

Zoetis
10 Sylvan Way
Parsippany, NJ 07054

Below is the Zoetis 2023 EEO-1 consolidated report, which includes data required by the U.S. Equal Employment Opportunity Commission, updated as of 12/31/2023.

This EEO-1 report is a compliance survey mandated by federal statute and regulations.

The survey requires company employment data to be categorized by race/ethnicity, gender and job category.

Please note that the job categories differ in the way we categorize jobs and work toward DE&I aspirations at Zoetis.

Data as of December 31, 2023

| Job Categories | Hispanic or Latino | | Non-Hispanic or Latino | | | | | | | | | | | | Overall Totals |
|----------------------------------|--------------------|------------|------------------------|---------------------------|--|------------|----------------------------------|-------------------|------------------|---------------------------|--|------------|----------------------------------|-------------------|----------------|
| | Male | Female | *****Male***** | | | | | | *****Female***** | | | | | | |
| | | | White | Black or African American | Native Hawaiian or Other Pac. Islander | Asian | American Indian or Alaska Native | Two or More Races | White | Black or African American | Native Hawaiian or Other Pac. Islander | Asian | American Indian or Alaska Native | Two or More Races | |
| 1.1 - Exec/Sr Officials & Mgrs | 1 | 5 | 83 | 4 | 0 | 11 | 0 | 2 | 56 | 1 | 0 | 8 | 0 | 3 | 174 |
| 1.2 - First/Mid Officials & Mgrs | 12 | 3 | 168 | 6 | 0 | 28 | 1 | 0 | 97 | 6 | 0 | 7 | 0 | 3 | 331 |
| 2 - Professionals | 67 | 98 | 1005 | 41 | 3 | 219 | 5 | 25 | 1182 | 43 | 0 | 183 | 7 | 21 | 2899 |
| 3 - Technicians | 9 | 14 | 160 | 16 | 2 | 7 | 2 | 2 | 176 | 9 | 1 | 18 | 1 | 6 | 423 |
| 4 - Sales Workers | 23 | 24 | 343 | 15 | 0 | 4 | 4 | 6 | 408 | 5 | 0 | 8 | 5 | 4 | 849 |
| 5 - Administrative Workers | 9 | 22 | 47 | 6 | 2 | 9 | 0 | 6 | 252 | 33 | 1 | 13 | 1 | 3 | 404 |
| 6 - Craft Workers | 15 | 1 | 194 | 17 | 0 | 13 | 1 | 6 | 18 | 3 | 1 | 2 | 0 | 0 | 271 |
| 7 - Operatives | 88 | 68 | 486 | 54 | 0 | 92 | 12 | 15 | 394 | 34 | 7 | 138 | 6 | 13 | 1407 |
| 8 - Laborers & Helpers | 12 | 6 | 125 | 22 | 2 | 6 | 1 | 1 | 37 | 6 | 0 | 5 | 0 | 2 | 225 |
| 9 - Service Workers | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| Total | 236 | 241 | 2619 | 181 | 9 | 389 | 26 | 63 | 2620 | 140 | 10 | 382 | 20 | 55 | 6991 |
| Previous Year Total | 243 | 216 | 2613 | 181 | 11 | 366 | 26 | 69 | 2570 | 150 | 10 | 369 | 17 | 54 | 6895 |