GRI REFERENCE TABLE

GLOBAL REPORTING FRAMEWORKS

Pfizer continues to evaluate our approach to non-financial reporting, including adherence to several existing, globally recognized external frameworks. These include the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the International Integrated Reporting Council (IIRC). We have relied on elements of each framework in developing this year's annual review while adhering to none in its entirety. Based on feedback we received in 2015 from a few key stakeholders, we decided to include a GRI Reference Table in this Annual Review as a reference tool to help readers more readily locate relevant information across Pfizer's web-based resources.

We also take into account elements of other Environment, Social and Governance (ESG) indices and sustainability indicators, in particular the Access to Medicines Index and the UN Global Goals (also known as the Sustainable Development Goals).

GRI INDICATOR	DESCRIPTION	REFERENCE
STRATEGY AND ANALYSIS		
G4-1	CEO/Chair Statement	🔗 CEO Letter — To Our Stakeholders
ORGANIZATIONAL PROFILE		
G4-3	Company name	🔗 Pfizer Inc.
G4-4	Company brand, products and services	🔗 CEO Letter — To Our Stakeholders
G4-5	Location of headquarters	New York, New York (U.S.)
G4-6	Main countries of operation	🔗 Global Commercial Businesses
G4-8	Markets served (e.g. sectors, customers)	🔗 Global Commercial Businesses
G4-9	Scale of company (e.g. employees, sales)	🔗 Performance
G4-10	Employee profile	🔗 Colleagues

G4-12	Description of company supply chain	🔗 Manufacturing and Supply Chain
G4-14	Precautionary approach / principle	Pfizer manages and reports on our risks and impacts in consideration of the precautionary principle.

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Entities included in financial statements	🔗 About This Review
G4-18	Process for defining report content	🔗 About This Review
G4-19	Material issues / aspects identified	🔗 About This Review
G4-23	Significant changes in scope / boundaries	🔗 Pfizer footprint and capabilities grew with Hospira acquisition, which was included in the 2015 Annual Review.

STAKEHOLDER ENGAGEMENT

G4-24	Stakeholders engaged	🔗 Stakeholder Engagement
G4-25	Basis for identification of stakeholders	🔗 Stakeholder Engagement
G4-26	Approach to stakeholder engagement	🔗 Stakeholder Engagement
G4-27	Issues raised in stakeholder engagement	🔗 Stakeholder Engagement

REPORT PROFILE

G4-28	Reporting period	🔗 About This Review
G4-29	Date of previous report	🔗 See Previous Annual Review
G4-30	Reporting cycle	🔗 About This Review
G4-31	Reporting contact point	🔗 Chris Gray, Senior Director, Corporate Responsibility
G4-32	In accordance option chosen	🔗 GRI Reference Table

GOVERNANCE

G4-34	Governance structure	🔗 Governance and Ethics
G4-37	Governance and stakeholder engagement	🔗 Stakeholder Engagement
G4-38	Composition of the Board	🔗 Meet the Pfizer Board of Directors
G4-39	Chair of the Board	🔗 Meet the Pfizer Board of Directors
G4-40	Nomination of Board Members	🔗 The Pfizer Board: Board Policies
G4-41	Conflict of interest and the Board	🔗 The Pfizer Board: Board Policies

ETHICS AND INTEGRITY

G4-56	Values, principles and codes	🔗 Pfizer Compliance

ECONOMIC

DMA	Disclosures on Management Approach	🔗 The Global Goals
G4-EC1	Direct economic value	🔗 Global Reach: China
G4-EC7	Infrastructure investments and services	🔗 Global Reach: India
G4-EC9	Local supplier spending	🔗 Global Reach: South Africa

ENVIRONMENTAL

DMA	Disclosures on Management Approach	🔗 Our Green Journey
G4-EN8	Total water withdrawal by source	🔗 Water Withdrawal
G4-EN23	Total waste	🔗 Waste Disposed
G4-EN27	Mitigation of product impacts	🔗 Pharmaceuticals in the Environment (PIE)
G4-EN32	Supplier environmental screening	🔗 Manufacturing and Supply Chain
G4-EN33	Supply chain environmental impacts	🔗 Pfizer Issues Supply Chain Environmental Sustainability Goal

SOCIAL: LABOR PRACTICES AND DECENT WORK

DMA	Disclosures on Management Approach	🔗 Colleagues: **OWN**IT! Culture
G4-LA5	Health and safety committees	🔗 Employee Health and Safety
G4-LA6	Injuries and work related fatalities	🔗 Colleagues
G4-LA9	Employee training	🔗 Driving Inclusion through Colleague Engagement
G4-LA10	Employee skills and learning	🔗 Colleagues "Dare to Try" to Spur Growth

SOCIAL: HUMAN RIGHTS

DMA	Disclosures on Management Approach	🔗 Governance and Ethics
G4-HR2	Human rights training	🔗 Colleagues: Unconscious Bias Awareness
G4-HR3	Discrimination	🔗 Colleagues: Inclusion for Individuals with Disabilities and Caregivers

SOCIAL: SOCIETY

DMA	Disclosures on Management Approach	🔗 Governance and Ethics
G4-SO1	Local community engagement	🔗 Partnering with Youth Advisory Groups
G4-SO2	Impacts on local communities	🔗 Empowering Patients
G4-SO3	Anti-corruption risk	🔗 Practical Ethical Sales and Marketing
G4-SO6	Political contributions	🔗 Corporate and Shareholder Information

SOCIAL: PRODUCT RESPONSIBILITY

DMA	Disclosures on Management Approach	🔗 Clinical Trials
G4-PR1	Health and safety impacts of products	🔗 Manufacturing and Supply Chain
G4-PR5	Customer satisfaction	🔗 Access to Medicines
G4-PR8	Customer privacy breaches	🔗 Investigating with Integrity