



## Communities: Care and Collaboration






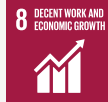







We support and partner with our colleagues, communities and the people who care for animals. We achieve more by working together toward our common goals.

Key

 On track

 Not on track, but mitigation measures are in place

 Not on track


Our Aspirations	Targets	2023 Progress	Status	SDG
<b>Support our communities</b>	Contribute 2,500 volunteer days (20,000 hours) annually in the communities we serve	16,611 hours of volunteer time reported by our colleagues, 83% of our stated goal. This is an 81% increase from hours reported in 2022.		
<b>Support veterinary professionals</b>	Provide at least \$1 million in scholarships to veterinary students annually, focusing on underrepresented groups where possible	The Zoetis Foundation provided grants of \$3.0 million, for scholarships to support 500+ students. In the United States, 58% of students supported by the Zoetis Foundation/Association of American Veterinary Medical Colleges (AAVMC) Veterinary Student Scholarship Program are members of traditionally marginalized or underrepresented communities and 19% identify as LGBTQ+.		  
	Provide access to professional programs for veterinarians in the countries where we have a presence	Zoetis continued to invest in professional programs in 100% of our markets where we have a physical presence, through Zoetis-led programs and in partnerships with external organizations.		
<b>Expand vet care access to populations in need</b>	Annually report on the number of pet owners reached through community programs and in-kind contributions	Zoetis' efforts impacted approximately 202,000 pet owners in need.		
<b>Provide animal care in disaster relief</b>	Annually report on the number of pet owners reached through community programs and in-kind contributions	Zoetis' efforts impacted approximately 91,000 animals affected by disasters.		
<b>Create a sustainable governance framework</b>	Integrate sustainability into all strategic planning and resource allocation processes	Continued to embed sustainability goals into our key business functions. Additionally, our Executive Team members continue to have shared and individual objectives under our annual incentive plan organized around our six strategic priorities, including Advance Sustainability in Animal Health for a Better Future.		
	Establish an effective approach to external sustainability disclosures	Continued to report in line with best practice sustainability frameworks, including SASB, TCFD and CDP, and engage with stakeholders to advance our program and disclosures. Monitored emerging regulatory disclosure requirements and enhanced processes to streamline and centralize reporting.		

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Our Aspirations	2023 Progress	Status	SDG	
<b>Support our colleagues and cultivate a safe, flexible, diverse and inclusive workplace</b>	Increase representation of women at the director level and above to 40% by 2025 across Zoetis	Dec 2023: <b>38.0%</b> June 2020: <b>32.0%</b> <b>+6.0%</b>		
	Increase representation of people of color at all levels in the U.S. to 25% by 2025	Dec 2023: <b>25.2%</b> June 2020: <b>21.0%</b> <b>+4.2%</b>	<span style="color: green;">●</span>	
	Increase representation of Black colleagues in the U.S. to 5% by 2025	Dec 2023: <b>4.6%</b> June 2020: <b>4.0%</b> <b>+0.6%</b>	<span style="color: green;">●</span>	
	Increase representation of Latinx colleagues in the U.S. to 6% by 2025	Dec 2023: <b>6.9%</b> June 2020: <b>5.0%</b> <b>+1.9%</b>	<span style="color: green;">●</span>	
	Be a top 100 leader for workplace inclusion in key focus areas (women, people of color, LGBTQ+)	Received eight workplace awards and recognitions. Additional detail can be found on our Awards & Recognitions webpage.	<span style="color: green;">●</span>	
	Commit to diverse slates and interview panels as we hire for all positions	Diverse slates and interview panels are required for open roles.	<span style="color: green;">●</span>	

## Animals: Innovate in Animal Health

We use our expertise in animal health to solve sustainability challenges facing animals and people.

**Key** ● On track ● Not on track, but mitigation measures are in place ● Not on track

Our Aspirations	Targets	2023 Progress	Status	SDG
<b>Provide products and services that enable productive and sustainable livestock farms that preserve animal welfare</b>	Innovate to create and drive adoption of key sustainable animal health solutions	<ul style="list-style-type: none"> <li>Advanced our investment strategy for products supporting our customers' sustainability goals.</li> <li>Collaborated across the value chain to support the role of animal health improvements in sustainability through data and systems support.</li> </ul>	<span style="color: green;">●</span>	
	Equip our customers with innovative products to support their ambitious environmental, social and animal welfare goals	Launched innovative products in key sustainability opportunity areas including diagnostics, vaccines and parasiticides.	<span style="color: green;">●</span>	
<b>Promote a preventive approach to animal health with positive implications on human health</b>	Promote responsible use of antibiotics through technical education, introducing antibiotic alternatives, and developing diagnostic and digital tools	<ul style="list-style-type: none"> <li>Continued to collaborate with global stakeholders to promote responsible use of antibiotics.</li> <li>Launched new diagnostic tools to support better identification of pathogens in dairy cows.</li> </ul>	<span style="color: green;">●</span>	
	Innovate around antimicrobial resistance to reduce the dependency on antibiotic classes shared with human health	Began a collaboration to discover and develop novel antibiotics for animal health.	<span style="color: green;">●</span>	
<b>Grow access to vet care in emerging markets</b>	Through our A.L.P.H.A. and A.L.P.H.A Plus initiatives with focus in Africa, by 2025 we will: <ul style="list-style-type: none"> <li>Train 100,000 farmers, vet professionals and lab technicians</li> </ul>	Trained over 35,000 farmers, veterinarians, para-veterinarians, distributors and lab technicians. <sup>1</sup>	<span style="color: orange;">●</span>	
	<ul style="list-style-type: none"> <li>Increase women trainees to 50% of trainees</li> </ul>	23% of in-person trainees are women based on a 12-month rolling average. <sup>1,2</sup>	<span style="color: red;">●</span>	
	<ul style="list-style-type: none"> <li>Treat 10 million cows with positive implications on smallholder livelihoods, food security and the environment</li> </ul>	Treated 12.7 million cows, exceeded goal by 27%. <sup>3,4</sup>	<span style="color: green;">●</span>	
	<ul style="list-style-type: none"> <li>Treat 200 million chickens with positive implications on smallholder livelihoods, food security and the environment</li> </ul>	Treated 260 million chickens, exceeded goal by 30%. <sup>3,5</sup>	<span style="color: green;">●</span>	
<b>Combat diseases that pose the greatest risk to animals and humans</b>	Leverage the Zoetis Center for Transboundary and Emerging Diseases to develop vaccines for high-impact emerging diseases globally: <ul style="list-style-type: none"> <li>Invest in R&amp;D on emerging infectious diseases</li> </ul>	Expanded our research capabilities for transboundary animal diseases and emerging infectious diseases.	<span style="color: green;">●</span>	
	<ul style="list-style-type: none"> <li>Provide our innovative vaccines to relevant markets via tenders or other go-to-market pathways</li> </ul>	<ul style="list-style-type: none"> <li>Supported endangered species protection programs.</li> <li>Collaborated to support One Health initiatives.</li> </ul>	<span style="color: green;">●</span>	

<sup>1</sup> Progress shown is to date through November 2023 based on a 2019 baseline.

<sup>2</sup> Despite extensive mitigation measures in place for this target, we recognize that our target of 50% women trainees for countries in scope doesn't reflect the gender demographics of the animal health and farming sector in the region and have thus conservatively included status as "Not on Track". To learn more, read about our [A.L.P.H.A. Plus](#) initiative.

<sup>3</sup> Progress shown is to date through November 2023 based on a 2020 baseline.

<sup>4</sup> Assumption used that every cow receives at least two doses (treatment and prevention).


<sup>5</sup> In 2021, we revised our assumptions from every chicken receiving at least three doses to five doses (treatment and prevention) due to the higher rate of adoption of broader vaccinations. We recalculated 2020 data to reflect this change, and it is reflected in the reported numbers to date.


## Planet: Protect our Planet









We steward resources responsibly and minimize our impact, as we deliver products and services that advance the health of animals.

Key

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 Not on track

Our Aspirations	Targets	2023 Progress	Status	SDG
<b>Minimize our carbon footprint</b>	Become carbon neutral in our own operations by 2030	<ul style="list-style-type: none"> <li>18.9% reduction in Scope 1 and 2 emissions.<sup>1</sup></li> <li>Completed 38 energy-related carbon abatement projects at our sites in 2023.</li> </ul>		
	Source 100% renewable electricity by 2030	<ul style="list-style-type: none"> <li>32.6% renewable electricity sourced to date aligned with our RE100 commitment.<sup>2</sup></li> <li>13.7% renewable energy sourced to date.<sup>3</sup></li> <li>On-site solar arrays now installed at 7 Zoetis facilities.</li> </ul>		
	Rethink business travel and work-from-home policies to reduce transportation-related emissions by 25% by 2025 <sup>4</sup>	<ul style="list-style-type: none"> <li>Reduced colleague transportation-related emissions intensity by 35.6%.</li> </ul>		
<b>Rethink our packaging to reduce its environmental impact</b>	Integrate sustainability considerations into all new packaging designs	<ul style="list-style-type: none"> <li>Developed a sustainable packaging strategy, focusing our investments in the areas most important to our footprint and our customers.</li> <li>Undertook a pilot Life Cycle Assessment (LCA) to identify key areas of environmental impacts in our product manufacturing processes.</li> <li>Launched improved product and supply chain packaging.</li> </ul>		
<b>Improve the sustainability in our locations</b>	Stand-up “Location Sustainability” teams in major sites	All major sites have sustainability teams.		

<sup>1</sup> Based on 2021 baseline. For additional details on our greenhouse gas (GHG) emissions, such as inclusions and exclusions, see the [Environment Data](#) in our [2023 Sustainability Report](#).

<sup>2</sup> Renewable electricity is aligned to our RE100 commitment and is the proportion of renewable electricity relative to total Scope 2 electricity use and based on a 2020 baseline.

<sup>3</sup> Renewable energy includes the proportion of renewable electricity, other renewable heating/cooling and biofuels use relative to total Scope 1 and 2 energy use.

<sup>4</sup> Based on 2019 baseline. Reduction reported is total of business travel and colleague commuting normalized by number of colleagues for respective reporting year.