

January 15, 2020

Dear Retired Colleague,

I am writing to inform you of important changes to The Pfizer Foundation* **Matching Gifts** and **Volunteer Grants** Programs.

We have seen a rapid increase in Matching Gifts and Volunteer Grant program utilization among both colleagues and retirees. This growing trend, which includes a 24 percent increase in 2019, has resulted in significant pressures to the annual fixed Foundation budget that impact all areas of work supported through The Pfizer Foundation, including our global health programs and disaster relief grants.


In order to maintain the broad mission of The Pfizer Foundation - including supporting active Pfizer colleagues and our commitments to other health programs - the following changes are being made to retiree Matching Gift and Volunteer Grant Programs:

- **Effective immediately the Matching Gifts program cap is reduced to \$5,000/year.**
- Retiree donations will continue to be matched at 50% up to \$5,000/year through 2020.
- **Pfizer retiree participation in the Matching Gifts and Volunteer Grant Programs will end Dec 31st, 2020** – making 2020 the final year in which retirees will be able to participate in the programs.

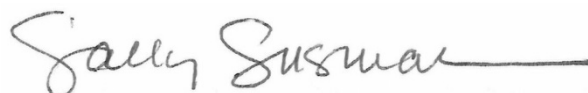
While the evaluation that informed these changes was systematic, the decision-making process was difficult as we appreciate that you will likely be disappointed.

Further details on these changes can be accessed through the giving platform (<http://pfizer.yourcause.com>), and you can contact The Pfizer Foundation team with any questions (Pfizercolleaguecommunityengagement@pfizer.com).

Sincerely,



Ian C. Read
Chairman, The Pfizer Foundation



Sally Susman
Vice-Chair, The Pfizer Foundation

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