

PFIZER INC. ANNUAL MEETING OF SHAREHOLDERS  
**APRIL 28, 2022**  
QUESTIONS FROM DWS INVESTMENT GMBH

Dear Members of the Board,

As shareholders of Pfizer Inc. ahead of your 2022 Annual Shareholders' Meeting, we would like to share our comments and questions with you. As a responsible investor in Pfizer it is part of our fiduciary duty at DWS to express our expectations on sustainability in the best interest of our clients. Our commitment to sound governance and responsible environmental and social practices (ESG) is not only a crucial element of our responsibilities but also forms an integral part of our investment process.

We appreciate the constructive dialogue we had to date and would like to ask you a couple of questions at your annual meeting of shareholders this year. Thank you for your consideration and we would appreciate a written response. Please note that we will also be sharing our questions on our [www.dws.com](http://www.dws.com) website on the day of the meeting.

Executive remuneration:

- QUESTION 1: Given the growing trend of non-financial, and particularly environmental or socially linked, KPIs in executive remuneration, when can we expect the integration of such priorities into your executive remuneration as standalone metrics?

Board composition:

According to our policy, we view directors with 11+ years to be no longer independent. We also hold an independent audit committee chair and lead independent director as very important, the latter especially when the roles of chair and CEO are combined.

- QUESTION 2: When can we expect to see a director with financial expertise and a tenure of below 11 years take on the role as Chair of the audit committee?

Auditing firm:

DWS acknowledges that the objectivity and criticality of auditors can be impeded due to long tenure. We are therefore, expecting companies to rotate their auditors after ten years.

- QUESTION 3: The current audit firm's tenure is 80 years. How do you evaluate and ensure the objectivity and independence of the audit firm, in particular, after a long tenure? Have you considered a rotation of the audit firm in the near term?

Environment:

- QUESTION 4: In what ways is Pfizer addressing the environmental impact of pharmaceutical residues from its products and/or production wastewater?

Social topics:

Some have suggested that COVID vaccines are not being equally distributed, and a number of countries have not received an adequate amount of the vaccine to this point.

- QUESTION 5: Apart from the current collaborations (e.g. with COVAX), what other steps is Pfizer planning this year in its efforts to ensure an equitable distribution of the Covid vaccine to include low- and middle-income countries?

Pfizer faces a number of liability lawsuits over anti-cholesterol and anti-depressant drugs, allegedly linked to risks of diabetes and birth defects.

- QUESTION 6: What steps has Pfizer taken to sure up any potential quality control issues in light of ongoing litigation due to various product recalls between 2018 and 2021?

Concerns have been raised over ethical behavior due to allegations of fixing generic drug prices in a number of US states.

- QUESTION 7: What changes has Pfizer made to its pricing practices to address such concerns?

Recent EEO-1 data indicate that of the 112 senior executives at Pfizer, only a very small percentage are ethically or racially diverse.

- QUESTION 8: What steps is Pfizer taking to promote diversity throughout the organization?

To conclude, we would like to thank all members of the Board and all the Pfizer Inc. employees cordially on their commitment and dedication over the past year but also in these difficult times.

Thank you!