



Advancing Sustainability in Animal Health for a Better Future

2025 Sustainability Report

zoetis

Contents

3 Introduction

- 3 A Message from our CEO
- 4 Refreshing our Driven to Care Strategy
- 5 About our Company
- 5 Zoetis at a Glance

6 Communities

- 7 Sustainability Program Governance
- 8 Caring for our Colleagues
- 10 Caring for our Communities

12 Animals

- 13 Advancing Sustainability through Innovation
- 15 Antimicrobial Stewardship
- 16 Access to Veterinary Care in Emerging Markets
- 17 Combating Diseases

18 Planet

- 19 Minimizing our Carbon Footprint
- 22 Rethinking our Packaging
- 23 Location Sustainability Teams

24 SASB and ESG Index

- 30 Environment Data
- 32 Social Data
- 33 TCFD Index

Our journey toward a better world for animals, people and planet.

About This Report

This is our sixth year of reporting our progress toward our Driven to Care strategy. We also report in line with the Sustainability Accounting Standards Board (SASB) standards, the Task Force on Climate-related Financial Disclosures (TCFD) framework and the United Nations Sustainable Development Goals (UN SDGs), and respond to the CDP Climate and Water questionnaire. In 2025, we obtained independent third-party limited assurance over our Scope 1 and 2 emissions for the first time.

The content in this report reflects the 2025 calendar year unless otherwise noted. Select case studies and programs feature information from 2026 up to the time of this report's publication. Please see the **Disclosures** section for important additional information regarding this report.



Introduction

A Message from our CEO

In a year defined by rapid change, from climate pressures to evolving One Health risks, to geopolitical conflict and food system strains, one thing remained constant: the essential role animals play in our lives and livelihoods. At Zoetis, our purpose to nurture our world and humankind by advancing care for animals guided our choices. It shaped how we innovated and partnered, and how we delivered impact for communities, animals and the planet.

2025 marks the close of our first chapter of **Driven to Care** and the start of the next. I'm incredibly proud of the significant progress we've made in meeting our aspirations we set five years ago and laying a strong foundation as we continue toward our longer-term ambitions. Our achievements are a testament to our dedicated colleagues and the customers and stakeholders who partnered with us to build a healthier future. Across **Communities, Animals and Planet**, we delivered on our commitments and created lasting impact.

What's more, we've advanced the very essence of longevity: extending "healthspan" for pets so they can enjoy more quality years with their families and strengthening the durability and productivity of herds and flocks so farmers can build more resilient, sustainable livelihoods. That is the heart of One Health and the promise of our work: better outcomes for animals, people and the ecosystems we share.

Empowering Caregivers and Communities

Healthy communities, starting with those who care for animals, are the backbone of resilient animal health systems. Last year, the Zoetis Foundation fulfilled its commitment to distribute \$35 million in grants from 2021 to 2025, advancing opportunities for veterinary professionals and livestock farmers while also supporting humanitarian aid and a matching gifts program. With education central to its approach, the Foundation provided \$12.8 million in grants for veterinary scholarships from 2021 to 2025, supporting more than 2,200 students and building a robust pipeline of future veterinary professionals.

At a salmon farm in Norway, Zoetis PHARMAQ vaccines help power sustainable aquaculture.



What sets Zoetis apart is our colleagues: for the second straight year, we turned commitment into results, outperforming our volunteer goal—devoting more than 20,000 hours annually to serving communities in need and where it matters most.

Advancing Health Through Science

Innovation grounded in science drives better outcomes for animals and the people who depend on them. In 2025, we expanded access to quality care for livestock in Sub-Saharan Africa, helping farmers prevent disease, strengthen livelihoods and boost food security. We also advanced partnerships that protect wildlife and biodiversity, reinforcing a One Health approach that links animal, human and environmental well-being.

2025 also brought meaningful progress across species. For livestock producers, we received conditional regulatory approval in the U.S. for a solution to prevent and treat New World screwworm in cattle, helping safeguard herds and avoid significant economic losses. Through our Dairy Health,

Efficiency and Resource Dynamics (HERD) Initiative, we are partnering with leading agricultural organizations to advance research that connects improved animal health and management to stronger farm economics and environmental outcomes.

For pets and the people who love them, our advances in diagnostics, vaccines and parasiticides gave veterinarians and pet owners better tools to detect and prevent disease and support longer, healthier lives together.

Reducing Emissions, Improving Operations

Advancing our long-term climate goals, we completed more than 30 carbon reduction projects at key sites in 2025 to reduce our environmental footprint and improve facility performance. These projects are helping us lower energy use and prevent thousands of tons of carbon emissions each year. We also met our target to reduce transportation-related emissions intensity by 25%—proof that flexible ways of working can deliver real climate benefits.

In addition, we took meaningful steps on packaging, piloting a shift to paperboard cartons for select vaccines that reduces materials without sacrificing product quality or customer experience. Taken together, these efforts reflect our commitment to embed sustainability across every dimension of how we operate.

Looking Ahead

As the world's needs evolve, so does our approach. The next chapter of Driven to Care will focus on creating opportunities for our colleagues, communities and those who care for animals, continuing to solve sustainability challenges through innovation and collaboration, and protecting the planet by embedding solutions for climate, waste and nature.

With our customers' needs in mind, we are deepening our focus on strengthening the veterinary talent pipeline and building a more resilient veterinary workforce, while advancing One Health solutions and smart packaging.

We are also bringing sustainability earlier into our planning decisions, moving us toward carbon neutrality and 100% renewable electricity by 2030, and expanding partnerships that turn prevention into productivity for farms around the world.

Guided by our purpose and powered by our colleagues and customers, Zoetis will continue to lead with science, integrity and collaboration—enabling longevity for pets, strengthening herd durability for producers and advancing the One Health outcomes that sustain communities and our planet.

Thank you for your partnership on this journey.

Kristin Peck

Chief Executive Officer
Zoetis

A visit to a Spanish guide dog nonprofit—where animals transform lives for the visually impaired.



Refreshing our Driven to Care Strategy

At Zoetis, caring is embedded in our purpose to nurture our world and humankind by advancing care for animals. Sustainability has always been core to our business and how we operate, reflecting our belief that the health of animals, people and the planet is inherently interconnected. By operating sustainably, we are building a healthier, more resilient future for all.

In 2021, Zoetis launched Driven to Care, our first sustainability strategy, and formalized aspirations and targets across three pillars—Communities, Animals and Planet. In this report, we share final updates on these **Driven to Care targets** and outline our priorities for the years ahead.¹

As the world continues to change—from the emerging needs of veterinarians, livestock producers and pet owners to the realities of a changing climate—we are evolving Driven to Care to sharpen our focus where Zoetis is uniquely equipped to make the greatest impact. And although we refreshed elements of our strategy, one belief remains unchanged: healthier animals support a healthier world.

Driven to Care Evolution

Aspirations that will guide our future initiatives and reporting

DRIVEN TO CARE

Advancing sustainability in animal health for a better future.

Communities

Advancing opportunities for our colleagues, communities and those who care for animals.

- Champion a culture of colleague engagement, well-being and ethical practice.
- Strengthen the resilience of veterinary and livestock professions.
- Expand access to veterinary care in the communities we serve.

Animals

Solving sustainability challenges in animal health through innovation and collaboration

- Drive innovation to accelerate sustainability in animal health.
- Promote prevention in veterinary medicine.
- Champion One Health through collective action.

Planet

Protecting the planet by embedding solutions for climate, waste and nature.

- Advance climate action for a thriving, resilient future.
- Minimize waste and support reuse and recycling.
- Protect natural resources and healthy ecosystems.

What Guided Us

To guide the evolution of Driven to Care, we listened closely to colleagues, customers, suppliers, investors, community partners and industry groups. We also conducted an initial double materiality assessment in 2024, one of several inputs that helped us better understand where our actions can make the greatest impact, how we support people and protect the environment, and how external trends influence the long-term resilience of our business. What we heard reaffirmed the priorities that have guided our sustainability journey and shaped our path forward.

Path Forward: Sustainability Priorities that Influenced our Strategy Refresh

Communities

- Access to Veterinary Care
- Colleague Engagement and Development
- Ethics and Compliance
- Health and Safety
- Human Rights
- Supporting Veterinary and Livestock Professions

Animals

- Animal Health and Welfare
- Antimicrobial Stewardship
- Customer Engagement and Partnerships
- Innovation and R&D
- Product Quality and Safety
- One Health and Disease Prevention

Planet

- Climate Action
- Nature
- Renewable Energy
- Waste and Packaging
- Water

Our Driven to Care strategy supports progress across 11 United Nations Sustainable Development Goals (UN SDGs), focusing on the areas where Zoetis is uniquely positioned to advance animal health, strengthen communities and protect the planet.



¹ We will continue reporting on our targets to become carbon neutral in our own operations and to source 100% renewable electricity by 2030.

About our Company

Zoetis is the world’s leading animal health company, driven by a singular purpose: to nurture our world and humankind by advancing care for animals.

With a legacy of nearly 75 years, Zoetis continues to pioneer ways to predict, prevent, detect and treat animal illness, supporting veterinarians, livestock producers and pet owners in over 100 countries. We integrate deep scientific expertise, data-driven research and development (R&D), advanced manufacturing and commercial excellence to deliver meaningful innovation across medicines, vaccines, diagnostics, biopharmaceuticals and digital solutions.

Guided by our vision to be the most trusted and valued animal health company, Zoetis is committed to setting new standards for the future of animal care through innovation, customer obsession and purpose-driven colleagues.

Our Core Beliefs

Our Core Beliefs are part of the promise we make to our customers, investors and partners, and to each other as members of our One Zoetis team.

Our colleagues make the difference

Always do the right thing

Customer obsessed

Run it like you own it

We are one Zoetis



Read **Our Story** for more information about what we do and how.



Zoetis at a Glance¹

8 core species supported by Zoetis –dogs, cats and horses (collectively, companion animals) and cattle, swine, poultry, fish and sheep (collectively, livestock)

3,900 approximate number of sales organization colleagues (includes sales representatives and veterinary technical representatives)

14,500 total number of colleagues

300 approximate number of comprehensive product lines

21 global manufacturing sites operated by us—all dedicated to delivering a reliable supply of quality products

7 major product categories—parasiticides, vaccines, dermatology, anti-infectives, pain and sedation, other pharmaceutical and animal health diagnostics

1,700 approximate number of R&D colleagues

\$9.5B revenue in 2025²

100+ countries where our products are sold

\$698M R&D investment (expense) in 2025²

¹ Data and information are as of and for the year ended December 31, 2025.

² As reported in the 2025 Annual Report on Form 10-K, filed on February 12, 2026.

Communities

Advancing opportunities for our colleagues, communities and those who care for animals.

Final Update on Aspirations Introduced in 2021

Our Aspirations	Targets	2025 Results	Status
Create a sustainable governance framework	Integrate sustainability into our strategic planning and resource allocation process	<ul style="list-style-type: none"> Continued incorporation of sustainability goals in our key business functions. Our Executive Team members continue to have shared and individual objectives under our annual incentive plan organized around our six strategic priorities, one of which is: Advance Sustainability in Animal Health for a Better Future. Please see our 2026 Proxy Statement for additional information regarding these goals. 	✓
	Establish an effective approach to external sustainability disclosures	<ul style="list-style-type: none"> Continued to report in line with best practice sustainability frameworks. Engaged with stakeholders to advance our program and disclosures. Developed working groups and processes to meet evolving regulatory disclosure requirements and enhanced processes to streamline and centralize reporting. 	✓
Support our communities	Contribute 2,500 volunteer days (20,000 hours) annually in the communities we serve	<ul style="list-style-type: none"> Over 20,700 hours of volunteer time reported by our colleagues, 104% of our stated target. 	✓
Support veterinary professionals	Provide at least \$1 million in scholarships to veterinary students annually	<ul style="list-style-type: none"> The Zoetis Foundation provided \$3.1 million in grants for scholarships to support 460+ students. 	✓
	Provide access to professional programs for veterinarians in the countries where we have a presence	<ul style="list-style-type: none"> Invested in professional programs in 100% of our markets where we have a physical presence, through Zoetis-led programs and through partnerships with external organizations. 	✓
Expand vet care access to populations in need	Annually report on the number of pet owners reached through community programs and in-kind contributions	<ul style="list-style-type: none"> Zoetis efforts impacted approximately 482,000 pet owners in need. 	✓
Provide animal care in disaster relief	Annually report on the number of animals cared for through community programs and in-kind contributions	<ul style="list-style-type: none"> Zoetis efforts impacted approximately 43,000 animals affected by disasters. 	✓

We will report our progress for our Driven to Care refreshed aspirations starting with the 2026 Sustainability Report.

✓ Achieved

✗ Not Achieved

Sustainability Program Governance

Our Driven to Care strategy is rooted in our purpose, and the only way we can be successful in achieving our aspirations is through the unwavering commitment of every colleague, our Zoetis Executive Team and CEO, and our Board of Directors.

Board of Directors

Oversees our sustainability program and strategy, with specific oversight responsibility assigned to each committee

Select sustainability oversight responsibilities of each committee include:

Audit

- Compliance
- Data privacy and security (incl. cybersecurity)
- ERM Process
- Financial disclosures
- Third party audit or assurance component of mandatory sustainability disclosures

Human Resources

- Human capital disclosures
- Compensation
- Employee engagement

Corporate Governance

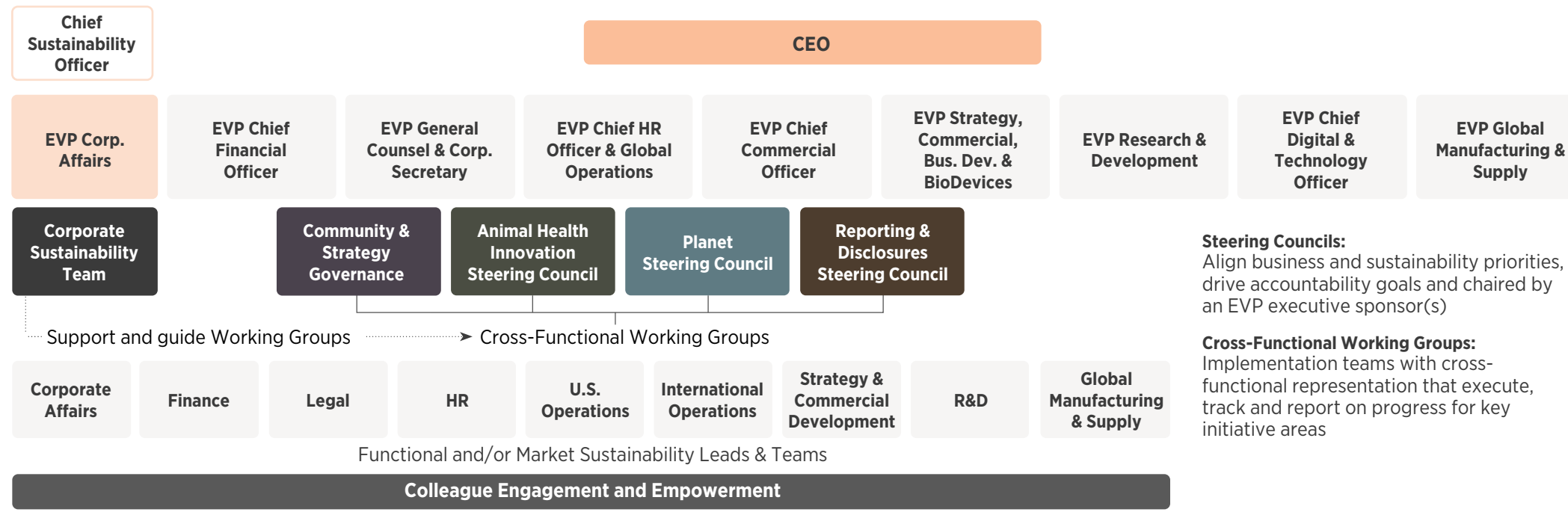
- Public policy / political spending
- Community engagement / human rights
- Board structure / shareholder rights
- Practices and positions related to social responsibility and sustainability issues

Quality & Innovation

- Natural resources / climate
- Sustainable manufacturing practices
- Employee health & safety
- Animal welfare
- Product safety & quality
- Waste & toxicity / packaging

Zoetis Executive Team

Zoetis Executive Team (ZET): Advises on sustainability strategy, drives accountability and ensures adequate resourcing and approves decisions



Creating a Sustainable Governance Framework

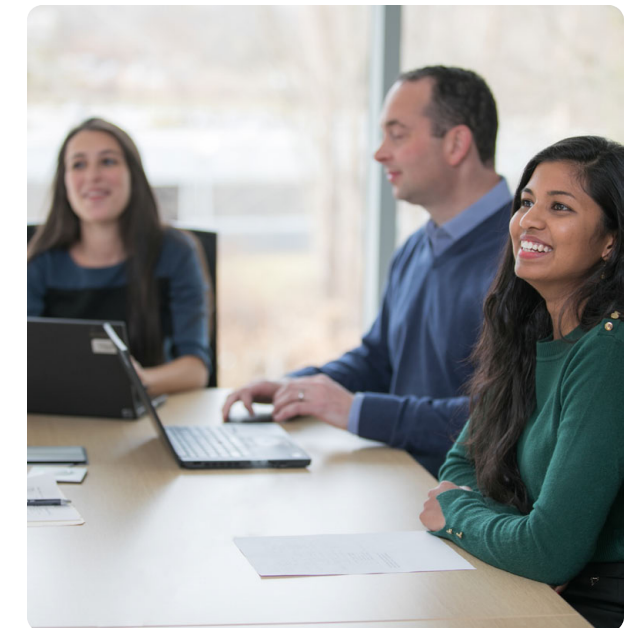
We've established a governance structure that enables colleagues to work collaboratively and aligns our sustainability priorities. Our Executive Vice President (EVP), Corporate Affairs and Chief Sustainability Officer, who reports directly to the CEO and is a member of our Executive Team, helps define the sustainability agenda and provides oversight for our initiatives and goals.

The Corporate Governance Committee of the Board oversees the sustainability activities of our other Board committees and reports regularly to the full Board on the progress of the company's sustainability initiatives. Each committee of the Board also contributes to the oversight of select areas of our sustainability program and strategy and helps inform the Board's ultimate oversight.

To ensure our Board's sustainability oversight, we specify oversight responsibility across our committees, maintain procedures and controls related to key external sustainability disclosures, including any assurance or verification provided by a third party, and review our long-term sustainability strategy and performance. This structure is reflected in our sustainability governance graphic.

Additional information about our corporate governance practices, committee charters and other governance documents can be found on the [Corporate Governance](#) page of our website and in our [2026 Proxy Statement](#), which is available on the [Investor Relations](#) page of our website.

See the [TCFD Index](#) for more information regarding how the Board and management oversee the impacts of climate change.



Caring for our Colleagues

At Zoetis, our purpose drives everything we do. As a global leader in animal health, our success starts with passionate colleagues who strengthen our purpose and drive innovation. We are committed to fostering a supportive, inclusive workplace where every colleague can thrive.

Our culture is built on our Core Beliefs, which define our commitment to customers, investors, partners and each other as the One Zoetis community. These beliefs have made us an employer of choice in animal health and guide our vision to be the most trusted and valued company in the industry.



In 2025, Zoetis proudly celebrated two remarkable colleagues recognized on the **Seramount 100 Best Companies for Working Parents and Caregivers** list.

Engaging, Developing and Supporting our Colleagues

Colleague Engagement & Culture

With our Core Beliefs as our anchor, we strive to foster a culture where colleagues feel valued and supported, knowing that engagement and inclusion strengthen our innovation, collaboration and relationships. Our colleagues make the difference, and their differences make us stronger. We believe inclusion enables us to foster meaningful connections as we prioritize respect for differences and empathy for everyone's unique experience and perspective.

Our focus on colleagues helps us attract and retain a high-performing workforce, with engagement measured annually through our colleague survey. This survey assesses key drivers of organizational performance, including strategy, leadership, workplace climate, inclusion and belonging, Core Beliefs and organizational systems. Insights from the results shape business priorities, guide functional and people-manager action plans, and identify any gaps to enhance our talent acquisition and retention efforts. During 2025, our colleague engagement rate was 87%.

Developing our Talent

We prioritize our colleagues by creating opportunities for growth both personally and professionally. In 2025, colleagues across the company actively engaged in our talent development programs, including more than 1,400 leaders upskilled to better support the growth of their direct reports.

Colleagues across the organization participated in Thrive at Zoetis, which helps individuals build their careers, fosters connection through our inclusive culture and shared purpose, and supports their well-being.

As we continue to grow, we remain focused on creating an environment where colleagues can succeed and thrive, because their contributions make the difference.

Thrive at Zoetis Month celebrated how Zoetis fosters a workplace where all colleagues can thrive through career, connection and support. Through cross-functional collaboration, we developed offerings to support inclusion, well-being and growth.

A Coaching Culture

To empower leaders to drive success for themselves and for Zoetis, we offer individualized coaching to leaders. This includes tailored coaching programs that help leaders navigate challenges, recharge and develop innovative solutions. Available in 26 countries and 19 languages, the programs have been transformative to Zoetis leaders, strengthening their skills, cultivating resilience and increasing confidence.

Comprehensive Benefits to Support our Colleagues

In 2023, we introduced the publicly available website www.zoetisbenefits.com to enhance the benefits experience for our U.S.-based colleagues, their families and Zoetis candidates by providing comprehensive access to our benefits information. This platform includes details on paid parental leave; family benefits; healthcare coverage; emotional, financial and physical well-being; and more.

Paid Internship Program

The Zoetis Summer Internship Program provides students with hands-on experience in animal health within our award-winning, collaborative culture. Interns engage across various business functions. Outside of their hands-on experience, interns also have the opportunity for professional development through our mentorship program, professional networking and participation at various events. In 2025, we had our largest cohort yet, with nearly 120 interns.



Colleague Resource Groups

Zoetis has Colleague Resource Groups (CRGs), which are open to all colleagues, spread awareness, foster inclusivity and make a positive impact on our business and communities. More on our CRGs can be found [here](#).

Philosophy on Pay Equity

We are committed to maintaining an inclusive environment where every colleague can thrive. For years, Zoetis has been focused on ensuring that our pay practices and processes include safeguards to ensure that salaries established when colleagues are hired, promoted or awarded annual salary increases consider relevant factors such as experience, qualifications, performance and applicable market data to seek pay equity across our colleagues.



Health and Safety

At Zoetis, our Global Environmental Health and Safety (EHS) Policy Standards ensure that we have a best-in-class safety culture for our colleagues. These standards define EHS performance requirements, procedures and practices for each site, and help identify risks and preventative measures. We prioritize our colleagues' safety by conducting health and safety training, leadership process confirmation and injury prevention programs, and corporate audits and floor-level inspections. When injuries do occur, our procedures emphasize the need to investigate the cause, implement action plans and mitigate potential recurrence.

Building a Strong Safety Culture

We are committed to a culture of “Home Safe, Every Day,” where safety is owned by every colleague and led by example. Through our FOCUS program, we embed this mindset via culture training, visible leadership involvement, process confirmation and peer recognition. Colleagues are trained to spot EHS risks, unsafe acts and positive observations, and we use a global reporting process to surface concerns and track leading indicators for continuous improvement. In 2025, we advanced our proactive approach by modernizing how colleagues report conditions and behaviors and share recognition. Our digital Good Catch Program simplifies and standardizes data capture, management and performance measurement, enabling faster action and broader engagement. Colleagues submitted more than 20,100 Good Catches¹ in 2025, with an 80% action-closure rate, evidence of strong follow-through and accountability. We also expanded the use of AI agents to monitor program data and apply predictive analytics, equipping EHS teams to anticipate risks, inform change management, sharpen communications and continuously improve how we work.

Demonstrating Health and Safety Leadership

In the United States, Zoetis participates in the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Programs (VPP), an initiative that recognizes workplaces with comprehensive safety and health management systems. This participation underscores our commitment to leadership, continuous improvement, employee engagement, hazard identification and control, and worksite analysis and training. Facilities undergo on-site evaluations against performance-based criteria, with exemplary performers earning Star recognition.

We embed VPP principles globally through our internal Zoetis Health and Safety (H&S) Star program, extending the same high standards to international sites. Zoetis is proud to currently have a combined 12 VPP and Zoetis Star sites and our Catania, Italy site has an ISO 45001:2018 certification, demonstrating our dedication to consistent, world-class safety management across our operations.

Our commitment to creating safe work environments extends to all who work at our facilities, including contractors. The Zoetis Contractor and Service Provider EHS program outlines requirements to ensure qualified and safe contractors are selected to work at our facilities. The program specifies EHS work practices and capital project EHS management requirements, ensuring a safe and compliant working environment.



¹ A Good Catch is a voluntary report made by a colleague when they observe a potential safety, environmental or sustainability risk, before it causes harm or when they observe a positive behavior that should be recognized and promoted.

Caring for our Communities

Our corporate community efforts focus on initiatives that support veterinary professionals through continuing education as well as initiatives that support animals and their owners by providing expanded access to veterinary care and disaster relief. The Zoetis Foundation builds on our purpose by advancing opportunities for veterinarians and livestock producers through three grantmaking priorities: education, well-being and livelihoods. In 2025, Zoetis Inc. invested \$8.6 million in communities through corporate giving and the Zoetis Foundation distributed \$8.8 million in grants.

Zoetis Foundation

At the close of 2025, the Foundation met its goal of disbursing \$35 million in grants since its inception, supporting its three grantmaking priorities, humanitarian aid and a matching gifts program for U.S.-based Zoetis colleagues.

Zoetis Foundation Impact

	2025 Grants	Grants to Date (2021-2025)
Total grants disbursed (\$ million)	\$8.8	\$35.0
Approximate number of scholarships awarded	460+	2,200+
Number of countries impacted	54	71
Number of grant initiatives executed	32	118

\$35 million

distributed through Zoetis Foundation grants from 2021-2025. Watch a short video about the Foundation's first five years of impact.



A Foundation grant to **Veterinarians Without Borders** supports livestock-dependent communities in South Sudan, where food insecurity and limited access to animal health services threaten livelihoods. Through a One Health approach, the grant strengthens community-based animal health systems and expands livestock producer training.



Recognizing the pressures faced by veterinary professionals, Foundation grants to the **Federation of Veterinarians of Europe and the Australian Veterinary Association** are helping advance workplace practices that support mental health and promote well-being, collaboration and effective veterinary teams.



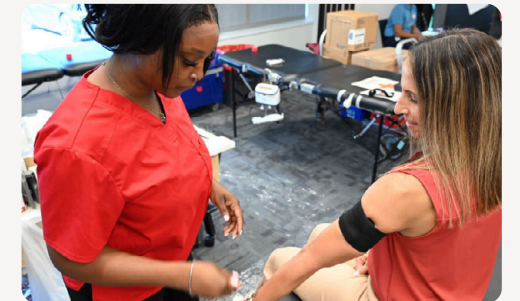
To help address persistent gaps in rural veterinary care, a Foundation grant to the **Farm Journal Foundation** is working to reduce barriers such as student debt and career readiness, strengthening the veterinary workforce while supporting animal health, food security and rural livelihoods.

Supporting our Communities through Volunteering

At Zoetis, our colleagues are committed to making a positive impact for animals, their caregivers and our communities. Zoetis provides **paid time off** for colleagues to volunteer with nonprofit organizations and serve communities in need. Through the Zoetis Foundation, we support a **U.S. Matching Gifts** program and a U.S. Dollars for Doers program. We also host an annual Purpose Month, designed to inspire and facilitate collaborative action among colleagues to give back to our local communities.

Colleagues Giving Back

- During Purpose Month, Zoetis sites hosted blood drives, bringing colleagues together in support of lifesaving care. Drives were held in Parsippany, New Jersey, where the site partnered with the Red Cross, as well as in Olot, Spain and Thane, India. Through their participation and donations, colleagues helped support patients in need.
- Colleagues in Kalamazoo, Michigan and Kirkland, Canada supported local animal shelters by crafting blankets and enrichment toys. These hands-on activities brought teams together while providing comfort and care for animals awaiting permanent homes.
- The Zoetis Colombia team planted trees to help regenerate forests and preserve the habitats we share with animals. The experience created a meaningful moment of connection and awareness, strengthening their sense of stewardship for the broader community.



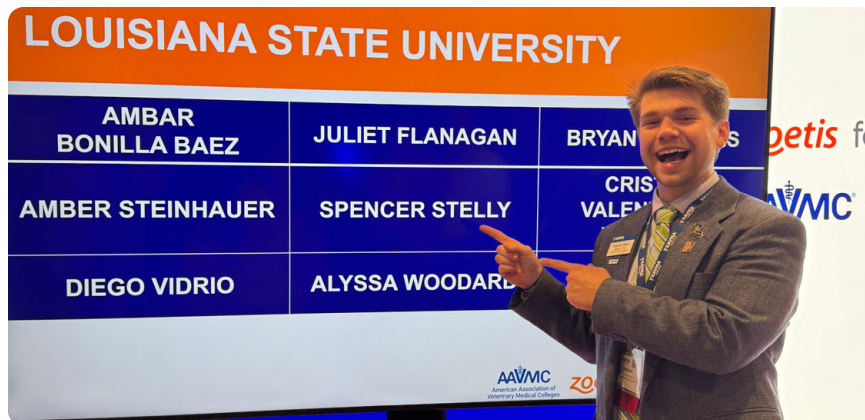
Supporting Veterinary Professionals

Limited access to trained veterinarians and veterinary technicians remains a challenge, especially in regions where pet ownership and modern livestock production are expanding. The Zoetis Foundation funds education initiatives to address this gap, supporting the veterinary profession with grants for scholarships and debt relief programs. By funding these initiatives, the Foundation helps build a stronger veterinary workforce and improve access to high-quality care for both pet owners and livestock producers.

Scholarships funded by grants from the Zoetis Foundation in 2025:



In 2025, the first veterinarian completed the Zoetis Foundation Veterinary Residency in Zoological Medicine and Surgery at the **Wildlife Conservation Society's (WCS) Wildlife Health Center**. Since 2022, the Foundation has provided grant funding to support a full-time veterinary residency with WCS, offering hands-on training, mentorship and conservation-focused experience across five New York City wildlife parks.



The Zoetis Foundation/American Association of Veterinary Medical Colleges (AAVMC) Veterinary Student Scholarship Program invests in the future of the veterinary profession by helping reduce student debt and empowering participants to contribute to a strong, thriving field. Now in its fifth year, the program awarded over 250 recipients with \$7,000 each through 2025 funding.



In its fourth year, the Zoetis Foundation/American Veterinary Medical Foundation (AVMF) Veterinary Technician Student Scholarship supported over 150 aspiring veterinary technicians with \$2,000 scholarships. Established through a grant to AVMF, this initiative highlights the vital role of veterinary technicians in our profession, helping to ease student debt for a new generation of veterinary professionals.

Expanding Access to Veterinary Care and Providing Disaster Relief

As the world's leading animal health company, we are dedicated to expanding veterinary care access to populations and communities in need—from routine wellness checks to full veterinary services. To help ensure our efforts meet the needs of local communities, we empower regional teams to coordinate support in ways that best fit their market.

With natural disasters becoming more frequent and severe—often impacting under-resourced communities—support for animals and their caregivers in times of crisis is more critical than ever. Through established community-based initiatives, we can respond quickly and provide vital support when disasters occur.

Zoetis Community Impact Efforts



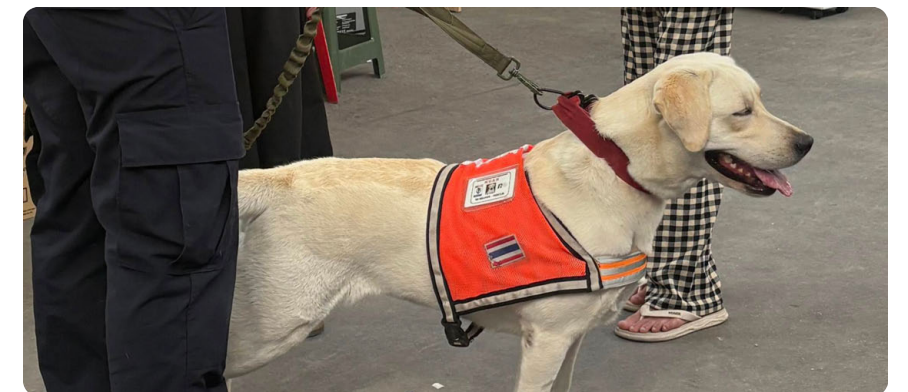
In partnership with local veterinary professionals, Zoetis China contributed essential medicines, including vaccines, preventatives and parasiticides, to provide critical care and support the health and well-being of stray dogs and cats in cities across the country.



Zoetis U.S. Petcare supported The Street Dog Coalition with monetary and in-kind product contributions. The organization provides free veterinary care to pets of people experiencing homelessness, focusing on preventive care through pop-up clinics and collaboration with community partners.



Zoetis supported U.S. disaster relief during the January 2025 Los Angeles wildfires in partnership with the American Humane Society by contributing vaccines and preventive medications, enabling free pet wellness clinics, shelter care and emergency support for impacted animals and families.



Zoetis Thailand supported relief efforts following the March 2025 earthquake affecting Myanmar and Thailand by contributing pain control products for K-9 search and rescue dogs assisting response teams at collapsed-building sites in Bangkok's Chatuchak area.





Animals

Solving sustainability challenges in animal health through innovation and collaboration.

Final Update on Aspirations Introduced in 2021

Our Aspirations	Targets	2025 Results	Status
Provide products and services that enable productive and sustainable livestock farms that preserve animal welfare	Innovate to create and drive adoption of key sustainable animal health solutions	• Supported customers with data-driven insights to improve the health and productivity of pets and livestock.	✓
	Equip our customers with innovative products to support their ambitious environmental, social and animal welfare goals	• Launched new solutions to support healthy, sustainable livestock farming and improve quality of life for pets.	✓
Promote a preventive approach to animal health with positive implications on human health	Promote responsible use of antibiotics through technical education, introducing antibiotic alternatives, and developing diagnostic and digital tools	• Supported customer decision-making through targeted, practical technical education.	✓
	Innovate around antimicrobial resistance to reduce the dependency on antibiotic classes shared with human health	• Invested in surveillance research and collaborated to fill gaps in data on veterinary pathogens.	✓
Grow access to vet care in emerging markets	Through our A.L.P.H.A. and A.L.P.H.A. Plus initiatives with focus in Africa, by the end of 2025 we will:	• Exceeded the target of 100,000 trainings delivered to farmers, veterinarians, para-veterinarians, distributors and lab technicians. ¹	✓
	• Train 100,000 farmers, vet professionals and lab technicians		
	• Treat 10 million cows, with positive implications on smallholder livelihoods, food security and the environment	• Treated 19.9 million cows, exceeded goal by 99%. ^{2,3}	✓
Combat diseases that pose the greatest risk to animals and humans	Leverage the Zoetis Center for Transboundary and Emerging Diseases to develop vaccines for high-impact emerging diseases globally:	• Invested in solutions for emerging diseases, including New World screwworm, Highly Pathogenic Avian Influenza and Asian longhorned ticks.	✓
	• Invest in R&D on emerging infectious diseases		
	• Provide our innovative vaccines to relevant markets via tenders or other go-to-market pathways	• Supported endangered species protection programs. • Collaborated to support One Health initiatives.	✓

We will report our progress for our Driven to Care refreshed aspirations starting with the 2026 Sustainability Report.

✓ Achieved ✗ Not Achieved

¹ Progress shown is from 2019 through November 2025. Metrics reflect training attendance and may not represent unique individuals. Training attendance includes data compiled from multiple third-party providers whose tracking and reporting methodologies may vary.

² Progress shown is from 2020 through November 2025.

³ Assumes that each cow received at least two doses (treatment and prevention).

⁴ Assumes that each chicken received at least five doses (treatment and prevention).

Some of humanity's greatest challenges continue to emerge at the intersection of human, animal, environmental and economic health. By enhancing the health and welfare of animals, we contribute to thriving communities and ecosystems through deepening bonds with our pets, protecting wildlife, and strengthening livestock producer livelihoods and global food security.¹

Advancing Sustainability through Innovation

Better Health Framework

We incorporate key environmental, social and economic considerations into our new product evaluation process and are focused on driving positive outcomes through our Better Future Framework's four interconnected benefit areas: better animal welfare, better health, better environment and better lives. Read more about our Better Future Framework in our [2023 Sustainability Report](#).



Driving Adoption of Sustainable Solutions

We invest in providing data and solutions that help our customers make more informed decisions that improve animal well-being, operational efficiency and sustainability. In 2025, new data and digital tools supported our customers in these key areas:

- **Improving quality of life for pets:** We published two studies describing the development and validation of health-related quality of life questionnaires for **dogs** and **cats** with chronic kidney disease. Developed using best practice, patient-centered approaches, these tools allow veterinarians and pet owners to systematically assess and monitor animal welfare beyond traditional clinical signs. By providing reliable, validated measures of quality of life, this research supports more informed decision-making and improved well-being for companion animals living with chronic illness.
- **Launching Dairy Wellness OptixSM:** This data analytics platform transforms pertinent animal data into actionable health, wellness and management guidance to help producers improve dairy health and wellness, operational efficiency and overall profitability.

- **Reducing emissions footprint with Improvac[®]:** A **review** of data from 39 research trials found that immunocastrated male swine—those vaccinated to temporarily reduce testosterone levels rather than undergoing surgical castration—had a 7% lower carbon footprint than surgically castrated males. While emissions were 3% higher than intact males, immunocastration represents an environmentally preferable alternative where raising intact males is not feasible.
- **Measuring the impact of genomics:** In collaboration with Dairy Management Inc. and Cornell University, we conducted **a study** using the Ruminant Farm Systems Model (RuFaS) to evaluate how genetic improvement impacts farm-level methane and manure emissions. The results, published in the *Journal of Dairy Science*, confirmed that the use of Zoetis proprietary index, Dairy Wellness Profit[®] (DWP\$[®]), in Holsteins leads to a meaningful reduction in dairy farm emissions. The findings also suggest that placing a strong emphasis on improving animal health is critical for realizing these environmental benefits.



¹ Global Bioethics: One Health in a globalized world: challenges and responses to zoonotic threats
Advancing Sustainability in Animal Health for a Better Future

Delivering Innovation to Benefit our Customers

In 2025, we brought innovative solutions to more markets and introduced new tools to better support our customers:

- **Protecting cattle from New World screwworm:** Dectomax®-CA1 received **conditional approval** from the U.S. Food and Drug Administration (FDA) for the prevention and treatment of infestations caused by New World screwworm larvae in cattle. This approval makes Dectomax®-CA1 the first parasite control product conditionally approved for this purpose, providing livestock producers with an important new tool to help protect cattle health and mitigate significant potential production and financial losses.
- **Improving quality of life for pets:** New long-acting monoclonal antibodies Portela® and Lenivia® received regulatory approval for use in **Canada** and the **European Union** to alleviate pain associated with osteoarthritis in cats and dogs.
- **Reducing animal testing with Vanguard® Recombishield™:** Vanguard® Recombishield™ is a new, improved injectable vaccine to protect dogs against *Bordetella bronchiseptica*, also known as kennel cough, and will replace Vanguard® B injectable in the Zoetis portfolio. Its approval includes the use of non-animal testing methods to confirm vaccine quality (i.e., potency release tests), demonstrating Zoetis commitment to the 3Rs of animal use: Replacement, Reduction and Refinement.
- **Revolutionizing parasite control with Bovictus™:** The first vaccine aimed at the cattle one host tick, *Rhipicephalus (Boophilus) microplus*, a parasite responsible for significant health impacts and production losses for cattle producers, received approval in Brazil. This novel biological control for ticks supports an integrated tick management strategy to reduce tick pressure and reduce acaricide resistance.

Advancing Sustainability through Strategic Collaborations and Partnerships

We believe solving complex challenges requires strategic collaboration that brings together the expertise, passion and perspectives we share with our partners and customers. In 2025, Zoetis advanced sustainability through the following collaborations and partnerships:

- **Dairy Health, Efficiency & Resource Dynamics (Dairy HERD) initiative:** The Foundation for Food & Agriculture Research (FFAR), Dairy Management Inc. (DMI) and Zoetis launched the Dairy HERD initiative. This \$1.3 million research collaboration aims to advance animal health science, strengthen the economic viability of the U.S. dairy industry and improve environmental outcomes. The project will quantify how disease prevention and improved herd management can improve farm efficiency and profitability, support the dairy industry's 2050 environmental

stewardship goals and deliver practical and accessible insights to livestock producers through existing decision support tools.

- **Beef and dairy sustainability:** In collaboration with EIT Food and industry partners, Zoetis contributed to the development of a report identifying practical pathways to advance the sustainability of European beef and dairy production through a One Health lens. The report, **Win-Wins for Environmental, Economic, and Social Sustainability in Beef and Dairy**, highlights

opportunities to strengthen disease prevention, optimize feed management and promote livestock producer-led best practices that can improve animal health outcomes while reducing environmental impact and supporting livestock producer livelihoods.

- **Veterinary clinic sustainability:** Working with industry partners, we published the **Healthy Planet, Healthy Pets** white paper to outline a cohesive approach to environmental sustainability for pet health veterinarians.



For more information about our collaborations for sustainable agriculture, see [Collaborations and Partnerships](#).

Animal Care and Welfare

Animal-based research in the pharmaceutical industry remains critical to the discovery, evaluation and regulatory processes that lead to the development and registration of products that save or improve animal lives throughout the world. We are committed to the development and use of scientifically validated alternative testing methods deemed acceptable to regulatory authorities that do not compromise patient or user safety or the effectiveness of our medicines. We ensure that all use of animals globally is reviewed for scientific merit, considers the 3R's—Replacement, Reduction and Refinement—and is conducted in an ethical way in accordance with our [Policy on Animal Care and Welfare](#).



Read more about our commitment to animal care and welfare [here](#).

Antimicrobial Stewardship

We advocate for a One Health approach to the responsible use of antibiotics, understanding that healthy animals help reduce the risk of zoonotic infectious diseases that can pass between animals and people. Our vision is a world where veterinary antibiotics are used responsibly under the supervision of a veterinarian, where they maintain their value as a therapeutic tool. Veterinary professionals should be involved in all decisions about the use of antibiotic medicines in animals to protect animal and human health, to ensure a safe food supply and to reduce the risk of antimicrobial resistance (AMR). Our commitment to responsible antibiotic use in animals includes:

- Advocating for the health of animals and veterinary involvement
- Innovating with a focus on disease prevention
- Collaborating across our value chain

As part of our commitment to responsibly using antibiotics in animals, we do not sell antibiotics classified by the FDA as medically important to human health for growth promotion in animals anywhere in the world.

A Focus on Prevention

Our programs and innovations help our customers prevent disease—such as vaccines targeting viral and bacterial pathogens—minimizing the need for antibiotic treatments. While prevention is the goal, we recognize that disease can still occur. Our innovation strategy includes seeking new classes of antibiotics for veterinary use only and exploring novel, non-antibiotic, anti-infective solutions. Alongside these solutions, we're also exploring additional diagnostics, immunomodulators and other pathways as well as precision animal health tools. By leveraging digital technologies and data analytics, we help our customers make earlier, more informed healthcare decisions.

According to the World Organisation for Animal Health (WOAH), animal antibiotic use has significantly decreased since 2015, and surveillance systems have found that antimicrobial resistance rates in animals are low or even declining. This demonstrates the success of a cross-value chain collaboration to prevent, detect and treat bacterial disease judiciously.^{2,3}

In 2025, we supported antimicrobial stewardship by investing in data and promoting responsible use:

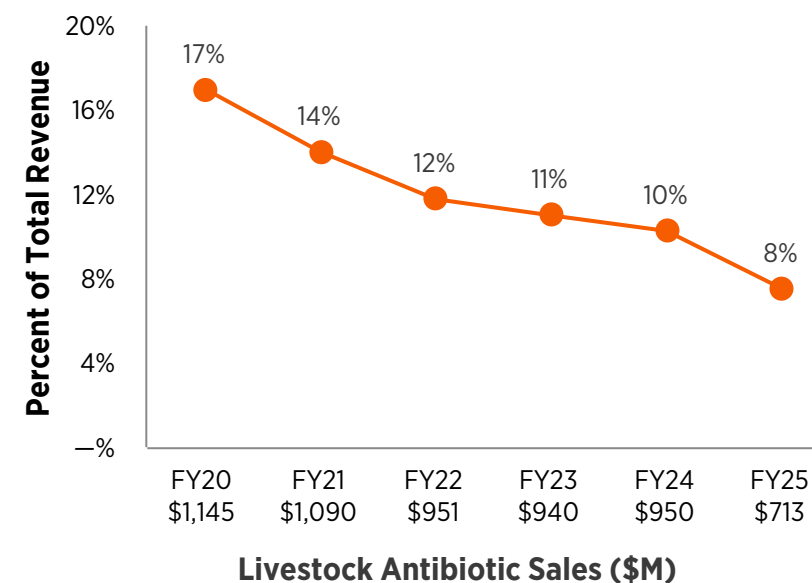
- **Investing in surveillance:** As part of the Zoetis AMR Surveillance Monitoring Program, findings from a 2013–2023 study on microbial sensitivity patterns in key pathogenic bacteria isolated from diseased swine were presented at the 56th Annual Meeting of the American Association of Swine Veterinarians in San Francisco, California.

- **Supporting sustainable livestock production:**

In conjunction with the Food and Agriculture Organization of the United Nations, we hosted a webinar on antimicrobial stewardship for the Asia Pacific livestock industry during World AMR Awareness Week, with attendees joining from 14 countries.

In 2024, Zoetis divested its portfolio of medicated feed additives (MFA), certain water-soluble products and related assets. As a result of this divestiture, our total revenues attributable to antibacterials for livestock has decreased. We remain committed to bringing innovation focused on disease prevention, including vaccines, biologics and genetic programs, to reduce the need to use antibiotics, and supporting our customers with responsible use education.

Livestock Antibiotic Sales as a Percent of Total Revenue⁴



Collaborations and Partnerships

We collaborate in a One Health approach, working with leaders from the veterinary and human health professions, food industry and public health sector to advance the responsible use of antibiotics and preserve animal health and welfare. In 2025, through our membership in the National Institute on Antimicrobial Resistance Research and Education (NIAMRRE), Zoetis shared expertise to support research on an ongoing project to reduce data gaps in veterinary pathogens around AMR. We contributed to its annual conference of AMR experts and advanced advocacy for sound policy and action in antimicrobial research and stewardship. Other One Health partnerships can be found in our [collaborations and partnerships document](#).



² WOA (2024). *Towards a Healthier Future for All: Progress in Animal Health to Contain Antimicrobial Resistance*. Paris. 32 pp. <https://doi.org/10.20506/woah.3536>. Licence: CC BY-SA 3.0 IGO.

³ WOA (2024). *Less antimicrobial use in animals: a win for everyone*

⁴ Revenue is as reported in the 2025 Annual Report on Form 10-K, filed on February 12, 2026.



Access to Veterinary Care in Emerging Markets

We support customers in underserved communities to prevent, detect and treat animal disease and address unmet veterinary medical needs. By expanding access to preventive solutions and enabling earlier disease detection, we help reduce disease burden and reliance on antimicrobials in livestock.

Co-funded by the Gates Foundation, the A.L.P.H.A. Plus initiative advances veterinary care and diagnostic services in Sub-Saharan Africa to improve livestock health, productivity and food security in one of the world's fastest-growing regions. The initiative focuses on three priority areas:

- Increasing access to an expanded portfolio of quality veterinary medicines, vaccines and services
- Expanding sustainable diagnostic services through data-driven decision-making
- Scaling last-mile service delivery networks

Access to an Expanded Portfolio

In 2025, we continued to expand regional access to quality veterinary products. We received full regulatory approval for 14 livestock products, adding to the 145 products already approved in A.L.P.H.A. Plus Sub-Saharan Africa countries. During the same year, we submitted 22 additional product registrations.

Sustainable Diagnostic Services

Since 2017, in collaboration with the Gates Foundation, we supported the development of 21 partner veterinary diagnostic laboratories that provide services to detect livestock productivity diseases and strengthen on-farm health management. In 2025 alone, these labs reported performing more than 278,000 poultry tests and more than 304,000 ruminant tests.

We further reinforced the diagnostic network and advanced disease detection through:

- Networking events that enable partners to share knowledge and best practices
- A webinar series for veterinarians, lab technicians and para-veterinary staff focused on practical capacity building
- The integration of diagnostic discussions into major 2025 regional events, including the Udder Health Conference in Tanzania and the Poultry Summit in Kenya, where post-event evaluations demonstrated knowledge gains in molecular techniques and serology and highlighted last-mile delivery gaps

Training and Education

Training and education is central to our Sub-Saharan Africa strategy, empowering communities to improve livestock health and supporting the effective use of veterinary medicines through proper storage and responsible administration.

In 2025, we expanded access to training resources by engaging local professional audiences through in-person training sessions, webinars and conferences, while reaching livestock producers with support from local community training partners.

We also reached a significant number of paraprofessionals, who are critical to extending quality services to rural farming communities, in collaboration with veterinary paraprofessional associations primarily in Kenya and through agroshop development activities. Key distribution partner efforts included training branch managers on the livestock portfolio, strengthening cold-chain practices with equipment support and regular branch audits and implementing a branch development outreach model that expanded agroshop presence across multiple regions, reinforcing retail-level advisory capacity and product stewardship.

We also expanded digital learning through the Zoetis Learning Academy, with the addition of more than 20 new e-learning modules. Most new courses use modular micro-learning, allowing learners to complete a module in under 15 minutes. By the end of 2025, nearly 2,000 registered users had completed over 3,100 modules on the platform.



Combating Diseases

A One Health approach recognizes that the health of animals, humans and the environment is interdependent. As part of our commitment to a healthier, more sustainable future, our scientists are using their expertise to combat diseases that pose the greatest risk to animals and humans. Through our **Center for Transboundary and Emerging Diseases (CTED)**, Zoetis conducts veterinary biosurveillance on approximately 200 emerging transboundary diseases and pests, many of which are identified by the World Health Organization (WHO) as zoonotic.⁵

Our scientists mobilize resources from across the company and work in close collaboration with academic scientists, veterinarians, government and health organizations, and livestock agricultural communities to develop solutions to help rapidly control these diseases. Through these efforts, we have developed or supported vaccines for high-impact animal diseases around the world, such as avian influenza, bluetongue virus, canine influenza, rabies, Lyme disease, West Nile virus, avian pneumovirus and SARS-CoV-2.

Highly Pathogenic Avian Influenza: Protecting Production and Endangered Animals

Since the global outbreak began in 2020, highly pathogenic avian influenza (HPAI) H5N1 has led to the loss of hundreds of millions of poultry through infection or culling. It has also been detected in U.S. dairy cattle and in a wide range of wild birds and mammals. The virus has been reported in swine and companion animals, as well as in roughly 40 terrestrial and 20 aquatic mammal species. In response, we used our proprietary HPAI Reverse Genetics System to develop a contemporary vaccine antigen (H5N2rg 2022). In 2025, the Avian Influenza Vaccine, H5N2 Subtype, Killed Virus received conditional licenses in the United States and Canada for poultry, and a U.S. conditional license for dairy cattle. Zoetis continues to work with regulators on potential vaccine options to address HPAI in markets worldwide.



Photo Credit: Bill Hunnewell © The Marine Mammal Center

Zoetis scientists also collaborated with the National Oceanic and Atmospheric Administration (NOAA) on a U.S. Department of Agriculture (USDA)-authorized vaccine trial to help protect endangered Hawaiian monk seals from avian influenza, conducted at The Marine Mammal Center in California. The vaccine was first evaluated in northern elephant seals and fur seals as surrogate species, where it was well tolerated and produced a measurable antibody response. Following those results, veterinarians vaccinated monk seals in care at the Center's Hawai'i Island hospital. NOAA is preparing to begin wild monk seal vaccination from March to December 2026, with a vaccination coverage target for 90% of all documented weaned pups on Hawai'i, Maui, O'ahu, and Kaua'i, with opportunistic expansion to additional islands as capacity permits.

Asian Longhorned Tick

The Asian longhorned tick, native to East Asia, was first detected in the United States in 2017 on a farm in New Jersey and has since spread to 20 states.⁶ This invasive species poses a significant threat to livestock and companion animals due to its ability to transmit various diseases. In livestock, the tick can cause severe anemia, reduced weight gain and even death, leading to substantial economic losses.⁷ For companion animals, the risks include potential transmission of pathogens that can cause serious illnesses.⁸ The rapid spread and adaptability of the Asian longhorned tick highlight the urgent need for effective monitoring and control measures to protect animal and human health in the United States. Zoetis is working to develop effective solutions to mitigate its impact. In January 2025, the FDA approved a new label indication for Simparica Trio[®] and Simparica[®]

Chewables for the treatment and control of infestations with Asian longhorned tick in dogs eight weeks of age and older weighing 2.8 pounds and greater. In addition, Zoetis is working to develop a biological control tool for this harmful pest.

New World Screwworm

Since its eradication from the United States in 1966, New World screwworm has been largely contained in South America. In 2023, it broke containment, spreading through Central America and into Mexico and is now threatening the United States. With New World screwworm now closer to U.S. production systems, the risk of an incursion—whether through animal movements, wildlife or other pathways—has increased. Such an event could trigger aggressive surveillance, animal movement restrictions and costly eradication measures. Economically, it would also result in direct livestock losses, including reduced weight gain, lower milk and meat productivity, and in severe cases, death. Higher treatment and labor costs, along with trade and market disruptions, could create cascading impacts across cattle, dairy, small ruminants and related supply chains.

Zoetis responded rapidly to this emerging threat. In September 2025, the Dectomax[®]-CA1 Injectable became the first parasite control product to receive conditional approval from the FDA for the prevention and treatment of infestations caused by the larvae of New World screwworm, including prevention of reinfestation for 21 days. Since then, we advanced solutions for other species that may be impacted by New World screwworm and are working toward solutions along the entire Continuum of Care as part of an integrated control program.

⁵ WHO Technical Report Series: Research Priorities for Zoonoses and Marginalized Infections

⁶ ScienceDaily: Where did the Asian longhorned ticks in the US come from?

⁷ USDA: Asian Longhorned Ticks

⁸ Newsweek: Asian Longhorned Ticks Found in Connecticut As Species Continues Spread Across U.S.

Planet

Protecting the planet by embedding solutions for climate, waste and nature.

Final Update on Aspirations Introduced in 2021¹

Our Aspirations	Targets	2025 Progress	Status
Minimize our carbon footprint ²	Become carbon neutral in our own operations by 2030	<ul style="list-style-type: none"> 29% decrease in Scope 1 and 2 emissions from base year.³ Completed 37 energy-related carbon reduction projects at our sites in 2025. 	
	Source 100% renewable electricity by 2030	<ul style="list-style-type: none"> 85% renewable electricity sourced to date aligned with our RE100 commitment.⁴ On-site solar arrays now installed at eight Zoetis facilities, with 7% of site energy demand met by solar arrays at these facilities. 	
	Rethink business travel and work-from-home policies to reduce transportation-related emissions by 25% by 2025 ⁵	<ul style="list-style-type: none"> Reduced colleague transportation-related emissions intensity by 36%. 	
Rethink our packaging to reduce its environmental impact	Integrate sustainability considerations into all new packaging designs	<ul style="list-style-type: none"> Advanced our sustainable packaging strategy through innovative initiatives in product and shipping packaging. 	
Improve the sustainability in our locations	Stand-up "Location Sustainability" teams in major sites	<ul style="list-style-type: none"> All major manufacturing and two R&D sites have sustainability teams with specific objectives. 	

We will report our progress for our Driven to Care refreshed aspirations starting with the 2026 Sustainability Report.¹

Achieved On Track Not Achieved

¹ Our targets to become carbon neutral in our own operations and to source 100% renewable electricity by 2030 will continue with our refreshed Driven to Care strategy.
² Our carbon footprint and energy data was updated at the end of 2024 to remove operations that were part of the Medicated Feed Additives (MFA) divestiture. Emissions from the 2025 acquisition of the Veterinary Pathology Group (VPG) are not included in reported totals.
³ Using 2021 as the base year and reported through December 31, 2025. For additional details on our greenhouse gas (GHG) emissions, such as inclusions and exclusions, see our [Environment Data](#).
⁴ Renewable electricity is aligned to our RE100 commitment and is the proportion of renewable electricity relative to total Scope 2 electricity use and reported through December 31, 2025.
⁵ Using 2019 as the base year. Reduction reported is total of business travel and colleague commuting normalized by number of colleagues for respective reporting year.

At Zoetis, we have committed to minimizing our carbon footprint, rethinking our packaging and improving sustainability across our locations. Our dedication is driven by our responsibility to the communities we serve, our colleagues, our customers, the health of animals and those who care for them around the world.

Minimizing our Carbon Footprint

In 2022, we set a goal to achieve carbon neutrality in our own operations by 2030 and accelerated our RE100 commitment to source 100% renewable electricity. To reach these goals, we are focused on reducing emissions by:

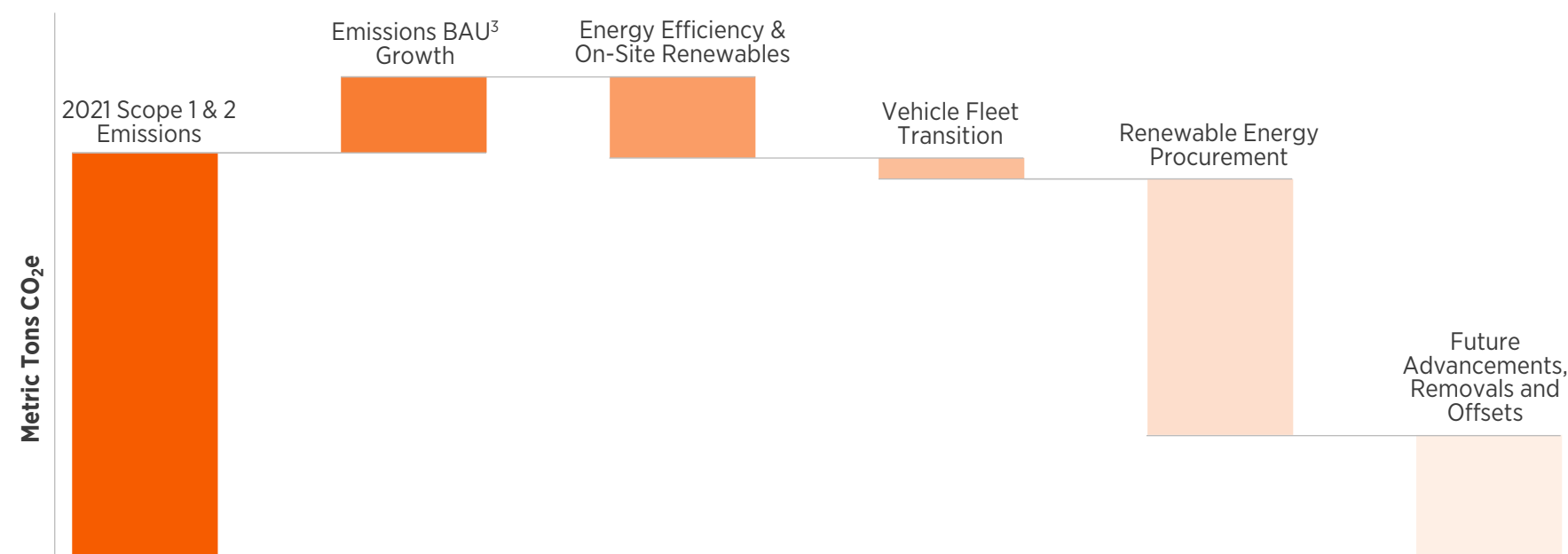
- Driving energy efficiency across our sites
- Transitioning our vehicle fleet to low-carbon alternatives
- Powering our operations with clean, renewable electricity

Our approach to carbon neutrality prioritizes absolute reductions through energy efficiency and renewable electricity procurement. We recognize that some residual Scope 1 emissions will remain by 2030. To address these, we may procure high-quality, third-party-verified carbon offsets as a last resort, while continuing to pursue viable decarbonization solutions that minimize residual emissions.

In 2024, we introduced an internal cost of carbon into our capital program within the global manufacturing and supply chain division to inform investment decisions. Integrating carbon considerations into project evaluations during 2025 has helped us prioritize investments with higher emissions reduction potential, raise awareness of emissions impacts during investment selection and advance on-site solar projects. We also advanced our ability to measure our Scope 3 footprint in preparation for regulatory disclosure requirements.

In 2025, we continued investing in site efficiency improvements and renewable electricity sourcing. At the same time, Scope 1 and 2 emissions increased by 8% compared to 2024 primarily due to refrigerant-related emissions, expanded manufacturing and R&D activities in the United States, including commissioning of our new facility in Atlanta, Georgia, and weather fluctuations during 2025 at several of our large operations.

Cumulative approach to achieve carbon neutrality by 2030^{1,2}



¹ The information displayed in this chart is projected and subject to change.

² Approach to carbon neutrality has been updated to remove divested Medicated Feed Additives (MFA) operations.

³ BAU = Business as usual



Driving Energy Efficiency to Reduce Emissions

Our Scope 1 and 2 emissions primarily come from energy use at our facilities. We maintain a rolling five-year capital plan for our highest emitting sites, allowing us to prioritize energy reduction projects and allocate capital effectively. This includes upgrading and improving equipment and systems within existing facilities, as well as focusing on efficient designs for new sites and expansion projects.

In 2025, we successfully completed 37 projects across our manufacturing and research & development (R&D) sites. These investments are expected to reduce annual energy use by approximately 53,000 gigajoules, lowering our utility costs and preventing the release of approximately 5,000 metric tons CO₂e annually. Additionally, our sites continuously invest in energy efficiency through enhanced maintenance practices, control optimizations and the implementation of best practices.



Our API manufacturing facility in Catania, Italy optimized its fermentation processes to reduce compressed air demand, saving approximately 2,300 gigajoules of energy and reducing carbon emissions by approximately 300 metric tons per year.



At our Charles City, Iowa biologics manufacturing facility, we modernized windows and enhanced exterior wall insulation—cutting energy waste, improving comfort and anticipating carbon emissions reductions of approximately 1,200 metric tons annually.

Minimize Fleet Emissions

We continue to reduce fleet emissions by transitioning our fleet of over 3,900 vehicles across 49 countries to more efficient vehicles and accelerating the deployment of hybrid and electric vehicles (EVs) where infrastructure supports their use. In 2025, we reached an important milestone with approximately 50% of our U.S. fleet converted to hybrids. In Europe, 55% of our fleet is hybrid or electric. During 2025, we reduced fossil fuel consumption across our fleet by 2% compared with 2024.



Source Renewable Electricity

To achieve our goal of sourcing 100% renewable electricity across our global operations by 2030, we use a mix of strategies, including financial power purchase agreements, retail supply contracts and self-generation (on-site solar) at suitable locations. In 2025, we continued to make progress toward our RE100 goal, meeting 85% of our global electricity demand from renewable sources, up from 80% in 2024.

The Hornet Solar Project in Texas, commissioned in 2025, provides Zoetis with 40 megawatts of electricity. This Virtual Power Purchase Agreement (VPPA) matches a portion of our U.S. electricity consumption, contributing to 100% renewable electricity coverage in the United States.



Self-generated renewable electricity from solar arrays at eight Zoetis sites totaled approximately 17,600 gigajoules in 2025, on average meeting 7% of the demand at these facilities. Bringing generation in-house reduces pressure on the grid and prevented approximately 2,800 metric tons CO₂e during 2025.



Newly installed on-site solar arrays at our Rutherford, Australia site met 20% of the electricity demand and reduced the site's carbon emissions by over 500 metric tons.



Reducing Transportation-Related Emissions

We met our target to reduce transportation-related emissions intensity by 25% by the end of 2025, using 2019 as our base year. We achieved this by reducing our colleague-related business travel and employee commuting emissions intensity by 36%. Even as our colleagues numbers grew from 10,300 to 14,500 over this period, overall emissions fell by around 4,302 metric tons CO₂e.

More Ways We Drive to Protect our Planet

Protecting the local environment is a responsibility we share across all our locations. Several of our manufacturing and R&D sites operate in areas of high-water stress, making efficient water management a priority. We focus on minimizing water use through leak detection and prevention, water recovery and reuse programs, and targeted capital investments that lower overall demand. At our sites located in high- and very high-water-stress areas, excluding our new Atlanta, Georgia facility, water intake remained flat in 2025 despite higher manufacturing output, reflecting improved efficiency. Regarding waste, our waste-generation intensity was relatively flat versus 2024, supported by proactive site initiatives and close collaboration with our waste management partners.



Rethinking our Packaging

In 2025, we continued to strengthen our approach to sustainable packaging, working to reduce waste and emissions across our packaging footprint while maintaining product safety and quality. Guided by customer feedback and evolving regulatory requirements, including preparation for the European Union Packaging and Packaging Waste Regulation (PPWR), our focus remained on three priority areas:

- **New product packaging:** Evaluating emerging sustainable packaging technologies with an emphasis on secondary packaging.
- **On-market products:** Developing more sustainable packaging solutions for existing registered products.
- **Supply chain packaging:** Reducing waste associated with shipping materials used to deliver products to our customers.



2025 Packaging Achievements

- At our Campinas, Brazil site, Zoetis piloted a transition of five vaccine SKUs from PET¹ clamshell trays to paperboard cartons, with broader implementation planned for 2026.
- In the United States, we piloted a single-size, dual-temperature shipper at two major distribution centers. This design allows ambient and cold chain products to ship together in one box, reducing packaging, shipping volumes and overall material use.
- Driving improvement in our supply chain packaging is a key priority for Zoetis. Our distribution team in Australia successfully implemented a project to replace disposable polystyrene cooler boxes with a reusable passive solution for critical medicines requiring +2°C to +8°C temperature-controlled transport.

Balancing Sustainability with Uncompromising Quality and Safety

As a pharmaceutical company, we navigate stringent regulations alongside our commitments to product quality, patient safety and environmental stewardship. Packaging changes often require multi-year regulatory variations in each market, and in some cases, technology that delivers both sustainability and the required protection standards is still maturing.

We rigorously evaluate trade-offs, such as the risk of product loss from reduced protection or shortened shelf life, when assessing lower-impact packaging options. As technologies advance, we will continue to validate and implement packaging that meets all quality and safety requirements while reducing environmental impact, ensuring customers continue to receive safe, effective products and supporting long-term, sustainable growth.

Sustainable Design

During 2025, Zoetis joined the BioPhorum network, a global collaboration of biopharmaceutical companies driving innovation and best practices. As part of our continuous improvement program, our scientists are innovating and integrating sustainability considerations into current manufacturing practices and new product design. Our Process, Analytical and Product Sustainability Design team is using the data from our product lifecycle assessments to identify opportunities for improvement. We collaborate with and learn from other life sciences companies through cross-industry collaborative groups, including the Green Chemistry Institute Pharmaceutical Roundtable and others.

Pharmaceuticals in the Environment

Zoetis is committed to minimizing the environmental footprint of our products and operations, with a focused program to mitigate Pharmaceuticals in the Environment (PiE). While the primary pathway for veterinary pharmaceuticals to enter ecosystems is excretion following treatment, we also address potential releases from our operations.

Our PiE program prioritizes active pharmaceutical ingredients (APIs) and facilities using a combined environmental and business risk ranking approach. We set science-based, site-specific safe emission and discharge limits for solid and liquid wastes, informed by OECD-recommended studies² and applicable international requirements, and conduct environmental risk assessments across Zoetis manufacturing sites.

To protect receiving waters, we verify performance via mass balance accounting, complemented by targeted analytical monitoring and, where appropriate, whole effluent testing. We continuously optimize waste management practices across all sites, extending beyond antibiotics to minimize API-bearing waste and ensure secure handling, transport and final treatment.

To further reduce potential releases, we assess and implement wastewater treatment enhancements at priority facilities, evaluating baseline performance and API removal efficiency. These efforts are aligned with permit conditions, local site constraints and demonstrated efficacy.

We reinforce these controls through targeted training for site leadership and colleagues, clear operating procedures and proactive support for permitting and compliance.

Together, these measures help ensure pollution prevention and control practices are implemented, monitored and sustained over time.

¹ Polyethylene terephthalate, a polyester plastic, commonly identified by the resin code #1.

² Organisation for Economic Co-operation and Development.

Location Sustainability Teams

As a global company, we empower and rely on local teams to advance our sustainability strategy by identifying opportunities specific to their sites and markets. Since 2022, sustainability teams at all major Zoetis sites have led localized actions to drive progress, and as of 2025, several manufacturing sites have established sustainability teams that meet regularly to discuss priorities, track progress and identify new opportunities.

Our local teams focus on areas such as site biodiversity, community engagement, integrating sustainability into business practices, waste reduction initiatives and energy efficiency.



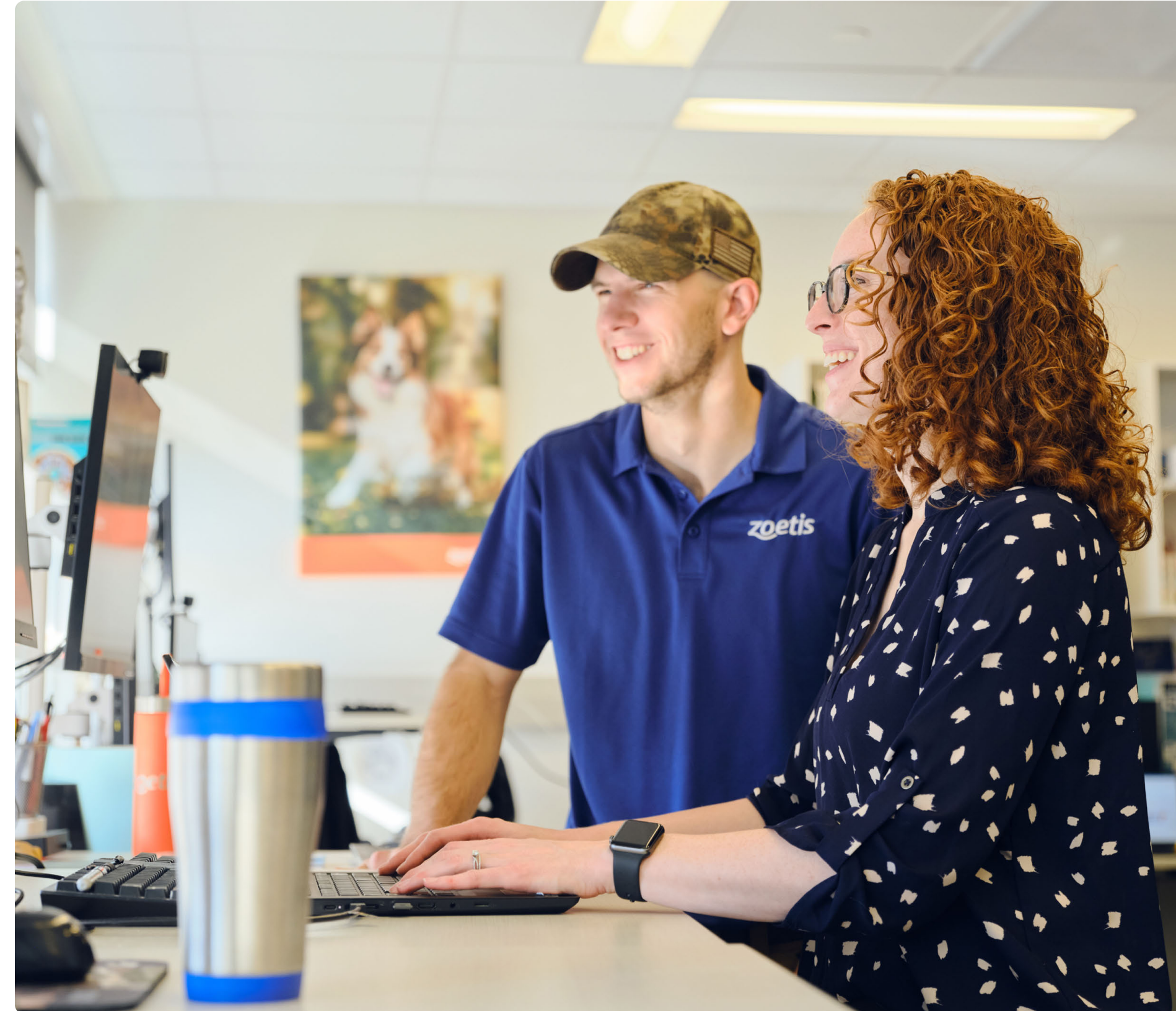
At our biologics manufacturing site in Lincoln, Nebraska, the sustainability team recognized that colleagues want practical ways to contribute to sustainability at work. To support this interest, recycling facilities were installed in the site cafeteria, enabling colleagues to recycle plastic bottles and aluminum cans. In 2025, five metric tons of material were diverted from the landfill.



At our API manufacturing site in Rathdrum, Ireland, located in a region known for its natural beauty, the local sustainability team has taken steps to support biodiversity and environmental stewardship. The site installed several beehives to house native Irish bees and added sunflower planter boxes throughout the grounds, helping create habitats for pollinators while enhancing the surrounding environment.



In Campinas, Brazil, the local sustainability team focused on creating a culture of sustainability. Working with utilities and maintenance teams, the site implemented a simple but effective change to recover water used during monthly fire pumps testing and redirect it back to the fire water storage tank. This improvement saves approximately 43,000 cubic meters of water each year.



SASB and ESG Index

This index provides information on relevant environmental, social and governance (ESG) metrics, and our disclosure of the Sustainability Accounting Standards Board (SASB) standards for the Health Care: Biotechnology & Pharmaceuticals industry.¹ As an animal health company, some of the SASB standards are not applicable to our operations. Where appropriate, we seek to provide comparable disclosures relevant to our business. We have supplemented the table with additional narrative about our programs.

¹ SASB Biotechnology & Pharmaceuticals Sustainability Accounting Standard Version 2023-12.

SASB Code	Metric	Disclosure
Safety of Clinical Trial Participants		
HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	See our discussion on Safety of Clinical Trial Participants .
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	See our discussion on Safety of Clinical Trial Participants .
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	We have not, to date, incurred any monetary losses as a result of legal proceedings associated with clinical trials. Any future material losses would be publicly disclosed in our U.S. Securities and Exchange Commission (SEC) filings as required.
—	Ensuring animal well-being in clinical trials	See our Animal Care and Welfare page on Zoetis.com and our Policy on Animal Care and Welfare for information on how we ensure animal well-being during clinical trials.
Access to Medicines		
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	The Access to Medicines Index is for human health and not relevant to Zoetis as an animal health company. See the Access to Veterinary Care in Emerging Markets section to learn about our efforts to promote access to our products.
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	None of our products are on the World Health Organization (WHO) List of Prequalified Medicinal Products.
Affordability and Pricing		
HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	We price our products market by market, according to the competitive market and how our customers value the benefits they receive. From 2024 to 2025, our aggregate price growth was approximately 3.8%. Price growth was approximately 6% from 2023 to 2024, and approximately 5% from 2022 to 2023.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	While we are not reporting percentage change in list price, we are disclosing that no single product materially contributed to our price growth in 2025.

SASB Code	Metric	Disclosure
Product Safety		
HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	See our discussion on Product Safety .
HC-BP-250a.2	Number of fatalities associated with products	See our discussion on Product Safety .
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	See our discussion on Product Safety .
HC-BP-250a.4	Total amount of product accepted for take-back, reuse or disposal	See our discussion on Product Safety .
HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	See our discussion on Product Safety .
—	Product safety and quality program	See our discussion on Product Safety .
Counterfeit Drugs		
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	See our discussion on Counterfeit Drugs .
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	See our discussion on Counterfeit Drugs .
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests and/or filing of criminal charges related to counterfeit products	See our discussion on Counterfeit Drugs .
Ethical Marketing		
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	We have not, to date, incurred any monetary losses as a result of legal proceedings associated with false marketing claims. Any future material losses would be publicly disclosed in our SEC filings as required.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	See our discussion on Ethical Marketing .
—	Commitment to ethical marketing	See our discussion on Ethical Marketing .

SASB Code	Metric	Disclosure
Employee Recruitment, Development and Retention		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	See the Caring for our Colleagues section.
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals and (d) all others	See our Social Data .
Supply Chain Management		
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	See our discussion on Supply Chain Management .
—	Global supply chain management program	See our discussion on Supply Chain Management .
—	Responsible supply chain management	See our discussion on Supply Chain Management .
Business Continuity		
—	Business continuity	See our discussion on Business Continuity .
Environmental Management Program		
—	Environmental management program	See our discussion on our Environmental Management Program .

SASB Code	Metric	Disclosure
Business Ethics		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	We have not, to date, incurred any monetary losses as a result of legal proceedings associated with corruption and bribery. Any future material losses would be publicly disclosed in our SEC filings as required.
HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals	See our discussion on Business Ethics .
—	Ethics and compliance program	See our discussion on Business Ethics .
—	Political involvement	Our Policy on Political Contributions and any contributions from Zoetis Political Action Committee (PAC), are overseen by senior management and approved by a representative board of Zoetis colleagues, with periodic updates to the Corporate Governance Committee of the Board of Directors. Information on our Policy on Political Contributions and political spending disclosures can be found under the Policies and Procedures section of our Corporate Governance webpage.
Data Security and Privacy		
—	Data privacy	See our discussion on Data Privacy and Information Security .
—	Information security	See our discussion on Data Privacy and Information Security .

SASB Code	Metric	2025	2024	2023
Activity Metrics				
HC-BP-000.A	Number of patients treated	Not applicable for animal health.		
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1–3)	<ol style="list-style-type: none"> As disclosed in our Form 10-K, we have approximately 300 comprehensive product lines. Phases 1–3 are not applicable for animal health. For competitive reasons, we are not reporting the number of products in Research & Development (R&D). 		
—	Revenue (millions of dollars)	\$9,467	\$9,256	\$8,544
—	Number of full-time equivalent colleagues ²	14,500	13,800	14,100
—	United States	6,800	6,700	6,900
—	Other jurisdictions	7,700	7,100	7,200
—	Number of research & development colleagues ¹	1,700	1,600	1,600
—	Number of sales organization colleagues ¹	3,900	4,050	4,100
—	Number of global manufacturing sites operated by us	21	22	29
—	R&D investments (expense) (millions of dollars)	\$698	\$686	\$614

Note: Numbers as reported in our 2025 Annual Report on form 10-K, as filed on February 12, 2026.

² Full-time equivalent counts are approximate and as of December 31 of each reporting year.

Environment Data

Greenhouse Gas Emissions (metric tons CO ₂ e) ^{1,2}	Base Years				
	2025	2024	2023	2021	2019
Scope 1 emissions—total^{3,4,5}	122,311 [†]	107,033	105,549	89,782	
Manufacturing, R&D and offices	99,349	83,350	80,827	68,727	
Fleet	22,962	23,682	24,722	21,055	
Biogenic carbon⁴	2,051	1,984	1,897	441	
Scope 2 emissions—market-based ³	27,069 [†]	30,707	79,537	119,365	
Scope 2 emissions—location-based ³	121,287 [†]	117,278	127,174	144,079	
Scope 1 and 2 emissions—total^{3,6}	149,380	137,739	185,086	209,147	
Scope 1 and 2 emissions intensity (per \$1M revenue)⁷	15.8	15.5	22.7	28.7	
Scope 3: Category 6—Business Travel ⁸	24,126	24,620	21,367		29,555
Scope 3: Category 7—Employee Commuting ⁹	13,529	13,825	13,556		12,402
Scope 3 colleague transportation-related emissions	37,655	38,445	34,923		41,957
Scope 3 colleague transportation-related emissions intensity (per # of colleagues)	2.6	2.8	2.5		4.1

[†] Subject to independent third-party limited assurance; see [Assurance Report](#) for additional information.

¹ Global greenhouse gas (GHG) emissions are calculated using the GHG Protocol Corporate Accounting and Reporting Standard as a basis and reported using an operational control approach. Carbon dioxide equivalent (CO₂e) values include CO₂, methane (CH₄) and nitrous oxide (N₂O), hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs) and generally use AR5 or AR6 unless otherwise noted or when included in an emission factor. Because we do not have operations that traditionally emit sulfur hexafluoride (SF₆) and nitrogen trifluoride (NF₃), these are not included in our footprint.

² Updates to historical emissions include accounting for additional combustion, fleet and fugitive sources, and updates or corrections to data and emission factors. Emissions data was updated at the end of 2024 to remove operations that were part of the Medicated Feed Additive (MFA) divestiture. Emissions from the 2025 acquisition of the Veterinary Pathology Group (VPG) are not included in reported totals, except as noted under footnote 8.

³ Energy usage from our offices is estimated based on the square footage of the office when energy invoices are not available. Offices with an area less than 500 ft² are excluded.

⁴ Biogenic carbon emissions include combustion of biogenic fuels. Biogenic carbon is not included in our total Scope 1 emissions.

⁵ We do not currently report emissions due to fermentation processes.

⁶ Scope 1 and market-based Scope 2 emissions are the basis of our carbon neutrality commitment, and we use these metrics to measure our performance.

⁷ Based on revenue for 2025, 2024 and 2023 as reported in our 2025 Annual Report on Form 10-K, filed on February 12, 2026, and adjusted for the impact of the divestiture of our medicated feed additive portfolio, certain water-soluble products and related assets (MFA divestiture).

⁸ Emissions associated with air travel, hotel stays, car rentals and rail travel booked within Zoetis travel system are calculated by a third party that uses activity data such as aircraft type, cabin class and distance. Emissions associated with personal car and ride-share are calculated using data from the company's reimbursement system. Excluded sources include travel booked outside of our travel system and booking changes. Emissions associated with travel conducted by colleagues who were part of the MFA divestiture have not been excluded from these totals.

⁹ Emissions in this category include both commuting and telecommuting. For commuting, a hybrid average-based and distance-based method was used in accordance with the GHG Protocol Scope 3 Technical Guidance, and based on headcount as of December 31 of the respective reporting year. Estimates were used for the number of commuting days per week and assumed to be the same for 2021–2024. For telecommuting, the methodology outlined in the Anthesis Remote Worker Emissions Methodology, February 2021 report was used. Emissions associated with commuting conducted by colleagues who were part of the MFA divestiture have been excluded from these totals. Emissions associated with commuting conducted by colleagues associated with the acquisition of VPG are included for 2025 only.

Energy (gigajoule) ^{1,2,3}	2025	2024	2023
Total Energy	3,262,900	3,036,265	2,958,272
Manufacturing, R&D and offices	2,894,823	2,658,782	2,568,286
Fleet	368,077	377,483	389,986
Energy intensity (per \$1M revenue)⁴	345	341	364
Renewable energy	1,010,501	907,007	469,167
Renewable energy (%) ⁵	31.0%	29.9%	15.9%
RE100: renewable electricity (%) ^{6,7}	85.0%	80.3%	42.6%

¹ Energy and energy intensity data covers global operations and was updated to remove consumption from operations that were part of the Medical Feed Additive (MFA) divestiture. Energy data from the 2025 acquisition of the Veterinary Pathology Group (VPG) is not included in reported totals.

² Energy usage from our offices is estimated based on the square footage of the office when energy invoices are not available. Offices with an area less than 500 ft² are excluded.

³ Updates to historical energy consumption include accounting for energy from fleet sources, and updates or corrections to data.

⁴ Based on revenue as reported in our 2025 Annual Report on Form 10-K, filed on February 12, 2026, and adjusted for the impact of the MFA Divestiture.

⁵ Renewable energy includes the proportion of renewable electricity, other renewable heating/cooling and biofuels use relative to total Scope 1 and 2 energy use.

⁶ Renewable electricity is aligned to our RE100 commitment and is the proportion of renewable electricity relative to total Scope 2 electricity use.

⁷ Of our total renewable electricity, 2% comes from self-generation (on-site solar), 50% is matched through financial power purchase agreements, and 45% is supplied through retail supply contracts.

Water (cubic meters) ¹	2025	2024	2023
Water intake ²	2,599,103	2,386,429	2,337,195
Water intake in areas of high/extremely high water stress ³	20.4%	20.8%	20.0%
Water discharge ²	1,803,527	1,776,629	1,662,590
Water recycled ⁴	21,712	21,335	24,126
Water intake intensity (per \$1M revenue)⁵	275	268	287
Water discharge intensity (per \$1M revenue)⁵	191	200	204

¹ Water and water intensity data was updated to remove operations that were part of the Medicated Feed Additive (MFA) divestiture. Water data from the 2025 acquisition of the Veterinary Pathology Group (VPG) is not included in reported totals.

² Data is included for offices and reference laboratories where metered data is available. For offices and reference laboratories where no metered data is available, water usage has been estimated based on the number of colleagues on-site plus estimated water usage in laboratory equipment.

³ Offices and reference laboratories are excluded from water stress values. In 2025, manufacturing and research & development sites in areas of water stress included Atlanta, Georgia, Buellton, California, San Diego, California, Fort Collins, Colorado, Durham, North Carolina, Irving, Texas, Louvain-la-Neuve, Belgium, Catania, Italy, Beijing, China, Suzhou Bio, China, Melbourne, Australia, and Puerto Montt, Chile. Water stress was determined using [World Resources Institute Aqueduct](#) tools.

⁴ Offices and reference laboratories are excluded from water recycled values.

⁵ Based on revenue as reported in our 2025 Annual Report on Form 10-K, filed on February 12, 2026, and adjusted for the impact of the MFA Divestiture.

Non-Hazardous Waste (metric tons) ^{1,2}	2025	2024	2023
Non-hazardous waste—total	17,625	14,619	13,604
Landfilled	3,127	2,793	3,596
Incinerated	423	570	950
Energy recovery	1,817	1,701	1,466
Recycled	3,624	3,521	3,648
Land application (recycled) manure	8,629	6,029	3,944
Composted ²	5	5	
Non-hazardous waste intensity (per \$1M revenue)³	1.9	1.6	1.7
Non-hazardous waste recycled/energy recovery intensity (per \$1M revenue)³	1.5	1.3	1.1

¹ Waste data and waste intensity data was updated to remove operations that were part of the Medical Feed Additive (MFA) divestiture. Waste data from the 2025 acquisition of the Veterinary Pathology Group (VPG) are not included in reported totals.

² Historical data for land application manure was updated following a review and improvement of data collection processes.

³ In 2024, waste disposed of by means of composting was added to our waste data. Waste composted at our sites includes food waste and organic materials such as vegetation or grass cuttings from landscaping activities.

⁴ Based on revenue as reported in our 2025 Annual Report on Form 10-K, filed on February 12, 2026, and adjusted for the impact of the MFA Divestiture.

Hazardous Waste (metric tons) ¹	2025	2024	2023
Hazardous waste—total	14,191	14,510	12,505
Landfilled	638	568	496
Incinerated	2,293	2,263	2,586
Energy recovery	10,698	11,309	8,971
Recycled	562	370	452
Hazardous waste intensity (per \$1M revenue)²	1.5	1.6	1.5
Hazardous waste recycled/energy recovery intensity (per \$ revenue)²	1.2	1.3	1.2

¹ Waste data and waste intensity data was updated to remove operations that were part of the Medical Feed Additive (MFA) divestiture. Waste data from the 2025 acquisition of the Veterinary Pathology Group (VPG) are not included in reported totals.

² Based on revenue as reported in our 2025 Annual Report on Form 10-K, filed on February 12, 2026, and adjusted for the impact of the MFA Divestiture.

Social Data

Turnover Rates—U.S. Workforce ¹	2025	2024	2023
Executives/senior managers—voluntary	0.2%	0.1%	0.2%
Executives/senior managers—involuntary	0.3%	0.3%	0.2%
Mid-level managers—voluntary	0.2%	0.2%	0.1%
Mid-level managers—involuntary	0.1%	0.3%	0.2%
Professionals—voluntary	2.0%	2.0%	2.1%
Professionals—involuntary	1.4%	2.5%	2.3%
All other—voluntary	5.4%	6.4%	6.7%
All other—involuntary	2.0%	4.7%	2.6%

¹ Data provided reflects inclusion of all colleagues who meet U.S. headcount includable (i.e., permanent colleagues not on long-term leave, and excluding contractors or interns) requirements as of the date data was compiled for this report on March 13, 2026, for calendar year 2025. As headcount includable status may vary over time due to changes in employee status, management has accepted that slight variances (not to exceed 1–2%) may occur for the same time period if data is compiled on an alternate date. Turnover rates include colleagues who were part of the Medicated Feed Additive (MFA) divestiture, but do not include those part of the Veterinary Pathology Group (VPG) acquisition. Global voluntary attrition rate can be found in the [Zoetis 2025 Annual Report, page 15](#) of the PDF.

Parental Leave—U.S. Workforce	2025	2024	2023
Number of colleagues using paid parental leave	223	227	209

Health and Safety (H&S) Performance ¹	2025	2024	2023
Total Injury Rate (TIR) ²	0.3	0.4	0.4
Lost Time Injury Rate (LTIR) ²	0.1	0.1	0.2
Fatality Rate	0	0	0
Number of U.S. OSHA Voluntary Protection Program (VPP) Star Sites ³	6	5	5
Number of International Zoetis H&S Star Sites ⁴	6	4	4

¹ These metrics cover global operations. TIR and LTIR rates have been updated for 2023 to reflect reclassification of reported injuries and illnesses. TIR and LTIR rates for all years include the divested Medical Feed Additive (MFA) operations, but do not include the Veterinary Pathology Group (VPG) operations acquired in 2025.

² U.S. average for the Pharmaceutical and Medicine Manufacturing Industry (NAICS 32541). The TIR and LTIR were 1.4 and 0.5 in 2025 and 1.7 and 0.5 for 2023 and 2022. Source: [U.S. Bureau of Labor Statistics](#).

³ In 2024 and 2023, sites included three manufacturing sites and two logistics centers. In 2022, sites included three manufacturing sites and one logistics center.

⁴ In 2024 and 2023, sites included four manufacturing sites; Suzhou MFA was a Zoetis H&S Star site but was divested in 2024. In 2022, sites included two manufacturing sites. All years have been updated to remove Suzhou MFA from site count.

Task Force on Climate-related Financial Disclosures (TCFD) Index

TCFD provides a framework for recommended climate-related disclosures that companies use to inform their stakeholders about their climate-related financial risks. Disclosure is structured around four thematic areas that represent how companies operate: governance, strategy, risk management, and metrics and targets. Our TCFD Index below maps these four areas to relevant sections of published Zoetis documents and our [2025 CDP Climate Change Questionnaire](#).

To learn more about how we nurture our world and humankind by advancing care for animals, visit zoetis.com/sustainability.

Purpose	Disclosure	Zoetis 2025 Climate Response	Other Disclosures
Governance			
Disclose the organization's governance around climate-related risks and opportunities	Describe the board's oversight of climate-related risks and opportunities	4.1	<ul style="list-style-type: none"> • Charter of the Corporate Governance Committee • 2025 Sustainability Report, page 7
	Describe management's role in assessing and managing climate-related risks and opportunities	4.3	
Strategy			
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	3.1, 3.6	Zoetis 2025 Annual Report, pages 24–28 of the PDF
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	3.1, 3.6, 5.2, 5.3	
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	5.1	
Risk Management			
Disclose how the organization identifies, assesses and manages climate-related risks	Describe the organization's processes for identifying and assessing climate-related risks	2.1, 2.2	Zoetis 2025 Annual Report, pages 24–28 of the PDF
	Describe the organization's processes for managing climate-related risks	2.1, 2.2	
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	2.1	
Metrics and Targets			
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	7.30, 7.52, 7.54	<ul style="list-style-type: none"> • 2025 Sustainability Report, page 19 • 2025 Sustainability Report, page 30
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	7.6, 7.7, 7.8	
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	7.53, 7.54	

Disclosures

This 2025 Sustainability Report includes forward-looking statements, which reflect the current views of Zoetis about, among other things, our progress toward our Driven to Care aspirations; our sustainability, energy and climate goals, targets and plans; our business plans or prospects; expectations regarding future operating or financial performance; general industry conditions and competition; general economic factors; technological advances and new products; the impact of pharmaceutical and animal healthcare regulation and legislation in the United States and internationally; and other future events. These statements are not guarantees of future performance or actions. Forward-looking statements are subject to risks and uncertainties. If one or more of these risks or uncertainties materializes, or if management's underlying assumptions prove to be incorrect, actual results may differ materially from those contemplated by a forward-looking statement.

Forward-looking statements speak only as of the date on which they are made. Zoetis expressly disclaims any obligation to update or revise any forward-looking statement in this 2025 Sustainability Report, whether as a result of new information, future events or otherwise. A further list and description of risks, uncertainties and other matters can be found in our most recent Annual Report on Form 10-K, including in the sections thereof captioned "Forward-Looking Statements and Factors That May Affect Future Results" and "Item 1A. Risk Factors," in our Quarterly Reports on Form 10-Q and in our Current Reports on Form 8-K. These filings and subsequent filings are available online at www.sec.gov, www.zoetis.com or on request from Zoetis.

This 2025 Sustainability Report contains non-financial information and metrics that are subject to measurement uncertainties resulting from limitations inherent in the nature of, and the methods used for determining, such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. Metrics are presented based on information available at the time. Recalculations for prior periods are completed if new information or changes to process are available in accordance with management's change control practices. For purposes of this report, the concept of "materiality" does not correspond with the terms "material" and "materiality" as defined by or construed in accordance with securities law or as used in the context of financial statements and reporting. Information contained in this report may not be material under the U.S. federal securities laws or for other purposes and its inclusion herein should not be construed as a determination by Zoetis that the information is material. The information set forth in this report reflects the 2025 calendar year unless otherwise noted and Zoetis reserves the right to update its measurement techniques and methodologies in the future.



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