

Ireland Gender Pay Gap Report 2024-2025

Introduction

We are pleased to share with you our Gender Pay Gap Report for Ireland for 2024-2025. At Jazz, we make diversity, equity, inclusion and belonging, or DEIB, a priority because it is key to unlocking the potential of our people and living our core values. We strongly believe that having a diverse and inclusive workforce, where all employees feel they belong, have a voice and an opportunity to succeed, is critical to meeting our business goals and to achieving our purpose to innovate to transform the lives of patients and their families.

In this report, we highlight the key findings of our most recent gender pay gap analysis. During the reporting period, Jazz had one employing entity in Ireland, Jazz Pharmaceuticals Ireland Limited, with over 150 employees, making us subject to the **Employment Equality Act 1988 (Gender Pay Gap Information) Regulations 2022**. In accordance with Irish government regulations, data was analysed for the pay period of the 1st July 2024 to the 30th June 2025, for ordinary pay gap statistics, bonus pay gap statistics and benefits in kind statistics. These individual statistics are as follows:

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

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



Summary

As outlined in more detail below, the median and mean hourly gender pay gap for 2024-2025 shows in favour of males, reflecting more male employees at higher levels, than female employees

While there is a slightly higher percentage of female employees receiving bonuses in comparison to male employees, a median and mean gap exists in favour of male employees. This reflects the higher number of males in senior level roles than females. It is important to keep in mind that the bonus gap, by nature of its broad definition, is more susceptible to year-on-year variances

Hourly Gender Pay Gap

- Overall, there is a median hourly pay gap of 21.5% in favour of males, meaning the median hourly pay for males is higher than the median hourly pay for females
- The mean hourly pay gap is 12.0% higher, on average, for males than females
- The mean hourly pay gap is lower than the median hourly pay gap, which suggests that there are female upper outlier earners
- There are more males than females in the upper pay quartile (65.5% male vs. 34.5% female), while females are overrepresented in the lower middle and upper middle quartiles. This uneven distribution drives both the median and mean pay gaps
- As of June 30, 2025, only one part-time female and no temporary contract employees were employed, so pay gaps for these groups are not reportable

Bonus Gender Pay Gap

- There is a slightly higher percentage of female employees receiving a bonus in comparison to male employees
- In all cases where both males and females are not receiving bonuses (9.1% and 5.6% respectively), this is because they started part way through the snapshot period and after the bonus eligibility cut-off date, and were therefore not eligible for an annual bonus
- The median gender bonus gap is 38.6% in favour of males, while the mean bonus gap is 21.4%. These gaps are again due to the higher male representation in senior bonus-eligible roles within the upper quartile(s)
- The BIK receipt rate is higher for females (94.4%) than that for males (91.8%). Of the 15 employees who are not receiving BIK, 9 are male and 6 are female

Factors Contributing to the 2024-2025 Gender Pay Gap Results in Ireland

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

Reporting

The data presented below reflects the figures for Jazz Pharmaceuticals Ireland Limited. If an employee was employed on the snapshot date of 30th June 2025, they will be included in the calculations. A sum of all payments categorised under Ordinary Pay and Bonus Pay made in the period between 1st July 2024 and 30th June 2025 have been included in this analysis, aligned with the regulations.

Gender Pay Gap

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

What are the median and the mean?

The Median:

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

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

21.5%

Median Hourly Gender Pay Gap

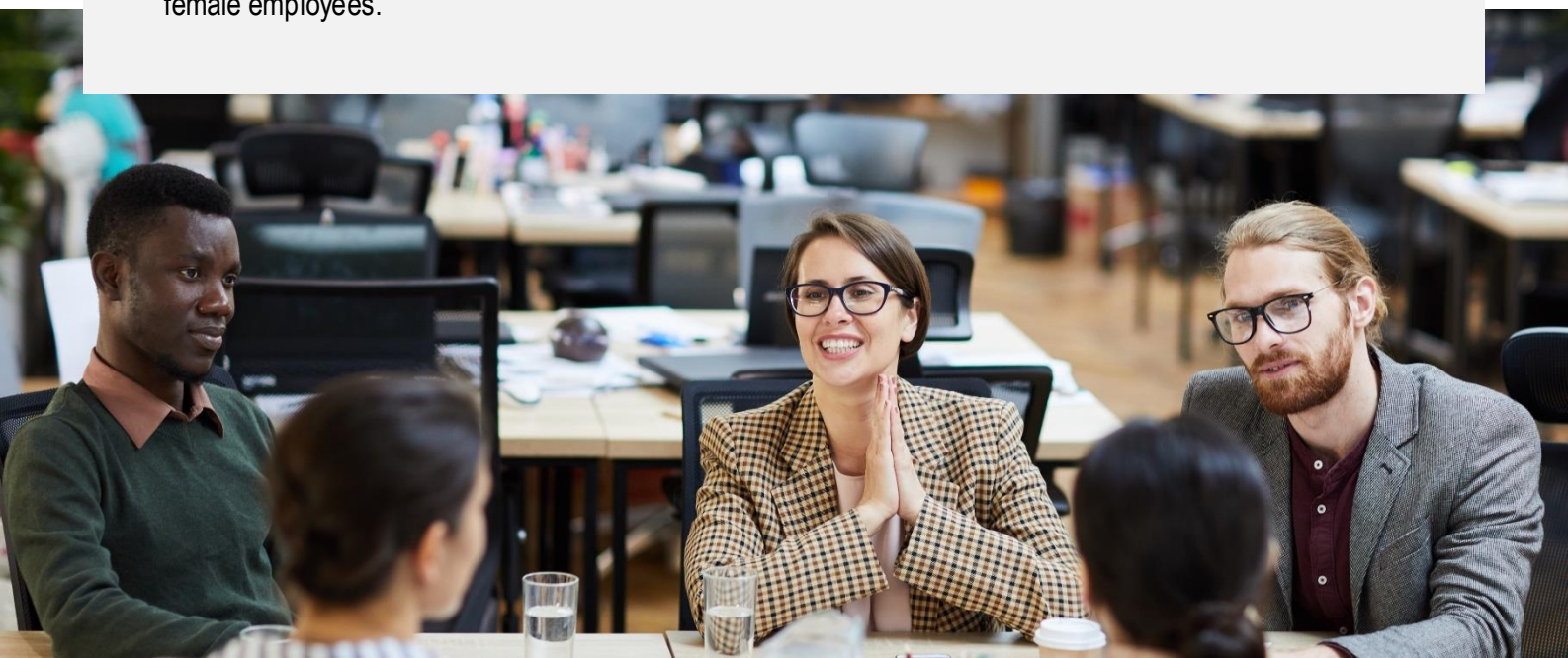
The Mean:

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

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

12.0%

Mean Hourly Gender Pay Gap



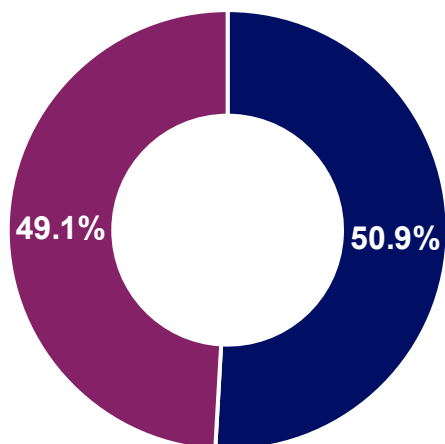


Pay Quartiles – 2024-2025

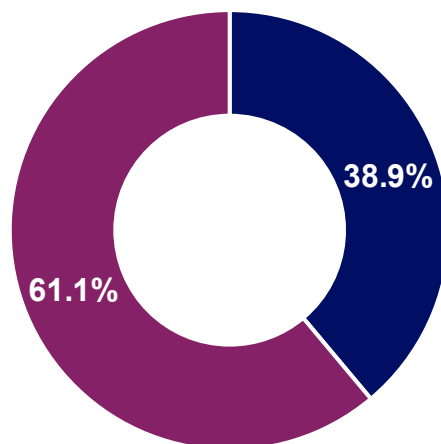
The percentage of male and female employees in each pay quartile.

Jazz Pharmaceuticals Ireland Limited

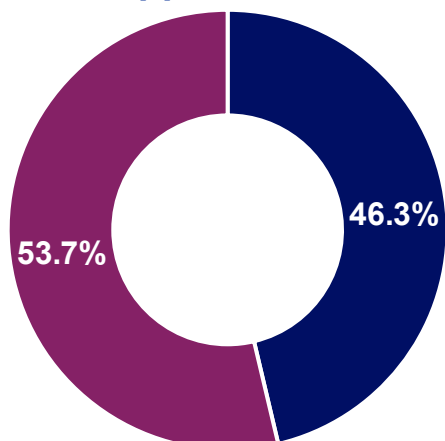
Lower



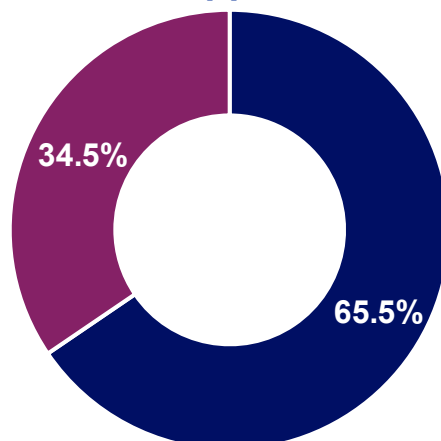
Lower Middle



Upper Middle



Upper



Female Male

Bonus Gender Pay Gap

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

38.6%

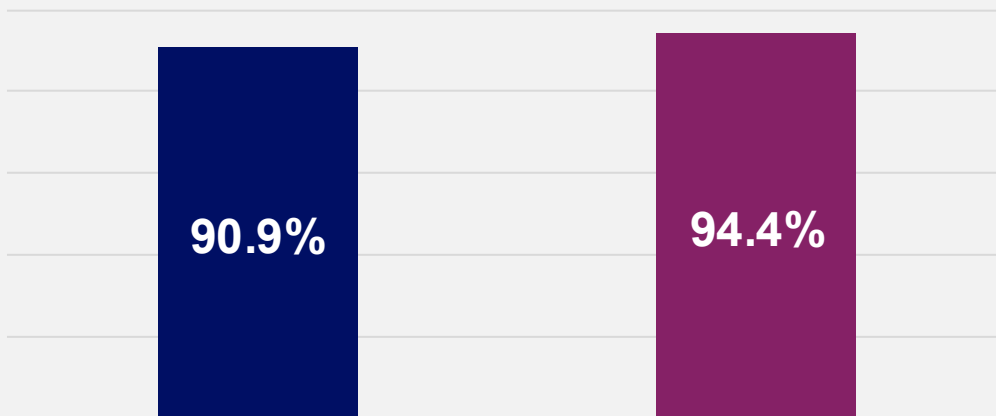
Median Bonus Gender Pay Gap

21.4%

Mean Bonus Gender Pay Gap

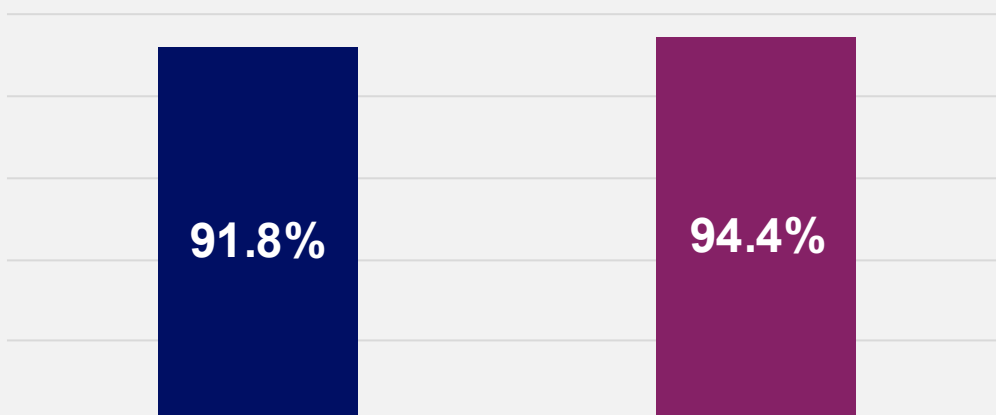
Bonus Receivers

The percentage of male and female employees receiving a bonus.



Receivers of Benefit in Kind (BIK)

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



Our Actions

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

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

Jazz 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 contribute to our Jazz culture, educate the business, build connections and foster allyship. We provide opportunities for employees to set and fulfil 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 totalled 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.



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).
- 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.

Thank you.