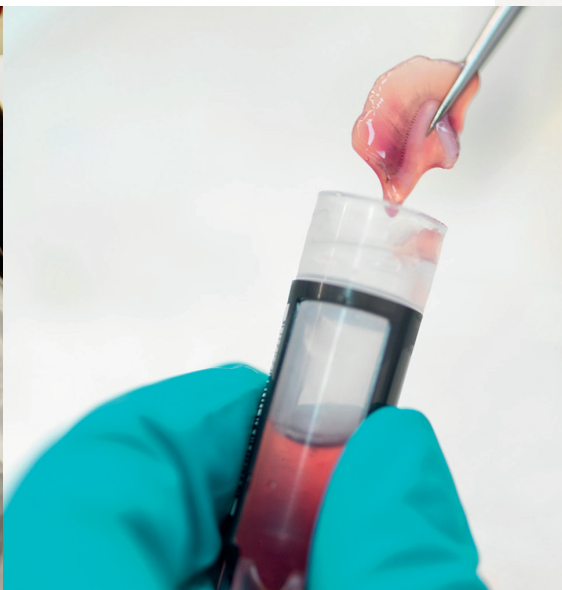


PHARMAQ  
part of *zoetis*



# Advancing care for fish



*zoetis*

# Supporting those who raise and care for fish

## Advancing care for animals

As the world's leading animal health company, Zoetis exists to nurture our world and humankind by advancing care for animals. With nearly 70 years of experience innovating a leading portfolio and pipeline of medicines, vaccines, diagnostics, and therapeutic technologies, Zoetis stands by those caring for animals by providing solutions worldwide.

**zoetis**

## Advancing premium fish health solutions

As part of Zoetis since 2015, PHARMAQ is the global leader in fish health and vaccines, dedicated to support sustainable growth in the global aquaculture industry. Our innovative fish health solutions include PHARMAQ fish vaccines and therapeutics, PHARMAQ Fishteq vaccination machinery, and PHARMAQ Analytiq research and analysis. PHARMAQ's research and production facilities are based in Norway, with global operations in commercial fish farming markets. PHARMAQ has 375 employees. We invest in our people and offer opportunities to make a difference in a growing aquaculture industry.

**PHARMAQ**  
part of **zoetis**



## Advancing care

We make aquaculture progress with our passion for science and supporting our customers around the world with our dedication to fish health.

We are a dynamic and innovative organisation and take pride in supplying premium products and value added services to our global customers. Rapid growth and development of a global aquaculture industry creates challenges and the need for continuous improvement. Our willingness to change nurtures flexibility and motivation - for the benefit of all.



## Nurturing the future

We are motivated by a better tomorrow - for our colleagues, customers and communities. Through commitment, collaboration and partnership we pursue a more sustainable future for business, animals, the planet, and humankind.

Our dedicated people drive our success. We create a working environment that encourages ownership and allows colleagues to feel satisfied from seeing and measuring the impact of their achievements on the success of our company, our customers, their businesses and the growing aquaculture industry.



**Read more about Zoetis Sustainability Report 2022**



## Key facts

**375**

375 dedicated employees

**38+**

more than 36 years of dedicated r&d on fish health and vaccines

**35+**

more than 35 fish vaccines developed and produced in Norway

**3 Billion**

fish vaccine doses delivered in 2022

## We are proud to make aquaculture progress

### Our characteristics

#### Diverse product portfolio

We have a diverse and durable product portfolio comprised of innovative and advanced vaccines and therapeutics complemented by diagnostic products and biodevices for the aquaculture industry, supported by technical services.

#### Global leadership and scale

We are proud to market our products globally, giving veterinary professionals and fish farmers access to our innovative product portfolio and technical expertise on a global scale.

### Three interconnected capabilities

#### Direct customer relationships

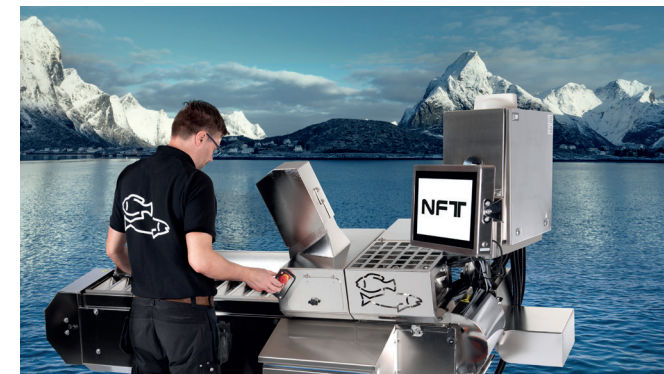
We strive to build strong relationships through direct interaction with our customers. Our sales and technical service professionals seek to delight our customers, listening to their needs and concerns and helping them succeed.

#### Innovation

We are committed to researching and developing ever-better solutions to address our customers' most pressing fish health challenges and deliver real value to their businesses.

#### High-quality manufacturing and supply

We know our customers depend on a reliable supply of high-quality products. We have built an efficient global manufacturing and supply network of internal sites and external partners to meet our customers' expectations.



## Our core beliefs form the foundation of our culture

Our colleagues make the difference

Always do the right thing

Customer obsessed

Run it like you own it

We are one Zoetis

# Contributing to a safe and sustainable food supply

## Proud contributor to safe and healthy seafood

Fish remains the most consumed animal source of protein worldwide. We firmly believe in further growth of the global aquaculture industry. A decline in the capture of wild fish and the increasing human global demand for food is creating a gap in the supply of seafood. This gap can be bridged by commercial aquaculture. Healthcare spending is expected to increase as productivity of fish farming becomes more efficient to address the rising global demand for protein.

Fish health management tools are key for a sustainable and profitable industrialization and growth in aquaculture. A broad range of tools and solutions are necessary to keep fish healthy throughout the life cycle. Investment in R&D creating innovations are key to success.

We have a continuous focus on bringing new and innovative products to the market, to support our customers in building a sustainable and profitable fish farming industry.

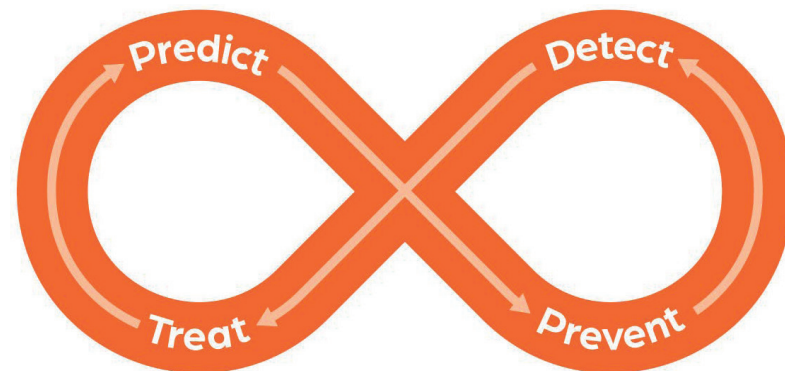
## Innovations with purpose

Our innovative drive is based on the aquaculture industry's need to produce sustainable, safe and healthy seafood.

We are a dynamic and innovative organisation and take pride in supplying premium products and value added services to our global customers.

## Innovations across the continuum of care

We are committed to help fish farmers and veterinarians to keep fish stocks healthy. Our broad R&D capabilities place us in a unique position to serve their needs throughout the entire continuum of fish healthcare.



We can help to **Predict** challenges before they take effect; **Prevent** disease occurring; **Detect** challenges early and; **Treat** disease swiftly and effectively.

## Predict

We can apply targeted research and effective analyses to help veterinarians and producers predict and prepare for new challenges.

## Prevent

As the global leaders in vaccines, our innovative products help to safeguard fish health sustainably and safely, reducing the need for antibiotic and chemical use. Our range of specialist vaccination machinery delivers greater efficiency through precision vaccination, in-depth data collection and fish sorting, improving fish welfare and optimising vaccination success.

## Detect

Our enhanced analysis and advisory services provide valuable insights into disease status and fish health, allowing veterinarians and producers to respond swiftly and appropriately to immediate and imminent challenges.

## Treat

To respond to challenges throughout the lifecycle, we provide everything needed to restore fish health with effective, safe and sustainable therapeutics.



# Supporting our customers in ever better ways

# Proud to be a reliable, trusted provider

## Finding solutions together with customers

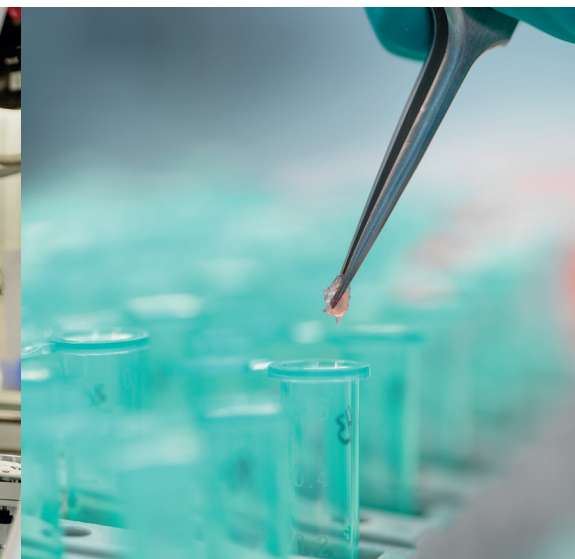
We use our global scale and local presence to our customers' advantage working alongside them, listening to their most pressing challenges and developing solutions to best address their needs.

We take pride in being flexible and create customer satisfaction through high quality service and products. By preventing or treating against diseases our products contribute to improving fish welfare as well as environmental and food safety. As a result, farmers can grow their business and improve their productivity.

By combining our broad competencies, experiences and the commitment of our people with dynamic decision processes and ability to adapt to changes, we will remain at the forefront of new technologies and product launches.

Specific diseases in different species and regions need separate vaccines and therapeutic solutions

Our products and services are important for fish farmers because they help to maintain fish health at its highest level.





# Advancing our innovative fish health solutions

## Proud to support the aquaculture industry

We support those who raise and care for fish with a range of products and services that offer tangible solutions to the many health and productivity challenges they face every day.

<p><b>PHARMAQ</b> Analytiq</p> <p>We support healthy growth in aquaculture with focused research, targeted analysis and innovative fish health solutions.</p>	<p><b>PHARMAQ</b> part of <b>zoetis</b></p> <p>Proud to be global leader in vaccines and innovation for aquaculture, dedicated to support its customers and their businesses.</p>	<p><b>PHARMAQ</b> Fishteq</p> <p>Innovator and manufacturer of high quality vaccination machinery, equipment and offers vaccination services.</p>
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# We make aquaculture progress



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