

Non-Employee Director Compensation

Under the Pfizer Inc. 2019 Stock Plan, the aggregate value of Pfizer stock units granted, plus cash retainer paid to a non-employee Director during a 12-month period, may not exceed \$800,000. The limit on non-employee Director compensation will remain unchanged in the Amended and Restated Pfizer Inc. 2019 Stock Plan, which is the subject of the proposal in [“Item 3 — Approval of the Amended and Restated Pfizer Inc. 2019 Stock Plan,”](#) later in this Proxy Statement.

Dr. Bourla does not receive any compensation for his service as a Director. For additional information regarding Dr. Bourla’s compensation, see the [“Compensation Discussion and Analysis”](#) section later in this Proxy Statement.

We maintain policies that prohibit Directors from pledging Pfizer stock or engaging in activities considered to be hedging of our common stock, and none of our Directors has pledged Pfizer stock as collateral for personal loans or other obligations. See the [“Other Governance Practices and Policies—Derivatives Trading/Hedging Policy”](#) section earlier and [“Other Compensation Programs and Policies—Derivatives Trading/Hedging Policy”](#) section later in this Proxy Statement.

THE PFIZER FOUNDATION MATCHING GIFT PROGRAM

Our non-employee Directors may participate in the Pfizer Foundation Matching Gift Program. In 2023, under this program, the Pfizer Foundation matched contributions to eligible Internal Revenue Code 501(c)(3) tax-exempt organizations, up to a maximum of \$20,000 per year, per Director. Contributions to religious organizations, private foundations and organizations that do not accept donations from the Pfizer Foundation, as well as to individuals, are not eligible for a match.

2023 Director Compensation Table

The following table sets forth the compensation provided for our non-employee Directors who served in 2023.

Name	Fees Earned or Paid in Cash (\$)	Stock Awards (\$) ⁽¹⁾	All Other Compensation (\$) ⁽²⁾	Total (\$)
Ronald E. Blaylock	155,000	205,000	20,000	380,000
Susan Desmond-Hellmann, M.D., M.P.H.	155,000	205,000	—	360,000
Joseph J. Echevarria	185,000	205,000	—	390,000
Scott Gottlieb, M.D.	185,000	205,000	27,201	417,201
Helen H. Hobbs, M.D.	185,000	205,000	20,000	410,000
Susan Hockfield, Ph.D.	155,000	205,000	3,000	363,000
Dan R. Littman, M.D., Ph.D.	155,000	205,000	31,400	391,400
Shantanu Narayen	205,000	205,000	20,000	430,000
Suzanne Nora Johnson	185,000	205,000	20,000	410,000
James Quincey	155,000	205,000	20,000	380,000
James C. Smith	185,000	205,000	—	390,000

(1) The number of units granted was determined by dividing the grant date value of the award, \$205,000, by \$38.74, the closing price of the company’s common stock on April 27, 2023. At the end of 2023, the aggregate number of stock units (including dividend equivalents) held by each current non-employee Director was as follows: Mr. Blaylock, 49,726, Dr. Desmond-Hellman, 20,241, Mr. Echevarria, 101,845, Dr. Gottlieb, 26,354, Dr. Hobbs, 103,313, Dr. Hockfield, 22,713, Dr. Littman, 41,524, Mr. Narayen, 130,538, Ms. Nora Johnson, 92,181, Mr. Quincey, 38,377, and Mr. Smith, 116,971.

(2) The amounts in this column for Drs. Hobbs, Hockfield and Littman, Messrs. Blaylock, Narayen and Quincey, and Ms. Nora Johnson represent charitable contributions made in 2023 under our Pfizer Foundation Matching Gift Program. Certain charitable contributions by our Directors are not eligible for matching contributions under the program and, therefore, the amounts in the above table may not reflect all such contributions made by our Directors. The amounts for Drs. Hobbs and Littman and Ms. Nora Johnson also include matching contributions for charitable contributions made in December 2022. The amount for Dr. Gottlieb represents \$24,670 for security provided on the advice of internal and external third-party security experts due to heightened risks, which is the direct cost we incurred in providing this benefit, and \$2,531 for personal expenses related to business travel to our Board meetings.