

THE PENSION PLAN AND SUPPLEMENTAL PENSION PLAN SUMMARY

The Pension Plan is a frozen, funded, tax-qualified, defined benefit pension plan and the Supplemental Pension Plan is a frozen, unfunded, non-qualified excess benefit plan both of which provide benefits to certain colleagues, including the NEOs, other than Messrs. Denton and Malik and Dr. Pao. The following table summarizes the terms of both pension plans, including the legacy plan benefits for our NEOs.

Pfizer's Pension Plan⁽¹⁾

| Name | Pfizer Benefits | Legacy Plan Benefits ⁽²⁾ | |
|-------------------------|--|--|--|
| | All NEOs (other than Messrs. Denton and Malik and Dr. Pao) | Dr. Dolsten | Mr. Lankler |
| Time Frame | Frozen on December 31, 2017 | Pension benefits earned prior to January 2012 | Pension benefits earned prior to January 2012 |
| Plans | Pfizer Sub-Plan/ Pfizer Supplemental Pension Plan | Wyeth Sub-Plan/ Supplemental Plans | Warner-Lambert Sub-Plan/ Supplemental Plans |
| Pension Earnings | Highest five-calendar years' average of salary and annual bonus ⁽¹⁾ earned for the year (as of December 31, 2017). Benefits on earnings up to the tax code limit are included under the Pension Plan; benefits on excess earnings are accrued under the Supplemental Pension Plan | Highest five-years' average of the last 10 years of salary and annual bonus paid during the year (as of December 31, 2017). Benefits on earnings up to the tax code limit are included under the Pension Plan; benefits on excess earnings are accrued under the Supplemental Pension Plan | Annual salary as of January 1st of the year and bonus paid during the year (through December 31, 2011). Benefits on earnings up to the tax code limit are included under the Pension Plan; benefits on excess earnings are accrued under the Supplemental Pension Plan |
| Formula | Greater of (1.4% of Pension Earnings) x (years of service); or (1.75% of Pension Earnings – 1.5% primary social security benefit) x (years of service) (as of December 31, 2017; capped at 35 years) | (2% of Pension Earnings – 1/60th of annual primary social security benefit as of December 31, 2017) x (years of service) (as of December 31, 2011, capped at 30) | (1.5% of Pension Earnings) + (Monthly flat dollar benefit per year of service) (through December 31, 2011) |
| Form of Payment | Annuity or Lump sum | Annuity or Lump sum | Annuity |

(1) Bonuses other than the annual short-term incentive are not included in Pension Earnings under any of the plans.

(2) Dr. Bourla's prior pension benefit from 1993 to 1999 accrued under the government sponsored Greek TSAY (Greece Fund for Health Professionals), which is not a Pfizer sponsored program and as such is not listed. Dr. Dolsten has both a Pfizer Sub-Plan and Wyeth Sub-Plan benefit. Mr. Lankler has both a Pfizer Sub-Plan and a Warner-Lambert Sub-Plan benefit.

General

Contributions to the Pension Plan are made entirely by Pfizer and are paid into a tax-exempt trust from which benefits are paid. Qualified pension plans, such as the frozen Pension Plan, limit the annual earnings that may be considered in calculating benefits and the maximum annual pension benefit. The frozen Supplemental Plan (non-qualified plan), provides, out of Pfizer's general assets, benefits which are substantially equal to the difference between the benefits which would have been paid in the absence of these IRC limits and the amount that may be provided under the Pension Plan. The Supplemental Plans are unfunded; however, in certain circumstances Pfizer or a predecessor company established and funded trusts to provide for obligations under the Supplemental Plans.