

Independence Assessment. Together with Pfizer’s legal counsel, the Governance & Sustainability Committee reviewed the applicable legal and NYSE standards for Board and Committee member independence, as well as our Standards. A summary of the answers to annual questionnaires completed by each of the Directors and a report of transactions with Director-affiliated entities were also made available to the Committee. On the basis of these reviews, the Committee delivered a report to the full Board of Directors, and the Board made its independence determinations based upon the Committee’s report and the supporting information.

The Board has determined that all of our current Directors (other than Dr. Albert Bourla) are independent of the company and its management and meet Pfizer’s criteria for independence. The independent Directors are Drs. Susan Desmond-Hellmann, Scott Gottlieb, Helen H. Hobbs, Susan Hockfield and Dan R. Littman; Ms. Suzanne Nora Johnson; and Messrs. Ronald E. Blaylock, Joseph J. Echevarria, Shantanu Narayan, James Quincey and James C. Smith.

Our 2024 Director Nominees

The Governance & Sustainability Committee and the Board believe that each nominee for Director brings a strong and unique set of perspectives, experiences and skills to Pfizer that creates an effective and well-functioning Board.

Name	Age	Independent	Director Since	Audit	Compensation	Governance & Sustainability	Regulatory and Compliance	Science and Technology	Other Public Boards
Ronald E. Blaylock	64	✓	2017	●	●				2
Albert Bourla, DVM, Ph.D. Chairman and CEO	62		2018						–
Susan Desmond-Hellmann, M.D., M.P.H.	66	✓	2020			●		●	–
Joseph J. Echevarria	66	✓	2015	●		Chair			2
Scott Gottlieb, M.D.	51	✓	2019				Chair	●	1
Helen H. Hobbs, M.D.	71	✓	2011			●	●	Chair	–
Susan Hockfield, Ph.D.	73	✓	2020				●	●	–
Dan R. Littman, M.D., Ph.D.	71	✓	2018			●	●	●	–
Shantanu Narayan Lead Independent Director	60	✓	2013						1
Suzanne Nora Johnson	66	✓	2007	Chair			●		1
James Quincey	59	✓	2020		●				1
James C. Smith	64	✓	2014	●	Chair				–