Jazz Pharmaceuticals

Ireland Gender Pay Gap Report

2025 - 2026

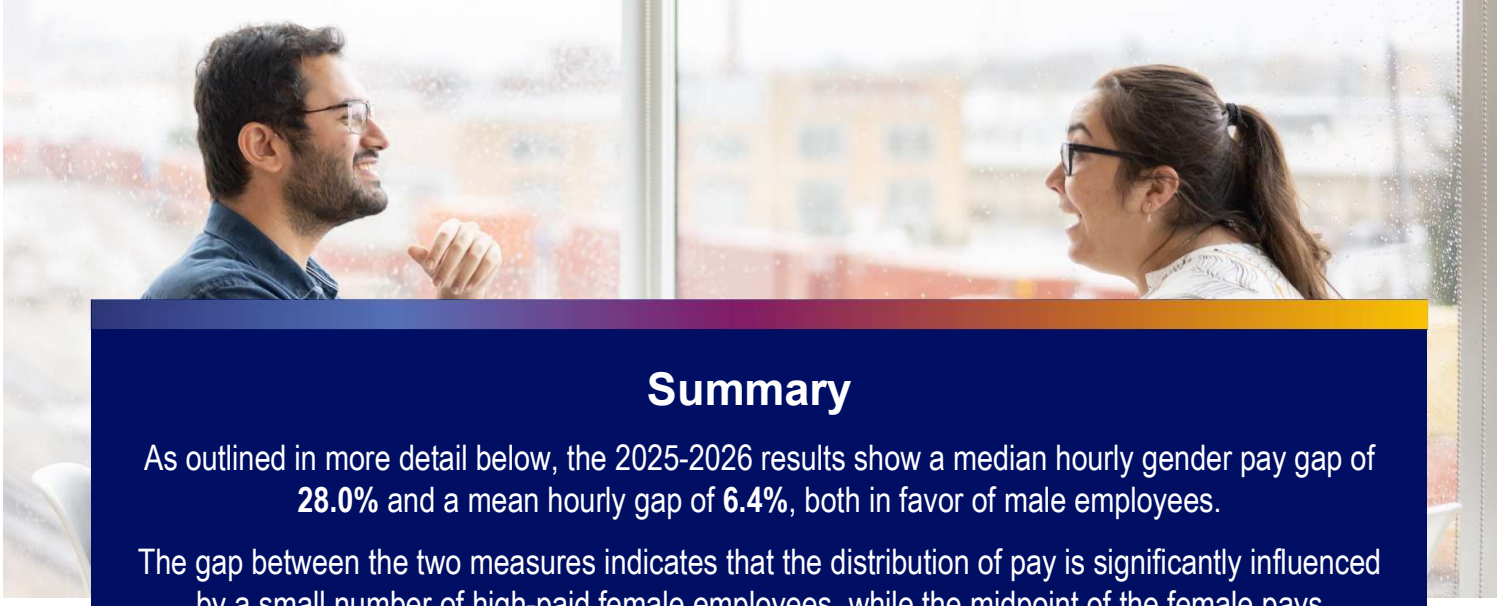
Introduction

We are pleased to share with you our Gender Pay Gap Report for Ireland for 2025-2026. At Jazz, we make diversity, equity, inclusion and belonging, or DEIB, a priority because it is key to unlocking the potential of our people and living our core values. We strongly believe that having a diverse and inclusive workforce, where all employees feel they belong, have a voice and an opportunity to succeed, is critical to meeting our business goals and to achieving our purpose to innovate to transform the lives of patients and their families.

In this report, we highlight the key findings of our most recent gender pay gap analysis. During the reporting period, Jazz had one employing entity in Ireland, Jazz Pharmaceuticals Ireland Limited, with over 50 employees, making us subject to the Employment Equality Act 1998 (Gender Pay Gap Information) Regulations 2022. In accordance with Irish government regulations, data was analysed for the pay period of the 1st July 2025 to the 30th June 2026, for ordinary pay gap statistics, bonus pay gap statistics and benefits in kind statistics. These individual statistics are as follows:

- **mean** and **median** hourly remuneration gap between relevant male and female employees
- **mean** and **median** hourly remuneration gap between relevant male and female part-time employees and those on temporary contracts
- **mean** and **median bonus** remuneration gap between relevant male and female employees
- **percentage** of relevant male and female employees **receiving a bonus**
- **percentage** of relevant male and female employees **receiving a benefit in kind (BIK)**
- **percentage** of male and female relevant employees **falling into each quartile pay band**

When reading the results, it's important to note that the gender pay gap is different than equal pay. The gender pay gap calculations are designed to provide insight into the difference in the mean and median hourly pay and bonus across all male and female employees in the relevant Irish entity, **irrespective of certain critical factors such as job level, role and scope of responsibility**. Equal pay refers to any variances in pay between male and female employees in the same or similar roles. This report is focused solely on the gender pay gap calculations.



Summary

As outlined in more detail below, the 2025-2026 results show a median hourly gender pay gap of **28.0%** and a mean hourly gap of **6.4%**, both in favor of male employees.

The gap between the two measures indicates that the distribution of pay is significantly influenced by a small number of high-paid female employees, while the midpoint of the female pays distribution remains lower.

Hourly Gender Pay Gap

- The median hourly pay gap is 28.0% in favour of male employees.
- The mean hourly pay gap is 6.4% in favour of male employees.
- Male employees represent 63.8% of the upper quartile, while female employees represent 69.0% of the lower-middle quartile. This uneven distribution is a key contributor to the median gap.
- The lower quartile is evenly split, and the upper-middle quartile is broadly balanced.
- There was one part-time female employee and no part-time male employees, so a part-time gender pay gap is not reportable.
- For temporary contract employees, the mean hourly gap is 40.2% and the median hourly gap is 60.0%, based on a small population of five male and eight female employees.

Bonus Gender Pay Gap

- The median bonus gap is 32.0% in favour of male employees, narrowing from 38.6% in the previous year, while the mean bonus gap is 1.9%.
- The difference between the mean and median indicates that while bonus access is broadly similar for both groups, bonuses awarded to males at the midpoint remain higher. This is likely due to the higher male representation in senior or bonus-eligible roles within the upper quartile(s).
- 95.6% of male employees and 93.2% of female employees received bonus remuneration.
- 96.5% of male employees and 94.9% of female employees received a benefit in kind.

Factors Contributing to the 2025-2026 Gender Pay Gap Results in Ireland

- The main driver of both the hourly and bonus pay gap results within Jazz Pharmaceuticals Ireland Limited was the representation of males vs. females in senior level (i.e., higher paid) roles during the reference period, which impacts, among other things, base salary levels, cash bonus and equity awards. Male employees are overrepresented in the upper quartile, while female employees are overrepresented in the lower-middle quartile.
- While the definition of the bonus gap is broad in nature and there are variances in terms of those receiving bonus and the bonus amount received; employee start dates for new hires are a contributing factor to this, where an employee may receive a pro-rated bonus or be ineligible for bonus due to their hire date.
- The main cause in the difference in males vs. females receiving BIK is due to some of the benefits offered at Jazz being optional to the employee, with that, participation rates vary.

Reporting

The data presented below reflects the figures for Jazz Pharmaceuticals Ireland Limited. If an employee was employed on the snapshot date of 30th June 2026, they will be included in the calculations. A sum of all payments categorised under Ordinary Pay and Bonus Pay made in the period between 1st July 2025 and 30th June 2026 have been included in this analysis, aligned with the regulations..

Gender Pay Gap

The gender pay gap is the difference between male and female employees' Ordinary Pay during the reference period. Ordinary pay includes base salary, additional pay, statutory pay, and allowances. Bonus payments are also included alongside ordinary pay to calculate the hourly pay gap.

What are the median and the mean?

The Median:

The midpoint between the highest paid person and lowest paid person.

The median pay gap is the difference between the midpoints in hourly pay of all male and all female employees.

28%

Median Hourly Gender Pay Gap

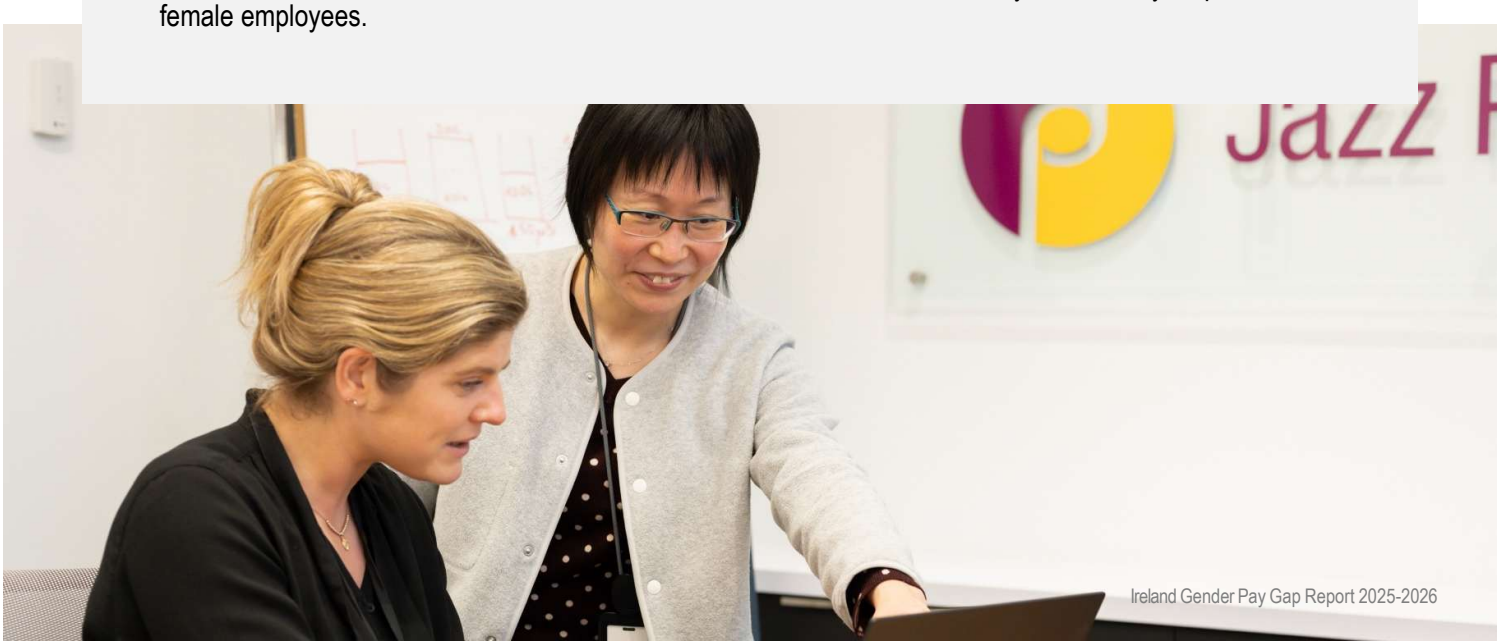
The Mean:

The average, calculated by adding all pay and dividing by the number of employees.

The mean pay gap is the difference between the mean pay of all male and all female employees.

6.4%

Mean Hourly Gender Pay Gap



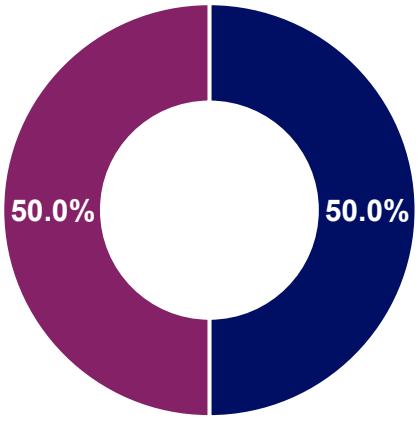


Pay Quartiles – 2025-2026

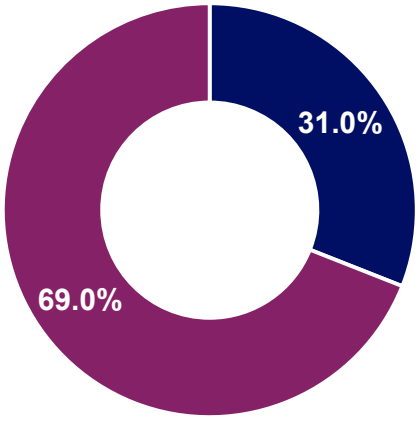
The percentage of male and female employees in each pay quartile.

Jazz Pharmaceuticals Ireland Limited

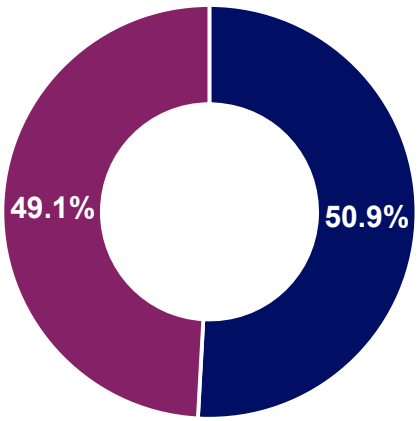
Lower



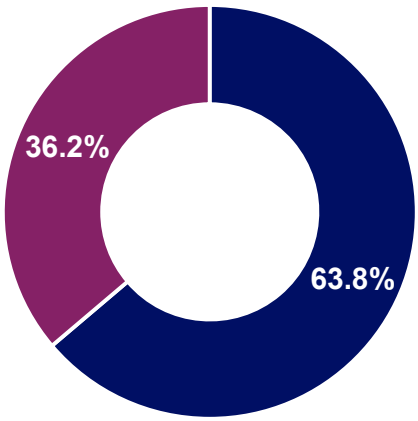
Lower Middle



Upper Middle



Upper



Female Male

Bonus Gender Pay Gap

The bonus gender pay gap is the difference between male and female employees' bonus pay within the reference period. Bonus pay includes ad-hoc bonuses, referral bonuses, sign-on bonuses, performance bonuses, equity and various recognition awards.

32%

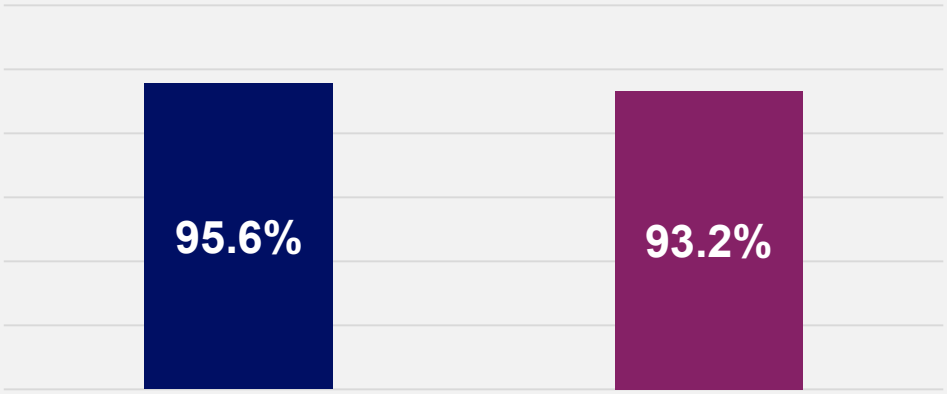
Median Bonus Gender Pay Gap

1.9%

Mean Bonus Gender Pay Gap

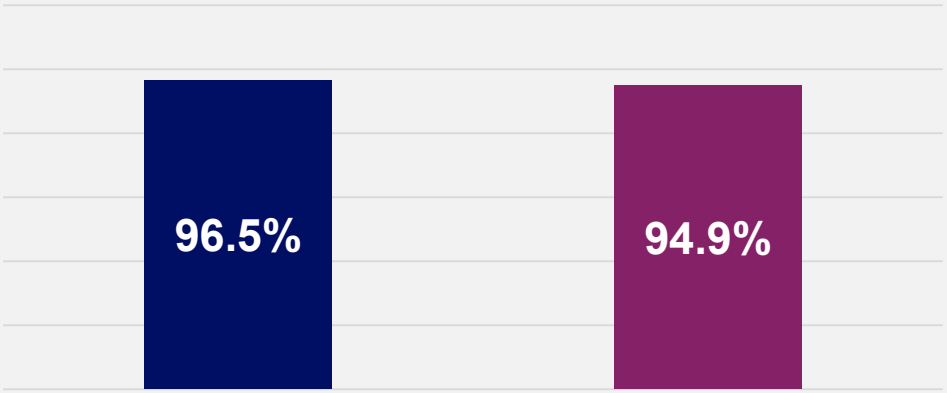
Bonus Receivers

The percentage of male and female employees receiving a bonus.



Receivers of Benefit in Kind (BIK)

The percentage of male and female employees receiving a benefit in kind. Benefits in Kind include health insurance, ESPP, and taxable gift vouchers



Male Female

Our Actions

The company continues to be strongly committed to creating a workplace culture that fosters the ability of our employees to be their authentic selves and contribute boldly, to have multidimensional diversity through our entire Jazz workforce and to surround underrepresented groups with allies to enable all employees to thrive equitably. Through this reporting period, we've continued to drive actions around diversity, equity, inclusion and belonging which we believe, over time, will help all employees, including female employees and those from diverse backgrounds, to develop their careers.

Commitment to Diversity, Equity, Inclusion and Belonging (DEIB)

Jazz remains committed to fostering an inclusive workplace where all employees can thrive. During the year, the company continued to advance its DEIB agenda through a range of initiatives focused on belonging, inclusion and employee connection. This included the rollout of Belonging at Jazz, an e-learning programme launched in 2025 to strengthen awareness of diversity, equity, inclusion and belonging across the workforce. Employees and managers were also supported through dedicated resources designed to facilitate conversations around accountability, allyship, belonging and inclusive leadership.

To support ongoing conversations at team level, Jazz introduced manager resources designed to help leaders facilitate discussions around belonging, allyship and connection. These resources include:

- Three Manager Facilitation Guides covering Belonging, Allyship and Connection.
- Ten Conversation Starter videos featuring leadership reflections on inclusion topics.
- Leader-led discussions to encourage meaningful conversations on inclusion and belonging.

In addition, Jazz continued to strengthen its network of Employee Resource Teams (known as ConcERTos) and Affinity Forums, providing employees with opportunities to build connections, access support networks and contribute to a culture of inclusion and allyship. These forums include the Jazz Association of Women Supporters (JAWS), Pride, Hispanic, Black and African American, Indigenous Peoples and Pan-Asian affinity groups. Approximately 38% of employees globally participate in at least one Employee Resource Team.

Enhanced, Customizable Total Rewards

Jazz continues to evolve its total rewards and wellbeing offering to support the diverse needs of employees and their families. This includes Jazz's inclusive approach to health and benefits through the Note To Self programme, which provides support across Mind, Body, Finance, Work and Life. During the reporting period, Jazz also introduced a partnership with RethinkCare, providing personalised support and resources for neurodivergent individuals and families, including employees with neurodivergent family members.

Employees also benefited from a broad range of wellbeing initiatives delivered in partnership with Lyra Health, including webinars and educational resources focused on mental health, inclusion and wellbeing. Additional resources were made available to support important life-stage topics, including menopause awareness, helping ensure employees can access support that is relevant to their individual circumstances.

Leadership Development

Jazz continues to invest in development opportunities that are accessible to all employees. Rather than offering programmes targeted at specific demographic groups, the company focuses on providing equitable access to learning, development and career growth opportunities.

Throughout the year, leaders and managers participated in structured discussions and learning activities focused on inclusion, accountability, allyship and connection. Manager tool kits and leadership resources were also made available to support inclusive people management practices and foster a culture where all employees can develop and succeed.

Healthcare Businesswomen's Association (HBA)

Jazz continues to maintain a strong relationship with the Healthcare Businesswomen's Association (HBA), supporting the advancement of women across the healthcare industry. During the year, Jazz continued its participation in HBA initiatives and recognition programmes, including celebrating Rising Star and Luminary Award recipients.

Jazz celebrated external recognition of leadership contributions, including the achievement of one of its Board Directors being recognised as HBA Honourable Mentor of the Year. These partnerships reinforce Jazz's commitment to supporting leadership development, mentoring and career progression opportunities across the company.

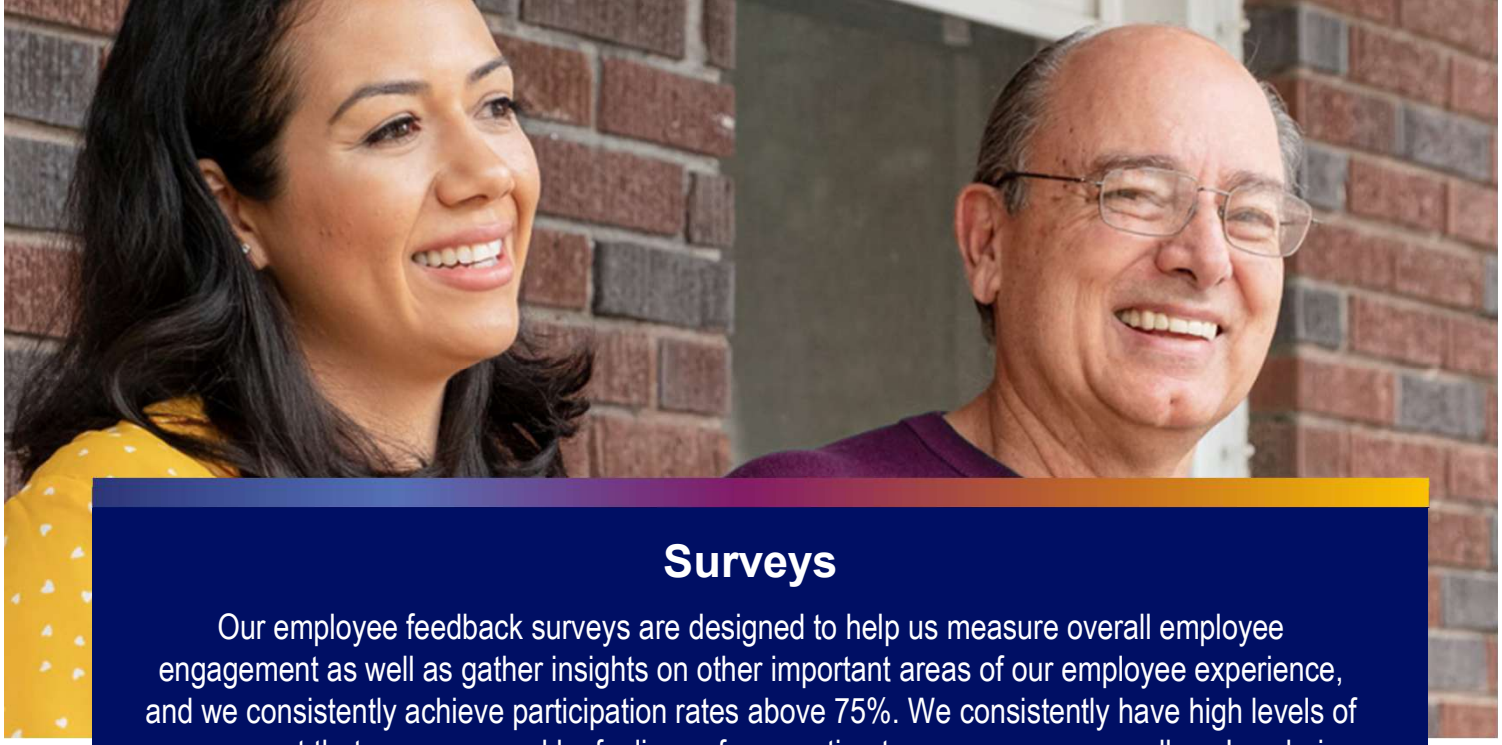
Employee Engagement

Jazz has a strong employee value proposition anchored in our purpose to innovate to transform the lives of patients. We are committed to ensuring that we create a rich culture that provides a great place to work for our employees through company-wide efforts to connect employees to our shared purpose and create an environment where our people feel valued, respected, and able to contribute to their full potential.

Jazz was recognised with the Gold Stevie Award for Employer of the Year in the Pharmaceutical Industry for two consecutive years, in 2025 and 2026. This recognition reflects Jazz's continued commitment to creating a supportive and inclusive workplace where employees feel valued and able to thrive.

We believe employee engagement and the power of our employee voices is foundational to strong performance. We have transparent and regular communication channels with our employees, consisting of many forms – including all employee meetings, regular communication messages from executive leadership, town halls, top leadership forums, pulse checks, feedback mechanisms and engagement surveys.





Surveys

Our employee feedback surveys are designed to help us measure overall employee engagement as well as gather insights on other important areas of our employee experience, and we consistently achieve participation rates above 75%. We consistently have high levels of engagement that are measured by feelings of connection to our purpose, as well as Jazz being considered a good place to work by our employees.

Our surveys also provide important insights into the areas where we have opportunities to focus, such as decision-making, planning and prioritizing work, and creating a greater sense of belonging. Our surveys inform programs and activities aligned with achieving our corporate objectives and achieving our goal of evolving our operating culture for agility and scalability, ultimately creating a high-performance organization.

Awareness Raising and Recognition Events

Throughout the year, Jazz continued to promote awareness, education and recognition through a calendar of global events and inclusion-focused activities. The company celebrated key dates, helping to raise awareness, encourage dialogue and foster a culture of belonging. These events included: International Women's Day, Pride, Juneteenth, Asian American and Pacific Islander (AAPI) Heritage Month, US and UK Black Heritage Months, Hispanic Heritage Month and Indigenous Peoples Day.

In partnership with Employee Resource Teams and Lyra Health, Jazz also host regular webinars and educational sessions focused on inclusion, wellbeing, mental health and underrepresented communities. These initiatives support ongoing learning and reinforce Jazz's commitment to creating an inclusive environment where all employees feel valued and respected.

Ongoing Commitment

Our board of directors and management team are committed to creating an environment of inclusion and belonging in all parts of our business. Our strategy includes: (1) creating and embracing diversity of thought, background and experience, in our workplace, leadership and beyond; (2) learning more about challenges and inequities in society; (3) making sure our processes and policies are fair and equitable and provide equal employment opportunity; and (4) providing opportunities to foster diversity, equity and inclusion in the world around us. We designed our employee DEIB program to empower employees to guide and support our strategy and programs, using voluntary educational programs and communication to continue fostering an inclusive environment.

Thank you.