PFIZER´S CONTRIBUTION TO REDUCE HEALTHCARE DISPARITIES **IN COLOMBIA**

For more than 150 years, Pfizer has been a leader in tackling some of the most persistent healthcare challenges through the breakthrough medicines and vaccines we discover, develop, and bring to the market. We have always considered that our work in the region had to go beyond our traditional mission as a provider to adapt to the disease needs and contexts of diverse countries and populations.

Pfizer's vision is to **be a best-in-class organization that embeds diversity, equity, and inclusion (DEI) into our workplace and our purpose.** To bring our vision to life, here are some examples of our fiercely commitment to decrease health disparities in communities living in vulnerable areas in Colombia, seeking to reinforce prevention, protection and self-care measures of patients and caregivers, while increase their health literacy.

A More Inclusive Colleague Experience focuses on improving diversity and fostering belonging for all colleagues across the talent lifecycle, from potential recruits and part time employees to full-time colleagues and contractors. We also aim to foster belonging by connecting colleagues in a more meaningful and authentic way, reducing barriers to equity, and creating a culture that celebrates all.

BUILD A MORE INCLUSIVE COLLEAGUE EXPERIENCE

Diverse Generation

Colombia launched a campaign to promote the inclusion of Afro-Colombian communities in Pfizer´s people selection processes. Through two webinar sessions, a campaign on the website and social media channels of the Afro-Colombian magazine Vive Afro, the story of three Pfizer colleagues, was told, to inspire Afro-Colombian communities to join the company. The campaign has achieved 3.7 million impressions to date.

ADVANCE EQUITABLE
HEALTH OUTCOMES

Advance Equitable Health Outcomes focuses on current and future patients, as well as those who impact and influence their lives and healthcare decisions. We will conduct inclusive research by ensuring our R&D activities, including disease priorities and clinical trials, reflect the diversity of the communities we serve. We believe that we can help improve health outcomes by preventing, identifying, treating, and/or mitigating disease drivers that disproportionately impact underserved populations. Our goal is to remove barriers to access by increasing access and affordability for patients in historically underserved communities.

Every Minute counts Campaign

Afro-Colombian women are 2.7 times more likely to develop aggressive breast cancer and have a genetic pattern that suggests a more aggressive tumor biology versus women of other ethnicities[1]. Additionally, in territories in Colombia with high Afro and indigenous descent, access to diagnostic studies, such as mammography, is much more difficult than in other regions of the country. According to the Revista Colombiana de Cancerología, 23% of Colombian women between 50 and 69 years of age must leave their place of residence to receive mammography services.[2] Therefore, we developed an educational campaign with Vive Afro magazine focused on taking actions aimed at educating about breast cancer prevention among afro Colombian populations. Actions included radio spots in community radio stations, materials for media and social networks, in our channels and the magazine. The initiative has had an impact of over 7 million impressions.

1 Breastcancer.org. Riesgo de cáncer de mama (seno) triple negativo casi tres veces mayor para las mujeres de raza negra con respecto a las mujeres de raza blanca. https://www.breastcancer.org/es/research-news/riesgo-de-cancer-de-mama-triple-negativo-casi-tres-veces-mayor-para-mujeres-negras-con-respecto-a-mujeres-blancas. Accessed March 1, 2023

2 Velasco, S., Bernal, O., Salazar, A., Romero, J., Moreno, Á., & Díaz, X. (2014). Disponibilidad de servicios de mamografía en Colombia. Revista Colombiana de Cancerología, 18(3), 101–108. https://doi.org/10.1016/j.rccan.2014.06.001 Accessed March 1, 2023

3 Cuenta de Alto Costo. World Breast Cancer Awareness Day 2022. https://cuentadealtocosto.org/site/cancer/dia-mundial-de-la-lucha-contra-el-cancer-de-mama-2022/ Accessed March 1, 2023

Educative workshop on COVID-19 with journalists in La Guajira

Educational activity with journalists in La Guajira, Colombia, to address the importance of continuing to maintain COVID-19 prevention actions, including vaccination, especially among the population at high risk. With 12 local journalists participating, the conference was held in the territory of Colombia with the largest presence of indigenous population. This educational activity is an example of our educational efforts to contribute reducing health disparities among underserved and indigenous populations.

Ibreast donations

In Colombia, 57% of patients diagnosed with Breast Cancer are in advanced stages, which can be in part explained because approx. 47% of vulnerable communities live in rural areas and have barriers to timely access medical services.[3] Therefore, Pfizer implemented a project to benefit 26.000 women of underserved communities in La Guajira, Atlántico, Bolivar, Cesar, Córdoba, Sucre, Cauca and Casanare, through the donation of 11 Ibreast devices that allowed them to have a screening examination as part of early phases of diagnosis. Among the entities benefited are indigenous organizations and associations, such as Anas Wayuu, one of the largest health institutions serving indigenous communities, the Sersocial Foundation and the Colombian Civil Air Patrol.

Red Codes project

Pfizer started a program in Colombia called "Red Codes" to expeditiously address the need for the distribution of therapies to patients amid a vital emergency, on which health service providers do not have an inventory and on which the patient´s life depends. These include therapies associated with the management of complications due to urinary, intra-abdominal or hospital infections, others necessary for the management of patients with hemophilia or for pediatric intensive care. The process starts with a request from the service provider in which Pfizer has proposed to deliver these therapies within 2-4 hours maximum, depending on the address of the requesting health institutions, anywhere in the country. These code red deliveries can be processed on any day and time of the week, with the understanding that the patient´s life must always come first.

EDIRAI

The Pfizer Institute of Science (Pfizer ICPC) led a cross-functional team in the development of an artificial intelligence tool that helps frontline physicians improve rheumatic disease diagnosis rates, facilitating timely referrals to specialists and reducing costs of care. The digital tool, which has the endorsement of the Pan American Rheumatology Association PANLAR, is already available for physicians on the website www.edirai.com.co and is in the process of being implemented in Latin America and the Middle East.

TRANSFORM SOCIETY WITH EXTERNAL DEI PARTNERSHIPS

Transform Society with External DEI Partnerships focuses on partners and suppliers we work with, as well as the broad set of stakeholders we engage with to impact society. We believe that working with diverse suppliers will empower underrepresented communities through opportunity and education. We aim to contribute towards a more equitable society by partnering to deploy capital, colleague volunteer hours, and know-how to amplify equity initiatives and help make the world a more equitable place.

Heart education in afro Colombian communities

We supported an educational program, in alliance with the Colombian Heart Foundation, adapted to Afro-Colombian communities to increase their access to education in heart care, detection of signs and symptoms of cardiovascular diseases and how to navigate the health care system. 480 Afro-Colombian leaders from Tuluá, Barranquilla and San Andrés participated, who will be replicators of this knowledge in their territories, reaching close to 2,500 people.