

### Board Policy on Pension Benefits for Executives

In December 2005, the Pfizer Board approved the adoption of a policy relating to the payment of defined benefit pensions for Senior Executives.

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The Board will seek shareholder approval, as recommended by the Compensation Committee, prior to the payment to any Senior Executive from the Company's defined benefit pension plans if his or her accrued benefit, computed as a single life annuity, will exceed 100% of the Senior Executive's Final Average Earnings. This policy will apply prospectively, for all benefit accruals after January 1, 2006. For purposes of this policy, Final Average Earnings means the average of the highest five calendar years' salary earned during the year plus cash incentives (or bonus) earned for performance during the year under annual plans or other arrangements pre-approved by the Compensation Committee; and Senior Executive means members of the Executive Leadership Team (ELT).