

# Pfizer Benefits

## for each of life's moments

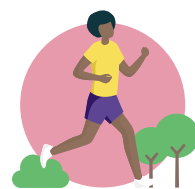


Our 2026 U.S. benefits are designed to support the diverse needs of our colleagues for each of life's moments.

### Health

#### Healthy Pfizer: Your Wellbeing Resource

- **Wellbeing Wallet** for getting reimbursed up to \$600 for eligible expenses to support wellbeing your way through HealthEquity
- **No cost mental health coverage**, family care, care guidance, work-life resources, and more through the Employee Assistance Program through Spring Health
- **Over 4,000 on-demand videos, wellbeing challenges, and opportunities for prizes** with Grokker
- **Mindfulness resources** through Thrive Global



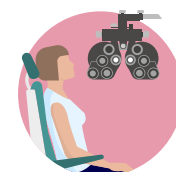
#### Medical

- **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
- **Telehealth services** provided through your medical plan administrator (**Horizon** or **UHC**)
- **No cost expert medical opinion** through Health Navigator, powered by PinnacleCare (for parents too!)
- **Comprehensive mental health coverage** through **Optum** (for UHC members) or **Horizon** (for Horizon members)
- **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 and MetLife
- **Company subsidized retiree medical coverage**



#### Time Off

- **15 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
- **Access to the Humana Medicare Advantage Plan for Family** (including parents, siblings, and more)



### Life + Family

#### Discounts and Additional Savings

- **Discounted group rates on gym memberships, pet insurance, banking and mortgages, childcare, life insurance with long-term care, auto and home insurance** and more through Pfizer Benefit Extras
- **Discounts on Peloton, cell service, car buying and tax filing services** through 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**, including **Flex10 days** with Log in for Your Day
- **Service recognition awards** through Halo
- **Opportunities to support communities where you live and work** through Give Forward



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.