

Gender Pay Gap Report 2024

Zoetis Belgium S.A. (Irish Branch)



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Introduction

Zoetis and our colleagues are guided by our purpose: To nurture the world and humankind by advancing care for animals.

Our colleagues around the globe take pride in our positive company culture and our contributions to healthy animals. We strive to create an atmosphere where colleagues feel valued and supported, can give their best every day, and are proud of the company where they work. They have helped us create an award-winning workplace and become a leading partner of choice in animal health.

At Zoetis, we understand the importance of embracing diversity and inclusion to drive innovation. We are committed to cultivating a workplace where all colleagues can thrive. We believe having a variety of backgrounds, experiences, and thinking strengthens us as a business and is essential to advancing care for animals.

Ireland Gender Pay Gap Information Act

- The Gender Pay Gap Information Act requires organizations to report on the hourly gender pay gap across a range of metrics. The Government of Ireland's regulations provide details on how these calculations should be made.
- The Gender Pay Gap Information Act was first implemented in 2022, and currently requires organizations with 150 or more employees to report their gender pay gap annually.
- This is the third year that companies in Ireland, like Zoetis, are required to report on gender pay gaps as defined by legislation. In this report you will find our statistics on the gender pay gap, an explanation for the gap that exists, and our plans to address the findings.
- *(*The Gender Pay Gap Information Act is part of the EMPLOYMENT EQUALITY ACT 1998 (SECTION 20A) (GENDER PAY GAP INFORMATION) REGULATIONS 2022)*

Overview – Gender Pay Gap vs. Equal Pay

01

Gender Pay Gap

- The **Gender Pay Gap** illustrates the gap between the average pay of women and men based on the average hourly wages of women and men across the organization.
- The **Gender Pay Gap** *does not* take into account different roles.

02

Equal Pay

- **Equal Pay** refers to employees receiving equal pay for equal work or work of equal value.
- Employers in Ireland are required to pay employees an equal wage for equal work as governed by the [Irish Human Rights and Equality Commission](#).

03

Gender Pay Gap vs Equal Pay

- **Gender Pay Gap** and **Equal Pay** are not synonymous and refer to distinct concepts.
- A **Gender Pay Gap** does not indicate that a company does not provide **Equal Pay**.
- It is possible for an organization that pays its colleagues fairly and equitably to show a **Gender Pay Gap**.



Understanding the Gender Pay Gap

This year Zoetis Belgium (Irish Branch) is reporting a Mean Gender Pay Gap of 9.9%. At present, approximately 36% of our workforce is comprised of women, and 64% is comprised of men.

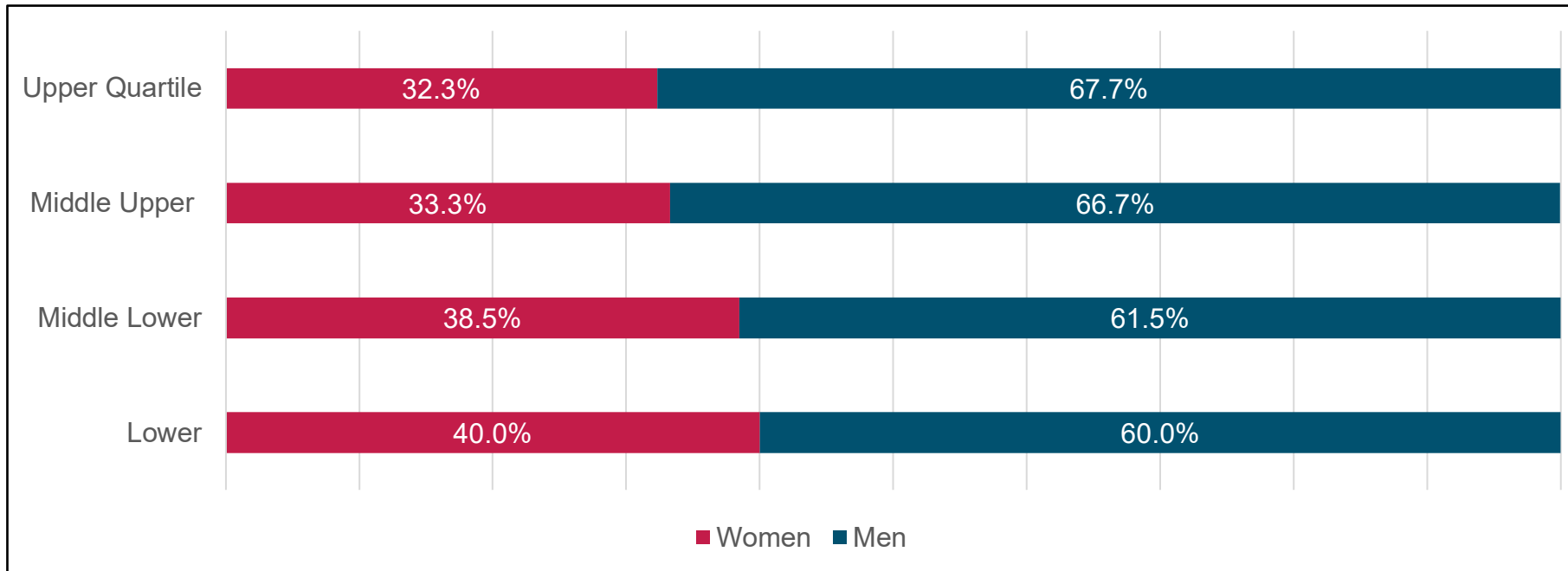
The main drivers of our Gender Pay Gap are:

- **Organizational distribution.** The distribution of colleagues who are male are weighted more towards the more senior levels of the organization compared to female colleagues. More senior roles typically correspond with higher pay and specific bonus schemes, increasing the Gender Pay Gap in favor of men.
- **Difficulty recruiting women to STEM roles.** A prominent challenge in our pharmaceutical industry has been to attract women to our STEM-related positions, which is an industry norm. These STEM-related positions typically refer to our higher paid roles. This is a key area we aim to improve as we move onto the next chapter of addressing our Gender Pay Gap.

We believe that although we have made progress towards building a more diverse and inclusive workforce in our organization, there is still more that we can achieve. We believe that increasing representation and reducing our Gender Pay Gap will enhance our business performance.

Results

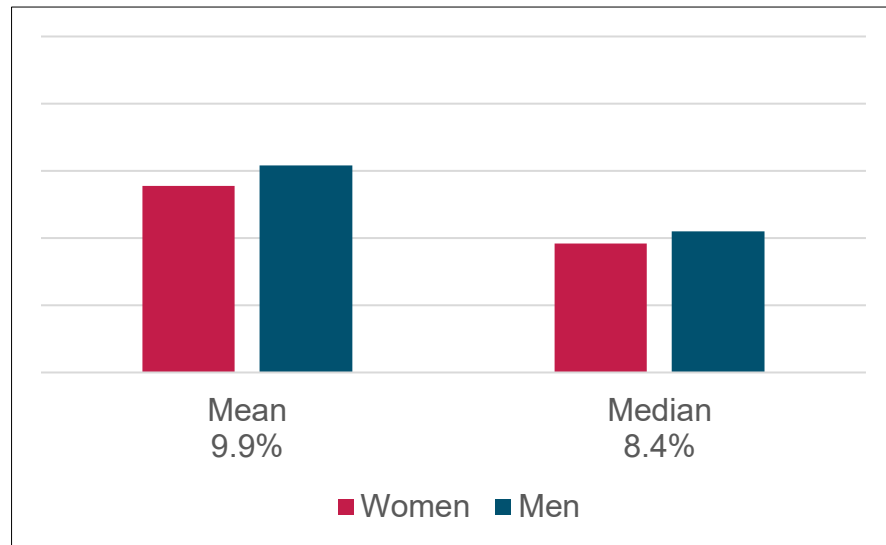
Quartile Pay Bands – percentage of women and men in each pay quartile



The use of quartiles enables us to review the distribution of men and women across the organization. As illustrated above, men comprise the majority in the higher quartiles due to more men occupying senior level roles in our organization.

Results

Hourly Pay Mean and Median Pay Gap



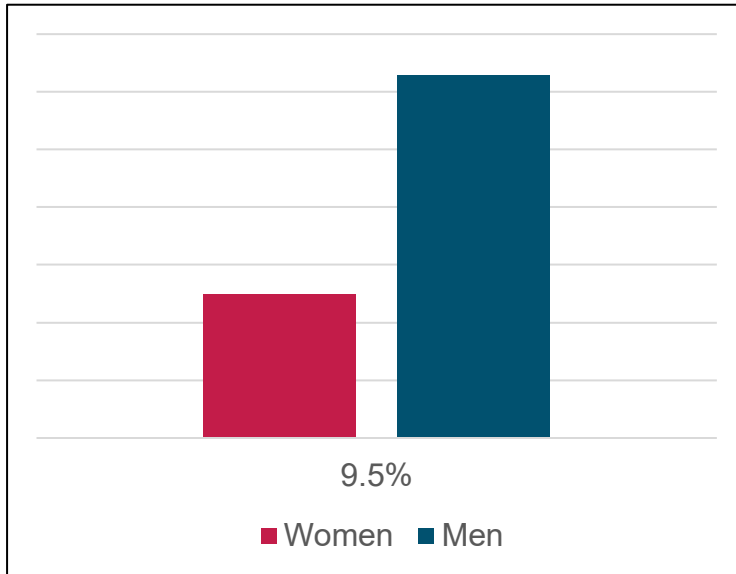
- The hourly Mean Pay Gap for the 2024 report is 9.9%. This means that on average (considering all colleagues **regardless of role**), men currently earn approximately 9.9% more per hour than women.
- For the 2024 report the hourly Median Pay Gap indicates, that when pay is ranked in ascending or descending order by gender, the hourly pay in the middle/midpoint for men is approximately 8.4% higher than the middle/midpoint hourly pay for women.



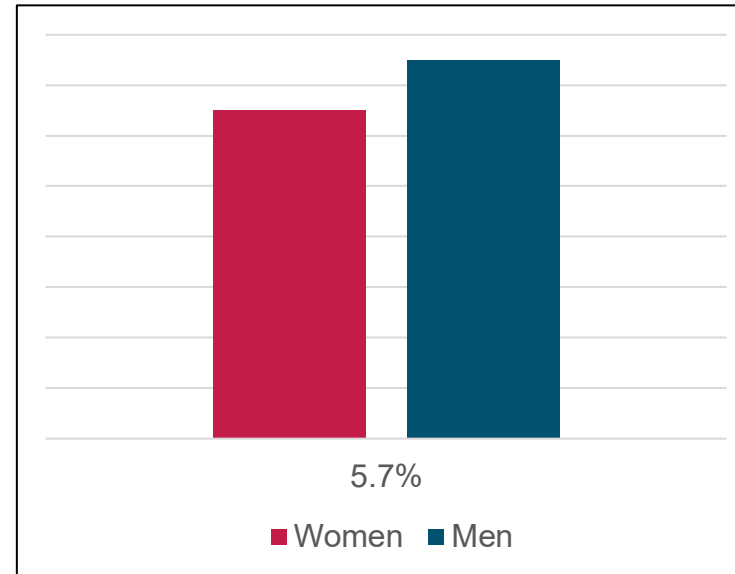
Results

Mean and Median Bonus Pay Gap

Mean



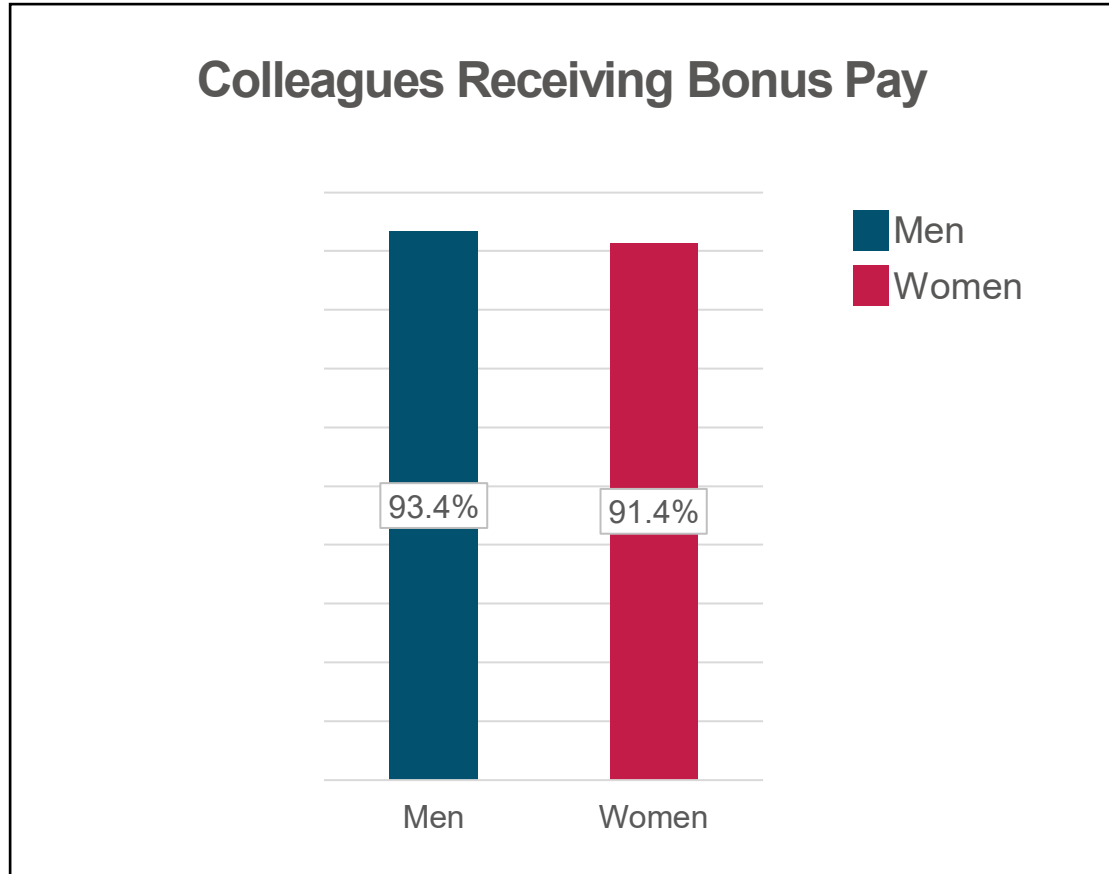
Median



- The Mean Bonus Pay gap is 9.5% for the 2024 report. This means on average, considering all colleagues regardless of role, men earned a bonus approximately 9.5% higher than women.
- For the 2024 report the Median Bonus Pay Gap illustrates that there is a 5.7% difference between the bonus earned by the middle/midpoint men and the middle/midpoint women, when bonuses are ranked in ascending or descending order by gender.

Results

Colleagues Receiving Bonus Pay

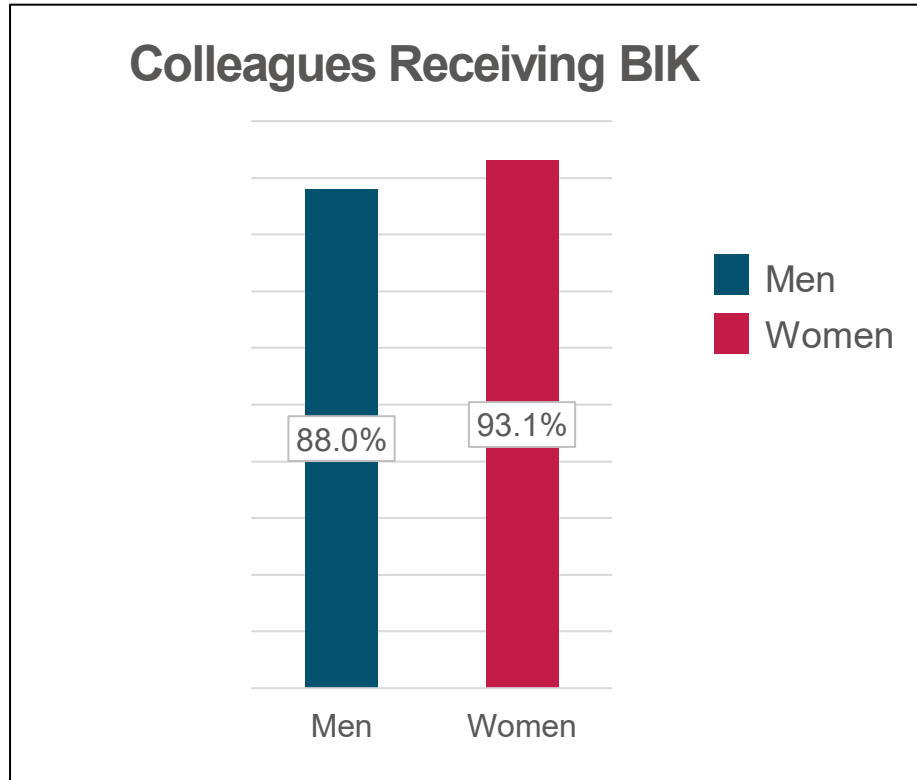


- For the 2024 report, considering all colleagues regardless of role or eligibility, 91.4% of women received a bonus and 93.4% of men received a bonus.



Results

Colleagues Receiving Benefits In-Kind



- Benefits In-Kind (BIK) are classified as non-cash benefits excluded under the definition of 'ordinary pay' (for example, healthcare allowances and pensions). There is a small difference between the proportion of men versus women receiving BIK.
- The results include those who choose not to participate and thus are not receiving BIK.



Current and Future Actions

Support a Workplace Where Colleagues Can Thrive

- At Zoetis, we understand the importance of embracing diversity and inclusion to drive innovation. We are committed to cultivating a workplace where all colleagues can thrive. We believe having a variety of backgrounds, experiences, and thinking strengthens us as a business and is essential to advancing care for animals.
- Our strategy and practices have a global focus, ensuring our values are unified throughout our company culture.
- Zoetis is committed to continuing to be a company our colleagues can be proud of, and to attract, retain and develop the best talent in the industry through our focus on workplace culture and engagement, DE&I, talent recruitment, development and retention, benefits and compensation, and employee health and safety.

Current Actions



Colleague Resource Groups

- Our Colleague Resource Groups (CRGs) bring colleagues together from various, backgrounds, experiences, and interests.
- We are continuously supporting and growing our CRGs across the globe, including the Women Achieving Vision, Excellence, and Success (WAVES) CRG, whose purpose is to help strengthen potential and leadership talent of women throughout the company.



Expand talent acquisition and internal development

- We set global representation aspirations across various demographics, including gender.
- We partner with organizations and institutions to expand and diversify the talent pool for our company and industry.
- We provide colleagues the opportunity to grow in their roles, build leadership skills, and drive results through program development, annual performance reviews, coaching and feedback and mentorship programs.



Enhanced DE&I Training

- Zoetis offers DE&I training for all colleagues on inclusion, valuing differences, unconscious bias, avoiding exclusion, and spotting and avoiding microaggressions.
- Training is available for people managers on leading inclusively, narrative storytelling, allyship and courageous conversations.
- Cultural Explorer training is available in eight languages to encourage respectful curiosity and open conversations about differences to deepen mutual understanding and value what each colleague brings to work.



Colleague benefits and flexibility

- We introduced a broad range of family-friendly and inclusive benefits like paid paternity leave, paid maternity leave, parents leave and parental leave and adoption leave to support employees through various life stages.
- We have introduced enterprise-wide colleague wellness and flexibility practices and programs in full alignment with the Work Life Balance and Miscellaneous Provisions Act 2023.

Future Actions



Aligning key processes with representation aspirations

- We aim to review all our policies and work towards achieving our representation aspirations. We are continuously committed to executing our DEI strategy and ensuring that our workforce is diverse and representative of people from all backgrounds.



Expand talent acquisition and internal development

- We are committed to expanding talent acquisition efforts focused on early career talent to expand talent pools and increase representation.
- Our aim is to provide a diverse candidate slate of talent for all external and internal roles.



Enhanced communication and knowledge

- We continue to work on improving communication of this journey on our website - part of this will be to share testimonials of women who have progressed their career with us to enable us to attract more women into the STEM-related roles.
- To ensure that we are aligned with industry best practices, we aim to engage with the IDA (Industry Development Agency) Women in STEM events and the IBEC (Irish Business and Employers' Confederation) Forum throughout the year.



Colleague benefits and flexibility

- We aim to introduce enhanced flexibility for our people wherever reasonably possible
- We will use data analytics to monitor uptake of family friendly policies such as paid paternity leave, paid maternity leave, parents leave and parental leave to encourage all colleagues to utilize these leaves for their benefit.

Appendix

Summary of Reporting Requirements

2024 Gender Pay Gap Information Act 2021 Reporting Requirements
Snapshot Date: 21 June 2024.

Metric	Percentage
Mean hourly gender pay gap (All Relevant Employees)	• 9.9
Median hourly gender pay gap (All Relevant Employees)	• 8.4
Mean Hourly bonus gender pay gap (All Relevant Employees)	• 9.5
Median Hourly bonus gender pay gap (All Relevant Employees)	• 5.7
Percentage of employees per gender who received a bonus (All Relevant Employees)	• Women: 91.4 • Men: 93.4
Percentage of employees per gender to receive benefits in kind (BIK) (All Relevant Employees)	• Women: 93.1 • Men: 88.0

Summary of Reporting Requirements

Metric	Percentage
Mean hourly gender pay gap (Temporary)	• NR*
Mean hourly gender pay gap (part-time)	• NR*
Median hourly gender pay gap (Part-time)	• NR*
Median Hourly gender pay (Temporary)	• NR*
Percentage of employees per gender in the Upper Quartile	• Women: 32.3 • Men: 67.7
Percentage of employees per gender in the Upper Middle Quartile	• Women: 33.3 • Men: 66.7
Percentage of employees per gender in the Lower Middle Quartile	• Women: 38.5 • Men: 61.5
Percentage of employees per gender in the Lower Quartile	• Women: 40.0 • Men: 60.0

*NR = Not Reported. These figures are not reported as we have no data to disclose for part-time or temporary employees.

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