

UK Gender Pay Gap Report 2024

Introduction

We are pleased to share with you our UK Gender Pay Gap Report for 2024. 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 an 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. In accordance with UK government regulations, data was analyzed for the pay period of 5 April 2024, for hourly pay gap statistics and the 12-month period ending 5 April 2024, for bonus pay gap statistics. As in previous years, the six gender pay gap statistics analyzed include three statistics with regards to hourly pay and three with regards to bonus pay. These are as follows:

- **median** and **mean** gender pay gap for hourly pay
- **percentage of male and female employees in each hourly pay quartile**
- **median** and **mean** gender pay gap for bonus pay
- **percentage of male and female employees receiving bonus pay**

During the reporting period, Jazz had three employing entities in the UK: Jazz Pharmaceuticals Research UK Ltd, Jazz Pharmaceuticals Operations UK Ltd and Jazz Pharmaceuticals UK Ltd. Jazz Pharmaceuticals Research UK Ltd and Jazz Pharmaceuticals Operations UK Ltd both employ more than 250 employees and fall within scope of the regulations. This year, we provide the gender pay gap statistics for Jazz Pharmaceuticals Research UK Ltd and Jazz Pharmaceuticals Operations UK Ltd, as well as the overall results for all UK entities combined.

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 median and mean hourly pay and bonus, across all male and female employees in the UK organization, **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

When all UK entities were combined, the median hourly gender pay gap fell from -7.2% to -4.4% in 2024.

A negative gap indicates that hourly pay (or bonus pay) is higher for females than it is for males.

In this instance the median hourly pay for females is 4.4% higher than the median hourly pay for males. As a statistic, the median is generally considered to be the better indicator of 'average' earnings or typical pay. According to research from leading reward consultants in the UK, the average median hourly gender pay gap in the UK Life Science's sector was 14.4% in 2023.

The median bonus gender pay gap when all UK entities were combined fell from -10.2% to 1.3% in 2024.

The average median bonus gap in the UK Life Science's sector was 23.1% in 2023, according to research from leading reward consultants.

Hourly Gender Pay Gap

- The median hourly gender pay gap for all UK entities combined fell from -7.2% to -4.4% in 2024.
- The median hourly gender pay gap in Jazz Pharmaceuticals Research decreased from 12.9% to 11.3% in 2024, while the mean gap increased from 12.7% to 15.8%.
- The median hourly gender pay gap in Jazz Pharmaceuticals Operations increased from 6.7% to 12.1% , while the mean gap decreased from -13.1% to -7.4% in 2024.
- Considering all UK entities combined, the pay quartiles are reasonably balanced between male and female employees. The pay quartiles are broken down in the next section.

Bonus Gender Pay Gap

- The median bonus gender pay gap across all UK entities combined decreased from -10.2% to 1.3%. A negative gap indicates that bonus pay is higher for females than it is for males.
- The median bonus gender pay gap in Jazz Pharmaceuticals Research fell from 26.9% to 18% in 2024, while the mean bonus gap increased from 16.8% to 30.6%. It is important to note that bonus pay includes, in addition to traditional cash bonuses, pay recognized through the vesting of equity awards and, therefore, can be strongly influenced by the gender profile of those with equity vesting during the reference period.
- The median bonus pay gap in Jazz Pharmaceutical Operations remained consistent with the gap in 2023, at 1.9%, while the mean bonus gap fell from - 35.5% to -13.1%.
- The overall proportion of male and female employees in receipt of a bonus remains broadly equivalent, similar to previous years.

Factors Contributing to the 2024 UK Gender Pay Gap Results

- Similar to last year, the main driver of both the hourly and bonus pay gap results within each entity 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 bonuses and equity.
- In Jazz Pharmaceuticals Operations UK, the increase in the median hourly pay gap was primarily driven by monthly on call shift allowance payments, that were paid during the reference period. The gender of those working in on call shift allowance roles was predominantly male.
- While the definition of the bonus gap is broad in nature, there will continue to be variances due to elements such as start dates for new hires effecting eligibility and bonus proration, individual and company performance, as well as the gender profile of those with equity vesting during the reference period, as mentioned above. Therefore, the bonus gap is susceptible to large year on year variances.

UK Wide Reporting

The data presented below reflects the figures for all UK entities combined: Jazz Pharmaceuticals Research UK Ltd, Jazz Pharmaceuticals Operations UK Ltd and Jazz Pharmaceuticals UK Ltd. This analysis was conducted in accordance with the methodology established by the legislation.

Hourly Gender Pay Gap

The hourly gender pay gap is the difference between male and female employees' hourly pay. Hourly pay includes base salary, allowances paid in regular pay, pay for leave and shift premium pay, where applicable.

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.

-4.4%

Median Hourly Gender Pay Gap All UK Entities Combined

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.

2.5%

Mean Hourly Gender Pay Gap All UK Entities Combined

A negative gap indicates that hourly pay or bonus pay is higher for females than it is for males.

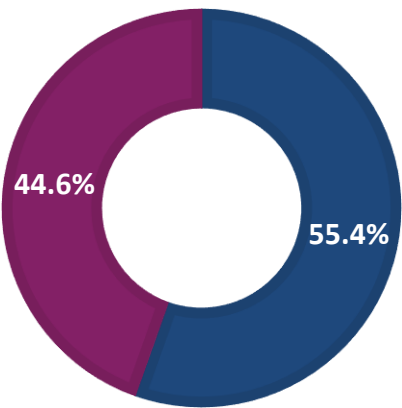


Pay Quartiles – 2024

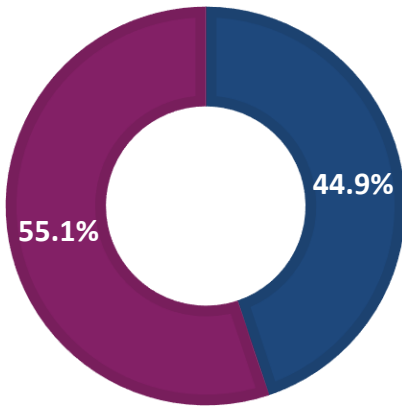
The proportion of male and female employees in each pay quartile.

All UK Entities Combined

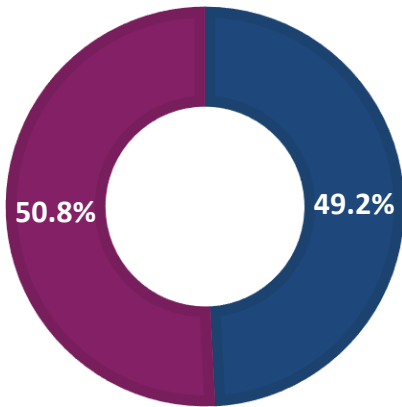
UPPER QUARTILE



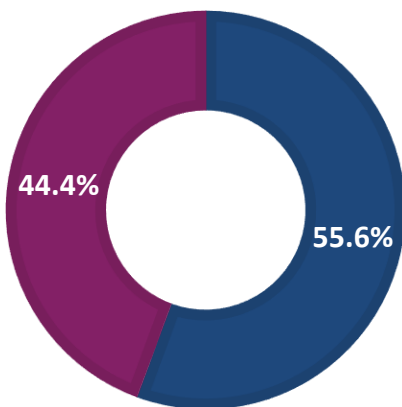
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE



Female Male

Bonus Gender Pay Gap

The bonus gender pay gap is the difference between male and female employees' bonus pay. Bonus pay includes any rewards related to performance, incentive, commission and productivity, and paid as cash, vouchers, and shares.

1.3%

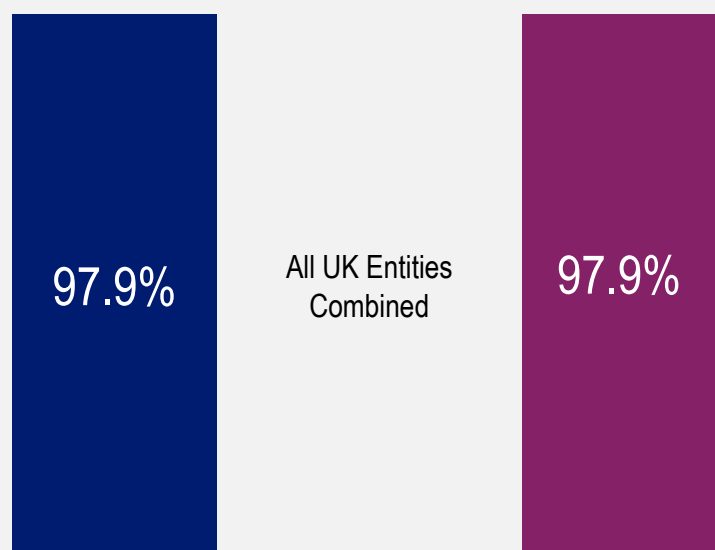
Median Bonus Gender Pay Gap
All UK Entities Combined

9.7%

Mean Bonus Gender Pay Gap
All UK Entities Combined

Bonus Receivers

The proportion of male and female employees receiving a bonus.



● Male ● Female

Individual Entity Reporting

During the reporting period, Jazz had three employing entities in the UK: Jazz Pharmaceuticals Research UK Ltd, Jazz Pharmaceuticals Operations UK Ltd and Jazz Pharmaceuticals UK Ltd. Jazz Pharmaceuticals Research UK Ltd and Jazz Pharmaceuticals Operations UK Ltd, both employ more than 250 employees and fall within scope of the regulations.

We provide a summary for Jazz Pharmaceuticals Research UK Ltd and Jazz Pharmaceuticals Operations UK Ltd below, as well as the overall statistics outlined in the previous section. The numbers in brackets represent the figures for the previous year, where applicable.

	Jazz Pharmaceuticals Research UK Ltd 298 employees in scope	Jazz Pharmaceuticals Operations UK Ltd 255 employees in scope	All UK Entities Combined (Jazz Pharmaceuticals Research UK, Jazz Pharmaceuticals Operations UK and, Jazz Pharmaceuticals UK) 747 employees in scope
Hourly Pay			
Median Gender Pay Gap	11.3% (12.9%)	12.1% (6.7%)	-4.4% (-7.2%)
Mean Gender Pay Gap	15.8% (12.7%)	-7.4% (-13.1%)	2.5% (-1.7%)

Proportion of male and female employees in each pay quartile	Male	Female	Male	Female	Male	Female
Lower Quartile	44.0% (39.8%)	56.0% (60.2%)	56.3% (72.2%)	43.8% (27.8%)	55.6% (57.8%)	44.4% (42.2%)
Lower Middle Quartile	41.9% (43.2%)	58.1% (56.8%)	71.9% (66.2%)	28.1% (33.8%)	49.2% (50.7%)	50.8% (49.3%)
Upper Middle Quartile	44.6% (46.0%)	55.4% (54.0%)	77.8% (77.5%)	22.2% (22.5%)	44.9% (47.5%)	55.1% (52.5%)
Upper Quartile	58.7% (55.7%)	41.3% (44.3%)	62.5% (63.9%)	37.5% (36.1%)	55.4% (52.7%)	44.6% (47.3%)

Bonus			
Median Gender Pay Gap	18.0% (26.9%)	1.9% (1.8%)	1.3% (-10.2%)
Mean Gender Pay Gap	30.6% (16.8%)	-13.1% (-35.5%)	9.7% (-1.8%)

Proportion of male and female employees receiving a bonus payment	Male	Female	Male	Female	Male	Female
Bonus receivers	98.6% (99.4%)	98.8% (99.5%)	97.7% (99.5%)	97.6% (98.9%)	97.9% (99.1%)	97.9% (98.0%)

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.

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

Jazz continues to build a diverse, equitable and inclusive workplace that is supportive of all backgrounds and needs. Our Jazz Remix model, launched in 2022, is an innovative approach offering employees flexibility in choosing their work environment to be inclusive of their different needs while ensuring meaningful in-person collaboration.

Our ConcERTos (Employee Resource Teams) and Affinity Forums are designed to allow all employees an opportunity to engage in meaningful activities which contributes to our Jazz culture, educates the business, builds connections and fosters allyship.

We provide opportunities for employees to set and fulfill optional DEIB Self-Learning goals and provide a wide range of education resources, activities and events to support their learning.

Enhanced, Customizable Total Rewards

We strive to create a culture of health and well-being throughout the organization by offering a diverse and customizable set of programs focusing on employee experience, self-care, work-life balance, flexibility and early intervention.

In addition to traditional employee benefits, Jazz supports employees and their families through access to a suite of innovative programs that are designed to enhance physical, financial, emotional and social well-being. As well as the popular Wellbeing program in partnership with Espresa, Jazz recently partnered with "nudge", an impartial financial education and coaching platform to help employees better understand and manage their finances.

Leadership Development


In 2024, we continued to develop our top leadership, or Global Leadership Team, to build leadership excellence, strengthen relationships, and encourage cross-functional collaboration. Additionally, we continued to provide development and growth opportunities through an executive coaching program for High-Potential, early career talent.

Healthcare Businesswomen's Association (HBA)

The company continued to be a corporate sponsor of this organization, which is focused on driving gender parity in the healthcare sector. Our membership totaled 116 members (paid for by the company), and we were proud to have two Jazz employees recognized in the annual awards as an HBA 'Luminary' and 'Rising Star.'

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. 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.



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

Building on events held in previous years, 2024 was an active period in terms of events and other initiatives. Highlights included:

- Launching a new global Affinity Forum, open to all employees, focused on Indigenous Peoples.
- Hosting global employee events for Pan Asian Heritage Month (May), US Juneteenth (June), and Latin Heritage Month (September) and an event celebrating UK Black History Month (October).
- Hosting a global internal event to recognize International Women's Day in March, supporting the #InspireInclusion theme.
- Hosting a global Pride month event in June, showing solidarity by uplifting the LGBTQ+ community, educating allies on queer history, and commemorating the spirit of change, resilience and finding your authentic voice.
- Hosting a global internal event to celebrate Global Diversity Awareness month in October exploring "Allyship - Listen Up, Show Up, Speak Up, Keep Up", as part of a global campaign encouraging employees to become more effective allies.

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.

Approval

This report was approved by Jazz Pharmaceuticals' Global Head of Total Rewards & Wellbeing

Eric Stern