



For the 18th year in a row, Pfizer has scored a perfect 100 on the Human Rights Campaign Foundation's Corporate Equality Index – which benchmarks corporate policies and practices pertinent to LGBTQ+ employees. As such, we are proud to have met all the criteria to earn the designation of being a 2021 “Best Place to Work for LGBTQ Equality.”

To support colleagues, Pfizer's medical plan includes coverage for transgender reassignment procedures – medically necessary surgical procedures as determined by the Claim Administrator are covered under the Pfizer Medical Plan.

In addition, certain services for the treatment of Gender Dysphoria (“GD”) that conform to the World Professional Association for Transgender Health Association (“WPATH”) Standards of Care and not otherwise considered eligible under the Plan are covered – up to \$20,000 per lifetime per covered individual.

Examples of this additional coverage includes but is not limited to the services shown below. These services are generally not covered in most employer plans but are covered subject to the lifetime limit in the Pfizer Medical Plan.

- Abdominoplasty
- Blepharoplasty
- Breast Augmentation
- Facial feminization surgery
- Liposuction
- Rhinoplasty
- Thyroid chondroplasty/trachea shave
- Voice modification surgery
- Voice therapy