

# Our ESG Commitment



As Pfizer embarks on its 175<sup>th</sup> year of operations as one of the world’s most trusted and innovative healthcare companies, our track record in the environmental, social and governance (ESG) space is strong, with a strategy aimed at contributing to long-term value creation and a sustainable, responsible, and patient centric business model aligned to Pfizer’s Purpose.

## Scope definitions

### Scope 1

Greenhouse gas (GHG) emissions directly from operations that are owned or controlled by the reporting company.

### Scope 2

Indirect GHG emissions from the generation of purchased or acquired electricity, steam, heating, or cooling consumed by the reporting company.

### Scope 3

All indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

Our near-term climate goals, approved by the [Science Based Targets initiative](#), are to:

**2** Source 80% of electricity from renewables by 2025 and 100% by 2030\*

**4** Reduce GHG emissions from upstream transportation and distribution 10% by 2025 from a 2019 baseline

\*RE100 Climate Group

**1** Reduce Scope 1+2 GHG emissions 46% by 2030 from a 2019 baseline

**3** Reduce GHG emissions from business travel 25% by 2025 from a 2019 baseline

**5** Catalyze 64% of our suppliers of goods and services by spend to set science-based targets by 2025

Pfizer is aiming to achieve the **Voluntary Net-Zero Standard by 2040.**



## Our Progress

Scope 1+2

GHG emissions\* (metric ton (mt) CO<sub>2</sub>e)

**-13.9%** ↓

Scope 3

Suppliers with science-aligned targets\*\*

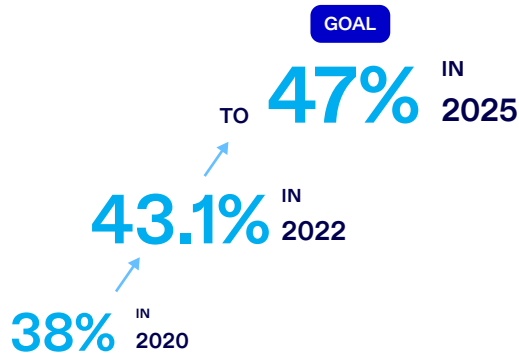
**51%**

\*Data referred to 2023 from a 2019 baseline.

\*\*Currently 51% of our suppliers by spend have or have committed to develop science-based GHG emissions reduction targets.

## Social

Pfizer continues to demonstrate diversity, equity and inclusion and aspires to increase the number of **women in VP+ position** from:



IN 2023

# 44.8%

of Pfizer colleagues in VP+ positions were female

Pfizer ranked among the **Top 100 most diverse companies** on Forbes and Statista for the 5<sup>th</sup> consecutive year.

Pfizer is member of the Healthcare Businesswomen's Association (HBA).



[Learn more](#)

Pfizer is corporate sponsor of European Women on Boards (EWOB).



[Learn more](#)

We are partners (expert community partners) at Catalyst – Workplaces that Work for Women.



[Learn more](#)

Pfizer Inc. and The Pfizer Foundation\*\* have partnered with organizations like:



The International Rescue Committee



USA for UNHCR – The UN Refugee Agency



The Tent Partnership for Refugees

to help improve healthcare outcomes, eliminate barriers to access, and support economic integration for refugees and other displaced populations.

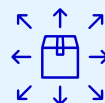
## Governance

Named one of the world's most ethical companies by Ethisphere.



[Learn more](#)

On supply chain transparency, through a combination of remote and on-site audits, we assessed EHS performance for 109 supplier facilities in 2023, resulting in 878 observations.



Our Board is composed entirely of independent directors other than our chairman and CEO and is diverse, with diversity reflecting gender, age, race, ethnicity, background, professional experience and perspectives.



\*\*The Pfizer Foundation is a separate legal entity from Pfizer Inc. with distinct legal restrictions.

Impact Report - [https://cdn.pfizer.com/pfizercom/Pfizer\\_2023\\_Impact\\_Report\\_11MAR2024.pdf](https://cdn.pfizer.com/pfizercom/Pfizer_2023_Impact_Report_11MAR2024.pdf)

Forward-looking statements included herein are subject to substantial risks and uncertainties that could cause actual results to differ materially from those expressed or implied by such statements. We encourage you to read our reports filed with the U.S. Securities and Exchange Commission (SEC), including the sections captioned "Risk Factors" and "Forward Looking Information and Factors that May Affect Future Results," for a description of such substantial risks and uncertainties. These reports are available at [pfizer.com](http://pfizer.com) and the SEC's website ([www.sec.gov](http://www.sec.gov))