

SUPPORTING STATEMENT

The proponent believes that **PFIZER** benefits by hiring from the widest available talent pool. An employee's ability to do the job should be the primary consideration in hiring and promotion decisions.

Implementation of the Holy Land Principles — which are pro-Jewish, pro-Palestinian and pro-company — will demonstrate concern for human rights and equality of opportunity in its international operations.

Please vote your proxy **FOR** these concerns.

Your Company's Response

The Board of Directors believes that the actions requested by the proponent are unnecessary and not in the best interest of the company or its shareholders and recommends a vote **AGAINST** this proposal.

PFIZER'S EXISTING EQUAL EMPLOYMENT OPPORTUNITY POLICY ADDRESSES THE PROPOSAL

The Board considers workplace diversity as instrumental to successfully achieving our long-term business strategy. Therefore, we demonstrate one of Pfizer's core values, "Respect for People," in a number of ways to our colleagues globally. Throughout our organization, we apply our principles of fair and equitable treatment, non-discrimination and equal employment opportunity through our global Equal Employment Opportunity (EEO) Policy. Our policy:

- requires fair and equitable workplace treatment and non-discrimination toward all colleagues regardless of race, ethnicity or religious beliefs or religious affiliation; and
- prohibits any discrimination or unfair treatment on the basis of other protected characteristics, including, among others, gender, age, sexual orientation, military service, veteran status or disability.

In addition to our global EEO policy, Pfizer supports its commitment to respect its employees by its adherence to local labor and employment laws and regulations, including those regarding fair treatment, non-discrimination and equal employment opportunity in the workplace. Furthermore, Pfizer strives to uphold human rights in all of our business activities, details of which can be found at www.pfizer.com/files/about/Position-Human-Rights.pdf. This position statement includes information on our Supplier Conduct Position Statement, details of which can be found at www.pfizer.com/files/b2b/pfizer_supplier_conduct_position_statement.pdf.

Pfizer also demonstrates its commitment to diversity and inclusion by its support of seven Pfizer Colleague Councils and nearly 100 Pfizer colleague resource groups around the world. These programs engage more than 10,000 employees, and are used to attract and develop colleagues of all backgrounds and serve the diverse communities in which we operate.

PFIZER'S OPERATIONS IN ISRAEL TREAT ALL EMPLOYEES EQUALLY AND FAIRLY

In Israel, the only Holy Land territory in which we have colleagues and maintain commercial operations, we follow both our global EEO policy, as well as local laws and regulations requiring fair treatment in the workplace, including prohibitions on discrimination on the basis of race, religion or ethnicity.

SUMMARY

We are confident that our current policies and practices meet and exceed the spirit and intent set forth in The Holy Land Principles. We believe the proposal's request to add an additional specialized framework for one geographic location would be inconsistent with the company's global employment practices, as we do not believe differential treatment is appropriate or consistent with our employment of a global workforce. Our employment practices apply to all colleagues, and the proposal's request would not be in the best interest of the company, our shareholders or our colleagues worldwide.

ACCORDINGLY, YOUR BOARD OF DIRECTORS RECOMMENDS A VOTE **AGAINST THIS PROPOSAL.**