

2024 Corporate Sustainability and Social Impact Report



Letter From Our CEO



I am pleased to share Jazz's 2024 Corporate Sustainability and Social Impact Report.

This report reflects our purpose to innovate to transform the lives of patients and their families, creating meaningful change when they need it most.

Over the course of 2024, we made great progress in delivering life-changing medicines for people with serious diseases, including securing FDA approval for a treatment for adults with Biliary Tract Cancer (BTC), providing new treatment options to patients with high unmet needs, and reaffirming our commitment to patient-centric innovation.

Last year, we placed an emphasis on preparedness for the evolving regulatory landscape, particularly on the requirements of the Corporate Sustainability Reporting Directive (CSRD). While our obligations under the CSRD shifted in early 2025, our continued emphasis on CSRD-related initiatives has ensured that stakeholder perspectives remain integral to our CSSI strategy. Our CSSI pillars – Patients, People, Community and Planet – are unchanged and we remain committed to aligning our CSSI objectives with our overarching mission and business strategy.

Our CSSI strategy is championed by our Executive Committee, ensuring strong governance and accountability across all pillars. It's not just a framework – it's a foundation for sustainable, responsible growth.

For patients, we have continued to successfully develop our pipeline and deliver new therapies to those with limited therapeutic options. We have expanded our patient centricity efforts by further embedding patient insights into our decisions and processes to ensure our medicines truly reflect patient needs. This work has integrated patient input into clinical trial design, identified opportunities to improve patient-facing materials, and raised our patient-centric mindset across Jazz.

Our people continue to be the driving force behind our success. The ability of our people to innovate and adapt continues to deliver real impact for patients. We remain committed to creating a great place to work which is inclusive and drives our core purpose. By prioritizing a people-centric and performance-based approach, we have created a company culture where purpose fuels passion, leading to innovative solutions and exceptional business outcomes.

Jazz continues to make a meaningful impact in our communities by directing our philanthropy and volunteer efforts toward causes that resonate with our people and reflect our core purpose. We partnered with Life Science Cares to provide funding, volunteer hours and strategic support to programs which combat poverty and inequality. More than 140 employees contributed over 300 volunteer hours to support the programs.

We continue to recognize the importance of limiting our environmental impact. In 2024, we made significant progress in enhancing environmental sustainability processes and climate data management, which will support us in delivering targeted improvements. Additionally, we purchase and consume 100% renewable electricity at all of our internal manufacturing sites.

As we look ahead, we continue to advance our CSSI strategy to deliver real progress for our patients, people, communities and planet. Our strategy remains foundational to our success as a responsible, innovative biopharmaceutical company.

Since co-founding Jazz in 2003 it has been a privilege to work alongside a talented team of researchers, scientists and business professionals, united in a vision to build a company where talent thrives and collaborates to drive progress.

Jazz is primed and ready to continue our sustainability journey, building on a legacy of growth and success, and delivering for our patients, employees, partners and shareholders for years to come.

Best regards,

A stylized, handwritten signature in black ink.

Bruce C. Cozadd

Chairman of the Board and Chief Executive Officer



About Jazz

Transforming Lives. Redefining Possibilities.

AT JAZZ, OUR PURPOSE IS TO INNOVATE TO TRANSFORM THE LIVES OF PATIENTS AND THEIR FAMILIES.

We are a fully integrated, global biopharmaceutical company with a diverse portfolio of marketed medicines and novel product candidates for adults and children, and expertise in two key therapeutic areas: neuroscience and oncology. We are an industry leader in treating sleep disorders and epilepsy and, in oncology, we are investigating and delivering medicines for hard-to-treat solid tumors and hematologic malignancies. We use our deep knowledge of and commitment to these fields to innovate and identify new solutions where none previously existed.

We are focused on developing life-changing medicines for people with serious diseases — often with limited or no options — so they can live their lives more fully. By transforming biopharmaceutical discoveries into novel medicines, we are working to give people around the world the opportunity to redefine what's possible — to make the “small wins” big again.

OUR CORPORATE VALUES

Jazz is committed to creating a company where the culture reflects three important goals — our purpose to serve patients, to be a great place to work and to live our core values of Integrity, Collaboration, Passion, Innovation and Pursuit of Excellence. We are committed to conducting our business with integrity and the pursuit of excellence in all that we do. Our management team and our Board of Directors are committed to honesty and compliance with laws, rules, regulations and corporate policies that apply to our business, and we expect the same commitment from our employees, consultants, business partners and service providers. Furthermore, we aim to act responsibly, safely and with transparency in our interactions with patients, doctors and other stakeholders in the healthcare system.



2024 at a Glance

Patient-Centric Innovation Drives Our Strategy



Leveraging Our Integrated Capabilities and Global Infrastructure

We have a diverse portfolio of marketed medicines and novel product candidates, from early- to late-stage development, in two therapeutic areas:

NEUROSCIENCE

We are an industry leader in treating sleep disorders and epilepsy.

ONCOLOGY

We innovate and deliver medicines for hard-to-treat hematologic malignancies and solid tumors.

We actively explore new options for patients, including novel compounds, small molecule advancements, biologics and innovative delivery technologies.

2024 HIGHLIGHTS



>\$4B
TOTAL REVENUE



\$1.4B
NET CASH PROVIDED BY
OPERATING ACTIVITIES



~2.8k
EMPLOYEES WORLDWIDE



>740
R&D EMPLOYEES



9
MEDICINES MARKETED



>35
R&D PROGRAMS



~100
COUNTRIES SERVED

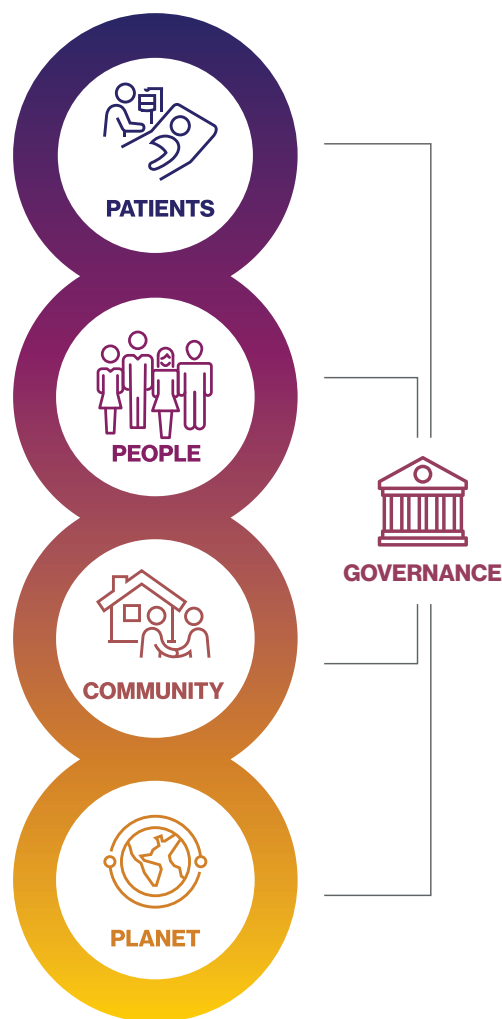


Our CSSI Strategy

Our Approach to Corporate Sustainability and Social Impact

Our CSSI strategy drives positive impacts for our stakeholders. Underpinned by strong corporate governance, the CSSI strategy supports our corporate strategy to deliver positive outcomes for patients, employees, shareholders and other stakeholders.

The pillars of our CSSI strategy are Patients, People, Community and Planet. Jazz recognizes the critical importance of these CSSI pillars in achieving our near- and long-term business objectives.



PATIENTS

We innovate to develop life-changing medicines for patients who often have limited or no therapeutic options. We strive to help patients access the medicines they need, and we advocate for policies that support the lives of patients.

PEOPLE

We are committed to creating a company where the culture embodies our corporate purpose to innovate to transform the lives of patients and their families and reflects our key goals: (1) be a great place to work and (2) live our core values of Integrity, Collaboration, Passion, Innovation and Pursuit of Excellence.

COMMUNITY

We aim to be an engaged corporate citizen globally and in our communities. We work through direct philanthropy, employee volunteerism and with partners to execute key initiatives that reflect our social impact goals and values.

PLANET

We seek to operate our business in an environmentally responsible way and are committed to meeting evolving regulatory standards for climate impact, to taking steps to reduce our environmental impact and to using sustainable practices, wherever feasible.

Our CSSI strategy remains fundamental to our purpose, underpinning our corporate strategy and enabling us to deliver life-changing medicines for patients with limited therapeutic options.

In 2024, we advanced this strategy by preparing for compliance with the EU's CSRD and strengthening our CSSI governance. This included updating our Audit Committee Charter to formally oversee external environmental, social and governance (ESG) disclosures — reinforcing our commitment to transparency.

We also enhanced our data tracking capabilities, improving how we measure and manage CSSI

performance. These efforts not only solidify our sustainability foundation but also support our long-term business resilience, operational excellence and stakeholder trust.

Looking ahead to 2025, Jazz will continue integrating sustainability practices across our operations to drive meaningful progress while ensuring transparent, accountable reporting.



A handwritten signature in black ink that reads "Heather - Ann McSharry".

Heather Ann McSharry

Jazz Board of Directors and Nominating
and Corporate Governance Committee Chair

Our governance and oversight framework was developed to strengthen and improve our impact on patients, people, communities and the planet.

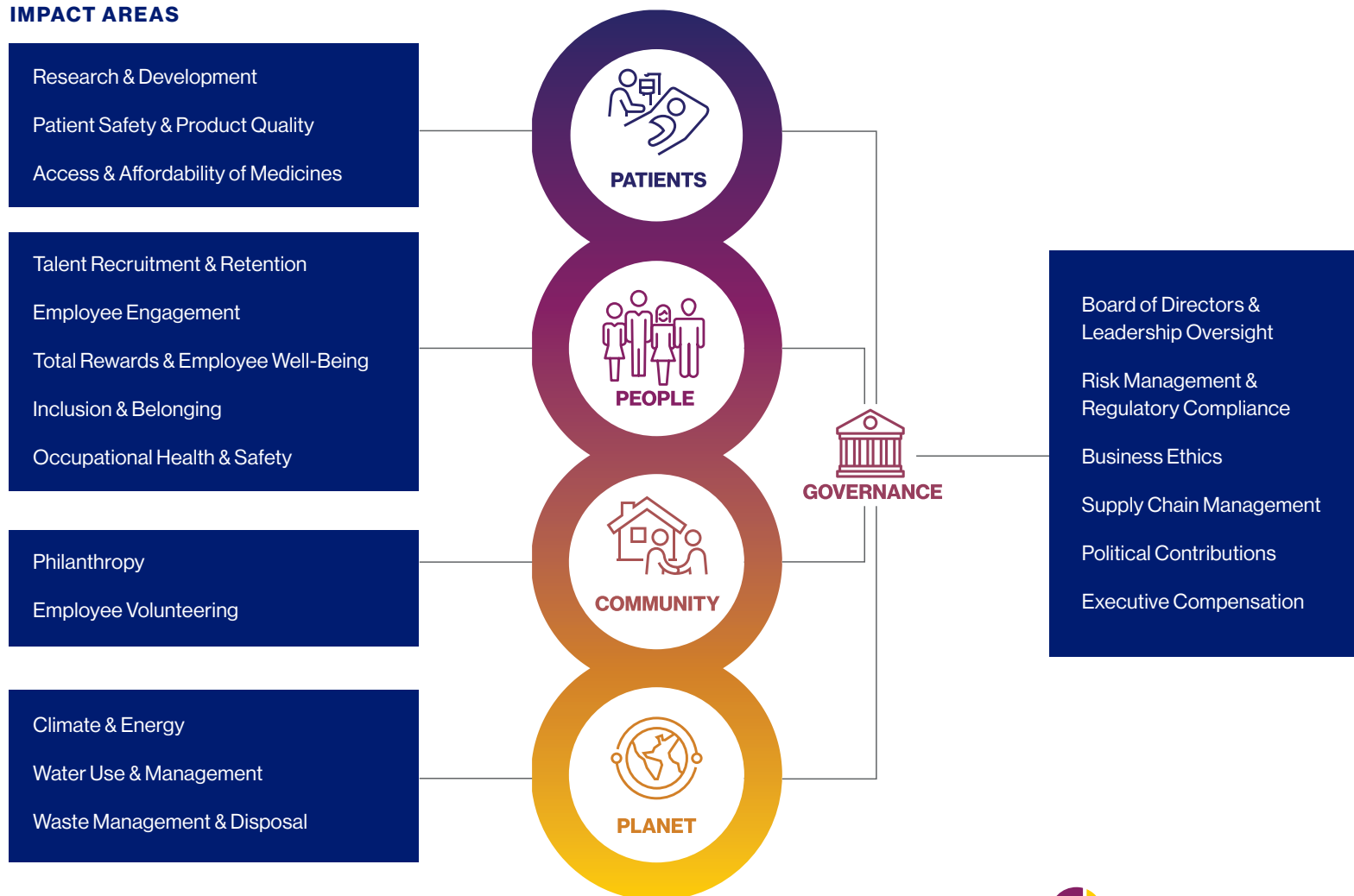
The governance and oversight framework ensures close alignment between our CSSI strategy and our corporate strategy. Our governance structures were established in 2023 to facilitate long-term progress against our CSSI priorities and corporate strategy. These structures are now well developed and enhance our ability to deliver against our commitments to employees, patients, customers

and other stakeholders. See the ESG Oversight and Management section of this Report for further details.

Initially informed by the 2022 materiality assessment, our four CSSI pillars focus on the following environmental, social and governance topics.

To learn more about Jazz's 2022 materiality assessment, see the 2022 Corporate Sustainability and Social Impact Report, Our Materiality Assessment.

IMPACT AREAS



Preparation for ESRS Reporting Under the EU CSRD

As the global regulatory landscape regarding corporate sustainability reporting evolves, we continue to monitor and prepare for new regulations that may impact Jazz.

In particular, during 2024 we prioritized activities required to meet our obligations under the EU's CSRD and European Sustainability Reporting Standards (ESRS). These activities helped to align our CSSI program with the impacts, risks and opportunities that are most critical to our stakeholders.

One aspect of these activities was undertaking a Double Materiality Assessment (DMA) aligned with the requirements of the CSRD. The outcomes of the DMA are currently under review, and we will look to embed the results in our CSSI strategy moving forward.

We will be subject to the CSRD starting in 2028. Our preparations during 2024 ensure we are well-positioned to comply with sustainability reporting regulations in the future. Our preparations also benefit our voluntary sustainability reporting and enterprise risk management processes.

The United Nations Sustainable Development Goals

We have aligned our CSSI strategy with seven United Nations (UN) Sustainable Development Goals (SDGs) that best support our core values, business activities and CSSI strategy.

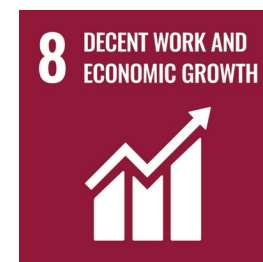
SUSTAINABLE DEVELOPMENT GOALS



Through our innovative medicines, we seek to transform and improve the health and wellbeing of our patients.



Through our inclusive culture, we seek to create a fair and equal working environment in which all employees can thrive.



Through our corporate culture, rewards and benefits, we seek to provide a great place to work, developing the careers of all employees and contributing to economic development.



Through our planet pillar, we seek to minimize the use of natural resources and reduce waste, where possible.



Through our activities to reduce the environmental impact of our business, we aim to reduce energy use and reduce our carbon footprint.



Through our partnerships, we work to improve civic health through well-functioning institutions, ensuring greater access to appropriate healthcare.

Our Stakeholder Map

Jazz strives to consider and integrate the views of stakeholders when making business decisions. To do so, and to clearly understand our impact, we consistently and actively engage key stakeholders. Our approach to stakeholder engagement is aligned with our CSSI pillars. Here we set out our key stakeholders and the approach we take to engaging each of them.

PATIENTS

Jazz regularly engages patients, caregivers and patient organizations, which provides us with invaluable insights into their experiences and the outcomes that are important to them. This engagement is key to the development of new products and the content of our education and training materials. Clinical trials also constitute a key tool in accelerating the development of medicines for patients. In light of the sensitive nature of our industry, and stringent regulatory environment, our approach to clinical trials prioritizes the safety of all participants and the transparency of our trials.

PEOPLE

Our people are fundamental to our success. Our leadership team regularly engages employees to better understand their needs and priorities, to assess the implementation of our culture and core values across all levels of the organization and to strengthen the alignment between employee action and the long-term strategy of the business. As we strive to be recognized as a great place to work, firsthand engagement with our employees provides us with important insights to ensure our activities and policies address their expectations. We also regularly undertake listening exercises and actively address feedback from our employees to ensure the integration of their views into our people strategy.

INVESTORS

Engagement with investors is critical to Jazz achieving strong corporate governance. We regularly meet with shareholders to discuss company strategy and material ESG topics. Our Chairman of the Board and CEO, members of executive management and independent Board members routinely engage with shareholders.

REGULATORS

Ensuring compliance and fostering collaboration with policymakers is fundamental to supporting patient-centered policies. We are focused on engaging collaboratively with government authorities in the markets where we operate to ensure alignment with regulatory requirements. Furthermore, we believe our expertise and knowledge allow us to contribute constructively and fairly to public dialogue on a variety of policy areas, including improving diagnosis, speed of innovation and patient access to care.

SUPPLIERS

We are committed to operating our business with high ethical standards, including responsible sourcing and procurement. In order to ensure our suppliers meet high ethical standards, Jazz has developed the Standards of Conduct for Supply Chain, a policy that shares expectations for our suppliers to adopt sound human rights practices, to treat workers fairly, with dignity and respect and, in all cases, to eliminate human trafficking and modern slavery in the workplace.



COMMUNITIES

We are proud to support the communities in which we operate. We have strengthened our employee volunteering program to help our employees give back to their communities and to causes that are close to their hearts. Furthermore, our community support efforts are strongly aligned with our CSSI goals, particularly through the development of initiatives and company-wide programs that focus on addressing health inequalities.

OUR BOARD

The Board has delegated responsibility to the Nominating and Corporate Governance Committee (NCGC) to work closely with management on development and execution of our CSSI strategy and roadmap. The NCGC is kept informed of stakeholder views as they pertain to CSSI by the CSSI Strategy Team and the Executive Committee, as well as through its own interactions with stakeholders.

Our ESG Oversight and Management

Our ESG governance structure was established in 2023 to drive the execution of our CSSI strategy. The vision for our CSSI strategy is set at the Board and executive management levels and is closely linked to Jazz's mission, culture and business strategy. The governance structure is aligned with our CSSI pillars, enabling efficient decision making and fostering accountability by relevant business functions for the delivery of our pillar-specific objectives and accelerating the execution of our long-term business growth plans. Our governance structure is now well developed and enhances our ability to deliver against our commitments to employees, patients, customers and other stakeholders. The governance structure also aims to help us meet evolving regulatory expectations on a global basis. Reflecting this, in 2024 we updated the Audit Committee Charter to formally include oversight of our external ESG disclosure approach, encompassing internal processes, controls and any necessary assurance being provided by external auditors, as well as compliance with applicable ESG reporting requirements.

Board Oversight	Nominating and Corporate Governance Committee Oversees development and implementation of the CSSI strategy and practices
	Audit Committee Oversees ESG disclosure strategy and processes for maintaining the integrity of ESG-related disclosures
Management Role	Chief Executive Officer (CEO), Chief Legal Officer (CLO), Chief Financial Officer (CFO) Provide managerial oversight and direction relative to the scope and implementation of the CSSI strategy
	Executive Committee (EC) Sponsors Accountable for CSSI strategy development, execution and updates
Strategy Role	CSSI Strategy Team Leads CSSI strategy development, implementation and reporting
Implementation Roles	<div> CSSI Pillar Leaders Lead Impact Area activities; ensure validity of CSSI reports; accountable for delivery of CSSI initiatives with respective Technical Teams </div> <div> ESG Disclosure Team Reports data externally; provides validity assessment and sign-off </div>
	Technical Teams Provide data and information for ESG/CSSI disclosures; accountable for delivery of specific CSSI initiatives, CSSI strategy development, implementation and reporting

Board Oversight

The Board, as a whole, oversees the strategy for addressing material ESG risks and opportunities that impact our business and stakeholders. As set out in its terms of reference, in addition to its role in reviewing our approach to corporate governance, the NCGC has been delegated oversight responsibilities for ESG/CSSI strategy and practices. The NCGC periodically reviews and discusses with management our practices with respect to ESG matters that are expected to have a significant impact on Jazz's performance, business activities or reputation. The Audit Committee has oversight of Jazz's ESG disclosure strategy and compliance with applicable disclosure requirements.

Management Role

Our CEO, CLO and CFO provide managerial oversight and direction relative to the scope and implementation of the CSSI strategy. They ensure the CSSI strategy is aligned with and integrated into our business strategy and long-term vision. They regularly communicate progress to the NCGC.

The EC Sponsors, with the support of the CEO, CLO and CFO, set strategy for the different Impact Areas under their respective CSSI pillar. They are collectively accountable for the successful execution of the CSSI roadmap and individually responsible for progress under specific pillars.

The responsibilities of the EC Sponsors include:

- Assigning team members to execute on CSSI goals, activities and deliver on key performance indicators
- Adapting the strategy to best align with the functions they lead
- Ensuring needed investments are made to deliver on the agreed-upon strategy

The CSSI Strategy Team works with the CEO, CLO, CFO, EC Sponsors, CSSI Pillar Leaders and ESG Disclosure Team, leading development and facilitating implementation of the CSSI strategy as well as reporting activities. The CSSI Strategy Team is led by our Head of Corporate Sustainability & Social Impact.

The CSSI Pillar Leaders are senior company leaders from different business functions. With their Technical Teams, they are accountable for delivering the CSSI initiatives related to one or more Impact Areas within a CSSI pillar.

The responsibilities of the CSSI Pillar Leaders include:

- Executing the roadmaps set by EC Sponsors and updating the CSSI Strategy Team on progress and material developments regarding risks and opportunities
- Leading Impact Area activities and delivering on CSSI initiatives with their Technical Teams
- Ensuring the validity of the annual CSSI Report

The ESG Disclosure Team is responsible for reporting non-financial data externally. It ensures validity and sign-off for data and reports.



Patients:

Innovating To Transform Lives

Management Approach

We innovate to develop life-changing medicines for patients who often have limited or no therapeutic options.

Our patient-centric vision is to deliver outcomes that matter to patients and care partners. We hold ourselves accountable as partners to all patients by listening to their needs and integrating their voices into our decisions and actions.

We are actively implementing patient-centric strategies. By learning from patients and leveraging data and analytics, we seek to enhance the patient experience. We actively engage and listen to patients and incorporate their insights into our business decision-making processes. Jazz strives to foster authentic, bidirectional patient community dialogue and partnerships to drive more positive outcomes.

We prioritize our patients, ensuring we develop safe and innovative medicines for those who need them most. We will continue to invest in our capabilities and maintain policies and procedures that ensure we deliver the high-quality products that our patients need.



Steve, diagnosed with veno-occlusive disease

Research and Development

Our approach to innovation and research begins by identifying unmet needs across our therapeutic areas of focus — neuroscience and oncology — and leverages the best discovery and development solutions including proprietary in-house research or collaborations with leading investigators and bioscience companies.

KEY PIPELINE PROGRAMS THROUGH 2025

Key Clinical Programs	PHASE 1	PHASE 2	PHASE 3	PHASE 4 / REGULATORY	RECENT / UPCOMING MILESTONES
Zanidatamab	2L BTC (pivotal)				Zilhera® approved in 2L BTC in 4Q24
	Phase 3 1L GEA (pivotal)				Phase 3 top-lines PFS readout expected 2 H25
	Phase 3 1L BTC				Phase 3 confirmatory trial in 1L BTC is ongoing
	Phase 3 BC in patients who have progressed on previous T-DXd treatment				Phase 3 EmpowHER-BC_303 trial now enrolling
	I-SPY2 Trial: Neoadjuvant treatment of locally advanced BC				
	Phase 2 pan-tumor trial in HER2+ solid tumors				Phase 2 DiscoverHER-Pan-206 trial now enrolling
Dordaviprone	Recurrent H3 K27M-mutant diffuse glioma				PDUFA action date August 18, 2025
	Phase 3 1L H3 K27M-mutant diffuse glioma (ACTION)				Phase 3 confirmatory trial in 1L ongoing
Zepzelca	1L ES-SCLC combo with Tecentriq				PDUFA action date October 7, 2025
	Phase 4 2L SCLC observational trial				
	Phase 3 2L SCLC confirmatory trial				
JZP815	RAF & RAS mutant tumors				
JZP898	Solid tumors				
Epidyolex	Japan (LGS/TSC/DS)				

Our focus as a business is to invest in research and development (R&D) that creates new therapeutic options, creating a positive impact for patients. Our R&D capabilities continue to grow, reflecting the prioritization of discovering and commercializing impactful innovative medicines for our patients.

To learn more about our pipeline, visit: www.jazzpharma.com/science/pipeline

CLINICAL TRIAL DIVERSITY AND INCLUSION

We believe everyone deserves access to quality healthcare and medicine, regardless of background or location. Addressing health disparities is not only core to our purpose, but also important to our business aspirations and our commitment to inclusion and belonging. We strive to ensure that participants in our clinical trials reflect the patient population affected by the disease. From benchmarking our current practices to partner programs with regulators, we have set forth a strategic roadmap that promotes representative trial diversity and inclusion moving forward.

Spotlight on Patient Centricity

We have spent the past three years evolving our approach to patient centricity, led by our Patient Advocacy team. By embedding patient insights into our decisions and processes, we ensure our medicines truly reflect their needs.

We refined how we work to be more patient-centric—learning from patients and identifying opportunities to improve our processes and products through engagement.

170+ Patient groups engaged in 2024

As we deepen this approach, we are focusing on three priorities:

- **Incorporating patient insights**
- **Fostering authentic patient partnerships**
- **Driving tangible accountability**

To support advancing patient centricity at Jazz, we established our Patient Centricity Advisory Council (PCAC) comprised of an external group of global patient leaders. The PCAC offers external expertise on strategy and tactics, helping embed patient-focused thinking across the organization.

RECENT PATIENT CENTRICITY INITIATIVES INCLUDE:

Incorporating patient input into new clinical trials

We are establishing a structured process to gather patient input and integrate it into the development of new clinical trial protocols. This approach will enable us to assess the impact of patient insights on trial design, ensuring that future studies are more effective and centered around patient needs.

Delivering processes for input into patient-facing materials

Jazz established a patient steering committee comprised of HER2-positive GEA patients, caregivers and advocates to provide input into the development of patient materials. The purpose of this project was to ensure that patient materials are effective in encouraging adherence and maintaining patient safety.

In 2024, we hosted a Patient Labelling Advisory Board with advocacy groups and health literacy experts to explore how to make patient information more accessible. Key recommendations included simplifying language, incorporating visuals and providing multilingual digital resources. The session also emphasized the importance of ongoing collaboration with patients and regulators to improve how information is delivered.



Oscar, living with narcolepsy

Embedding a patient-centric mindset

We are committed to driving patient engagement across Jazz, ensuring patient interactions are documented. As part of this initiative, we seek to encourage greater collaboration across the enterprise, sharing insights and key learnings to deliver tangible improvements for patient populations. We also continue to expand our two-way dialogue process with patients and caregivers to provide ongoing feedback.

In 2024, Jazz hosted a workshop with neurology and oncology healthcare professionals to discuss the impact of patient centricity. The providers emphasized the value of engaging directly with patients as a primary source of insight and the need to truly listen and reflect their needs. These insights may help shape future enhancements to our patient centricity strategy, ensuring it continues to align with both clinical and patient perspectives.

We will continue refining our patient centricity approach by embedding insights, building authentic partnerships and promoting accountability across our focus areas.

Patient Safety and Product Quality

Providing safe and effective medicines for our patients is our highest priority. We understand reliability, safety and quality are critical for keeping patients safe. We have robust systems and processes in place to ensure product safety from development through delivery, ultimately to protect patients.

Quality in our products and services is essential. We maintain quality and regulatory compliance systems that are designed to help us meet both internal and external standards. Each employee at Jazz is responsible for the quality of their work and for implementing the appropriate quality standards. Our Corporate Quality Policy serves as the basis for our Quality Management System, which outlines processes for building quality into our products across all lifecycle stages, from R&D through commercialization.

CLINICAL TRIAL TRANSPARENCY

We are committed to clinical trial transparency to support faster medicine development. Qualified researchers can request access to Jazz-sponsored trial data through our review process. We share data responsibly by protecting patient privacy, ensuring security and advancing scientific progress. Learn more at www.clinicaltrials.gov.

BRAND PROTECTION

Jazz Brand Protection works to prevent falsified products by collaborating across the industry and implementing countermeasures to safeguard our supply chain and protect patient safety. We are committed to upholding the highest ethical and regulatory standards in monitoring the safety and scientific rigor of our medicines and protecting clinical trial participants. We follow International Conference on Harmonization Good Clinical Practice guidelines and maintain robust quality and compliance systems, including audits and effectiveness reviews, which are embedded in our standards, policies, procedures and training.

It is our ethical and regulatory responsibility to monitor the scientific rigor and safety of the medicines we develop. Our responsibility extends to protecting the volunteer participants enrolled in our clinical trials. We follow stringent ethical and safety procedures using the highest standards established by the International Conference on Harmonization Good Clinical Practice guidelines.

We implement relevant quality and regulatory compliance systems to comply with applicable laws and internal safety requirements. These systems incorporate a management review process that includes quality audits and system effectiveness reviews. We describe these systems in all our quality standards, policies, standard operating procedures and training programs.



Jesse (right), in remission from Acute Lymphoblastic Leukemia

Access and Affordability of Medicines

We provide access to our medicines in markets worldwide through patient assistance programs, product donations to global aid organizations and monetary contributions to independent charities.

EXPANDED ACCESS PROGRAMS

We provide patients with access to investigational medicines when there is sufficient evidence of the safety and effectiveness of the investigational medicine to support its use.

MANAGED ACCESS PROGRAMS

Our use of Managed Access Programs in European and international markets is a way of providing treatment to patients with the highest unmet medical need across our geographies. In countries where our medicines have not yet been licensed and/or reimbursed, we work with healthcare providers to explore ways to provide patients access to the needed treatment.

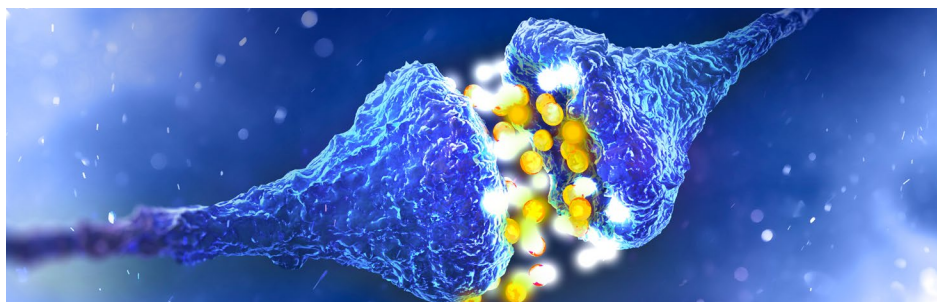
Early Access Program is a formal Jazz-endorsed program for a defined group of patients with the greatest unmet medical need. Permissible in certain countries worldwide, this program is commonly initiated by a partnering pharmaceutical company and potentially requiring national health authority or regulatory body approval. The program may apply to an individual or cohort and be free of charge or paid for, depending on local regulations.

Non-Commercial Supply is a potential route if an Early Access Program is not available. This approach primarily applies to individual patient-funded access and is initiated by a physician. Products are typically supplied by a Jazz authorized third-party provider.

Named Patient Supply is a potential free-of-charge option after an exceptional physician request, crisis response or after Jazz-sponsored trials have finished and the patient would like to continue using the medicine. Approved directly by Jazz, the medicine is supplied using the best route available.

JAZZCARES™ PATIENT ASSISTANCE PROGRAMS

Our U.S.-based patient assistance programs offer Jazz medicines to eligible patients who otherwise cannot afford the medications. These programs are designed to give patients the support and assistance they need throughout their treatment journey.



Meaghan, living with narcolepsy



People:

Making Jazz a Great Place To Work

Management Approach

We are dedicated to building a high-performing organization where our culture brings to life our corporate purpose to innovate in ways that transform patients' lives. This commitment is reflected in our two key goals to (1) be a purpose-driven, people-centric company and an exceptional place to work and (2) to consistently embody our core values.

We believe a culture rooted in purpose, focused on people and driven by performance is essential to unlocking our full potential and achieving sustainable success. By fostering a people-first and results-driven environment, we aim to inspire passion, spark innovation and deliver exceptional outcomes.



Talent Recruitment and Retention

Investing in Our People and Attracting Great Talent

A strong culture, competitive compensation and flexible work options enable us to attract and retain top talent. These investments are central to our strategy of building the capabilities needed to thrive as an innovative global life sciences company.

Equally important is our commitment to fostering an inclusive workplace. By cultivating a culture of inclusion and belonging, we create an environment where all individuals feel valued and supported. This not only helps us attract exceptional talent but also fuels the diverse thinking essential to developing groundbreaking therapeutics.

Invest in Our Talent Through Learning and Development

It is important that our employees have the opportunity to grow, learn and develop, deepen their expertise, learn new skills and enhance their positions as leaders in their field. We embrace opportunities that develop talent to support Jazz's growth.

CREATING AN ENVIRONMENT OF ONGOING COACHING AND FEEDBACK

Interventions and performance processes to maintain regular, consistent and growth-oriented feedback

All managers and employees are encouraged to have regular, ongoing feedback conversations to help improve performance and outline plans for further development and career growth

DEVELOPING NEW SKILLS THROUGH EXPERIENCE-BASED DEVELOPMENT AND FORMAL LEARNING

Opportunities for on-the-job development, coaching and mentoring

24/7 access to comprehensive digital learning content

Targeted leadership and other skills development programs

Tuition reimbursement in the U.S. of up to \$5,200 annually for eligible employees

FOCUSING ON HIGH-PERFORMANCE TEAMWORK

Setting clearly aligned objectives and key results

Access to a bespoke set of self-service learning resources via our intranet site on topics such as High Performance Team Development

Focus on effective ways of working together, sharing insights and engaging collaboratively

Over the past three years, more than 1,300 Insights Discovery Profiles have been produced in support of driving high-performance teamwork

People Manager Excellence

Jazz's People Manager Excellence (PME) focuses on helping managers drive performance, grow individuals and create belonging by equipping them with coaching skills, feedback tools and streamlined processes.

In 2024, Jazz conducted an Upward Feedback survey to provide people managers with meaningful feedback on how they are performing against people manager expectations and supporting leadership development. Over 400 managers and their teams were invited to participate and resulted in an employee response rate of 84%. Results showed Jazz managers are highly rated by their teams, demonstrate care for their team members' health and wellbeing and create a sense of belonging by treating team members with dignity and respect.

Launched in response to evolving workplace dynamics, PME includes a 6-month "Manager as Coach" program, upward feedback mechanisms and resources to make managers' jobs more effective—ensuring they are confident, accountable and supported in leading and developing high-performing teams.



Recognizing and Celebrating Our Talent

We believe in the value of creating a culture of recognition where we celebrate the accomplishments and talents of our employees, recognize their important work to help our patients and honor the demonstration of our values.

- **Jazz Master Award.** This is the highest honor an employee can receive at Jazz. The Jazz Master Award recognizes individuals who stand out across the entire organization based on how they embody our core values and support our mission to improve patients' lives in their daily work. Hundreds of individuals each year are nominated by their peers for the Award, resulting in a selection of a few distinct Award winners.
- **Employee Recognition Programs.** We have a number of mechanisms that enable employees to recognize other individuals, as well as teams, who have done something extra special to achieve important results while exemplifying our culture and values.
- **Notes of Appreciation.** In 2024, as part of our commitment to building a high-performing and inclusive culture, we launched Notes of Appreciation, our updated, values-based employee recognition platform designed to provide "in the moment" recognition. The program provides greater choice and flexibility to recognize peers and team members through a tiered system.

Employee Engagement: Cultivating Our Unique Culture

We believe connections matter. To transform the lives of patients, we first focus on our people, ensuring we create a culture that enables them to do their best work.

CONTINUOUS LISTENING

A core element of our people strategy is to listen, learn and improve. Active employee listening allows us to determine areas for improvement to align the business to one global culture. We leverage a variety of listening methods, including surveys, focus groups, leader listening sessions, employee resource groups and town halls.

We regularly conduct employee feedback surveys with participation rates consistently above 75%, providing valuable insights into engagement, workplace experience and areas for improvement. Results are shared openly and guide initiatives aligned with our corporate objectives and our goal of building a more agile, scalable culture. We focus on high-performance practices and employee experience. Management actively engages with employees to implement action plans that foster connection, belonging and continuous improvement.

INCLUSION AND BELONGING

Jazz strives to create a workplace culture that encourages everyone to be their authentic selves. It is core to our ambition of being a high-performing organization. By embracing diverse backgrounds, perspectives and experiences, while ensuring that Jazz has an inclusive work environment for all employees, we aim to create a sense of belonging, which is fundamental to building the foundation of trust needed for us to constructively challenge and more effectively hold ourselves and each other accountable.

In 2024, we published our first Gender Pay Gap Report for Jazz Ireland, in addition to reports in France and the UK, fulfilling a local reporting requirement and reinforcing our belief that equal opportunity is essential to achieving our ambition.



EMPLOYEE RESOURCE TEAMS AND AFFINITY GROUPS

Creating a sense of belonging for all employees is an important aspect of fostering a culture of acceptance and inclusion. We have Employee Resource Teams (ConcERTos) where every employee can find membership and allyship.

Our ConcERTos were established with the intention that every employee has unique offerings and experiences to offer and were established as broad self-led teams of employee volunteers. These groups deliver global events to educate the organization on important issues, celebrate important dates on our cultural calendar, foster allyship, amplify inclusive tools and resources to drive innovation, create opportunities for community and connection and act as employee listening hubs to share feedback supporting business and work practice decisions.

We have three active ConcERTos, including:

- **Inclusion for Innovation.** Leveraging our people to make Jazz a better place to work and help us improve our impact on patients' lives through inclusive work practices.
- **Community Beat.** Strengthening the bond between our people by fostering social connection and giving back to our communities. See the Community section of this Report for further details.
- **All Dimensions of Diversity.** Connecting our people from a wide range of backgrounds to educate the business, build connections and improve allyship.

In addition to our unique approach to ConcERTos, we have six active Affinity Forums at Jazz that partner with our All Dimensions of Diversity ConcERTO. Affinity Forums are open to all employees and provide a space to build community, while engaging in educational and other activities. Our forums include, ¡HOLA Jazz! (Hispanic Organization for Leadership Advancement), JazzSoul, JAWS (Jazz Association of Women Supporters), Jazz Pride, Pan-Asian and, newly launched in 2024, the Indigenous Peoples Affinity Forum.

We believe our differentiated approach to ConcERTos and Affinity Forums provides an environment for active engagement within our inclusion and belonging efforts across the company. Our ConcERTos and Affinity Forums seek to create spaces for all Jazz employees to find belonging, with 37% of our employees active in our ConcERTos and Affinity Forums at the end of 2024. Our ConcERTos and Affinity Forums led multiple global events, including events for Hispanic Heritage Month, International Women's Day, Juneteenth and Pride Month.



37%
of employees were active
in our ConcERTos and
Affinity Forums

Total Rewards and Employee Wellbeing

We believe that caring for patients begins with caring for our people. We do that by providing our employees access to an innovative package of total rewards.

PROMOTING HEALTH AND WELLBEING

We are deeply committed to caring for our employees and their families through a holistic approach focused on financial, physical, mental and emotional health and wellbeing. Our benefits and wellbeing offerings are designed to support our employees across each of these aspects, empowering and inspiring them to focus on their needs in all areas of life. In our 2024 employee engagement survey, 84% of respondents felt Jazz cares about their health and wellbeing.

FINANCIAL WELLBEING

In addition to offering market competitive base salaries, our compensation programs and practices are designed to support the financial wellbeing of our employees in multiple ways, including:

- **Cash Bonus Incentive Plans:** All regular employees are eligible to participate in an annual global corporate bonus plan or a sales incentive plan, which rewards employees based on the company's achievement of pre-established annual goals (or sales targets in the case of sales incentive plans) as well as performance against their personal objectives.
- **Employee Equity Incentive Plans (EIP):** All regular employees are eligible to receive equity incentive awards under the terms of our global EIP program, which fosters an ownership culture and provides employees with the opportunity to share in the long-term success they help create.
- **Employee Stock Purchase Plan (ESPP):** Our ESPP program applies globally to eligible employees, providing them with the ability to purchase Jazz stock at a discounted rate.
- **Equity Retirement Program:** We provide eligible employees who retire from Jazz with continued vesting of a portion of their unvested equity awards to help support and enhance their financial wellbeing into retirement.

PHYSICAL, MENTAL AND EMOTIONAL WELLBEING

Our wellbeing offerings are designed to be inclusive and promote choice for our employees to use these benefits in the way that best suits their lifestyle.

- We offer access to the **Lyra Employee Assistance Program** to all employees with a strong emphasis on health and wellbeing, including up to 25 face-to-face therapy/coaching sessions a year for our employees and their families.
- We offer a **Wellbeing Reimbursement Account**, which reimburses employees for a wide array of expenses that support their overall wellbeing, empowering them to choose what is most important to them.
- We run a wide variety of individual, team and **global corporate wellness challenges**, engaging employees to actively participate in global wellbeing events.
- Our **global paid leave and time-off policies**, as well as additional local policies, assist our employees through varying stages of life, often above and beyond what is mandated by local regulations, including for new parents (irrespective of gender or how their family is created) and family caregivers, as well as for bereavement and employee medical leave.

OCCUPATIONAL HEALTH AND SAFETY

We maintain a safe and healthy work environment through comprehensive risk assessment of our processes and operations, effective workplace design and the implementation of appropriate control measures. These include engineering controls, prescriptive procedures, work instructions and the use of personal protective equipment (PPE).

We adopt extended training and induction programs for our personnel, including environmental, health and safety inductions for contractors, and operate in compliance with relevant national and international health and safety standards.

Each of our manufacturing and operational sites operates under a defined Environmental, Health, Safety and Security (EHSS) management system. These systems apply to all employees, contractors and others who may be affected by our operations. Health and safety performance is monitored monthly using a centralized, cloud-based EHSS platform.

Our health and safety systems are structured to meet the requirements of the European Union Framework Directive on Safety and Health at Work and align with Section 6.4.6 of ISO 26000 (Labour Practices – Health and Safety at Work). Our Villa Guardia site is certified according to the ISO 45001 Occupational Health and Safety Management Systems.

Offering Flexibility and Balance

We believe a flexible approach to balancing work and life benefits both our employees and the company. In 2022, we introduced Jazz Remix, our hybrid working model that empowers most employees to perform individually oriented work from home while creating routines that support their personal and professional commitments. Teams are encouraged to meet in person, as needed, for collaboration and connection, leveraging our office spaces for meaningful engagement. This flexibility fosters mutual trust and respect across our organization.

IN 2024, JAZZ REMIX FOCUSED ON FOUR KEY AREAS:

People Managers play a critical role in enabling high performance and team cohesion in a hybrid environment. Through our PME program, we equip leaders with the tools and training to coach, connect and support their teams effectively.

Connection & Belonging are cultivated through initiatives like in-office Connection Days and Anchor Days, which bring employees together for collaboration, business updates and community-building activities—strengthening relationships while preserving flexibility.

Digital Dexterity ensures our workforce is equipped to thrive in a digital-first world. We provide training, tools, and platforms—such as Teams, AI Academy and Melody (an AI-powered virtual assistant)—to enhance productivity, streamline communication and reduce digital friction.

Environment is reimagined to support hybrid collaboration. We continue to invest in modern, fit-for-purpose workspaces and tools like Upflex and Envoy to make on-site experiences seamless and purposeful.

Remote working is available to all employees whose roles do not require on-site presence, with local adaptations to support flexibility in contextually appropriate ways.

Since launching Jazz Remix, we have seen measurable impact. In our 2024 employee engagement survey, 89% of employees reported working at Jazz provides them with the flexibility to work in ways that suit their individual needs.

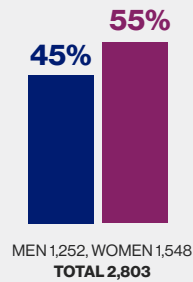
We remain committed to a flexible working model that empowers our people to perform at their best—wherever they are—while continuing to value the power of in-person connection.

SPOTLIGHT ON: JAZZ IBERIA

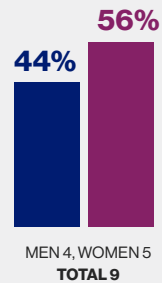
In 2024, Jazz Pharmaceuticals Iberia was named one of the 100 Best Companies to Work For in Spain for the second year in a row, ranking third among pharmaceutical companies. Based on criteria like talent management, compensation, environment, corporate social responsibility and training, Jazz earned 1,600 out of 1,860 points, reflecting our strong commitment to a positive, inclusive, and high-performing workplace.

Jazz 2024 Workforce and Leadership Composition

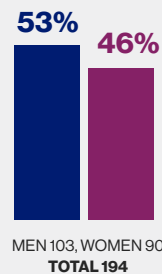
**TOTAL EMPLOYEES
BY GENDER**



**LEADERSHIP
(EXECUTIVE COMMITTEE)
BY GENDER**

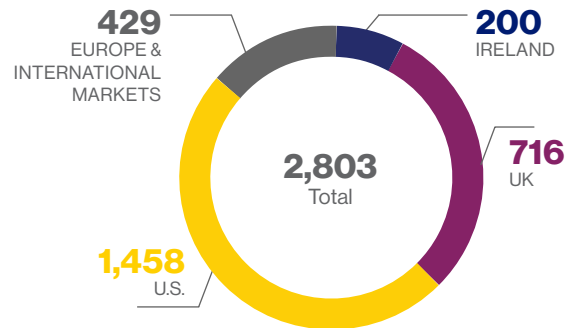


**LEADERSHIP
(EXECUTIVE DIRECTORS
AND ABOVE) BY GENDER**

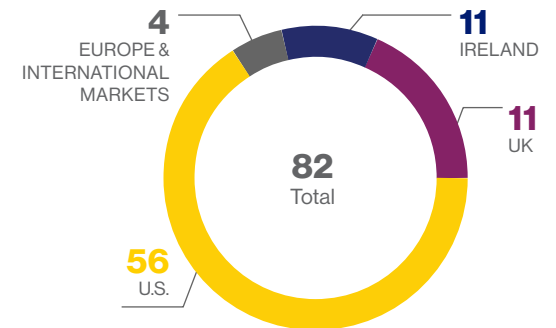


Men Women

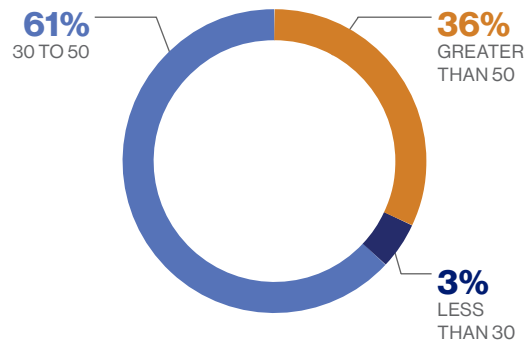
**EMPLOYEES
BY REGION**



**LEADERSHIP (VP+)
BY REGION**



**PERCENT EMPLOYEES
BY AGE**



In the U.S., people of color represent **35%** of our workforce and **20%** at the leadership level.



Community:

Serving Our Global Community

Management Approach

We strive to support the wellbeing and resilience of our patient populations, their families and caregivers by promoting equitable access to healthcare. We cultivate a socially responsible workplace and support partners to help build strong communities that promote health and wellbeing. Jazz aims to be an engaged corporate citizen in our local communities. We work through direct philanthropy, employee volunteerism and with partners to execute key initiatives that reflect our social impact goals and values.

Our corporate citizenship and volunteering approach supports our commitment to patients through donations and sponsorships. We encourage our employees to give back to their local communities and support this through our formal Global Volunteer Day Policy.

Jazz ensures our corporate giving aligns to patient care causes, further supporting patient communities and our standing as a responsible partner.

Community Engagement and Volunteering

Jazz employees play key roles in community engagement efforts, helping to guide decisions on the charities we support and engaging directly with good causes through volunteer days.

Our community engagement efforts focus on our strategy to support patients. In 2024, Jazz provided patient advocacy and charitable support to 60 organizations globally related to improving patient access and care.

Our community engagement, volunteering and philanthropic efforts focus on the impact we can have on patients across our priority therapeutic areas.

The focus of our efforts span:

- Patient access and care
- Collaborative programming and education
- Promoting disease awareness
- Addressing healthcare and wellbeing of our communities
- Disaster relief and humanitarian crises
- Enhancing inclusion in our industry
- Building capability of our patient group partners

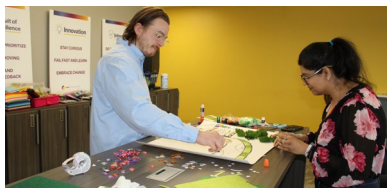
COMMUNITY BEAT

Community Beat, our local employee engagement program, supports our culture and the employee experience around the globe and identifies ways for employees to connect with each other through activities that impact our communities.



Community Engagement and Volunteering Highlights

We aim to provide support to patients with unmet needs and their communities, aligning to our mission and values. Highlights of our 2024 efforts include:



HELEN & DOUGLAS HOUSE

In 2024, our UK team chose Helen & Douglas House to benefit from their annual donation. Helen & Douglas House is a children's hospice that runs a space for terminally ill children, helping them to live life to the fullest.

A DOUBLE CELEBRATION AT ATHLONE

In February, our Athlone manufacturing team proudly celebrated two major milestones: Jazz's 20th anniversary and 10 years of operations at the Athlone site. The event welcomed over 40 guests, including Minister of State Neale Richmond and IDA Ireland's Rachel Shelly, and provided a platform to reaffirm Jazz's long-term commitment to Ireland, showcase recent site investments and promote our strong culture and mission as an employer. The support and presence of our colleagues and guests made for a memorable and meaningful occasion.

EARTH MONTH: JAZZICIANS IN ACTION

To celebrate Earth Month, Jazz employees demonstrated their commitment to sustainability through hands-on environmental initiatives. In Miami, colleagues partnered with a local group for a beach clean-up, collecting 40 pounds of waste. In Dublin, staff joined the marine charity, Flossie and The Beach Cleaners, at Sandymount Beach, removing litter and learning about the impact of plastic pollution. These clean-ups not only improved local environments but also strengthened team spirit and raised awareness about our role in protecting the planet.

PRO BONO FOR THE PLANET: SUPPORTING REGENERATIVE FARMING VENTURES

Jazz's Legal team participated in the HL BaSE Catalyst pro bono workshop, advising nine sustainability-focused ventures in Bright Tide's Regenerative Farming Accelerator. This initiative supported startups tackling climate and biodiversity challenges, aligning with Jazz's commitment to environmental stewardship.

LIFE SCIENCE CARES

In 2024, Jazz partnered with Life Science Cares (LSC) to combat poverty and inequality through grants, volunteerism and strategic support. More than 140 employees across Philadelphia and the Bay Area contributed over 300 volunteer hours through give-back events, supporting initiatives in food security, education and hygiene access. At a dedicated event, CLO Neena Patil, highlighted LSC's work in survival, education and economic sustainability. Through this collaboration and our "time off for service" program, Jazz provided U.S.-based employees with opportunities to engage meaningfully with their communities.

In Philadelphia, volunteers assembled 300 hygiene kits for Broad Street Ministry, supported nonprofits such as MANNA and Cradles to Crayons, and helped rescue 3,406 pounds of food with Sharing Excess—enough to feed 2,838 people. In the Bay Area, employees distributed over \$14,500 in donated goods, created 400 hygiene kits and 144 school backpacks and supported organizations that include GLIDE, WeHope and ALAS.

Our collaboration with LSC has amplified our efforts to combat poverty and inequality, reinforcing Jazz's broader commitment to social impact, inclusion and community resilience.

INTERNATIONAL VOLUNTEERS DAY 2024

Observed each year, International Volunteers Day honors the vital contributions of volunteers worldwide. At Jazz, we proudly support employee volunteerism through our Global Volunteer Day policy, offering paid time off to give back to causes that matter. In 2024, Jazzicians around the world took action, supporting food banks, cleaning up beaches and wildlife parks and fundraising for rehabilitation services at the annual Lake Como swim.



Planet:

Using Natural Resources Responsibly

Management Approach

We are committed to minimizing the impact of our business activities on the environment. Over time, this will help reduce costs, enhance operational resilience, align with customer and regulatory expectations and improve our footprint.

We are working closely with our partners and suppliers to improve our impact. In 2024, we significantly strengthened our ability to collect and consolidate verifiable environmental data across our sites. These developments allow us to more closely monitor and manage our environmental performance, enabling the identification of improvement areas and efficiencies. Reliable and more granular data will allow Jazz to better drive environmental improvement initiatives and enhance a roadmap to reduce the use of natural resources over time.

We ensure compliance with applicable laws, directives and regulations on environmental protection and have policies in place to ensure our manufacturing and development operations adhere to these requirements.

Environmental Management Systems

Our Environmental Management System (EMS) programs support Jazz in enhancing our environmental performance and achieving our sustainability objectives through continuous monitoring of our energy use, waste generation, water use, water discharges and emissions.

Our Villa Guardia site maintains an EMS certified to the ISO 14001:2015 standard. As of 2024, following an independent audit, both our Athlone and Kent Science Park sites had been recommended for certification to ISO 14001 and were certified earlier this year, marking a significant step in our commitment to environmental stewardship and continuous improvement in sustainability practices.

Climate and Energy

We continue to track and reduce our greenhouse gas (GHG) emissions. Following 2023 data collection, we established a robust process to baseline Scope 1 and 2 emissions and developed standard procedures for capturing, validating and approving assured data, in addition to completing

our first Scope 3 emissions inventory to identify material categories and inform our climate strategy.

We are enhancing our decarbonization roadmaps to support target setting and track progress, and will publicly report once our goals are defined. In parallel, our operations continue to implement efficiency and conservation measures that reduce our climate impact.

In 2024, we made further progress on our renewable energy programs. Our Ireland and Italy internal manufacturing sites purchased and consumed 100% renewable electricity and our UK site transitioned to a new energy supplier, ensuring 100% renewable energy from April 2024. All internal manufacturing locations hosted electric vehicle charging points. In addition, all of our Irish operations are contracting 100% renewable electricity from wind turbine assets.

Water Use and Management

We recognize the importance of responsible water management within our business activities and are committed to minimizing our water footprint across our operations by implementing efficient water management practices.

Through our Planet pillar, we have expanded our data capture and insights gathering to drive informed decision making and operational improvements. Key advancements in 2024 include:

- Tracking monthly water consumption to monitor usage trends and identify efficiencies.
- Completion of audits and development of insights documents to guide targeted water reduction strategies.
- Installation of new meters at our Athlone site, providing real-time data for improved water management and action planning. A rollout across all manufacturing sites is planned for 2025.
- Development of a proposal to integrate water data collation and assurance across our estate, aligning with our existing energy management model.

These initiatives strengthen our commitment to water stewardship, ensuring sustainable and efficient water use across our global operations.



Spotlight on our Kent Science Park Site

Kent Science Park (KSP) has made significant strides in advancing its environmental sustainability efforts, integrating eco-friendly practices across its operations. Through a combination of employee engagement, energy management and waste reduction strategies, KSP continues to work toward minimizing its environmental impact while fostering a sustainable future.

Key initiatives implemented at KSP include:



Switch to renewable energy: KSP has transitioned to an energy supplier that exclusively provides electricity from renewable sources (wind and solar), further reducing the site's environmental impact.



"Zero Waste to Landfill" policy: KSP has adopted a stringent waste management policy with its waste contractor, ensuring that all waste is diverted from landfills and recycled or repurposed.



"Green Team" approach: Employees are actively engaged in sustainability efforts through a program that allows them to make suggestions for improving the site's environmental impact. Over 100 suggestions have been submitted to date, with an action plan developed for implementing the most impactful ideas. In October 2024, the site hosted an internal manufacturing safety and sustainability day, a full day dedicated to promoting safety and sustainability awareness and practices within our organization, with extensive participation from multiple sites and functions.



Sustainability e-learning module: In 2024, all employees were required to complete an online training module focused on sustainability, environmental awareness and energy efficiency, providing a foundation for informed decision-making across the site.



IT equipment reuse: The EHSS group at KSP collaborated with the UK Digital Enterprise Capabilities group to introduce a system for reusing laptops, mobile phones and other IT equipment. Reused items are either repurposed within the company or sent for third-party refurbishment, reducing electronic waste and contributing to a lower carbon footprint.



Planted 2,300 trees as part of planned development work for the site, enhancing the site's natural environment and supporting biodiversity.

These initiatives reflect KSP's dedication to environmental responsibility and sustainable operations.



Governance

Management Approach

Our governance and oversight systems underpins our CSSI strategy. The framework ensures our policies, procedures and systems align with our impact areas and ensure ethical conduct throughout our business. Strong governance and appropriate oversight of material impacts, risks and opportunities is the foundation of our CSSI pillars, enabling us to deliver more for stakeholders.

We are committed to transparent and ethical interactions with third parties, including suppliers, customers, partners and patient groups.

This begins with the implementation of policies that outline the expectations of our people and our business partners.

Through our policies and governance frameworks, we set out the expectations of ethical behavior, risk oversight and culture that support our business in operating effectively. Strong governance is fundamental to the success of Jazz and is the cornerstone of our CSSI strategy.

Board of Directors and Leadership Oversight

ROLE OF THE BOARD OF DIRECTORS

Eleven independent directors oversee Jazz, including the performance of our CEO, who also serves as Board chairman. The robust duties of our Lead Independent Director include leading the Board's annual self-assessment process and helping to ensure the independent functioning of the Board. Our full Board shares responsibility for reviewing the results of management's efforts to comply with our programs and policies, including the [Code of Conduct and Ethics](#).

Our directors are all actively and constructively engaged in the exercise of their duties and responsibilities. The risks and opportunities set out as part of our materiality assessment are directly managed by the relevant business functions and individuals responsible for those functions. The CEO, CLO and CFO provide managerial oversight of the development and implementation of the CSSI strategy, while the NCGC has Board oversight over these matters. Full details were presented in the above section of this Report: Our ESG Oversight and Management.



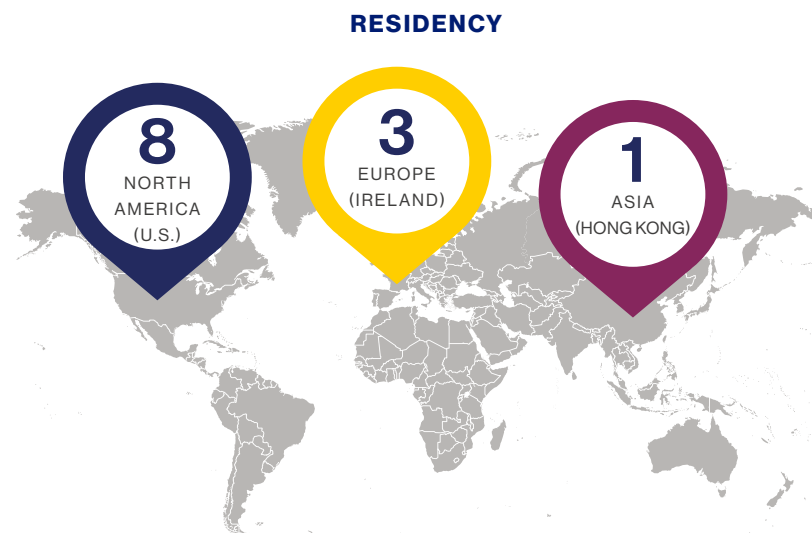
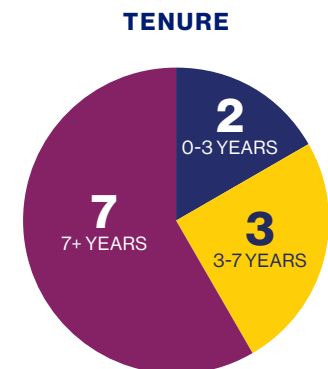
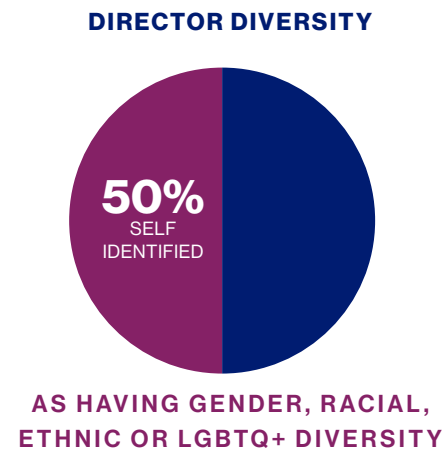
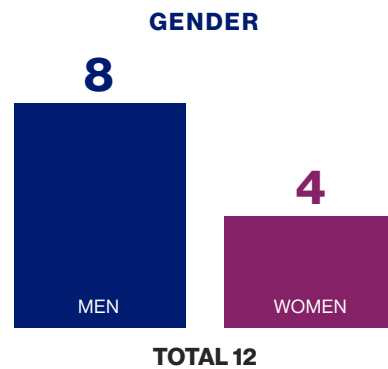
BOARD COMPOSITION

The Board conducts regular self-assessments and looks at key board practices and processes to ensure it maintains effective strategic oversight of the company and possesses the necessary skills and capabilities to meet its oversight responsibilities. It periodically engages a third party to facilitate such assessments.

The NCGC considers the Board's overall diversity of skills, experience, backgrounds and perspectives. Other key selection criteria include high integrity, innovative thinking and sound business judgment.

DIRECTOR DIVERSITY

Our Board is 92% independent; our CEO is the only non-independent director.



BOARD MEMBERS

We believe the members of our Board of Directors bring a variety of expertise, qualifications and skills. Further information on each director, including their specific experience, qualifications or skills, is set out in the Board skills and experience matrix available in the Annual Report.

Access to expertise and skills regarding sustainability matters:

The skills and full biographies of our NCGC members (Heather Ann McSharry, Mark D. Smith, M.D., Norbert G. Riedel, Ph.D. and Rick E. Winningham) are presented in the Proxy Statement section of our Annual Report. Among other skills, they bring (1) industry expertise, (2) scientific research and drug development, (3) public policy and regulation and (4) human capital experience, which all contribute to the effective oversight of our CSSI strategy. In addition, as per its Charter, the Committee can access outside expertise, as deemed appropriate, to fulfill its duties.

BOARD COMMITTEES

Our Board committees are comprised solely of independent directors, and each Board committee director engages with Jazz management to remain well-informed of our strategy and business performance. In 2024, the Board had four standing committees, each with its own charter, including the Audit Committee, Compensation and Management Development Committee, Science and Medicine Committee and Nominating and Corporate Governance Committee. The NCGC's responsibilities include ESG-related duties, such as:

- Overseeing our ESG strategy and practices. The committee periodically reviews and discusses with management our ESG practices that are expected to have a significant impact on our performance, business activities or reputation.
- Overseeing risk management matters, excluding financial, information security or compensation policies.
- Identifying, reviewing and evaluating candidates to serve on the Board. The committee considers any potential conflicts of interest as well as applicable independence and experience requirements.

EXECUTIVE COMPENSATION

Our executive compensation program is designed to support the following philosophy and objectives:

- Attract, incentivize, reward and retain talented individuals with relevant experience in the life sciences industry through a competitive pay structure. We reward individuals fairly and seek to retain those individuals who continue to meet our high expectations.
- Deliver balanced total compensation packages to accomplish our business objectives and mission. Our executive compensation program focuses on target total direct compensation, combining short-term and long-term components, cash and equity and fixed and variable payments, in the proportions that we believe are the most appropriate to incentivize and reward our executive officers for achieving our corporate goals while minimizing incentives for excessive risk-taking or unethical conduct.
- Align pay with our performance. A substantial portion of our Named Executive Officers' compensation opportunity is variable or "at-risk" and dependent upon our performance. Our annual performance bonus awards are not earned unless pre-determined levels of performance are achieved against annual corporate objectives approved by our Board at the beginning of the year. Likewise, our performance-vesting restricted stock unit awards (PSUs) are not earned unless pre-determined levels of performance are achieved and our restricted stock units (RSUs) will not provide increased value unless there is an increase in the value of our shares, which benefits all shareholders. We also have executive share ownership guidelines to further support our ownership culture and align the interests of executive officers and shareholders.

Further details are outlined in our Annual Report.



Risk Management and Regulatory Compliance

ENTERPRISE RISK MANAGEMENT

We recognize that risks are an inherent part of conducting business in today's environment. Our Enterprise Risk Management (ERM) is a comprehensive business strategy designed to identify, assess, prepare for and mitigate risks that may affect Jazz. Governed by our NCGC with oversight from our Executive Committee, our ERM Team facilitates this program comprised of senior cross-functional management and subject matter experts who meet and review high risks and changes semi-annually. Subsequent reviews and reporting are then provided to the NCGC and Executive Committee, as applicable.

Our proactive and collaborative approach to ERM allows us to not only safeguard our business but also contribute positively to our stakeholders, communities and environment in which we operate.

DATA AND INFORMATION SECURITY

Our Information Security team partners across the organization to identify, measure and reduce potential risks to data and information security.

The information security risk management program proposes solutions to mitigate risks, from reviewing security practices across the organization to ensuring that system owners and vendors implement suitable security controls, as well as deploying technologies such as data loss prevention and multifactor authentication.

CYBERSECURITY

Our Audit Committee and Information Security Governance Committee oversee our cybersecurity risk management processes. We maintain an information security program aligned with industry best practices to identify, assess and manage material risks from cybersecurity threats to our critical computer networks, third-party hosted services, communications systems, hardware and software and our critical data, including intellectual property, clinical trial participant and patient-related data and confidential information.

Our cybersecurity threat risk management processes include monitoring and evaluating our threat environment, conducting vulnerability assessments and utilizing external intelligence feeds. We implement various technical, physical and organizational measures, such as access

control, encryption standards, incident response plans and security awareness training. Our risk assessment and management processes address cybersecurity threats that may have a material impact on our business, with regular reviews by our Chief Digital Officer.

We also use third-party services for threat assessments, penetration tests and cybersecurity readiness exercises. Our third-party vendor management processes help identify and manage risks from cybersecurity threats arising from our use of third-party vendors.

DATA PRIVACY

Data privacy is important to Jazz and we value the personal information entrusted to us. We commit to collecting and using personal information of our employees, patients, their families and customers in a manner consistent with our company values and to be transparent with our privacy practices.

Jazz is committed to complying with all applicable data protection and privacy laws and regulations governing the processing of personal information.

We have a dedicated Global Privacy Office that oversees our Global Privacy Program, which consists of relevant policies and procedures, data security and system access control, appropriate training and certification requirements, routine monitoring and auditing practices and investigation and corrective action procedures. We also regularly conduct privacy risk assessments of our suppliers to ensure we only work with reliable business partners while ensuring that adequate contractual measures are implemented.

We continuously strengthen our employees' privacy awareness through education and communication and require all employees to complete annual data privacy trainings.

We publicly explain the Privacy Principles we adhere to in order to safeguard personal information and to comply with applicable data protection and privacy laws. To learn more about our privacy practices, please visit our Privacy Center online.

Business Ethics Key Topics:

TOPIC	POLICY
CODE OF CONDUCT AND ETHICS I-CARE (Integrity, Compliance, Accountability, Respect and Ethics) is our customized approach to a Comprehensive Compliance Program. I-CARE consists of a Code of Conduct, a wide range of function-specific policies and procedures, trainings, a robust risk assessment and monitoring and audit program and a disclosure program for addressing employee concerns. Our Code of Conduct and Ethics provides a broad set of ethical principles intended to help guide our work with the highest integrity.	Code of Conduct and Ethics
COMPLIANCE HOTLINE Our Compliance Hotline is a third-party, confidential communication channel for our employees, vendors and others—internal or external—to report suspected violations of laws, rules, regulations, company policies or ethical standards. It can be accessed online, or through country-specific toll-free numbers. Additionally, employees are encouraged to report concerns directly to the I-CARE team via email or in person. We maintain a strict Non-Retaliation Policy.	Compliance Hotline Online Compliance Hotline
ANTI-CORRUPTION Our global Anti-Corruption Policy applies to all our employees, directors and officers, our subsidiaries and affiliates and third-party vendors and other agents acting on our behalf. We are committed to complying with applicable anti-corruption and anti-bribery laws, including the US Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act (UKBA). All company personnel are required to undergo periodic training concerning the requirements of the anti-corruption policy. The Chief Compliance Officer is primarily responsible for oversight of this policy and, along with the Board of Directors, regularly reviews the effectiveness of the anti-bribery and anti-corruption compliance program. Our Anti-Corruption Policy is periodically reviewed and updated to ensure alignment with laws and standards. The Policy was updated during 2024 as part of the periodic review cycle.	Anti-Corruption Policy Comprehensive Compliance Program
HUMAN RIGHTS We acknowledge the risks of human rights issues, including modern slavery, that exist within the supply chain and maintain a zero-tolerance policy for human rights violations. In accordance with UK requirements, we have issued a Slavery and Human Trafficking Statement that covers our approach to eliminating the risk of modern slavery and human trafficking in our operations and our supply chain. We expect our suppliers to eliminate human trafficking and slavery in their workplaces. We help ensure compliance regarding the identification and elimination of human trafficking, slavery and illegal child labor through verification methods and periodic audits.	Slavery and Human Trafficking Statement
SUPPLY CHAIN MANAGEMENT We recognize the importance of responsible supply chain management. Outlined in our Supplier Code of Conduct, we commit to operating our business with high ethical standards, including responsible sourcing and procurement. We take steps to manage environmental and social risks from contract growing, commodity sourcing and the use of genetically modified organisms (GMOs). In order to ensure our suppliers meet high ethical standards, we have Standards of Conduct for Supply Chain. This policy outlines our expectations for our suppliers.	Standards of Conduct for Supply Chain
THIRD-PARTY RISK MANAGEMENT In addition to the proactive steps we take to ensure our suppliers meet our high ethical standards, we also take steps to ensure the third parties we work with adhere to our standards. We take a risk-based approach to third-party diligence, assessing potential partners based on their risk profile and performing appropriate diligence based on this risk. During 2024, we undertook a fourth-party audit, performing diligence to ensure the party adhered to the standards we expect of those we do business with. This is an example of the continuous diligence we undertake to ensure our partners adhere to the high standards we expect.	Standards of Conduct for Supply Chain, Code of Conduct and Ethics
POLITICAL CONTRIBUTIONS We advocate for policies that support our patients in accessing our innovative medicines, from advocating for greater access and affordability of healthcare to supporting policies that foster innovation. Our political contributions guidance outlines a process intended to ensure all political contributions (including political action committee contributions) are made with transparency, segregated from lobbying activities and intended to ensure that these activities are conducted in accordance with applicable federal, state and local campaign and lobbying laws.	Political Contributions & Activities, Code of Conduct and Ethics
ANIMAL WELFARE Testing and development of pharmaceutical therapeutics at Jazz are conducted in accordance with accepted best practices from regulatory authorities such as the U.S. Food and Drug Administration (FDA), the European Medicine Agency (EMA), Health Canada and similar governmental organizations. All testing occurs in accredited facilities that comply with Good Laboratory Practice (GLP) standards and adhere to the principles of the 3Rs (Replace, Reduce, Refine) for the use of animals. Whenever possible, Jazz further strives to reduce the use of animal testing by utilizing alternative approaches that are scientifically defensible and accepted by the regulatory community, while ensuring treatment options are safe and effective for patients.	Code of Conduct and Ethics



About This Report

About This Report

Our 2024 Corporate Sustainability and Social Impact (CSSI) Report covers selected Jazz Pharmaceuticals plc environmental, social and governance (ESG) initiatives and metrics from January 1, 2024 through December 31, 2024, unless the period is otherwise noted or the context otherwise requires. Unless otherwise indicated, or the context otherwise requires, all references to “Jazz Pharmaceuticals,” “Jazz,” “the company,” “we,” “us” and “our” refer to Jazz Pharmaceuticals plc and its consolidated subsidiaries.

This Report was prepared with reference to the GRI standards and aligns with the Sustainability Accounting Standards Board (SASB) Agricultural Products and Biotechnology & Pharmaceuticals reporting standards that apply to our business, to the extent indicated herein. Information reported pursuant to the GRI or SASB standards is not necessarily material to Jazz under the U.S. federal securities laws or for other purposes and its inclusion herein should not be construed as an assessment or admission of its materiality by Jazz.

Certain quantitative information contained herein is based on estimates, assumptions and third-party methodologies, some of which continue to evolve. Accordingly, the actual amounts may differ from those reported and those differences may be significant. We disclaim any duty to update historical information provided herein. In addition, some of the quantitative information has been provided or developed by third parties or derived from third-party data. We do not assume responsibility for the accuracy of information provided or developed by or derived from third-party sources.



Forward-Looking Statements

This Report contains forward-looking statements, including, but not limited to, the goals of our CSSI strategies, efforts and initiatives and benefits therefrom, including with respect to our efforts to operate our manufacturing facilities in an environmentally responsible manner, the goals of our environmental policies and management systems, and our commitment to advancing our ESG programs and strategies and reporting of our ESG metrics. These forward-looking statements are based on our current plans, objectives, estimates, expectations and intentions and inherently involve significant risks and uncertainties. Actual results and the timing of events could differ materially from those anticipated in such forward-looking statements as a result of significant risks and uncertainties, which include, without limitation, risks and uncertainties associated with: our ability to appropriately allocate capital and other resources; litigation, tax, and legal compliance risk and costs, especially if materially different from the amount we expect to incur or have accrued for, and any disruptions caused by the same; the effects and costs of governmental investigations or related actions by third parties; and changes in the legal and regulatory environment, including environmental, health and safety laws and regulations. These risks and uncertainties of which we are not currently aware may also affect our forward-looking statements and may cause actual results and timing of events to differ materially from those anticipated. The forward-looking statements herein are made only as of the publication date of this report or as of the dates indicated in the forward-looking statements, even if they are subsequently made available by us on our website or otherwise. We undertake no obligation to update or supplement any forward-looking statements to reflect actual results, new information, future events, changes in our expectations or other circumstances that exist after the date as of which the forward-looking statements were made.

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