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# COMPENSATION & BENEFITS

Pfizer offers competitive compensation and benefits based on a variety of factors including prior experience, geographic location, and talent pool availability:

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**Our Purpose**

**Diversity & Inclusion**

- **Pay for Performance Philosophy and Practices:** Pfizer structures its compensation policies and practices to recognize that colleagues should be rewarded based on the contributions they make to our business.
- **Benefits to Maintain and Promote Health and Wellness:** Depending on the customs and laws of a specific country, Pfizer offers colleagues health and wellness programs that help them maintain and promote optimum health and wellness. These programs can include health and disability insurance, preventative health programs, medical screening, free or reduced-cost vaccinations, discounts on Pfizer products, and nutrition and fitness counseling.
- **Benefits to Help Colleagues Meet Financial Goals:** Depending on local custom and practice, Pfizer offers colleagues several benefits to help them meet their financial goals. These programs can include access to colleague-directed retirement funds, company contributions to retirement financial vehicles, life insurance, and financial planning education.

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