



Understanding the 2022 Pfizer Medical Plan Options

The new HSA Copay option and how it compares to the other medical options; more about the Health Savings Account and the Limited-Purpose Health Care Account

For U.S. Active Pfizer Colleagues

Every effort has been made to ensure the accuracy of this material. If there is a discrepancy between this and any Pfizer policies or plan documents, the policies and/or plan documents shall control.



Topics for Today

- Your 2022 Medical Options and the New HSA Copay
- Reimbursement Accounts:
 - Health Savings Account (HSA)
 - Limited-Purpose Health Care Account (LPHCA)
- Choosing the Option That's Right for You
- How to Use Your HSA (HealthEquity)
- Resources
- Q&A

Enroll in your 2022 benefits during Annual Enrollment from **Oct. 12 – Oct. 29**



Remember, This Presentation is Just One Resource...

Learn more about all topics covered today by visiting [MyPfizerBenefits.com](https://www.mypfizerbenefits.com)

The screenshot displays the MyPfizerBenefits.com website interface. At the top left is the Pfizer logo, and navigation links for 'Benefits', 'How to Enroll', and 'Resources & Contacts' are visible. The main content area features several promotional cards:

- Welcome!**: Announces the annual enrollment period from October 12-29, with a 'How To Enroll' button.
- Countdown to Enrollment**: Shows a timer at 32 days, 23 hours, 57 minutes, and 03 seconds.
- HSA's Have Landed**: Introduces a new high deductible medical option (HSA).
- Your 2022 medical options**: Announces changes to Network Coinsurance and National Managed Care Plan (NMCP) options.
- One prescription drug option**: Details coverage for Pfizer brand off-patent medications.
- New hospital indemnity insurance option**: Highlights lower contributions for Critical Illness and Accident Insurance.
- The perfect time to upgrade life insurance coverage**: States that proof of good health is not required during enrollment.

The footer includes the Pfizer logo, contact information for the Pfizer Benefits Center (1-866-476-8723), and a NetBenefits.com link. A 'Benefits Glossary' section lists topics like Enrolling, Domestic Partner Kit, Life Events, SBCs/SPDs, and Legal Notices. A copyright notice for 2002-2021 Pfizer Inc. is at the bottom.

You're earning 50 Healthy Pfizer Incentive Dollars by attending today's session!

Regardless of how many sessions you attend, the maximum you may earn is \$50. This activity will be reflected as completed on your Healthy Pfizer account during December. Log on to healthypfizer.com, click on "My Rewards" and scroll down to "Additional Rewards Available to You This Year" to confirm.

An abstract, three-dimensional graphic composed of several overlapping, curved blue planes. The planes are rendered with a gradient from light blue to dark blue, creating a sense of depth and movement. The overall shape is reminiscent of a stylized wave or a series of connected, curved segments.

Your Medical Options and the New HSA Copay

Pulling It All Together: Your 2022 Medical Plan Options

Provisions changing for 2022

	HSA Copay		Network Copay		Traditional Coinsurance
	In-Network	Out-of-Network	In-Network	Out-of-Network	In- and Out-of-Network
Deductible (Single/Family)	\$1,500 / \$3,000	\$3,000 / \$6,000	\$500 / \$1,000	\$1,000 / \$2,000	\$750 / \$1,500
Out-of-Pocket Maximum (incl. deductible) (Single/Family)	\$3,500 / \$7,000	\$7,000 / \$14,000	\$2,400 / \$3,600	\$4,000 / \$6,000	\$3,300 / \$5,000
Pfizer HSA Copay Contribution	Varies by annual base pay			N/A	N/A
Office Visit (PCP/Specialist)	\$35 / \$55 after ded	You pay 40% after ded	\$25 / \$40	You pay 30% after ded*	You pay 20% after ded*
Inpatient/Outpatient Facility Fee (for procedure)	\$400 after ded	You pay 40% after ded	\$300	You pay 30% after ded*	You pay 20% after ded*
Inpatient/Outpatient Surgeon Fee (for procedure)	\$150 after ded	You pay 40% after ded	\$100	You pay 30% after ded	You pay 20% after ded
Urgent Care	\$75 after ded	You pay 40% after ded	\$50	You pay 30% after ded	You pay 20% after ded
Emergency Room	\$400 after ded	You pay 40% after ded	\$300	You pay 30% after ded	You pay 20% after ded
Diagnostic/Imaging/Other	You pay 20% after ded	You pay 40% after ded	You pay 10% after ded	You pay 30% after ded	You pay 20% after ded
Non-Preventive Rx Coverage	Subject to combined medical & Rx annual deductible		Not subject to deductible; separate \$1,500 / \$2,250 Rx out-of-pocket max		Not subject to deductible; separate \$1,500 / \$2,250 Rx out-of-pocket max

*Mental health and substance use visits are not subject to annual non-preventive deductible under the Network Copay and Traditional

Highest deductible but paired with an HSA with predictable copays and lowest payroll contributions

Higher payroll contributions; most in-network services covered by predictable copays

Highest contributions; same coverage for in-network and out-of-network providers

The Impact of Pfizer's HSA Contribution in the HSA Copay

If you enroll in the HSA Copay option, Pfizer will contribute to your HSA in Jan. 2022. The Company contribution will depend on your annual base pay as of Sept. 1, 2021.

	HSA Copay				Network Copay	Traditional Coinsurance
Annual Base Pay (as of Sept. 1, 2021)	Less than \$75,000	\$75,000 up to \$160,000	\$160,000 to \$300,000	\$300,000 or greater	Any	Any
Annual In-Network Deductible (Single/Family)	\$1,500 / \$3,000	\$1,500 / \$3,000	\$1,500 / \$3,000	\$1,500 / \$3,000	\$500 / \$1,000	\$750 / \$1,500
Pfizer HSA Contribution* (Single / Family)	(\$1,050 / \$2,050)	(\$800 / \$1,550)	(\$300 / \$550)	(\$50 / \$50)	N/A	N/A
Net Annual Deductible (Single / Family)	\$450 / \$950	\$700 / \$1,450	\$1,200 / \$2,450	\$1,450 / \$2,950	\$500 / \$1,000	\$750 / \$1,500

*Pfizer's 2022 HSA contribution includes a one-time \$50 contribution for colleagues that sign up for the HSA Copay option. This additional contribution will not be provided in future years. To receive the company contribution, you must be actively employed on January 1, 2022 or be on active benefit continuation through a Pfizer separation plan; the company contribution is not provided under COBRA.

Your 2022 Prescription Drug Coverage

Check out **Understanding Your Prescription Costs and Options** tip sheet under *Resources* on MyPfizerBenefits.com

	HSA Copay	Network Copay & Traditional Coinsurance
Annual Rx Deductible	Combined with medical deductible*	None
Annual Rx Out-of-Pocket Maximum	Combined with medical out-of-pocket max	\$1,500 / \$2,250
Certain Affordable Care Act (ACA) Preventive Medications and Preventive Vaccines	No cost (deductible does not apply)	No cost
Retail Medications – Per 30-day supply		
Pfizer Meds with No Generic Available	After deductible, no cost*	No cost
Non-Pfizer Generics	After deductible, \$15 copay*	\$15 copay
All Other Brand Medications	After deductible, you pay 20% coinsurance (Min \$15, Max \$70)*	You pay 20% coinsurance (Min \$15, Max \$70)
Maintenance Choice Program Medications – Up to a 90-day supply of non-specialty maintenance medications		
Pfizer Meds with No Generic Available	After deductible, no cost*	No cost
Non-Pfizer Generics	After deductible, \$30 copay*	\$30 copay
All Other Brand Medications	After deductible, you pay 20% coinsurance (Min \$30, Max \$140)*	You pay 20% coinsurance (Min \$30, max \$140)

***Deductible doesn't apply to preventive medications on the HSA Copay Preventive Drug List**

Remember: If cost of a generic medication is less than the generic copay, you pay the cost of the medication.

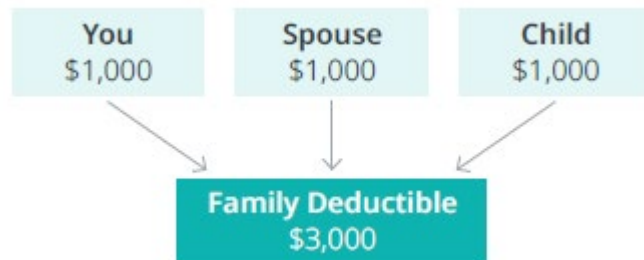
Deeper Dive on the Family Deductible

If covering more than just yourself, you have a family deductible, and it works differently depending on which option you choose.

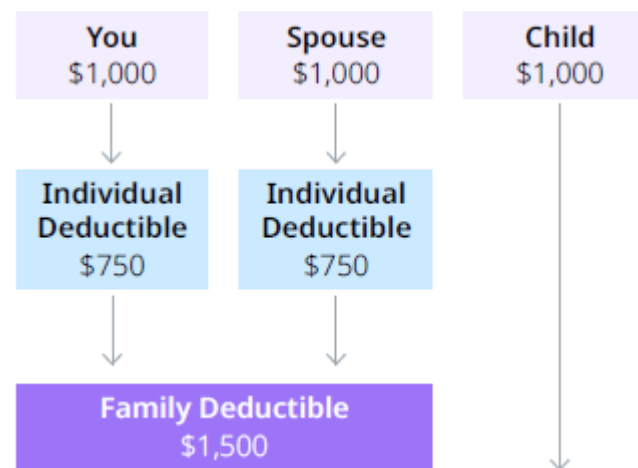
- **HSA Copay:** All family members combined expenses must meet the family deductible of \$3,000 before copays/coinsurance begin for any of the family members.
- **Network Copay and Traditional Coinsurance:** Each family member has their own individual deductible in addition to the family deductible

Example: You, then your spouse, and then your child each incur \$1,000 of expenses that are subject to the plan's medical deductible...

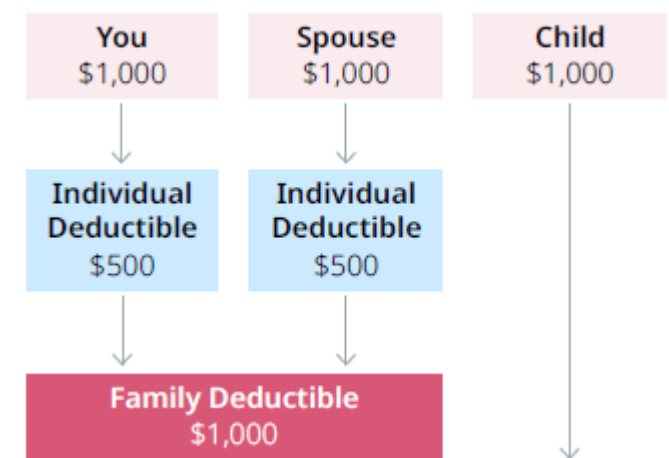
HSA Copay



Traditional Coinsurance



Network Copay*



An Example that Pulls It All Together...

Example family in 2022:

- Colleague elects Yourself + Family coverage
- In January, the colleague has an accident and visits the emergency room
- In March, the colleague's spouse has a specialist office visit

	HSA Copay	Network Copay	Traditional Coinsurance
A. Colleague ER Visit (\$5,000 allowed amount)	\$3,000 family deductible + \$400 ER copay*	\$300 copay	\$750 toward colleague's individual deductible + \$850 coinsurance
B. Spouse Specialist Visit (\$200 allowed amount)	\$55 copay	\$40 copay	\$200 toward spouse's individual deductible
C. Family's Out-of-Pocket Expenses (A+B)	\$3,455	\$340	\$1,800
D. Colleague's Annual Payroll Contributions	\$2,712	\$6,024	\$7,092
E. Pfizer's HSA Contribution (\$74,999 or less)	(\$2,050)	N/A	N/A
F. Family's Total Annual Cost (C+D+E)	\$4,117	\$6,364	\$8,892

*Under the HSA Copay, if the total cost of a service exceeds the remaining deductible, you pay the lesser of the post-deductible service cost or the plan's applicable copay. In this case, the copay (\$400) is less than the remaining post-deductible expense (\$2,000). Assumes only in-network providers are used.

DON'T FORGET: Regardless of which option you pick, you can earn up to \$500 in your pay by completing Health Pfizer activities before April 29, 2022

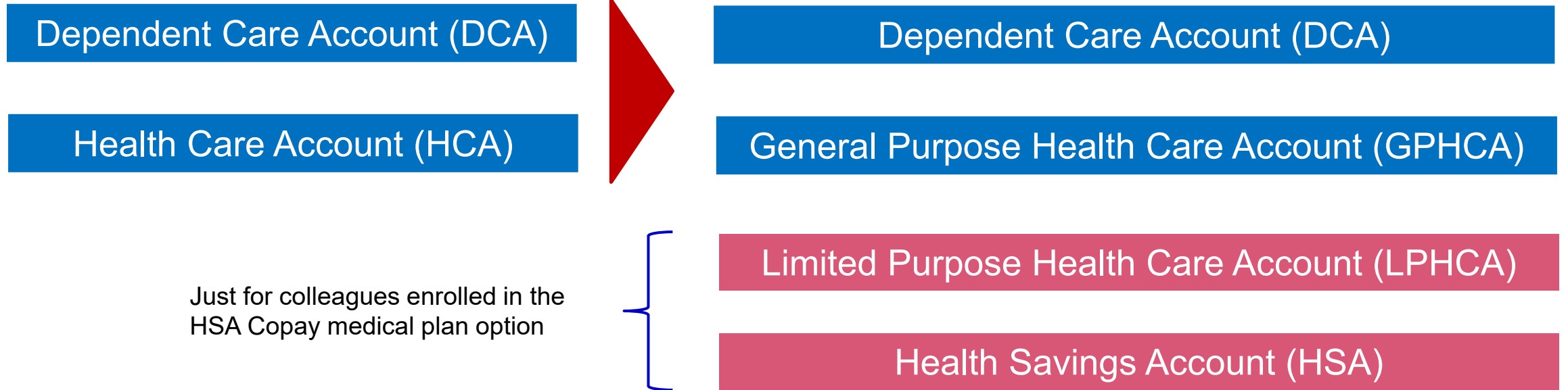
An abstract, three-dimensional graphic composed of several overlapping, curved blue planes. The planes are rendered with a gradient from light to dark blue, creating a sense of depth and movement. The overall shape is reminiscent of a stylized wave or a series of connected, curved segments.

Reimbursement Accounts

Changes to the Reimbursement Accounts for 2022

Current 2021 Options

NEW 2022 Options



NEW Carryover Provision: The GPHCA and LPHCA will switch from the grace period provision to a carryover provision – You may carry over up to \$550 from year to year, not subject to “use-it-or-lose-it” rule

All reimbursement accounts will continue to be administered by HealthEquity

The Health Savings Account (HSA) vs. Health Care Accounts (HCAs)

	Health Savings Account (HSA)	Limited-Purpose Health Care Account (LPHCA)	General-Purpose Health Care Account (GPHCA)
Medical plan option compatibility	Enrolled in HSA Copay option		<i>Not enrolled</i> in HSA Copay option
Eligible expenses	Qualified medical, Rx, dental and vision expenses	Qualified dental and vision expenses, plus <i>post-deductible</i> medical and Rx expenses	Qualified medical, Rx, dental and vision expenses
Who contributes to the account?	You and Pfizer (depending on your annual base pay)	You only	
Annual contribution limit (2022 IRS limits; subject to change in future years)	Up to \$3,650 for single coverage; \$7,300 for family coverage*	Up to \$2,750	
What happens to unused funds?	Unused funds roll over year to year; you can invest unused balance	Unused funds forfeited annually (subject to IRS “use-it-or-lose-it” rule) NEW: Carry over funds up to the IRS limit (up to \$550 in 2023)	

*Colleagues who turn age 55 or older during 2022 can contribute up to an additional \$1,000 in catch-up contributions to the HSA

The Value of the HSA

If you enroll in the HSA Copay option, a Health Savings Account (HSA) will be opened for you. Pfizer may fund the account, and you can, too.

The HSA is a triple tax-advantaged account*

- Your payroll contributions go into the HSA **before-tax** and reduce your taxable income
- What you don't use is yours to keep and investment earnings grow **tax-free**
- Reimbursements for qualified distributions (including investment earnings) come out of the HSA **tax-free**

Use your HSA balance now or in the future

- Pay for (or reimburse) qualified out-of-pocket medical, Rx, dental, or vision expenses incurred *after* the date your HSA was established tax-free (even if you are no longer enrolled in the HSA Copay option)
- Pay for your medical premiums in retirement tax-free, including Medicare premiums
- After age 65, withdraw funds from your HSA for *non-medical expenses* penalty-free and those withdrawals are taxed as ordinary income (similar to before-tax funds withdrawn from the Pfizer Savings Plan)

*Federally tax-free, note that state taxes in New Jersey and California apply to Health Savings Accounts.

Requirements to Contribute to the HSA

- ✓ You must be enrolled in the HSA Copay option
- ✓ You can't be claimed as a dependent on someone else's tax return
- ✓ You cannot be enrolled in any other **non-HDHP** coverage (e.g. Medicare, TriCare, coverage through a working spouse/partner or parent)
- ✓ You ***and your spouse/partner*** cannot have access to a healthcare Flexible Spending Account, a general purpose HCA, or a Health Reimbursement Account (HRA) that covers pre-deductible expense. (Even if your spouse has non-Pfizer coverage from another employer!)

Check with your personal tax advisor if you have questions about your eligibility to contribute to an HSA during 2022.

Note: If you are ***not eligible*** to contribute to an HSA but would still like to enroll in the HSA Copay option (and not receive the company contribution), **call the Pfizer Benefits Center during Annual Enrollment to make your 2022 coverage election; you cannot make this election online.**

How To Elect to Contribute to the HSA on NetBenefits

If you enroll in the HSA Copay option during Annual Enrollment, you must also enroll in the HSA, even if you choose to contribute nothing.

- If you **do not** wish to make any before-tax contributions, enter \$0
- If you **do** wish to contribute, review the guidance on NetBenefits to determine the annual amount you're allowed to contribute after Pfizer makes its HSA contribution.
 - Your contribution will be deducted from each of your 2022 paychecks beginning in January
 - Pfizer's full annual contribution will be deposited in your account in January (regardless of whether you choose to make your own contribution)

2022 IRS Contribution limits (colleague + Pfizer contributions):

- **\$3,650** for individuals
- **\$7,300** for family (this includes contributions from the company)

Individuals turning age 55 or older in 2022 may contribute an additional \$1,000 catch-up contribution.

Keep in mind:

- Once your account balance reaches \$1,000 you may invest the funds in your HSA
- You can change your HSA contribution amount on NetBenefits during 2022 – not just during Annual Enrollment

A Closer Look at the Limited-Purpose Health Care Account

If you elect the HSA Copay option, you are not permitted to contribute to a General-Purpose Health Care Account (GPHCA) – rather, you can contribute to a **Limited-Purpose Health Care Account (LPHCA)**. Funds can be used to reimburse qualified dental, vision and ***post-deductible*** medical and Rx expenses.

Two reasons you might consider funding a Limited-Purpose HCA (in addition to the HSA):

1. Your expected health care expenses exceed your Health Savings Account balance

- Fund the Limited-Purpose HCA to maximize your tax savings on those additional expenses. (Just remember the LPHCA is subject to the IRS’s “Use it or lose it” rule.)

2. You want to preserve your Health Savings Account balance for the future

- If you want to invest your HSA funds and save them for the future, you can fund the LPHCA to pay for certain expected healthcare expenses in the coming year using before-tax dollars.

Note: If you elect the HSA Copay option for 2022, any remaining 2021 HCA funds not claimed for eligible 2021 expenses will automatically be transferred to a 2022 Limited-Purpose HCA.

An abstract 3D graphic composed of several overlapping, curved, blue and purple planes that create a sense of depth and movement, resembling a stylized wave or a series of connected segments. The lighting is soft, highlighting the edges and creating a gradient of colors from light blue to deep purple.

Choosing The Option That's Right For You

Which Medical Plan Option and Accounts are Right For You?

Visit the new Pfizer Medical Plan Option Modeler at PfizerMedicalModeler.com

Estimate your total 2022 medical plan expenses under each Pfizer plan option based on:

- Who you plan to cover in 2022
- Your annual base pay

Also determine how much you might consider contributing to the HSA, General Purpose HCA or Limited Purpose HCA.

There is an “Easy” Button: Use the Modeler to estimate expenses using a sample profile, or you may enter a custom scenario

Medical Plan Option Modeler

Estimate your healthcare needs

Select a utilization profile or model a custom scenario by clicking "Model a custom scenario"

Low
I'll get a physical and a few medications

Moderate
I'll have some ongoing needs but nothing serious

Chronic
One or more of my family members has a chronic condition such as diabetes or hypertension

High/Acute Care
Expect one or more inpatient hospital stays to treat an acute condition

Model a custom scenario

< Back

See how the options compare >

Tips to Reduce Your Out-of-Pocket Expenses

- ✓ Participate in **Healthy Pfizer** and earn up to \$500 every year
- ✓ Take advantage of **what's covered at no cost** under the medical plan options:
 - Preventive care (e.g. annual well visit, mammography, colonoscopy) covered at no cost in-network
 - Preventive medications and vaccines on the Affordable Care Act (ACA) Drug List covered at no cost
 - If enrolled in HSA Copay, deductible won't apply to medications on the HSA Copay Preventive Drug List and Pfizer medications with no generic available on that list are covered at no cost
- ✓ For medications that cost you more than \$250 out-of-pocket, CVS Caremark offers an **interest-free payment program** if you obtain them through CVS Mail Service Pharmacy or CVS Specialty.
- ✓ Compare the cost of in-network medical services by using the **cost comparison tools** provided by your medical claims administrator (UHC or Horizon)
- ✓ Consider enrolling in **voluntary supplemental health benefits** (Accident Insurance, Critical Illness and the *new* Hospital Indemnity Insurance) through Pfizer Benefits Advantage
 - These benefits provide a tax-free lump sum payment if you have a qualifying health event.
 - Use the payment to help pay your deductible, unreimbursed medical expenses, or toward other expenses while you are recovering (e.g. additional childcare)

An abstract, three-dimensional graphic composed of several overlapping, curved blue planes. The planes are rendered with a gradient from light blue to dark blue, creating a sense of depth and movement. The overall shape is reminiscent of a stylized wave or a series of connected, curved segments.

How to Use Your HSA

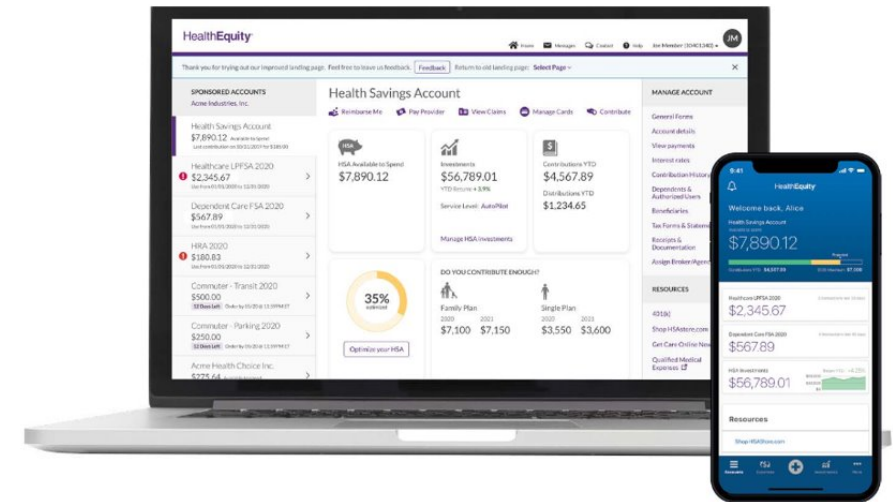
What to Expect When You Enroll in the HSA

HealthEquity Welcome kit:

- HealthEquity® Visa® Health Account Debit Card*
- Mailer with fee schedule
- Welcome tri-fold with additional information to get you started

Mobile app and website makes managing your account easy:

- Check your balance
- Review transactions
- Review claims
- Submit new claims or documents
- Send payments and reimbursements
- Manage investments
- Receive ongoing education and alerts



*This card is issued by The Bancorp Bank, pursuant to a license from U.S.A. Inc. Your card can be used everywhere Visa debit cards are accepted for qualified expenses. This card cannot be used at ATMs and you cannot get cash back, and cannot be used at gas stations, restaurants, or other establishments not health related. See Cardholder Agreement for complete usage restrictions.

How to Open Your HSA

1. **Sign up** during Annual Enrollment through **NetBenefits.com**

2. Contribute

- Elect before-tax contributions through payroll (even if \$0). You may change your payroll contributions anytime during the year
- Depending on your annual base pay as of Sept. 1, 2021, Pfizer will also make a contribution

3. Use your funds

- Pay for eligible expenses with your HealthEquity® Visa® Debit Account Card¹
- Or, submit for reimbursement through the HealthEquity website my.healthequity.com or “HealthEquity Mobile” app

1. This card is issued by The Bancorp Bank, pursuant to a license from U.S.A. Inc. Your card can be used everywhere Visa debit cards are accepted for qualified expenses. This card cannot be used at ATMs and you cannot get cash back, and cannot be used at gas stations, restaurants, or other establishments not health related. See Cardholder Agreement for complete usage restrictions.

Using Your HSA Funds

Save by spending on eligible expenses



Medical care

- Doctor visits and copays
- Hospital services
- Prescriptions



Vision

- Eye exams
- Prescription glasses/contacts
- Lasik surgery



Dental

- Teeth cleaning
- Dental reconstruction
- Orthodontia



Personal health

- OTC pain relievers
- Feminine care products
- Personal protective equipment*

*If used for the primary purpose of preventing spread of COVID-19



Alternative care

- Chiropractic care
- Acupuncture
- Massage*

*May require letter of medical necessity

Visit learn.healthequity.com/pfizer accessible through MyPfizerBenefits.com

Investing Your HSA Funds

Accelerate health savings



**Choose
lower
premiums**



**Capitalize
on triple-tax
savings**



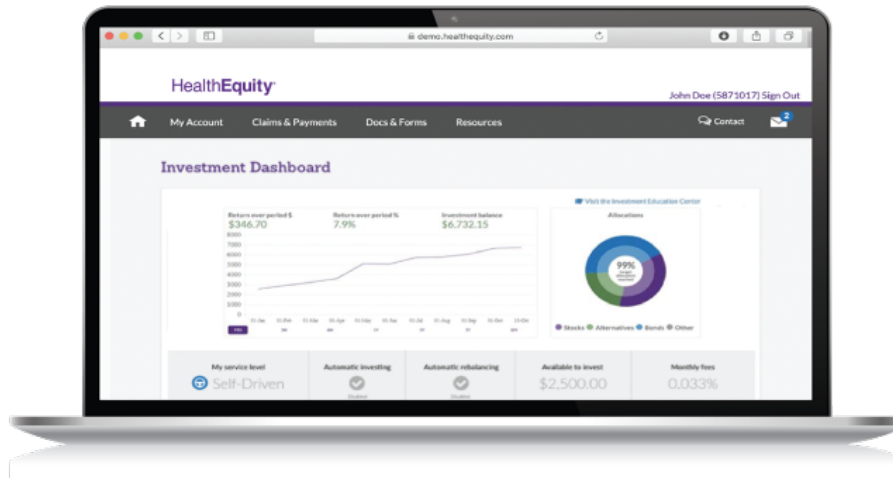
**Consider
investing
your HSA***

HealthEquity offers the Investor Choice lineup of mutual funds through Vanguard

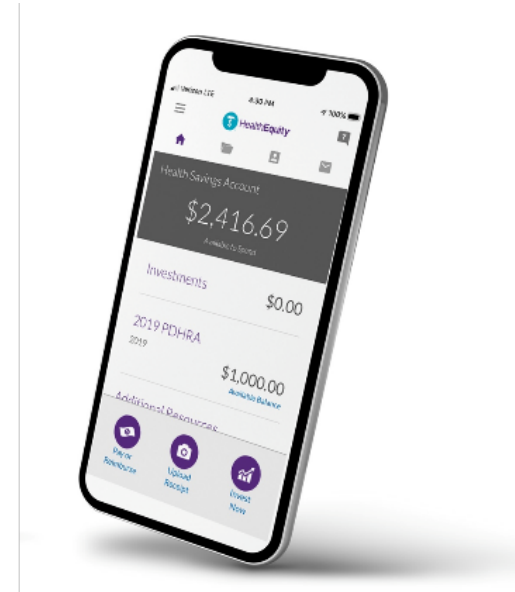
*Investments are subject to risk, including the possible loss of the principal invested, and are not FDIC or NCUA insured, or guaranteed by HealthEquity, Inc. Investing through the HealthEquity investment platform is subject to the terms and conditions of the Health Savings Account Custodial Agreement and any applicable investment supplement. Investing may not be suitable for everyone and before making any investments, review the fund's prospectus.

Managing Your Investments

Technology makes investing HSA funds easy



Investment Desktop
(Found within the member portal)



Mobile App
(“HealthEquity Mobile”)

Investments are subject to risk, including the possible loss of the principle invested, and are not FDIC or NCUA insured, or guaranteed by HealthEquity, Inc. Investing through the HealthEquity investment platform is subject to terms and conditions of the Health Savings Account Custodial Agreement and any applicable investment supplement. Investing may not be suitable for everyone and before making any investments, review the fund’s prospectus.

Rolling Over an Existing HSA Balance to HealthEquity

HSA from a prior employer not at HealthEquity

- You can combine your HSA balances under the Pfizer-sponsored plan
- Moving your HSA is simple:
 - **Download** the transfer form at: HealthEquity.com/form
 - **Complete the form entirely.** Since HSAs are individually held accounts, only you (the account owner) can request your account be closed and the balance be transferred.
- **Send the completed form to HealthEquity via mail, fax or email.**
 - **Address:** HealthEquity 15 W Scenic Pointe Drive, Ste 100 Draper, UT 84020
 - **Email:** transfer@healthequity.com
- We will take it from there.

HSA at HealthEquity with a prior employer

- We will automatically combine the balance under your Pfizer program

Resources

Annual Enrollment is Oct. 12 – Oct. 29, 2021

Remember, [MyPfizerBenefits.com](https://www.mypfizerbenefits.com) is the hub for all your 2022 Annual Enrollment resources

Things to Do...

Virtual Benefits Fair (Oct. 11- Nov. 5)

Annual Enrollment webinar sign up

Things to Learn...

'Colleagues Like Me' Examples

HSA Copay Information

Resource to Explore...

Pfizer Medical Plan Option Modeler

HealthEquity Learn Website

Benefits Advantage

Fidelity NetBenefits

Once you're ready to enroll, visit [netbenefits.com](https://www.netbenefits.com) to make your 2022 Annual Enrollment elections.
Visit [pfizeradvantage.com](https://www.pfizeradvantage.com) to enroll in Supplemental Health and Group Legal benefits.

Thank You

We'll now open it up for questions.

If you have additional questions about your Pfizer health & insurance benefits – including questions about your eligibility – call the **Pfizer Benefits Center** at **1-866-476-8723** and follow the prompts for health insurance.

Also check out the **HSA Copay Option FAQs** under *Resources* on [MyPfizerBenefits.com](https://www.mypfizerbenefits.com)



Your 2022 Monthly Medical & Rx Contributions

For many colleagues, no change in medical contributions for the second year in a row

	Yourself Only	You and Your Spouse or Domestic Partner	You and Your Child(ren)	You and Your Family
HSA Copay	\$71	\$157	\$127	\$226
Network Copay	\$158	\$350	\$282	\$502
Traditional Coinsurance	\$186	\$412	\$332	\$591

Note: Contributions are greater for colleagues who work between 40 percent and 60 percent of a standard work week on a regular basis. Go to netbenefits.com or call the Pfizer Benefits Center for the rates that apply to you if you are a part-time colleague.

Don't forget: you can earn up to \$500 annually in your pay by completing Healthy Pfizer activities by Apr. 29, 2022.