

**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
<b>Total</b>	<b>236</b>	<b>241</b>	<b>2619</b>	<b>181</b>	<b>9</b>	<b>389</b>	<b>26</b>	<b>63</b>	<b>2620</b>	<b>140</b>	<b>10</b>	<b>382</b>	<b>20</b>	<b>55</b>	<b>6991</b>
<b>Previous Year Total</b>	<b>243</b>	<b>216</b>	<b>2613</b>	<b>181</b>	<b>11</b>	<b>366</b>	<b>26</b>	<b>69</b>	<b>2570</b>	<b>150</b>	<b>10</b>	<b>369</b>	<b>17</b>	<b>54</b>	<b>6895</b>