

Ready for life



Breakthroughs that change patients' lives®

Annual Report 2020-21

Pfizer Inc

\$41.9 billion
in revenue

>125 countries
where Pfizer sells
products

\$9.4 billion
invested in research
& development

43
manufacturing
sites worldwide

>50 Emergency Use Authorizations/Conditional
Authorizations/Temporary Authorizations for the
Pfizer-BioNTech COVID-19 vaccine, COMIRNATY

~78,500
employees

6 primary therapeutic areas:

- 1

Internal Medicine
- 2

Oncology
- 3

Hospital
- 4

Vaccines
- 5

Inflammation & Immunology
- 6

Rare Diseases

(All data above is as of 31st Dec 2020)

Purpose Blueprint

Our Purpose

Breakthroughs that change patients' lives

Our Bold Moves



1

Unleash the power of our people



2

Deliver first-in-class science



3

Transform our go-to-market model



4

Win the digital race in pharma



5

Lead the conversation

Our Big Ideas

1.1

Create room for meaningful work

1.2

Recognize both leadership and performance

1.3

Make Pfizer an amazing workplace for all

2.1

Source the best science in the world

2.2

Double our innovation success rate

2.3

Bring medicines to the world faster

3.1

Improve access through new payer partnerships

3.2

Address the patient affordability challenge

3.3

Transform the way we engage patients and physicians

4.1

Digitize drug discovery and development

4.2

Enhance health outcomes and patient experience

4.3

Make our work faster and easier

5.1

Be known as the most patient-centric company


5.2

Drive pro-innovation/pro-patient policies

5.3


Focus the narrative on the value of our science

Our Values and Behaviors




Courage

Think big, speak up, be decisive




Excellence

Focus on what matters, agree who does what, measure outcomes



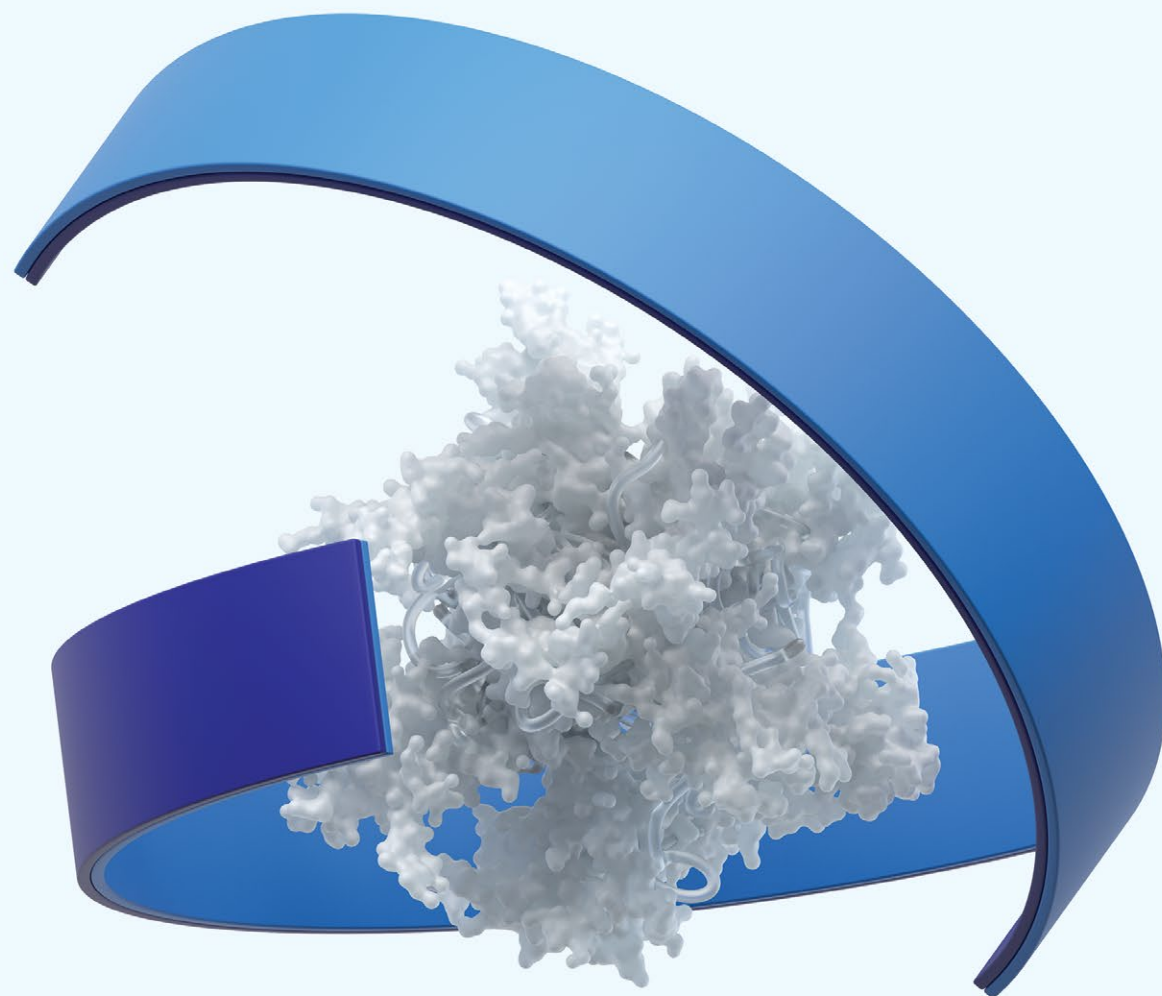
Equity

Be inclusive, act with integrity, reduce healthcare disparities



Joy

Take pride, recognize one another, have fun



Our theme tells a story; our story of Breakthroughs, big and small, that change patients' lives. The 2020-21 Annual Report is a dedication to our purpose and bringing to the world breakthroughs that change patients' lives!

The content herein is meant for informational and awareness purposes only and should not be considered as a substitute for competent medical advice.

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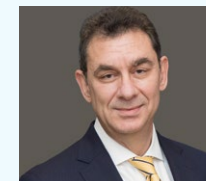
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Pfizer's new avatar

As the calendar turned to 2021, Pfizer Inc marked the beginning of a new era by launching a new corporate brand identity. Our new emblem is a digital-first expression of our commitment to the transformative power of science.

It's a dynamic reflection of our purpose: **Breakthroughs that change patients' lives.** And it's a clear signal that the new Pfizer is about daring more courageously, inquiring more deeply and advocating more passionately to make what was once unimaginable, reality.

We've transformed our legacy to look toward the future. A time of science, compassion, and breakthroughs.

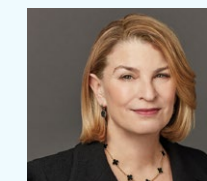


After 171 years, we arrive at a new era. A time of extraordinary focus on science and dedication to patients. Pfizer is no longer in the business of just treating diseases — we're curing and preventing them.

Albert Bourla,
Chairman and Chief Executive Officer,
Pfizer Inc.



Our new identity reflects the dignity of Pfizer's history and captures the innovative spirit and science focus alive in the company today.

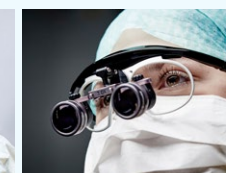


Sally Susman,
Executive Vice President,
Chief Corporate Affairs Officer,
Pfizer Inc.



The new Pfizer is all about two things: science and patients. By uniting transformational technology and cutting-edge science, we are pioneering biopharmaceutical innovations to do more than just treat difficult diseases — we want to cure and prevent them.

We've unlocked the pill form to reveal the core of what we do: a double helix, spiraling upward. The logo is constructed of two interlocking forms. Their unity reflects our passion and dedication to the science behind our innovations, and to the wellbeing of our patients.

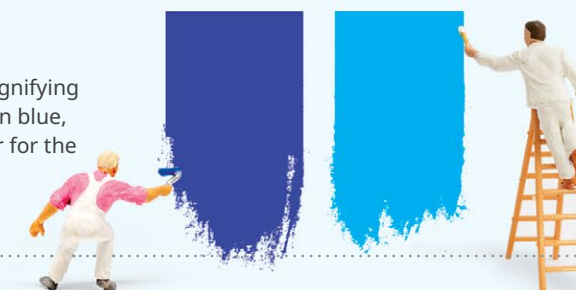


Bold imagery for world-shaping science

We use photography showing real people getting the help they need, from professionals who know and care.

Blue, but new

We've evolved the historic Pfizer blue to a vibrant, two-tone palette signifying our commitment to both science and patients. In an industry awash in blue, we're doubling down. A choice that champions our history as a leader for the pioneers who have followed.



TYPEFACE

ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz
0 1 2 3 4 5 6 7 8 9



A clean, open typeface for a global future

Noto Sans is a font designed for tomorrow. Developed by Google to internationalize the internet, it is philosophically and aesthetically aligned with the new Pfizer.

We've refined our legacy down to its essentials. By keeping science and people at the heart of what we do, we're ready for another 170 years of breakthroughs.

Our story of breakthroughs

COVID-19 vaccine has the potential to change more lives than any other breakthrough from the past century. We however are just as proud of our other breakthroughs – big and small – that deliver meaningful value to patients and society.

In this section, we invite you to learn more about how we bring about breakthroughs in everything we do giving us the confidence that **SCIENCE WILL WIN** the battle against disease.



Invented a **groundbreaking way to treat parasites**. Discovered how to get **life-saving supplies of medicines to the Union Army**.¹



1849



1944

Started mass production, making **penicillin and other antibiotics accessible on a massive scale**.¹



1948

Introduced a **combined vaccine for preventing diphtheria, tetanus and pertussis in young children**.²



1963

Fought **polio** with an oral vaccine so millions of **children could be children again**.²



1968

Innovated a needle that would be one of the **key tools in eradicating smallpox**.²



1985

Treatments that **improved the quality of our hearts, bodies and even helped the way we love**.



2000

7-valent pneumococcal conjugate vaccine for infants and young children.



2010

First to license a **13-valent pneumococcal conjugate vaccine (PCV13)** for infants and young children.³



2020

Developed a **vaccine for COVID-19**.⁴



¹ Pfizer's Legacy: A New Emblem for a New Era [Internet]. 2021 [cited 20 July 2021]. Available from: <https://www.youtube.com/watch?v=x3s3XLeOnNg&t=4s>
² The Journey | Pfizer [Internet]. Pfizer.com. 2021 [cited 20 July 2021]. Available from: <https://www.pfizer.com/people/history>
³ History of Vaccines | Pfizer [Internet]. Pfizer.com. 2021 [cited 20 July 2021]. Available from: <https://www.pfizer.com/science/vaccines/milestones>
⁴ Pfizer and BioNTech Receive Authorization in the European Union for COVID-19 Vaccine | Pfizer [Internet]. Pfizer.com. 2020 [cited 20 July 2021]. Available from: <https://www.pfizer.com/news/press-release/press-release-detail/pfizer-and-biontech-receive-authorization-european-union>

The Pfizer-BioNTech COVID-19 vaccine



Mission Possible: The Race for a Vaccine

Pfizer emerged as an early leader in the fight against COVID-19, advancing a clear vision for industry-wide collaboration while increasing investments in breakthrough science and global manufacturing. Pfizer and BioNTech blazed a path to a vaccine in record-breaking speed with quality and safety at the forefront, from signing an agreement with BioNTech in April 2020 to the vaccine receiving the first Emergency Use Authorization (EUA) from the U.S. Food and Drug Administration (FDA) a mere eight months later.

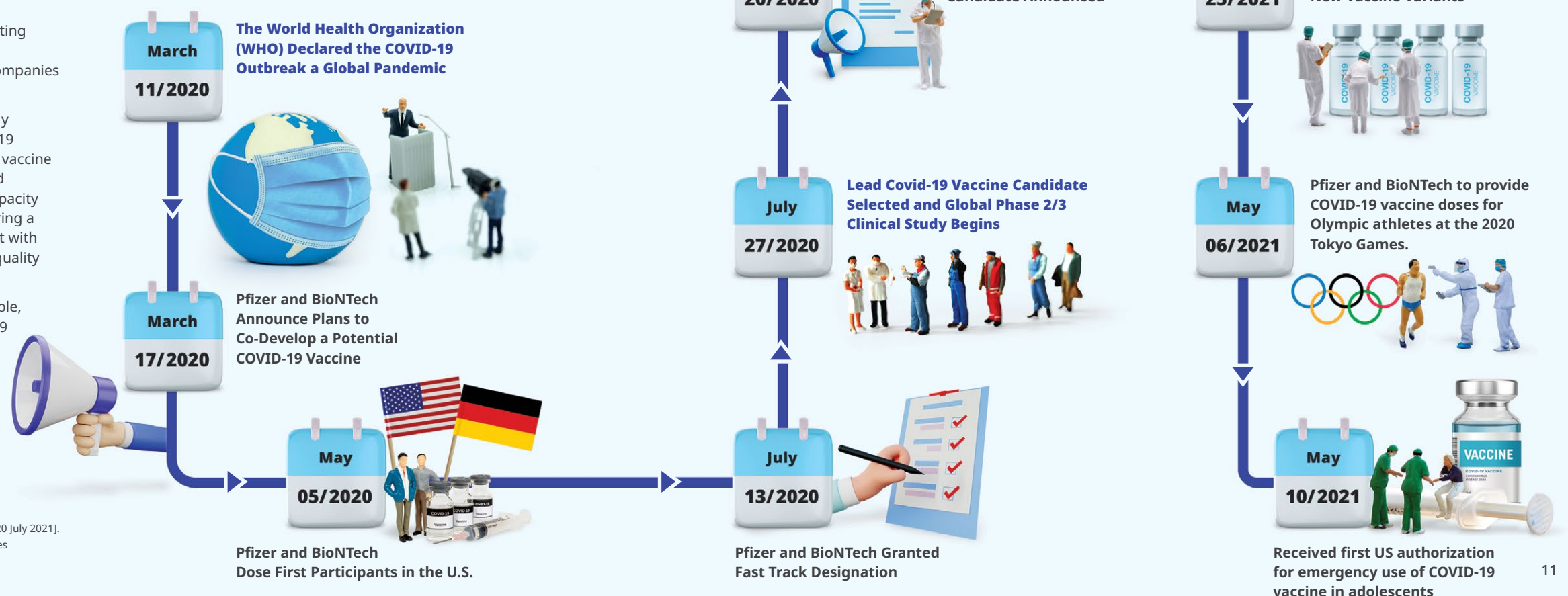
The COVID-19 vaccine development story

From the beginning, Pfizer understood that defeating COVID-19 would require the power of science and unprecedented collaboration among scientists, companies and governments around the world.

Pfizer collaborated with the German biotechnology company BioNTech SE to jointly develop a COVID-19 vaccine using BioNTech's messenger RNA (mRNA) vaccine program while simultaneously making self-funded investments to scale up Pfizer's manufacturing capacity and distribution infrastructure. The goal was to bring a potential vaccine to the world faster than ever, but with Pfizer's same scientific rigor and commitment to quality and safety.

In less than a year, we made the impossible possible, delivering in record time a breakthrough COVID-19 vaccine that received a conditional marketing authorization, Emergency Use Authorization or temporary authorization in more than 50 countries worldwide.¹ And we did it, without ever losing sight of the integrity, quality or safety of our work.

¹ ALL COVID-19 UPDATES | Pfizer [Internet]. Pfizer.com. 2021 [cited 20 July 2021]. Available from: <https://www.pfizer.com/science/coronavirus/updates>



Unleashing our science

Science can stop pandemics—it has before, and it will again. The entire global scientific community is working together to beat the COVID-19 pandemic, because when **science wins, we all win.**

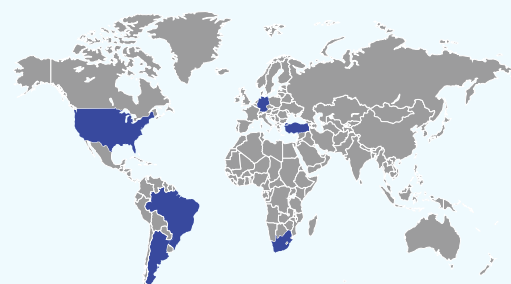


A landmark trial¹

Trial Enrollment

The landmark phase 3 clinical trial enrolled **46,331** participants at **153** clinical trial sites around the world.

Trial Geography



Our trial sites are located in **Argentina, Brazil, Germany, Turkey, South Africa** and the **United States.**

Participant Diversity

Approximately **42%** of overall and **30%** of U.S. participants have diverse backgrounds.

Participants	Overall Study	U.S. Only
Asian	5%	6%
Black	10%	10%
Hispanic/Latinx	26%	13%
Native American	1.0%	1.3%

♂ **49.1%** of participants are male
♀ **50.9%** are female

Participant Age

	Age 12-15 2,260
	Age 16-17 754
	Age 18-55 25,427
	Age 56+ 17,879

¹ About Our Landmark Trial | Pfizer [Internet]. Pfizer.com. 2021 [cited 20 July 2021]. Available from: <https://www.pfizer.com/science/coronavirus/vaccine/about-our-landmark-trial>

Encouraging collaboration. Standing with science



As COVID-19 entered our collective global consciousness, Pfizer stood in solidarity with industry leaders and pledged to protect scientific integrity, building on our rich history in vaccine research and development.

Our five-point plan called upon members of the innovation ecosystem—including pharmaceutical companies, biotech, government agencies and academic institutions—to work together to end this global health crisis. To complement this call for unprecedented industry collaboration, Pfizer also made a public pledge—along with eight other vaccine makers—to protect the time-tested scientific processes and regulatory protocols that have helped guide the safe delivery of medicines and vaccines to address patients' unmet needs.

Innovative packaging

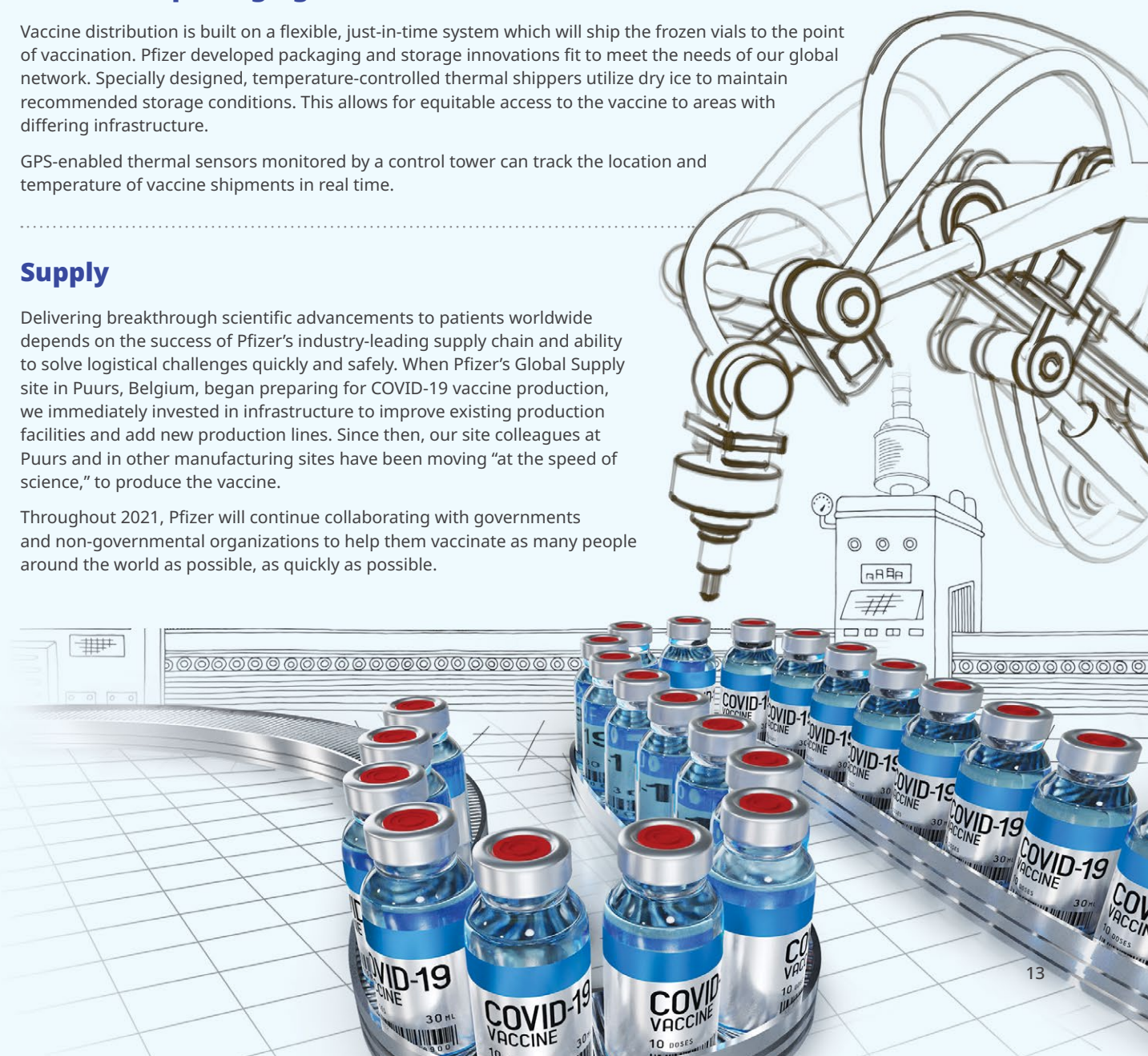
Vaccine distribution is built on a flexible, just-in-time system which will ship the frozen vials to the point of vaccination. Pfizer developed packaging and storage innovations fit to meet the needs of our global network. Specially designed, temperature-controlled thermal shippers utilize dry ice to maintain recommended storage conditions. This allows for equitable access to the vaccine to areas with differing infrastructure.

GPS-enabled thermal sensors monitored by a control tower can track the location and temperature of vaccine shipments in real time.

Supply

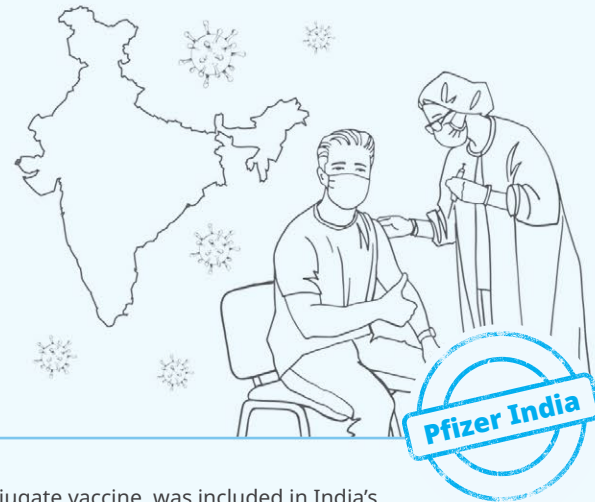
Delivering breakthrough scientific advancements to patients worldwide depends on the success of Pfizer's industry-leading supply chain and ability to solve logistical challenges quickly and safely. When Pfizer's Global Supply site in Puurs, Belgium, began preparing for COVID-19 vaccine production, we immediately invested in infrastructure to improve existing production facilities and add new production lines. Since then, our site colleagues at Puurs and in other manufacturing sites have been moving "at the speed of science," to produce the vaccine.

Throughout 2021, Pfizer will continue collaborating with governments and non-governmental organizations to help them vaccinate as many people around the world as possible, as quickly as possible.



Breakthroughs for our patients in India

Breakthroughs aren't just scientific, or research based. Breakthroughs are about ensuring medicines and treatments reach those who need them the most; they are about technology; they are about making people aware; above all they are about patients!



Prevenar 13
Pneumococcal conjugate vaccine (13-valent, adsorbed)

Pfizer's Prevenar 13, a pneumococcal conjugate vaccine, was included in India's National Immunization Program to immunize infants against pneumococcal disease in 2010.



20 million babies immunized through GAVI, till date



~60 million doses supplied to India through GAVI support, till date



Supply to 5 states

We launched a unique incubation accelerator program with the **Foundation for Innovation and Technology Transfer (FITT)** at IIT Delhi. It aimed to support, promote and reward healthcare innovations made in India.



Started in **2015**

Supported **34 innovators**

9 Startups incubated

25 IP filings supported

3 innovations set to launch commercially



Leveraged digital and social media to launch at least **20 unique campaigns** across therapies majorly focused on spreading awareness about diseases, prevention and possible treatment options.



Pfizer's Facebook page All About Arthritis is India's largest online patient community for Rheumatic Diseases with over **100K members**.

Introduced a unique smartphone game that acts as a refresher on infection control best practices for nursing staff and junior doctors. With over **4000+ participants** from across hospital sizes/types in India, this initiative replaces the model of standard seminars for disseminating information.

With an aim to reach Beyond a Million adults and elderly consumers, we partnered with an online pharmacy to spread awareness about prevention from pneumococcal disease. The 3-month campaign reached **2.4 million** unique adult and elderly consumers of which 760 interested consumers considered e-consultation and vaccination counseling.

Impacted over **500 million** people, **420k** healthcare professionals online.

Helping address India's AMR challenge:

Over the years, Pfizer has developed a legacy of leadership in anti-infectives, bringing to market advanced antimicrobials to tackle some of the most difficult diseases that impact public health. As we strive to bring newer, more effective antibiotics and antifungals to treat infections, we also lead the fight against anti-microbial resistance (AMR), a phenomenon that is making today's antimicrobials less effective in treating rapidly evolving pathogens.



Face-to-face and online Anti-Microbial Stewardship (AMS) programs with the Indian Council of Medical Research and other NGO partners.	Support Infectious Disease (ID) Fellowships to train specialists to encourage appropriate infection management.	ATLAS (Antimicrobial Testing Leadership and Surveillance) is a global, fully searchable database with antibacterial and antifungal surveillance data.	Project Parivartan focuses on helping develop a model for " Institutional Capacity Building " to deliver facility-based IPC and AMS among small and mid-size hospitals across India.	Educate and support for appropriate diagnosis of multi-drug resistant infections.	Project 'Pfizer Orbit: The AMS Revolution' : To reduce AMR with sustainable AMS Programs with a tiered approach adapting to the unmet needs of hospitals.
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Introduced a unique approach to compliance.



Our **robust compliance governance program** is based on a very methodical 'Quality Management' approach to cover all elements of compliance.



Implemented various effective tools with **enhanced use of data analytics and AI** for compliance monitoring which has led to more effective and early stage assessment.



Simplified compliance and business processes and system that address local legal requirements while leveraging best practices followed in other markets and industries.



COMPATHON—a virtual Compliance marathon from Mumbai to New York where Compliance Champions compete not only on physical step count and health activities, but on Compliance metrics and projects as well. Thus, helping inculcate Joy into compliance learning.



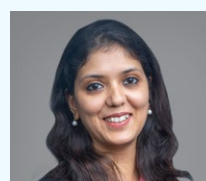
Breakthroughs for our people



Our colleagues are the powerhouse of our growth and the force behind the Breakthroughs that we deliver to our customers and patients. Our values of **Courage, Equity, Excellence and Joy** are the cornerstones of our Purpose and inspire us to bring our best selves to pursue innovations for a Healthier and Happier tomorrow.

#BeTheBreakthrough

We strive to offer a workplace culture that supports every colleague to be seen, heard and cared for. **#BeTheBreakthrough**—our **Employee Value Proposition** campaign has been a collaborative effort by our colleagues to share with us their pride about their association with Pfizer. 115 colleagues across commercial, global supply and science and medicine participated in the campaign through the medium of multiple leadership interviews, focused group discussions and workshops. Irrespective of the location, function or level, the common theme that emerged from these discussions was a resounding belief that **Right to Good Health** is what brings us and binds us together.



We strive to Unleash the Power of our People empowering them to be Bold and Courageous to achieve Breakthrough goals that serve to make the world a Healthier and Happier place.

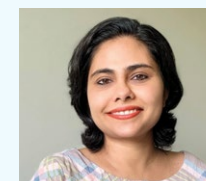
Shilpi Singh
Director, Human Resources



Pfizer has always been the flag bearer of innovation. Over the years, through my journey in Pfizer, I have witnessed colleagues strive to venture into the unknown, discover new digital solutions and provide innovative care to our patients. I am thrilled to have played a part in preparing Pfizer for its journey into the future.



Madhusoodanan V
Regional Business Manager, Internal Medicine



At Pfizer, we are unafraid to experiment and innovate in order to deliver our science to the patients who need it the most. For me, the most fulfilling part of my work has been to bring innovative anti-infective assets to thousands of patients in India who are struggling with limited treatment options due to antimicrobial resistance. This purpose to battle against AMR drives our work at the new Pfizer everyday and fills us with a sense of pride and joy at being able to save more and more patient lives.

Sudeshna Mitra
Country Brand Lead, Hospitals



Pfizer is a Great Place to Work



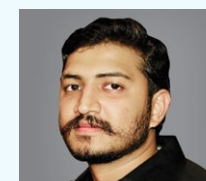
This year was our maiden attempt to benchmark and certify our people practices and endorse our employer brand as a **Great to Place to Work** (GPTW) through the Great Place to Work Institute.

As a part of the evaluation process, GPTW Institute shared an online, anonymous survey with a random sample group of our colleagues across the country. 75% of this chosen cohort participated in the survey and shared their feedback and perspectives across five dimensions – **Credibility of management, Respect for People, Fairness at the Workplace, Pride and Camaraderie between People.**

Earning the certification in our very first attempt reflects the **High Trust, High-Performance Culture** that we have been building over the years. We are really proud of achieving this milestone.



Employees here have the ability and flexibility to scale innovative ideas and have an opportunity to demonstrate their skills. At Pfizer, we have an environment conducive to incubating good ideas Today that could transform our Tomorrow. Many successful initiatives would never see the light of day, if not for the #courageous outlook of India's leadership to experiment bold moves and fail-fast as necessary. That makes me #PfizerProud and Pfizer a Great Place to Work!



Raunaq Vijayakar
Manager, Multi-Channel Marketing



Encouraging open thoughts & open dialogues

The vibrancy of our workplace is a result of the camaraderie that is shared by our colleagues. With the objective of productivity and joy in mind, we have created a workspace which is admired and cherished not just by our colleagues but also by our external partners and prospective candidates. Colleagues love the unique mix of quiet zones that enable focused thinking to game zones and active collaboration areas where we witness many euphoric moments as a team. Our innovative, new age digital mediums also keep our large and distributed Field workforce connected with each other as well their leaders across the country.



Breakthrough benefits

Our **Breakthrough Benefits** approach recognizes and values the diversity of our workforce that is inter-generational with diverse backgrounds and needs. Through a flexible and a customized approach, we strive to make **Moments that Matter** memorable for our colleagues and their families.

Our focus is on building a gender balanced workplace and to aid that, it is crucial for us to enable both men and women to strike a balance of responsibilities at home as well. To that end, we have revised our Paternity and Adoption leave benefits this year giving the opportunity to our male colleagues to embrace their roles as new parents and support their partners through a crucial phase in their lives.

Our promise to create a healthier world

Our **Pfizer Healthy Living program** offers a multitude of offerings focused on the holistic physical and mental wellbeing of colleagues – the programme offers a rich bouquet of services from online physical fitness platforms to employee assistance programmes in the form of counselling and telehealth services.

The corporate Immunity Quotient (cIQ) under employee wellness initiatives is yet another unique programme that drives the focus of working professionals and their families on preventive health. Through the medium of a holistic **Pfizer Immunization Programme** we have enabled our colleagues to protect

themselves and their families against flu and pneumococcal diseases proactively. These wellness initiatives have encouraged colleagues to prioritise their health and wellbeing and enabled leaders to support each individual on their teams through the different phases at work and personal lives.



Standing by our people during COVID-19

Since the outbreak of the pandemic in India, we prioritized colleagues and their families' safety and wellbeing above everything else. Our ability to stay engaged and productive as we transitioned into **a full virtual work environment** over a prolonged period of time has received much adulation from our colleagues. We have been mindful of the fact, that when we are in the office or in the field we are on the same plane, however working from home pose different challenges for different colleagues. With this in mind we have **kept all channels of feedback open** and have **keenly listened and learned** from our colleagues remote working experiences.

In terms of lending support to battle with COVID itself, our goal has been to ensure that we extend expedited support to our colleagues and their families from infection to recovery by facilitating **accelerated COVID testing, comprehensive home isolation support, 24*7 telehealth support, access to specialist doctors** and also **time off to recuperate** and attend to personal priorities.



Our **colleague COVID Task Force** sees the participation of nearly 230 colleagues who have come forward to support colleagues for **emergency hospital admissions and access to critical medicines, diagnostics, and consultation.**

This taskforce has seen multiple touchpoints till date and also been a big support to the families of Pfizer colleagues outside of India. These have been our COVID warriors going above and beyond to standby for Pfizer and their colleagues. We express our heartfelt gratitude to them for their selfless support.

