

# SUCCEED AT ZOETIS

A CULTURE COMMITTED TO COLLEAGUES,  
CUSTOMERS AND OUR CORE BELIEFS



FOR ANIMALS. FOR HEALTH. FOR YOU.

zoetis

At Zoetis, we know our people drive our success. Our colleagues are proud of our positive company culture and the meaningful role we play in caring for animals. When it comes to our culture, our Core Beliefs are the foundation of the commitments we make to our colleagues, customers and stakeholders every day. They have helped us create an award-winning workplace and become a leading partner of choice in animal health.



## OUR CORE BELIEFS

OUR COLLEAGUES  
MAKE THE DIFFERENCE

ALWAYS DO THE  
RIGHT THING

CUSTOMER OBSESSED

RUN IT LIKE YOU OWN IT

WE ARE ONE ZOETIS

## WHAT WE DO

Zoetis is the world's leading animal health company focused on the needs of those who raise and care for animals.

We are *passionate about our customers* and the animals in their care. We discover, develop and manufacture *the world's most innovative and effective products for animal health*—medicines, vaccines, diagnostics, genetic tests, biodevices—and we are creating the next generation of integrated solutions and services to support this evolving industry.

## WHO WE ARE

Colleagues routinely highlight the talented, caring and supportive team members who work with them—and challenge them to be their best on the job and at home.

We know our “colleagues make the difference” and we strive to create a *team environment* where they can *excel and feel proud* of the company they work for. We are strong proponents of *experiential learning and hands-on development*.





## WHAT SETS US APART

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**We have a highly collaborative culture at Zoetis, and we work across the business as “One Zoetis” to get results that matter.**

We believe these *results come best in an open, diverse and inclusive environment*. As a global business, we operate in 45 countries with colleagues who respect and appreciate each other’s differences and cultures.

**Every Zoetis colleague is encouraged and expected to have a sense of ownership in Zoetis.**

We have a *singular focus* on animal health—unique among industry leaders—and that fosters a “run it like you own it” mindset among our teams. Our colleagues know their decisions and actions *make a direct impact* on our business and our customers.

**At Zoetis, we strive to “always do the right thing” for our colleagues, for our business and for our society.**

Whether it is helping pets live longer, happier and healthier lives, or helping ensure safe and affordable nutrition for people through healthier livestock, Zoetis colleagues *bring value to society and our business by improving the health of animals*.



**“As colleagues, we work together to navigate through distractions, obstacles and competition with the common goal of building trust with our customers.”**

—Vikram  
INTERNATIONAL OPERATIONS



**“Colleagues at Zoetis are encouraged to take ownership and improve how we work. Through the sharing of new ideas, we drive the changes that improve our daily work—and are recognized for our achievements.”**

—Brian  
GLOBAL MANUFACTURING & SUPPLY



**“Whether it’s on-the-job development, special assignments, or learning through mentors, peers and managers, Zoetis encourages a range of opportunities to learn from each other and develop our next generation of leaders.”**

—Evelyn  
HUMAN RESOURCES

**“As a veterinarian and researcher, being able to contribute to delivering innovative solutions to pet owners, veterinarians and farmers makes every day a rewarding experience.”**

—Rose  
VETERINARY MEDICINE RESEARCH & DEVELOPMENT



**“With the human-animal bond underpinning all that we do at Zoetis, I can be justly proud working for a company that truly believes in always doing the right thing for animals, for health, for you.”**

—Oliver  
U.S. OPERATIONS