

Pfizer Benefits

for each of life's moments



2022 U.S. Benefits

Our benefits are designed to support the diverse needs of our colleagues for each of life's moments.

Health

Healthy Pfizer: Your Wellness Resource

- Walking program, personalized health coaching, wellness incentives and online wellness resources through Virgin Pulse
- Mindfulness resources through Thrive Global
- Online fitness resources and more through Grokker
- No cost mental health coverage through Kepro (Company Code: Pfizer)



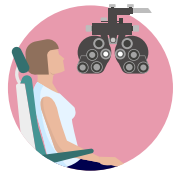
Medical

- Choice of medical options and medical carriers (Horizon and UHC), including the HSA Copay option featuring a tax-advantaged Health Savings Account
- Eligible Pfizer medications are covered at no cost
- Free delivery for maintenance and specialty medications through CVS Caremark
- Access Greenstone authorized generics for Upjohn brand medications through GoGoMeds (Employer Key: 61550)
- 24/7 virtual medical visits through Teladoc
- No cost expert medical opinion through PinnacleCare (for parents too!)
- Comprehensive mental health coverage through Optum, including TalkSpace (Code: 61550)
- Concierge mental health support through Spring Health
- Infertility and family building coverage, including egg preservation, and adoption and surrogacy benefits
- Transgender benefits coverage, including gender reassignment and more



Other Health Benefits

- Choice of dental options through Delta Dental
- Comprehensive vision benefits including eyewear discounts through EyeMed



Financial Security

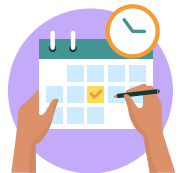
Retirement and Income Protection

- 401(k) Savings Plan with matching contributions and an additional Pfizer contribution — the Retirement Savings Contribution (RSC) — through Fidelity
- No cost one-on-one financial planning and retirement support through Fidelity
- Tax-advantaged health care and dependent care accounts through HealthEquity
- Company subsidized life insurance, short-term disability and long-term disability through New York Life (formerly CIGNA) and Prudential
- Company subsidized retiree medical coverage



Time Off

- 14 paid holidays, including a Wellness Day
- 3-6 weeks of vacation based on service, plus option to buy up to 4 additional weeks
- 10 paid Caregiver Leave days annually to care for a loved one
- Paid bereavement leave for immediate and extended family members
- 12 weeks paid parental leave, plus additional unpaid time off, transition back to work program
- Leaves of absence available for military, family, education and other reasons



Additional Support for Caregivers and Parents

- Concierge caregiver support at no cost through Cariloop
- Back-up child and adult care, including discounted access to sitters, housekeepers, pet care, learning pods and more through Bright Horizons Benefits
- College scholarship opportunities for your children through National Merit Scholarship
- Personalized support to help you care for loved ones with developmental disabilities through Rethink
- Access to the UHC Medicare Advantage Plan for Parents



Life + Family

Discounts and Additional Savings

- Discounted group rates on gym memberships, pet insurance, banking and mortgages, childcare, auto and home insurance and more through Pfizer Benefits Advantage
- Discounts on Peloton, Weight Watchers, cell service, car buying and tax filing services through Pfizer
- Discounts on travel and everyday purchases through Perks at Work / Kepro (Company Code: Pfizer)
- Pay for commuting expenses before tax through HealthEquity and Commuter Benefit Program



Personal Development, Career Support, Recognition and Community

- Educational Assistance/Tuition Reimbursement for colleagues through EdAssist
- Work with flexibility with Log in for Your Day
- Service recognition awards through Halo
- Opportunities to support communities where you live and work through Give Forward



For additional information, contact the Pfizer Colleague Service Center. Contact information is available at the bottom of Fuse.

The information included in this communication may or may not apply to union colleagues on a site-by-site basis. If there is a question as to application to your site, please consult with local People Experience. To the extent the information provided differs from any rights or benefits under any relevant collective bargaining agreement (CBA), the CBA will control. Please see your CBA for additional information.

revised 4.27.22