

This Pfizer Careers Privacy Notice was last revised on June 2023

Pfizer Careers Privacy Notice

By registering with Pfizer Careers, you are submitting your Personal Data to Pfizer Inc. ("Pfizer") located in the United States (66 Hudson Boulevard East, New York, NY 10001). Personal Data is any information that can be used to identify you, or any other identifiable individual to whom the information relates, such as name, address, e-mail address, telephone number, educational background, date of birth, or other similar information. It is important that you carefully review this Pfizer Careers Privacy Notice before submitting your resume online.

Type of Data Collected

Pfizer shall require that you provide certain Personal Data during the registration and online resume submission process. Depending on where you are located and/or where the position to which you are applying is located, Pfizer collects the following Personal Data from you:

- your name, your address, your e-mail address and other contact information;
- your educational background;
- your employment history, your areas of expertise, professional and other work-related licenses, permits and certifications held;
- your job type preferences;
- your current salary and bonuses;
- information relating to references; and
- any other information which you elect to transmit through the resume submission process.

Any information you submit through Pfizer Careers must be true, complete and not misleading. Submitting inaccurate, incomplete or misleading information may lead to a rejection of your application during the application process or disciplinary action including immediate termination of employment. In addition, it is your responsibility to ensure that information you submit does not violate any third party's rights. If you provide us with Personal Data of a reference or any other individual as part of your application, it is your responsibility to obtain approval from that individual to provide the information to us.

Providing Personal Data through Pfizer Careers is voluntary. However, if you do not provide sufficient information, Pfizer may be unable to consider your employment application or, if you are hired, your subsequent promotion, transfer or relocation.

For the purpose of background check reports in connection with your application, and as permitted by applicable law, Pfizer also obtains information about you from other sources, where permitted by applicable law including:

- Your references
- Prior employers
Educational institutions you attended
- Publicly available information such as information in social media profiles, information from public search engine results and motor vehicle records

Pfizer Inc. is an equal opportunity employer. In certain cases we will ask questions about race/ethnic origin, gender, disability, and veteran status of our applicants, for monitoring equal opportunity. We may also inquire about criminal records. We will do so only where permitted by applicable law. Otherwise, we ask that you avoid submitting information which may qualify as sensitive information under applicable law, except where such information is legally required. Sensitive information includes race, religion, ethnicity, nationality or national origin, age, gender identity, sex life or practices or sexual orientation, marital status,

medical or health information (including disability status), genetic or biometric information, biometric templates, political or philosophical beliefs, political party or trade union membership, veteran status, background check information, judicial data such as criminal records or information on other judicial or administrative proceedings.

Consistent with Pfizer's Equal Opportunity Policy, all applicants are considered without regard to race/ethnicity, color, religion, sex, sexual orientation, age, gender identity or gender expression, national origin, disability or veteran status, or any other status which is protected by applicable laws.

Use of Personal Data

We collect and use your Personal Data for one or more of these reasons:

- a) Because you voluntarily provide this information and consent for us to process it in certain situations;
- b) Because this information is necessary to take steps at your request prior to entering into an employment or internship;
- c) Because this information is of particular importance to us and we have a specific legitimate interest under law to process it;
- d) To comply with a legal obligation; or
- e) Where necessary to protect the vital interests of any person.

Where the collection or use is based on your consent, you may withdraw your consent at any time to the extent permitted by applicable law.

We will use your Personal Data to engage in the following activities for Pfizer's global personnel recruitment, management and planning purposes, as permitted by applicable law to manage our prospective contractual relationship with you, and based on our legitimate interests:

- To process your application, including creating a personal profile, as well as validating your identity or other Personal Data you provide during this process (e.g., work history, education or compensation reference);;
- To evaluate your credentials for job opportunities available at Pfizer or for a specific job opportunity selected by you;
- To respond to your inquiries and communicate with you about your application, and to send you information regarding Pfizer Careers and changes to our terms and policies;
- To comply with or monitor compliance with any applicable laws or regulations;
- To conduct reference checks, and background checks if we offer you a position; and.
- To preserve our other legitimate interests, for example, for Pfizer's administrative purposes, aggregate management reporting, internal training, and as generally required to conduct our business within Pfizer and its affiliates.

If we hire you, Personal Data we collect in connection with your application will be incorporated into our global human resources systems and used to manage the new-hire process; any such information can become part of your employee file and used for other employment-related purposes.

Pfizer also uses (including transfer of) the information as we believe necessary or appropriate, especially when we have a legal obligation or legitimate interest to do so: (a) under applicable law, including laws outside your country of residence; (b) to comply with legal process; (c) to respond to requests from public and government authorities, including public and government authorities outside your country of residence; (d) to enforce this Pfizer Careers Privacy Notice; (e) to protect our operations or those of any of our affiliates;

(f) to protect our rights, privacy, safety or property, and/or that of our affiliates, you or others; and (g) to allow us to pursue available remedies or limit damages that we may sustain.

Processing of Data

Processing of Personal Data includes using, storing, recording, transferring, adapting, summarizing, amending, sharing and destroying Personal Data as necessary under the circumstances or as otherwise required by law. Personal Data collected through the recruitment registration and online resume submission process will be stored and used for the purpose of evaluating your application. If you are hired, the relevant Pfizer entity who employs you will further process these Personal Data for human resources administration and to onboard you to Pfizer. If you are hired, additional processing purposes will be set forth in Pfizer's employee privacy notice provided to you at time of onboarding, when required by applicable law. Pfizer may require you to provide original documents containing Personal Data that verify your employment eligibility and identification, which information will be processed in the same manner.

Storage of Data and Retention Period

Pfizer will retain Personal Data in its systems for a period of time that enables Pfizer to pursue the abovementioned processing purposes and comply with applicable legal requirements. The criteria used to determine our retention periods are: (i) the duration of the application process; (ii) as long as we have an ongoing relationship with you; (iii) as required by a legal obligation to which we are subject; (iv) as otherwise necessary for legal purposes (such as in regard of applicable statutes of limitations, litigation, or regulatory investigations).

If Pfizer hires you, your Personal Data will become part of your employment file. Pfizer may delete Personal Data about you from our database at any time and without providing any reason. Therefore, please retain a copy of the Personal Data provided to us.

Transfers of Data

Due to the global nature of Pfizer's operations, your Personal Data may be used and disclosed throughout Pfizer in order to adequately evaluate your online resume submission. Pfizer, as the parent company of a global organization, shall share Personal Data with the group of Pfizer affiliates that are involved, from time to time, in evaluating candidates for a given position and/or the Pfizer affiliate that would be your future employer. We will make the information available to personnel with a business need to know the information, including personnel in recruiting, human resources, finance, information technology and the department for the position to which you are applying. Pfizer will remain jointly responsible for Personal Data about you that is transferred and jointly used with our affiliates. You can consult the list and location of our affiliates [here](#). Pfizer will also share Personal Data with our third-party service providers who provide services such as hosting and operating Pfizer Careers or that provide services to us relating to the recruitment process.

The uses described above may require transfer and storage of your Personal Data in countries other than where you are based, including the United States and other countries located outside of the EEA and Switzerland. Some non-EEA countries are recognized by the European Commission as providing an adequate level of data protection according to EEA standards (the full list of these countries is available on the EU Commission [website](#)).

For transfers from the EEA to countries not considered adequate by the European Commission, Pfizer enters into standard data protection contractual terms ("Model Clauses") that have been approved by the European Commission with these entities to ensure that these entities safeguard your Personal Data and only Process your Personal Data as provided in this Notice. Pfizer can provide you with a copy of these Clauses upon your written request by contacting Pfizer's Data Protection Officer (contact information below).

As already stated, Pfizer also shares Personal Data as we believe necessary or appropriate: (a) under applicable law, including laws outside your country of residence; (b) to comply with legal process; (c) to respond to requests from public and government authorities including public and government authorities outside your country of residence; (d) to enforce this Pfizer Careers Privacy Notice or our terms and conditions; (e) to protect our operations or those of any of our affiliates; (f) to protect our rights, privacy, safety or property, and/or that of our affiliates, you or others; and (g) to allow us to pursue available remedies or limit damages that we may sustain.

Pfizer also has a legitimate interest in transferring Personal Data to a third party in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets or stock (including in connection with any bankruptcy or similar proceedings).

Choices and Access

Individuals who submit their Personal Data to us through the registration and online resume submission process may also view their Personal Data at any time through this website. You will be able to update certain profile information about yourself through this process. However, certain Personal Data cannot be changed because the information in your electronic resume may be used in the candidate selection process, and as such will be assumed to be a snapshot of your position at the time of submission. You may also withdraw your electronic application through this website at any time before an offer is extended.

If you would like to request to review, correct, update, suppress, restrict, delete or object to the processing of Personal Data that you have provided to us through Pfizer Careers, or if you would like to request to receive an electronic copy of such Personal Data for purposes of transmitting it to another company, you may contact us as indicated in the Contact Us section. We will respond to your request consistent with applicable law.

In your request, please make clear what Personal Data you would like to access or have changed, whether you would like to have Personal Data that you have provided to us suppressed from our database or otherwise let us know what limitations you would like to put on our use of your Personal Data. For your protection, we only implement requests with respect to the information associated with the particular email address that you use to send us your request, and we may need to verify your identity before implementing your request. We will try to comply with your request as soon as reasonably practicable.

Please note that certain Personal Data may be exempt from such requests pursuant to local data protection laws or other laws and regulations.

Security

We seek to use reasonable organizational, technical and administrative measures to protect Personal Data within our organization. Unfortunately, no data transmission or storage system can be guaranteed to be 100% secure.

COOKIES

Cookies are a standard feature of websites that allow us to store small amounts of data on your computer about your visit to our Site. Cookies help us learn which areas of the Site are useful and which areas need improvement.

You can find information about cookies that we use and change your settings for cookies and similar technologies by clicking on the Cookie Consent Tool in the lower right corner of each page of our Site. In addition, you can refuse or accept cookies from the Site at any time by activating the settings on your browser. Information about the procedure to follow in order to enable or disable cookies can be found on

your Internet browser provider's website via your help screen. Please refer to <http://www.allaboutcookies.org/manage-cookies/index.html> for information on commonly used browsers.

Please be aware that if cookies are disabled, your experience on the Site may be diminished, and not all features of the Site may operate as intended.

We may also use technologies similar to cookies, such as:

Pixel Tags. Pixel tags (also known as web beacons and clear GIFs) are used to, among other things, track the actions of users of the Site, measure the success of our marketing campaigns, and compile statistics about usage of the Site and response rates.

Adobe Flash. Flash Local Shared Objects (also known as Flash cookies) ("Flash LSOs") and other technologies are used to, among other things, collect and store information about your use of the Site. For your options with respect to Flash LSOs, please visit this [page](#). Please note that setting the Flash player to restrict or limit acceptance of Flash LSOs may reduce or impede the functionality of some Flash applications.

Google Analytics. Google Analytics is a service provided by Google, Inc. ("Google"). We use Google Analytics to collect anonymized statistics in order to improve the Site.

Learn more about [Google Analytics and privacy](#). You can selectively disable Google Analytics by installing the opt-out component provided by Google on your browser. For more information, please refer to the links below:

- [Google Analytics Opt-out Browser Add-on](#)
- [Support Google Analytics](#)
- [My Account Google Analytics](#)

Browser or Device Information. Certain information is collected by most browsers or automatically through your device, such as your Media Access Control (MAC) address, computer type (Windows or Mac), screen resolution, operating system name and version, device manufacturer and model, language, Internet browser type and version, and the name and version of the Site you are using. We use this information to ensure that the Site functions properly.

To the extent any Personal Data is collected through cookies or similar technologies, the other sections of this Privacy Notice apply.

Links to Third-Party Websites

This Privacy Notice does not address, and we are not responsible for, the privacy, information or other practices of any third parties, including any third party operating any website or service to which our Pfizer Careers Site links. The inclusion of a link on our Careers Site does not imply endorsement of the linked site or service by Pfizer or our affiliates.

Law Applicable to Job Application

Pfizer Careers allows you to apply for jobs located at any Pfizer entity world-wide. The Pfizer Careers Site is operated from the United States. Accordingly, any Personal Data you submit through Pfizer Careers will be collected in the United States and will be subject to U.S. laws. However, if we share your Personal Data with an affiliate located in another country in its capacity as a potential employer, the affiliate will handle

your Personal Data in accordance with this Privacy Notice. Any hiring or other employment-related decisions will be made by the hiring affiliate in accordance with the laws of the country where the job will be located.

About Children

Pfizer Careers is not intended for minors under the age of 18.

Current Personnel of Pfizer

If you currently work for Pfizer or one of our affiliates, you must be eligible to apply for a different position within Pfizer to use the Pfizer Careers Site. If you accept such a position, your benefits programs and Human Resources policies may change. Please consult with the HR manager for the new position concerning application eligibility, benefit programs, and HR policies applicable to that position.

The Pfizer Careers Site is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to local law or regulation.

Changes to the Privacy Notice

We reserve the right to amend this Privacy Notice at any time in order to address future developments of Pfizer, Pfizer Careers or changes in industry or legal requirements. We will post the revised Privacy Notice on the Pfizer Careers Site or announce the change on the home page of the Pfizer Careers Site. You can determine when this Privacy Notice was revised by referring to the "Last Updated" legend on top of this Privacy Notice. Any changes will become effective upon the posting of the revised Privacy Notice on the Pfizer Careers Site.

Contact Us

If you have questions or requests, please feel free to contact us at globalrecruiting@pfizer.com or Pfizer Global Talent Acquisition, 66 Hudson Boulevard East, New York, NY 10001.

Additional Information Regarding the EEA

If at any time you have any concerns, complaints or requests regarding Pfizer's use of your Personal Data, or you would like to exercise any individual rights, please contact us at www.pfizer.com/individualrightsgdpr or contact our Data Protection Officer at <https://www.dpo.pfizer/>

You may also file a complaint with a Data Protection Authority for your country or region or in the place of the alleged mishandling of your Personal Data.