

Pfizer **Benefits** for each of life's moments


2022-2023 Healthy Pfizer Incentive Program

Powered by Virgin Pulse


Supporting your health, your way

Pfizer is as powerful as our people. When we say Pfizer is focused on creating a healthier world for everyone, that includes our colleagues. The Healthy Pfizer Incentive Program helps you better understand your personal health — both your strengths and any risk factors you may have — and earn incentives and prizes for doing it!


In this upcoming incentive year, the program is offering more, including:



More flexibility
and options for
earning incentives



More prizes, including
the grand prize of a
Peloton bike valued
at more than \$1,000*



More access to Virgin Pulse
using your personal electronic
devices

Know Where to Go:

You'll now access Virgin Pulse at landing.virginpulse.com/pfizer. Be sure to save this new site as a "favorite" so you can return easily and frequently.

*If you already have a Peloton bike or cycling's not for you, an alternative prize is available.
Note that prizes are subject to tax, as required by law.



Virgin Pulse powers the Healthy Pfizer Incentive Program, and still offers tools and opportunities to help you focus on your wellbeing.

Track *Healthy Habits*, review *Daily Cards* for quick health tips, use *Stats* to track steps, workouts, weight and more.

Take the *Health Assessment* to understand your health risk factors, access the *My Care Checklist* for age-based preventive care recommendations, and complete *Journeys* (self-guided courses).

Access online resources like the *Sleep Guide*, the *Nutrition Guide*, and *Whil* for stress.

Get social by adding *Friends*, participating in *Challenges*, engaging in online health-related communities through *Groups*, and more.

View *Rewards* to track incentives earned and those to be completed.



You'll be able to design your wellness program your way, and earn \$250 or \$500 for participating, and incentives are payable as cash starting with your first paycheck in July 2023. You'll also earn Virgin Pulse Points, to receive sweepstakes entries for the opportunity to win prizes like \$200 Amazon, Nike, and Visa gift cards.

Don't Miss Out:

Be sure to add Virgin Pulse to "safe senders" in your Pfizer email and download the Virgin Pulse app so you receive important program notifications.

Earn Up to \$500

Action Required by April 28, 2023



You can earn as much as \$500 for participating in the Healthy Pfizer Incentive Program. Here are some things to keep in mind.

- Earn your first \$250 for completing both the Health Assessment and the Know Your Numbers activity. You must complete the Health Assessment and KYN activity to earn *any* incentives.
- Earn another \$250 for completing additional activities.
- Activities can be completed in any order, but all must be completed between August 1, 2022 and April 28, 2023 for earned incentives to be paid.
- Incentives are paid — beginning July 1, 2023 — as either \$250 *or* \$500; partial incentives earned are not rewarded.
- You can find information, including details about what incentives you've completed or need to complete, at landing.virginpulse.com/pfizer.

Complete Both Required Incentive Activities by April 28, 2023 — Earn \$250

1

Health Assessment

A brief online questionnaire helps you evaluate your overall health status. Find the Health Assessment at landing.virginpulse.com/pfizer under the *Health* tab.

2

Know Your Numbers

A simple blood test provides a wealth of health information. You have a variety of ways to complete this activity. Refer to **page 6** for more details.



Complete at Least \$250 Worth of Additional Activities by April 28, 2023 — Earn Another \$250

Complete any combination of additional activities that adds up to at least \$250 — in any order — and earn your second \$250 incentive. Below is the list of available additional activities.

Health Activity	Details	Incentive Award	Get Started
Virgin Pulse Step Challenges	Complete 1 Step Challenge; challenges are offered seasonally and run for 4 weeks. <ul style="list-style-type: none"> • Fall challenge: 7,000 steps per day • Winter challenge: 7,000 steps per day • Spring challenge: 8,000 steps per day 	\$75 per challenge (max \$225)	Watch for information during the year from Virgin Pulse and in the PX newsletters in the fall, winter, and spring.
Preventive Care	Be rewarded for staying on top of your preventive care. <ul style="list-style-type: none"> • Annual physical exam • Annual dental exam • Annual eye exam • Adult preventive vaccine • Annual skin cancer screening 	\$25 for each activity listed	Speak with your health care provider about your preventive care needs and to schedule appointments. Self-report these activities to receive incentive credit.
TrestleTree Health Coaching	Complete 1 introductory coaching session where you can learn about health coaching, discuss your Know Your Numbers results, and establish health goals.	\$25 for completing an introductory session	Call TrestleTree at 1-888-437-3493 and follow the prompts for <i>coaching</i> to schedule an appointment.
	Complete 4 additional coaching sessions; get help with things like sticking to a health plan, making lifestyle changes, and managing health conditions.	\$75 total for completing all 4 sessions	
NEW! Spring Health Assessment	Complete the Spring Health assessment, which focuses on your mental wellbeing.	\$25 for completing the assessment	Visit https://benefits.springhealth.com/pfizer .
NEW! Virgin Pulse Spotlight Challenge	Complete a 2-week Spotlight Challenge that focuses on your wellbeing.	\$25 for completing the challenge	Offered once during the program year. Watch for details from Virgin Pulse.
Virgin Pulse Journeys	Complete up to 3 Journeys, selecting from a range of topics like getting active or reducing stress. Generally, each of these takes 14 to 21 days to complete.	\$25 per Journey (max \$75)	Visit landing.virginpulse.com/pfizer , go to the <i>Health</i> tab, and select <i>Journeys</i> .
NEW! Whil Program through Virgin Pulse	Complete 1 Whil program that can help you manage your stress.	\$25 for completing 1 or more programs	Visit landing.virginpulse.com/pfizer and go to the <i>Programs</i> tab to select a Whil program.
NEW! Virgin Pulse Healthy Habit Challenges	Complete 3 Healthy Habit Challenges; challenges are offered monthly and run for 1 week. You must join the challenge and track 5 out of 7 days to complete.	\$25 total for completing at least 3 monthly challenges	Offered each month during the program year. Watch for monthly emails from Virgin Pulse.
NEW! Wellness Challenges	Join and complete 1 wellness challenge on your own through one of our partners, like Grokker , Peloton , or Thrive .	\$25 for completing 1 or more programs	Visit the partner websites to join available challenges. Self-report this activity to receive incentive credit.
NEW! Pfizer Virtual Benefits Fairs	Attend 1 fair to learn more about your Pfizer benefits; fair topics include annual enrollment, family focused benefits, health and wellness benefits, and retirement benefits.	\$25 for attending 1 or more fairs	Watch for information during annual enrollment and throughout the year for upcoming Virtual Benefit Fairs.



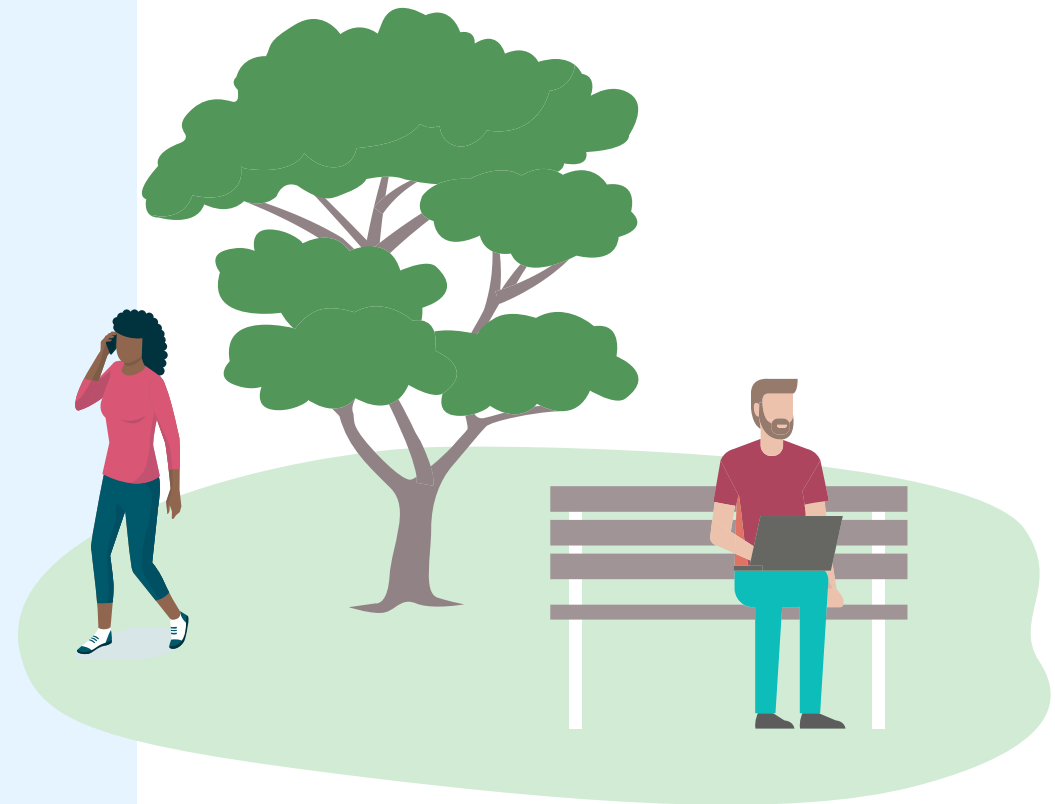
How to Self-Report Activities

Most health activities are automatically reported to Virgin Pulse on your behalf while others need to be self-reported for you to receive incentive credit as noted in the preceding chart. To self-report activities, visit landing.virginpulse.com/pfizer. From the *Home* tab, select *Rewards*, and then click the applicable activity to report as completed.

You must self-report completed activities by the April 28, 2023 deadline. If you don't, you won't get credit and you could miss out on receiving the full incentive!

Track Your Status!

You can confirm and track the status of your completed activities by visiting landing.virginpulse.com/pfizer Home ▶ Rewards.



Choose How You Get to Know Your Numbers

You have several options for getting a blood test for the Know Your Numbers activity. It's your health — so it's your choice.

Had Blood Work Done Recently? No worries! If you had a preventive blood test on or after May 1, 2022, you don't need to get another one. You can submit your official lab report with a completed Self-Submission Form. Get a Self-Submission Form at landing.virginpulse.com/pfizer ▶ Programs ▶ Complete the Know Your Numbers Activity ▶ Start Now ▶ Self-Submission Form.

Where	Details	Website	Reporting for Incentive
Onsite Screenings	These take place at certain Pfizer locations through November 3, 2022.	Find out if an event will be held at your location by visiting landing.virginpulse.com/pfizer ▶ Programs ▶ Onsite Screening Event Schedule.	Your test results are automatically submitted for you.
LabCorp Facilities Using a Pfizer LabCorp Voucher	To have your blood drawn at a LabCorp facility, you'll need a Pfizer-issued LabCorp voucher.	Get a LabCorp voucher at landing.virginpulse.com/pfizer ▶ Programs ▶ Complete the Know Your Numbers Activity ▶ Start Now ▶ LabCorp voucher.	Your test results are automatically submitted for you. Note: If you go to a LabCorp facility on your own or through your health provider, you must use a Self-Submission Form (see below).
Personal Physician Using the Self-Submission Form (Use this method if you already had blood work done on or after May 1, 2022.)	To ensure results are received in time, schedule your appointment at least three weeks before the deadline of April 28, 2023. Take a copy of the Self-Submission Form with you.	Get a Self-Submission Form at landing.virginpulse.com/pfizer ▶ Programs ▶ Complete the Know Your Numbers Activity ▶ Start Now ▶ Self-Submission Form.	You are responsible for submitting the completed form and blood test results by April 28, 2023; late submissions will not be accepted for any reason.
At Home by February 28, 2023 (State law prohibits at home testing if you live in New York.)	Watch this video to learn about doing your own blood draw at home. Note: Your completed test kit must be returned within 24 hours of your blood draw. Collect your blood sample by March 15, 2023.	Request a kit by February 28, 2023 at landing.virginpulse.com/pfizer ▶ Programs ▶ Complete the Know Your Numbers Activity ▶ Start Now ▶ Home Test Kit.	Your test results are automatically submitted for you.

Confirm Your Know Your Numbers Submission

However you complete the Know Your Numbers (KYN) activity, you are responsible for ensuring your results are received and accepted by the April 28, 2023 deadline.

You should receive an email confirmation from Vitalogy, our biometrics partner, within 10 to 14 days of your submission — whether automatically submitted for you or self-submitted. You can contact Vitalogy at support@vitalogyinc.com if you have questions.

When your KYN submission is received, Vitalogy notifies Virgin Pulse that you've completed this activity. If you do not see the activity shown as completed at landing.virginpulse.com/pfizer ▶ My Rewards (Required Activities/Know Your Numbers), contact Virgin Pulse by phone at **1-888-437-3493** (option 1 for Rewards, Incentive Activities or Technical Questions) or by email (pfizersupport@virginpulse.com) as soon as possible, but no later than April 28, 2023. Representatives are available Monday through Friday from 8 a.m. to 9 p.m., ET.

More Access to Virgin Pulse

Through Your Personal Electronic Devices

You said you'd like the option to access Virgin Pulse without having to log in through Pfizer. Now you can! (You can still connect through the Pfizer network, if you'd like.)

To access the Virgin Pulse website or download the Virgin Pulse app from outside the Pfizer network on your personal electronic devices, follow the steps outlined here.

You will need access to your Pfizer email for this one-time process.



1

Go to landing.virginpulse.com/Pfizer.

2

Select to connect through your personal device; you will be directed to <https://app.member.virginpulse.com/>. (If you select to connect through your Pfizer-issued device at the top right, you will be connected automatically.)

3

Enter your *username* (Pfizer email address) and select *Forgot password* to receive a password reset email.

4

Note: You will need access your Pfizer email. You will receive an email from *no-reply@virginpulse.com*; click *reset password* from that email.

5

Once you click *reset password* from the email referenced above, you will be prompted to enter a new password.

Reminder: When creating your new account, do not use your Pfizer network password, and do not re-use passwords from other websites. Always remember to create a strong password.

6

Once you reset your password, you will be able to access Virgin Pulse from your personal device by entering your *username* and *password* through either landing.virginpulse.com/Pfizer or by logging directly into the Virgin Pulse mobile app.

Earn Virgin Pulse Points to Win Even More – Including a Peloton!

You can also earn Virgin Pulse Points when you participate in certain activities — such as tracking healthy habits, completing Journeys, and tracking steps — between August 1, 2022 and July 31, 2023. And as you earn Virgin Pulse Points, you receive sweepstakes entries for the opportunity to win prizes like \$200 in an Amazon, Nike, or Visa gift card. The more points you earn, the more sweepstakes entries you have!

And there's more ... everyone who reaches Level 4 will automatically be entered into the grand prize sweepstakes for a chance to win a Peloton bike (or an equivalent Visa gift card, if you prefer)!



Your Health Is Your Business: Protecting Your Privacy

Your health information is just that ... yours! Our external wellness partners maintain and protect your personal health information and only share a summary of non-personally identifiable results with Pfizer. Your individual health results are never available to anyone at the company. The summary feedback we receive helps us understand the health challenges faced by our colleagues, and helps us develop and provide appropriate programs, tools, and resources to support you and your health.

2023 Healthy Pfizer Incentive Program – Key Dates

Date	Activity
August 1, 2022	Start of the Healthy Pfizer Incentive year. Beginning August 1, you will have the new set of incentive activities available to you and will start earning Virgin Pulse Points.
August - November 2022	Attend an onsite screening, if available in your area. Locate onsite screenings by visiting landing.virginpulse.com/pfizer ▶ Programs ▶ Onsite Screening Event Schedule.
February 28, 2023	Deadline to request an at home blood kit for the Know Your Numbers activity, if you use the Pfizer at home test kit; kit not available if you live in New York.
March 15, 2023	Deadline for collecting your blood sample for the at home test kit; remember to return your kit within 24 hours of completing your blood draw.
April 7, 2023	Complete the Know Your Numbers blood draw through your personal physician to avoid delays.
April 28, 2023	Deadline for completing and submitting Know Your Numbers activity. Remember you must complete <i>both</i> the Health Assessment and the Know Your Numbers activities by this date to earn your first \$250 incentive. Deadline for completing \$250 worth of additional activities to earn your second \$250 incentive, for a total of \$500.
July 31, 2023	The last day to earn Virgin Pulse Points.
July 2023 - December 2023	Receive your \$250 or \$500 earned incentive as taxable payroll earnings spread over each pay period through December 31, 2023, provided you remain eligible.

This document highlights key features of certain Pfizer benefits for eligible Pfizer U.S. colleagues not represented by a collective bargaining agreement. Benefits provided to active union-represented colleagues are subject to the terms of their collective bargaining agreements.

This document does not contain complete descriptions of the Healthy Pfizer Incentive Program. The information in this document is applicable to eligible colleagues only. For more information, please contact the Pfizer Colleague Service Center at 1-866-476-8723 or refer to the Pfizer Medical Plan Summary Plan Description, which is available on netbenefits.com.