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Zoetis Inc. (ZTS)

2026 DEF 14A · filed 2026-04-08 · CIK 0001555280

Headline facts

CEO TOTAL PAY

$19,046,509

Kristin C. Peck · 2025 · ‘ 11% YoY

SAY ON PAY CD&A

91%

Extracted from: Compensation Discussion & Analysis

CEO PAY RATIO ITEM 402(U)

236 to 1

Median employee: $80,592

COMPENSATION COMMITTEE CD&A

Not extracted

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

1 peer auto-selected from ZTS’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
TMO THERMO FISHER SCIENTIFIC INC.	$79,923,350	120 to 1	$71,333	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Kristin C. Peck Chief Executive Officer	$1,350,000	$10,218,583	$2,187,000	$1,884,697	**$19,046,509**
Wetteny Joseph Executive Vice President (“EVP”) and Chief Financial Officer	$800,000	$2,849,611	$832,000	$164,941	**$5,596,513**
Jamie Brannan EVP and Chief Commercial Officer	$720,000	$1,673,899	$673,920	$348,528	**$3,974,341**
Robert J. Polzer Former EVP and President of Research and Development	$710,000	$1,666,255	$590,720	$144,721	**$3,667,157**
Roxanne Lagano EVP, General Counsel and Corporate Secretary	$700,000	$1,042,198	$604,800	$130,787	**$2,825,280**

CEO pay mix (latest year)

Base salary	7%
Cash incentive	11%
Equity	72%
Other	10%
At-risk	**83%**

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 08:41:30Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 236 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

"For 2025, our median employee's annual total compensation (determined in a manner consistent with that of Ms. Peck in the Summary Compensation Table) was $80,592. Ms. Peck's total annual compensation for the year ended December 31, 2025, as disclosed in the Summary Compensation Table, was $19,046,509. Therefore, the ratio of Ms. Peck's pay to our median employee's pay was 236 to 1. Zoetis 2026 Proxy Statement 77 Executive Compensation"

Median employee compensation = $80,592

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

"workers and annualized base pay for newly hired employees. We chose not to exclude any employees and used a valid statistical sampling approach to estimate the median annual base pay of our global workforce. Then we selected an individual whose base pay as of October 12, 2023 was at or near that value. For 2025, our median employee's annual total compensation (determined in a manner consistent with that of Ms. Peck in the Summary Compensation Table) was $80,592. Ms. Peck's total annual compensation for the year ended December 31, 2025, as disclosed in the Summary Compensation Table, was $19,04…"

Say on pay = 91%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

"votes cast in favor of our say on pay resolution."

Compensation committee = —

Extracted from: Compensation Discussion & Analysis · confidence 0.85

"Role of the Compensation Consultant The Human Resources Committee engaged Pearl Meyer to serve as its independent executive compensation consultant for 2025"

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

"clawback policy."

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Zoetis maintains a policy prohibiting any of our directors or colleagues, including the NEOs and other executive officers, from "hedging" their ownership in shares of our common stock or other equity-based interests in the Company, including by engaging in short sales or trading in derivative securities that are directly linked to our common stock or that are designed to hedge or offset any decrease in the market value of Zoetis securities (including options, futures contracts and equity swaps)"

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Zoetis also maintains a policy prohibiting any of our directors or colleagues, including the NEOs and other executive officers, from pledging Zoetis shares as collateral for loans or for any other purpose."

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines encourage our NEOs to own and maintain a substantial stake in the Company”