

OUR COLLEAGUES



“I own it.”

“Creating a culture of ownership helps us to apply our expertise and work collaboratively to get things done and done well. I was the tech leader, but I decided I wasn’t going to be just the scientist on the project. I got involved in every area. I wasn’t thinking of it in these terms at the time, but my team and I, we owned the project. And we’re proud to have done our part on this important study to advance the knowledge base in nutritional sciences and support the Centrum business.”

Alpa V. Shah

Senior Medical Manager, Dietary Supplements,
Global Medical Affairs, Pfizer Consumer Healthcare

Owning the Possibilities

In Pfizer’s ownership culture, we encourage people to seize the opportunity to try something new, and be accountable for the success of their projects and the work around them. We call this owning the business. Such efforts advance our mission, helping us shape the industry and win in the marketplace. Our colleagues strive to deliver on their commitments with speed, decisiveness and integrity – to impact results.

That is just what Alpa Shah and her team did in preparing Pfizer for the results of the Physicians’ Health Study II – a more than decade-long clinical trial that contributed to research in the

nutritional science of dietary supplements. Alpa showed scientific and business leadership in guiding the team that prepared for the publication of study results. She worked with a small group to dig into all existing data to help provide direction on possible outcomes and set up an advisory board to get further perspective. Taking ownership – it’s the new way of business for Pfizer colleagues around the world.



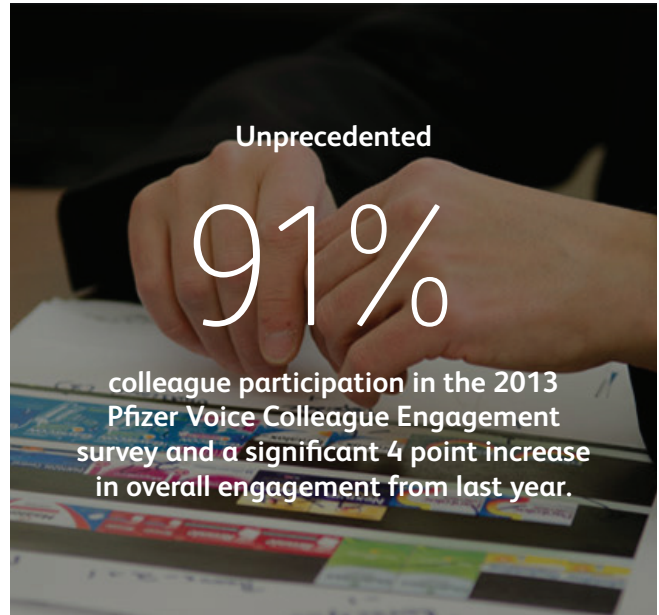
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Owning a Culture of Accountability

OWNIT! is about owning the business, winning in the marketplace, impacting results, confronting corrosive behaviors, and having trust in one another — all of which are vital to becoming the world’s premier innovative biopharmaceutical company.

“Having an ownership culture is what will give us the ultimate competitive advantage, and it is a key priority for me and Pfizer’s entire senior leadership team.”

Ian C. Read
Chairman and CEO



We are building a culture where colleagues marry expertise and innovation, recognize the value of appropriate risk-taking, are accountable for their decisions, work collaboratively, deliver on their commitments, invest in candid and constructive debate to ensure one another’s success, and operate with integrity and in compliance with applicable legal requirements and company policies. In this way, each and every colleague is actively engaged in driving the business outcomes we seek.

90+
Colleague Resource Groups engaged in diversity initiatives worldwide.

Colleagues energized about Straight Talk feel confident, empowered and excited to start having candid conversations.



OUR COLLEAGUES

Global OWNIT! Day Inspires Colleagues

OWNIT! Day Broadcast:

Learn more about our Ownership Culture.

OWNIT! Day Reflections Video:

Learn more how colleagues at every Pfizer facility marked our progress toward creating an ownership culture on OWNIT! Day 2013.

In early 2013, we held our first Global OWNIT! Day where, throughout the company and around the globe, colleagues stepped away from their day jobs to focus on creating an ownership culture. Held in conjunction with the one-year anniversary of the kick-off of Pfizer's ownership culture, OWNIT! Day 2013 ushered in the next phase of the transformation – a phase that calls for colleagues at every level of the company to embrace the OWNIT! culture and, where needed, make concerted efforts to reshape their behaviors.

The day sparked a level of participation and candor that was fresh and palpable with high levels of participation from every market and every group across the company. Personal stories from executive leaders demonstrated their commitment to the culture and local activities led by leaders in every part of the business reinforced the priority we have placed on transforming our culture. The energy and commitment by colleagues to embrace OWNIT! was notable and showed the power of every Pfizer colleague working together to influence change.

Talent Matters

At Pfizer, we believe our talent makes the difference.

Our managers and senior leaders are responsible for engaging today's talent and building the next generation. Each year managers participate in a global enterprise wide talent planning process to ensure we have the right talent in the right place at the right time. This helps us align colleagues' professional aspirations with organizational needs and allows us to focus on short- and long-term career opportunities. Developing a strong talent pipeline is key to positioning Pfizer's potential to fulfill our mission to be the premier innovative biopharmaceutical company.

Colleagues at Pfizer have a wealth of development opportunities and management support to own and grow their careers. Our Discover Talent internal website provides colleagues with information and resources on career planning, mentoring, Pfizer's core competencies, and learning and development programs. As a global organization, we offer opportunities to get involved in local, regional or international projects and assignments.

With over
75%

of colleagues having an approved individual development plan, Pfizer empowers its employees to seize development opportunities and shape their career experiences.

16%

of Pfizer's managers nominated for the prestigious Great Manager Award in 2013 recognizing managerial excellence, outstanding performance and ability to create a culture of opportunity, accountability and engagement.

47%

increase in the number of mentors actively engaged in Mentor Match in 2013, resulting in increased opportunities for colleagues to develop important relationships, grow professionally and enhance organizational capability.

Creating an environment that fosters the growth and development of our people:

40%

of open positions were filled by Pfizer colleagues, exceeding the benchmark of 37% at other companies.



OUR COLLEAGUES

Employee Health and Safety

At Pfizer, we recognize that our colleagues are the key to our ability to succeed. Health and safety remain integral parts of a broad environmental and workforce sustainability strategy that reduces the risk of harm to colleagues and helps them remain healthy, engaged and productive.

Pfizer has had an effective global occupational health and safety program in place for many years, helping us achieve a very low incidence of occupational ill-health. We believe there is value in doing more to enhance employee health, and have established employee wellness programs in many countries where we operate. In 2013, our U.S. wellness program “Healthy Pfizer” joined forces with our “Get Old” outreach campaign, highlighting actions colleagues can take to improve their well-being and support healthy aging.

In the U.S., our annual Health Questionnaires have shown that our colleagues’ health risks are being reduced over time as individuals make healthier choices, supported by “Healthy Pfizer”.

For further information, please see our Environmental Health and Safety (EHS) policy statement and related materials at pfizer.com.

70%+
of Pfizer colleagues in
the US participate in
“Healthy Pfizer”.

260+
Occupational
Health professionals
employed globally.





Diversity and Inclusion

At Pfizer, creating an ownership culture includes building a diverse workforce and an inclusive workplace. Diversity and inclusion expands Pfizer’s access to diverse markets, talents, resources and ideas.



We realize our success depends on having colleagues with a wide range of backgrounds and capabilities to approach problems from different angles and perspectives, and who will challenge prevailing opinions. At Pfizer, diversity and inclusion are everyone’s business; colleagues, managers and senior leaders have access to a comprehensive collection of learning tools to promote and support inclusiveness, including tipsheets and toolkits to help identify and mitigate unconscious bias.

Throughout our enterprise we have more than 90 regional and local business resource networks of colleagues that inform and implement strategies and initiatives that align with Pfizer’s business imperatives. Our seven Pfizer Colleague Councils (PCCs) work to expand access to diverse talent pools to engage, develop and retain diverse talent and advance Pfizer’s business. The seven PCCs include Veterans, Asians, Blacks, Latinos, LGBTA, Women, and people with disabilities or (disAbility).

Recognized as a Leader

2013 Top 50 Companies for Diversity — DiversityInc magazine.

Top 50 Companies for Executive Women — National Association of Female Executives (NAFE).

Working Mother 100 Best Companies in 2013 — Working Mother magazine.

Most Friendly to Women Employer of the Year — The Gulf and Levant Markets, Women in Leadership Middle East and Africa Forum.

100% score on Human Rights Campaign Corporate Equality Index.