



Pfizer Inc
 235 East 42nd Street
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EHS GOVERNANCE FRAMEWORK

| ORGANIZATION | PRIMARY EHS RESPONSIBILITY | PRIMARY EHS FUNCTION |
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| Audit Committee | Reviews senior management reports relating to the Company's compliance with laws, regulations and internal procedures; responsible for the Company's policies regarding enterprise risk assessment and management. | Board of Directors oversight for Pfizer audit-related functions – compliance and risk. Periodic meetings with EHS Leadership as applicable; annual review and report. |
| Corporate Governance Committee | Maintains an informed status on Company issues related to corporate social responsibility, public policy and philanthropy, and the Company's participation and visibility as a global corporate citizen; responsible for monitoring emerging issues potentially affecting the reputation of the pharmaceutical industry and the Company. | Board of Directors oversight for Pfizer governance-related functions – emerging issues, EHS responsibility. Periodic meetings with Corporate Responsibility platform leadership (governance, EHS, philanthropy). |
| Environmental Sustainability Council | Ensures alignment with Pfizer's overall Corporate Responsibility platform; guides teams in delivery of strategy Facilitates engagement with Executive and Business leadership, engaging the Corporate Governance Committee as appropriate. | Cross function team of senior leaders who provide governance and oversee framework for the Company Environmental Sustainability Program. Council meets monthly. |
| EHS Steering Team | Reviews annual EHS Policy, public goals, compliance and significant enforcement actions; advises accordingly. Evaluates EHS annual performance, delivery on key goals and associating metrics – recommends continuous improvement measures. | Senior leaders from Pfizer's businesses who oversee EHS program and performance. The Chair of the EHS ST is also the Chief Compliance Officer who periodically reports into the Audit Committee. Team meets quarterly. |
| EHS Leadership Team | Establishes and implements EHS strategy, policy and performance expectations across the Company-regionally and programmatically. Develops and sets goals, key performance indicators and metrics, delivering on key objectives outlined in the EHS Operating Plan. | Senior Leaders from Global EHS and EHS Legal collectively responsible for leading Corporate level EHS programs. The team is chaired by the VP Global Risk Management who also runs the EHS ST review and oversight process. Team meets at least monthly. |