SilverScript®
P.O. Box 30006, Pittsburgh, PA 15222-0330

Pfizer

2027 Summary of Benefits Booklet

For Pfizer U.S. retirees in the Rx Plus Option

SilverScript Employer PDP sponsored by Pfizer

A Medicare Prescription Drug Plan (PDP)
offered by SilverScript® Insurance Company with a Medicare contract

January 1, 2027 – December 31, 2027

This is a Medicare-required summary of your benefits in the Pfizer-sponsored SilverScript plan.

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SECTION I – Introduction to Summary of Benefits

SilverScript Employer PDP sponsored by Pfizer (SilverScript) is a Medicare Part D prescription drug plan with additional coverage provided by Pfizer to expand the Part D benefits. "Employer PDP" means that the plan is an employer-provided Medicare Part D prescription drug plan. The Plan is offered by SilverScript® Insurance Company which is affiliated with CVS Caremark®, Pfizer's current pharmacy benefit manager.

This *Summary of Benefits* document gives you a summary of what is covered and what you pay. It doesn't list every service covered or list every limitation or exclusion. To get a complete list of covered services, call SilverScript Customer Care and ask for the *Evidence of Coverage* or view it online at pfizer.silverscript.com.

You have choices about how to get your Medicare prescription drug benefits

Pfizer is offering you a plan not offered to the public. As a Medicare beneficiary, you can choose from different Medicare prescription drug coverage options:

- **SilverScript Employer PDP sponsored by Pfizer (SilverScript) – the Rx Plus option explained in this Summary of Benefits**
- **SilverScript Employer PDP sponsored by Pfizer (SilverScript) – the Rx Base option**
- Individual coverage through a non-Pfizer Medicare Part D prescription drug plan
- Individual coverage through a non-Pfizer Medicare Advantage Plan (like an HMO or PPO) or a non-Pfizer Medicare health plan that offers Medicare prescription drug coverage. You get all of your Medicare Part A and Part B coverage, and prescription drug coverage (Part D), through these plans.

You make the choice. However, **if you decide <u>not</u> to be enrolled in Pfizer-sponsored prescription drug coverage through SilverScript, you will lose your Pfizer-sponsored medical and prescription drug coverage.** You will be able to re-enroll in Pfizer coverage in the future, but you will need to certify that you have maintained continuous, creditable medical and prescription drug coverage during the time you were not enrolled in Pfizer retiree medical and prescription drug coverage. You may enroll within 31 days of experiencing a qualified life event, such as marriage, divorce or losing coverage elsewhere. If you are the retiree and you opt out of coverage, this means that your covered dependents, such as **your spouse/domestic partner or dependent children, will also lose their Pfizer-sponsored medical and prescription drug coverage.**

Tips for comparing your Medicare choices

This *Summary of Benefits* document gives you a summary of what SilverScript covers and what you pay.

- If you want to compare SilverScript with other Medicare health plans, ask the other plans for their *Summary of Benefits*.
- You can also find information about Medicare plans in your area other than SilverScript by using the *Medicare Plan Finder* on the Medicare website. Go to http://www.medicare.gov and click "find health & drug plans." There you can find information about costs, coverage and quality ratings for Medicare plans.

- If you would like to know more about the coverage and costs of Original Medicare, review your current *Medicare & You* handbook. You can also view a copy online at http://www.medicare.gov or get a copy by calling 1-800-MEDICARE (1-800-633-4227), 24 hours a day, 7 days a week. TTY users should call 1-877-486-2048.
- For more information about the Medicare Part D portion of your plan, please call SilverScript Customer Care and ask for the *Evidence of Coverage*.

Information in this booklet

- Things to Know About SilverScript
- Summary of Benefits for the Rx Plus Option
    - How Medicare Part D Stages Work
    - Your Prescription Drug Benefits – Monthly Contribution, Deductible, and Limits on How Much You Pay for Covered Services

Things to Know About SilverScript

SilverScript Phone Numbers and Website

- Call SilverScript Customer Care toll-free 1-844-774-2273. TTY users should call 711.
- Our website: pfizer.silverscript.com.

Hours of Operation

You can call us 24 hours a day, 7 days a week.

Who can join?

To join SilverScript, you must:

- Be entitled to Medicare Part A and/or enrolled in Medicare Part B
- Be a United States citizen or lawfully present in the United States
- Provide the Pfizer Benefits Center with the Medicare Number on your red, white and blue Medicare ID card, when requested
- Live in our service area, which is the United States and its territories, and provide a permanent street address when requested (Medicare does not accept P.O. Boxes.)
- Be eligible for Pfizer retiree medical coverage
- Meet any additional requirements for Pfizer retiree prescription drug coverage.

Please note: if you elect a Pfizer-sponsored retiree medical plan option, which has medical coverage as well as prescription coverage, you must be enrolled in both Medicare Part A and Part B.

Which medications are covered?

SilverScript will send you a list of prescription medications selected by SilverScript and **covered under the Medicare Part D portion of the plan**. This list of medications is called a *Formulary.* This *Formulary* does not include all the medications available to you through the additional coverage provided by Pfizer.

The formulary may change throughout the year. You may review the complete formulary for the Medicare Part D portion of the plan and any restrictions on our website at **pfizer.silverscript.com**. Or call SilverScript Customer Care at 1-844-774-2273 to request a copy of the formulary. TTY users should call 711.

Medications may be added or removed, or restrictions may be added or changed. Restrictions on SilverScript coverage include:

Prior Authorization (PA)

For certain prescription medications, you or your provider need to get approval from the plan *before* SilverScript will agree to cover the medication for you. This is called **"prior authorization."** If you do not get this approval, your prescription medication might not be covered by SilverScript.

Quantity Limits (QL)

For certain prescription medications, SilverScript limits the amount of the prescription medication that you can get each time you fill your prescription. For example, if it is normally considered safe to take only one pill per day for a certain medication, we may limit coverage for your prescription to no more than one pill per day. This is called **"quantity limits."**

Medications Are Organized in Tiers

Medications are grouped into one of four tiers on the formulary:

- **Generic (Tier 1)** – the lowest tier and includes most generic drugs and may include some brand drugs. The active ingredients in generic medications are exactly the same as the active ingredients in brand medications whose patents have expired. They are required by the Food and Drug Administration (FDA) to be as safe and effective as the brand medication.
- **Preferred Brand (Tier 2)** – brand medications that do not have a generic equivalent and are included on a preferred drug list. They are usually available at a lower cost than Non-Preferred Brand medications.
- **Non-Preferred Brand (Tier 3)** – brand medications that are not on a preferred drug list and usually are a higher cost.

You use your formulary to find out the tier for your medication or if there are any restrictions on your medication.

Additional coverage from Pfizer

Pfizer provides additional coverage to cover **most** Pfizer-brand medications **without a generic equivalent at no cost to you. The list of Pfizer medications provided at no cost is subject to change without notice**.

SilverScript does not cover all medications that can be covered by Medicare on its formulary. In addition, there are medications that Medicare will not allow to be covered on a Medicare Part D plan. **The additional coverage provided by Pfizer will cover certain medications that are not on the SilverScript formulary and certain medications that are excluded by Medicare Part D.** Medications provided through your additional coverage provided by Pfizer may be added or removed, or restrictions may be added or changed during the year.

The cost of these medications will not count towards your Medicare Part D out-of-pocket costs or Medicare Part D total drug costs (see *Section II – Summary of Benefits*). However, the cost of these additional medications will count toward your Pfizer individual annual prescription drug maximum out-of-pocket of $3,700. Please contact SilverScript Customer Care if you have any questions about your additional coverage from Pfizer at 1-844-774-2273 to request a copy of the formulary. TTY users should call 711.

Which pharmacies can I use?

The plan has a network of pharmacies, including retail, mail-order, long-term care and home infusion pharmacies.

Please note: After the mail-order pharmacy receives an order, it takes up to 10 days for you to receive the shipment of your prescription medication. You have the option to sign up for automated mail-order delivery.

You must use a network pharmacy to have your coinsurance percentage count toward your Medicare Part D out-of-pocket costs and Medicare Part D total drug costs (see *Section II – Summary of Benefits*), unless it is an emergency or non-routine circumstance.

You may use an out-of-network pharmacy. However, the price of the medication may be higher than the same medication at a network pharmacy. If you use an out-of-network pharmacy, you will have to pay the full cost of the medication at the pharmacy, complete a paper claim and send it and your itemized receipt to SilverScript to request reimbursement. You will be reimbursed the plan's share of the cost for your medication. You may need to pay part of the cost, and the additional cost will not be applied to your Pfizer annual out-of-pocket maximum.

If you have your prescription filled at a CVS Pharmacy® or other preferred network retail pharmacy or use the CVS Caremark Mail Service Pharmacy, your cost for a 90-day supply of your non-specialty maintenance medications may be lower.

If you may need to get your prescription filled while you are traveling outside the country, contact SilverScript Customer Care **before** you leave the U.S. You can request a vacation override for up to a 90-day supply of your medication.

The pharmacies in the network can change at any time. To find a preferred or standard network pharmacy near your home or where you are traveling in the United States or its territories, use the **pharmacy locator tool** at pfizer.silverscript.com or call SilverScript Customer Care at 1-844-774-2273, 24 hours a day, 7 days a week. TTY users should call 711.

If you are eligible for Veterans benefits

Veterans Affairs (VA) pharmacies are not permitted to be part of a Medicare Part D pharmacy network. The federal government does not allow you to receive benefits from more than one government program at the same time.

If you are eligible for VA benefits, you may still use VA pharmacies under your VA benefits. However, the cost of those medications and what you pay out-of-pocket will not count toward your Medicare Part D out-of-pocket costs or Medicare Part D total drug costs. Each time you get a prescription filled; you can compare your Pfizer benefit through SilverScript to your VA benefit to determine the best option for you.

Section II – Summary of Benefits for the Rx Plus Option

How Medicare Part D Stages Work

The **standard Medicare Part D plan** has four stages or benefit levels. Below is information on how these stages work in 2027.

Stage	**Standard Medicare Part D Plan**	**SilverScript <u>with</u> your additional coverage provided by Pfizer <u>This is what you pay</u>**
Deductible	$700	$700 **Your deductible applies to Pfizer brand medications with a generic equivalent and non-Pfizer medications.** **You will have a $0 deductible for Pfizer brand medications <u>without</u> a generic equivalent.** The deductible doesn't apply to covered insulin products and most adult Part D vaccines, including shingles, tetanus and travel vaccines.
Initial Coverage	After meeting the deductible, a person pays 25% of the drug cost until a person reaches $2,400 in total drug costs	You pay $0 for most **Pfizer-brand medications <u>without</u> a generic equivalent** at network pharmacies. You pay your Pfizer 25% coinsurance percentage for **Pfizer-brand medications <u>with</u> a generic equivalent and non-Pfizer medications**.
Catastrophic Coverage	After reaching $2,400 in Medicare Part D out-of-pocket costs, a person pays nothing for their Part D covered drugs.	During the Catastrophic Coverage stage, **you will pay a $0 copayment for drugs included on the SilverScript formulary.** For **drugs that are not on the SilverScript formulary** but are covered through the additional coverage provided by Pfizer, **you will have the same Pfizer benefit** as during the Initial Coverage stage: • $0 for most Pfizer-brand medications <u>without</u> a generic equivalent • Your Pfizer coinsurance percentage for Pfizer-brand medications <u>with</u> a generic equivalent and non-Pfizer medications If you reach your Pfizer individual annual prescription drug maximum out-of-pocket of $3,700, you pay nothing for the rest of the calendar year for covered drugs when you use network pharmacies.

In 2027, the standard Medicare Part D annual out-of-pocket limit is $2,400. This amount includes eligible payments for covered Part D drugs, including amounts you pay during the Deductible and Initial Coverage stages and certain payments made on your behalf that Medicare allows to count toward the annual out-of-pocket limit. For additional information about costs that count toward your Medicare Part D annual out-of-pocket limit, please refer to Chapter 4, Section 1.2 of your *Evidence of Coverage*.

The Medicare Part D out-of-pocket cost does not include your monthly contribution, the cost of any prescription medications not covered by Medicare, any amount paid by SilverScript, or any amount paid through the additional coverage provided by Pfizer.

Important to note: For individuals who are prescribed very costly drugs, it is possible that the Medicare annual out-of-pocket amount of $2,400 can be reached before the Pfizer individual annual prescription drug out-of-pocket maximum of $3,700.

Your Prescription Drug Benefits – Monthly Contribution, Deductible and Limits on How Much You Pay for Covered Services

How much is the monthly contribution?

SilverScript
This benefit is provided as part of your Pfizer retiree medical coverage. If you have any questions about your contribution, refer to your Personal Fact Sheet you receive when you are newly eligible for Medicare or during Annual Enrollment, or contact Fidelity at the Pfizer Benefits Center at 1-877-208-0950, Monday through Friday, from 8:30 a.m. to Midnight, Eastern time. You must continue to pay your Medicare Part B premium, if applicable.

Part D Premium for High Income Retirees (Part D-IRMAA)

If your individual income is over a certain amount, you will be required to pay an income-related monthly premium to the federal government in order to maintain your Medicare prescription drug coverage. This premium is adjusted based on your income. Note: If your income is below these amounts, there is no Part D premium.

You will receive a letter from Social Security letting you know if you have to pay this amount which is referred to as the Part D Income Related Monthly Adjustment Amount (Part D-IRMAA). This letter will explain how they determined the Part D-IRMAA amount you must pay.

If you are responsible for the Part D-IRMAA, it will be deducted automatically from your Social Security check. If your Social Security check is not enough to cover this premium, Medicare will send you a bill. You do not pay this amount to Pfizer or SilverScript. You send your payment to Medicare.

For more information about the withholdings from your Social Security check, visit https://www.ssa.gov/medicare/mediinfo.html, or call 1-800-772-1213, 8 a.m. to 7 p.m., Monday through Friday, or visit your local Social Security office. TTY users should call 1-800-325-0778.

For more information about Part D premiums based on income, call Medicare at 1-800-MEDICARE (1-800-633-4227), 24 hours a day, 7 days a week. TTY users should call 1-877-486-2048.

How much is the deductible?

SilverScript
$700 **Your deductible applies to Pfizer-brand medications with a generic equivalent and non-Pfizer medications. You will have a $0 deductible for Pfizer brand medications without a generic equivalent.** The deductible doesn't apply to covered insulin products and most adult Part D vaccines, including shingles, tetanus and travel vaccines.

Initial Coverage

SilverScript
After you pay your annual deductible, you pay the following amounts until your total yearly drug costs reach $2,400. Total yearly drug costs are the total drug costs for Part D drugs paid by both you and the plan.

	SilverScript		
Tier	**Up to a 30-day supply at any retail network pharmacy**	**Up to a 90-day supply at a preferred retail network pharmacy***	**Up to a 90-day supply at a standard retail network pharmacy**
Most Pfizer-brand medications without a generic equivalent	$0	$0	$0
Tier 1 Generic	25%	25%	25%
Tier 2 Preferred Brand	25%	25%	25%
Tier 3 Non-Preferred Brand	25%	25%	25%

* Our network includes preferred pharmacies such as **CVS Pharmacy®, Longs Drugs (operated by CVS Pharmacy), or Navarro Discount Pharmacy location**, which will offer you lower costs than other network pharmacies for some medications.

	SilverScript
Tier	**Up to a 90-day supply through the mail-order pharmacy***
Most Pfizer-brand medications without a generic equivalent	$0
For Pfizer-brand medications with a generic equivalent and Non-Pfizer medications:	
Tier 1 Generic	25%
Tier 2 Preferred Brand	25%
Tier 3 Non-Preferred Brand	25%

* Our network includes preferred pharmacies such as **CVS Pharmacy®, Longs Drugs (operated by CVS Pharmacy), or Navarro Discount Pharmacy location**, which will offer you lower costs than other network pharmacies for some medications

	SilverScript
Tier	**Up to a 31-day supply at a long-term care (LTC) facility**
Most Pfizer-brand medications without a generic equivalent	$0
Tier 1 Generic	25%
Tier 2 Preferred Brand	25%
Tier 3 Non-Preferred Brand	25%

Catastrophic Coverage

SilverScript
After you reach $2,400 in Medicare out-of-pocket drug costs for the year, **you pay nothing for Part D covered drugs included on the SilverScript formulary.** For **drugs that are not on the SilverScript formulary** but are covered through the additional coverage provided by Pfizer, **you will pay the same Pfizer benefit:** • $0 for most Pfizer-brand medications without a generic equivalent • Your Pfizer 25% coinsurance percentage Pfizer-brand medications with a generic equivalent and non-Pfizer medications If you reach your Pfizer individual annual prescription drug maximum out-of-pocket of $3,700, you pay nothing for covered drugs the rest of the calendar year when you use network pharmacies.

The formulary and/or pharmacy network may change at any time. You will receive notice when necessary.

Plan features and availability may vary by service area.

Participating health care providers are independent contractors and are neither agents nor employees of SilverScript. The availability of any particular provider cannot be guaranteed, and provider network composition is subject to change.

For mail-order, you can get prescription drugs shipped to your home through the network mail-order delivery program. Typically, mail-order drugs arrive within 10 days. Specialty pharmacies fill high-cost specialty drugs that require special handling. Although specialty pharmacies may deliver covered medicines through the mail, they are not considered “mail-order pharmacies.” Therefore, most specialty drugs are not available at the mail-order cost share. Enrollees have the option to sign up for automated mail-order delivery.

SilverScript Employer PDP is a Prescription Drug Plan. This plan is offered by SilverScript Insurance Company, which has a Medicare contract. Enrollment depends on contract renewal. Aetna and CVS Caremark® are part of the CVS Health® family of companies. Other Pharmacies are available in our network.

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SilverScript®
P.O. Box 30006, Pittsburgh, PA 15222-0330

Important Plan Information

SilverScript Customer Care

CALL	1-844-774-2273 Calls to this number are free, 24 hours a day, 7 days a week. Customer Care also has free language interpreter services available for non-English speakers.
TTY	711 This number requires special telephone equipment and is only for people who have difficulties with hearing or speaking. Calls to this number are free, 24 hours a day, 7 days a week.
FAX	1-866-552-6205
WRITE	SilverScript Insurance Company P.O. Box 30016 Pittsburgh, PA 15222-0330
WEBSITE	pfizer.silverscript.com

Pfizer Benefits Center

If you need to update your information or you have questions regarding enrollment, eligibility or your premium, please contact:

Fidelity at the Pfizer Benefits Center
1-877-208-0950, Monday through Friday, from 8:30 a.m. to Midnight (Eastern time).