate Change; pg. 30–33 Responsible Business Performance Data: Planet; pg. 53–54 Direct Response: Pfizer discloses Scope 1 & 2 GHG combined, please see additional details in our EHS KPI webpage. | <div><div>3GOOD HEALTH AND WELL-BEING</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13CLIMATE ACTION</div><div>14LIFE BELOW WATER</div><div>15LIFE ON LAND</div></div> |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Climate Change; pg. 30–33 Responsible Business Performance Data: Planet; pg. 53–54 Direct Response: Pfizer discloses Scope 1 & 2 GHG combined, please see additional details in our EHS KPI webpage. | <div><div>3GOOD HEALTH AND WELL-BEING</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13CLIMATE ACTION</div><div>14LIFE BELOW WATER</div><div>15LIFE ON LAND</div></div> |
| 305-3 | Other indirect (Scope 3) GHG emissions | EHS KPI webpage Responsible Business Performance Data: Planet; pg. 53–54 Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2024 by the end of Q2 2025. | |
| 305-5 | Reduction of GHG emissions | Climate Change; pg. 30–33 Reducing GHG Emissions From Our Operations; pg. 31 Responsible Business Performance Data: Planet; pg. 53–54 | <div><div>13CLIMATE ACTION</div></div> |

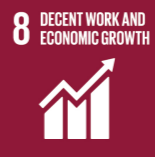
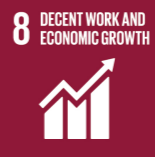
| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) | | | | |
|---------------|---|---|---|---|---|---|--|
| 305-6 | Emissions of ozone-depleting substances (ODS) | EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2024 by the end of Q2 2025. | | | | | |
| 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 2024 by the end of Q2 2025. | | | | | |
| Waste | | | | | | | |
| 3-3 | Management of material topics | Sustainable Medicines; pg. 34–36 | | | | | |
| 306-1 | Waste generation and significant waste-related impacts | Sustainable Medicines; pg. 34–36 |  |  |  |  |  |
| 306-2 | Management of significant waste-related impacts | Sustainable Medicines; pg. 34–36 |  |  |  | | |
| 306-3 | Waste generated | Responsible Business Performance Data: Planet; pg. 53–54 EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2024 by the end of Q2 2025. |  |  |  |  | |
| 306-4 | Waste diverted from disposal | Responsible Business Performance Data: Planet; pg. 53–54 Waste; pg. 35 EHS KPI webpage Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2024 by the end of Q2 2025. |  |  |  |  | |



| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|-----------------------------------|---|--|---|
| 306-5 | Waste directed to disposal | <p>Responsible Business Performance Data: Planet; pg. 53–54 Waste; pg. 35</p> <p>EHS KPI webpage</p> <p>Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2024 by the end of Q2 2025.</p> |     |
| Supplier environmental assessment | | | |
| 3-3 | Management of material topics | Responsible Supply Chain; pg. 25 | |
| 308-1 | New suppliers that were screened using environmental criteria | <p>Responsible Supply Chain; pg. 25</p> <p>EHS KPI webpage</p> <p>Direct Response: All (100%) new Pfizer suppliers are screened for negative environmental impacts, in accordance with our Supplier Conduct Principles.</p> <p>Direct Response: Pfizer's latest environmental KPI data are available on our EHS KPI webpage and will be available for fiscal 2024 by the end of Q2 2025.</p> | |
| GRI 400: Social Disclosures | | | |
| Employment | | | |
| 3-3 | Management of material topics | Our Colleagues and Communities; pg. 46–50 | |
| 401-1 | New employee hires and employee turnover | Responsible Business Performance Data: People; pg. 55–61 |    |
| Occupational Health and Safety | | | |
| 3-3 | Management of material topics | <p>Our Colleagues and Communities; pg. 46–50 Product Quality and Safety; pg. 21–25</p> <p>EHS Governance EHS Policy Statement Prioritizing Health & Safety</p> | |

| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|---------------|---|---|---|
| 403-1 | Occupational health and safety management system | Colleague Health & Safety; pg. 50 Product Quality and Safety; pg. 21–25 Responsible Business Performance Data: People; pg. 55–61 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. 17–18 Product Quality and Safety; pg. 21–25 Colleague Health & Safety; pg. 50 EHS Governance EHS Policy Statement |  |
| 403-3 | Occupational health services | Colleague Health & Safety; pg. 50 |   |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | Our Stakeholders; pg. 8 Product Quality and Safety; pg. 21–25 Colleague Health & Safety; pg. 50 |   |

| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|---------------------------------|---|---|---|
| 403-5 | Worker training on occupational health and safety | Laws and Regulations Compliance; pg. 17–18 Product Quality and Safety; pg. 21–25 Colleague Health & Safety; pg. 50 Blue Book: Pfizer's Code of Conduct EHS Governance Prioritizing Health & Safety |  |
| 403-6 | Promotion of worker health | Prioritizing Wellness; pg. 50 Prioritizing Health & Safety |   |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Product Quality and Safety; pg. 21–25 Prioritizing Health & Safety |   |
| 403-9 | Work-related injuries | Responsible Business Performance Data: People; pg. 55–61 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 2024 by the end of Q2 2025. |   |
| Training and Education | | | |
| 3-3 | Management of material topics | Our Colleagues and Communities; pg. 46–50 | |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Culture and Environment; pg. 46 Growth and Development; pg. 47 |  |
| Diversity and Equal Opportunity | | | |
| 3-3 | Management of material topics | Board Composition and Independence; pg. 15 Our Colleagues and Communities; pg. 46–50 | |

| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) | | |
|----------------------------|--|---|--|--|--|
| 405-1 | Diversity of governance bodies and employees | Board Composition and Independence; pg. 15 Responsible Business Performance Data: People; pg. 55–61 |  |  | |
| 405-2 | Ratio of basic salary and remuneration of women to men | Responsible Business Performance Data; pg. 58 Pay Equity; pg. 49 |  |  |  |
| Child Labor | | | | | |
| 3-3 | Management of material topics | Human Rights; pg. 16 | | | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | Human Rights; pg. 16 Human Rights Policy Statement Modern Slavery Statement Supplier Conduct Principles |  |  |  |
| Forced or Compulsory Labor | | | | | |
| 3-3 | Management of material topics | Human Rights; pg. 16 | | | |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | Human Rights; pg. 16 Human Rights Policy Statement Modern Slavery Statement Supplier Conduct Principles | | | |
| Human Rights Assessment | | | | | |
| 3-3 | Management of material topics | Human Rights; pg. 16 Human Rights Policy Statement Modern Slavery Statement Supplier Conduct Principle | | | |

| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|----------------------------|--|---|---|
| 412-1 | Operations that have been subject to human rights reviews or impact assessments | Human Rights; pg. 16 Responsible Supply Chain; pg. 25 Human Rights Policy Statement Modern Slavery Statement Supplier Conduct Principles |  |
| 412-2 | Employee training on human rights policies or procedures | Laws & Regulations Compliance; pg. 17–18 Human Rights Policy Statement Modern Slavery Statement Blue Book: Pfizer's Code of Conduct | |
| Local Communities | | | |
| 3-3 | Management of material topics | Clinical Trials; pg. 24 Equitable Access and Pricing; pg. 42–45 Innovation and Global Health; pg. 39–41 | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | Clinical Trials; pg. 24 Equitable Access and Pricing; pg. 42–45 Innovation and Global Health; pg. 39–41 |  |
| Supplier Social Assessment | | | |
| 3-3 | Management of material topics | | |
| 414-1 | New suppliers that were screened using social criteria | Responsible Supply Chain; pg. 25 | |
| Public Policy | | | |
| 3-3 | Management of material topics | Political Contributions and Lobbying Activities; pg. 20 Ethical Decision-Making & Transparency; pg. 16 Political Partnership State Lobbying Activities | |

| GRI Indicator | Description | Reference | United Nations (UN) Sustainable Development Goals (SDGs) |
|----------------------------|---|---|---|
| 415-1 | Political contributions | Political Contributions and Lobbying Activities; pg. 20 Ethical Decision-Making & Transparency; pg. 16 Political Partnership State Lobbying Activities |  |
| Customer Health and Safety | | | |
| 3-3 | Management of material topics | Product Quality and Safety; pg. 21–25 | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | Product Quality and Safety; pg. 21–25 |  |



SASB Index

Pfizer has chosen to use the voluntary 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 Code | Metric Description | Disclosure Location |
|---------------------------------------|--|--|
| Safety of Clinical Trial Participants | | |
| HC-BP-210a.1 | Discussion, by region, of management process for ensuring quality and patient safety during clinical trials | pg. 21; 24: Quality Management System, Clinical Trials |
| 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) | pg. 23: Continuous Improvement (CI) |
| 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 health care products for priority diseases and in priority countries as defined by the Access to Medicine Index | pg. 10: Transforming Breast Cancer Care in Rwanda pg. 39–41: Innovation and Global Health pg. 40–41: Patient-Centric Product Innovation pg. 42–45: Equitable Access and Pricing |
| 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 Prequalified Lists—Medicines WHO Prequalified Vaccines Direct Response: To see the products pre-qualified, perform a database search per manufacturer name. |
| 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 | pg. 57: Responsible Business Performance Data: People |
| HC-BP-240b.3 | Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period | Pfizer is not reporting against this metric at this time. |



| SASB Code | Metric Description | Disclosure Location |
|--|--|--|
| Drug Safety | | |
| HC-BP-250a.1 | List of products listed in the FDA’s MedWatch Safety Alerts for Human Medical Products database | MedWatch: The FDA Safety Information and Adverse Event Reporting Program FDA Adverse Event Reporting System (FAERS) Database |
| HC-BP-250a.2 | Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System | MedWatch: The FDA Safety Information and Adverse Event Reporting Program |
| HC-BP-250a.3 | (1) Number of recalls issued, (2) total units recalled | pg. 23: Continuous Improvement (CI) |
| HC-BP-250a.4 | Total amount of product accepted for take-back, reuse, or disposal | Pfizer is not reporting against this metric at this time. |
| HC-BP-250a.5 | Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type | pg. 23: Continuous Improvement (CI) |
| Counterfeit Drugs | | |
| HC-BP-260a.1 | Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting | pg. 24: Counterfeit Medicines |
| HC-BP-260a.2 | Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products | pg. 24: Counterfeit Medicines |
| HC-BP-260a.3 | Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products | Pfizer is not reporting against this metric at this time. |
| 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 | pg. 17–18: Laws and Regulations Compliance Direct Response: Our Global Policy 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, & Retention | | |
| HC-BP-330a.1 | Discussion of talent recruitment and retention efforts for scientists and research and development staff | pg. 46–50: Our Colleagues and Communities |
| 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 | pg. 55–61: Responsible Business Performance Data: People |



| SASB Code | Metric Description | Disclosure Location |
|---|--|--|
| Supply Chain Management | | |
| HC-BP-430a.1 | Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes 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 health care professionals | pg. 17–18: Laws and Regulations Compliance Blue Book: Pfizer's Code of Conduct Global Policy on Interactions with Healthcare Professionals |
| Activity Metrics | | |
| HC-BP-000.A | Number of patients treated | pg. 42–45: Equitable Access and Pricing pg. 57: Responsible Business Performance Data: People |
| HC-BP-000.B | Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3) | pg. 39–41: Innovation and Global Health pg. 55: Responsible Business Performance Data: People |
| Other Relevant Industry Standards (not currently reported under SASB, but included in report) | | |
| Healthcare: Drug Retailers - Drug Supply Chain Integrity | | |
| HC-DR-250a.1 | Description of efforts to reduce the occurrence of compromised drugs within the supply chain | pg. 25: Responsible Supply Chain |
| Services: Professional & Commercial Services - Workforce Diversity & Engagement | | |
| SV-PS-330a.1 | Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees | pg. 55–61: Responsible Business Performance Data: People |
| SV-PS-330a.3 | Employee engagement as a percentage | pg. 55–61: Responsible Business Performance Data: People |

About This Report

This Impact Report details Pfizer's performance on topics related to responsible business growth and contains non-financial disclosures covering the period of January 1, 2024, through December 31, 2024, unless otherwise stated. Our financial disclosures can be found in our 2024 Annual Report on Form 10-K and 2024 Annual Review.

This report covers all of Pfizer's global operations included within the 2024 financial statements, unless otherwise stated. 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.

Except as indicated on this page, the information in this report has not been audited, verified, or attested to by any third party. Certain environmental data presented in this report has received reasonable or limited assurance from ERM CVS. 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 Committee of our Board of Directors.

This report's content is grounded in our 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 Disclosures (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 relevant 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

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Forward-Looking Statements

This Impact Report includes forward-looking statements about, among other things, our performance on responsible business growth topics, our related strategy, targets, and goals, company strategies, product pipeline, in-line products and product candidates, growth potential and other statements about our business, operations and financial results, 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, 2024, 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 for determining, such data. 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 reached. Although we believe such estimates and assumptions are reasonable, actual results will vary. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

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Pfizer 2024 Impact Report

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66 Hudson Boulevard East, New York, NY 10001-2192
(212) 733-2323
www.pfizer.com

