

Gender Pay Gap Report 2025

Zoetis Belgium S.A. (Irish Branch)



zoetis

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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 are guided by our Core Beliefs in creating a culture of engagement and inclusivity where every colleague can thrive. We believe our colleagues make the difference and their differences makes us stronger.

We will continue to strive to promote a work atmosphere where colleagues feel valued and supported, feel inspired to give their best every day, and feel proud of the company they work for.

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 50 or more employees to report their gender pay gap annually.
- This is the fourth 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 9.6%. At present, approximately 38% of our workforce is comprised of women, and 62% is comprised of men.

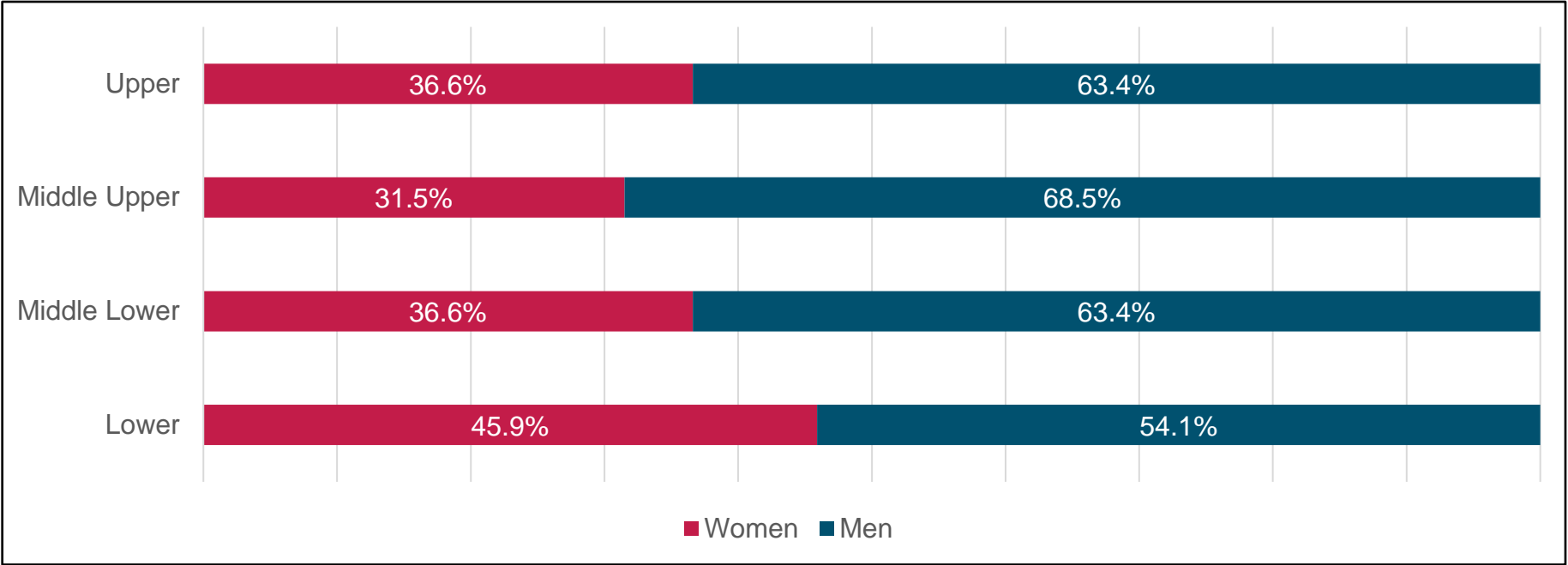
The main drivers of our Gender Pay Gap are:

- **Organizational distribution.** The proportion of male colleagues is higher at the more senior levels of the organization compared to female colleagues. Senior roles are generally associated with increased compensation and access to specific bonus schemes, which contributes to a gender pay gap that favors men.
- **Difficulty recruiting women to STEM roles.** Attracting women to STEM-related positions remains a significant challenge within the pharmaceutical industry, reflecting a broader industry trend. These roles are typically among the higher-paid positions within our organization. Addressing this issue is a key priority as we continue our efforts to reduce the 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

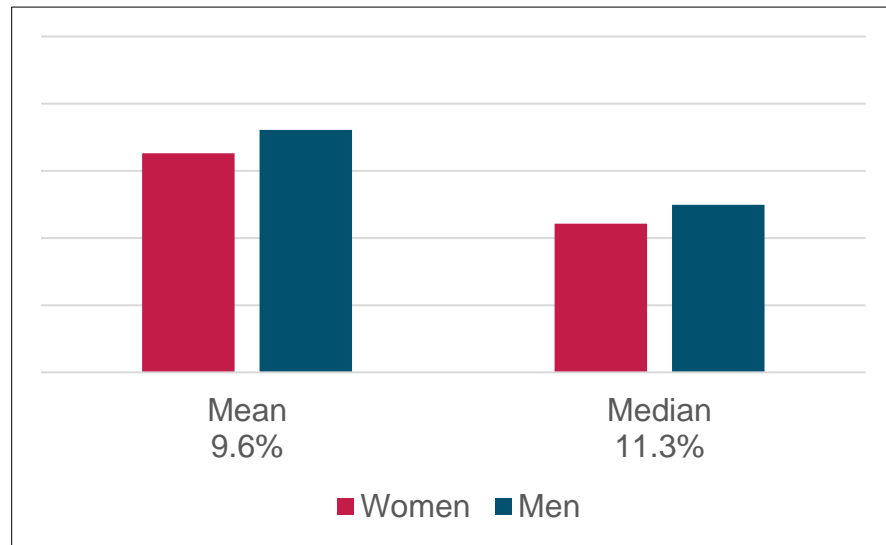
Colleague Quartiles



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



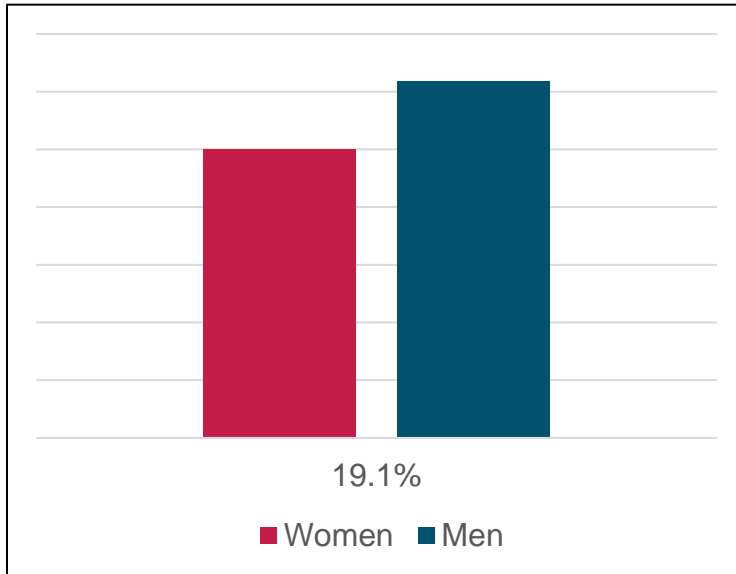
- The hourly Mean Pay Gap for the 2025 report is 9.6%. This means that on average (considering all colleagues **regardless of role**), men currently earn approximately 9.6% more per hour than women.
- For the 2025 report the hourly Median Pay Gap indicates, that when pay is ranked in ascending or descending order by gender, the hourly pay in the middle/midpoint for men is approximately 11.3% higher than the middle/midpoint hourly pay for women.



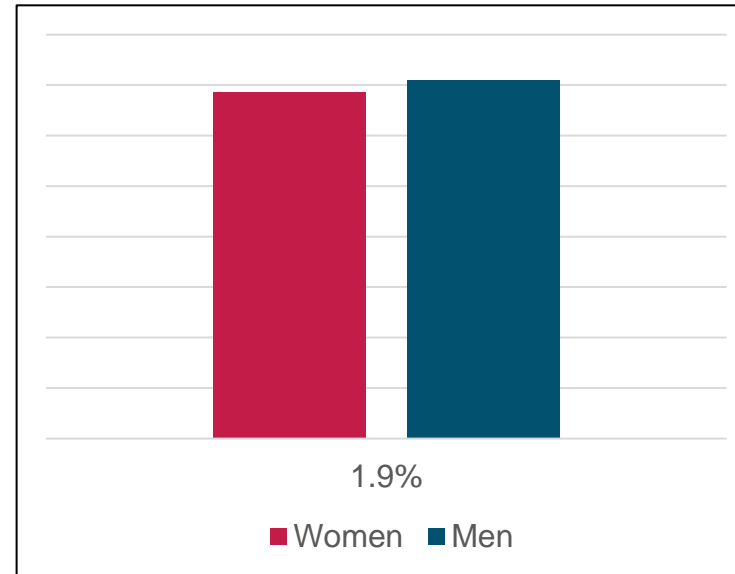
Results

Mean and Median Bonus Pay Gap

Mean



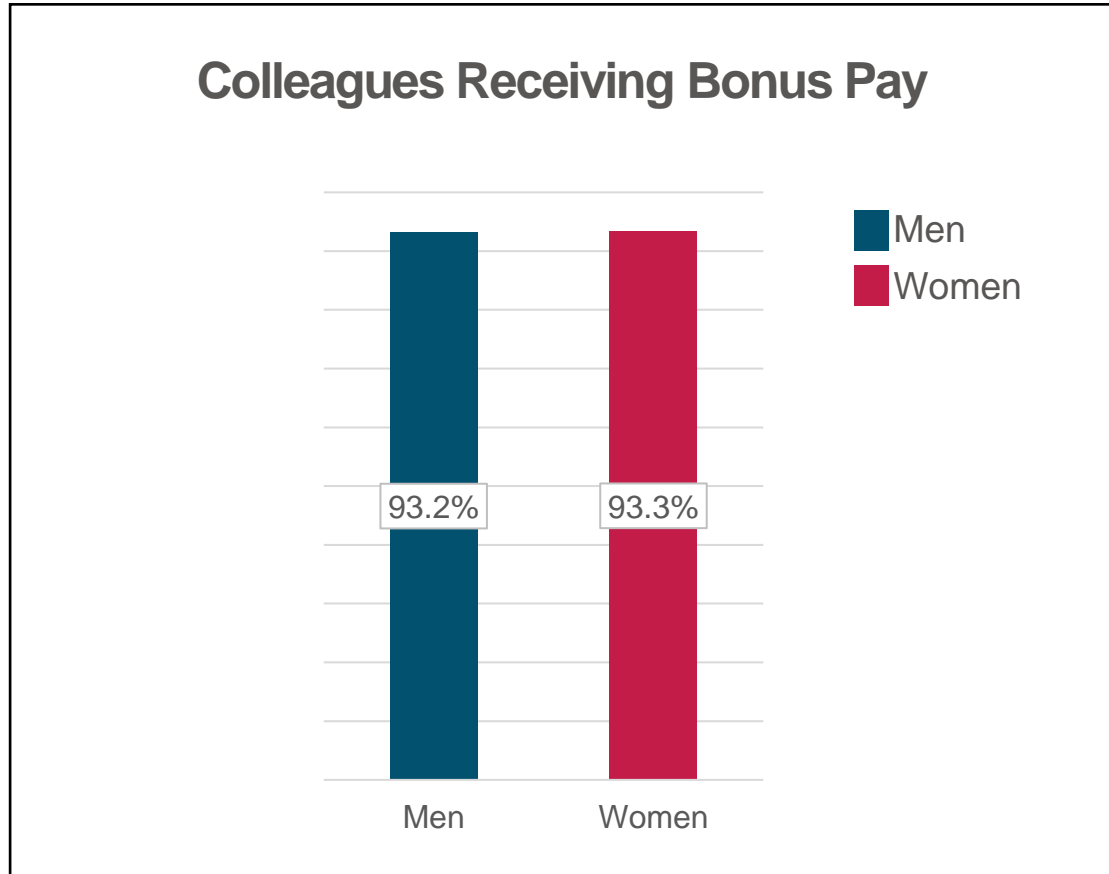
Median



- The Mean Bonus Pay gap is 19.1% for the 2025 report. This means on average, considering all colleagues regardless of role, men earned a bonus approximately 19.1% higher than women.
- For the 2025 report the Median Bonus Pay Gap illustrates that there is a 1.9% 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

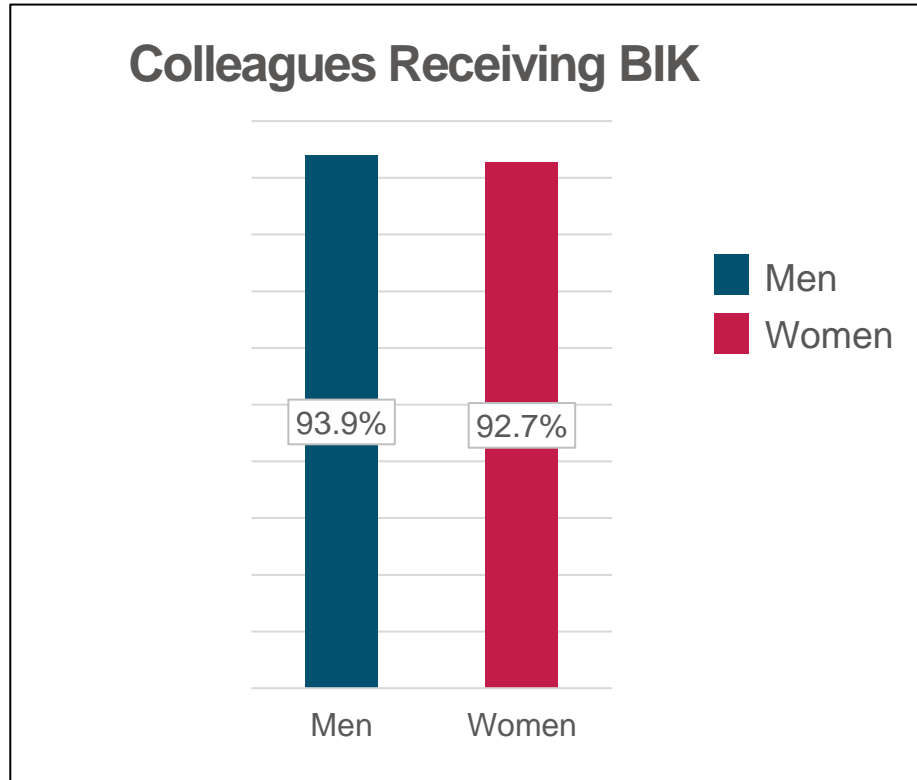


- For the 2025 report, considering all colleagues regardless of role or eligibility, 93.3% of women received a bonus and 93.2% of men received a bonus.

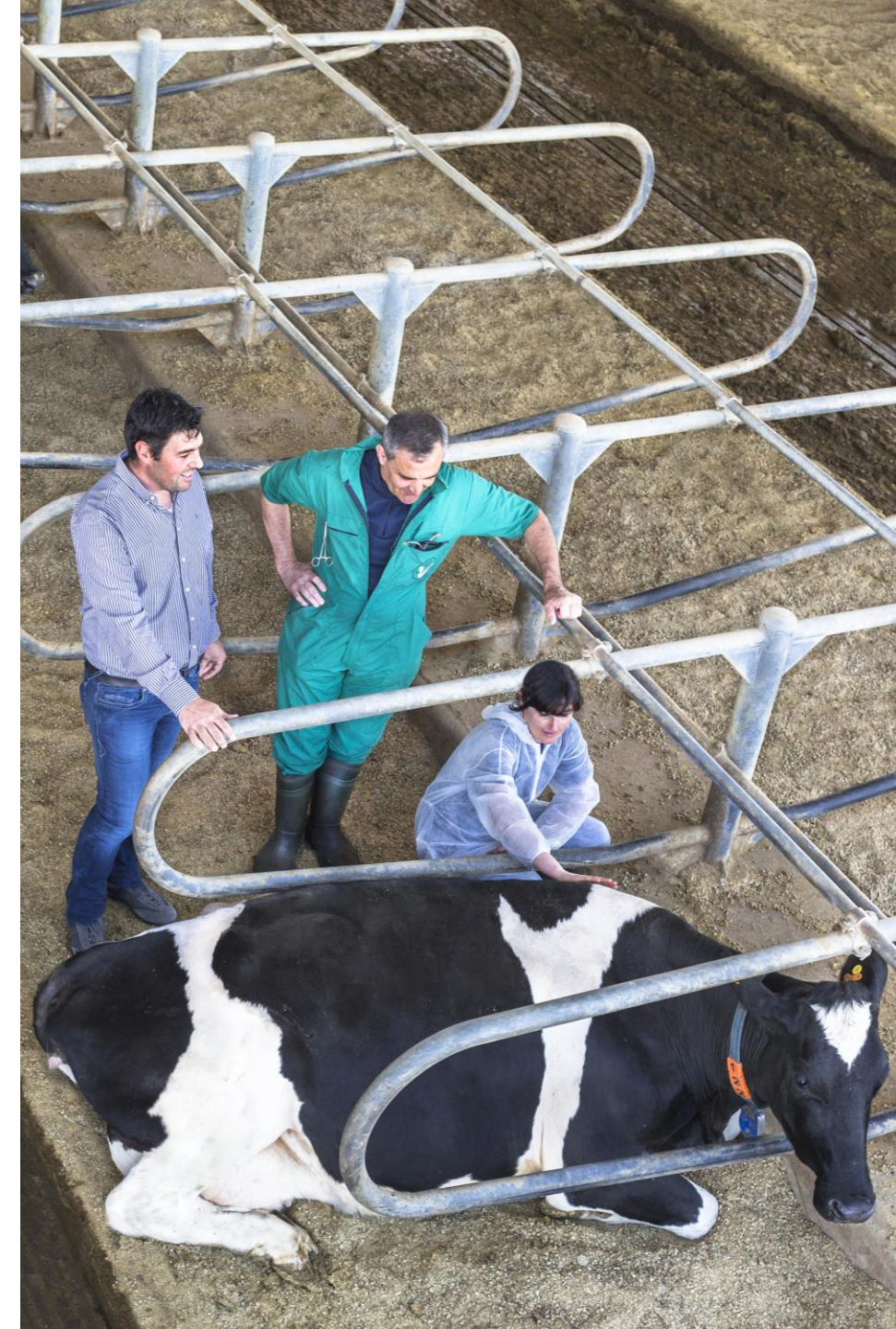


Results

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

Colleague Engagement & Culture

- We are taking current and future actions build an inclusive workplace with engaged and purpose-driven colleagues. We work together as One Zoetis toward a common purpose that relies on everyone to contribute their unique and individual strengths.
- Our Core Beliefs serves as the foundation of our culture and cultivating a workplace where every colleague can thrive remains a global strategic priority for Zoetis.
- 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, 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 and are open to all.
- 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 promote Zoetis broadly in a multitude of recruiting channels to ensure we increase brand awareness and build a strong pipeline of qualified talent 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.



Coaching Culture

- We offer individualized coaching to leaders who go above and beyond to support our culture.
- We provide uniquely designed coaching programs based on development needs to help leaders navigate challenges.
- Coaching programs have proven to be a transformative resource for Zoetis leaders, helping them strengthen their skills, cultivate resilience and grow with confidence. Programs are offered in 26 countries and 19 languages.



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 paternal leave and adoption leave to support employees through various life stages.
- We have introduced enterprise-wide colleague wellness and flexibility practices and programs.

Future Actions



Aligning key processes to engage, develop, and support our Colleagues

- Guided by our Core Beliefs, we are fostering a culture of engagement, development and inclusion where all colleagues can thrive.
- We will continue to work as One Zoetis toward a common purpose that relies on everyone to contribute to their unique and individual strengths. We believe this improves our ability to serve our customers and ultimately enables the best care for animals globally.



Expand talent acquisition and internal development

- We are committed to expanding talent acquisition efforts focused on early career talent to create brand awareness and expand talent pools.



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 success stories and have progressed their career with us to enable us to attract more talent 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

2025 Gender Pay Gap Information Act 2021 Reporting Requirements Snapshot Date: 30 June 2025

Metric	Percentage
Mean hourly gender pay gap (All Relevant Employees)	• 9.6
Median hourly gender pay gap (All Relevant Employees)	• 11.3
Mean Hourly bonus gender pay gap (All Relevant Employees)	• 19.1
Median Hourly bonus gender pay gap (All Relevant Employees)	• 1.9
Percentage of employees per gender who received a bonus (All Relevant Employees)	• Women: 93.3 • Men: 93.2
Percentage of employees per gender to receive benefits in kind (BIK) (All Relevant Employees)	• Women: 92.7 • Men: 93.9

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: 36.6 • Men: 63.4
Percentage of employees per gender in the Upper Middle Quartile	• Women: 31.5 • Men: 68.5
Percentage of employees per gender in the Lower Middle Quartile	• Women: 36.6 • Men: 63.4
Percentage of employees per gender in the Lower Quartile	• Women: 45.9 • Men: 54.1

*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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