



Pfizer Digital & Technology Hub in Greece

November 12th , 2020

Breakthroughs that
change patients' lives



Agenda

- 1. Introducing Pfizer**
- 2. D&T Hub and Greek Macro Environment**
- 3. University Talent and Pipeline**
- 4. Greek Tech Scene**
- 5. Strategy & Vision for the Pfizer Digital & Technology Hub**
- 6. Hiring Strategy**

Our purpose and Values

Breakthroughs that change patients' lives

OUR VALUES
AND BEHAVIORS



Think big, speak up,
be decisive



Focus on what matters, agree who
does what, measure outcomes



Be inclusive, act with integrity,
reduce healthcare disparities



Take pride, recognize
one another, have fun

Our company

\$51.8

BILLION
in revenue in 2019

42

MANUFACTURING
sites worldwide

MORE THAN

125

COUNTRIES
in which Pfizer sells products

8

PRODUCTS
with sales greater
than \$1 billion in 2019

MORE THAN

95

PROJECTS
in Clinical Research &
Development in 2019*

88,300

COLLEAGUES
around the world

*As of Jan. 28, 2020

Executive Leadership team



Albert Bourla
Chairman and
Chief Executive Officer



Bill Carapezzi
Executive Vice President,
Global Business Services
and Transformation



Frank D'Amelio
Chief Financial Officer
& Executive Vice President,
Global Supply



Mikael Dolsten
Chief Scientific Officer and
President, Worldwide Research
& Development and Medical



Lidia Fonseca
Executive Vice President,
Chief Digital and Technology Officer



Angela Hwang
Group President,
Pfizer Biopharmaceuticals
Group



Rady Johnson
Executive Vice President,
Chief Compliance, Quality
& Risk Officer



Doug Lankler
Executive Vice President,
General Counsel



Rod MacKenzie
Executive Vice President,
Chief Development Officer



Payal Sahni Becher
Executive Vice President,
Chief Human Resources Officer



Sally Susman
Executive Vice President,
Chief Corporate Affairs Officer



John Young
Group President,
Chief Business Officer



Worldwide research and development

- Research and Development is at the heart of fulfilling Pfizer's purpose as we work to translate advanced science and technologies into therapies that matter for patients in need.
- We focus our resources in disease areas with the best chance of scientific and commercial success:



Oncology



Internal Medicine



Vaccines



Inflammation
& Immunology



Rare Disease

Corporate responsibility

As a member of today's rapidly changing global community, we are striving to adapt to the evolving needs of society and contribute to the overall health and wellness of our world.

We are building partnerships in communities throughout the world to strengthen health systems, increase access to our medicines, and find sustainable solutions to the health challenges of today, and tomorrow.

Pfizer consistently is a leader in corporate philanthropic giving, and our commitment to corporate citizenship and community involvement dates to our founding in 1849.



Through Pfizer's partnership with the International Trachoma Initiative, we provide the Zithromax needed in the effort to eliminate blinding trachoma by 2020 and help preserve and restore the health and well-being of affected families worldwide.



Pfizer's Global Health Fellows serve specialized three- to six-month assignments with partner organizations to promote access, quality or efficiency of health services.

An Introduction to the Digital & Technology Hub and Greek Macro Environment

Pfizer Digital & Technology Hub: Thessaloniki, Greece

Digital twin to support us in Winning the Digital Race in Pharma, and helping Pfizer deliver Breakthroughs that Change Patients' Lives.



Why Thessaloniki?

- Second largest city in Greece
- Concentration of digital talent with the largest university in Greece and local innovation incubators
- Government has a strong focus on digital & technology
- Time zone allows us to maximize global collaboration & productivity

University Talent and Pipeline

Greece is favorable in skillset of university grads, growth of innovative companies and high-skilled employment

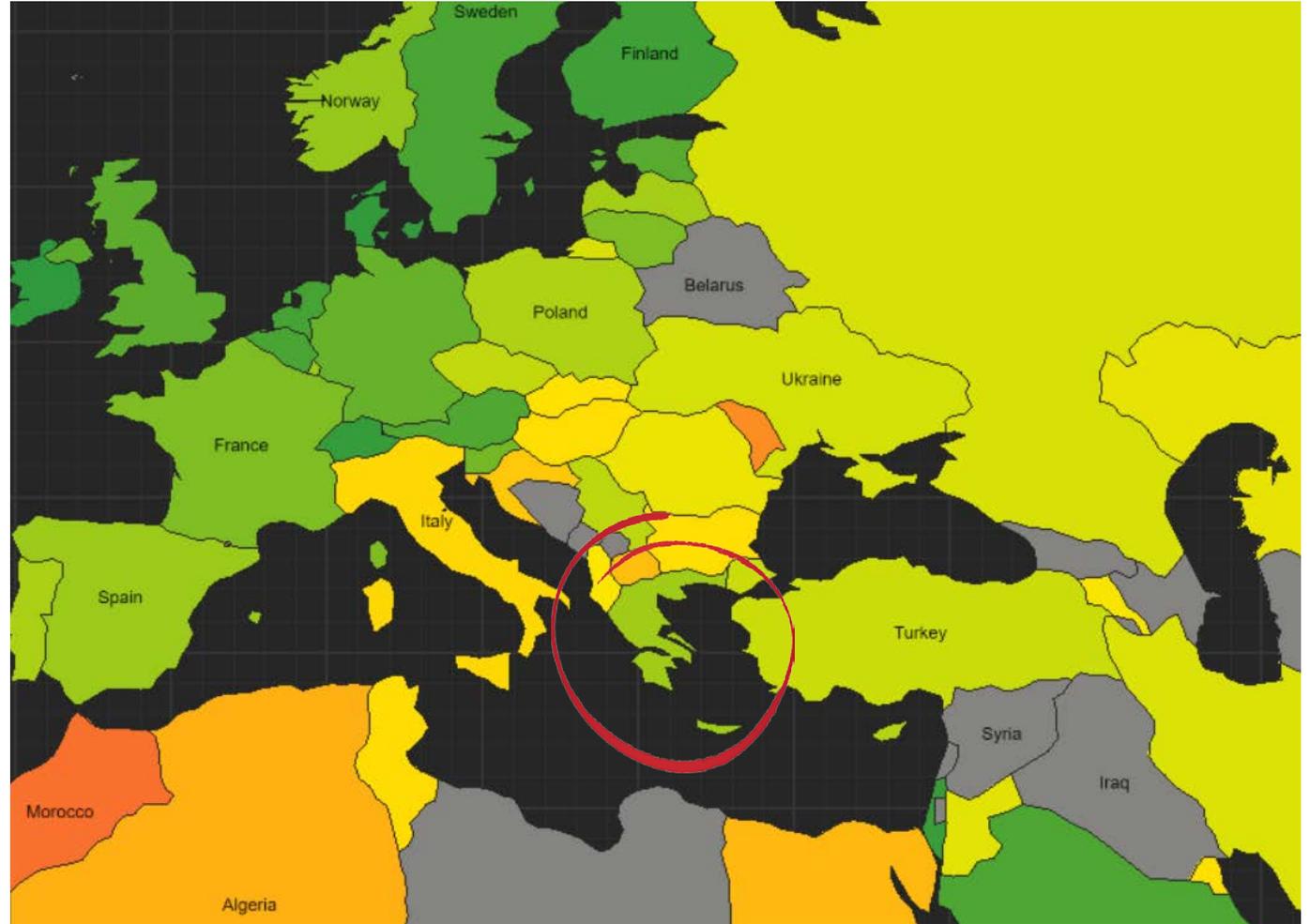
To what extent do graduating univ. students possess the skills needed by businesses

Adequacy of a population's entrepreneurial startup skills

To what extent do new companies with innovative ideas grow rapidly

Among those who are employed, the proportion of people working in high-skilled roles

The prevalence of high-quality human capital is vitally important (educated, experienced and healthy workforce)



Thessaloniki is an educational hub in northern Greece and the Balkans

- **5 major Universities** including the biggest in SE Europe
- **Greek graduates in science & engineering rank 11th out of 126 countries for innovation**
- **9 world respected research centres**
- **150K+ undergrads**
- **20K+ grad students**



Aristotle University of Thessaloniki

Offers a vast array of scientific studies, from natural and technological to social and health sciences, arts and humanities.



University of Macedonia

Second largest university in the city. Eight departments offering social, political, economic sciences & ICT studies.



American College of Thessaloniki

Attracts 3,000 American students in addition to those from across the Balkans, Europe, and the world.



International Hellenic University

Specializes in postgraduate programs aimed at both international and Greek students. The language of both instruction and administration is English.

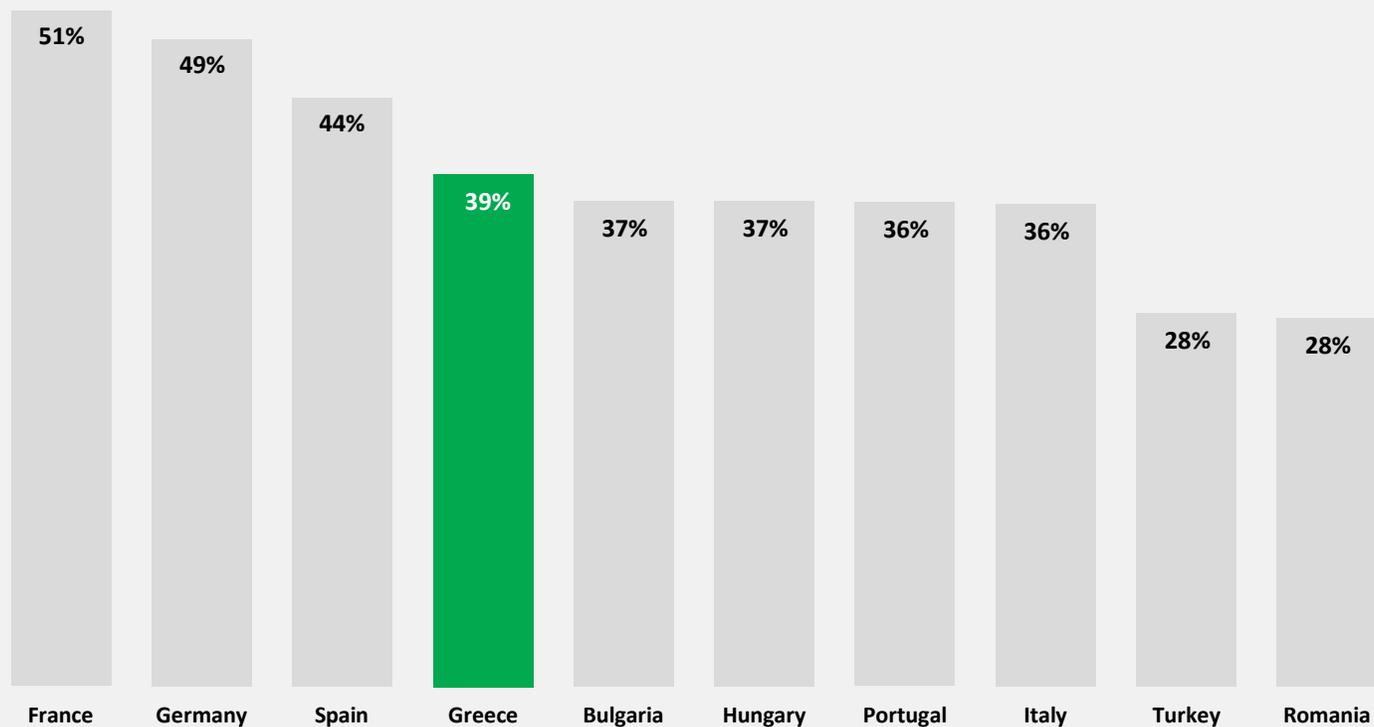


Democritus University of Thrace

The University comprises eight Schools —Humanities, Engineering, Law, Agricultural Sciences, Education Sciences, Economic and Social Sciences

Greek Tech Scene

Good share of Greeks working in science and technology



Share of people working in science and technology among working population

https://www.enterprisegreece.gov.gr/files/pdf/madrid_2019/1-EG_Investment-Proposition_May_2019.pdf

Source: Eurostat, Science & technology statistics 2017

From start-ups to research centres of global ICT giants, the tech scene benefits from highly skilled personnel at competitive costs

- **Top talent at a highly competitive cost.**
- New and emerging Greek **start-up ecosystem.**
- Greece has become the center of several **new investment initiatives** by some of the **largest multi-national ICTs**, focused on:

- Upgrading existing infrastructure
- Data centers
- Innovation and research activities
- Service centers with multi-lingual staff
- Software development
- Information security services
- Assembly and distribution of ICT devices
- B2B cloud services
- Information security services



- **Technology exports have increased** from 7% (2008) to 10% (2017).

https://www.enterprisegreece.gov.gr/files/pdf/madrid2019/1-EG_Investment-Proposition_May_2019.pdf

Strategy & Vision for the Pfizer Digital & Technology Hub



Key principles of the Digital Twin Strategy in Greece



Strategic vision

Full capabilities in the Hub

Room for innovation

Talent pool



Operating model

Agile approach

*Cross-Functional
Cross-Location*



Ecosystem

Connecting

Partnering

Exploring

Testing

Hiring Strategy

Strong applicant pool to find the talent and skills we need

Key Skills We Need

- Software Development & Engineering
- Agile Project Management
- Machine Learning & Artificial Intelligence
- Enterprise Architecture
- Data Science
- Process Automation
- Product & Experience Design
- Customer Analytics & Insights

Positive Momentum with Recruiting

2500 applicants
FOR
67 positions



→ → → | **33%** of hires to date are
female

76% 
of applicants have
post-graduate degrees

10% 
of applicants from
outside of Greece