

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

Complete all entries in accordance with the instructions to the Form 5500.

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [ ] a multiemployer plan [ ] a multiple-employer plan... [X] a single-employer plan [ ] a DFE... B This return/report is: [ ] the first return/report [ ] the final return/report... C If the plan is a collectively-bargained plan, check here... D Check box if filing under: [X] Form 5558 [ ] automatic extension... E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here...

Part II Basic Plan Information—enter all requested information

1a Name of plan PFIZER CONSOLIDATED PENSION PLAN
1b Three-digit plan number (PN) 001
1c Effective date of plan 01/01/1943
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address... PFIZER INC
2b Employer Identification Number (EIN) 13-5315170
2c Plan Sponsor's telephone number 212-733-2323
2d Business code (see instructions) 325410

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

|  |   |
|--|---|
| <b>3a</b> Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor<br><br>THE RETIREMENT COMMITTEE<br>PFIZER INC<br>66 HUDSON BOULEVARD EAST<br>NEW YORK, NY 10001-2192 | <b>3b</b> Administrator's EIN<br>13-2875255<br><br><b>3c</b> Administrator's telephone number<br>212-733-2323 |
|--|---|

|  |                                   |
|--|-----------------------------------|
| <b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name | <b>4b</b> EIN<br><br><b>4d</b> PN |
|--|-----------------------------------|

|   |          |       |
|---|----------|-------|
| <b>5</b> Total number of participants at the beginning of the plan year | <b>5</b> | 56716 |
|---|----------|-------|

|  |              |       |
|--|--------------|-------|
| <b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). |              |       |
| <b>a(1)</b> Total number of active participants at the beginning of the plan year .....  | <b>6a(1)</b> | 8876  |
| <b>a(2)</b> Total number of active participants at the end of the plan year .....  | <b>6a(2)</b> | 7790  |
| <b>b</b> Retired or separated participants receiving benefits.....   | <b>6b</b>    | 15657 |
| <b>c</b> Other retired or separated participants entitled to future benefits .....   | <b>6c</b>    | 25878 |
| <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> .....  | <b>6d</b>    | 49325 |
| <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....   | <b>6e</b>    | 3341  |
| <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....  | <b>6f</b>    | 52666 |
| <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....   | <b>6g(1)</b> |       |
| <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....   | <b>6g(2)</b> |       |
| <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....  | <b>6h</b>    | 5     |

|  |          |  |
|--|----------|--|
| <b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) ..... | <b>7</b> |  |
|--|----------|--|

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
 1A 3F

**b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

|  |  |
|--|--|
| <b>9a</b> Plan funding arrangement (check all that apply)<br>(1) <input checked="" type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor | <b>9b</b> Plan benefit arrangement (check all that apply)<br>(1) <input checked="" type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor |
|--|--|

**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

**a Pension Schedules**

- (1)  **R** (Retirement Plan Information)
- (2)  **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3)  **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4)  **DCG** (Individual Plan Information) – Number Attached \_\_\_\_\_
- (5)  **MEP** (Multiple-Employer Retirement Plan Information)

**b General Schedules**

- (1)  **H** (Financial Information)
- (2)  **I** (Financial Information – Small Plan)
- (3)  **A** (Insurance Information) – Number Attached   0
- (4)  **C** (Service Provider Information)
- (5)  **D** (DFE/Participating Plan Information)
- (6)  **G** (Financial Transaction Schedules)

---

**Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)**

---

**11a** If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) .....  Yes  No

If "Yes" is checked, complete lines 11b and 11c.

---

**11b** Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) .....  Yes  No

**11c** Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code \_\_\_\_\_

---

|   |  |  |
|---|--|--|
| <b>SCHEDULE SB</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Single-Employer Defined Benefit Plan</b><br><b>Actuarial Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).<br><br><b>▶ File as an attachment to Form 5500 or 5500-SF.</b> | <small>OMB No. 1210-0110</small><br><br><b>2024</b><br><br><b>This Form is Open to Public Inspection</b> |
|---|--|--|

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**  
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

|   |   |            |
|---|---|------------|
| <b>A</b> Name of plan<br><u>PFIZER CONSOLIDATED PENSION PLAN</u>  | <b>B</b> Three-digit plan number (PN) ▶   | <u>001</u> |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br><u>PFIZER INC</u>   | <b>D</b> Employer Identification Number (EIN)<br><u>13-5315170</u>  |            |
| <b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | <b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 |            |

**Part I Basic Information**

|          |   |                            |                           |
|----------|---|----------------------------|---------------------------|
| <b>1</b> | Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>  |                            |                           |
| <b>2</b> | Assets:   |                            |                           |
|          | <b>a</b> Market value .....   | <b>2a</b>                  | <u>10955262618</u>        |
|          | <b>b</b> Actuarial value .....  | <b>2b</b>                  | <u>12050788879</u>        |
| <b>3</b> | Funding target/participant count breakdown  | (1) Number of participants | (2) Vested Funding Target |
|          | <b>a</b> For retired participants and beneficiaries receiving payment .....   | <u>20331</u>               | <u>4023825707</u>         |
|          | <b>b</b> For terminated vested participants .....   | <u>28932</u>               | <u>3511103183</u>         |
|          | <b>c</b> For active participants .....  | <u>8930</u>                | <u>2530634025</u>         |
|          | <b>d</b> Total .....  | <u>58193</u>               | <u>9877852174</u>         |
| <b>4</b> | If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>  |                            |                           |
|          | <b>a</b> Funding target disregarding prescribed at-risk assumptions .....   | <b>4a</b>                  |                           |
|          | <b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor ..... | <b>4b</b>                  |                           |
| <b>5</b> | Effective interest rate .....   | <b>5</b>                   | <u>5.13 %</u>             |
| <b>6</b> | Target normal cost  |                            |                           |
|          | <b>a</b> Present value of current plan year accruals .....  | <b>6a</b>                  | <u>0</u>                  |
|          | <b>b</b> Expected plan-related expenses .....   | <b>6b</b>                  | <u>17150000</u>           |
|          | <b>c</b> Target normal cost .....   | <b>6c</b>                  | <u>17150000</u>           |

**Statement by Enrolled Actuary**  
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

|                  |  |  |  |
|------------------|--|--|--|
| <b>SIGN HERE</b> |  |  |  |
|                  | Signature of actuary   |  | <u>07/31/2025</u>                      |
|                  | <u>MATTHEW FISHEL</u>  |  | Date                                   |
|                  | Type or print name of actuary                                      |  | <u>23-08172</u>                        |
|                  | <u>MERCER</u>  |  | Most recent enrollment number          |
|                  | Firm name  |  | <u>215-982-4212</u>                    |
|                  | <u>30 SOUTH 17TH STREET, 19TH FLOOR<br/>PHILADELPHIA, PA 19103</u> |  | Telephone number (including area code) |
|                  | Address of the firm  |  |  |

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

| <b>Part II Beginning of Year Carryover and Prefunding Balances</b> |  | (a) Carryover balance | (b) Prefunding balance |
|--|--|-----------------------|------------------------|
| <b>7</b>   | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....  | 0                     | 2198763802             |
| <b>8</b>   | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....   |                       | 108435379              |
| <b>9</b>   | Amount remaining (line 7 minus line 8) .....   | 0                     | 2090328423             |
| <b>10</b>  | Interest on line 9 using prior year's actual return of <u>11.07</u> % .....  | 0                     | 231399356              |
| <b>11</b>  | Prior year's excess contributions to be added to prefunding balance:   |                       |                        |
| <b>a</b>   | Present value of excess contributions (line 38a from prior year) .....   |                       | 0                      |
| <b>b(1)</b>  | Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.05</u> % ..... |                       | 0                      |
| <b>b(2)</b>  | Interest on line 38b from prior year Schedule SB, using prior year's actual return .....   |                       | 0                      |
| <b>c</b>   | Total available at beginning of current plan year to add to prefunding balance .....   |                       | 0                      |
| <b>d</b>   | Portion of (c) to be added to prefunding balance .....   |                       | 0                      |
| <b>12</b>  | Other reductions in balances due to elections or deemed elections .....  | 0                     | 0                      |
| <b>13</b>  | Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....   | 0                     | 2321727779             |

| <b>Part III Funding Percentages</b> |  |           |          |
|-------------------------------------|--|-----------|----------|
| <b>14</b>                           | Funding target attainment percentage .....   | <b>14</b> | 96.65 %  |
| <b>15</b>                           | Adjusted funding target attainment percentage .....  | <b>15</b> | 118.63 % |
| <b>16</b>                           | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement ..... | <b>16</b> | 91.28 %  |
| <b>17</b>                           | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....  | <b>17</b> | %        |

| <b>Part IV Contributions and Liquidity Shortfalls</b> |                                | <b>18 Contributions made to the plan for the plan year by employer(s) and employees:</b> |                       |                                |                              |   |  |
|---|--------------------------------|--|-----------------------|--------------------------------|------------------------------|---|--|
| (a) Date (MM-DD-YYYY)                                 | (b) Amount paid by employer(s) | (c) Amount paid by employees   | (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees |   |  |
|   |                                |  |                       |                                |                              |   |  |
|   |                                |  |                       |                                |                              |   |  |
|   |                                |  |                       |                                |                              |   |  |
|   |                                |  |                       |                                |                              |   |  |
|   |                                |  |                       |                                |                              |   |  |
|   |                                |  |                       |                                |                              |   |  |
| <b>Totals ▶</b>                                       |                                |  | <b>18(b)</b>          | 0                              | <b>18(c)</b>                 | 0 |  |

|  |  |   |         |
|--|--|---|---------|
| <b>19</b>  | Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year: |   |         |
| <b>a</b>   | Contributions allocated toward unpaid minimum required contributions from prior years .....                                | <b>19a</b> 0  |         |
| <b>b</b>   | Contributions made to avoid restrictions adjusted to valuation date .....  | <b>19b</b> 0  |         |
| <b>c</b>   | Contributions allocated toward minimum required contribution for current year adjusted to valuation date .....             | <b>19c</b> 0  |         |
| <b>20</b>  | Quarterly contributions and liquidity shortfalls:  |   |         |
| <b>a</b>   | Did the plan have a "funding shortfall" for the prior year? .....  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |         |
| <b>b</b>   | If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? .....             | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |         |
| <b>c</b>   | If line 20a is "Yes," see instructions and complete the following table as applicable:                                     |   |         |
| Liquidity shortfall as of end of quarter of this plan year |  |   |         |
| (1) 1st  | (2) 2nd  | (3) 3rd   | (4) 4th |
| 0  | 0  | 0   | 0       |

|   |  |   |  |
|---|--|---|--|
| <b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b> |  |   |  |
| <b>21</b> Discount rate:  |  |   |  |
| <b>a</b> Segment rates:   | 1st segment:<br>%                              | 2nd segment:<br>%   | <input checked="" type="checkbox"/> N/A, full yield curve used |
| <b>b</b> Applicable month (enter code) .....                                      |  |   | <b>21b</b>   |
| <b>22</b> Weighted average retirement age .....                                   |  |   | <b>22</b> 61   |
| <b>23</b> Mortality table(s) (see instructions)                                   | <input type="checkbox"/> Prescribed - combined | <input checked="" type="checkbox"/> Prescribed - separate | <input type="checkbox"/> Substitute                            |

|   |  |  |           |
|---|--|--|-----------|
| <b>Part VI Miscellaneous Items</b>  |  |  |           |
| <b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |  |  |           |
| <b>25</b> Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                      |  |  |           |
| <b>26</b> Demographic and benefit information   |  |  |           |
| <b>a</b> Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. .... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No                            |  |  |           |
| <b>b</b> Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No                      |  |  |           |
| <b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....   |  |  | <b>27</b> |

|   |  |  |             |
|---|--|--|-------------|
| <b>Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years</b>   |  |  |             |
| <b>28</b> Unpaid minimum required contributions for all prior years .....   |  |  | <b>28</b> 0 |
| <b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... |  |  | <b>29</b> 0 |
| <b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....                                    |  |  | <b>30</b> 0 |

|  |                     |                    |                     |
|--|---------------------|--------------------|---------------------|
| <b>Part VIII Minimum Required Contribution For Current Year</b>  |                     |                    |                     |
| <b>31</b> Target normal cost and excess assets (see instructions):   |                     |                    |                     |
| <b>a</b> Target normal cost (line 6c) .....  |                     |                    | <b>31a</b> 17150000 |
| <b>b</b> Excess assets, if applicable, but not greater than line 31a .....   |                     |                    | <b>31b</b> 0        |
| <b>32</b> Amortization installments:   | Outstanding Balance | Installment        |                     |
| <b>a</b> Net shortfall amortization installment .....  | 336501815           | 34807588           |                     |
| <b>b</b> Waiver amortization installment .....   | 0                   | 0                  |                     |
| <b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount ..... |                     |                    | <b>33</b>           |
| <b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....  |                     |                    | <b>34</b> 51957588  |
|  | Carryover balance   | Prefunding balance | Total balance       |
| <b>35</b> Balances elected for use to offset funding requirement .....   | 0                   | 51957588           | 51957588            |
| <b>36</b> Additional cash requirement (line 34 minus line 35) .....  |                     |                    | <b>36</b> 0         |
| <b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....  |                     |                    | <b>37</b> 0         |
| <b>38</b> Present value of excess contributions for current year (see instructions)  |                     |                    |                     |
| <b>a</b> Total (excess, if any, of line 37 over line 36)   |                     |                    | <b>38a</b> 0        |
| <b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....  |                     |                    | <b>38b</b> 0        |
| <b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....  |                     |                    | <b>39</b> 0         |
| <b>40</b> Unpaid minimum required contributions for all years .....  |                     |                    | <b>40</b> 0         |

|  |  |  |  |
|--|--|--|--|
| <b>Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>  |  |  |  |
| <b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021 |  |  |  |

|  |  |   |
|--|--|---|
| <b>SCHEDULE C</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Service Provider Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br><br><b>▶ File as an attachment to Form 5500.</b> | <small>OMB No. 1210-0110</small><br><br><b>2024</b><br><br><b>This Form is Open to Public Inspection.</b> |
|--|--|---|

For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

|  |  |            |
|--|--|------------|
| <b>A</b> Name of plan<br><b>PFIZER CONSOLIDATED PENSION PLAN</b>                   | <b>B</b> Three-digit plan number (PN) ▶                            | <b>001</b> |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><b>PFIZER INC</b> | <b>D</b> Employer Identification Number (EIN)<br><b>13-5315170</b> |            |

**Part I Service Provider Information (see instructions)**

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

**a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).....  Yes  No

**b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

| <b>(b)</b><br>Service Code(s) | <b>(c)</b><br>Relationship to employer, employee organization, or person known to be a party-in-interest | <b>(d)</b><br>Enter direct compensation paid by the plan. If none, enter -0-. | <b>(e)</b><br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | <b>(f)</b><br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | <b>(g)</b><br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | <b>(h)</b><br>Did the service provider give you a formula instead of an amount or estimated amount? |
|-------------------------------|--|---|---|---|--|---|
|                               |  |   | Yes <input type="checkbox"/> No <input type="checkbox"/>  | Yes <input type="checkbox"/> No <input type="checkbox"/>  |  | Yes <input type="checkbox"/> No <input type="checkbox"/>  |

(a) Enter name and EIN or address (see instructions)

| <b>(b)</b><br>Service Code(s) | <b>(c)</b><br>Relationship to employer, employee organization, or person known to be a party-in-interest | <b>(d)</b><br>Enter direct compensation paid by the plan. If none, enter -0-. | <b>(e)</b><br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | <b>(f)</b><br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | <b>(g)</b><br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | <b>(h)</b><br>Did the service provider give you a formula instead of an amount or estimated amount? |
|-------------------------------|--|---|---|---|--|---|
|                               |  |   | Yes <input type="checkbox"/> No <input type="checkbox"/>  | Yes <input type="checkbox"/> No <input type="checkbox"/>  |  | Yes <input type="checkbox"/> No <input type="checkbox"/>  |

(a) Enter name and EIN or address (see instructions)

| <b>(b)</b><br>Service Code(s) | <b>(c)</b><br>Relationship to employer, employee organization, or person known to be a party-in-interest | <b>(d)</b><br>Enter direct compensation paid by the plan. If none, enter -0-. | <b>(e)</b><br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | <b>(f)</b><br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | <b>(g)</b><br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | <b>(h)</b><br>Did the service provider give you a formula instead of an amount or estimated amount? |
|-------------------------------|--|---|---|---|--|---|
|                               |  |   | Yes <input type="checkbox"/> No <input type="checkbox"/>  | Yes <input type="checkbox"/> No <input type="checkbox"/>  |  | Yes <input type="checkbox"/> No <input type="checkbox"/>  |

**Part I Service Provider Information (continued)**

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

|  |   |  |
|--|---|--|
| <b>(a)</b> Enter service provider name as it appears on line 2             | <b>(b)</b> Service Codes<br>(see instructions)  | <b>(c)</b> Enter amount of indirect compensation |
|  |   |  |
| <b>(d)</b> Enter name and EIN (address) of source of indirect compensation | <b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |  |
|  |   |  |
| <b>(a)</b> Enter service provider name as it appears on line 2             | <b>(b)</b> Service Codes<br>(see instructions)  | <b>(c)</b> Enter amount of indirect compensation |
|  |   |  |
| <b>(d)</b> Enter name and EIN (address) of source of indirect compensation | <b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |  |
|  |   |  |
| <b>(a)</b> Enter service provider name as it appears on line 2             | <b>(b)</b> Service Codes<br>(see instructions)  | <b>(c)</b> Enter amount of indirect compensation |
|  |   |  |
| <b>(d)</b> Enter name and EIN (address) of source of indirect compensation | <b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |  |
|  |   |  |

**Part II Service Providers Who Fail or Refuse to Provide Information**

**4** Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

| <b>(a)</b> Enter name and EIN or address of service provider (see instructions) | <b>(b)</b> Nature of Service Code(s) | <b>(c)</b> Describe the information that the service provider failed or refused to provide |
|---|--------------------------------------|--|
|   |                                      |  |

| <b>(a)</b> Enter name and EIN or address of service provider (see instructions) | <b>(b)</b> Nature of Service Code(s) | <b>(c)</b> Describe the information that the service provider failed or refused to provide |
|---|--------------------------------------|--|
|   |                                      |  |

| <b>(a)</b> Enter name and EIN or address of service provider (see instructions) | <b>(b)</b> Nature of Service Code(s) | <b>(c)</b> Describe the information that the service provider failed or refused to provide |
|---|--------------------------------------|--|
|   |                                      |  |

| <b>(a)</b> Enter name and EIN or address of service provider (see instructions) | <b>(b)</b> Nature of Service Code(s) | <b>(c)</b> Describe the information that the service provider failed or refused to provide |
|---|--------------------------------------|--|
|   |                                      |  |

| <b>(a)</b> Enter name and EIN or address of service provider (see instructions) | <b>(b)</b> Nature of Service Code(s) | <b>(c)</b> Describe the information that the service provider failed or refused to provide |
|---|--------------------------------------|--|
|   |                                      |  |

| <b>(a)</b> Enter name and EIN or address of service provider (see instructions) | <b>(b)</b> Nature of Service Code(s) | <b>(c)</b> Describe the information that the service provider failed or refused to provide |
|---|--------------------------------------|--|
|   |                                      |  |

**Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)**  
(complete as many entries as needed)

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |

Explanation:

|   |  |   |
|---|--|---|
| <b>SCHEDULE D</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small> | <b>DFE/Participating Plan Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br><br><b>▶ File as an attachment to Form 5500.</b> | <small>OMB No. 1210-0110</small><br><br><b>2024</b><br><br><b>This Form is Open to Public Inspection.</b> |
|---|--|---|

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

|   |  |            |
|---|--|------------|
| <b>A</b> Name of plan<br><u>PFIZER CONSOLIDATED PENSION PLAN</u>                          | <b>B</b> Three-digit plan number (PN) ▶                            | <u>001</u> |
| <b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500<br><u>PFIZER INC</u> | <b>D</b> Employer Identification Number (EIN)<br><u>13-5315170</u> |            |

|               |  |
|---------------|--|
| <b>Part I</b> | <b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b><br>(Complete as many entries as needed to report all interests in DFEs) |
|---------------|--|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: MASTER TRUST BTWN PFIZER & NORTHERN

**b** Name of sponsor of entity listed in (a): PFIZER INC

|                                       |                               |   |
|---------------------------------------|-------------------------------|---|
| <b>c</b> EIN-PN <u>13-6064112-001</u> | <b>d</b> Entity code <u>M</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>9733376050</u> |
|---------------------------------------|-------------------------------|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: EQUITY INDEX A FUND

**b** Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO NA

|                                       |                               |   |
|---------------------------------------|-------------------------------|---|
| <b>c</b> EIN-PN <u>94-6052285-001</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>75461423</u> |
|---------------------------------------|-------------------------------|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

|                 |                      |   |
|-----------------|----------------------|---|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

|                 |                      |   |
|-----------------|----------------------|---|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

|                 |                      |   |
|-----------------|----------------------|---|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

|                 |                      |   |
|-----------------|----------------------|---|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

|                 |                      |   |
|-----------------|----------------------|---|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

|                 |                      |   |
|-----------------|----------------------|---|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)



|   |  |  |
|---|--|--|
| <p style="text-align: center;"><b>SCHEDULE G</b><br/><b>(Form 5500)</b></p> <p style="text-align: center; font-size: small;">Department of Treasury<br/>Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: small;">Department of Labor<br/>Employee Benefits Security Administration</p> | <p><b>Financial Transaction Schedules</b></p> <p>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</p> <p style="text-align: center;">▶ <b>File as an attachment to Form 5500.</b></p> | <p style="font-size: x-small;">OMB No. 1210-0110</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p style="text-align: center; font-weight: bold;">This Form is Open to Public Inspection.</p> |
|---|--|--|

For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

|  |  |
|--|--|
| <p><b>A</b> Name of plan<br/><b>PFIZER CONSOLIDATED PENSION PLAN</b></p>                   | <p><b>B</b> Three-digit plan number (PN) ▶ <b>001</b></p>                  |
| <p><b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br/><b>PFIZER INC</b></p> | <p><b>D</b> Employer Identification Number (EIN)<br/><b>13-5315170</b></p> |

**Part I Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible**  
 Complete as many entries as needed to report all loans or fixed income obligations in default or classified as uncollectible. Check box (a) if obligor is known to be a party in interest. Attach Overdue Loan Explanation for each loan listed. See Instructions.

| (a)                      | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
|--------------------------|-------------------------------------|--|
| <input type="checkbox"/> |                                     |  |

|                             | Amount received during reporting year |              |                                   | Amount overdue |              |
|-----------------------------|---------------------------------------|--------------|-----------------------------------|----------------|--------------|
| (d) Original amount of loan | (e) Principal                         | (f) Interest | (g) Unpaid balance at end of year | (h) Principal  | (i) Interest |
|                             |                                       |              |                                   |                |              |

| (a)                      | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
|--------------------------|-------------------------------------|--|
| <input type="checkbox"/> |                                     |  |

|                             | Amount received during reporting year |              |                                   | Amount overdue |              |
|-----------------------------|---------------------------------------|--------------|-----------------------------------|----------------|--------------|
| (d) Original amount of loan | (e) Principal                         | (f) Interest | (g) Unpaid balance at end of year | (h) Principal  | (i) Interest |
|                             |                                       |              |                                   |                |              |

| (a)                      | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
|--------------------------|-------------------------------------|--|
| <input type="checkbox"/> |                                     |  |

|                             | Amount received during reporting year |              |                                   | Amount overdue |              |
|-----------------------------|---------------------------------------|--------------|-----------------------------------|----------------|--------------|
| (d) Original amount of loan | (e) Principal                         | (f) Interest | (g) Unpaid balance at end of year | (h) Principal  | (i) Interest |
|                             |                                       |              |                                   |                |              |

|                                    |  |   |  |                      |                     |
|------------------------------------|--|---|--|----------------------|---------------------|
| <b>(a)</b>                         | <b>(b)</b> Identity and address of obligor | <b>(c)</b> Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |  |                      |                     |
| □                                  |  |   |  |                      |                     |
|                                    |  | Amount received during reporting year   |  | Amount overdue       |                     |
| <b>(d)</b> Original amount of loan | <b>(e)</b> Principal                       | <b>(f)</b> Interest   | <b>(g)</b> Unpaid balance at end of year | <b>(h)</b> Principal | <b>(i)</b> Interest |
|                                    |  |   |  |                      |                     |
| <b>(a)</b>                         | <b>(b)</b> Identity and address of obligor | <b>(c)</b> Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |  |                      |                     |
| □                                  |  |   |  |                      |                     |
|                                    |  | Amount received during reporting year   |  | Amount overdue       |                     |
| <b>(d)</b> Original amount of loan | <b>(e)</b> Principal                       | <b>(f)</b> Interest   | <b>(g)</b> Unpaid balance at end of year | <b>(h)</b> Principal | <b>(i)</b> Interest |
|                                    |  |   |  |                      |                     |
| <b>(a)</b>                         | <b>(b)</b> Identity and address of obligor | <b>(c)</b> Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |  |                      |                     |
| □                                  |  |   |  |                      |                     |
|                                    |  | Amount received during reporting year   |  | Amount overdue       |                     |
| <b>(d)</b> Original amount of loan | <b>(e)</b> Principal                       | <b>(f)</b> Interest   | <b>(g)</b> Unpaid balance at end of year | <b>(h)</b> Principal | <b>(i)</b> Interest |
|                                    |  |   |  |                      |                     |
| <b>(a)</b>                         | <b>(b)</b> Identity and address of obligor | <b>(c)</b> Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |  |                      |                     |
| □                                  |  |   |  |                      |                     |
|                                    |  | Amount received during reporting year   |  | Amount overdue       |                     |
| <b>(d)</b> Original amount of loan | <b>(e)</b> Principal                       | <b>(f)</b> Interest   | <b>(g)</b> Unpaid balance at end of year | <b>(h)</b> Principal | <b>(i)</b> Interest |
|                                    |  |   |  |                      |                     |
| <b>(a)</b>                         | <b>(b)</b> Identity and address of obligor | <b>(c)</b> Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |  |                      |                     |
| □                                  |  |   |  |                      |                     |
|                                    |  | Amount received during reporting year   |  | Amount overdue       |                     |
| <b>(d)</b> Original amount of loan | <b>(e)</b> Principal                       | <b>(f)</b> Interest   | <b>(g)</b> Unpaid balance at end of year | <b>(h)</b> Principal | <b>(i)</b> Interest |
|                                    |  |   |  |                      |                     |

| <b>Part II Schedule of Leases in Default or Classified as Uncollectible</b>   |                                    |   |  |                  |                       |
|---|------------------------------------|---|--|------------------|-----------------------|
| Complete as many entries as needed to report all leases in default or classified as uncollectible. Check box (a) if lessor or lessee is known to be a party in interest. Attach Overdue Lease Explanation for each lease listed. (See instructions) |                                    |   |  |                  |                       |
| (a)   | (b) Identity of lessor/lessee      | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) |                  |                       |
| <input type="checkbox"/>  |                                    |   |  |                  |                       |
| (e) Original cost   | (f) Current value at time of lease | (g) Gross rental receipts during the plan year  | (h) Expenses paid during the plan year   | (i) Net receipts | (j) Amount in arrears |
|   |                                    |   |  |                  |                       |
| (a)   | (b) Identity of lessor/lessee      | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) |                  |                       |
| <input type="checkbox"/>  |                                    |   |  |                  |                       |
| (e) Original cost   | (f) Current value at time of lease | (g) Gross rental receipts during the plan year  | (h) Expenses paid during the plan year   | (i) Net receipts | (j) Amount in arrears |
|   |                                    |   |  |                  |                       |
| (a)   | (b) Identity of lessor/lessee      | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) |                  |                       |
| <input type="checkbox"/>  |                                    |   |  |                  |                       |
| (e) Original cost   | (f) Current value at time of lease | (g) Gross rental receipts during the plan year  | (h) Expenses paid during the plan year   | (i) Net receipts | (j) Amount in arrears |
|   |                                    |   |  |                  |                       |
| (a)   | (b) Identity of lessor/lessee      | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) |                  |                       |
| <input type="checkbox"/>  |                                    |   |  |                  |                       |
| (e) Original cost   | (f) Current value at time of lease | (g) Gross rental receipts during the plan year  | (h) Expenses paid during the plan year   | (i) Net receipts | (j) Amount in arrears |
|   |                                    |   |  |                  |                       |
| (a)   | (b) Identity of lessor/lessee      | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) |                  |                       |
| <input type="checkbox"/>  |                                    |   |  |                  |                       |
| (e) Original cost   | (f) Current value at time of lease | (g) Gross rental receipts during the plan year  | (h) Expenses paid during the plan year   | (i) Net receipts | (j) Amount in arrears |
|   |                                    |   |  |                  |                       |
| (a)   | (b) Identity of lessor/lessee      | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) |                  |                       |
| <input type="checkbox"/>  |                                    |   |  |                  |                       |
| (e) Original cost   | (f) Current value at time of lease | (g) Gross rental receipts during the plan year  | (h) Expenses paid during the plan year   | (i) Net receipts | (j) Amount in arrears |
|   |                                    |   |  |                  |                       |

**Part III Nonexempt Transactions**

Complete as many entries as needed to report all nonexempt transactions. **Caution:** If a nonexempt prohibited transaction occurred with respect to a disqualified person, file Form 5330 with the IRS to pay the excise tax on the transaction.

| (a) Identity of party involved     | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price |                            |  |
|------------------------------------|--|---|--------------------|----------------------------|--|
| MASTER TRUST BETWEEN PFIZER AND NT | PLAN TRUST/TRUSTEE   | PYMNT OF INELIGIBLE EXPENSES FROM PLAN ASSETS IN 2022 BY THE MT; REPAID IN 2024 WITH INTEREST OF 15,609.    | 0                  |                            |  |
| (e) Selling price                  | (f) Lease rental   | (g) Transaction expenses  | (h) Cost of asset  | (i) Current value of asset | (j) Net gain (or loss) on each transaction |
| 93400                              | 0  |   | 93400              | 93400                      |  |
| MASTER TRUST BETWEEN PFIZER AND NT | PLAN TRUST/TRUSTEE   | PYMNT OF INELIGIBLE EXPENSES FROM PLAN ASSETS IN 2023 BY THE MT; REPAID IN 2024 WITH INTEREST OF 52,294.    | 0                  |                            |  |
| (e) Selling price                  | (f) Lease rental   | (g) Transaction expenses  | (h) Cost of asset  | (i) Current value of asset | (j) Net gain (or loss) on each transaction |
| 677135                             | 0  |   | 677135             | 677135                     |  |
| MASTER TRUST BETWEEN PFIZER AND NT | PLAN TRUST/TRUSTEE   | PYMNT OF INELIGIBLE EXPENSES FROM PLAN ASSETS IN 2024 BY THE MT; REPAID IN 2024 WITH INTEREST OF 43,135.    | 0                  |                            |  |
| (e) Selling price                  | (f) Lease rental   | (g) Transaction expenses  | (h) Cost of asset  | (i) Current value of asset | (j) Net gain (or loss) on each transaction |
| 782986                             | 0  |   | 782986             | 782986                     |  |
| MASTER TRUST BETWEEN PFIZER AND NT | PLAN TRUST/TRUSTEE   | PYMNT OF INELIGIBLE EXPENSES FROM PLAN ASSETS IN 2024 BY THE MT; WILL BE REPAID IN 2025 WITH INTEREST.      | 0                  |                            |  |
| (e) Selling price                  | (f) Lease rental   | (g) Transaction expenses  | (h) Cost of asset  | (i) Current value of asset | (j) Net gain (or loss) on each transaction |
| 1101160                            | 0  |   | 1101160            | 1101160                    |  |
| (a) Identity of party involved     | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price |                            |  |
|                                    |  |   |                    |                            |  |
| (e) Selling price                  | (f) Lease rental   | (g) Transaction expenses  | (h) Cost of asset  | (i) Current value of asset | (j) Net gain (or loss) on each transaction |
|                                    |  |   |                    |                            |  |
| (a) Identity of party involved     | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price |                            |  |
|                                    |  |   |                    |                            |  |
| (e) Selling price                  | (f) Lease rental   | (g) Transaction expenses  | (h) Cost of asset  | (i) Current value of asset | (j) Net gain (or loss) on each transaction |
|                                    |  |   |                    |                            |  |

|  |  |   |
|--|--|---|
| <b>SCHEDULE H</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Financial Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).<br><br>▶ <b>File as an attachment to Form 5500.</b> | OMB No. 1210-0110<br><br><b>2024</b><br><br><b>This Form is Open to Public Inspection</b> |
|--|--|---|

|  |  |
|--|--|
| For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b> |  |
| <b>A</b> Name of plan<br><b>PFIZER CONSOLIDATED PENSION PLAN</b>   | <b>B</b> Three-digit plan number (PN) ▶ <b>001</b>                 |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><b>PFIZER INC</b>                       | <b>D</b> Employer Identification Number (EIN)<br><b>13-5315170</b> |

|               |                                      |
|---------------|--------------------------------------|
| <b>Part I</b> | <b>Asset and Liability Statement</b> |
|---------------|--------------------------------------|

**1** Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

|  |                 | (a) Beginning of Year | (b) End of Year |
|--|-----------------|-----------------------|-----------------|
| <b>Assets</b>  |                 |                       |                 |
| <b>a</b> Total noninterest-bearing cash .....  | <b>1a</b>       | 48765930              | 46068549        |
| <b>b</b> Receivables (less allowance for doubtful accounts):                                       |                 |                       |                 |
| <b>(1)</b> Employer contributions .....  | <b>1b(1)</b>    |                       |                 |
| <b>(2)</b> Participant contributions .....   | <b>1b(2)</b>    |                       |                 |
| <b>(3)</b> Other .....   | <b>1b(3)</b>    |                       |                 |
| <b>c</b> General investments:  |                 |                       |                 |
| <b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....   | <b>1c(1)</b>    |                       |                 |
| <b>(2)</b> U.S. Government securities .....  | <b>1c(2)</b>    |                       |                 |
| <b>(3)</b> Corporate debt instruments (other than employer securities):                            |                 |                       |                 |
| <b>(A)</b> Preferred .....   | <b>1c(3)(A)</b> |                       |                 |
| <b>(B)</b> All other .....   | <b>1c(3)(B)</b> |                       |                 |
| <b>(4)</b> Corporate stocks (other than employer securities):                                      |                 |                       |                 |
| <b>(A)</b> Preferred .....   | <b>1c(4)(A)</b> |                       |                 |
| <b>(B)</b> Common .....  | <b>1c(4)(B)</b> |                       |                 |
| <b>(5)</b> Partnership/joint venture interests .....   | <b>1c(5)</b>    |                       |                 |
| <b>(6)</b> Real estate (other than employer real property) .....                                   | <b>1c(6)</b>    | 132869766             | 115430924       |
| <b>(7)</b> Loans (other than to participants) .....  | <b>1c(7)</b>    |                       |                 |
| <b>(8)</b> Participant loans .....   | <b>1c(8)</b>    |                       |                 |
| <b>(9)</b> Value of interest in common/collective trusts .....                                     | <b>1c(9)</b>    | 67631751              | 75461423        |
| <b>(10)</b> Value of interest in pooled separate accounts .....                                    | <b>1c(10)</b>   |                       |                 |
| <b>(11)</b> Value of interest in master trust investment accounts .....                            | <b>1c(11)</b>   | 10618550089           | 9733376050      |
| <b>(12)</b> Value of interest in 103-12 investment entities .....                                  | <b>1c(12)</b>   |                       |                 |
| <b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....        | <b>1c(13)</b>   |                       |                 |
| <b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) ..... | <b>1c(14)</b>   |                       |                 |
| <b>(15)</b> Other .....  | <b>1c(15)</b>   | 87445082              | 173             |

| <b>1d</b> Employer-related investments:                                  |              | (a) Beginning of Year | (b) End of Year |
|--|--------------|-----------------------|-----------------|
| (1) Employer securities.....   | <b>1d(1)</b> |                       |                 |
| (2) Employer real property.....  | <b>1d(2)</b> |                       |                 |
| <b>e</b> Buildings and other property used in plan operation.....        | <b>1e</b>    |                       |                 |
| <b>f</b> Total assets (add all amounts in lines 1a through 1e).....      | <b>1f</b>    | 10955262618           | 9970337119      |
| <b>Liabilities</b>   |              |                       |                 |
| <b>g</b> Benefit claims payable.....                                     | <b>1g</b>    | 86296887              | 11049944        |
| <b>h</b> Operating payables.....   | <b>1h</b>    |                       |                 |
| <b>i</b> Acquisition indebtedness.....                                   | <b>1i</b>    |                       |                 |
| <b>j</b> Other liabilities.....  | <b>1j</b>    |                       |                 |
| <b>k</b> Total liabilities (add all amounts in lines 1g through 1j)..... | <b>1k</b>    | 86296887              | 11049944        |
| <b>Net Assets</b>  |              |                       |                 |
| <b>l</b> Net assets (subtract line 1k from line 1f).....                 | <b>1l</b>    | 10868965731           | 9959287175      |

**Part II Income and Expense Statement**

**2** Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

| <b>Income</b>  |                 | (a) Amount | (b) Total |
|--|-----------------|------------|-----------|
| <b>a Contributions:</b>  |                 |            |           |
| (1) Received or receivable in cash from: <b>(A)</b> Employers.....   | <b>2a(1)(A)</b> |            |           |
| <b>(B)</b> Participants.....   | <b>2a(1)(B)</b> |            |           |
| <b>(C)</b> Others (including rollovers).....   | <b>2a(1)(C)</b> |            |           |
| (2) Noncash contributions.....   | <b>2a(2)</b>    |            |           |
| (3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> ..... | <b>2a(3)</b>    |            | 0         |
| <b>b Earnings on investments:</b>  |                 |            |           |
| <b>(1) Interest:</b>   |                 |            |           |
| <b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....        | <b>2b(1)(A)</b> |            |           |
| <b>(B)</b> U.S. Government securities.....   | <b>2b(1)(B)</b> |            |           |
| <b>(C)</b> Corporate debt instruments.....   | <b>2b(1)(C)</b> |            |           |
| <b>(D)</b> Loans (other than to participants).....   | <b>2b(1)(D)</b> |            |           |
| <b>(E)</b> Participant loans.....  | <b>2b(1)(E)</b> |            |           |
| <b>(F)</b> Other.....  | <b>2b(1)(F)</b> |            |           |
| <b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....                              | <b>2b(1)(G)</b> |            | 0         |
| <b>(2) Dividends:</b>  |                 |            |           |
| <b>(A)</b> Preferred stock.....  | <b>2b(2)(A)</b> |            |           |
| <b>(B)</b> Common stock.....   | <b>2b(2)(B)</b> |            |           |
| <b>(C)</b> Registered investment company shares (e.g. mutual funds).....                                   | <b>2b(2)(C)</b> |            |           |
| <b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....                  | <b>2b(2)(D)</b> |            | 0         |
| (3) Rents.....   | <b>2b(3)</b>    |            |           |
| <b>(4) Net gain (loss) on sale of assets:</b>  |                 |            |           |
| <b>(A)</b> Aggregate proceeds.....   | <b>2b(4)(A)</b> |            |           |
| <b>(B)</b> Aggregate carrying amount (see instructions).....   | <b>2b(4)(B)</b> |            |           |
| <b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....                   | <b>2b(4)(C)</b> |            | 0         |
| <b>(5) Unrealized appreciation (depreciation) of assets:</b>   |                 |            |           |
| <b>(A)</b> Real estate.....  | <b>2b(5)(A)</b> | -2646016   |           |
| <b>(B)</b> Other.....  | <b>2b(5)(B)</b> | 1333360    |           |
| <b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....         | <b>2b(5)(C)</b> |            |           |

|   |               | (a) Amount | (b) Total |
|---|---------------|------------|-----------|
| (6) Net investment gain (loss) from common/collective trusts .....                              | <b>2b(6)</b>  |            | 15619611  |
| (7) Net investment gain (loss) from pooled separate accounts .....                              | <b>2b(7)</b>  |            |           |
| (8) Net investment gain (loss) from master trust investment accounts .....                      | <b>2b(8)</b>  |            | 45462525  |
| (9) Net investment gain (loss) from 103-12 investment entities .....                            | <b>2b(9)</b>  |            |           |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) ..... | <b>2b(10)</b> |            |           |
| <b>c</b> Other income .....   | <b>2c</b>     |            |           |
| <b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....        | <b>2d</b>     |            | 59769480  |

**Expenses**

|   |               |           |           |
|---|---------------|-----------|-----------|
| <b>e</b> Benefit payment and payments to provide benefits:                                  |               |           |           |
| (1) Directly to participants or beneficiaries, including direct rollovers .....             | <b>2e(1)</b>  | 744220561 |           |
| (2) To insurance carriers for the provision of benefits .....                               | <b>2e(2)</b>  |           |           |
| (3) Other .....   | <b>2e(3)</b>  |           |           |
| (4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....                 | <b>2e(4)</b>  |           | 744220561 |
| <b>f</b> Corrective distributions (see instructions) .....                                  | <b>2f</b>     |           |           |
| <b>g</b> Certain deemed distributions of participant loans (see instructions) .....         | <b>2g</b>     |           |           |
| <b>h</b> Interest expense .....   | <b>2h</b>     |           |           |
| <b>i</b> Administrative expenses:   |               |           |           |
| (1) Salaries and allowances .....   | <b>2i(1)</b>  |           |           |
| (2) Contract administrator fees .....   | <b>2i(2)</b>  |           |           |
| (3) Recordkeeping fees .....  | <b>2i(3)</b>  |           |           |
| (4) IQPA audit fees .....   | <b>2i(4)</b>  |           |           |
| (5) Investment advisory and investment management fees .....                                | <b>2i(5)</b>  |           |           |
| (6) Bank or trust company trustee/custodial fees .....                                      | <b>2i(6)</b>  |           |           |
| (7) Actuarial fees .....  | <b>2i(7)</b>  |           |           |
| (8) Legal fees .....  | <b>2i(8)</b>  |           |           |
| (9) Valuation/appraisal fees .....  | <b>2i(9)</b>  |           |           |
| (10) Other trustee fees and expenses .....  | <b>2i(10)</b> |           |           |
| (11) Other expenses .....   | <b>2i(11)</b> |           |           |
| (12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....        | <b>2i(12)</b> |           | 0         |
| <b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total ..... | <b>2j</b>     |           | 744220561 |

**Net Income and Reconciliation**

|   |              |  |            |
|---|--------------|--|------------|
| <b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> ..... | <b>2k</b>    |  | -684451081 |
| <b>l</b> Transfers of assets:   |              |  |            |
| (1) To this plan .....  | <b>2l(1)</b> |  | 59776550   |
| (2) From this plan .....  | <b>2l(2)</b> |  | 285004025  |

**Part III Accountant's Opinion**

**3** Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

**a** The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1)  Unmodified (2)  Qualified (3)  Disclaimer (4)  Adverse

**b** Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1)  DOL Regulation 2520.103-8 (2)  DOL Regulation 2520.103-12(d) (3)  neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

**c** Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **KPMG LLP**

(2) EIN: **13-5565207**

**d** The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1)  This form is filed for a CCT, PSA, DCG or MTIA. (2)  It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

**Part IV Compliance Questions**

**4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

|  | Yes | No | Amount   |
|--|-----|----|----------|
| <b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)                 |     | X  |          |
| <b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.) |     | X  |          |
| <b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)   |     | X  |          |
| <b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)  | X   |    | 2654681  |
| <b>e</b> Was this plan covered by a fidelity bond?   | X   |    | 25000000 |
| <b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?  |     | X  |          |
| <b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?   |     | X  |          |
| <b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?   |     | X  |          |
| <b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)   | X   |    |          |
| <b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)   |     | X  |          |
| <b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?  |     | X  |          |
| <b>l</b> Has the plan failed to provide any benefit when due under the plan?   |     | X  |          |
| <b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)   |     | X  |          |
| <b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.  |     |    |          |

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?  Yes  No  
If "Yes," enter the amount of any plan assets that reverted to the employer this year \_\_\_\_\_.

**5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

| 5b(1) Name of plan(s)  | 5b(2) EIN(s) | 5b(3) PN(s) |
|--|--------------|-------------|
| MASTER TRUST BETWEEN PFIZER INC AND THE NORTHERN TRUST COMPANY | 36-3146075   | 001         |
| WYETH COORDINATED BARGAINING RETIREMENT PLAN-US                | 13-5315170   | 019         |
|  |              |             |
|  |              |             |

**5c** Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) .....  Yes    No    Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 561219.

|  |   |   |
|--|---|---|
| <b>SCHEDULE R</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Retirement Plan Information</b><br><br>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).<br><br><b>▶ File as an attachment to Form 5500.</b> | <small>OMB No. 1210-0110</small><br><br><b>2024</b><br><br><b>This Form is Open to Public Inspection.</b> |
|--|---|---|

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

|  |  |            |
|--|--|------------|
| <b>A</b> Name of plan<br><u>PFIZER CONSOLIDATED PENSION PLAN</u>                   | <b>B</b> Three-digit plan number (PN) ▶                            | <u>001</u> |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><u>PFIZER INC</u> | <b>D</b> Employer Identification Number (EIN)<br><u>13-5315170</u> |            |

|               |                      |
|---------------|----------------------|
| <b>Part I</b> | <b>Distributions</b> |
|---------------|----------------------|

**All references to distributions relate only to payments of benefits during the plan year.**

**1** Total value of distributions paid in property other than in cash or the forms of property specified in the instructions..... 

|   |  |   |
|---|--|---|
| 1 |  | 0 |
|---|--|---|

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
EIN(s): 13-6058950 36-3046063

**Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.**

**3** Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year..... 

|   |  |      |
|---|--|------|
| 3 |  | 1853 |
|---|--|------|

|                |   |
|----------------|---|
| <b>Part II</b> | <b>Funding Information</b> (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.) |
|----------------|---|

**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?.....  Yes  No  N/A  
**If the plan is a defined benefit plan, go to line 8.**

**5** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_  
**If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.**

|   |           |  |
|---|-----------|--|
| <b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....  | <b>6a</b> |  |
| <b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....  | <b>6b</b> |  |
| <b>c</b> Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)..... | <b>6c</b> |  |

**If you completed line 6c, skip lines 8 and 9.**

**7** Will the minimum funding amount reported on line 6c be met by the funding deadline?.....  Yes  No  N/A

**8** If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?.....  Yes  No  N/A

|                 |                   |
|-----------------|-------------------|
| <b>Part III</b> | <b>Amendments</b> |
|-----------------|-------------------|

**9** If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....  Increase  Decrease  Both  No

|                |   |
|----------------|---|
| <b>Part IV</b> | <b>ESOPs</b> (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part. |
|----------------|---|

**10** Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? .....  Yes  No

**11 a** Does the ESOP hold any preferred stock?.....  Yes  No

**b** If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.).....  Yes  No

**12** Does the ESOP hold any stock that is not readily tradable on an established securities market?.....  Yes  No

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

**13** Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

|   |            |  |
|---|------------|--|
| <b>a</b> The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment)..... | <b>14a</b> |  |
| <b>b</b> The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....   | <b>14b</b> |  |
| <b>c</b> The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....  | <b>14c</b> |  |

**15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

|   |            |  |
|---|------------|--|
| <b>a</b> The corresponding number for the plan year immediately preceding the current plan year ..... | <b>15a</b> |  |
| <b>b</b> The corresponding number for the second preceding plan year .....                            | <b>15b</b> |  |

**16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

|   |            |  |
|---|------------|--|
| <b>a</b> Enter the number of employers who withdrew during the preceding plan year .....  | <b>16a</b> |  |
| <b>b</b> If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers..... | <b>16b</b> |  |

**17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment .....

**Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans**

**18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment .....

**19** If the total number of participants is 1,000 or more, complete lines (a) and (b):

**a** Enter the percentage of plan assets held as:  
 Public Equity: 14.8 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 56.8 %  
 High-Yield Debt: 1.7 % Real Assets: 2.9 % Cash or Cash Equivalents: 0.0 % Other: 23.8 %

**b** Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:  
 0-5 years  5-10 years  10-15 years  15 years or more

**20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

**a** Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero?  Yes  No

**b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

Yes.

No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

No. Other. Provide explanation: \_\_\_\_\_

**Part VII IRS Compliance Questions**

**21a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules?  Yes  No

**21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

Design-based safe harbor method

"Prior year" ADP test

"Current year" ADP test

N/A

**22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter \_\_\_/\_\_\_/\_\_\_ (MM/DD/YYYY) and the Opinion Letter serial number \_\_\_\_\_.



**PFIZER CONSOLIDATED PENSION PLAN**  
Financial Statements and Supplemental Schedules  
December 31, 2024 and 2023  
(With Independent Auditors' Report Thereon)

# PFIZER CONSOLIDATED PENSION PLAN

## Table of Contents

|  | <b>Page</b>         |
|--|---------------------|
| Independent Auditors' Report   | Beginning on page 1 |
| <b>Financial Statements</b>  |                     |
| Statements of Net Assets Available for Plan Benefits as of December 31, 2024 and 2023                          | 4                   |
| Statements of Changes in Net Assets Available for Plan Benefits for the years ended December 31, 2024 and 2023 | 5                   |
| Statement of Accumulated Plan Benefits as of December 31, 2023   | 6                   |
| Statement of Changes in Accumulated Plan Benefits for the year ended December 31, 2023                         | 7                   |
| Notes to Financial Statements  | Beginning on page 8 |
| <b>Supplemental Schedules*</b>   |                     |
| Schedule G, Part III – Schedule of Nonexempt Transactions  | 18                  |
| Schedule H, Line 4i – Schedule of Assets (Held at End of Year)   | 19                  |

\* Note: Other schedules required by 29 CFR 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, as amended, have been omitted because they are not applicable.



KPMG LLP  
Triad Centre III  
Suite 450  
6070 Poplar Avenue  
Memphis, TN 38119-3901

## Independent Auditors' Report

To the Plan Participants and Retirement Committee  
Pfizer Consolidated Pension Plan:

### *Opinion*

We have audited the financial statements of Pfizer Consolidated Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for plan benefits as of December 31, 2024 and 2023, the related statements of changes in net assets available for plan benefits for the years then ended, the statement of accumulated plan benefits as of December 31, 2023, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for plan benefits of the Plan as of December 31, 2024 and 2023, the changes in its net assets available for plan benefits for the years then ended, the accumulated plan benefits of the Plan as of December 31, 2023, and the changes in its accumulated plan benefits for the year then ended, in accordance with U.S. generally accepted accounting principles.

### *Basis for Opinion*

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### *Responsibilities of Management for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. generally accepted accounting principles, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.



### *Auditors' Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

### *Supplemental Schedules Required by ERISA*

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of Schedule G, Part III - Schedule of Nonexempt Transactions for the year ended December 31, 2024, and Schedule H, line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.



In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

*KPMG LLP*

Memphis, Tennessee  
August 19, 2025

PFIZER CONSOLIDATED PENSION PLAN  
STATEMENTS OF NET ASSETS AVAILABLE FOR PLAN BENEFITS

| (DOLLARS IN THOUSANDS)   | As of               |                      |
|--|---------------------|----------------------|
|  | December 31,        |                      |
|  | 2024                | 2023                 |
| <u>Assets</u>  |                     |                      |
| Plan's interest in the Pfizer Master Trust                     | \$ 9,733,376        | \$ 10,618,550        |
| Investment in Separate Account 50 insurance contract           | —                   | 87,445               |
| Investment in equity index fund                                | 75,461              | 67,632               |
| Investment in real estate funds                                | 115,431             | 132,870              |
| Cash on deposit  | 46,069              | 48,766               |
| <u>Total assets and net assets available for plan benefits</u> | <u>\$ 9,970,337</u> | <u>\$ 10,955,263</u> |

Amounts may not add due to rounding.

See accompanying Notes to Financial Statements.

PFIZER CONSOLIDATED PENSION PLAN  
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR PLAN BENEFITS

| (DOLLARS IN THOUSANDS)   | Year Ended December 31, |               |
|--|-------------------------|---------------|
|  | 2024                    | 2023          |
| Plan's interest in the net investment gain/(loss) of the Pfizer Master Trust | \$ 58,632               | \$ 1,155,188  |
| Net appreciation/(depreciation) in fair value of segregated investments      | 14,307                  | (1,791)       |
| Benefits paid  | (819,468)               | (984,365)     |
| Purchase of group annuity contract   | (277,464)               | —             |
| Transfer into Plan   | 59,777                  | —             |
| Plan to Plan transfer  | (7,540)                 | —             |
| Administrative expenses  | (13,170)                | (18,068)      |
| Net increase/(decrease)  | (984,925)               | 150,963       |
| Net assets available for plan benefits:                                      |                         |               |
| Beginning of year  | 10,955,263              | 10,804,299    |
| End of year  | \$ 9,970,337            | \$ 10,955,263 |

Amounts may not add due to rounding.

See accompanying Notes to Financial Statements.

PFIZER CONSOLIDATED PENSION PLAN  
STATEMENT OF ACCUMULATED PLAN BENEFITS

---

| (DOLLARS IN THOUSANDS)  | As of December 31, 2023 |
|---|-------------------------|
| Actuarial present value of accumulated plan benefits:             |                         |
| Vested benefits   |                         |
| Participants currently receiving payments                         | \$ 3,298,925            |
| Other participants  | 4,673,135               |
| Nonvested benefits  | 178,529                 |
| <u>Total actuarial present value of accumulated plan benefits</u> | <u>\$ 8,150,589</u>     |

Amounts may not add due to rounding.

See accompanying Notes to Financial Statements.

PFIZER CONSOLIDATED PENSION PLAN  
STATEMENT OF CHANGES IN ACCUMULATED PLAN BENEFITS

| (DOLLARS IN THOUSANDS)  | Year Ended December 31, 2023 |
|---|------------------------------|
| Actuarial present value of accumulated plan benefits at beginning of year | \$ 8,602,258                 |
| Increase/(decrease) during the year attributable to:                      |                              |
| Benefits accumulated and plan experience                                  | 85,653                       |
| Interest  | 603,215                      |
| Benefits paid   | (984,365)                    |
| Change in actuarial assumptions   | (156,171)                    |
| Actuarial present value of accumulated plan benefits at end of year       | \$ 8,150,589                 |

Amounts may not add due to rounding.

See accompanying Notes to Financial Statements.

PFIZER CONSOLIDATED PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS

**1. Description of the Plan**

The following description of the Pfizer Consolidated Pension Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

***General***

The Plan is a defined benefit pension plan funded entirely by contributions made by Pfizer Inc. and affiliated companies (Pfizer, the Company or Plan Sponsor), except for certain legacy Warner-Lambert participant contributions before 1977. In 2010, the Plan was amended to close participation to employees hired after December 31, 2010. Any employee hired prior to January 1, 2011 within a group or class designated by the Company is eligible to participate in the Plan as of the date of his or her employment. The Plan is a qualified plan under Section 401(a) of the Internal Revenue Code of 1986, as amended (IRC). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The Plan is an umbrella plan that is composed of the following sub-plans: Pfizer Sub-Plan, Warner-Lambert Sub-Plan, Pharmacia Sub-Plan, Wyeth Retirement Plan – U.S. Sub-Plan, Pharmacia Cash Balance Sub-Plan, Alpharma Inc. Sub-Plan Faulding Inc. Sub-Plan and Wyeth Coordinated Bargaining Retirement Plan – U.S. (Wyeth) Sub-Plan.

The Plan's assets are held in, and until December 31, 2024, were held with the assets of one other U.S. pension plan (Wyeth) and, when funded, a 401(h) account of the Company to form the Master Trust Agreement between Pfizer Inc. and The Northern Trust Company (Pfizer Master Trust) held by The Northern Trust Company (Trustee or Northern Trust). The Pfizer Master Trust is intended to be a qualified trust exempt from taxation under Section 501(a) of the IRC. Plan Sponsor contributions and benefit payments are identified with respect to each participating plan by the Trustee. See Note 6 for additional information.

As of December 31, 2024, the Plan also held (i) a segregated investment in real estate portfolio funds managed by J.P. Morgan Investment Management Inc. (JP Morgan) and Morgan Stanley Real Estate Investor Services (Morgan Stanley) with Northern Trust as trustee and (ii) a segregated investment in the BlackRock Institutional Trust Company, NA (BlackRock) Equity Index Fund with Northern Trust as trustee. As of December 31, 2023, the Plan also held a segregated investment in a separate custodial account held by Metropolitan Life Insurance Company (MetLife) called Separate Account 50 with Northern Trust as trustee. See Note 2.

Effective December 20, 2021, the Plan was amended to allow usage of the medical benefit accounts in the Plan in accordance with Section 401(h) of the IRC. See 401(h) Account section below in Note 1 for additional information.

Starting in 2019, the Company began adding up to a total of five points to a participant's age and/or service under certain U.S. separation programs to help those participants age 50 and older as of their termination date reach retirement milestones under certain benefits. Effective June 30, 2023, this "five points" provision expired.

From June 23, 2023 to July 20, 2023, eligible active colleagues, who were at least age 59 ½ and eligible for a full unreduced pension benefit, were provided the ability to commence their pension benefits as an annuity or a lump sum with lump sums being transferred to the Pfizer Savings Plan (PSP), a Pfizer defined contribution plan. The total amount transferred in the fourth quarter of 2023 was \$63.7 million. These amounts are included in benefits paid in the Statements of Changes in Net Assets Available for Plan Benefits and the Statement of Changes in Accumulated Plan Benefits. There were no such transfers in 2024.

On December 1, 2024, Wyeth was frozen to all participation and further benefit accruals, though no eligible participants were active in the Wyeth plan since June 1, 2021. Effective December 31, 2024, Wyeth was merged into the Plan, and all account balances totaling \$59.8 million in assets were transferred to the Plan.

***Vesting***

Plan participants acquired a vested interest in their benefits under the Plan upon completion of three years of vesting service or attaining their normal retirement age of 65 per the Plan provisions. If a Plan participant did not complete at least three years of vesting service or retire under the normal, early or late retirement provisions of the Plan, the participant was not entitled to any retirement benefits from the Plan.

PFIZER CONSOLIDATED PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS

***Funding Policy***

Plan Sponsor contributions are actuarially determined based upon the unit credit cost method. The Plan Sponsor contributes at least such amounts that are determined to be necessary to satisfy the minimum funding requirements of ERISA on an actuarial basis and to provide the Plan with assets sufficient to meet the benefits to be paid to Plan participants or their beneficiaries. During the years ended December 31, 2024 and 2023, the Plan Sponsor's contributions met the minimum funding requirements of ERISA.

***Benefits***

As noted above, the Plan is an umbrella plan consisting of several sub-plans. All eligible employees employed by the Company on January 1, 2012 and earning benefits under one of the sub-plan formulas were transitioned to the Pfizer sub-plan formula, otherwise referred to as the Pfizer Retirement Annuity Plan (PRAP). The sub-plans retained their original benefit formulas for applicable credited service prior to transitioning to the PRAP formula on January 1, 2012. Salary recognized for eligible earnings was frozen as of December 31, 2017 for all sub-plans that had not already been previously frozen, with the exception of certain bonuses paid during March 2018 that apply to the 2017 PRAP and Wyeth Retirement Plan – U.S. Sub-Plan pension accruals. The Plan continues to recognize service towards vesting and retirement milestones only. Specific benefit information can be referenced in the Plan document.

***Plan Administration***

The Retirement Committee of Pfizer Inc. is the Plan Administrator and the “named fiduciary” of the Plan. The Plan Assets Committee of Pfizer Inc. is responsible for the oversight of the investments, the Trustee, the custodians and the investment managers of the Plan assets.

***401(h) Account***

In June 2006, the Plan was amended to include a medical benefit component (401(h) account), in addition to the normal retirement benefits, to fund a portion of the post-retirement health benefit obligations for certain eligible retirees and their beneficiaries in accordance with Section 401(h) of the IRC. A separate account in the Pfizer Master Trust was established and maintained for the net assets related to the 401(h) account. Effective January 1, 2013 the 401(h) account could only be used to provide prescription drug benefits for certain eligible retirees and their beneficiaries. As of January 2016 the account was depleted, but was again funded by the Company on December 21, 2021. Effective January 1, 2022, the limitation on the 401(h) account's usage for prescription drugs was eliminated and the account can now be used for all medical expenses incurred by eligible retirees and their beneficiaries on or after this date. In 2023, the account was again depleted.

In accordance with IRC Section 401(h), the Plan's investments in the 401(h) account may not be used for, or diverted to, any purpose other than providing reimbursement for eligible medical claims for retirees and their beneficiaries. The related obligations for eligible medical claims are not included in this Plan's obligations for accumulated plan benefits (see Note 4), but are reflected as obligations in the financial statements of the Pfizer Retiree Medical Plan (the PRMP), a welfare benefit plan of the Company. Plan participants do not contribute to the 401(h) account. Employer contributions or qualified transfers to the 401(h) account are determined annually and are at the discretion of the Plan Sponsor.

**2. Summary of Significant Accounting Policies**

***Basis of Accounting***

The financial statements of the Plan are prepared on the accrual basis of accounting.

Some amounts in the financial statements, notes to financial statements and supplemental schedule of the Plan may not add due to rounding.

***Use of Estimates***

The preparation of financial statements in conformity with U.S. generally accepted accounting principles (U.S. GAAP) requires Plan management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements and changes therein. Actual results could differ from those estimates.

PFIZER CONSOLIDATED PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS

***Investment Valuation and Income Recognition***

Master Trust Accounting – The Plan’s assets are held in the Pfizer Master Trust. The assets of the plans comprising the Pfizer Master Trust have been commingled for investment and administrative purposes. Accordingly, the plans do not own specific assets in the Pfizer Master Trust, but rather maintain an undivided beneficial interest in such assets. The allocation of the assets and of the earnings/(losses) and expenses of the Pfizer Master Trust among the plans is determined by the Trustee in accordance with the Master Trust Agreement. The Trustee maintains separate accounts reflecting the equitable share in the Pfizer Master Trust of each plan. Company contributions, benefit payments and other transactions relating to a specific plan are accounted for as transactions affecting that plan’s separate account. Each plan’s separate account is allocated its equitable share of each item of collected or accrued investment income, gain or loss, general expenses and other transactions allocable from the Pfizer Master Trust as a whole based on the undivided beneficial interest of each plan in the Pfizer Master Trust.

Investments – Each plan’s interest in the net assets of the Pfizer Master Trust is based on the beginning-of-the-year fair value of the plan’s interest in the Pfizer Master Trust plus actual contributions and allocated investment income/(loss), less actual distributions and allocated administrative expenses. The Pfizer Master Trust maintains investment records on an accrual basis. Purchases and sales of securities are reflected on a trade-date basis.

Investment Valuation – Investments of the Pfizer Master Trust that are traded on a national securities exchange are valued monthly based upon the last published quotations for the last business day of the month. Certain short-term investments held by the Pfizer Master Trust are valued at cost, which approximates fair value. Common/commingled funds are valued at net asset value (NAV) per unit as determined by the commingled trusts as of the valuation date, based on the fair values of the underlying assets. Other investments of the Pfizer Master Trust are valued at fair value based on market prices, if available, or other appropriate values, including redemption values, underlying ownership interests and values determined by third-party appraising services (see Note 6).

The Plan also invested in a separate account held by MetLife called Separate Account 50. Separate Account 50 represents an insurance group annuity contract (GAC) between the Plan and MetLife to provide certain guaranteed annuity benefits to a designated group of participants for the life of the contract. The Separate Account 50 insurance contract invested in interest bearing cash, U.S. Government securities and corporate debt instruments. U.S. Government securities and corporate debt instruments are valued at fair value on the basis of reputable pricing services that utilize pricing models which incorporate trade, bid and other market information. This investment was disposed of during 2024.

The Plan holds a segregated investment in a commingled equity index fund, which is categorized as a Level 2 investment. Net appreciation/(depreciation) consists of realized and unrealized gains and losses (see Note 7).

The Plan holds a segregated investment in several commingled real estate portfolio funds, which are primarily valued at NAV and are broadly diversified by geographic region and property type (e.g., apartments and office buildings). The properties held within the funds are independently appraised on a rotating basis throughout the year, where each property is appraised at least once during the year.

Investment Income/(Loss) – Net appreciation/(depreciation) in fair value of investments consists of realized and unrealized gains and losses. Gains and losses on security transactions are computed on an average cost basis. Interest and other income are recorded as earned. Dividend income is recorded on the ex-dividend date.

***Payment of Benefits***

Benefit payments to participants are recorded upon distribution.

***Administrative Expenses***

All direct costs and expenses of administering the Plan are paid by the Plan or by the Company.

**3. Plan Termination**

The Company expects to continue the Plan indefinitely, although it may discontinue it at any time by action of the Company’s Board of Directors, subject to provisions set forth in ERISA. In the event of termination, the Plan provides for the Plan’s interest in the net assets of the Pfizer Master Trust and the segregated investment accounts to be allocated in

PFIZER CONSOLIDATED PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS

accordance with the provisions of ERISA and its related regulations. Generally, the Plan will provide the following benefits in the order indicated:

- i. Annuity benefits being paid to those former employees (or their beneficiaries) who have been retired with benefits under the normal form of an annuity under the Plan for at least three years prior to the date of termination of the Plan.
- ii. Annuity benefits available to those employees (or their beneficiaries) who have been eligible to retire with benefits under the normal form of an annuity under the Plan for at least three years prior to the date of termination of the Plan.
- iii. Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC), a U.S. government agency, up to applicable limitations.
- iv. All other vested benefits (i.e., vested benefits not insured by the PBGC).
- v. All non-vested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan Sponsor and the level of benefits guaranteed by the PBGC.

#### **4. Actuarial Present Value of Accumulated Plan Benefits**

Accumulated plan benefits are those future periodic payments, including lump sum distributions, that are attributable under the Plan's provisions to the service rendered by the employees. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died and (c) present employees or their beneficiaries.

The actuarial present value of accumulated plan benefits is determined by an independent actuary as of the beginning of the Plan year and is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements, such as for death, disability, withdrawals or retirement) between the valuation date and the expected date of payment. The significant actuarial assumptions used in the valuation as of January 1, 2024 were (a) life expectancy of participants (the sex-distinct Pri-2012 mortality tables, without collar adjustment, with generational projection scale MMP-2021), (b) retirement age assumptions (the assumed average retirement age was 61 in 2024 and 2023) and (c) expected investment return utilized as the interest rate used to discount the obligation (long-term rate of return on assets was 8.00% as of December 31, 2023 and 7.50% as of December 31, 2022).

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

In October 2024, the Plan purchased a new GAC from a third-party insurance company, which replaced an existing participating agreement with the same insurer. This GAC transferred direct payment obligations from the Plan to the third-party insurance company, updated benefit provisions reflected in the existing GAC, and added coverage for residual benefits for certain retirees and deferred participants whose benefit were partially covered under the existing GAC. The third-party insurance company assumed future benefit obligations of \$221.3 million as of the transaction date. The benefit obligations associated with this contract as of January 1, 2024 were \$223.6 million. The Plan expects to finalize the remaining regulatory approvals for this transaction with the New York State Department of Financial Services in due course.

#### **5. Tax Status of the Plan**

The Internal Revenue Service (IRS) has determined and informed the Plan Sponsor by letter dated November 7, 2017 that the Plan and related trust are designed in accordance with the applicable sections of the IRC. The Plan has been amended since receiving the determination letter; however, the Plan Administrator believes the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Accordingly, no provision has been made for U.S. federal income taxes in the accompanying financial statements.

PFIZER CONSOLIDATED PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has confirmed that there are no uncertain tax positions taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes that the Plan is generally no longer subject to income tax examinations for years prior to 2021.

**6. Pfizer Master Trust Financial Information**

The Plan's assets are held in the Pfizer Master Trust, and until December 31, 2024, the Plan's assets were held along with the assets of one other U.S. pension plan. Previously, the Pfizer Master Trust also held a 401(h) account of the Company. Each participating plan had an undivided beneficial interest in the net assets of the Pfizer Master Trust. The net assets of the Pfizer Master Trust are held by the Trustee.

At December 31, 2024 and 2023, the Plan's interest in the net assets of the Pfizer Master Trust was 100.0% and 99.4%, respectively.

The net assets of the Pfizer Master Trust were as follows:

| (DOLLARS IN THOUSANDS)                       | As of December 31,         |  |                            |  |
|--|----------------------------|--|----------------------------|--|
|  | 2024                       |  | 2023                       |  |
|  | Master Trust Balance       | Plan's Interest in Master Trust Balances | Master Trust Balance       | Plan's Interest in Master Trust Balances |
| <u>Assets</u>                                |                            |  |                            |  |
| Investments at fair value:                   |                            |  |                            |  |
| Cash and cash equivalents                    | \$ 533,737                 | \$ 533,737                               | \$ 636,190                 | \$ 632,451                               |
| Equity securities:                           |                            |  |                            |  |
| Global equity securities                     | 1,340,096                  | 1,340,096                                | 1,535,896                  | 1,526,869                                |
| Equity commingled funds                      | 20,925                     | 20,925                                   | 32,918                     | 32,725                                   |
| Fixed income securities:                     |                            |  |                            |  |
| Corporate debt securities                    | 2,560,388                  | 2,560,388                                | 3,348,701                  | 3,329,019                                |
| Government and government agency obligations | 2,321,723                  | 2,321,723                                | 2,239,937                  | 2,226,772                                |
| Fixed income commingled funds                | 42,541                     | 42,541                                   | 25,145                     | 24,997                                   |
| Other investments:                           |                            |  |                            |  |
| Partnership investments <sup>(a)</sup>       | 2,690,592                  | 2,690,592                                | 2,553,997                  | 2,538,986                                |
| Other commingled funds <sup>(b)</sup>        | 222,521                    | 222,521                                  | 343,936                    | 341,915                                  |
| Total investments                            | <u>9,732,521</u>           | <u>9,732,521</u>                         | <u>10,716,719</u>          | <u>10,653,731</u>                        |
| Receivables                                  |                            |  |                            |  |
| Securities sold                              | 9,745                      | 9,745                                    | 41,423                     | 41,180                                   |
| Accrued interest and dividends               | 67,024                     | 67,024                                   | 65,635                     | 65,249                                   |
| Total receivables                            | <u>76,769</u>              | <u>76,769</u>                            | <u>107,057</u>             | <u>106,428</u>                           |
| Total assets                                 | <u><u>9,809,290</u></u>    | <u><u>9,809,290</u></u>                  | <u><u>10,823,776</u></u>   | <u><u>10,760,159</u></u>                 |
| <u>Liabilities</u>                           |                            |  |                            |  |
| Securities purchased                         | 70,052                     | 70,052                                   | 135,083                    | 134,289                                  |
| Accounts payable and accrued liabilities     | 5,862                      | 5,862                                    | 7,363                      | 7,320                                    |
| Total liabilities                            | <u>75,914</u>              | <u>75,914</u>                            | <u>142,446</u>             | <u>141,609</u>                           |
| Net assets                                   | <u><u>\$ 9,733,376</u></u> | <u><u>\$ 9,733,376</u></u>               | <u><u>\$10,681,330</u></u> | <u><u>\$10,618,550</u></u>               |

<sup>(a)</sup> Primarily includes investments in private equity, private debt, real estate and venture capital as of December 31, 2024 and 2023.

<sup>(b)</sup> Primarily includes investments in hedge funds and real estate funds as of December 31, 2024 and 2023.

PFIZER CONSOLIDATED PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS

The changes in net assets of the Pfizer Master Trust were as follows:

| (DOLLARS IN THOUSANDS)   | Year Ended December 31, |                      |
|--|-------------------------|----------------------|
|  | 2024                    | 2023                 |
| Dividends  | \$ 26,087               | \$ 34,386            |
| Interest   | 223,700                 | 257,907              |
| Net appreciation/(depreciation) in fair value of investments                 | (222,100)               | 790,001              |
| Other income   | 112,892                 | 75,640               |
| Investment expenses  | (78,967)                | (59,628)             |
| Purchase of group annuity contract <sup>(a)</sup>                            | (209,330)               | —                    |
| Distributions to participants and their beneficiaries                        | (824,014)               | (1,003,784)          |
| Transfer from/(to) segregated investment accounts                            | 37,053                  | (111,022)            |
| Administrative expenses  | (13,275)                | (18,123)             |
| Net increase/(decrease)  | <u>(947,954)</u>        | <u>(34,623)</u>      |
| Net assets:  |                         |                      |
| Beginning of year  | 10,681,330              | 10,715,953           |
| End of year  | <u>\$ 9,733,376</u>     | <u>\$ 10,681,330</u> |
| Plan's interest in the net investment gain/(loss) of the Pfizer Master Trust | <u>\$ 58,632</u>        | <u>\$ 1,155,188</u>  |

<sup>(a)</sup> In October 2024, the Plan purchased a GAC from a third party insurance company for \$277.5 million. Wyeth also purchased a GAC from a third party insurance company for \$20.7 million. The purchases were completed through the conversion of \$88.8 million of pre-existing GACs to non participating contracts, coupled with a cash payout from the PMT for \$209.3 million. See Note 4 for further information.

As of December 31, 2024, the Pfizer Master Trust did not hold an investment in Pfizer Inc. common stock. As of December 31, 2023, the Pfizer Master Trust's investment in Pfizer Inc. common stock totaled approximately \$196,800. The Pfizer Master Trust did not receive dividends in 2024 from its previously held investment in Pfizer Inc. common stock. The Pfizer Master Trust received dividends in 2023 from its then current and previously held investment in Pfizer Inc. common stock of approximately \$21,700.

## 7. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. There are three levels of inputs to fair value measurements – Level 1 meaning the use of quoted prices for identical assets or liabilities in active markets; Level 2 meaning quoted prices for similar assets or liabilities in active markets or quoted prices for identical or similar assets or liabilities in markets that are not active, or inputs other than quoted prices that are directly or indirectly observable, or inputs that are derived principally from, or corroborated by, observable market data by correlation or other means; and Level 3 meaning the use of unobservable inputs that reflect estimates and assumptions.

See Note 2 for information regarding the methods used to determine the fair value of the investments in the Pfizer Master Trust. These methods may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The valuation of Level 3 investments requires significant judgment due to the absence of quoted market prices, the inherent lack of liquidity, and the long-term nature of such assets. Certain Level 3 investments are valued based upon recommendations of the Company's investment managers incorporating factors such as contributions and distributions, market transactions, market comparables and performance multiples.

PFIZER CONSOLIDATED PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS

**Fair Value Measurements – Pfizer Master Trust**

The following tables set forth by level, within the fair value hierarchy, the Pfizer Master Trust's investments at fair value:

| (DOLLARS IN THOUSANDS)                                      | Investments at Fair Value as of December 31, 2024 |                     |               |                     |
|---|---|---------------------|---------------|---------------------|
|   | Level 1   | Level 2             | Level 3       | Total               |
| Cash and cash equivalents                                   | \$ 10,074   | \$ 523,662          | \$ —          | \$ 533,737          |
| Equity securities:  |   |                     |               |                     |
| Global equity securities                                    | 1,339,934   | —                   | 162           | 1,340,096           |
| Equity commingled funds                                     | —   | 20,925              | —             | 20,925              |
| Fixed income securities:                                    |   |                     |               |                     |
| Corporate debt securities                                   | 4,281   | 2,556,107           | —             | 2,560,388           |
| Government and government agency obligations <sup>(a)</sup> | —   | 2,321,723           | —             | 2,321,723           |
| Fixed income commingled funds                               | —   | 11,799              | —             | 11,799              |
| Total investments in fair value hierarchy                   | <u>\$ 1,354,289</u>                               | <u>\$ 5,434,216</u> | <u>\$ 162</u> | <u>6,788,666</u>    |
| Assets measured at net asset value <sup>(b)</sup>           |   |                     |               | 2,943,855           |
| Total investments at fair value                             |   |                     |               | <u>\$ 9,732,521</u> |

| (DOLLARS IN THOUSANDS)                                      | Investments at Fair Value as of December 31, 2023 |                     |               |                      |
|---|---|---------------------|---------------|----------------------|
|   | Level 1   | Level 2             | Level 3       | Total                |
| Cash and cash equivalents                                   | \$ 5,456  | \$ 630,733          | \$ —          | \$ 636,190           |
| Equity securities:  |   |                     |               |                      |
| Global equity securities                                    | 1,535,364   | —                   | 532           | 1,535,896            |
| Equity commingled funds                                     | —   | 32,918              | —             | 32,918               |
| Fixed income securities:                                    |   |                     |               |                      |
| Corporate debt securities                                   | 1,493   | 3,347,209           | —             | 3,348,701            |
| Government and government agency obligations <sup>(a)</sup> | —   | 2,239,937           | —             | 2,239,937            |
| Fixed income commingled funds                               | —   | 13,731              | —             | 13,731               |
| Partnership investments                                     | 2   | —                   | —             | 2                    |
| Total investments in fair value hierarchy                   | <u>\$ 1,542,315</u>                               | <u>\$ 6,264,527</u> | <u>\$ 532</u> | <u>7,807,374</u>     |
| Assets measured at net asset value <sup>(b)</sup>           |   |                     |               | 2,909,344            |
| Total investments at fair value                             |   |                     |               | <u>\$ 10,716,719</u> |

<sup>(a)</sup> Government and agency obligations are inclusive of repurchase agreements which are in turn used to increase the Plan's allocation to government and agency obligations.

<sup>(b)</sup> Certain investments that are measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The NAV amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for plan benefits.

During the years ended December 31, 2024 and 2023, the Pfizer Master Trust held Level 3 investments in global equity securities. There were \$30,000 and \$124,000 purchases of Level 3 investments in global equity securities in 2024 and 2023, respectively. There were \$48,000 and \$53,000 sales of Level 3 investments in global equity securities in 2024 and 2023, respectively. There were no issues of Level 3 global equity securities in 2024 or 2023. There were no transfers into and no transfers out of Level 3 global equity securities in 2024. There were \$11,000 transfers into and \$42,000 transfers out of Level 3 global equity securities in 2023.

**Fair Value Measurements – Segregated Investment Accounts**

The following tables set forth by level, within the fair value hierarchy, the Plan's investments in segregated investment accounts at fair value:

| (DOLLARS IN THOUSANDS)   | Investments at Fair Value as of December 31, 2024 |                  |             |                   |
|--|---|------------------|-------------|-------------------|
|  | Level 1   | Level 2          | Level 3     | Total             |
| Investment in equity index fund  | \$ —  | \$ 75,461        | \$ —        | \$ 75,461         |
| Cash and cash equivalents held in real estate funds                        | —   | 2,309            | —           | 2,309             |
| Total investments in fair value hierarchy                                  | <u>\$ —</u>                                       | <u>\$ 77,771</u> | <u>\$ —</u> | <u>77,771</u>     |
| Investment in real estate funds measured at net asset value <sup>(a)</sup> |   |                  |             | 113,122           |
| Total segregated investment accounts at fair value                         |   |                  |             | <u>\$ 190,892</u> |

PFIZER CONSOLIDATED PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS

| (DOLLARS IN THOUSANDS)   | Investments at Fair Value as of December 31, 2023 |                   |             |                   |
|--|---|-------------------|-------------|-------------------|
|  | Level 1   | Level 2           | Level 3     | Total             |
| Investment in Separate Account 50 insurance contract                       | \$ —  | \$ 87,445         | \$ —        | \$ 87,445         |
| Investment in equity index fund  | —   | 67,632            | —           | 67,632            |
| Cash and cash equivalents held in real estate funds                        | —   | 750               | —           | 750               |
| Total investments in fair value hierarchy                                  | <u>\$ —</u>                                       | <u>\$ 155,827</u> | <u>\$ —</u> | <u>155,827</u>    |
| Investment in real estate funds measured at net asset value <sup>(a)</sup> |   |                   |             | 132,120           |
| Total segregated investment accounts at fair value                         |   |                   |             | <u>\$ 287,947</u> |

<sup>(a)</sup> Certain investments that are measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The NAV amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for plan benefits.

### 8. Net Asset Value (NAV) Per Share

The Pfizer Master Trust owns units in commingled funds and limited partnership funds that invest in various types of assets. Commingled funds give investors the right, subject to predetermined redemption procedures, to redeem their investment at NAV. Most limited partnerships do not have redemption features. Most investments in limited partnerships represent long term commitments, draw capital for investment in the first several years, and make distributions to investors in the last several years of the life of the partnership (as investments are liquidated). The distributions from the limited partnership portfolios are dependent on market conditions and unpredictable by nature, but some level of distributions can be expected each year. Plan management estimates that the majority of the currently outstanding fair value of the limited partnerships would be distributed over a period of seven to twelve years.

#### Commingled Funds

The following table summarizes the commingled funds investments as of December 31, 2024, for which NAV per share as a practical expedient is used to measure fair value:

| (DOLLARS IN THOUSANDS) |                   |                      |                          |  |
|------------------------|-------------------|----------------------|--------------------------|--|
| Investments            | Fair Value        | Redemption Frequency | Redemption Notice Period | Redemption Restrictions as of December 31, 2024                    |
| Hedge fund of funds    | \$ 219,191        | Quarterly            | 30 days                  | Subject to varying gates   |
| Real estate            | 3,330             | None                 | None                     | Closed ended commingled funds                                      |
| Fixed income           | 30,742            | None or Monthly      | None or 10 days          | Closed ended commingled funds or 10% gate at the master fund level |
| Total commingled funds | <u>\$ 253,263</u> |                      |                          |  |

#### Partnership Investments

The following table summarizes the partnership investments as of December 31, 2024, for which NAV per share as a practical expedient is used to measure fair value:

| (DOLLARS IN THOUSANDS)        |                     |                       |                      |                              |
|-------------------------------|---------------------|-----------------------|----------------------|------------------------------|
| Investments                   | Fair Value          | Redemption Frequency  | Unfunded Commitments | Average Life of Distribution |
| Private debt                  | \$ 460,142          | No redemption feature | \$ 159,000           | Approximately 7 to 9 years   |
| Private equity                | 1,889,992           | No redemption feature | 533,000              | Approximately 9 to 12 years  |
| Real estate                   | 312,974             | No redemption feature | 140,000              | Approximately 9 to 12 years  |
| Venture capital               | 27,483              | No redemption feature | 15,500               | Approximately 9 to 12 years  |
| Total partnership investments | <u>\$ 2,690,592</u> |                       |                      |                              |

PFIZER CONSOLIDATED PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS

***Commingled Funds***

The following table summarizes the commingled funds investments as of December 31, 2023, for which NAV per share as a practical expedient is used to measure fair value:

| (DOLLARS IN THOUSANDS)        |                   |                      |                          |   |
|-------------------------------|-------------------|----------------------|--------------------------|---|
| Investments                   | Fair Value        | Redemption Frequency | Redemption Notice Period | Redemption Restrictions as of December 31, 2023 |
| Hedge fund of funds           | \$ 340,579        | Quarterly            | 30 days                  | Subject to varying gates                        |
| Real estate                   | 3,357             | None                 | None                     | Closed ended commingled funds                   |
| Fixed income                  | 11,414            | None                 | None                     | Closed ended commingled funds                   |
| <b>Total commingled funds</b> | <b>\$ 355,350</b> |                      |                          |   |

***Partnership Investments***

The following table summarizes the partnership investments as of December 31, 2023, for which NAV per share as a practical expedient is used to measure fair value:

| (DOLLARS IN THOUSANDS)               |                     |                       |                      |                              |
|--------------------------------------|---------------------|-----------------------|----------------------|------------------------------|
| Investments                          | Fair Value          | Redemption Frequency  | Unfunded Commitments | Average Life of Distribution |
| Private debt                         | \$ 450,728          | No redemption feature | \$ 153,000           | Approximately 7 to 9 years   |
| Private equity                       | 1,780,637           | No redemption feature | 576,000              | Approximately 9 to 12 years  |
| Real estate                          | 305,054             | No redemption feature | 178,000              | Approximately 9 to 12 years  |
| Venture capital                      | 17,575              | No redemption feature | 20,000               | Approximately 9 to 12 years  |
| <b>Total partnership investments</b> | <b>\$ 2,553,994</b> |                       |                      |                              |

***Segregated Investment Accounts***

In the statements of net assets available for benefits, approximately \$113.1 million and \$132.1 million of investments in real estate funds as of December 31, 2024 and 2023, respectively, are in collective trust funds with the objective of investing in value-added real estate opportunities primarily in the office, industrial, residential and retail sectors and are valued at the NAV per share. The funds seek to provide a moderate level of current income and high residual property appreciation. The funds do not attempt to benchmark geographic or property type diversification and have investments spanning the major U.S. markets and property types, including a balanced mix of stabilized properties and value-added properties with appreciation potential. Prior to February 2023, the segregated real estate investment held only one collective trust fund. In February 2023, two additional collective trust funds that were previously classified as non-segregated were recategorized into the segregated real estate investment. The Company has no unfunded commitment relating to these investments as of December 31, 2024 and 2023.

**9. Risks and Uncertainties**

The Pfizer Master Trust invests in various investment securities, which may include Pfizer Inc. common stock. These investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the fair value of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for plan benefits.

Plan Sponsor contributions to be made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported in the financial statements of the Plan.

**10. Related Party and Party-In-Interest Transactions**

Historically, certain Plan investments in the Pfizer Master Trust have included common shares of Pfizer Inc., and therefore, these transactions qualify as party-in-interest transactions. In 2024, the Pfizer Master Trust did not hold investments in common shares of Pfizer Inc.

PFIZER CONSOLIDATED PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS

Certain Plan investments are managed by Northern Trust and MetLife. Northern Trust is the trustee and custodian, as well as the asset manager for certain investments, of the Pfizer Master Trust, as defined by the Plan. MetLife is the custodian of the investment in the Separate Account 50 insurance contract. Both Northern Trust and MetLife transactions qualify as party-in-interest transactions.

**11. Subsequent Events**

The Plan Sponsor has evaluated subsequent events from the statement of net assets available for plan benefits date through August 19, 2025, the date at which the financial statements were available to be issued, and no events were noted which warrant adjustments to, or disclosure in, the financial statements.

**12. Reconciliation of Financial Statements to Form 5500**

The following is a reconciliation of net assets available for plan benefits per the financial statements to the Form 5500:

| (DOLLARS IN THOUSANDS)  | As of December 31, |               |
|---|--------------------|---------------|
|   | 2024               | 2023          |
| Net assets available for plan benefits per the financial statements | \$ 9,970,337       | \$ 10,955,263 |
| Less amounts allocated to withdrawing participants                  | (11,050)           | (86,297)      |
| Net assets available for plan benefits per Form 5500                | \$ 9,959,287       | \$ 10,868,966 |

The net assets of the 401(h) account included in the Form 5500 are not available to pay pension benefits, but can be used only to pay retiree health benefits.

For financial statement purposes, participant withdrawals and distributions are recorded when paid rather than when processed and approved for payment. Amounts allocated to withdrawing participants are recorded on Form 5500 for benefit claims that have been processed and approved for payment prior to December 31, 2024 and 2023, but not yet paid as of that date.

The following is a reconciliation of benefits paid per the financial statements to the Form 5500:

| (DOLLARS IN THOUSANDS)   | Year Ended December 31, |              |
|--|-------------------------|--------------|
|  | 2024                    | 2023         |
| Benefits paid per the financial statements                             | \$ 819,468              | \$ 984,365   |
| Add amounts allocated to withdrawing participants for the current year | 11,050                  | 86,297       |
| Less amounts allocated to withdrawing participants for the prior year  | (86,297)                | (17,471)     |
| Benefits paid per Form 5500  | \$ 744,221              | \$ 1,053,191 |

PFIZER CONSOLIDATED PENSION PLAN  
SCHEDULE G, PART III - SCHEDULE OF NONEXEMPT TRANSACTIONS  
For the Year Ended December 31, 2024

| (a)   | (b)  | (c)   | (d)            | (e)           | (f)          | (g)                               | (h)           | (i)                    | (j)                |
|---|--|---|----------------|---------------|--------------|-----------------------------------|---------------|------------------------|--------------------|
| Identity of party involved                                      | Relationship to plan, employer, or other party-in-interest | Description of transaction (including interest rate, maturity, collateral, par or maturity value) | Purchase price | Selling price | Lease Rental | Expense incurred with transaction | Cost of asset | Current value of asset | Net gain or (loss) |
| Part III  |  |   |                |               |              |                                   |               |                        |                    |
| Master Trust Between Pfizer Inc. and the Northern Trust Company | Plan trust/ trustee  | See * below   | \$ —           | \$ 93,400     | \$ —         | \$ —                              | \$ 93,400     | \$ 93,400              | \$ —               |
| Master Trust Between Pfizer Inc. and the Northern Trust Company | Plan trust/ trustee  | See ** below  | \$ —           | \$ 677,135    | \$ —         | \$ —                              | \$ 677,135    | \$ 677,135             | \$ —               |
| Master Trust Between Pfizer Inc. and the Northern Trust Company | Plan trust/ trustee  | See *** below   | \$ —           | \$ 782,986    | \$ —         | \$ —                              | \$ 782,986    | \$ 782,986             | \$ —               |
| Master Trust Between Pfizer Inc. and the Northern Trust Company | Plan trust/ trustee  | See **** below  | \$ —           | \$ 1,101,160  | \$ —         | \$ —                              | \$ 1,101,160  | \$ 1,101,160           | \$ —               |

\* This amount represents a payment of ineligible expenses from plan assets paid in 2022 by the Master Trust. This payment and interest of \$15,609 were repaid in 2024.

\*\* This amount represents payments of ineligible expenses from plan assets paid in 2023 by the Master Trust. These payments and interest of \$52,294 were repaid in 2024.

\*\*\* This amount represents payments of ineligible expenses from plan assets paid in 2024 by the Master Trust. These payments and interest of \$43,135 were repaid in 2024.

\*\*\*\* This amount represents payments of ineligible expenses from plan assets paid in 2024 by the Master Trust. These payments and interest of \$39,160 will be repaid in 2025.

See accompanying Independent Auditors' Report.

PFIZER CONSOLIDATED PENSION PLAN  
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2024

(DOLLARS IN THOUSANDS)

| (a)  | (b)   | (c)   | (d)                 | (e) |
|--|---|---|---------------------|-----|
| Identity of issue, borrower, lessor,<br>or similar party | Description of investment, including maturity<br>date, rate of interest, collateral, par, or maturity | Cost  | Current Value       |     |
|  |   | Percentage of Pfizer Master Trust – Cash, Debt<br>Securities, Corporate Equities and Other<br>Investments |                     |     |
| *  | Northern Trust  | \$ 9,860,749  | \$ 9,733,376        |     |
|  | BlackRock Equity Index A Fund   | 11,440  | 75,461              |     |
|  | JP Morgan   | 49,903  | 68,738              |     |
|  | Morgan Stanley  | 39,693  | 46,693              |     |
|  | <b>Total investment assets</b>  | <b>\$ 9,961,785</b>   | <b>\$ 9,924,269</b> |     |

\* Represents a party-in-interest as defined by ERISA.

Amounts may not add due to rounding.

See accompanying Independent Auditors' Report.

**Schedule SB, Line 26a — Schedule of Active Participant Data**

**Distribution of active participants as of January 1, 2024**

| Attained age | Years of credited service |     |       |       |       |       |       |       |       |         |
|--------------|---------------------------|-----|-------|-------|-------|-------|-------|-------|-------|---------|
|              | Under 1                   | 1–4 | 5–9   | 10–14 | 15–19 | 20–24 | 25–29 | 30–34 | 35–39 | 40 & up |
| Under 25     |                           |     |       |       |       |       |       |       |       |         |
| 25–29        |                           |     |       |       |       |       |       |       |       |         |
| 30–34        |                           |     | 1     |       |       |       |       |       |       |         |
| 35–39        | 3                         | 8   | 67    | 50    |       |       |       |       |       |         |
|              |                           |     | 877   | 1,318 |       |       |       |       |       |         |
| 40–44        | 6                         | 33  | 215   | 477   | 116   | 2     |       |       |       |         |
|              |                           | 343 | 1,243 | 1,809 | 2,057 |       |       |       |       |         |
| 45–49        | 6                         | 53  | 293   | 697   | 744   | 87    | 1     |       |       |         |
|              |                           | 416 | 1,397 | 2,084 | 2,616 | 3,358 |       |       |       |         |
| 50–54        | 4                         | 63  | 267   | 656   | 909   | 389   | 89    | 5     |       |         |
|              |                           | 456 | 1,489 | 2,450 | 3,156 | 4,056 | 3,981 |       |       |         |
| 55–59        | 6                         | 44  | 187   | 467   | 827   | 394   | 323   | 79    | 2     |         |
|              |                           | 560 | 1,407 | 2,408 | 3,296 | 4,445 | 5,380 | 4,429 |       |         |
| 60–64        |                           | 24  | 113   | 255   | 417   | 174   | 128   | 71    | 24    | 1       |
|              |                           | 760 | 1,362 | 2,274 | 3,029 | 4,123 | 4,074 | 4,067 | 3,635 |         |
| 65–69        |                           | 1   | 9     | 29    | 50    | 13    | 13    | 16    | 5     | 1       |
|              |                           |     |       | 1,863 | 2,594 |       |       |       |       |         |
| 70 & up      |                           |     |       | 3     | 4     | 2     | 3     |       | 3     | 1       |

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is the average monthly frozen accrued benefit. Average accrued benefit is not shown for cells with fewer than 20 participants.

**Schedule SB, Line 26a — Schedule of Active Participant Data**

**Distribution of active participants with a cash balance account as of January 1, 2024<sup>4</sup>**

| Attained age | Years of credited service |     |     |       |              |              |       |       |       |         |
|--------------|---------------------------|-----|-----|-------|--------------|--------------|-------|-------|-------|---------|
|              | Under 1                   | 1–4 | 5–9 | 10–14 | 15–19        | 20–24        | 25–29 | 30–34 | 35–39 | 40 & up |
| Under 25     |                           |     |     |       |              |              |       |       |       |         |
| 25–29        |                           |     |     |       |              |              |       |       |       |         |
| 30–34        |                           |     |     |       |              |              |       |       |       |         |
| 35–39        |                           |     |     |       |              |              |       |       |       |         |
| 40–44        |                           |     |     |       |              |              |       |       |       |         |
| 45–49        |                           |     |     |       | 26<br>9,759  | 2            |       |       |       |         |
| 50–54        |                           | 1   |     | 1     | 39<br>20,645 | 24<br>42,745 | 2     |       |       |         |
| 55–59        |                           | 1   | 2   | 1     | 29<br>21,308 | 16           | 14    | 1     |       |         |
| 60–64        |                           | 3   |     |       | 17           | 13           | 13    | 8     | 2     |         |
| 65–69        |                           |     |     |       | 3            | 3            | 1     | 1     | 3     |         |
| 70 & up      |                           |     |     |       |              |              |       |       |       | 1       |

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is the average cash balance account as of January 1, 2024. Average cash balance account is not shown for cells with fewer than 20 participants.

<sup>4</sup> Only includes former Pharmacia Cash Balance Pension Plan members with an account balance as of January 1, 2024.

**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods****Actuarial assumptions for January 1, 2024 funding valuation (all benefit formulas)**

| <b>Discount rate sponsor elections</b>                                      |   |                            |
|---|---|----------------------------|
| • Segment rates or full yield curve   | Full yield curve  |                            |
| • PBGC method   | Alternative, first elected for 2020 premium payment year  |                            |
| <b>Mortality sponsor elections</b>  |   |                            |
| • Healthy participants  | Section 430(h)(3) prescribed separate static annuitant and nonannuitant mortality tables. These tables are based on the RP-2014 mortality tables backed off to 2006 and then projected with mortality improvement using scale MP-2021 in accordance with the IRS regulation 1.430(h)(3)-1.  |                            |
| • Disabled participants   | Revenue Ruling 96-7 table   |                            |
| <b>417(e) lump sums</b>   | Liabilities are determined based on the underlying annuity used by the Plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality.   |                            |
| <b>Other economic assumptions</b>   |   |                            |
| • Expected investment return  | 7.05% per year for 2023 and 5.55% per year for 2022   |                            |
| • Administrative expenses   | Equal to the actual expenses for the prior year, adjusted for the expected change in PBGC premiums, rounded to the nearest \$50,000. The amount is \$17,150,000 for 2024.   |                            |
| <b>Demographic assumptions</b>  |   |                            |
| • Withdrawal  | See table of sample rates   |                            |
| • Retirement  | See table of sample rates   |                            |
| • Disability incidence  | Included in withdrawal and retirement decrements  |                            |
| • Withdrawal and retirement for participants affected by the Zoetis spinoff | Participants affected by the spinoff are valued as vested deferred participants reflecting eligibility for early retirement subsidies attained through the earlier of termination of employment and the eligibility freeze date of December 31, 2017.   |                            |
| • Participants Currently on Long-Term Disability (LTD)                      | Participants under the PRAP, PPP, WLRP, and PCBPP formulas on LTD as of the valuation date are assumed to retire at age 65, with no withdrawal or retirement decrements prior to age 65. Participants under the Wyeth formula on LTD as of the valuation date are valued with the inactives and are assumed to retire under the inactive assumptions for Wyeth. |                            |
| • Spouse assumptions  | <b>Male participants</b>  | <b>Female participants</b> |
| – Percentage married  | 85.00%  | 60.00%                     |
| – Spouse age difference   | 3 years younger   | 3 years older              |

**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods****Actuarial assumptions (specific to benefits determined under PRAP formula)<sup>1</sup>**

| <b>Demographic assumptions</b>                                       |  |                    |                    |
|--|--|--------------------|--------------------|
| <b>Benefit commencement age for</b>                                  |  |                    |                    |
| • Future vested deferred   | – 40% of otherwise lump-sum-ineligible participants with no grandfathered nonqualified benefit are assumed to elect an immediate lump sum under the 6-month window;  |                    |                    |
|  | – Otherwise, commencement is assumed at age 60, or immediately if over age 60 on the valuation date  |                    |                    |
| • Current vested deferred  | – If eligible for an enhancement payable from PCPP under the Voluntary Early Retirement Program (“VERP”) or Special Separation Program (“SSP”) <sup>2</sup> , a colleague must wait to commence their benefit until the first of the month coincident with or next following the date the colleague would have attained the milestone if they had continued working; |                    |                    |
|  | – 40% of participants within a 6-month lump sum window as of the valuation date assumed to elect an immediate lump sum under the 6-month window;   |                    |                    |
|  | – Otherwise, commencement is assumed at age 60, or immediately if over age 60 on the valuation date  |                    |                    |
| <b>Form of payment</b>   | <b>Lump sum</b>  | <b>Single life</b> | <b>80% J&amp;S</b> |
| • Participants assumed to commence under the 6-month lump sum window | 100%   | 0%                 | 0%                 |
| • All others:  |  |                    |                    |
| – Lump-sum-eligible participants                                     | 75%  | 10%                | 15%                |
| – Lump-sum-ineligible participants                                   | 0%   | 50%                | 50%                |
| • Future deaths  | The spouses of married participants who die before reaching early retirement eligibility are expected to receive the survivor portion of the 50% J&S benefit   |                    |                    |
| <b>Unpredictable contingent event assumptions</b>                    | Not applicable   |                    |                    |

<sup>1</sup> Applies to all benefits accrued under the PRAP formula, including those accrued as a result of the harmonization of benefits effective January 1, 2012.

<sup>2</sup> Enhancements under the SSP are not reflected for funding purposes unless the participant terminated employment prior to the valuation date.

**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**

**Actuarial assumptions (specific to benefits determined under PPP formula)**

| <b>Demographic assumptions</b>                                       |  |                    |                    |                    |
|--|--|--------------------|--------------------|--------------------|
| <b>Benefit commencement age for</b>                                  |  |                    |                    |                    |
| • Future vested deferred   | <ul style="list-style-type: none"> <li>– 40% of otherwise retirement-ineligible participants with no grandfathered nonqualified benefit are assumed to elect an immediate lump sum under the 6-month window;</li> <li>– Otherwise, commencement is assumed at age 60, or immediately if over age 60 on the valuation date</li> </ul> |                    |                    |                    |
| • Current vested deferred  | <ul style="list-style-type: none"> <li>– 40% of participants within a 6-month lump sum window as of the valuation date are assumed to elect an immediate lump sum under the 6-month window;</li> <li>– Otherwise, age commencement is assumed at age 60, or immediately if over age 60 on the valuation date</li> </ul>              |                    |                    |                    |
| <b>Form of payment</b>   | <b>Lump sum</b>  | <b>Single life</b> | <b>80% J&amp;S</b> | <b>50% J&amp;S</b> |
| • Participants assumed to commence under the 6-month lump sum window | 100%   | 0%                 | 0%                 | 0%                 |
| • All others:  |  |                    |                    |                    |
| – Active retirements   | 60%  | 25%                | 15%                | 0%                 |
| – Future vested deferred   | 60%  | 25%                | 15%                | 0%                 |
| – Future deaths  | 0%   | 0%                 | 0%                 | 100%               |
| – Current vested deferred  | 60%  | 25%                | 15%                | 0%                 |
| <b>Unpredictable contingent event assumptions</b>                    | Not applicable   |                    |                    |                    |

**Actuarial assumptions (specific to benefits determined under PCBPP formula)**

| <b>Cash balance plans</b>                         |   |                    |                    |                    |
|---|---|--------------------|--------------------|--------------------|
| • Interest accumulation rate                      | 5.00% through 2024 and 5.35%, thereafter  |                    |                    |                    |
| • Whipsaw calculations                            | Yes   |                    |                    |                    |
| <b>Demographic assumptions</b>                    |   |                    |                    |                    |
| <b>Benefit commencement age for</b>               |   |                    |                    |                    |
| • Future vested deferred                          | Immediately upon termination for lump sum payments and age 60 for annuity commencements |                    |                    |                    |
| • Current vested deferred                         | Age 60, or immediately if over age 60 on the valuation date                             |                    |                    |                    |
| <b>Form of payment</b>                            | <b>Lump sum</b>   | <b>Single life</b> | <b>80% J&amp;S</b> | <b>50% J&amp;S</b> |
| • Active retirements                              | 65%   | 10%                | 25%                | 0%                 |
| • Future vested deferred                          | 65%   | 10%                | 25%                | 0%                 |
| • Future deaths                                   | 85%   | 0%                 | 0%                 | 15%                |
| • Current vested deferred                         | 65%   | 10%                | 25%                | 0%                 |
| <b>Unpredictable contingent event assumptions</b> | Not applicable  |                    |                    |                    |

**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods****Actuarial assumptions (specific to benefits determined under WLRP formula)**

| <b>Demographic assumptions</b>                          |  |
|---|--|
| • Mortality for Equity Fund                             | 1951 Group Annuity Tables for males, set back five years for females, as required by the plan document   |
| • Retirement age for the Equity Annuity Portion of Fund | 60% of all employees are expected to retire at age 62 with the remaining 40% at age 65   |
| <b>Benefit commencement age for</b>                     |  |
| • Future vested deferred                                | <ul style="list-style-type: none"> <li>– 40% of participants with no grandfathered nonqualified benefit are assumed to elect an immediate lump sum under the 6-month window;</li> <li>– Otherwise, commencement is assumed at age 60, or immediately if over age 60 on the valuation date</li> </ul>   |
| • Current vested deferred                               | <ul style="list-style-type: none"> <li>– 40% of participants within a 6-month lump sum window as of the valuation date are assumed to elect an immediate lump sum under the 6-month window;</li> <li>– Otherwise, commencement is assumed at age 60, or immediately if over age 60 on the valuation date</li> </ul>  |
| <b>Form of payment</b>                                  |  |
| • Active retirements                                    | <ul style="list-style-type: none"> <li>– For married participants, 20% of participants with no grandfathered nonqualified benefit are assumed to elect a lump sum; otherwise a 50% Joint and Survivor annuity is assumed;</li> <li>– For unmarried participants, 50% of participants with no grandfathered nonqualified benefit are assumed to elect a lump sum; otherwise a Single Life annuity is assumed</li> </ul> |
| • Future vested deferred                                | <ul style="list-style-type: none"> <li>– 100% lump sum if assumed to commence under the 6-month window;</li> <li>– Otherwise, 50% Joint and Survivor annuity for married participants and a Single Life annuity for unmarried participants is assumed</li> </ul>   |
| • Current vested deferred                               | <ul style="list-style-type: none"> <li>– 100% lump sum if assumed to commence under the 6-month window;</li> <li>– Otherwise, 50% Joint and Survivor annuity for married participants and a Single Life annuity for unmarried participants is assumed</li> </ul>   |
| <b>Unpredictable contingent event assumptions</b>       | Not applicable   |

**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods****Actuarial assumptions (specific to benefits determined under Wyeth non-bargaining formula)****Non-417(e) lump sums (for benefits accrued prior to January 1, 2012)**

|                        |   |
|------------------------|---|
| <b>Mortality table</b> | 1994 Uninsured Pensioner Mortality Table projected to 2002 (blended 50% male/50% female)  |
| <b>Interest rate</b>   | The PBGC lump sum interest rate in each future year is projected using the formula described in PBGC guidance issued September 9, 2020. We project future IRS full yield curves using implied forward rates developed from the November 2023 full yield curve published by the IRS in December 2023 for PPA funding calculation purposes, and adjust to reflect changes in the spot rates of the Mercer Yield Curve from the November 30, 2023, to December 31, 2023, curves. We then project future immediate lump sum rates using the spot rate corresponding to year 12, in accordance with the PBGC guidance. |

**Demographic assumptions****Benefit commencement age for**

|                           |   |
|---------------------------|---|
| • Future vested deferred  | – No participants are assumed to elect their Wyeth benefit during the 6-month window;<br>– Age 60 or immediately if over age 60 on the valuation date |
| • Current vested deferred | – No participants are assumed to elect their Wyeth benefit during the 6-month window;<br>– Age 60 or immediately if over age 60 on the valuation date |

| <b>Form of payment</b>    | <b>Lump sum</b> | <b>Single life</b> | <b>90% J&amp;S</b> | <b>75% J&amp;S</b> |
|---------------------------|-----------------|--------------------|--------------------|--------------------|
| • Active retirements      | 85%             | 10%                | 5%                 | 0%                 |
| • Future vested deferred  | 70%             | 15%                | 0%                 | 15%                |
| • Current vested deferred | 70%             | 15%                | 0%                 | 15%                |

|                 |  |
|-----------------|--|
| • Future deaths | The spouses of married participants who die before reaching early retirement eligibility are expected to receive the survivor portion of the 50% J&S benefit |
|-----------------|--|

|   |  |
|---|--|
| <b>Unpredictable contingent event assumptions</b> | Based on the latest information provided by Pfizer, there are no further planned terminations due to plant closures. Therefore, no additional participants are assumed to meet the eligibility requirements for an enhanced benefit under Pfizer's Plant Network Strategy program. |
|---|--|

**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**

**Actuarial assumptions (specific to benefits determined under Alpha formula)**

| <b>Demographic assumptions</b>                    |  |                    |
|---|--|--------------------|
| <b>Benefit commencement age for</b>               |  |                    |
| • Future vested deferred                          | Age 60 or immediately if over age 60 on the valuation date |                    |
| • Current vested deferred                         | Age 60 or immediately if over age 60 on the valuation date |                    |
| <b>Form of payment</b>                            | <b>Single life</b>   | <b>75% J&amp;S</b> |
| • Active retirements                              | 50%  | 50%                |
| • Vested deferred retirement                      | 50%  | 50%                |
| <b>Unpredictable contingent event assumptions</b> | Not applicable   |                    |

**Actuarial assumptions (specific to benefits determined under Faulding formula)**

| <b>Demographic assumptions</b>                    |  |                    |                 |
|---|--|--------------------|-----------------|
| <b>Benefit commencement age for</b>               |  |                    |                 |
| • Future vested deferred                          | Age 60 or immediately if over age 60 on the valuation date |                    |                 |
| • Current vested deferred                         | Age 60 or immediately if over age 60 on the valuation date |                    |                 |
| <b>Form of payment</b>                            | <b>Single life</b>   | <b>75% J&amp;S</b> | <b>Lump Sum</b> |
| • Single participants                             | 50%  | 20%                | 30%             |
| • Married participants                            | 50%  | 20%                | 30%             |
| <b>Unpredictable contingent event assumptions</b> | Not applicable   |                    |                 |

**Table of sample rates**

| <b>Withdrawal assumption</b> |                              |
|------------------------------|------------------------------|
| <b>Attained age</b>          | <b>Withdrawal percentage</b> |
| <=30                         | 12.50%                       |
| 31-33                        | 9.70                         |
| 34-36                        | 8.10                         |
| 37-39                        | 7.30                         |
| 40-42                        | 5.50                         |
| 43-45                        | 5.10                         |
| 46-48                        | 5.00                         |
| 49-51                        | 4.40                         |
| 52-54                        | 4.20                         |
| 55-60                        | 10.00                        |
| 61-63                        | 15.00                        |
| 64+                          | 20.00                        |

**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**

| Retirement assumption |            |             |
|-----------------------|------------|-------------|
| Attained age          | Rates      |             |
|                       | <90 points | >=90 points |
| <=55                  | 6%         | 12%         |
| 56                    | 7          | 12          |
| 57                    | 7          | 15          |
| 58                    | 8          | 16          |
| 59                    | 9          | 19          |
| 60                    | 12         | 19          |
| 61                    | 14         | 19          |
| 62                    | 15         | 19          |
| 63                    | 16         | 19          |
| 64                    | 30         | 50          |
| 65                    | 30         | 30          |
| 66-68                 | 25         | 25          |
| 69                    | 35         | 35          |
| 70+                   | 100        | 100         |

**Rationale for economic assumptions**

- Expected investment return – This assumption is based on the median simulated investment return using capital market assumptions published in Mercer Investment Consulting’s January 2024 Capital Markets Outlook for the Plan’s target asset mix, adjusted by the expected alpha net of investment expenses.
- Administrative expenses – This assumption is equal to the actual administrative expenses for the prior year, adjusted for the expected change in PBGC premiums, rounded to the nearest \$50,000.
- Cash balance interest crediting rate – The rate was determined as the mean expected rate over a 10-year projection period based on Mercer’s most recently published Capital Market Outlook as of the measurement date and reflecting the Plan’s floor and maximum crediting rates, while taking into account the fact that 30-year Treasury yields are currently below the 5.00% floor.

**Rationale for demographic assumptions**

- Termination and retirement assumptions – The termination and retirement rates are based on an experience study undertaken in 2020 using data from 2014 through 2018 and the expectation that the future termination and retirement patterns and circumstances of the employer will not differ significantly from the period studied. Note the assumptions incorporate new disabilities; thus, no separate disability decrements are used.
- Form of payment elections – The assumptions with respect to payment form elections are based on an analysis conducted in 2020 of experience from 2014 through 2018.

### ***Schedule SB, Part V – Statement of Actuarial Assumptions/Methods***

- Lump sum elections for expanded lump sum option – The lump sum election percentages are based on Mercer’s experience with deferred vested cashout offers as well as the specific provisions of each legacy formula that might influence a colleague’s behavior.
- Deferred vested commencement age – The assumed commencement ages for current and future deferred vested participants are based on an analysis of commencements during the 2014 through 2018 plan years.

## **Actuarial methods for funding**

### **Asset methods**

The asset valuation method is an average of the adjusted market value for each year during the last 2 years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

### **Participant methods**

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** Fidelity provides us with data on all employees as of the valuation date, but only those employees who have completed the plan’s eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break-in-service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The Plan has insurance contracts, which have been included in Plan liabilities and assets.
- **Transferred participants:** The liabilities for employees who have transferred into another plan of the plan sponsor have been included with the liabilities for active participants.

### **Minimum funding methods**

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant’s benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan’s valuation date is the beginning of the plan year.

***Schedule SB, Part V – Statement of Actuarial Assumptions/Methods***

- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- This plan values the cost of unpredictable contingent event benefits, if applicable, as described in the Actuarial Assumptions section.
- The plan's **target normal cost** is the sum of the individual targets for all participants under the plan.

**SCHEDULE SB  
(Form 5500)**

Department of the Treasury  
Internal Revenue Service  
Department of Labor  
Employee Benefits Security Administration  
Pension Benefit Guaranty Corporation

**Single-Employer Defined Benefit Plan  
Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

**2024**

**This Form is Open to Public Inspection**

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

|   |  |   |     |
|---|--|---|-----|
| <b>A</b> Name of plan<br>PFIZER CONSOLIDATED PENSION PLAN   |  | <b>B</b> Three-digit plan number (PN) ▶   | 001 |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br>Pfizer Inc.   |  | <b>D</b> Employer Identification Number (EIN)<br>13-5315170   |     |
| <b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B |  | <b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 |     |

**Part I Basic Information**

|  |                            |                           |                          |
|--|----------------------------|---------------------------|--------------------------|
| <b>1</b> Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>  |                            |                           |                          |
| <b>2</b> Assets:   |                            |                           |                          |
| <b>a</b> Market value.....   | <b>2a</b>                  | 10,955,262,618            |                          |
| <b>b</b> Actuarial value.....  | <b>2b</b>                  | 12,050,788,879            |                          |
| <b>3</b> Funding target/participant count breakdown  | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
| <b>a</b> For retired participants and beneficiaries receiving payment.....   | 20,331                     | 4,023,825,707             | 4,023,825,707            |
| <b>b</b> For terminated vested participants.....   | 28,932                     | 3,511,103,183             | 3,511,103,183            |
| <b>c</b> For active participants.....  | 8,930                      | 2,342,923,284             | 2,530,634,025            |
| <b>d</b> Total.....  | 58,193                     | 9,877,852,174             | 10,065,562,915           |
| <b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>  |                            |                           |                          |
| <b>a</b> Funding target disregarding prescribed at-risk assumptions.....   | <b>4a</b>                  |                           |                          |
| <b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor..... | <b>4b</b>                  |                           |                          |
| <b>5</b> Effective interest rate.....  | <b>5</b>                   | 5.13%                     |                          |
| <b>6</b> Target normal cost  |                            |                           |                          |
| <b>a</b> Present value of current plan year accruals.....  | <b>6a</b>                  | 0                         |                          |
| <b>b</b> Expected plan-related expenses.....   | <b>6b</b>                  | 17,150,000                |                          |
| <b>c</b> Target normal cost.....   | <b>6c</b>                  | 17,150,000                |                          |

**Statement by Enrolled Actuary**

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

|                                  |                               |  |
|----------------------------------|-------------------------------|--|
| <b>SIGN HERE</b>                 | <u>MRF</u><br>MATTHEW FISHEL  | <u>07/31/2025</u>                      |
|                                  | Signature of actuary          | Date                                   |
| MATTHEW FISHEL                   |                               | <u>2308172</u>                         |
|                                  | Type or print name of actuary | Most recent enrollment number          |
| MERCER                           |                               | <u>215-982-4212</u>                    |
|                                  | Firm name                     | Telephone number (including area code) |
| 30 SOUTH 17TH STREET, 19TH FLOOR |                               |  |
| PHILADELPHIA PA 19103            |                               |  |
| Address of the firm              |                               |  |

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2024

v. 240311

| <b>Part II</b> |   | <b>Beginning of Year Carryover and Prefunding Balances</b> |                        |
|----------------|---|--|------------------------|
|                |   | (a) Carryover balance                                      | (b) Prefunding balance |
| <b>7</b>       | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....   | 0  | 2,198,763,802          |
| <b>8</b>       | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....  |  | 108,435,379            |
| <b>9</b>       | Amount remaining (line 7 minus line 8) .....  | 0  | 2,090,328,423          |
| <b>10</b>      | Interest on line 9 using prior year's actual return of <u>11.07%</u> .....  | 0  | 231,399,356            |
| <b>11</b>      | Prior year's excess contributions to be added to prefunding balance:  |  |                        |
|                | <b>a</b> Present value of excess contributions (line 38a from prior year) .....   |  | 0                      |
|                | <b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.05%</u> ..... |  | 0                      |
|                | <b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....  |  | 0                      |
|                | <b>c</b> Total available at beginning of current plan year to add to prefunding balance .....   |  | 0                      |
|                | <b>d</b> Portion of (c) to be added to prefunding balance .....   |  | 0                      |
| <b>12</b>      | Other reductions in balances due to elections or deemed elections .....   | 0  | 0                      |
| <b>13</b>      | Balance at beginning of current year (line 9 + line 10 + line 11d - line 12) .....  | 0  | 2,321,727,779          |

| <b>Part III</b> |  | <b>Funding Percentages</b> |         |
|-----------------|--|----------------------------|---------|
| <b>14</b>       | Funding target attainment percentage .....   | <b>14</b>                  | 96.65%  |
| <b>15</b>       | Adjusted funding target attainment percentage .....  | <b>15</b>                  | 118.63% |
| <b>16</b>       | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement ..... | <b>16</b>                  | 91.28%  |
| <b>17</b>       | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....  | <b>17</b>                  | %       |

**Part IV Contributions and Liquidity Shortfalls**

**18** Contributions made to the plan for the plan year by employer(s) and employees:

| (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees | (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees |   |
|-----------------------|--------------------------------|------------------------------|-----------------------|--------------------------------|------------------------------|---|
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
|                       |                                |                              |                       |                                |                              |   |
| <b>Totals ▶</b>       |                                |                              | <b>18(b)</b>          | 0                              | <b>18(c)</b>                 | 0 |

**19** Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

|   |            |   |
|---|------------|---|
| <b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....                    | <b>19a</b> | 0 |
| <b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....                                      | <b>19b</b> | 0 |
| <b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date ..... | <b>19c</b> | 0 |

**20** Quarterly contributions and liquidity shortfalls:

**a** Did the plan have a "funding shortfall" for the prior year? .....  Yes  No

**b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? .....  Yes  No

**c** If line 20a is "Yes," see instructions and complete the following table as applicable:

| Liquidity shortfall as of end of quarter of this plan year |         |         |         |   |
|--|---------|---------|---------|---|
| (1) 1st  | (2) 2nd | (3) 3rd | (4) 4th |   |
| 0  | 0       | 0       | 0       | 0 |

**Part V Assumptions Used to Determine Funding Target and Target Normal Cost**

|   |  |   |                                     |  |
|---|--|---|-------------------------------------|--|
| <b>21</b> Discount rate:                        |  |   |                                     |  |
| <b>a</b> Segment rates:                         | 1st segment:<br>%                              | 2nd segment:<br>%   | 3rd segment:<br>%                   | <input checked="" type="checkbox"/> N/A, full yield curve used |
| <b>b</b> Applicable month (enter code).....     |  |   |                                     | <b>21b</b>   |
| <b>22</b> Weighted average retirement age ..... |  |   |                                     | <b>22</b> 61   |
| <b>23</b> Mortality table(s) (see instructions) | <input type="checkbox"/> Prescribed - combined | <input checked="" type="checkbox"/> Prescribed - separate | <input type="checkbox"/> Substitute |  |

**Part VI Miscellaneous Items**

|   |   |  |
|---|---|--|
| <b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No            |
| <b>25</b> Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment .....                                     | <input type="checkbox"/> Yes            | <input checked="" type="checkbox"/> No |
| <b>26</b> Demographic and benefit information   |   |  |
| <b>a</b> Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ....                            | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No            |
| <b>b</b> Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...                      | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No            |
| <b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....                                   | <b>27</b>                               |  |

**Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years**

|   |           |   |
|---|-----------|---|
| <b>28</b> Unpaid minimum required contributions for all prior years .....   | <b>28</b> | 0 |
| <b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... | <b>29</b> | 0 |
| <b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29) .....                                   | <b>30</b> | 0 |

**Part VIII Minimum Required Contribution For Current Year**

|   |                     |                    |               |
|---|---------------------|--------------------|---------------|
| <b>31</b> Target normal cost and excess assets (see instructions):  |                     |                    |               |
| <b>a</b> Target normal cost (line 6c).....  | <b>31a</b>          | 17,150,000         |               |
| <b>b</b> Excess assets, if applicable, but not greater than line 31a .....  | <b>31b</b>          | 0                  |               |
| <b>32</b> Amortization installments:  | Outstanding Balance | Installment        |               |
| <b>a</b> Net shortfall amortization installment .....   | 336,501,815         | 34,807,588         |               |
| <b>b</b> Waiver amortization installment.....   | 0                   | 0                  |               |
| <b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount..... | <b>33</b>           |                    |               |
| <b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....   | <b>34</b>           | 51,957,588         |               |
|   | Carryover balance   | Prefunding balance | Total balance |
| <b>35</b> Balances elected for use to offset funding requirement .....  | 0                   | 51,957,588         | 51,957,588    |
| <b>36</b> Additional cash requirement (line 34 minus line 35).....  | <b>36</b>           | 0                  |               |
| <b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....  | <b>37</b>           | 0                  |               |
| <b>38</b> Present value of excess contributions for current year (see instructions)   |                     |                    |               |
| <b>a</b> Total (excess, if any, of line 37 over line 36)  | <b>38a</b>          | 0                  |               |
| <b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....   | <b>38b</b>          | 0                  |               |
| <b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....  | <b>39</b>           | 0                  |               |
| <b>40</b> Unpaid minimum required contributions for all years .....   | <b>40</b>           | 0                  |               |

**Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)**

|  |
|--|
| <b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021 |
|--|

**Schedule SB, Line 22 – Description of Weighted Average Retirement Age**

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. It should be noted that while only integral (truncated) values are shown in the table, the full content of each cell including decimal portions is used in the calculations.

The rates of retirement used are those that would apply to a representative participant with the average entry age of the group. The average retirement age is 61.

| (A)<br>Retirement<br>age | (B)<br>Retirement<br>Percent | (C)<br>Lx | (D)<br>Number of employees<br>expected to retire<br>(B) x (C) | (E)<br>(A) x (D) |
|--------------------------|------------------------------|-----------|---|------------------|
| 55                       | 6%                           | 10,000    | 600   | 33,000           |
| 56                       | 7%                           | 9,400     | 658   | 36,848           |
| 57                       | 7%                           | 8,742     | 612   | 34,884           |
| 58                       | 8%                           | 8,130     | 650   | 37,700           |
| 59                       | 9%                           | 7,480     | 673   | 39,707           |
| 60                       | 12%                          | 6,807     | 817   | 49,020           |
| 61                       | 19%                          | 5,990     | 1,138   | 69,418           |
| 62                       | 19%                          | 4,852     | 922   | 57,164           |
| 63                       | 19%                          | 3,930     | 747   | 47,061           |
| 64                       | 50%                          | 3,183     | 1,592   | 101,888          |
| 65                       | 30%                          | 1,591     | 477   | 31,005           |
| 66                       | 25%                          | 1,114     | 279   | 18,414           |
| 67                       | 25%                          | 835       | 209   | 14,003           |
| 68                       | 25%                          | 626       | 157   | 10,676           |
| 69                       | 35%                          | 469       | 164   | 11,316           |
| 70                       | 100%                         | 305       | 305   | 21,350           |
| Total                    |                              |           | 10,000  | 613,454          |
| Average                  |                              |           |   | 61.35            |

**Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments**

| Schedule SB, line 26b Schedule of Projection of Expected Benefit Payments |                     |                                |   |               |
|---|---------------------|--------------------------------|---|---------------|
| Plan Year   | Active Participants | Terminated Vested Participants | Retired Participants and Beneficiaries Receiving Payments | Total         |
| 2024  | 71,932,772          | 582,974,689                    | 387,738,932   | 1,042,646,393 |
| 2025  | 81,046,834          | 163,180,643                    | 375,799,584   | 620,027,061   |
| 2026  | 93,319,945          | 177,408,115                    | 363,709,242   | 634,437,301   |
| 2027  | 103,637,013         | 185,345,683                    | 351,541,972   | 640,524,669   |
| 2028  | 117,270,573         | 190,862,264                    | 339,378,647   | 647,511,484   |
| 2029  | 128,187,815         | 196,768,342                    | 327,432,138   | 652,388,295   |
| 2030  | 138,651,475         | 203,238,287                    | 315,411,502   | 657,301,264   |
| 2031  | 150,595,310         | 204,951,565                    | 303,393,808   | 658,940,682   |
| 2032  | 159,754,337         | 204,081,571                    | 291,267,339   | 655,103,246   |
| 2033  | 168,047,908         | 208,581,056                    | 279,066,908   | 655,695,871   |
| 2034  | 175,282,351         | 208,565,484                    | 266,789,570   | 650,637,406   |
| 2035  | 181,704,549         | 210,831,559                    | 254,368,806   | 646,904,915   |
| 2036  | 185,565,950         | 210,508,973                    | 241,883,484   | 637,958,407   |
| 2037  | 189,596,621         | 208,952,989                    | 229,271,384   | 627,820,994   |
| 2038  | 191,796,169         | 207,268,474                    | 216,556,327   | 615,620,970   |
| 2039  | 193,250,166         | 202,455,905                    | 203,746,751   | 599,452,822   |
| 2040  | 193,843,002         | 200,267,140                    | 190,876,373   | 584,986,514   |
| 2041  | 193,199,867         | 196,235,055                    | 177,989,640   | 567,424,561   |
| 2042  | 192,126,316         | 192,736,761                    | 165,123,691   | 549,986,768   |
| 2043  | 190,324,181         | 187,529,360                    | 152,316,046   | 530,169,587   |
| 2044  | 187,595,170         | 182,858,553                    | 139,654,940   | 510,108,663   |
| 2045  | 184,736,196         | 177,953,682                    | 127,206,201   | 489,896,079   |
| 2046  | 181,035,178         | 172,325,964                    | 115,041,733   | 468,402,875   |
| 2047  | 176,721,557         | 166,311,812                    | 103,244,898   | 446,278,266   |
| 2048  | 171,918,586         | 160,052,451                    | 91,902,608  | 423,873,645   |
| 2049  | 166,627,832         | 153,453,868                    | 81,102,617  | 401,184,316   |
| 2050  | 160,910,873         | 146,506,738                    | 70,928,317  | 378,345,928   |
| 2051  | 154,753,455         | 139,247,670                    | 61,453,026  | 355,454,151   |
| 2052  | 148,231,948         | 131,716,135                    | 52,735,777  | 332,683,860   |
| 2053  | 141,381,696         | 123,965,889                    | 44,817,679  | 310,165,264   |
| 2054  | 134,195,756         | 116,043,075                    | 37,719,559  | 287,958,389   |
| 2055  | 126,747,020         | 108,020,814                    | 31,441,816  | 266,209,650   |
| 2056  | 119,071,639         | 99,972,182                     | 25,964,789  | 245,008,611   |
| 2057  | 111,233,332         | 91,973,091                     | 21,251,396  | 224,457,820   |
| 2058  | 103,290,836         | 84,098,387                     | 17,250,554  | 204,639,777   |

**Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments**

| Schedule SB, line 26b Schedule of Projection of Expected Benefit Payments |                     |                                |   |             |
|---|---------------------|--------------------------------|---|-------------|
| Plan Year   | Active Participants | Terminated Vested Participants | Retired Participants and Beneficiaries Receiving Payments | Total       |
| 2059  | 95,313,688          | 76,419,400                     | 13,900,382  | 185,633,470 |
| 2060  | 87,376,085          | 69,001,577                     | 11,132,188  | 167,509,850 |
| 2061  | 79,553,426          | 61,902,243                     | 8,874,160   | 150,329,829 |
| 2062  | 71,919,219          | 55,169,198                     | 7,054,568   | 134,142,986 |
| 2063  | 64,542,185          | 48,840,072                     | 5,604,864   | 118,987,120 |
| 2064  | 57,483,946          | 42,942,267                     | 4,461,637   | 104,887,850 |
| 2065  | 50,797,635          | 37,493,298                     | 3,568,069   | 91,859,002  |
| 2066  | 44,526,712          | 32,501,511                     | 2,874,655   | 79,902,877  |
| 2067  | 38,704,037          | 27,966,853                     | 2,339,351   | 69,010,240  |
| 2068  | 33,351,934          | 23,881,926                     | 1,927,218   | 59,161,078  |
| 2069  | 28,482,078          | 20,233,221                     | 1,609,847   | 50,325,146  |
| 2070  | 24,096,374          | 17,002,120                     | 1,364,519   | 42,463,013  |
| 2071  | 20,188,217          | 14,165,920                     | 1,173,378   | 35,527,515  |
| 2072  | 16,743,303          | 11,698,880                     | 1,022,686   | 29,464,869  |
| 2073  | 13,740,403          | 9,572,923                      | 901,979   | 24,215,304  |

PFIZER CONSOLIDATED PENSION PLAN  
SCHEDULE G, PART III - SCHEDULE OF NONEXEMPT TRANSACTIONS  
For the Year Ended December 31, 2024

| (a)   | (b)  | (c)   | (d)            | (e)           | (f)          | (g)                               | (h)           | (i)                    | (j)                |
|---|--|---|----------------|---------------|--------------|-----------------------------------|---------------|------------------------|--------------------|
| Identity of party involved                                      | Relationship to plan, employer, or other party-in-interest | Description of transaction (including interest rate, maturity, collateral, par or | Purchase price | Selling price | Lease Rental | Expense incurred with transaction | Cost of asset | Current value of asset | Net gain or (loss) |
| Part III  |  |   |                |               |              |                                   |               |                        |                    |
| Master Trust Between Pfizer Inc. and the Northern Trust Company | Plan trust/trustee   | See * below   | \$ —           | \$ 93,400     | \$ —         | \$ —                              | \$ 93,400     | \$ 93,400              | \$ —               |
| Master Trust Between Pfizer Inc. and the Northern Trust Company | Plan trust/trustee   | See ** below  | \$ —           | \$ 677,135    | \$ —         | \$ —                              | \$ 677,135    | \$ 677,135             | \$ —               |
| Master Trust Between Pfizer Inc. and the Northern Trust Company | Plan trust/trustee   | See *** below   | \$ —           | \$ 782,986    | \$ —         | \$ —                              | \$ 782,986    | \$ 782,986             | \$ —               |
| Master Trust Between Pfizer Inc. and the Northern Trust Company | Plan trust/trustee   | See **** below  | \$ —           | \$1,101,160   | \$ —         | \$ —                              | \$1,101,160   | \$1,101,160            | \$ —               |

\* This amount represents a payment of ineligible expenses from plan assets paid in 2022 by the Master Trust. This payment and interest of \$15,609 were repaid in 2024.

\*\* This amount represents payments of ineligible expenses from plan assets paid in 2023 by the Master Trust. These payments and interest of \$52,294 were repaid in 2024.

\*\*\* This amount represents payments of ineligible expenses from plan assets paid in 2024 by the Master Trust. These payments and interest of \$43,135 were repaid in 2024.

\*\*\*\* This amount represents payments of ineligible expenses from plan assets paid in 2024 by the Master Trust. These payments and interest of \$39,160 will be repaid in 2025.

See accompanying Independent Auditors' Report.

**Schedule SB, Part V – Summary of Plan Provisions****Summary of major plan provisions**

|  |  |
|--|--|
| Effective date and plan year                     | Original plan: January 1, 1943<br>Restated plan: January 1, 2016<br>Plan year: January 1 to December 31  |
| Status of the plan                               | The Plan was frozen effective December 31, 2017. As of January 1, 2011, no newly hired, rehired, or transferred employees are eligible to participate in the plan. In addition, benefit accruals were frozen as of December 31, 2015, for colleagues who elected to participate in the one-time non-grandfathered benefit notional transfer opportunity in the Pfizer Inc. Nonfunded Supplemental Retirement Plan (now the Pfizer Consolidated Supplemental Pension Plan for United States and Puerto Rico Employees).   |
| Significant events that occurred during the year | The following events occurred during 2023: <ul style="list-style-type: none"> <li>- Effective August 1, 2023, the Plan provided a one-time opportunity for active participants who had attained an unreduced benefit milestone with respect to their PRAP, Warner-Lambert and/or Wyeth benefits to voluntarily elect to commence that(those) legacy benefit(s) through an in-service distribution window.</li> <li>- The Plan provided a terminated vested lump sum window with a benefit commencement date of November 1, 2023.</li> </ul>  |
| Zoetis grow-in                                   | Accrued benefits for active participants affected by the spinoff of Zoetis were frozen effective December 31, 2012. However, affected participants were deemed fully vested and eligible to receive up to five years of post-spinoff service with Zoetis from January 1, 2013 (even if Pfizer ownership dropped below 80%) toward vesting and retirement eligibility in their Pfizer pension benefit. This service was credited while the affected participant was still employed with Zoetis during the five-year period following the spin-off, ending on January 1, 2018.   |
| Expanded lump sum option                         | Effective January 1, 2019, the Plan provides an opportunity for plan participants who are not otherwise immediately eligible to receive their benefit as a lump sum, to receive an immediate lump sum or annuity within a 6-month window following termination of employment. Colleagues who have a grandfathered nonqualified benefit under any legacy benefit formula are not eligible for this option. Effective for terminations on or after January 1, 2021, the Plan was amended to eliminate the requirement that a colleague receive his or her entire plan benefit at the same time and in the same form during the special window. |
| <b>Miscellaneous</b>                             |  |
| • Maximum compensation                           | Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2017 (the year of the plan freeze), the limit was \$270,000.  |
| • Maximum benefits                               | Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000.  |

The major plan provisions specific to each legacy formula are outlined below, subject to the amendment to freeze the Plan effective December 31, 2017.

**Schedule SB, Part V – Summary of Plan Provisions****Pfizer Retirement Annuity Plan (PRAP) benefit formula**

Following is a summary of the major plan provisions for participants who accrued benefits under the Legacy Pfizer Retirement Annuity Plan prior to January 1, 2012, and all active, eligible participants on or after January 1, 2012.

| <b>Definitions</b>   |   |
|--|---|
| <ul style="list-style-type: none"> <li>Covered employees</li> </ul>      | <p>All employees who meet one of the following criteria:</p> <ul style="list-style-type: none"> <li>US citizens or resident aliens working in the US and who are on the Pfizer US payroll</li> <li>US citizens or resident aliens working for Pfizer outside the US who have been designated as eligible to participate</li> <li>Employees included in a group or class designated as eligible for membership</li> <li>Extended temporary employees</li> </ul>  |
| <ul style="list-style-type: none"> <li>Participation</li> </ul>          | <p>An employee joins the plan on his date of hire or the first day the employee transfers to an eligible category of employment.</p> <p>Effective January 1, 2011, no newly hired, rehired or transferred employees are eligible to participate in the plan.</p>  |
| <ul style="list-style-type: none"> <li>Employee contributions</li> </ul> | <p>The company bears the full cost of benefits under the plan.</p>  |
| <ul style="list-style-type: none"> <li>Vesting service</li> </ul>        | <p>A month of service is granted for each month in which a participant works at least one day.</p> <p>Leased employees and temporary employees will receive vesting service from their hire date upon transfer to an eligible class of employees.</p>   |
| <ul style="list-style-type: none"> <li>Credited service</li> </ul>       | <p>Credited service is used to determine the amount of the accrued benefit based on the Plan's formula. It is calculated on an elapsed-time basis while a participant. It is calculated in years and months, and if there are 15 or more days remaining, service is rounded to the next whole month. Otherwise, service is rounded down to the last completed month. For service earned on or after January 1, 2008, service is calculated in years and completed months by rounding the begin date to the first of the month coincident or next following the actual begin date and rounding the end date to the first of the month following the actual end date.</p> <p>Credited service is granted for the period of employment as a temporary employee upon transfer to an eligible class of employees.</p> <p>Former Synbiotics Corporation employees receive credited service from their December 30, 2010, acquisition date.</p> <p>For active employees from a non-PRAP legacy group, credited service under the PRAP formula begins on January 1, 2012.</p> |
| <ul style="list-style-type: none"> <li>Pensionable earnings</li> </ul>   | <p>Employees' actual salary, wages, bonuses or other remuneration. Certain bonuses paid in the first quarter of a year are included as pensionable compensation in the year in which the bonuses were earned as opposed to paid. Any compensation (including bonuses) that is deferred is excluded from pensionable compensation.</p> <p>For active employees from a non-PRAP legacy group, pensionable earnings prior to January 1, 2012, are defined under the legacy formula's definition of pensionable earnings.</p>   |

**Schedule SB, Part V – Summary of Plan Provisions**

---

|  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Final average earnings</li> </ul> | <p>Average of the highest 5 calendar years of Compensation during a participant’s career with Pfizer.</p> <p>If a participant has less than 5 full calendar years of Compensation, Final Average Earnings is the greater of the following:</p> <ul style="list-style-type: none"> <li>▪ Average of all full calendar years of Compensation</li> <li>▪ Average of all Compensation a participant received during his career with Pfizer (total Compensation is averaged over the Participant’s years of Credited Service).</li> </ul> |
|--|--|

---

|   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Primary Social Security benefit</li> </ul> | <p>The annual amount available to the participant at age 65 under the Old Age Insurance provisions of Title II of the Social Security Act in effect at the time of termination of employment.</p> <p>If the participant is eligible for retirement under the Rule of 90, the Primary Social Security Benefit is calculated assuming \$0 projected future pay from the year of termination to age 65.</p> <p>If the participant is not eligible for retirement under the Rule of 90, the Primary Social Security Benefit is calculated based on level projected future pay from the year of termination to age 65.</p> |
|---|---|

---

**Normal retirement**

---

|   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Eligibility</li> </ul> | Age 65  |
| <ul style="list-style-type: none"> <li>• Benefit</li> </ul>     | <p>A monthly amount commencing at normal retirement date equal to the greater of a), b) and c) below:</p> <ul style="list-style-type: none"> <li>a) 1.40% of Final Average Earnings multiplied by Credited Service, not in excess of 35 years:</li> <li>b) The difference between 1) and 2) below:                             <ul style="list-style-type: none"> <li>1) 1.75% of the Final Average Earnings multiplied by Credited Service, not in excess of 35 years</li> <li>2) 1.50% of the participant’s Primary Social Security Benefit multiplied by Credited Service not in excess of 35 years; or</li> </ul> </li> <li>c) The accrued benefit as of September 30, 1997, payable to the member under the provisions of the Plan as of that date.</li> </ul> |

---

**Early retirement**

---

|   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Eligibility</li> </ul> | <p>A participant may retire at his request on the first day of any month subsequent to his:</p> <ul style="list-style-type: none"> <li>a) 55th birthday and completion of 10 years of Retirement Eligibility Service, or</li> <li>b) When his age plus Retirement Eligibility Service equals or exceeds 90 (Rule of 90).</li> </ul> <p>A participant may retire, with respect to benefits accrued through December 31, 1993, at his request on the first day of any month subsequent to his:</p> <ul style="list-style-type: none"> <li>a) 50th birthday, completion of 10 years of Retirement Eligibility Service, and age plus Retirement Eligibility Service equals or exceeds 65; or</li> <li>b) When his age plus Retirement Eligibility Service equals or exceeds 90 (Rule of 90).</li> </ul> |
| <ul style="list-style-type: none"> <li>• Benefit</li> </ul>     | <p>Benefits are determined in the same manner as normal retirement benefits, but are reduced by 4% per year for each year benefits commence prior to age 65. However, if a participant satisfies the Rule of 90, there is no reduction to the benefit.</p>  |

---

**Late retirement**

---

**Schedule SB, Part V – Summary of Plan Provisions**

|                                     |   |
|-------------------------------------|---|
| • Eligibility                       | Any time after age 65   |
| • Benefit                           | The monthly benefit is computed as for normal retirement, recognizing Compensation and Credited Service after Normal Retirement Age.  |
| <b>Deferred vested</b>              |   |
| • Eligibility                       | <p>Three years of vesting service</p> <p><u>Post-12/31/1993 accrued benefits:</u><br/>A vested participant may elect to commence benefits as early as the first of the month following his 55th birthday.</p> <p><u>Pre-1994 accrued benefits:</u><br/>A vested participant may elect to commence benefits accrued through December 31, 1993, as early as the first of the month following his 50th birthday.</p> <p>The pre-1994 accrued benefit and the post-12/31/1993 accrued benefit must commence at the same time unless the participant elects to commence the 12/31/1993 benefit prior to age 55.</p>  |
| • Benefit                           | <p><u>Post-12/31/1993 accrued benefits:</u><br/>The benefit payable is equal to the vested accrued benefit otherwise payable at age 65, reduced by 6% per year for each year the benefit commences prior to age 65.</p> <p><u>Pre-1994 accrued benefits:</u><br/>The benefit payable is equal to the vested accrued benefit otherwise payable at age 65, reduced by 4% per year for each year the benefit commences prior to age 65.</p>  |
| <b>Disability</b>                   |   |
| • Eligibility                       | Three years of Vesting Service, and disability occurs before January 1, 2012  |
| • Benefit                           | <p>A monthly benefit computed based on Credited Service through the earlier of Normal Retirement Age or the age at which the participant elects to commence benefits, and continued Compensation equal to the greater of Compensation in the last full calendar year of Compensation prior to the disability or the Compensation received in the last 12 months of employment prior to the disability.</p> <p>Should the participant elect to commence the Disability Benefit prior to his Normal Retirement Age, the Disability Benefit will be reduced according to either the Early Retirement or Deferred Vested provisions (whichever is applicable).</p> <p>Participants who become disabled on or after January 1, 2012, do not accrue benefits while on disability.</p> |
| <b>Pre-retirement death - QJSA</b>  |   |
| • Eligibility                       | Vested and legally married on the date of death.  |
| • Benefit prior to early retirement | A monthly amount payable to the surviving spouse equal to the participant's accrued benefit as of the date of death, actuarially reduced for the 50% joint and survivor option. The benefit is further reduced for commencement prior to the deceased participant's Normal Retirement Age according to the Deferred Vested provisions. This benefit is payable as of the participant's earliest commencement date (but no later than the participant's Normal Retirement Age) and is payable for the life of the surviving spouse.  |

**Schedule SB, Part V – Summary of Plan Provisions**

|  |  |
|--|--|
| • Benefit after early but before normal retirement | A monthly amount payable to the surviving spouse equal to the participant's accrued benefit as of the date of death, actuarially reduced for the 50% joint and survivor option. The benefit is further reduced for commencement prior to the deceased participant's Early Retirement Age according to the Early Retirement provisions. This benefit is payable as of the participant's earliest commencement date (but no later than the participant's Normal Retirement Age) and is payable for the life of the surviving spouse. |
| • Benefit after normal retirement                  | A monthly amount payable to the surviving spouse equal to the participant's accrued benefit as of the date of death, actuarially reduced for the 50% joint and survivor option. This benefit is payable for the life of the surviving spouse.  |

**Pre-retirement death – enhanced active death benefit (effective June 1, 2015)**

|               |   |
|---------------|---|
| • Eligibility | Actively employed and eligible for early retirement on the date of death.   |
| • Benefit     | An amount payable to the beneficiary equal to the lump sum that would have been payable to the participant if the participant had retired on his date of death with a benefit commencement date on the first day of the month following date of death and survived to that date.<br><br>If the participant is married on the date of death, the surviving spouse must waive his/her rights to the QJSA described above to receive this benefit. |

**Form of benefits**

|  |  |
|--|--|
| • Automatic form for unmarried participants        | Single life annuity  |
| • Automatic form for married participants          | 50% joint & survivor annuity (actuarially reduced)   |
| • Optional forms                                   | The following optional forms of payment are available instead of the Normal Form of Payment for all participants: <ul style="list-style-type: none"> <li>▪ Single life annuity</li> <li>▪ 50% joint &amp; survivor annuity</li> <li>▪ 75% joint &amp; survivor annuity</li> <li>▪ 100% joint &amp; survivor annuity</li> </ul> <p>In addition to the optional forms listed above, a participant who terminates after attaining early retirement eligibility may elect one of the following optional forms of payment:</p> <ul style="list-style-type: none"> <li>▪ Lump Sum</li> <li>▪ Social Security Level Income option to age 65</li> <li>▪ Social Security Level Income option to age 65 with a 50% joint &amp; survivor option (only available through 12/31/2025)</li> <li>▪ Social Security Level Income option to age 65 with a 100% joint &amp; survivor option (only available through 12/31/2025)</li> </ul> |
| • Actuarial Basis for Conversion to Optional Forms | Lump Sum and Social Security Level Income options are converted using the applicable interest rate and applicable mortality table as defined in IRC Section 417(e)(3). All other forms of payment are converted using the GATT2003 mortality table and 8.00% interest.   |

**Provisions for former Smithkline Beecham employees acquired on January 20, 1995**

**Schedule SB, Part V – Summary of Plan Provisions**

|  |   |
|--|---|
| <ul style="list-style-type: none"> <li>Eligibility</li> </ul>      | <p>A participant may commence the SKB minimum benefit upon attainment of the following:</p> <ul style="list-style-type: none"> <li>Three years of Vesting Service, and</li> <li>Age plus Credited Service equal at least 55</li> </ul>  |
| <ul style="list-style-type: none"> <li>Benefit</li> </ul>          | <p>Benefits accrued under this Plan can never be less than the benefits accrued under the SmithKline Beecham (“SKB”) plan through January 20, 1995.</p> <p>The SKB benefit is unreduced for early commencement if any of the following criteria are met:</p> <ul style="list-style-type: none"> <li>Age 62 with 5 years of Vesting Service</li> <li>Age 61 with at least 21 years of Retirement Eligibility Service</li> <li>Age 60 with at least 27 years of Retirement Eligibility Service</li> </ul> <p>The SKB benefit accrued through 12/31/1989 is reduced by 6% per year from age 65 through age 53, then 2% per year through age 44 and then 1% per year thereafter. The amount of the Early Retirement Benefit is increased by 1% per year (up to a maximum of 10%) for each year Credited Service exceeds 20 years.</p> <p>The SKB benefit accrued from 1/1/1990 through 1/20/1995 is reduced by 6% per year from age 62 through age 51, 3% per year through age 46 and then 1% per year thereafter. The amount of the Early Retirement Benefit is increased by 1% per year (up to a maximum of 12%) for each year Credited Service exceeds 15 years.</p> <p>The SKB Early Retirement Benefit is the greater of a) and b) below:</p> <p>a) The sum of 1) and 2) below:</p> <ol style="list-style-type: none"> <li>The 12/31/1989 accrued benefit multiplied by the applicable early retirement factors described above</li> <li>The benefit accrued between 1/1/1990 and 1/20/1995 multiplied by the applicable early retirement factors described above</li> </ol> <p>b) The benefit accrued through 1/20/1995 multiplied by the early retirement factors described above for the post-12/31/1989 accruals</p> |
| <ul style="list-style-type: none"> <li>Form of benefits</li> </ul> | <p>In addition to the Optional Forms of Payment described above, former SKB employees are also eligible to receive a 5, 10, 15 or 20-year certain &amp; continuous annuity.</p> <p>The 15-year certain &amp; continuous annuity was eliminated effective 1/1/2022 and the 20-year certain &amp; continuous annuity is only available through 12/31/2025.</p>  |

**Schedule SB, Part V – Summary of Plan Provisions****Restructuring**

A corporate restructuring plan was implemented by Pfizer in 2005. Under this program, individuals whose jobs are eliminated due to the restructuring may be entitled to enhanced benefits from the Plan.

Depending upon the participant's age and service at layoff, these enhancements may provide more favorable early retirement reduction factors, unreduced benefits, and/or eligibility for alternative forms of payment.

In general, participants are entitled to unreduced pension benefits through this program if they satisfy either of the following conditions at termination:

- Age 60 (but less than 65) or
- Age plus service greater than or equal to 85 (but less than 90).

Moreover, participants are generally considered retirement eligible at termination under this program if they would attain age 55 with 10 years of Retirement Eligibility Service if a total of 5 years were added to their age and/or Retirement Eligibility Service. The enhanced benefits for highly compensated employees are paid directly from corporate assets as opposed to this Plan.

The benefit enhancements provided under the corporate restructuring program were discontinued during 2012 for benefits accrued under the PRAP formula.

Effective July 1, 2023, colleagues who terminate under the restructuring program are no longer eligible for enhanced benefits from the Plan.

**Voluntary Early Retirement Program ("VERP") and Special Separation Program ("SSP") under the Organizing for Growth ("OFG") initiative**

Under these programs, enhancements of up to five additional points toward retirement eligibility are provided to colleagues who are within five points of a retirement milestone (age 55 & 10 years of service or 'Rule of 90') under the legacy Pfizer formula as of December 31, 2018 (for the VERP) and their termination date (for the SSP). Further details of the programs are outlined below:

- The pension enhancement is paid from the Consolidated SERP if the colleague has a nonqualified PRAP benefit, for 2022 terminations if the colleague's 2020 pensionable earnings were at least \$235,000, or for 2023 terminations if the colleague's 2021 pensionable earnings were at least \$253,000.
- A colleague whose enhancement is payable from PCPP must wait to commence his/her benefit until the first of the month coincident with or next following the date he would have attained the milestone if he had continued working.
- An enhancement-eligible colleague who dies prior to his milestone date will be treated as if he lived to the milestone date, and the enhanced benefit will be payable as a lump sum in accordance with the Enhanced Active Death Benefit rules.

Effective July 1, 2023, colleagues who terminate under the restructuring program are no longer eligible for enhanced benefits from the Plan.

**Schedule SB, Part V – Summary of Plan Provisions****Pharmacia Pension Plan (PPP) benefit formula – pre-July 1, 2002**

Following is a summary of the major plan provisions for participants who accrued benefits under the Legacy Pharmacia Pension Plan prior to July 1, 2002.

|                                 |   |
|---------------------------------|---|
| Participating employees         | All regular full-time or regular part-time employees, who are currently employed by Pfizer and were previously employed by Pharmacia or those subsidiaries which have adopted the plan  |
| Eligibility                     | Immediate   |
| <b>Definitions</b>              |   |
| • Participant contributions     | None  |
| • Employment Service            | <p>For periods of employment prior to January 1, 1976:<br/>Service equal to the period of employment with the Pharmacia &amp; Upjohn companies, but excluding employment (subject to provisions in the plan document) with a subsidiary prior to its becoming a Pharmacia &amp; Upjohn Company.</p> <p>For periods of employment after December 31, 1975:<br/>Service equal to that portion of the period of employment with Pharmacia.</p>   |
| • Benefit Service               | <p>For periods of employment prior to January 1, 1976:<br/>Service credited as defined by "Credited Service," which is service based on a regular, temporary, full or part-time basis while employed by Pharmacia &amp; Upjohn.</p> <p>For periods of employment after December 31, 1975:<br/>One year credit for:<br/>(a) Each year of employment service if on a regular full-time basis; or<br/>(b) At least 2,035 or 2,088 hours worked if employed on a 39 or 40 hour standard workweek, respectively. Fractional year credit given if less than 2,035 or 2,088, respectively.</p> <p>Benefit Service for purposes of the pre-July 1, 2002, formula was frozen as of June 30, 2002.</p> <p>Benefit Service for all purposes is frozen as of December 31, 2011.</p> |
| • Point Service                 | <p>For periods of employment prior to January 1, 1976:<br/>Service credited as previously defined as "Credited Service," plus service while covered by any other pension plan maintained by a Pharmacia &amp; Upjohn Company or by a predecessor to a Pharmacia &amp; Upjohn Company.</p> <p>For periods of employment after December 31, 1975:<br/>Service equal to that period of employment with Pharmacia while a covered employee.</p>   |
| • Compensation considered       | Base wages or salary, amounts contributed on employee's behalf under the Pharmacia & Upjohn Employee Savings Plan, overtime, premiums, incentive awards that are not deferred, and bonuses (including Christmas bonus)  |
| • Final Average Salary          | Highest average monthly compensation during 36 consecutive calendar months within the last 120 months prior to the date of eligibility for benefits   |
| • Adjusted Final Average Salary | The minimum of Final Average Salary and the Social Security taxable wage base   |

**Schedule SB, Part V – Summary of Plan Provisions**


---

|                        |   |
|------------------------|---|
| • Covered Compensation | The monthly average (without indexing) of the Social Security taxable wage bases in effect for each of the 35 calendar years ending with the calendar year in which the participant would attain Social Security Normal Retirement Age, under the assumption that the Social Security taxable wage base for future years within the 35-year period is the same as the Social Security taxable wage base in effect at the beginning of the calendar year for which the determination of the participant's covered compensation is being made |
|------------------------|---|

---

**Normal retirement**


---

|               |   |
|---------------|---|
| • Eligibility | Age 65 with three years of vesting service  |
| • Benefit     | A monthly benefit equal to the larger of (a), (b), or (c) below: <ul style="list-style-type: none"> <li>(a) The sum of (i) and (ii), less (iii) <ul style="list-style-type: none"> <li>(i) 2.0% of Final Average Salary multiplied by Benefit Service (maximum 30 years), reduced by the Required Reductions for Integration,</li> <li>(ii) 0.5% of Final Average Salary multiplied by years of Benefit Service in excess of 30 years (maximum 10 years),</li> <li>(iii) 0.6% of the minimum of 150% of Covered Compensation and Adjusted Final Average Salary, multiplied by Benefit Service (maximum 30 years), reduced by the Required Reductions for Integration, or</li> </ul> </li> <li>(b) \$10 per month for each year of Benefit Service, or</li> <li>(c) The prior plan frozen monthly accrued benefit</li> </ul> |

---

**Late retirement benefit**


---

|               |  |
|---------------|--|
| • Eligibility | Any time after age 65  |
| • Benefit     | The monthly benefit is computed as for normal retirement, recognizing pay and service after normal retirement age. |

---

**Early retirement**


---

|               |   |
|---------------|---|
| • Eligibility | Age 50 (no service requirement other than vesting)  |
| • Benefit     | A monthly benefit equal to the larger of (a), (b), or (c) below: <ul style="list-style-type: none"> <li>(a) The sum of (i) and (ii), less (iii) <ul style="list-style-type: none"> <li>(i) 2.0% of Final Average Salary multiplied by Benefit Service (maximum 30 years), reduced by the Required Reductions for Integration or the Old Formula Reductions, whichever causes a greater reduction,</li> <li>(ii) 0.5% of Final Average Salary multiplied by years of Benefit Service in excess of 30 years (maximum 10 years),</li> <li>(iii) 0.6% of the minimum of 150% of Covered Compensation and Adjusted Final Average Salary, multiplied by Benefit Service (maximum 30 years), reduced by the Required Reductions for Integration, or</li> </ul> </li> <li>(b) \$10 per month for each year of Benefit Service, reduced by the Old Formula Reductions, or</li> <li>(c) The prior plan frozen monthly accrued benefit, reduced by the Old Formula Reductions</li> </ul> <p>Receipt of benefit may be deferred, whereupon reductions are based on age when payment begins.</p> |

---

**Schedule SB, Part V – Summary of Plan Provisions**

|   |   |
|---|---|
| <ul style="list-style-type: none"> <li>Required Reductions for Integration</li> </ul>   | <p>For part (i) of the formula, a reduction of 1/600th for each of the first 60 months, 1/1,200th for each of the next 60 months, 31/30,000th for each of the next 12 months (the 11th year), and 28/30,000th for each of the next 12 months (the 12th year), by which retirement precedes Social Security Normal Retirement Age.</p> <p>For part (iii) of the formula, a reduction of 1/180th for each of the first 60 months, 1/360th for each of the next 60 months, 31/9,000th for each of the next 12 months (the 11th year), and 28/9,000th for each of the next 12 months (the 12th year), by which retirement precedes Social Security Normal Retirement Age.</p> <p>Actuarially equivalent reductions from age 55 to age 50 are used. Actuarial equivalence is based on 7.50% and 83 GATT mortality.</p> |
| <ul style="list-style-type: none"> <li>Social Security Normal Retirement Age</li> </ul> | <p>Age 65 for participants with birth dates in 1937 or earlier years.</p> <p>Age 66 for participants with birth dates in the years 1938-1954 inclusive.</p> <p>Age 67 for participants born in 1955 or later years.</p>   |
| <ul style="list-style-type: none"> <li>Old Formula Reductions</li> </ul>                | <p>(a) or (b) whichever causes a smaller reduction:</p> <p>(a) ½% for the first 120 months that the employee is under age 65 at retirement, and ¼% for each month that the employee is under age 55,</p> <p>(b) ¼% for each month that the total of age and service at early retirement is less than 92 years.</p>  |

**Deferred vested**

|   |   |
|---|---|
| <ul style="list-style-type: none"> <li>Eligibility</li> </ul> | <p>Three years of employment service.</p> <p>Employees who terminated other than for cause within two years of the Pharmacia &amp; Upjohn merger are also vested.</p>   |
| <ul style="list-style-type: none"> <li>Benefit</li> </ul>     | <p>A monthly benefit equal to the normal retirement benefit earned to the date of termination and commencing at age 65. A reduced benefit (reduced by the early retirement reduction factors) may commence any time subsequent to the attainment of age 50.</p> |

**Disability**

|   |  |
|---|--|
| <ul style="list-style-type: none"> <li>Eligibility</li> </ul> | <p>Eligible for long-term disability (LTD) benefits under Pharmacia's LTD plan and the disability occurs before January 1, 2012.</p>                         |
| <ul style="list-style-type: none"> <li>Benefit</li> </ul>     | <p>The plan provides continued accruals for disabled participants. Accruals cease if benefits are commenced. Pay is frozen as of the date of disability.</p> |

**Death**

|   |   |
|---|---|
| <ul style="list-style-type: none"> <li>Eligibility</li> </ul>                 | <p>Three years of employment service</p>  |
| <ul style="list-style-type: none"> <li>Benefit</li> </ul>                     | <p>A monthly benefit in the form of a single life annuity of an amount equal to the amount such spouse would have received had the participant terminated his employment the day before his death and elected to receive a benefit in the form of an annuity with survivor protection. This benefit is elective and is paid by the employee through a reduction in the retirement benefit otherwise calculated.</p> |
| <ul style="list-style-type: none"> <li>Disability leave of absence</li> </ul> | <p>Participants on disability leave of absence, who are not yet eligible for disability retirement, continue to accrue benefit and point service while disabled, but pay is frozen at the level on the date of disability.</p>  |

**Schedule SB, Part V – Summary of Plan Provisions**

| <ul style="list-style-type: none"> <li>Preretirement Terminal Leave of Absence (PRTLOA) eligibility</li> </ul> | <p>Participant in Employee Transition Assistance (ETA) program between July 1, 1993, and December 31, 1994, and at least age 50 with 65 points by the end of ETA status (three months), or</p> <p>Participant in Merger Employee Transition Assistance (META) program between December 1, 1995, and December 31, 1997, and at least age 50 with 65 points by the end of META status (60 days).</p>   |  |                 |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
|--|--|--|-----------------|--|--|-----------------|--------------------|---------------------|-----------------|----------|-------|-------|-------|-------|-------|-------|-------|--------------|-------|-------|-------|---|--|--|--|-----------------|--------------------|---------------------|-----------------|----------|-------|-------|-------|-------|-------|-------|-------|--------------|-------|-------|-------|
| <ul style="list-style-type: none"> <li>Preretirement Terminal Leave of Absence (PRTLOA) benefit</li> </ul>     | <p>PRTLOA participants continue to accrue benefit and point service while on PRTLOA, but pay is frozen at the level prior to termination. Participants may remain on PRTLOA for up to five years.</p>  |  |                 |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| <ul style="list-style-type: none"> <li>Special Separation Program (SSP) eligibility</li> </ul>                 | <p>Participant who terminates employment due to job elimination, job restructuring, or decline to relocate on or after January 1, 2000 but before January 1, 2002, after attaining age 50 with 10 years of service.</p>  |  |                 |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| <ul style="list-style-type: none"> <li>Special Separation Program (SSP) benefit</li> </ul>                     | <p>SSP participants receive the same benefits as PRTLOA participants.</p>  |  |                 |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| <ul style="list-style-type: none"> <li>Normal form of retirement benefits</li> </ul>                           | <p>For a participant who is not married as of his annuity commencement date, a life annuity is the normal form. If a participant has an eligible spouse as of his annuity commencement date, his monthly retirement income shall automatically be paid in the form of a Qualified Joint and Survivor Annuity unless he elects in writing to have it paid in the form of a life annuity or other optional form and his spouse consents.</p> <p>The amount of benefit otherwise payable under the Qualified Joint and Survivor Annuity or other optional form shall be reduced by any applicable charge for preretirement coverage.</p>  |  |                 |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| <ul style="list-style-type: none"> <li>Optional forms of retirement benefits</li> </ul>                        | <p>Joint and Survivor Annuity with 50%, 75%, or 100% continued; Ten-Year Certain and Life; Annuity with Cash Death Benefit; Temporary Annuity.</p> <p>Participants can also elect the lump sum equivalent of the normal form of payment. Grandfathered lump sums based on subsidized Early Retirement Benefits are payable based on the frozen accrued benefit as of June 30, 2000.</p> <p>Lump Sums are converted using the applicable interest rate and applicable mortality table as defined in IRC Section 417(e)(3). All other forms of payment are converted using the GATT2003 mortality table and 7.50% interest.</p>  |  |                 |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| <ul style="list-style-type: none"> <li>Optional pre-retirement death benefit coverage</li> </ul>               | <table border="1"> <thead> <tr> <th colspan="4"><b>Annual charge for active participants</b></th> </tr> <tr> <th><b>For ages</b></th> <th><b>50% J&amp;S</b></th> <th><b>100% J&amp;S</b></th> <th><b>Lump sum</b></th> </tr> </thead> <tbody> <tr> <td>Under 50</td> <td>0.01%</td> <td>0.03%</td> <td>0.04%</td> </tr> <tr> <td>50-59</td> <td>0.08%</td> <td>0.16%</td> <td>0.20%</td> </tr> <tr> <td>60 and Older</td> <td>0.40%</td> <td>0.80%</td> <td>1.00%</td> </tr> <tr> <th colspan="4"><b>Annual charge for terminated vested participants</b></th> </tr> <tr> <th><b>For ages</b></th> <th><b>50% J&amp;S</b></th> <th><b>100% J&amp;S</b></th> <th><b>Lump sum</b></th> </tr> <tr> <td>Under 50</td> <td>0.05%</td> <td>0.10%</td> <td>0.20%</td> </tr> <tr> <td>50-59</td> <td>0.25%</td> <td>0.40%</td> <td>0.60%</td> </tr> <tr> <td>60 and Older</td> <td>0.50%</td> <td>1.00%</td> <td>1.15%</td> </tr> </tbody> </table> | <b>Annual charge for active participants</b> |                 |  |  | <b>For ages</b> | <b>50% J&amp;S</b> | <b>100% J&amp;S</b> | <b>Lump sum</b> | Under 50 | 0.01% | 0.03% | 0.04% | 50-59 | 0.08% | 0.16% | 0.20% | 60 and Older | 0.40% | 0.80% | 1.00% | <b>Annual charge for terminated vested participants</b> |  |  |  | <b>For ages</b> | <b>50% J&amp;S</b> | <b>100% J&amp;S</b> | <b>Lump sum</b> | Under 50 | 0.05% | 0.10% | 0.20% | 50-59 | 0.25% | 0.40% | 0.60% | 60 and Older | 0.50% | 1.00% | 1.15% |
| <b>Annual charge for active participants</b>   |  |  |                 |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| <b>For ages</b>  | <b>50% J&amp;S</b>   | <b>100% J&amp;S</b>                          | <b>Lump sum</b> |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| Under 50   | 0.01%  | 0.03%  | 0.04%           |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| 50-59  | 0.08%  | 0.16%  | 0.20%           |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| 60 and Older   | 0.40%  | 0.80%  | 1.00%           |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| <b>Annual charge for terminated vested participants</b>  |  |  |                 |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| <b>For ages</b>  | <b>50% J&amp;S</b>   | <b>100% J&amp;S</b>                          | <b>Lump sum</b> |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| Under 50   | 0.05%  | 0.10%  | 0.20%           |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| 50-59  | 0.25%  | 0.40%  | 0.60%           |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |
| 60 and Older   | 0.50%  | 1.00%  | 1.15%           |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |   |  |  |  |                 |                    |                     |                 |          |       |       |       |       |       |       |       |              |       |       |       |

**Schedule SB, Part V – Summary of Plan Provisions**

**PPP benefit formula – post-June 30, 2002**

Following is a summary of the major plan provisions for participants who accrued benefits under the Legacy Pharmacia Pension Plan on or after July 1, 2002.

---

**Definitions**

- Compensation considered      Compensation will be the sum of base annual pay or regular salary, overtime, shift premiums, commissions, regular or recurring bonuses (including Christmas bonuses that are not deferred), cash sales incentives, vacation pay, pre-tax deferrals and other pre-tax benefits deducted from pay, such as 401(k) deferrals, medical contributions (Section 125), and transportation fringe benefits (Section 132(f)).

---

- Final Average Salary      Highest compensation received in the 36 complete, consecutive months within the last 120 complete, consecutive months before termination.

---

**Normal Retirement**

- Eligibility      Age 65 with three years of vesting service

---

- Benefit      Employees have an annual choice between two sets of benefit formulas. Note that this choice is available to all employees each year (employees will be able to change their benefit choice from year to year) and has two components - a pension plan benefit (outlined below) and a Pfizer Savings Plan (401(k)) benefit. Option 1 provides a greater pension plan accrual, whereas Option 2 provides a greater company match in the Pfizer Savings Plan.

For both options listed below, benefit accrual service was frozen as December 31, 2011.

**Option 1**

Defined Benefit Plan Formula: 2% of Final Average Salary, less 0.5% of the lesser of Final Average Salary and the Social Security Taxable Wage Base, multiplied by benefit accrual service after June 30, 2002.

**Option 2**

Defined Benefit Plan Formula: 1% of Final Average Salary, multiplied by benefit accrual service after June 30, 2002 (unintegrated with the Social Security Taxable Wage Base).

---

**Late retirement**

- Eligibility      Any time after age 65

---

  - Benefit      The greater of (a) and (b) below:
    - (a) The monthly benefit computed as for normal retirement, recognizing pay and service after normal retirement age.
    - (b) Actuarial increase of normal retirement benefit to date of late retirement.
-

**Schedule SB, Part V – Summary of Plan Provisions****Early retirement**

- Eligibility Age 50 (no service requirement other than vesting)
- Benefit Benefit as for normal retirement, reduced as follows according to the payment form elected:

**Life Annuity**

A portion reduced in accordance with provisions of the pre July 1, 2002 plan. B portion reduced 6% per year from age 65 to age 55 and 3% per year from age 55 through age 50.

**Lump Sum**

A portion is valued as the greater of (a) or (b):

- (a) Frozen accrued benefit at June 30, 2000, including the early retirement subsidy from the pre July 1, 2002 plan provisions, valued with an immediate annuity factor.
- (b) Total accrued benefit (including all service through June 30, 2002) valued with a deferred to age 65 annuity factor.

B portion of benefit payable in lump sum form at age 50 or greater valued with a deferred to age 65 annuity factor.

Note that employees previously covered by the Pharmacia Pension Plan who, at any time, select Option 1 and who, as of June 30, 2002, have at least 50 points (age and service) and 10 years of service, are eligible for transition early retirement factors with respect to their Option 1 pension benefit. All other participants are ineligible for these transition early retirement factors. The transition early retirement reductions are the lesser of: 6% per year from age 65 to age 55 plus 3% per year from age 55 to age 50 or 3% for each point under 92 points.

**Deferred vested**

- Eligibility Three-year cliff for B portion of benefit
- Benefit A benefit: A monthly benefit equal to the normal retirement benefit earned to the date of termination and commencing at age 65. A reduced benefit (reduced by the early retirement reduction factors) may commence any time subsequent to early retirement eligibility date.  
B benefit: Payable as an annuity or in lump sum form at age 50 or greater valued with a deferred to age 65 annuity factor

**Disability**

- Eligibility Eligible for long-term disability (LTD) benefits under Pharmacia's LTD plan
- Benefit The plan provides continued accruals for disabled participants. Accruals cease if benefits are commenced. Pay is frozen as of the date of disability. Participants who become disabled on or after January 1, 2012 do not accrue benefits while on disability.

**Schedule SB, Part V – Summary of Plan Provisions**

| <b>Death</b>   |   |
|--|---|
| • Eligibility  | Three years of employment service   |
| • Benefit  | Either a 50% J&S annuity, 100% J&S annuity or a lump sum determined as if the participant had terminated employment the day before his death and elected to receive a benefit in one of the aforementioned forms. This benefit is elective and is paid by the employee through a reduction in the retirement benefit otherwise calculated. The B piece and/or A piece is payable to the designated beneficiary as early as the later of age 50 or the date the employee is first vested. The combined benefit must commence at the same time and no later than the date the employee would have attained age 65 had he/she survived to such age.  |
| • Leave of absence   | Any authorized leave of absence (regardless of whether paid or unpaid and regardless of duration) will be treated as continued employment for vesting and benefit accrual purposes. An authorized leave of absence as approved by Pfizer does not incur a break in service.   |
| • Preretirement Terminal Leave of Absence (PRTLOA) eligibility | Same as under the pre July 1, 2002 plan. PRTLOA participants are not eligible for the B benefit.  |
| • Preretirement Terminal Leave of Absence (PRTLOA) benefit     | <p>PRTLOA participants who entered the PRTLOA plan prior to July 1, 2002 retain pre July 1, 2002 plan formula through period of PRTLOA and are not eligible for the B benefit of the post July 1, 2002 plan formula. They continue to accrue benefit and point service but pay is frozen at the level prior to termination. Participants may remain on PRTLOA for up to five years.</p> <p>Participants who enter the PRTLOA program after July 1, 2002 maintain the retirement choice program election in effect at the time of PRTLOA. They continue to accrue benefit and point service while on PRTLOA but pay is frozen at the level prior to termination. Participants may remain on PRTLOA for up to five years.</p> |
| • Special Separation Program (SSP) eligibility                 | Same as under the pre July 1, 2002 plan provisions. SSP participants are not eligible for the B benefit.  |
| • Special Separation Program (SSP) benefit                     | SSP participants receive the same benefits as PRTLOA participants.  |
| • Normal form of retirement benefits                           | <p>For a participant who is not married as of his annuity commencement date, a life annuity is the normal form. If a participant has an eligible spouse as of his annuity commencement date, his monthly retirement income shall automatically be paid in the form of a Qualified Joint and Survivor Annuity unless he elects in writing to have it paid in the form of a life annuity or other optional form and his spouse consents.</p> <p>The amount of benefit otherwise payable under the Qualified Joint and Survivor Annuity or other optional form shall be reduced by any applicable charge for preretirement coverage.</p>   |

**Schedule SB, Part V – Summary of Plan Provisions**

- Optional forms of retirement benefits

The plan offers the following five optional forms of payment:

- Lump sum (payable at age 50 or greater after vesting)
- 50% joint and survivor annuity
- 100% joint and survivor annuity
- 10 year certain and continuous annuity
- Single life annuity

For employees who were participants in the Pharmacia Pension Plan prior to July 1, 2002, in addition to the five options described above, the distribution options under the pre July 1, 2002 plan will continue to be available for both the pre- and post-July 1, 2002 benefits. Note that the total combined benefit (A + B) must be taken at the same time and in the same form of payment.

Lump Sums are converted using the applicable interest rate and applicable mortality table as defined in IRC Section 417(e)(3). All other forms of payment are converted using the GATT2003 mortality table and 7.50% interest.

- Optional pre-retirement death benefit coverage

**Annual Charge for Active Participants**

| For Ages     | 50% J&S | 100% J&S | Lump Sum |
|--------------|---------|----------|----------|
| Under 50     | 0.01%   | 0.03%    | 0.04%    |
| 50-59        | 0.08%   | 0.16%    | 0.20%    |
| 60 and Older | 0.40%   | 0.80%    | 1.00%    |

**Annual Charge for Terminated Vested Participants**

| For Ages     | 50% J&S | 100% J&S | Lump Sum |
|--------------|---------|----------|----------|
| Under 50     | 0.05%   | 0.10%    | 0.20%    |
| 50-59        | 0.25%   | 0.40%    | 0.60%    |
| 60 and Older | 0.50%   | 1.00%    | 1.15%    |

- Restructuring

Eligibility enhancement can add up to five years to age solely for the purposes of eligibility for unreduced benefits. In general, participants are entitled to these enhancements if they satisfy either of the following conditions at termination: (i) Age 60 (but less than 65), or (ii) Age plus service greater than or equal to 87 (but less than 92) and age is less than 60. Eligibility for this scenario applies to the P&U formula benefit, as well as the Retirement Choice Option 1 benefit for US participants who (a) retire early, (b) participated in the P&U Plan as of 6/30/2002, (c) had at least 50 points as of 6/30/2002, and (d) had at least 10 years of vesting service as of 6/30/2002.

The benefit enhancements provided under the corporate restructuring program were discontinued during 2012 for benefits accrued under the PPP formula.

**Schedule SB, Part V – Summary of Plan Provisions****Pharmacia Cash Balance Pension Plan benefit formula**

Following is a summary of the major plan provisions for participants who accrued benefits under the Legacy Pharmacia Cash Balance Pension Plan, which was spun off from Monsanto Company Salaried Employees' Pension Plan effective January 1, 2002.

| <b>Definitions</b>                         |  |
|--|--|
| • Participating employees                  | All employees who are employed on or after January 1, 1997, became participants immediately. Effective July 1, 2002, no new participants will earn benefits under this formula.  |
| • Type of benefit formula                  | Cash Balance   |
| • Eligibility                              | Immediate, not before age 18   |
| • Participant contributions                | None   |
| • Eligible Pay                             | Base compensation (before any reductions for pre-tax contributions) including overtime, sick-leave pay, annual incentive awards, and gain sharing, but excluding Flex Credits, awards under long-term incentive plans and other special awards, pay in lieu of vacation or deferred compensation.  |
| • Hour of service                          | Each hour for which you are paid for work and each hour for which you are entitled to payment for time not actually worked. Hours of service are also granted in special circumstances involving disability time and other leaves of absences.   |
| • Vesting service                          | Vesting Service is credited for each month during which the participant has one hour of service. One year of Vesting Service is credited for each 12 months of Vesting Service earned.   |
| • Social Security wage base                | The amount of earnings subject to the pension (OASDI) portion of the FICA tax each year  |
| • Prior Plan Account                       | The lump sum value of a participant's benefit under the Pension Plan as of December 31, 1996 for employees earning benefits under final pay formulas at that time  |
| • Cash Balance Account                     | The account containing a participant's benefit under the Pension Plan beginning January 1, 1997. It includes the accumulated balance as of December 31, 1996 for employees earning benefits under a cash balance arrangement at that time. It includes the lump sum value of the Kelco Union participants' benefits under the Kelco Union Pension Plan as of December 31, 1998.  |
| • Retirement Account                       | An account for a participant consisting of the participant's Prior Plan Account and Cash Balance Account, plus Annual Credits earned for both accounts during each plan year.  |
| • Annual credits to the Prior Plan Account | (i) Pay Credits: Pay credits are credited to the Retirement Account at an annual rate of 4% of a participant's Prior Plan Account until the earlier of termination or December 31, 2017.<br><br>(ii) Restoration Credits: Interest Credits are credited to the Retirement Account at an annual rate of 8.5% of a participant's Prior Plan Account until the earlier of reaching age 55 or the onset of benefit payments. |

**Schedule SB, Part V – Summary of Plan Provisions**

| <ul style="list-style-type: none"> <li>Annual credits to the Cash Balance Account</li> </ul> | <p>(i) Contribution credits: Contribution credits are added to the Cash Balance Account at the end of each year of employment with the company. Credits are determined by multiplying Eligible Pay by a percentage based on the participant’s age (see following chart). Eligible pay in excess of the Social Security Wage Base is also credited at a rate of 3%. Effective July 1, 2002, no future contribution credits will be made, except for participants on LTD as of June 30, 2002. Effective December 31, 2017, no future contribution credits will be made to LTD participants.</p> <p>(ii) Transition credits: Transition Credits for certain groups are added to the Cash Balance Account at the end of each year of employment for up to 10 years (based on Benefit Service on December 31, 1996) from 1997 to 2006. Credits are determined by multiplying Eligible Pay by a percentage based on the participant’s age (see chart below). Effective July 1, 2002, no future transition credits will be made, except for participants on LTD as of June 30, 2002. Effective December 31, 2017, no future contribution credits will be made to LTD participants.</p> <table border="1" data-bbox="592 798 1356 1092"> <thead> <tr> <th>Age at year end</th> <th>Contribution credits percentage of eligible pay</th> <th>Transition credits percentage of eligible pay</th> </tr> </thead> <tbody> <tr> <td>Before 30</td> <td>3%</td> <td>2%</td> </tr> <tr> <td>30-39</td> <td>4%</td> <td>3%</td> </tr> <tr> <td>40-44</td> <td>5%</td> <td>4%</td> </tr> <tr> <td>45-49</td> <td>6%</td> <td>5%</td> </tr> <tr> <td>50 &amp; over</td> <td>7%</td> <td>6%</td> </tr> </tbody> </table> <p>(iii) Interest Credits: Interest Credits are added to the Cash Balance Account monthly based on the balance in the account prior to the addition of contribution and transition credits for that year. The rate of interest will be the average interest rate on 30-year Treasury Bonds for October of prior calendar year with minimum and maximum rates of 5% and 10%, respectively.</p> | Age at year end                               | Contribution credits percentage of eligible pay | Transition credits percentage of eligible pay | Before 30 | 3% | 2% | 30-39 | 4% | 3% | 40-44 | 5% | 4% | 45-49 | 6% | 5% | 50 & over | 7% | 6% |
|--|---|---|---|---|-----------|----|----|-------|----|----|-------|----|----|-------|----|----|-----------|----|----|
| Age at year end  | Contribution credits percentage of eligible pay   | Transition credits percentage of eligible pay |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| Before 30  | 3%  | 2%  |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| 30-39  | 4%  | 3%  |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| 40-44  | 5%  | 4%  |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| 45-49  | 6%  | 5%  |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| 50 & over  | 7%  | 6%  |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| <p><b>Normal retirement</b></p>  |   |   |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| <ul style="list-style-type: none"> <li>Eligibility</li> </ul>                                | Age 65  |   |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| <ul style="list-style-type: none"> <li>Benefit</li> </ul>                                    | Retirement Account as of the Retirement Date  |   |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| <p><b>Late retirement</b></p>  |   |   |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| <ul style="list-style-type: none"> <li>Eligibility</li> </ul>                                | Any time after age 65   |   |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| <ul style="list-style-type: none"> <li>Benefit</li> </ul>                                    | <ul style="list-style-type: none"> <li>Between Normal Retirement Date and April 1 of the calendar year following the calendar year in which age 70 ½ is attained - account balances are increased with Interest Credits</li> <li>From April 1 of the calendar year following the calendar year in which age 70 ½ is attained - account balances are actuarially increased using the Plan’s definition of actuarial equivalence</li> </ul>   |   |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| <p><b>Early retirement</b></p>   |   |   |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| <ul style="list-style-type: none"> <li>Eligibility</li> </ul>                                | Vesting Age   |   |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |
| <ul style="list-style-type: none"> <li>Benefit</li> </ul>                                    | Retirement Account as of the Retirement Date. If form of payment is a life annuity, the benefit shall be the Retirement Account divided by 125 with the 125 increased by 1/10 for each month under age 55.  |   |   |   |           |    |    |       |    |    |       |    |    |       |    |    |           |    |    |

**Schedule SB, Part V – Summary of Plan Provisions**

|   |   |
|---|---|
| <b>Deferred vested</b>                  |   |
| • Eligibility                           | Earlier of three years of Vesting Service, attainment of age 65 while actively employed, permanent disability (LTD), or death while employed.   |
| • Benefit                               | Retirement Account upon termination   |
| <b>Disability</b>                       |   |
| • Eligibility                           | While actively employed by the company, either becoming Totally and Permanently Disabled or having a company defined Long Term Disability benefit.  |
| • Benefit                               | Either Retirement Account at time of disability or deferred until date the participant retires or is no longer considered disabled. Prior to December 31, 2011, the Retirement Account continued to receive all credits based on Eligible Pay at the time of disability. On or after January 1, 2012, all future accruals will be defined by the PRAP formula.  |
|   | For participants who become disabled on or after January 1, 2012, there will be no pension accruals.  |
| <b>Pre-retirement death</b>             |   |
| • Eligibility                           | Death while actively employed by the company  |
| • Benefit                               | Retirement Account at time of death   |
| <b>Form of benefits</b>                 |   |
| • Optional forms of retirement benefits | <p>In lieu of receiving a lump sum, a participant may elect to receive a pension in the form of a monthly benefit. The Retirement Account is converted to a Single Life Annuity form of payment commencing on or after age 55 by dividing the account by 125. Reductions will apply for any other form of payment and for commencement of monthly benefits before age 55.</p> <p>The following optional forms of payment are available instead of the Normal Form of Payment:</p> <ul style="list-style-type: none"> <li>• Single life annuity</li> <li>• 10-Year certain and life annuity</li> <li>• 20-Year certain and life annuity</li> <li>• 25% joint &amp; survivor annuity</li> <li>• 50% joint &amp; survivor annuity</li> <li>• 75% joint &amp; survivor annuity</li> <li>• 100% joint &amp; survivor annuity</li> <li>• Social Security Level Income option to age 65</li> <li>• Social Security Level Income option with 100% joint &amp; survivor</li> <li>• Social Security Level Income option with 10-year certain</li> </ul> |
| • Optional forms conversion factors     | Reductions for payments in forms other than a life annuity are based on the plan-defined actuarial equivalence, which is based on GAR 1994 unisex mortality and an interest rate of 7.5%.   |
| • Special minimum lump sum benefit      | For certain eligible groups, if a participant was at least age 50 on December 31, 1996, leaves the company after age 55, and elects the optional Lump Sum form of payment, a Special Minimum Lump Sum Benefit will be payable if it exceeds the Prior Plan Account value.   |

**Schedule SB, Part V – Summary of Plan Provisions**

| <b>Miscellaneous</b>   |  |
|--|--|
| <ul style="list-style-type: none"> <li>Kelco Union Merck Supplement</li> </ul> | Kelco Union participants retiring after age 55 are entitled to a temporary monthly supplement payable until age 65 equal to their Merck accrued benefit.   |
| <ul style="list-style-type: none"> <li>Kelco Union Grandfather</li> </ul>      | Kelco Union participants retiring after age 55 and prior to 2003 receive the greater of the value of the accrued benefit under the prior Kelco Union plan and the sum of the Cash Balance Account and Merck Supplement.  |
| <ul style="list-style-type: none"> <li>Restructuring</li> </ul>                | <p>Enhancements may provide for immediate vesting for affected participants not yet vested. In general, participants are entitled to immediate vesting if they are at least age 60 and have less than 3 years of service at termination.</p> <p>The benefit enhancements provided under the corporate restructuring program were discontinued during 2012 for benefits accrued under the Pharmacia Cash Balance formula.</p> |

**Warner Lambert Retirement Plan (WLRP) benefit formula**

Following is a summary of the major plan provisions for participants who accrued benefits under the Legacy Warner Lambert Retirement Plan.

| <b>Type of benefit formula</b>   | Career Average (pay-related) defined benefit plan  |
|--|--|
| <b>Definitions</b>   |  |
| <ul style="list-style-type: none"> <li>Participation</li> </ul>  | An employee joins the plan on the January 1st following employment date. Non-union employees hired on or after January 1, 2003 are not eligible to participate in the plan.  |
| <ul style="list-style-type: none"> <li>Participant contributions</li> </ul>                            | No contributions were required after January 1, 1977.  |
| <ul style="list-style-type: none"> <li>Compensation</li> </ul>   | Employee base rate on January 1 plus incentive pay, overtime pay, sales bonuses and commissions  |
| <ul style="list-style-type: none"> <li>Normal retirement age</li> </ul>                                | Age 65   |
| <ul style="list-style-type: none"> <li>Early retirement age</li> </ul>                                 | Eligibility for early retirement is age 55 with five years of service.   |
| <ul style="list-style-type: none"> <li>Dollar Value of a Unit</li> </ul>                               | The Dollar Value of a Unit is determined by dividing the net market value of all assets in the Equity Fund by the present value of all credited units. The Dollar Value of a Unit as of 12/1/2022 is \$28.56808.   |
| <ul style="list-style-type: none"> <li>Assumptions used to determine present value of units</li> </ul> | <p>Interest rate – 3.50%</p> <p>Mortality – 1951 Group Annuity Table for males, set back five years for females</p> <p>Withdrawal – No withdrawal is assumed.</p> <p>Disability – No disability incidence is assumed.</p> <p>Retirement – 60% are expected to retire at age 62; 100% are expected to retire at age 65. No retirement is assumed at any other age.</p>  |
| <ul style="list-style-type: none"> <li>Normal retirement benefit – pay related</li> </ul>              | <p>The sum of the participant's Dollar Annuity Retirement Income and Equity Annuity Retirement Income</p> <p><u>Dollar annuity retirement income</u><br/>1 1/2% of Compensation</p> <p><u>Equity annuity retirement income — assumed benefit and equity units</u><br/>For employees who elected at January 1, 1977 to retain their Equity Annuity Retirement Income, the Dollar Annuity benefit is half the amount described above and the remaining half is the "assumed benefit." Equity</p> |

**Schedule SB, Part V – Summary of Plan Provisions**

Annuity Units are credited to a participant each year by dividing that year's assumed benefit by the Dollar Value of a Unit at that time. Employees who elected to convert their Equity Annuity Retirement Income received corresponding Dollar Annuity benefits equal to 1.88054 times their Equity units. Equity Annuity Retirement Income to a retired participant is determined by multiplying the participant's number of Units by the Dollar Value of a Unit determined in the preceding calendar year.

Additional retirement income

Additional retirement income was also credited in 1964, 1969, 1973, 1977, 1980, 1983, 1986, 1989, 1991, 1994, 1997, 1999, 2005 and 2011 to those Plan members whose accrued benefits were less than certain retirement income objectives.

In 2011, the objective was 1.2% of the average of the five highest year's earnings in the last 10 years, up to covered compensation, plus 1.5% of these earnings in excess of covered compensation, multiplied by years of credited service from age 21 and 1 year of service to December 31, 2011. The update provided on December 31, 2011 is the final update.

Cost-of-living adjustments

On January 1, 2000, retirees who commenced benefits before July 1, 1999 were granted a 3% pension increase with a \$200 maximum monthly increase.

Besides the benefits described above, participants who were members of a prior plan are credited with a benefit from that plan.

Effective December 31, 1998 the Warner-Lambert Company Employees' Pension Plan for Members of Local No. 7-176, Oil Chemical and Atomic Workers International Union (OCAW) was merged into the Warner-Lambert Retirement Plan. Retirement benefits paid by the OCAW plan are based on a flat dollar multiplier. The effective multiplier is \$34. There are no active participants.

Effective January 1, 2007, the Employees' Pension Plan for Members of Mechanics Motor City Lodge 698, International Association of Machinists and Aerospace Workers, A.F.L.-C.I.O. and the Employees' Pension Plan for Members of Local 114, United Plant Guard Workers of America were merged into the Warner-Lambert Retirement Plan. Refer to the corresponding plans' provisions for additional details regarding benefits payable due to past service in these plans. There are no active participants.

Benefit accruals under this formula ceased on December 31, 2011. Benefit accruals after January 1, 2012 will occur under the PRAP formula.

|   |   |
|---|---|
| • Normal retirement benefit – service related | For active employees retiring on or after January 1, 1992, an additional benefit of \$96 per year of service is provided. No service related benefit will be earned for service after December 31, 2011.  |
| • Early retirement eligibility                | Age 55 with five years of service   |
| • Early retirement benefit                    | For active employees on or after January 1, 1973 who retire prior to age 65 but not before age 62, no reduction in their pensions will be made on account of immediate commencement. There is a reduction of 3% for each year retirement precedes age 62 but after age 60 and 6% for each year under age 60. The reductions do not apply to the service related benefits. |
| • Vesting eligibility                         | Three years of vesting service  |
| • Deferred vested benefit                     | An employee is fully vested if he has completed three years of service. If the employee is vested, they are entitled to the benefits described above including the provisions for early retirement.   |

**Schedule SB, Part V – Summary of Plan Provisions**

|  |  |
|--|--|
| • Disability eligibility                     | Three years of vesting service   |
| • Disability benefit                         | The plan provides continued accruals for disabled participants. Accruals cease if benefits are commenced. Pay is frozen as of the date of disability. Participants who become disabled on or after January 1, 2012 do not accrue benefits while on disability.   |
| • Death benefit – Automatic Spouse’s Pension | <p>The Automatic Spouse’s Pension is equal to 50% of the participant’s Normal Retirement Benefit reduced for early retirement. The Automatic Spouse’s Pension is payable as follows:</p> <ul style="list-style-type: none"> <li>• If death occurs after August 23, 1984 but before age 55 and the active or terminated vested participant (who performed service after November 30, 1976) is vested in part or all of his retirement benefits and is survived by an eligible spouse, that spouse will receive the Automatic Spouse’s Pension commencing when the participant would have reached age 55.</li> <li>• If death occurs before the Normal Retirement Date and after age 55 (or before age 55 provided that the sum of the participant’s years of plan participation and age equal 75 or more) and the active or terminated vested participant is survived by an eligible spouse, that spouse will receive the Automatic Spouse’s Pension; otherwise, a refund of contributions with interest will be made.</li> <li>• If death occurs after retirement or after Normal Retirement Date and the participant is survived by an eligible spouse, such spouse will receive the Automatic Spouse’s Pension plus \$2,500 if retirement income commenced after January 1, 1965. Upon the death of a participant who is not survived by an eligible spouse and who dies after retirement, the larger of the following will be paid: the excess of contributions with interest over benefits already paid, or \$2,500. The \$2,500 death benefit does not apply to participants that terminate after December 31, 2009.</li> </ul> |

**Death benefit – Enhanced active death benefit (effective June 1, 2015)**

|               |   |
|---------------|---|
| • Eligibility | Actively employed and eligible for early retirement on the date of death.   |
| • Benefit     | <p>An amount payable to the beneficiary equal to the greater of the present value of the Employee’s age 62 single life annuity benefit and the present value of the Employee’s single life annuity benefit immediately payable as of the first day of the month following the date of death.</p> <p>If the participant is married on the date of death, the surviving spouse must waive his/her rights to the Automatic Spouse’s Pension described above to receive this benefit.</p> |

**Form of benefits**

|   |                              |
|---|------------------------------|
| • Automatic form for unmarried participants | Single life annuity          |
| • Automatic form for unmarried participants | 50% joint & survivor annuity |

**Schedule SB, Part V – Summary of Plan Provisions**

|   |  |
|---|--|
| <ul style="list-style-type: none"> <li>Optional forms</li> </ul>  | <p>The following optional forms of payment are available instead of the Normal Form of Payment for all participants:</p> <ul style="list-style-type: none"> <li>Single life annuity</li> <li>50% joint &amp; survivor annuity</li> <li>75% joint &amp; survivor annuity</li> <li>100% joint &amp; survivor annuity</li> </ul> <p>Lump Sums are converted using the applicable interest rate and applicable mortality table as defined in IRC Section 417(e)(3). All other forms of payment are converted using the GATT2003 mortality table and 7.50% interest.</p>  |
| <ul style="list-style-type: none"> <li>Restructuring</li> </ul>   | <p>A corporate restructuring plan was implemented by Pfizer in 2005. Under this program, individuals whose jobs are eliminated due to the restructuring may be entitled to enhanced benefits from the Plan. Depending upon the participant's age and service at layoff, these enhancements may provide more favorable early retirement reduction factors, unreduced benefits, and/or eligibility for alternative forms of payment.</p> <p>In general, participants are entitled to unreduced pension benefits if they satisfy the following conditions at termination: Age 60 (but less than 62) and age plus service greater than or equal to 65.</p> <p>The benefit enhancements provided under the corporate restructuring program were discontinued during 2012 for benefits accrued under the WLRP formula.</p> |
| <ul style="list-style-type: none"> <li>Enhanced Severance Program</li> </ul>  | <p>As a result of the April 2000 acquisition of Warner-Lambert by Pfizer, participants subject to an involuntary termination within two years (senior management within three years) after this Change in Control, for any reason other than death or Termination for Just Cause, are eligible for an additional pay related and service related accrual for the period of severance.</p> <p>The additional pay and service accruals are based on the actual amount of severance, respectively, as if the participant had remained employed during the severance period.</p>   |
| <b>WLRP IAM Benefit Formula</b>   |  |
| <ul style="list-style-type: none"> <li>Type of benefit formula</li> </ul>   | Flat dollar multiplier   |
| <ul style="list-style-type: none"> <li>Employer Contributions</li> </ul>  | The employer will make contributions in an amount no less than the minimum amount required under IRS regulations.  |
| <b>Normal Retirement Benefit</b>  |  |
| <ul style="list-style-type: none"> <li>Eligibility</li> </ul>   | The first day of the month coincident with or following attainment of age 65   |
| <ul style="list-style-type: none"> <li>Benefit</li> </ul>   | Monthly annuity equal to a dollar unit multiplied by credited service. The dollar unit in effect as of April 30, 1984 was \$20.00.   |
| <u>Cost-of-living adjustments</u>   |  |
| As of July 1, 1995, retirees who commenced benefits before January 1, 1995, were granted a 4% pension increase subject to a \$150 maximum monthly increase. |  |
| On January 1, 2000, retirees who commenced benefits before July 1, 1999 were granted a 3% pension increase with a \$200 maximum monthly increase.           |  |
| Benefit accruals under this formula will cease on December 31, 2011. Benefit accruals after January 1, 2012 will occur under the PRAP formula.              |  |

**Schedule SB, Part V – Summary of Plan Provisions**

| <b>Early Retirement Benefit</b>   |   |
|---|---|
| • Eligibility   | A member may retire on the first day of any month following his 57th birthday and completion of 10 years of credited service.   |
| • Benefit   | The pension amount is based on service to early retirement date, reduced 5/8% for each month by which the annuity commencement date precedes age 62.  |
| <b>Disability Benefit</b>   |   |
| • Eligibility   | A member who has 15 years of credited service and becomes totally and permanently disabled is eligible for a disability benefit.  |
| • Benefit   | <p>Monthly annuity equal to the amount determined by the regular normal retirement benefit formula based on service prior to the date of disability without any reduction for commencement of benefits prior to the normal retirement date. However, double this amount is payable for any month for which the disabled employee is not eligible for benefits payable under the Social Security Act by reason of disability. The disability benefit does not commence until disability has continued for at least 26 consecutive weeks and continues only to the normal retirement date when the retirement benefit based on service prior to date of disability becomes payable.</p> <p>Participants who become disabled on or after January 1, 2012 do not accrue benefits while on disability.</p> |
| <b>Vesting Eligibility</b>  | Three years of vesting service  |
| <b>Deferred Vested Benefit</b>  |   |
| • Eligibility   | A participant who has completed three or more years of Vesting Service is entitled to a deferred vested benefit equal to the Normal Retirement Benefit.   |
| • Benefit   | Benefits which begin at an early retirement date are reduced 5/8% for each month by which the early retirement date precedes age 65.  |
| <b>Death Benefit – Preretirement Survivor Annuity</b>                         | <p>The eligible spouse of certain vested members who worked after January 1, 1976 shall receive a Preretirement Survivor Annuity in the event of the member's death before retirement.</p> <p>The Preretirement Survivor Annuity benefit is the amount which would have been payable to the spouse had the member elected payment of benefits under a Joint and 55% Survivor annuity form. If the participant is over age 57 at death, benefits commence immediately. If the participant is under age 57 at death, benefits commence when the participant would have attained age 57.</p>   |
| <b>Death benefit – Enhanced active death benefit (effective June 1, 2015)</b> |   |
| • Eligibility   | Actively employed and eligible for early retirement on the date of death.   |
| • Benefit   | <p>An amount payable to the beneficiary equal to the greater of the present value of the Employee's age 65 (age 62 if the Employee had reached age 57 with 10 years of service) single life annuity benefit and the present value of the Employee's single life annuity benefit immediately payable as of the first day of the month following the date of death.</p> <p>If the participant is married on the date of death, the surviving spouse must waive his/her rights to the Preretirement Survivor Annuity described above to receive this benefit.</p>  |
| <b>WLRP – UPGWA benefit formula</b>   |   |
| • Type of benefit formula   | Flat dollar multiplier  |
| • Participation   | No employees are eligible to become members after May 31, 1983.   |

**Schedule SB, Part V – Summary of Plan Provisions**

|   |  |
|---|--|
| • Employer Contributions  | The employer will make contributions in an amount no less than the minimum amount required under IRS regulations.  |
| <b>Normal Retirement Benefit</b>  |  |
| • Eligibility   | The first day of the month coincident with or following attainment of age 65   |
| • Benefit   | Monthly annuity equal to a dollar unit multiplied by credited service. The dollar unit in effect as of January 1, 1982 was \$18.50.<br><br><u>Cost-of-living adjustments</u><br>As of July 1, 1995, retirees who commenced benefits before January 1, 1995, were granted a 4% pension increase subject to a \$150 maximum monthly increase. On January 1, 2000, retirees who commenced benefits before July 1, 1999 were granted a 3% pension increase with a \$200 maximum monthly increase.<br><br>Benefit accruals under this formula will cease on December 31, 2011. Benefit accruals after January 1, 2012 will occur under the PRAP formula |
| <b>Early Retirement Benefit</b>   |  |
| • Eligibility   | A member may retire on the first day of any month following his 57th birthday and completion of 10 years of credited service.  |
| • Benefit   | The pension amount is based on service to early retirement date, reduced 5/8% for each month by which the annuity commencement date precedes age 62.   |
| <b>Deferred Vested Benefit</b>  |  |
| • Eligibility   | A participant who has completed three or more years of Vesting Service is entitled to a deferred vested benefit equal to the Normal Retirement Benefit.  |
| • Benefit   | Benefits which begin at an early retirement date are reduced 5/8% for each month by which the early retirement date precedes age 65.   |
| <b>Death Benefit – Preretirement Survivor Annuity</b>                         | The eligible spouse of certain vested members who worked after January 1, 1976, shall receive a Preretirement Survivor Annuity in the event of the member's death before retirement.<br><br>The Preretirement Survivor Annuity benefit is the amount which would have been payable to the spouse had the member elected payment of benefits under a Joint and 50% Survivor annuity form. If the participant is over age 57 at death, benefits commence immediately. If the participant is under age 57 at death, benefits commence when the participant would have attained age 57.  |
| <b>Death benefit – Enhanced active death benefit (effective June 1, 2015)</b> |  |
| • Eligibility   | Actively employed and eligible for early retirement on the date of death.  |
| • Benefit   | An amount payable to the beneficiary equal to the greater of the present value of the Employee's age 65 (age 62 if the Employee had reached age 57 with 10 years of service) single life annuity benefit and the present value of the Employee's single life annuity benefit immediately payable as of the first day of the month following the date of death.<br><br>If the participant is married on the date of death, the surviving spouse must waive his/her rights to the Preretirement Survivor Annuity described above to receive this benefit.  |

**Schedule SB, Part V – Summary of Plan Provisions****Wyeth Retirement Plan (WRP) benefit formula**

Following is a summary of the major plan provisions for participants who accrued benefits under the Legacy Wyeth Retirement Plan.

| <b>Definitions</b>                |  |
|-----------------------------------|--|
| • Participation                   | Nonunion salaried and hourly employees in most legacy Wyeth divisions and subsidiaries who have attained age 21 and completed one year of Continuous Service.  |
| • Employee contributions          | None   |
| • Continuous service <sup>3</sup> | Continuous employment since the later of date of hire or date of acquisition by Wyeth, until date of severance from service.   |
| • Wyeth service                   | Continuous service.<br>Wyeth service is frozen as of December 31, 2011. Service after January 1, 2012 will be used towards determining the accrued benefit under the PRAP benefit formula.   |
| • Predecessor service             | Continuous employment rendered to a company before its date of acquisition by Wyeth, but only for those companies acquired before January 1, 1956.   |
| • Pensionable compensation        | Employees' scheduled salary as of April 1, bonuses from the current year, and overtime and commissions from the previous year. Any compensation that is deferred is excluded from pensionable compensation.<br>For plan years prior to 2011, scheduled salary was determined as of January 15.   |
| • Final average compensation      | Average of the highest 5 calendar years of compensation of the final 10 years of a participant's career with Pfizer.   |
| • Accrued benefit                 | A monthly benefit equal to the greatest of (i), (ii), (iii), (iv), (v), and (vi).<br>(i) One twelfth of:<br>(a) 2% of 5 year final average pension earnings times the number of years of a participant's Wyeth Service (up to a maximum of 30 years) after age 21, minus<br>(b) 1/60 of annual primary Social Security benefit times the number of years of participation (up to a maximum of 30 years) after age 21.<br>(ii) The sum of (a) and (b):<br>(a) for service after age 25:<br>\$49.00 times years of Wyeth Service during 2011, plus<br>\$46.00 times years of Wyeth Service during 2010, plus<br>\$43.00 times years of Wyeth Service during 2009, plus<br>\$42.00 times years of Wyeth Service during 2008, plus<br>\$41.00 times years of Wyeth Service during 2007, plus<br>\$40.00 times years of Wyeth Service during 2006, plus<br>\$38.50 times years of Wyeth Service during 2005, plus<br>\$37.00 times years of Wyeth Service during 2004, plus |

<sup>3</sup> Continuous employment prior to acquisition date is generally counted as Continuous Service for determining eligibility for benefits, but not for accrual purposes. For participants who were employees of Chesebrough Pond's Inc as of October 31, 1986, and participants who were employees of Genetics Institute as of January 1, 1992, pre-acquisition service is counted for accrual purposes.

In addition, employees of A.H. Robins who were hired before January 1, 1990 and actively at work July 1, 1990, will have their pre-acquisition service counted for benefit accrual purposes. Former employees of American Cyanamid will have their pre-acquisition service counted for benefit accrual purposes to the extent permitted under Wyeth Retirement Plan provisions in effect as of December 31, 1995.

**Schedule SB, Part V – Summary of Plan Provisions**

---

\$36.00 times years of Wyeth Service during 2003, plus  
\$35.00 times years of Wyeth Service during 2002, plus  
\$34.00 times years of Wyeth Service during 2001, plus  
\$33.00 times years of Wyeth Service prior to 2001

(b) for service prior to age 25:

\$36.75 times years of Wyeth Service during 2011, plus  
\$34.50 times years of Wyeth Service during 2010, plus  
\$32.25 times years of Wyeth Service during 2009, plus  
\$31.50 times years of Wyeth Service during 2008, plus  
\$30.75 times years of Wyeth Service during 2007, plus  
\$30.00 times years of Wyeth Service during 2006, plus  
\$29.00 times years of Wyeth Service during 2005, plus  
\$27.75 times years of Wyeth Service during 2004, plus  
\$27.00 times years of Wyeth Service during 2003, plus  
\$26.25 times years of Wyeth Service during 2002, plus  
\$25.50 times years of Wyeth Service during 2001, plus  
\$24.75 times years of Wyeth Service prior to 2001

(iii) One twelfth of:

(a) 0.8% of the first \$3,000, plus

(b) 1.5% of a participant's earnings in excess of \$3,000 for each year of Wyeth Service after age 35. (This formula applies only to employees hired by Wyeth on or before 9/1/74.)

Maximum of 30 years of service applies.

---

**Schedule SB, Part V – Summary of Plan Provisions**

- Accrued benefit (continued)
  - (iv) One twelfth of:
    - (a) 2% of average of annual pension earnings received from 1/1/68 to 1/1/78 after attaining age 35, times number of years of a participant's Wyeth Service (after age 35 and prior to 1/1/78), plus
    - (b) 2.67% times total annual pension earnings received after 1/1/78 after attaining age 35, minus
    - (c) 1/60 of annual primary Social Security benefit times total number of years of participation after age 35. (This formula applies only to employees hired by Wyeth prior to 10/1/81.)
 Maximum of 30 years of service applies.
  - (v) One twelfth of:
    - (a) 0.6% of the first \$3,000, plus
    - (b) 1.125% of a participant's earnings in excess of \$3,000 for each year of Wyeth Service after age 25 and after 1/1/76. (This formula applies only to employees hired by Wyeth on or before 9/1/74.)
 Maximum of 40 years of service applies.
  - (vi) One twelfth of:
    - (a) 1.5% of average of annual pension earnings received prior to 1/1/78 and after the later of 1/1/76 or the date of attainment of age 25, times number of years of a participant's Wyeth Service prior to 1/1/78 and after the later of 1/1/76 or the date of attainment of age 25, plus
    - (b) 2% times total annual pension earnings received after the later of 1/1/78 or the date of attainment of age 25, minus
    - (c) 1/80 of annual primary Social Security benefit times total number of years of participation after the later of 1/1/76 or the date of attainment of age 25. (This formula applies only to employees hired by Wyeth prior to 10/1/81.)
 Maximum of 40 years of service applies.

| <b>Normal retirement</b>   |  |
|----------------------------|--|
| • Eligibility              | Age 65   |
| • Benefit                  | Accrued benefit  |
| <b>Early retirement</b>    |  |
| • Eligibility              | Age 55 with three years of Continuous Service  |
| • Benefit                  | Age 55 with 10 years of Continuous Service:<br>A monthly benefit equal to the Accrued Benefit, reduced by 3% for each year by which payments commence prior to age 65. If the Accrued Benefit is calculated under the flat rate Minimum Formula, no reduction is applied for retirement at age 62 or later.<br><br>Age 55 and vested with less than 10 years of Continuous Service:<br>Accrued Benefit, but reduced actuarially if payments commence prior to age 65, using the GATT2003 mortality table with 7.50% interest |
| <b>Late retirement</b>     |  |
| • Eligibility              | A participant who continues to be employed by the Company after his Normal Retirement Date shall continue to accrue benefits for Wyeth Service rendered until his actual retirement date.  |
| • Benefit                  | The monthly amount of a participant's postponed retirement income is computed in the same manner as his Normal Retirement income.  |
| <b>Vesting eligibility</b> | 3 years of vesting service   |

**Schedule SB, Part V – Summary of Plan Provisions**

| <b>Deferred vested</b>            |   |
|-----------------------------------|---|
| • Eligibility                     | Termination prior to age 55 with three years of Continuous Service  |
| • Benefit                         | Accrued Benefit, but reduced actuarially if payments commence prior to age 65, using the GATT2003 mortality table with 7.50% interest   |
| <b>Disability</b>                 |   |
| • Eligibility                     | Total disability at any age after 10 years of Continuous Service and disabled before January 1, 2008  |
| • Benefit                         | <p>A monthly benefit, payable until age 65 (at which point the Normal Retirement Benefit is payable), equal to the greatest of (i), (ii), and (iii).</p> <p>(i) \$375, if disability commences during 2008<br/> \$365, if disability commences during 2007<br/> \$355, if disability commences during 2006<br/> \$350, if disability commences during 2005<br/> \$345, if disability commences during 2004<br/> \$340, if disability commences during 2003<br/> \$335, if disability commences during 2002<br/> \$330, if disability commences prior to 2002</p> <p>(ii) \$42.00 times years of Wyeth Service during 2008, plus<br/> \$41.00 times years of Wyeth Service during 2007, plus<br/> \$40.00 times years of Wyeth Service during 2006, plus<br/> \$38.50 times years of Wyeth Service during 2005, plus<br/> \$37.00 times years of Wyeth Service during 2004, plus<br/> \$36.00 times years of Wyeth Service during 2003, plus<br/> \$35.00 times years of Wyeth Service during 2002, plus<br/> \$34.00 times years of Wyeth Service during 2001, plus<br/> \$33.00 times years of Wyeth Service prior to 2001</p> <p>(iii) Accrued Benefit, without regard to the pay related formulas.</p> <p>Participants who become disabled on or after January 1, 2012, are not eligible for the above disability benefit and do not accrue benefits while on disability</p> |
| <b>Pre-retirement death</b>       |   |
| • Death prior to early retirement | <p>Death in active employment with Wyeth after vesting but before becoming eligible for Early Retirement:</p> <p>A monthly benefit, payable to the surviving spouse or estate of unmarried participant and commencing on the first of the month coincident with or next following the date the employee would have reached his 55th birthday; equal to 50% of the Vested Termination Benefit that would have been paid to the employee, assuming he had terminated employment on the day of his death, survived to age 55 and had elected a 50% Contingent Annuitant Option (paid as a lump sum to estate of unmarried participant).</p>  |
| • Death after early retirement    | <p>Death in active employment with Wyeth after becoming eligible for Early Retirement:</p> <p>A monthly benefit, payable to the surviving spouse or estate of unmarried participant, equal to 50% of the Early Retirement Benefit that would have been paid to the employee, assuming he had retired on the day prior to his death and had elected a 50% Contingent Annuitant Option (paid as a lump sum to estate of unmarried participant).</p>   |

**Schedule SB, Part V – Summary of Plan Provisions**

|   |  |
|---|--|
| <ul style="list-style-type: none"> <li>Death after termination of employment</li> </ul>     | <p>Death after termination of employment with vesting before commencement of Vested Termination Benefit (also applies to employees who terminated with vested rights on and after January 1, 1976 and prior to January 1, 1985, where death occurs on or after August 23, 1984):</p> <p>A monthly benefit, payable to the surviving spouse or estate of unmarried participant and commencing on the first of the month coincident with or next following the later of the employee's (i) 55th birthday or (ii) date of death; equal to 50% of the Vested Termination Benefit that would have been paid to the employee, assuming he had elected to commence benefits on such date and elected a 50% Contingent Annuitant Option (paid as a lump sum to estate of unmarried participant).</p> |
| <b>Pre-retirement death – Enhanced active death benefit (effective June 1, 2015)</b>        |  |
| <ul style="list-style-type: none"> <li>Eligibility</li> </ul>                               | Actively employed and eligible for early retirement on the date of death.  |
| <ul style="list-style-type: none"> <li>Benefit</li> </ul>                                   | <p>An amount payable to the beneficiary equal to the lump sum that would have been payable to the participant if the participant had retired on his date of death with a benefit commencement date on the first day of the month following date of death and survived to that date.</p> <p>If the participant is married on the date of death, the surviving spouse must waive his/her rights to the QJSA described above to receive this benefit.</p> <p>This benefit is paid in lieu of any other death benefits described above.</p>  |
| <b>Contingent event benefits</b>  |  |
| <ul style="list-style-type: none"> <li>Eligibility</li> </ul>                               | <p>Participants terminated due to the Pfizer acquisition prior to October 15, 2011, as well as those terminated involuntarily following Pfizer's acquisition, with at least 70 points (age plus service) at termination and whose base compensation is less than \$155,000.</p> <p>The benefit enhancements provided under the corporate restructuring program were primarily discontinued during 2012 with the exception of individuals who are terminated as part of the Plant Network Strategy or Engine for Sustainable Innovation (ESI).</p>  |
| <ul style="list-style-type: none"> <li>Enhanced benefit</li> </ul>                          | Eligible participants receive subsidized early retirement benefits as if the participant was at least age 55 with 10 years of service at termination. Note that accrued benefits are not increased, nor are participants entitled to commence benefits prior to 55 due to this enhancement.  |
| <b>Form of benefits</b>   |  |
| <ul style="list-style-type: none"> <li>Automatic form for unmarried participants</li> </ul> | Single Life Annuity  |
| <ul style="list-style-type: none"> <li>Automatic form for married participants</li> </ul>   | 50% Joint and Survivor Annuity   |
| <ul style="list-style-type: none"> <li>Optional forms</li> </ul>                            | 10 Year Certain, Level Income, Lump Sum, Guaranteed Death Benefit, 66 2/3%, 75% And 100% Joint And Survivor Annuity  |
| <ul style="list-style-type: none"> <li>Optional conversion factors</li> </ul>               | <ul style="list-style-type: none"> <li>Optional form benefits (other than a lump sum) are converted using the GATT2003 mortality table with 7.50% interest.</li> <li>Lump sum benefits for benefits accrued before January 1, 2012, are converted using whichever basis provides the higher present value: a) the applicable interest rate and applicable mortality table as defined in IRC Section 417(e)(3) or b) the applicable PBGC interest rate and applicable mortality table assumptions as of the valuation date.</li> <li>Lump sum benefits for benefits accrued on or after January 1, 2012, are converted using the applicable interest rate and mortality table as defined in IRC Section 417(e)(3).</li> </ul>   |

**Schedule SB, Part V – Summary of Plan Provisions**

|   |   |
|---|---|
| <b>Former Employees of A.H. Robins provisions</b> | <p>On December 15, 1989, Wyeth completed its acquisition of A.H. Robins Company, Incorporated. Wyeth provided for the continuation of the following four U.S. defined benefit pension plans of A.H. Robins through June 30, 1990.</p> <ul style="list-style-type: none"> <li>• Employees' Retirement Plan of A.H. Robins Company, Inc and Affiliated Companies</li> <li>• Employees' Retirement Plan of Eurand America, Inc</li> <li>• Employees' Retirement Plan of Agri-Bio Corp.</li> <li>• Employees' Retirement Plan of Viobin Corporation</li> </ul> <p>Effective July 1, 1990, the above four A.H. Robins' Plans were merged with the Wyeth Retirement Plan - U.S. Employees hired by A.H. Robins before January 1, 1990 and actively at work on July 1, 1990 will have their retirement benefits calculated under the formulas of both the Wyeth Retirement Plan and the prior A.H. Robins' Plans. The employee will receive the greater benefit, based upon his combined service with A.H. Robins and Wyeth.</p> <p>Under this "umbrella" approach, Robins employees will accrue retirement benefits under the Wyeth final 5-year average pay formulas, the Wyeth flat-rate minimum formula and the Wyeth disability formula.</p> <p>Although Wyeth will grandfather the normal and early retirement provisions of the A.H. Robins Retirement Plans, all ancillary benefits and provisions, such as disability benefits, death benefits and actuarial equivalent factors, under the Robins' Plans were frozen as of July 1, 1990, the merger date.</p> |
| <b>A.H. Robins Normal Retirement</b>              |   |
| • Eligibility                                     | First of the month coincident with or next following the later of age 65 and the fifth anniversary of participation   |
| • Benefit   | <p>A monthly benefit equal to the greater of (i) or (ii), but not less than the accrued benefit under the Wyeth formula.</p> <p>(i) The sum of (a) and (b):</p> <p>(a) The excess of 50% of final five-year average monthly compensation over 50% of participant's monthly Primary Social Security Benefit with the result reduced proportionately for benefit accrual service less than twenty;</p> <p>(b) 1/4% of final five-year average monthly compensation multiplied by years of benefit accrual service in excess of twenty.</p> <p>(ii) The minimum monthly normal retirement allowance for participants as of December 31, 1982, is the benefit which would have been payable at age 65 under the plan in effect on December 31, 1982 assuming the 1982 compensation remains constant until age 65.</p>   |
| • Accrued benefit                                 | Same as Normal Retirement Benefit based upon Final Average Compensation as of the determination date and service as of the Normal Retirement Date and assuming constant future earnings in calculating Social Security. This amount is then multiplied by the ratio of credited service as of the determination date to credited service as of the Normal Retirement Date.  |
| <b>A.H. Robins Late Retirement</b>                | The amount of monthly delayed retirement allowance computed as the larger of the normal retirement allowance actuarially increased to reflect its later commencement or the normal retirement benefit using benefit accrual service, final average compensation and Primary Social Security Benefit calculated at delayed retirement date.  |
| <b>A.H. Robins Early Retirement</b>               |   |

**Schedule SB, Part V – Summary of Plan Provisions**

|  |   |
|--|---|
| • Eligibility                                | First of any month after attainment of age 55 and the completion of at least ten years of vesting service   |
| • Benefit                                    | The amount of early retirement allowance is based on the participant's Accrued Benefit at the date of early retirement.<br><br>Unless the participant has attained age 62 and completed ten years of vesting service, the Accrued Benefit is subject to a reduction to reflect its earlier commencement. The Accrued Benefit is reduced by 6 2/3% per year between ages 60 and 65 and by 3 1/3% per year between ages 55 and 60.  |
| <b>A.H. Robins Deferred Vested</b>           |   |
| • Eligibility                                | First of any month after attainment of age 55 and the completion of at least five years of vesting service  |
| • Benefit                                    | The Accrued Benefit is reduced by 6 2/3% per year between ages 60 and 65 and by 3 1/3% per year between ages 55 and 60.   |
| <b>Former Employees of American Cyanamid</b> | <p>On November 21, 1994, Wyeth acquired American Cyanamid Company. On December 31, 1994, the American Cyanamid Company Employees Retirement Plan was merged with and into the Wyeth Retirement Plan - U.S. Former nonunion employees of American Cyanamid will have their retirement benefits calculated under the ACY Retirement Plan formulas through December 31, 1995. Any former ACY nonunion employee who retires or is terminated prior to January 1, 1996 will receive a benefit under the American Cyanamid formula.</p> <p>As of January 1, 1996, all former nonunion American Cyanamid employees will have their benefits determined under the Wyeth formula. All service with American Cyanamid will be included when computing benefits under the Wyeth formula to the extent permitted under Wyeth Retirement Plan provisions in effect as of December 31, 1995.</p> <p>Benefit accruals under American Cyanamid ceased as of December 31, 1995 for nonunion employees, and each nonunion American Cyanamid employee's frozen benefit as of that date would serve as a minimum benefit, as required by ERISA.</p> <p>All former American Cyanamid union employees will have their benefits determined under the applicable coordinated bargaining agreement. The American Cyanamid union employees were transferred to the Wyeth Non-Coordinated Bargaining Retirement Plan - U.S. effective January 1, 1996.</p> |
| <b>Restructuring enhancement</b>             | Participants who have 70 points at date of termination, but are not age 55 with 10 years of service (within 2 years of the sale for Fort Dodge participants) will receive the retiree enhanced early retirement factors.  |

**Alpharma Inc. Pension Plan (Alpharma) benefit formula**

Following is a summary of the major plan provisions for participants who accrued benefits under the Legacy Alpharma Inc. Pension Plan formula.

**Schedule SB, Part V – Summary of Plan Provisions****Definitions**

|  |   |
|--|---|
| <ul style="list-style-type: none"> <li>Participating employees</li> </ul>    | <p>All employees who meet the following:</p> <ul style="list-style-type: none"> <li>Employee of the former Alpharma Specialty Pharma Inc company under Pfizer</li> <li>Employees over age 18 (age 21, prior to October 1, 2001) following six months of service</li> <li>Was a participant as of December 31, 2006</li> </ul> <p>Participation was frozen effective December 31, 2006.</p>  |
| <ul style="list-style-type: none"> <li>Vesting service</li> </ul>            | <p>1 year of service for each year an employee worked at least 1,000 hours or service in a plan year, from the later of date of hire or acquisition/transfer date</p>   |
| <ul style="list-style-type: none"> <li>Credited service</li> </ul>           | <p>1 year of service for each year an employee completed at least 1,000 hours of service as a participant in a plan year in a plan year, from the later of date of hire or acquisition/transfer date.</p> <p>No additional Credited Service is credited after December 31, 2006.</p>  |
| <ul style="list-style-type: none"> <li>Compensation</li> </ul>               | <p>Base salary plus overtime, limited to 20% of base earnings. Commissions are included for participants whose annualized rate of base pay is less than or equal to two times the federal minimum wage. No compensation on or after December 31, 2006 is included.</p>  |
| <ul style="list-style-type: none"> <li>Final Average Compensation</li> </ul> | <p>The annual average of the highest 5 consecutive years of pensionable pay during the last 10 years of pension service ending on the earlier of the participant's termination date or retirement date. A participant's earnings after December 31, 2006, shall not be taken into account for purposes of determining his or her Accrued Benefit.</p>   |
| <ul style="list-style-type: none"> <li>Accrued Benefit</li> </ul>            | <p>The annual accrued benefit is the sum of:</p> <ul style="list-style-type: none"> <li>0.80% of Final Average Compensation times years of Credited Service, up to 30 years</li> <li>1.45% of Final Average Compensation in excess of Covered Compensation times years of Credited service, up to 30 years</li> </ul> <p>The accrued benefit shall be reduced by the pension under the Solvay U.S. Group Pension Plan and its successors, but the benefit shall never be less than zero.</p> <p>For participants with an hour of service prior to January 1, 1994, the participant shall have an accrued benefit equal to the greater of the benefit listed above and the sum of (i) the Participant's accrued benefit as of June 30, 1994, based on the plan provisions at that date and (ii) the Participant's accrued benefit under the formula listed above applied to years of credited service on and after January 1, 1994.</p> <p>All benefits were frozen as of December 31, 2006.</p> |

**Normal retirement**

|   |  |
|---|--|
| <ul style="list-style-type: none"> <li>Eligibility</li> </ul> | <p>First of the month coinciding with or next following the attainment of age 65</p> |
| <ul style="list-style-type: none"> <li>Benefit</li> </ul>     | <p>Accrued benefit as of December 31, 2006</p>                                       |

**Early retirement**

|   |  |
|---|--|
| <ul style="list-style-type: none"> <li>Eligibility</li> </ul> | <p>Age 55 and 5 years of Vesting Service</p> |
|---|--|

**Schedule SB, Part V – Summary of Plan Provisions**

|   |  |
|---|--|
| • Benefit                                   | <p>Monthly pension benefit determined as of early retirement date, reduced by 7% for each year of payment after age 60 but before age 65, and 4% for each year of payment after age 55 but before age 60.</p> <p>For Barre-National benefits, reduced by 3/5% for each month after age 60 but before age 65, and 3/10% for each year of payment after age 55 but before age 60.</p> <p>For Prior Plan benefits, reduced by 4/10% for each month before 65.</p> |
| <b>Late retirement</b>                      |  |
| • Eligibility                               | Retirement after NRD   |
| • Benefit                                   | Greater of monthly pension benefit determined as of NRD, actuarially increased to actual retirement date, and monthly pension benefit determined as of actual retirement date.   |
| <b>Deferred vested</b>                      |  |
| • Eligibility                               | Termination for reasons other than death or retirement with a vested benefit   |
| • Benefit                                   | Monthly pension benefit determined as of termination date, payable as early as age 55 with 5 years of Vesting Service and reduced to be actuarially equivalent to Normal Retirement Benefit  |
| <b>Disability</b>                           |  |
| • Disability Eligibility                    | None provided  |
| <b>Pre-retirement death</b>                 |  |
| • Eligibility                               | Death while eligible for normal, early, postponed, or deferred vested retirement benefits  |
| • Benefit                                   | <ul style="list-style-type: none"> <li>• Single: Survivor portion of 50% J&amp;S payable at participant's earliest commencement date.</li> <li>• Married: Survivor portion of 50% J&amp;S payable (or 75% J&amp;S if elected by participant) payable at participant's earliest commencement date.</li> </ul>   |
| <b>Form of benefits</b>                     |  |
| • Normal Form of Payment                    | <p>Life annuity if single; 50% J&amp;S if married.</p> <p>For prior plan accrued, life annuity with 10 years certain if single, 50% J&amp;S with 10 years certain if married.</p>  |
| • Automatic form for unmarried participants | <p>Single Life Annuity</p> <p>For Prior Plan Accrued benefit, Single Life Annuity with 10 Years Certain</p>  |
| • Automatic form for married participants   | <p>50% Joint and Survivor Annuity</p> <p>For Prior Plan Accrued benefit, 50% Joint and Survivor Annuity with 10 Years Certain</p>  |

**Schedule SB, Part V – Summary of Plan Provisions**

|                                      |   |
|--------------------------------------|---|
| • Optional forms of payment          | <ul style="list-style-type: none"> <li>• Single life annuity</li> <li>• 50% Joint and survivor annuity</li> <li>• 75% Joint &amp; survivor annuity</li> <li>• 100% Joint &amp; survivor annuity</li> <li>• 10-Year certain and life annuity</li> </ul> <p>For participants with a Prior Plan Benefit:</p> <ul style="list-style-type: none"> <li>• Period and certain life annuity</li> <li>• Equal installments over a 5 or 10 year period</li> <li>• Lump sum</li> </ul> <p>For Participants with benefits under the Barre-National Plan</p> <ul style="list-style-type: none"> <li>• 50% Joint and survivor annuity with a 10-year certain period</li> <li>• 66 2/3% Joint and survivor annuity with a 10-year certain period</li> </ul> |
| • Actuarial Basis for Optional Forms | <p>For all forms other than a lump sum, 1971 Group Annual Mortality Table for Males and 8.00%.</p> <p>For Prior Plan benefit, 1951 Unisex Group Mortality Table projected to 1970 Male Mortality Table and 8.00%.</p> <p>For Barre-National benefit, pre-retirement: 1971 Group Annual Mortality Table for Males and 8%. For post-retirement, 1971 Group Annual Mortality Table sex distinct, set back one year.</p> <p>For lump sums, the applicable interest rate and mortality table as defined in IRC Section 417(e)(3).</p>  |
| • Plan participants' contributions   | None  |

**Faulding Inc. Pension Plan (Faulding) benefit formula**

Following is a summary of the major plan provisions for participants who accrued benefits under the Legacy Faulding Inc. Pension Plan formula.

|                           |   |
|---------------------------|---|
| <b>Definitions</b>        |   |
| • Participating employees | <p>All employees who meet the following:</p> <ul style="list-style-type: none"> <li>• Employee of the former Alpharma Specialty Pharma Inc Company under Pfizer</li> <li>• Not a member of a collective bargaining unit</li> <li>• Was a participant as of December 31, 2007</li> </ul> <p>Participation was frozen effective March 31, 2002.</p> |
| • Vesting service         | 1 year of service for each year an employee worked at least 1,000 hours or service in a plan year, including years of service with Kalipharma, Inc., Kalidupher, Inc. and Dupont Merck after January 1976.  |
| • Credited service        | <p>1 year of service for each year an employee completed at least 1,000 hours of service as a participant in a plan year, including years of service with Kalipharma, Inc., Kalidupher, Inc. and Dupont Merck after January 1976.</p> <p>No additional Credited Service is credited after March 31, 2002.</p>                                     |

**Schedule SB, Part V – Summary of Plan Provisions**

|                              |  |
|------------------------------|--|
| • Compensation               | W-2 compensation, no greater than the IRS Code Section 401(a)(17)(B) maximum compensation limit. No compensation on or after March 31, 2002 is included.   |
| • Final Average Compensation | Highest 5 consecutive plan years of Compensation out of the last 10 plan years as an active participant.   |
| • Accrued Benefit            | <p>The annual accrued benefit is the sum of:</p> <ul style="list-style-type: none"> <li>• 0.91% of Final Average Compensation times years of Credited Service, up to 35 years</li> <li>• 0.52% of Final Average Compensation in excess of Covered Compensation times years of Credited service, up to 35 years</li> </ul> <p>The accrued benefit shall be reduced by the pension under the Solvay U.S. Group Pension Plan and its successors, but the benefit shall never be less than zero.</p> <p>For participants with an hour of service prior to July 1, 1994, the participant shall have an accrued benefit equal to the greater of the benefit listed above and the sum of (i) the Participant's accrued benefit as of June 30, 1994, based on the plan provisions at that date and (ii) the Participant's accrued benefit under the formula listed above applied to years of credited service on and after July 1, 1994.</p> <p>All benefits were frozen as of March 31, 2002.</p> |
| <b>Normal retirement</b>     |  |
| • Eligibility                | First of the month coinciding with or next following the attainment of age 65  |
| • Benefit                    | Accrued benefit as of March 31, 2002   |
| <b>Early retirement</b>      |  |
| • Eligibility                | Age 55 and 5 years of Vesting Service. No service requirement if plan participation commenced prior to July 1, 2000  |
| • Benefit                    | Monthly pension benefit determined as of early retirement date, reduced by 1/3% for each month early retirement precedes NRD   |
| <b>Late retirement</b>       |  |
| • Eligibility                | Retirement after NRD   |
| • Benefit                    | Greater of monthly pension benefit determined as of NRD, actuarially increased to actual retirement date, and monthly pension benefit determined as of actual retirement date  |
| <b>Deferred vested</b>       |  |
| • Eligibility                | Termination for reasons other than death or retirement after the earliest of completing five years of vesting service or attaining age 55  |
| • Benefit                    | Monthly pension benefit determined as of termination date, payable as early as age 55 and reduced to be actuarially equivalent to Normal Retirement Benefit  |
| <b>Disability</b>            |  |
| • Eligibility                | Total and Permanently Disabled (T&PD) for 6 months, where T&PD is defined as a physical or mental condition preventing a participant from continuing any gainful occupation and which constitutes total disability under Social Security   |

**Schedule SB, Part V – Summary of Plan Provisions**

|   |  |
|---|--|
| • Benefit                                   | Monthly pension benefit determined as of disability date, payable beginning in any month following 6 months of T&PD, and reduced as for early retirement   |
| <b>Pre-retirement death</b>                 |  |
| • Eligibility                               | Death while eligible for normal, early, postponed, or deferred vested retirement benefits  |
| • Benefit                                   | Survivor portion of 50% J&S benefit determined at participant's death. Benefit is payable at the later of first of the month after the date of death and the first date the participant would have been eligible to commence payment.  |
| <b>Form of benefits</b>                     |  |
| • Automatic form for unmarried participants | Single life annuity  |
| • Automatic form for married participants   | 50% joint & survivor (J&S)   |
| • Optional forms of payment                 | Life annuity with 5, 10, or 15 years certain; certain only in monthly quarterly, semi-annual, or annual installments (only a 10-year certain only annuity will be available after 12/31/2025); 75%, or 100% J&S annuity; and lump sum. |
| • Actuarial Basis for Optional Forms        | For all forms other than a lump sum, 1984 Unisex Pension Mortality and 8.00%.<br>For lump sums, the applicable interest rate and mortality table as defined in IRC Section 417(e)(3).  |
| • Plan participants' contributions          | None   |

**Benefits included or excluded**

Unless noted below, all benefits provided by the plan, as restated and amended through January 1, 2024, are included in this valuation.

- **Most recent plan amendments included:** Plan Amendment No. 16 was adopted in December 2023 to allow active participants who are eligible for a full unreduced pension benefit (with certain exclusions), to make a one-time election to commence pension benefits as of August 1, 2023. This amendment also provided a terminated vested lump sum window with a benefit commencement date of November 1, 2023.
- **Plan amendments excluded:** None.
- **Late retirement increases:**
  - Active participants (PRAP and WLRP benefit formulas): These portions of the plan provide benefit suspension notices to participants who work beyond normal retirement; therefore, late retirement actuarial increases only apply to participants who defer retirement beyond age 70½. This valuation includes increases for current participants over age 70.
  - Actives participants (PPP benefit formula): This portion of the plan does not provide benefit suspension notices to participants who work beyond normal retirement; therefore, late retirement actuarial increases apply to participants who defer retirement beyond normal retirement age. This valuation includes increases for current participants over age 65.

**Schedule SB, Part V – Summary of Plan Provisions**

- Active participants (WRP and Alharma benefit formula): The plan applies late retirement actuarial increases for all participants who defer retirement beyond their normal retirement date and this valuation includes those increases.
- Deferred vested participants: Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.
- **IRC Section 436 benefit restrictions:**
  - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits that occurred before the valuation date but includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
  - Plan amendments: See above.
  - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
  - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Scheduled benefit increases:** There are no scheduled benefit increases as the plan is frozen.
- **Unpredictable contingent event benefits:** The plan's unpredictable contingent event benefits are valued based on the assumptions described in the Actuarial Assumptions section.

**Plan provision changes since prior valuation**

The following changes were first reflected in the January 1, 2024 valuation:

- Effective August 1, 2023, the Plan provided a one-time opportunity for active participants who had attained an unreduced benefit milestone with respect to their PRAP, Warner-Lambert and/or Wyeth benefits to voluntarily elect to commence that(those) legacy benefit(s) through an in-service distribution window.
- The Plan provided a terminated vested lump sum window with a benefit commencement date of November 1, 2023.

PFIZER CONSOLIDATED PENSION PLAN  
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2024

(DOLLARS IN THOUSANDS)

| (a)  | (b)   | (c)                 | (d)                 | (e) |
|--|---|---------------------|---------------------|-----|
| Identity of issue, borrower, lessor,<br>or similar party | Description of investment, including maturity<br>date, rate of interest, collateral, par, or maturity     | Cost                | Current Value       |     |
|  | Percentage of Pfizer Master Trust – Cash, Debt<br>Securities, Corporate Equities and Other<br>Investments | \$ 9,860,749        | \$ 9,733,376        |     |
| * Northern Trust   |   |                     |                     |     |
| BlackRock Equitv Index A Fund                            | Equity Commingled Fund  | 11.440              | 75.461              |     |
| JP Morgan  | Real Estate Funds   | 49.903              | 68.738              |     |
| Morgan Stanley   | Real Estate Fund  | 39.693              | 46.693              |     |
| <b>Total investment assets</b>                           |   | <b>\$ 9,961,785</b> | <b>\$ 9,924,269</b> |     |

\* Represents a party-in-interest as defined by ERISA.

Amounts may not add due to rounding.

See accompanying Independent Auditors' Report.

**Schedule R, line 18 — Funded Percentage of Plans Contributing to the Liabilities of Plan Participants**

Effective December 31, 2024, the Wyeth Coordinated Bargaining Retirement Plan-US was merged into the Pfizer Consolidated Pension Plan. As a result, there are liabilities to participants or their beneficiaries under the plan at the end of the plan year, which consisted of liabilities under both plans as of the last day of the 2023 plan year.

| Plan Name                                       | Employer Identification Number | Plan Number | Funding Target Attainment Percentage as of 12/31/2023 |
|---|--------------------------------|-------------|---|
| Pfizer Consolidated Pension Plan                | 13-5315170                     | 001         | 96.65%  |
| Wyeth Coordinated Bargaining Retirement Plan-US | 13-5315170                     | 019         | 97.08%  |

**Schedule SB, Line 32 — Schedule of Amortization Bases**

The total shortfall amortization charge is the sum of the individual shortfall amortization installment for each plan year since the IRC Section 430 changes made by ARPA took effect for the plan. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than \$0.

| Shortfall Bases  |                       |                 |                      |
|------------------|-----------------------|-----------------|----------------------|
| Year Established | Outstanding Balance   | Years Remaining | 2024 Installment     |
| 2023             | 884,498,608           | 14              | 85,235,379           |
| 2024             | (547,996,793)         | 15              | (50,427,791)         |
| <b>Total</b>     | <b>\$ 336,501,815</b> |                 | <b>\$ 34,807,588</b> |

***Schedule SB, Line 24 – Change in Actuarial Assumptions***

- The expected investment return was updated from 5.55% for 2022 to 7.05% for 2023 to reflect future expectations.
- For the Wyeth pre-2012 benefit, the PBGC lump sum interest rate in each future year was calculated using the formula described in PBGC guidance issued September 9, 2020 using the 12-year spot rate from implied forward rates developed from the November 2023 full yield curve published by the IRS in December 2023 for PPA funding calculation purposes, and adjusted to reflect changes in the spot rates of the Mercer Yield Curve from the November 30, 2023 to December 31, 2023 curves.
- The cash balance interest accumulation rate was updated to 5.00% through 2024 and 5.35% thereafter, in order to reflect future expectations, while taking into account the fact that 30-year Treasury yields are currently below the 5.00% floor.
- The administrative expense component of the normal cost decreased from \$23,200,000 to \$17,150,000 to reflect our expectations for the current year, based on the prior year's actual administrative expenses adjusted for the expected change in PBGC premiums, rounded to the nearest \$50,000.