

UK Gender Pay Gap Report 2025



Introduction

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

In this report, we highlight the key findings of our most recent gender pay gap analysis. In accordance with UK government regulations, data was analyzed for the pay period of 5 April 2025, for hourly pay gap statistics and the 12-month period ending 5 April 2025, for bonus pay gap statistics. As in previous years, the six gender pay gap statistics analyzed include three statistics with regards to hourly pay and three with regards to bonus pay. These are as follows:

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

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

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

Summary

As a statistic, the median is considered to be the most reliable measure of 'average' earnings or typical pay. Using this measure, the median hourly pay gap decreased to 7.6% in Jazz Pharmaceuticals Research and to 3.0% in Jazz Pharmaceuticals Operations in 2025. When all UK entities were combined, the median hourly pay gap was -7.9%, indicating that median hourly pay for females was 7.9% higher than for males. According to the Office of National Statistics, the median hourly gender pay gap was 16.2% in scientific research and development, 13.3% in pharmaceutical manufacturing, and 12.1% in other professional, scientific, and technical activities, during 2024–2025.

The median bonus gender pay gap across all UK entities increased on average by 4.2% in 2025. As bonus pay includes both cash awards and equity vesting, outcomes can vary significantly depending on the gender distribution of employees with equity vesting during the reference period. We see this to be the case in 2025, when comparing against the same figures in 2024.

Hourly Gender Pay Gap

- In Jazz Pharmaceuticals Research, the median hourly gender pay gap decreased from 11.3% to 7.6%, with the mean gap also decreasing from 15.8% to 15.0%.
- In Jazz Pharmaceuticals Operations, the median hourly gender pay gap decreased from 12.1% to 3.0%. The mean gap shifted from -7.4% to -14.6%, indicating that median hourly pay was higher for females than for males.
- When all UK entities were combined, the median hourly gender pay gap moved from -4.4% to -7.9% in 2025. The mean hourly gender pay gap decreased from 2.5% to 1.2%.
- The distribution of males and females across pay quartiles remains broadly balanced when all UK entities were combined, with further detail provided in the next section.

Bonus Gender Pay Gap

- In Jazz Pharmaceuticals Research, the median bonus gender pay gap rose from 18.0% to 27.1%, with the mean gap increasing slightly from 30.6% to 30.8%.
- In Jazz Pharmaceuticals Operations, the median bonus gender pay gap shifted from 1.9% to -7.1%, and the mean gap moved from -13.1% to -32.3%, both in favour of females.
- When all UK entities were combined, the median bonus gender pay gap increased from 1.3% to -6.7%, with the mean gap increasing from 9.7% to 11.7%.
- The proportion of male and female employees receiving a bonus remains broadly consistent with previous years.

Factors Contributing to the 2025 UK Gender Pay Gap Results

- Similar to last year, the main driver of the hourly pay gap results within each entity was the representation of males vs. females in senior level (i.e., higher paid) roles during the reference period, which impacts, among other things, base salary levels, bonus, and equity awards.
- While the definition of the bonus gap is broad in nature, there will continue to be variances in the bonus pay gap due to elements such as start dates for new hires effecting eligibility and bonus proration, individual and company performance, as well as the gender profile of those with equity vesting during the reference period, as mentioned above. Therefore, the bonus gap is susceptible to large year on year variances.

UK Wide Reporting

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

Hourly Gender Pay Gap

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

What are the median and the mean?

The Median:

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

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

-7.9%

Median Hourly Gender Pay Gap All UK Entities Combined

The Mean:

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

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

1.2%

Mean Hourly Gender Pay Gap All UK Entities Combined

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

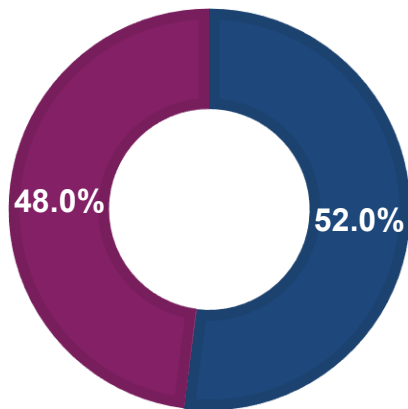


Pay Quartiles – 2025

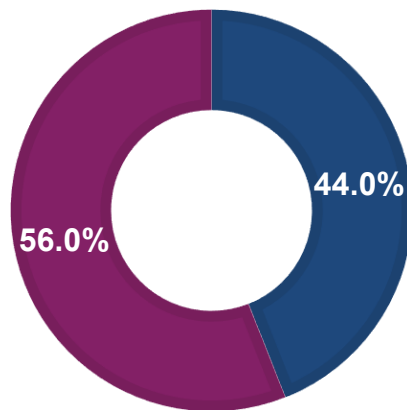
The proportion of male and female employees in each pay quartile.

All UK Entities Combined

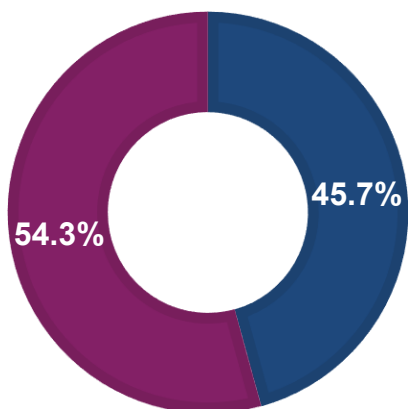
UPPER QUARTILE



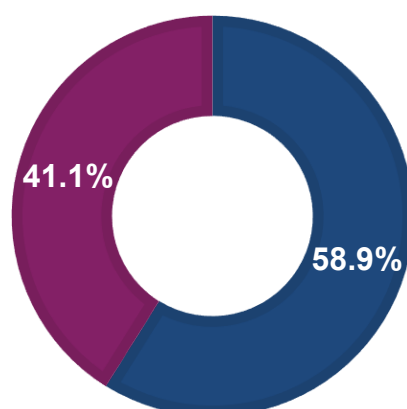
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE



● Female ● Male

Bonus Gender Pay Gap

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

-6.7%

Median Bonus Gender Pay Gap
All UK Entities Combined

11.7%

Mean Bonus Gender Pay Gap
All UK Entities Combined

Bonus Receivers

The proportion of male and female employees receiving a bonus.



● Male ● Female

Individual Entity Reporting

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

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

	Jazz Pharmaceuticals Research UK Ltd 272 employees in scope	Jazz Pharmaceuticals Operations UK Ltd 255 employees in scope	All UK Entities Combined (Jazz Pharmaceuticals Research UK, Jazz Pharmaceuticals Operations UK and, Jazz Pharmaceuticals UK) 729 employees in scope
Hourly Pay			
Median Gender Pay Gap	7.6% (11.3%)	3.0% (12.1%)	-7.9% (-4.4%)
Mean Gender Pay Gap	15.0% (15.8%)	-14.6% (-7.4%)	1.2% (2.5%)

Proportion of male and female employees in each pay quartile	Jazz Pharmaceuticals Research UK Ltd		Jazz Pharmaceuticals Operations UK Ltd		All UK Entities Combined	
	Male	Female	Male	Female	Male	Female
Lower Quartile	42.4% (44.0%)	57.6% (56.0%)	55.7% (56.3%)	44.3% (43.8%)	58.9% (55.6%)	41.1% (44.4%)
Lower Middle Quartile	39.4% (41.9%)	60.6% (58.1%)	78.3% (71.9%)	21.7% (28.1%)	45.7% (49.2%)	54.3% (50.8%)
Upper Middle Quartile	43.1% (44.6%)	56.9% (55.4%)	75.0% (77.8%)	25.0% (22.2%)	44.0% (44.9%)	56.0% (55.1%)
Upper Quartile	57.6% (58.7%)	42.4% (41.3%)	62.3% (62.5%)	37.7% (37.5%)	52.0% (55.4%)	48.0% (44.6%)

Bonus			
Median Gender Pay Gap	27.1% (18.0%)	-7.1% (1.9%)	-6.7% (1.3%)
Mean Gender Pay Gap	30.8% (30.6%)	-32.3% (-13.1%)	11.7% (9.7%)

Proportion of male and female employees receiving a bonus payment	Jazz Pharmaceuticals Research UK Ltd		Jazz Pharmaceuticals Operations UK Ltd		All UK Entities Combined	
	Male	Female	Male	Female	Male	Female
Bonus receivers	100.0% (98.6%)	99.3% (98.8%)	97.6% (97.7%)	98.9% (97.6%)	98.6% (97.9%)	97.6% (97.9%)

Our Actions

The company continues to be committed to creating a workplace culture that fosters the ability of our employees to be their authentic selves and contribute boldly. We also aim to surround underrepresented groups with allies to enable all employees to thrive.

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

Jazz continues to build a workplace culture 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 work, which contributes to our Jazz culture, educates the business, builds connections, and fosters 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 has partnered with "nudge," an impartial financial education and coaching platform to help employees better understand and manage their finances.

Leadership Development

In 2025, 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. We have 120 memberships available each year (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.'

OneWeReach

As part of our ongoing commitment to fostering our organizational culture, we are proud of our newest partnership with OneWeReach, a professional development organization dedicated to improving health outcomes worldwide. They offer conferences, workshops, and leadership development programs that can benefit pharmaceutical and life science professionals, from emerging leaders to experienced executives.



Employee Feedback Drives Action

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 as 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 insight 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.

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.

Raising Awareness and Creating Connection

Building on events held in previous years, 2025 was an active period in terms of events and other initiatives. Highlights included:

- Hosting a global internal event recognising International Women’s Day in March, supporting the #AccelerateAction theme, emphasising the importance of taking swift and decisive steps to achieve gender equality
- Hosting global employee events for US Black History Month (February), Asia and Pacific Islander Heritage Month (May), Juneteenth (June), LGBTQ+ Pride (June), Hispanic Heritage Month (September), International Indigenous Peoples Day (October), and U.K. Black History Month (October)
- Launching the Deed platform to connect employees with meaningful opportunities for volunteering and social engagement
- Launching our “Jazz Autism Support Community” and “Patients and Caregivers Community” to provide even more ways for employees to engage, connect, and learn
- Expanding our DEIB Learning resources, with a new foundational DEIB eLearning activity and leader-led guides to support discussion of Belonging, Allyship, and Connection



Ongoing Commitment

At Jazz, we are committed to creating an environment of inclusion and belonging in all parts of our business. Our strategy includes:

- creating and embracing diversity of thought, background, and experience in our workplace, leadership, and beyond;
- learning more about challenges and inequities in society;
- making sure our processes and policies are fair, equitable, and comply with all applicable laws; and
- providing opportunities to foster DEIB in the world around us.

We designed our employee DEIB program to empower employees to guide and support our strategy and programs, using voluntary educational programs and communication to continue fostering an inclusive environment.

Approval

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

Eric Stern

Eric Stern