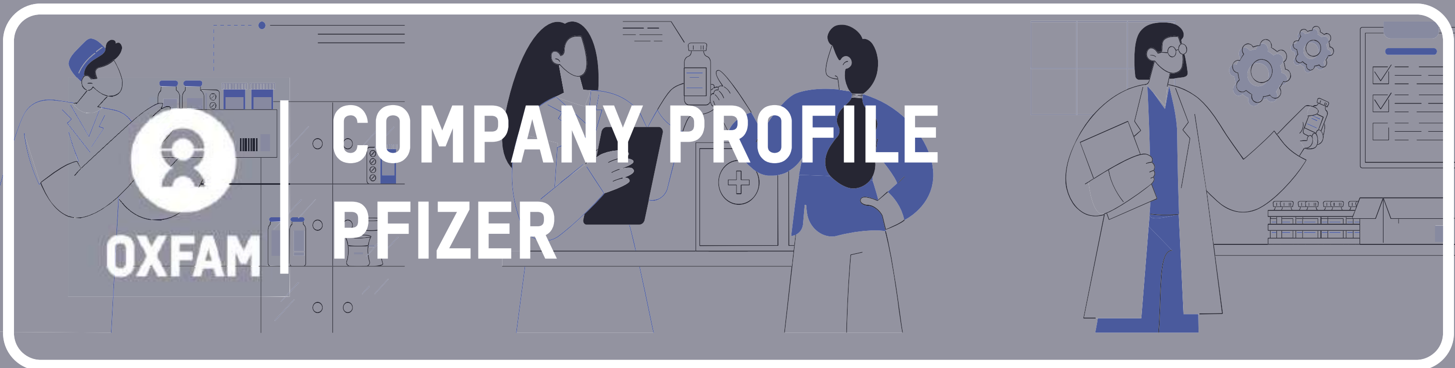

COMPANY PROFILE PFIZER

KEY FINDINGS[1]

Heavily imbalanced demographics at executive level, aggressive lobbying and campaign funding, and political pressure coalesce to engender inequitable business practices by Pfizer. The company far exceeds its pharmaceutical and all other peers assessed in political expenditures – both in overall campaign spending and in the amount spent on lobbying per revenue dollar. Meanwhile, Pfizer engages in opaque tax activities, maintaining tax havens while concealing its tax practices.

POWER **PROFITS**

Despite provisions of certain employee benefits like paid leave, the company does not disclose the existence of other important benefits like healthcare or retirement support nor whether such benefits extend to all employees – including part time and temporary employees. Pfizer does not consider the human rights risks and impacts in its value chain.

Over the years, Pfizer has faced legal action by competitors and government over its anti-competitive business practices. On leadership, like its pharmaceutical peers, Pfizer maintains a principally White, male board and executive leadership and its environmental performance is abysmal. However, like many of its peers in the pharmaceutical sector and across the 200 companies assessed, inadequate or incomplete disclosure precludes more exacting analysis.

Pfizer drives inequality mainly through Power and Profits, leveraging heavy-handed political activities as well as profit ratios favoring the chief executive at the expense of the many workers that generate the company's value.

PFIZER FALLS SHORT OF DISCLOSING OR FAILS TO DISCLOSE INFORMATION THAT INCLUDES:

- Living wage commitment and performance across its operations and supply chain.
- Crucial benefits like retirement and healthcare coverage, as well as flexible work policies (if any).
- Pay equity by race.
- Presence of flexible work arrangements for all workers.

1 The latest data in this report is as of 2022. There might be more up-to-date information disclosures that are not reflected here.

A SNAPSHOT OF PFIZER'S ROLE IN INEQUALITY

Pilar	Impact	Details
	Inadequate benefits, incomplete compensation disclosures	• Low paid time off (10 days) compared to sector (18 days) and all other companies assessed (24 days). • Discloses gender demographics of its workforce and has almost achieved gender parity, with non-male representation reaching 51% (doesn't necessary include those who identify as genders beyond male/female). • Like sector peers, does not disclose adjusted pay equity by race. • Has a disproportionately large number of White people in managerial positions in comparison to other races. • Unlike some of its peers, the company maintains benefit inclusivity for LGBTQ+ workers. • While the company identifies human rights risks and impacts, does not disclose actions taken to act, mitigate, or remediate such risks and impacts for all rightsholders.
	Major political financier, imbalanced worker demographics	• Non-White executive diversity falls below sector and all peers. • No separation of Chair and CEO of the board. • Campaign contributions significantly exceed sector average – by 80%. • Lobbying expenditures exceed the sector average by 56% but fall lower than all companies assessed. • Is more transparent about disclosing political positions and contributions compared to sector and all other peers assessed. • No commitment to collective bargaining, unlike many of its sector and all other peers assessed.
	Opaque tax practices, elevated chief executive compensation	• While Pfizer's net profits rose by 181% and its CEO compensation by 20% between 2018 and 2022, its median salary fell by 6% over that period. • Paid an effective tax rate of only 5-10% between 2018 and 2022 while doling out $7.9-9B in dividends each year over that period. • Maintains tax havens, does not disclose tax practices, and does not publicize a policy on responsible tax that is applicable for its global operations. • CEO-worker pay ratio is much higher (262:1) than sector average (180:1) and much lower than all peers assessed (399:1). • 54% of CEO pay is linked to stocks, slightly lower than sector (60%) and lower than the average of all peers assessed (70%). • Offers stock options enabling companies to own part of company equity though no information about whether such benefits are available to all employees.
	Mixed performance on climate stewardship	• Environmental justice score falls notably below its sector peers. • Has disclosed its net zero commitment and plan, but reports a YOY increase in emissions during the time frame of this assessment (from 2020 to 2021). • There is not much information about the company's just transition to clean energy. • Does not provide information about its efforts to manage the climatic impacts of its actions on Black, Indigenous People, and People of Color.

FOR FURTHER READING:

Pfizer 2022 ESG Report

Pfizer Investor Relations

Inequality, Made in America:
How Corporate America is Fueling our Inequality Crisis

Corporate Inequality Framework
How do the largest US corporations contribute to inequality?