



**2025**  
**Corporate Sustainability**  
**and Social Impact Report**





# Letter from Our President and CEO



For more than 20 years, Jazz has been driven by a singular purpose: helping patients with rare or serious diseases reclaim meaningful moments with the people who matter most.

At the heart of our work is an unwavering focus on patients, many of whom face delayed diagnoses, limited access to care and too few treatment options. These realities shape everything we do—the urgency with which we act, how we allocate capital, how we build and equip our teams and how we engage with the communities we serve.

2025 was an exceptional year for Jazz. Our focused strategy delivered strong performance and marked our 21st consecutive year of top-line growth. We advanced our pipeline, secured regulatory approvals, strengthened commercial execution and expanded our investment in research and early-stage innovation, reinforcing our commitment to innovate to transform the lives of patients and their families.

These results reflect the strength of our sharpened focus on rare disease. Corporate Sustainability and Social Impact (CSSI) ensures that our strategy includes building resilience, acting responsibly and strengthening stakeholder trust as we deliver long-term growth and value for patients, our people and shareholders.

In 2025, we made meaningful progress across our CSSI priorities:

- Advanced key product development and launch milestones while deepening patient engagement and strengthening Research and Development (R&D).
- Invested in our people through capability building, purpose-driven engagement and an ongoing focus on our flexible working model, Jazz Remix, and employee wellbeing.

- Set tangible commitments to climate targets and achieved our renewable energy goals across all our internal manufacturing sites.
- Continued focus on exceptional corporate and Board governance.

A great example of our patient focus is the U.S. Food and Drug Administration (FDA) approval of Modeyso™ (dordaviprone), the first and only treatment for recurrent H3 K27M-mutant diffuse midline glioma, an ultra-rare and aggressive brain tumor. It is the first advancement for patients with this type of brain tumor in more than 60 years. Jazz teams led more than 1,800 patient and caregiver engagements, a 110%+ increase over 2024. Insights from these interactions directly informed clinical trial design and the development and delivery of our medicines. We also partnered with more than 130 organizations to advance advocacy for our patient communities across policy, access and clinical progress.

We strengthened our innovation engine by advancing Jazz-discovered molecules and investing in our early development capabilities. In 2025, for the first time, a molecule discovered in our labs progressed through Investigational New Drug-enabling studies, positioning it to enter first-in-human trials. We expanded training and people development and added key talent to advance our scientific and rare disease expertise. A significant highlight was reporting practice-changing clinical data for zanidatamab to treat a rare cancer, gastroesophageal adenocarcinoma (GEA), demonstrating the strength of our pipeline in addressing an unmet need. We also secured FDA approval for a maintenance treatment for adults with extensive-stage small cell lung cancer, providing a new option that reduces the risk of disease progression.

Our approximately 2,900 employees are the driving force behind our progress. Their strong connection

to our purpose is reflected in record engagement and expanded volunteerism across the rare disease ecosystem. In 2025, we also introduced a company-wide Wellbeing Week, providing dedicated time for employees to recharge—an important investment in sustaining both performance and culture.

Delivering sustainable growth also requires us to be accountable for the broader impact of our operations. In 2025, we advanced our environmental strategy by establishing a target to reduce Scope 1 and 2 greenhouse gas (GHG) emissions by 35% by 2030 from a 2025 baseline. By year-end, all internal manufacturing sites operated on 100% renewable electricity, seven of Jazz's nine laboratories achieved My Green Lab certification, and we attained additional International Organization for Standardization (ISO) certifications. We also began addressing emissions across our value chain.

Strong governance continues to underpin all that we do. Our experienced leadership team, engaged Board and robust compliance framework support the accountability, agility and integrity required to deliver on our strategy.

I remain inspired by the courage of the patients we serve and the dedication of our team, particularly as I stepped into the Chief Executive Officer (CEO) role in 2025 as only the third CEO in Jazz's history. Our focus on patients, our people, our communities and the planet is central to both our strategy and our purpose. Looking ahead, we will continue to deliver on our CSSI priorities to advance innovation that has the power to transform lives.

Renee Gala, President and CEO, Jazz Pharmaceuticals



# 2025 At a Glance

## Jazz Pharmaceuticals Highlights



**\$4.3B**  
in total revenues<sup>1</sup>



**9**  
medicines marketed<sup>2</sup>



**~2,900**  
employees worldwide<sup>2</sup>



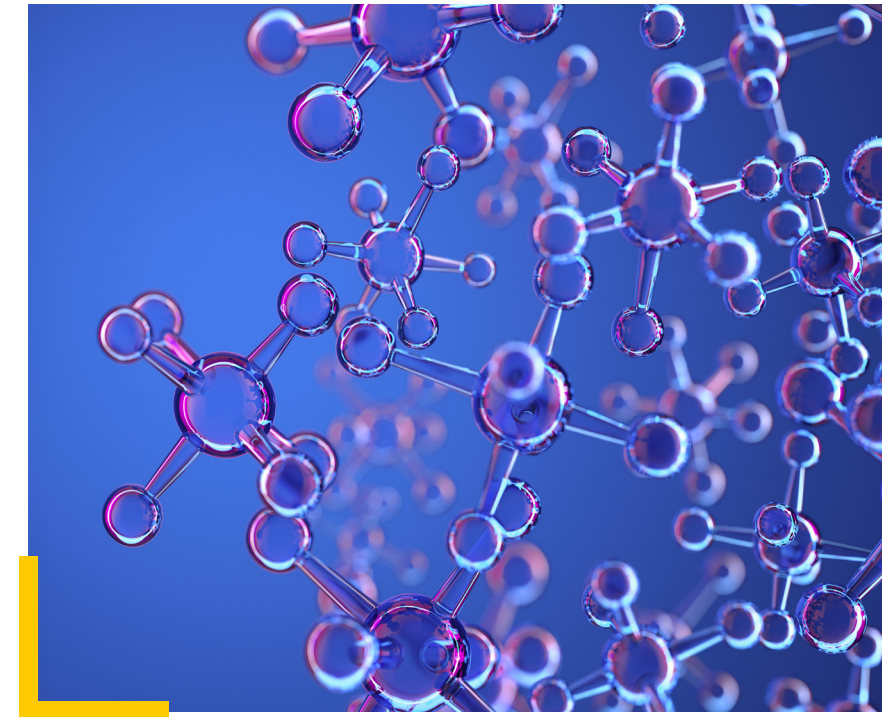
**\$1.4B**  
net cash provided by  
operating activities<sup>1</sup>



**>35**  
Research & Development  
programs<sup>2,3</sup>



**~100**  
countries served by  
our medicines<sup>2</sup>



## Additional CSSI Performance Achievements

**Patients**

**5**  
new clinical trials initiated with  
patient input into trial protocols

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**110%+**  
increase in patient and caregiver  
engagements in clinical trial design, drug  
development and medicine delivery

**People**

**1st**  
ever Wellbeing Week observed

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**3**  
Jazz's internal manufacturing sites  
certified under ISO 45001 for  
occupational health and safety

**Community**

**\$4.5M<sup>1</sup>**  
in corporate giving in 2025

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**3x**  
increase in employee volunteering  
through Life Science Cares  
since 2024

**Planet**

**35%**  
carbon reduction target set for Scope 1  
and 2 by 2030, using 2025 as a baseline

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**100%**  
of Jazz's internal manufacturing sites  
and one corporate office fully operate  
on renewable electricity

1. For the year ended December 31, 2025. 2. As of December 31, 2025. 3. Visit [Jazz Pipeline](#).



# About Jazz



Jazz Pharmaceuticals is a global biopharmaceutical company whose purpose is to innovate to transform the lives of patients and their families. We are dedicated to developing life-changing medicines for people with rare diseases, often with limited or no therapeutic options. Our diverse portfolio includes leading therapies addressing epilepsies, cancers and sleep disorders.

Our strategy for growth is rooted in executing commercial launches and ongoing commercialization initiatives, advancing robust R&D programs, delivering impactful clinical results and effectively deploying capital through strategic corporate development to strengthen the prospects of achieving our short- and long-term goals. This disciplined approach drives strong financial performance and positions us to create lasting value.

We focus on rare diseases, which often have high unmet needs and small patient populations, resulting in efficient, concentrated call points. To serve these patients well, we develop highly differentiated therapies designed to be durable, long-lived assets supported by a scalable global commercialization model. Continued investment in our pipeline is central to this strategy. It is how we sustain our commitment to patients over the long term and deliver meaningful impact through our core values. To learn more, visit our [website](#).

## CSSI at Jazz

Delivering on our mission starts with developing life-changing therapies for our patients and extends to the people who do that work, the communities in which we operate and the planet we share.

Our approach to CSSI is anchored by our four impact pillars: Patients, People, Community and Planet, and a focused set of priority initiatives that sit within them. A strong governance framework underpins our efforts across all four pillars, directing how we manage enterprise risk, engage in responsible business practices and uphold business ethics and compliance.

## About this Report

This report describes our CSSI performance from January 1, 2025, to December 31, 2025, unless otherwise noted. It reflects our progress across our CSSI program and is informed by internal and external stakeholder perspectives, relevant reporting standards and frameworks and our strategy, purpose and values. Among the highlights from 2025:

- We delivered life-changing medicines to patients, including the launch of *Modeyso*, the first and only drug therapy to treat a rare and aggressive brain cancer, and expanded Zepzelca® (lurbinectedin) as a combination regimen into first-line maintenance (1LM) therapy for extensive-stage small cell lung cancer (ES-SCLC).
- We set a formal target to reduce absolute Scope 1 and 2 GHG emissions by 35% by 2030, establishing 2025 as our baseline year, developed a decarbonization plan to guide execution and initiated projects to immediately reduce our impact on emissions, waste, water and biodiversity.
- We expanded organizational capability through critical leadership appointments and the integration of specialized scientific talent from the Chimerix, Inc. acquisition. Concurrently, we deepened support for employee wellbeing and engagement through new programs including our first-ever Wellbeing Week.

- We directed \$4.5 million in corporate giving across 77 organizations and tripled employee volunteer participation with Life Science Cares (LSC), growing Jazz’s investment in the communities we serve and broader causes where our people and purpose intersect.



## Our Values

- Integrity
- Collaboration
- Passion
- Innovation
- Pursuit of Excellence



# Patients

Sam, living with narcolepsy



# Patients

**Over 400 million people worldwide live with a rare disease<sup>1</sup>, approximately 95% of which have no approved treatment<sup>2</sup>.** On average, patients wait five years for an accurate diagnosis<sup>1</sup>, and many never gain access to a targeted therapy.

Jazz is dedicated to treating rare diseases with leading therapies in epilepsies, cancers and sleep disorders. A relentless focus on understanding the patient and caregiver experience, including the pain points and barriers they face, is a critical input to our strategy. We look to create solutions that meet the most compelling needs, including developing new therapies, optimizing existing ones and ensuring reliable, safe access to these therapies. Our ambition is to earn the trust of patients, caregivers and the clinical community who serve them.

In 2025, we deepened our investment in research, advanced clinical development and secured regulatory approvals for important medicines globally to improve patient care across rare diseases. We also expanded how patients and caregivers inform our work, strengthened access pathways across geographies and increased our engagement with the advocacy community.

## 2025 Key Results

Received European Union (E.U.) conditional marketing authorization for Ziihera® (zanidatamab-hrii) in second-line (2L) treatment for advanced or metastatic HER2+ biliary tract cancer (BTC) in the E.U.

Launched *Modeyso* in H3 K27M-mutant diffuse midline glioma (DMG) following prior therapy in the United States (U.S.).

FDA approval of *Zepzelca* as a combination regimen in 1LM ES-SCLC in the U.S.

Ended 2025 with more than **16,000** active patients taking Xywav® (calcium, magnesium, potassium and sodium oxybates) across both narcolepsy and idiopathic hypersomnia

Reported positive top-line results from the pivotal Phase 3 HERIZON-GEA-01 trial of zanidatamab in combination with chemotherapy, with or without tislelizumab, as first-line treatment for adults with HER2-positive locally advanced or metastatic GEA

**110%+** increase in patient and caregiver engagements to support clinical trial design, drug development and medicine delivery

**5** new clinical trials initiated with patient input incorporated into trial protocols

1. Orpha, 2026. 2. Lancet, 2024.

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# Innovating for Patients with Rare Diseases

## A First: Molecule Discovered In-House at Jazz

Jazz initiated a Phase 1 First-in-Human study with JZP047, a compound in development for the treatment of absence epilepsy. JZP047 is the first molecule discovered in-house at Jazz, and the initiation of this study marks an important milestone that demonstrates Jazz's expanding capabilities in discovery, research and early development.



Our patient-focused, science-driven approach powers pioneering R&D advancements across our robust pipeline of innovative therapeutics.

## Research and Development

Jazz's R&D activities encompass all stages of development, from clinical testing of new product candidates to clinical improvements of, or additional indications or new clinical data for, our existing marketed products. We also have active preclinical and early-stage programs for novel therapies that further our rare disease strategy and leverage our R&D capabilities. Alongside collaborations with biotechnology companies, academic institutions and research-based organizations, we support investigator-sponsored trials that generate additional data for our products. This integrated approach, combining internal innovation with disciplined external partnership, reflects our commitment to a research agenda that consistently advances rare disease science and strengthens our pipeline.

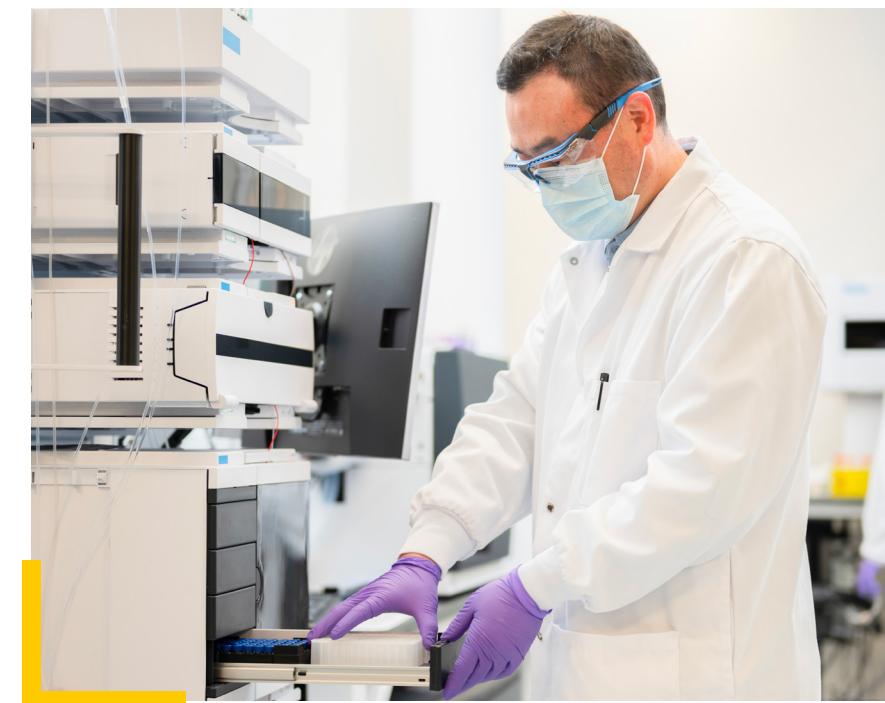
2025 was marked by multiple regulatory approvals and meaningful clinical advances across our portfolio. Key pipeline highlights include the E.U. approval of *Ziihera* in 2L BTC, accelerated FDA approval and launch of *Modeyso* in H3 K27M-mutant diffuse midline glioma



Piper, living with Dravet syndrome

following prior therapy and FDA approval of *Zepzelca* in combination in 1LM ES-SCLC. *Xywav* remains the only low-sodium oxybate therapy and the only FDA-approved therapy to treat idiopathic hypersomnia.

We also announced positive top-line results from the pivotal Phase 3 HERIZON-GEA-01 trial of zanidatamab in combination with chemotherapy, with or without tislelizumab, as first-line treatment for adults with HER2-positive locally advanced or metastatic GEA. For a full description of 2025 pipeline achievements, visit Jazz's [Form 10-K](#). Additional information related to R&D can also be found on our [website](#).





## Key Pipeline Programs

KEY CLINICAL PROGRAMS	PHASE 1	PHASE 2	PHASE 3	REGULATORY	RECENT / UPCOMING MILESTONES
<b>Zanidatamab</b>	1L GEA (HERIZON-GEA-01)				A supplemental Biologics License Application (sBLA) granted <b>Priority Review; Prescription Drug User Fee Act (PDUFA) date of August 25, 2026</b>
	1L BTC (HERIZON-BTC-302)				
	Breast Cancer (BC) patients post T-DXd (EmpowHER-BC-303)				Anticipate <b>top-line data</b> late 2027 / early 2028
	Neoadjuvant and adjuvant BC (EmpowHER-BC-208)				
	Neoadjuvant treatment of locally advanced BC (I-SPY2)				
	Pivotal trial for HER2+ solid tumors (DiscovHER-Pan-206)				
<b>Dordaviprone</b>	Recurrent H3 K27M-mutant diffuse midline glioma				<b>Approved by FDA</b> on August 6, 2025
	1L H3 K27M-mutant diffuse glioma (ACTION)				Anticipate <b>interim Overall Survival (OS) analysis</b> late 2026 / early 2027
<b>JZP3507 (ONC206)</b>	Advanced Pheochromocytoma and Paraganglioma (PCPG)				Trial initiated, currently enrolling
	Meningioma				
<b>Lurbinectedin</b>	1L ES-SCLC combo with Tecentriq <sup>1</sup> (IMforte)				<b>Approved by FDA</b> on October 2, 2025
	2L SCLC (LAGOON) confirmatory trial <sup>2</sup>				<b>Top-line results</b> announced on June 12, 2026
<b>JZP815</b>	RAF & RAS mutant tumors				<b>Progressed</b> to expansion cohorts: NRAS Q61 mutated solid tumors (including melanoma) and BRAF Class 2/3 mutated solid tumors
<b>JZP898</b>	Solid tumors				<b>Progressed</b> to cohorts in combination with pembrolizumab in renal-cell carcinoma, urothelial carcinoma and melanoma
<b>Cannabidiol oral solution</b>	Focal-onset seizures				
<b>JZP047</b>	Absence Epilepsy				<b>Initiated Phase 1</b> in healthy volunteers

1. IMforte study done in collaboration with F. Hoffmann-La Roche Ltd. 2. LAGOON study operated by partner PharmaMar.



# Putting Patients at the Center



Meaghan, living with narcolepsy

Jazz’s commitment to patients shapes how we engage with patients and caregivers at every stage of their experience, from symptom recognition and the earliest moments of diagnosis through treatment and beyond.

## Patient Centricity

In 2025, we continued to advance our Patient Centricity model, which integrates patient and caregiver perspectives into drug discovery, development and medicine delivery, using sustained engagement, data and analytics and authentic two-way dialogue to ensure patient perspectives shape decisions across our business.

The model is anchored by two governance structures: the internal Patient Centricity Steering Committee (PCSC) which brings together key leaders across clinical, regulatory, R&D and commercial, and the Patient Centricity Advisory Council (PCAC), comprising 12 distinguished external patient leaders across nonprofit leadership, clinical medicine, patient advocacy and health policy. In 2025, the PCSC and the PCAC guided program priorities including harmonizing patient input across the organization, refining patient communication plans and defining our measurement needs for patient centricity efforts.

That governance-driven focus drove meaningful engagement: Jazz engaged with more than 1,800 patients and caregivers in 2025, a more than 110% increase compared to 2024, with patient input informing clinical trial design, drug development and medicine delivery across the organization.

**1,800+** patient and caregiver engagements to support clinical trial design, drug development and medicine delivery in 2025, a more than 110% increase compared to 2024

Among the many initiatives that contributed to this progress, a Labeling and Informed Consent Form Workshop brought together patients, caregivers, advocates and industry experts to develop design principles to guide future patient-facing materials and improve patient safety, comprehension and satisfaction. A GEA Patient Advisory Steering Committee, launched in 2025, convened patients, caregivers and advocacy group leaders to inform resources and educational materials for people living with GEA, with a focus on inspiring hope.

Cross-functional workshops helped employees explore how patient input can be integrated earlier across the product lifecycle, with the R&D leadership team identifying seven patient enablers to systematize engagement across Jazz. Externally, Jazz held its second annual Jazz Upskilling and Networking in Oncology (JUNO) event in London, a full-day workshop centered on the disease and treatment landscape, diagnostic pathways and treatment options that directly shaped 2026 planning related to zanidatamab.

## Launch of Patient & Caregiver Community

In 2025, Jazz launched the Patient & Caregiver Community on Viva Engage, creating a secure, opt-in private online space for employees to share their experiences, or the experiences of their families, as patients and caregivers. These firsthand perspectives serve as an important touchpoint for embedding patient and caregiver insight across the business, while also fostering connection and support through shared experiences and access to resources. A webinar series focused on caregiver support was introduced to further extend the reach and impact of the community.





## Partnership in Action

Jazz's advocacy partnerships extend our reach into patient communities, inform our research and strengthen our ability to serve patients across our therapeutic areas. We maintain long-standing relationships with more than 130 patient organizations worldwide, collectively representing millions of patients across epilepsies, cancer and sleep disorders.

In 2025, Jazz participated in U.S. advocacy efforts to protect innovation and access to rare disease treatments through the Save Rare Treatments Task Force, a coalition of approximately 40 industry and patient organizations. Jazz supported the development of policy positions and messaging while patient organizations independently led engagement with legislators and policymakers, ensuring rare disease patient perspectives shaped federal decision-making.

Also in 2025, Jazz's collaboration with the Cholangiocarcinoma Foundation included joint participation in an FDA meeting, underscoring the shared commitment to clinical trial recruitment and highlighting the significant unmet need in this rare cancer community. In another instance, Jazz worked alongside the National Brain Tumor Society, Tough2gether and the ChadTough Defeat DIPG Foundation to support research funding and regulatory engagement that contributed to the August 2025 FDA accelerated approval of *Modeyso*, the first-ever treatment approved for recurrent H3 K27M-mutant diffuse midline glioma.

## Patient-Centric Clinical Trials

### REPRESENTATION

We believe everyone deserves access to quality healthcare and medicine, regardless of background or

location. As part of our commitment to addressing health disparities, we work to ensure that participants in our clinical trials reflect the patient populations affected by the disease. Doing so strengthens the scientific validity of our trials and supports our ability to make medicines broadly available to those who need them most. From benchmarking our current practices to partnering with regulators, we have established a strategic roadmap that promotes representative trial enrollment.

In 2025, Jazz introduced MOMENTUM, a purpose-built clinical trial toolbox that brings together more than 200 curated resources, including regulatory guidance, patient insights, historical metrics and industry benchmarks, into a single, continuously updated hub for patient representation insights. Developed through cross-functional collaboration across global regulatory affairs, clinical development and information systems, MOMENTUM draws on large language model (LLM) technology to help teams design more representative trials and recruit patient populations that reflect true disease epidemiology. The tool is grounded in data integrity and individual privacy, ensuring patient information is handled responsibly at every stage.

### TRANSPARENCY

We are committed to clinical trial transparency to support faster development of medicines. Qualified researchers can request access to Jazz-sponsored clinical trial data through our review process. We share data responsibly by protecting patient privacy, ensuring data security and advancing scientific progress. In addition, Jazz offers plain language summaries to provide clinical trial results in an easy-to-understand format. Patients, caregivers and others members of the broader community can access information about current clinical trials underway at [www.ClinicalTrials.gov](http://www.ClinicalTrials.gov) or by visiting our [clinical trials page](#).





# Increasing Access and Affordability

We believe that developing medicines for rare diseases carries an inherent responsibility to ensure that patients can access them. Our efforts are focused on ensuring the reach of our medicines in markets worldwide<sup>1</sup> through patient assistance programs, product donations to global aid organizations and monetary contributions to independent charities.

## 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 with access to needed treatment. To facilitate access, we utilize several program types depending on patient need and local regulations, including Early Access Programs for defined patient cohorts in markets where permissible, Non-Commercial Supply initiated by a physician where early access programs are unavailable and Named Patient Supply offered free of charge following an exceptional physician request or the conclusion of a Jazz-sponsored trial.

In 2025, we provided access to dordaviprone through programs in Australia, Germany, Spain and the United Kingdom (U.K.). We also provided early access to zanidatamab for BTC in patients with high unmet need in Germany, Austria, Italy, U.K. and Spain ahead of full regulatory approval.

## JazzCares® Patient Assistance Programs

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

We continue to prioritize patient access and experience through targeted enhancements to our affordability programs. For example, in 2025, we updated the *Xywav* coupon program so that eligible patients can pay as little as \$0, improving on the previous program threshold.

In 2025, JazzCares® enrollment continued to grow, allowing us to support more patients over time.

# Patient Spotlight

Grace always pushed through exhaustion, falling asleep in class, struggling through swim practice and waking up each morning feeling as though she had never slept at all. When emotional moments triggered sudden muscle weakness so severe she could not hold a pencil or stay on her feet, her family knew something was wrong. Like many with narcolepsy, a condition often misdiagnosed for years, her path to answers took persistence. Finding a doctor who truly believed in her was, as Grace described it, life-changing.

After trying stimulant medications that helped but left her still not feeling her best, Grace started *Xyrem*® (sodium oxybate) in her sophomore year of college. About a year later, her doctor introduced *Xywav*, a lower-sodium oxybate. Grace was hesitant to switch since *Xyrem* was working well, but her family history of cardiovascular disease made the lower-sodium profile meaningful to her.

Central to that transition was JazzCares®. A dedicated nurse case manager guided Grace through every step of the switch, giving her the confidence to move forward knowing reliable support was in place. From refill reminders to going the extra mile to ensure her medication reached her before international travel, the team's commitment toward Grace's wellbeing made a difference. "They

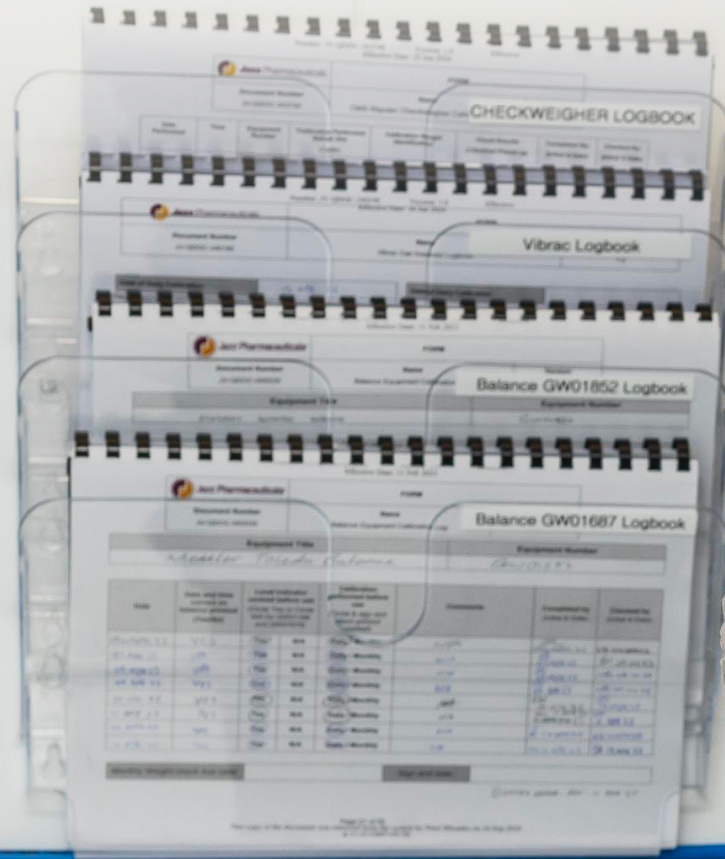


Grace, living with narcolepsy

really do care about me as a patient," Grace said, "and making sure I get my medication, and that felt really good."

Now in her mid-twenties, Grace is a college graduate working in critical care in Michigan. "Today, I can be a nurse and go travel to see friends, which years back I wasn't sure I could do with having narcolepsy because of these symptoms."

1. Subject to local laws and regulations.



# People



# People

The strength of a rare disease company lies not just in its pipeline or its products, but in the focus with which it creates a high-performing organization behind them. For Jazz, our science is specialized, our patient communities are small and the clinical pathways are complex. **Building differentiated capabilities in the right places, attracting talented and committed team members and fostering a high-performance culture are central to our people strategy.**

In 2025, Jazz deepened investment in our employees' specialized scientific, clinical and commercial capabilities and in the leadership behaviors and development infrastructure that sustain them. Equally important was our investment in the full spectrum of initiatives to support our employees across learning and development, inclusion and culture and wellbeing. This included the introduction of Wellbeing Week, our first-ever global initiative in which Jazz observed a company-wide shutdown, giving every Jazz employee five days of dedicated, paid time off to recharge and invest in their own health and wellbeing. In addition, we continued to invest in ensuring our employees feel a strong sense of belonging through dedicated employee programs and engagement and an ongoing commitment to our voluntary, employee-led Employee Resource Teams (ERTs), known at Jazz as ConcERTos and Affinity Forums.

## 2025 Key Results

**1st** ever Wellbeing Week, a global, company-wide shutdown for employee health and wellbeing

**3** Jazz internal manufacturing sites certified under ISO 45001 for occupational health and safety

**2** new inclusive U.S. benefits were added to the Wellbeing program

**84%** of employees participated in our 2025 Employee Survey

**38%** of employees participated in ConcERTos and Affinity Forums

**12%** of open roles were filled through internal talent moves driven by career development

**5%** voluntary attrition

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# Building Capabilities and Developing Our People

At Jazz, our people are the foundation of our strategy. As we deepen our commitment to rare disease and build toward long-term growth, investing in organizational capability is as critical as investing in our pipeline. That means bringing in exceptional talent, integrating new teams and expanding the skills and tools that enable our people to perform at their best.

## Talent Acquisition

In 2025, Jazz made investments to strengthen scientific, clinical and commercial expertise across our therapeutic areas of focus through a number of key leadership hires. We also deepened our rare oncology capabilities with the acquisition of Chimerix, Inc., demonstrating the role corporate development plays in building the organization alongside the pipeline.

## Learning and Development

Jazz's learning and development approach spans coaching and feedback processes, on-the-job development, 24/7 digital learning access, targeted leadership programs and high-performance teamwork, supported by tuition reimbursement of up to \$5,250 per year for eligible U.S. employees. In the U.K. and Ireland, Jazz will fund 100% of tuition for full-time employees and a pro-rated amount for part-time employees for courses related to their role or professional development.

1. Radford McLagan Compensation Database, 2025.

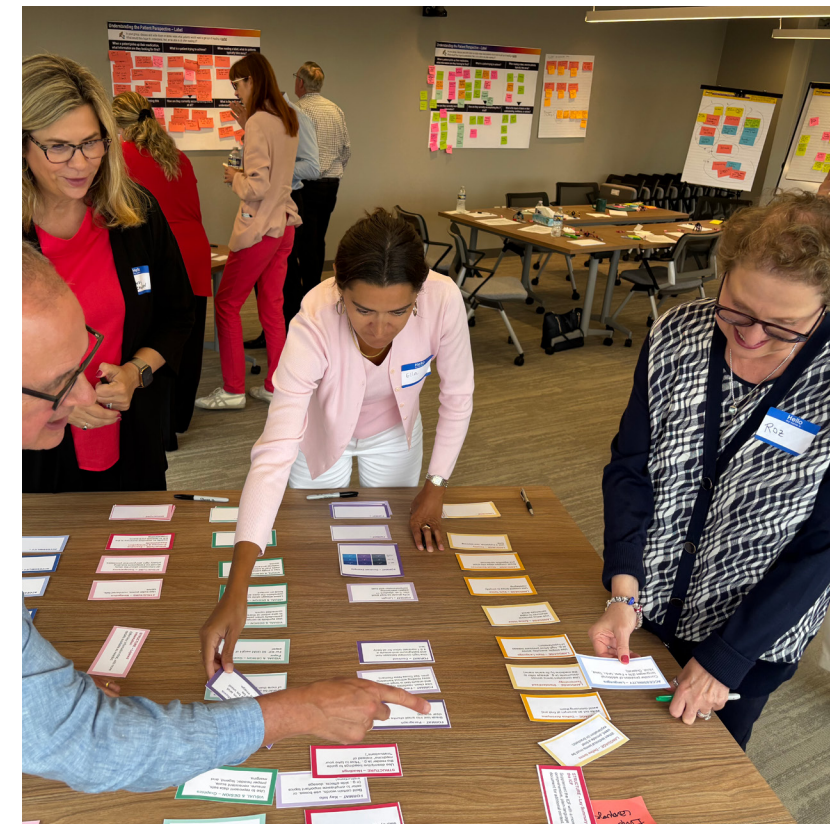
Building on that foundation, in 2025, Jazz began laying the groundwork for a company-wide Artificial Intelligence (AI) literacy program, identifying and building out the tools, platforms and curriculum that will support an enterprise-wide rollout in 2026. Jazz also made a targeted investment in customer experience capabilities, directly tied to the launch of its Customer Experience Transformation initiative, a program also designed to scale across the organization in 2026.

Through the People Manager Excellence program, Jazz addressed real-time coaching needs in 2025. Jazz completed the global rollout of "Manager as Coach" training to build core coaching skills and introduced "Coach in Moments," bite-sized resources designed for real-time coaching needs.

Targeted programming for the Global Leadership Team expanded in 2025, complemented by executive coaching and experience-based development. Jazz also launched a new partnership with OneWe Reach, a professional development organization to offer learning experiences to employees at every career stage.

## Employee Retention

Once great people join Jazz, they tend to stay. Voluntary attrition held at 5% in 2025, well below the life sciences industry average<sup>1</sup>—a reflection of the positive culture, wellbeing investments and advancement opportunities that define the Jazz employee experience.





# Fostering an Exceptional Employee Experience

Understanding how our employees experience Jazz is central to how we evolve as an organization.

We maintain transparent and regular communication channels, including all-employee meetings, leadership messages, town halls, top leadership forums, pulse checks and employee resource groups, and we ensure feedback reaches the people responsible for acting on it.

## Annual Employee Survey

Our annual Employee Survey provides the most comprehensive view of employee sentiment across the business. Results are shared openly, and leaders develop action plans in response. In 2025, 84% of employees participated, with the overall engagement index reaching 78%, the highest level in five years. Scores for wellbeing and flexibility strengthened year over year, with 91% of employees reporting they feel cared for by Jazz regarding their health and wellbeing, and 92% reporting they appreciate how they are able to work related to Jazz's Remix working model.

**84%**  
of employees participated in our 2025 Employee Survey

At the same time, our survey highlights opportunities to strengthen how work gets done across the organization.

While engagement remains strong overall, employees continue to point to opportunities to simplify ways of working—particularly in making it easier to get work done, with 43% favorable, and improving how decisions are made, with 44% favorable. We also see opportunity to strengthen planning and prioritization, with 52% favorable. These insights are shaping targeted actions to streamline processes, enable faster and clearer decision-making and improve overall organizational effectiveness.

## Employee Awards and Appreciation

In 2025, Jazz introduced the Aficionado Awards as our most prestigious employee recognition program, celebrating colleagues who consistently demonstrate our values and make a meaningful impact on patients, people and performance. Six colleagues were recognized as Aficionado Award winners for their exemplary contributions to the organization in 2025.<sup>1</sup>

In addition, as a corporate partner of the Healthcare Businesswomen's Association (HBA), Jazz provides 120 company-funded HBA memberships and recognizes two exceptional women within our organization through the HBA Rising Star Award, for those in early- to mid-stage careers, and the HBA Luminary Award, for those with 20 or more years in the industry. In 2025, both awards continued to draw strong engagement and nominations internally.

More informally, Jazz launched Notes of Appreciation in 2024, a values-based employee recognition platform that enables employees to celebrate their peers with timely recognition. In 2025, the program saw strong adoption across the organization, with 91% of employees receiving an award and 58% nominating a colleague, resulting in more than 19,000 awards approved.

## Earning Industry Recognition

The employee experience Jazz works to deliver is reflected not only in what our people tell us, but in how the broader talent market recognizes us. In 2025, Jazz earned the Gold Stevie Award for Employer of the Year in the Pharmaceutical Industry, was named among the top 10 large companies in BioSpace's Best Places to Work and was recognized among the 100 Best Companies to Work for in Spain.



1. Aficionado Award winners were announced and received awards in early 2026 for their contributions for the prior year.



# Investing in Employee Wellbeing



Every element of Jazz's total rewards package reflects a deliberate commitment to building an organization where highly talented people are supported to thrive and do their best work. We provide competitive, locally relevant compensation and benefits designed to attract, retain and reward highly talented employees, while supporting their financial, physical, mental and emotional health across every stage of their lives and careers. This commitment is reflected through Note to Self, our new wellbeing brand launched in January 2025. The brand consists of four pillars to categorize the robust benefits and programs Jazz offers to its people: Mind, Body, Finances and Work & Life.

**91%**  
of employees report they feel cared for by Jazz regarding their health and wellbeing

## Financial Wellbeing

Our compensation programs and practices are designed to support the financial wellbeing of employees at every stage of their careers and lives. We recognize that financial security is foundational to the focus and resilience we ask of our people. In 2025, we expanded this commitment for employees outside the U.S. with the

addition of Nudge, an impartial financial education platform that provides personalized, localized guidance to help employees better understand their finances, plan for the future and stay informed about the impact of external factors.

## Physical, Mental and Emotional Wellbeing

At Jazz, health and wellbeing are woven into how we work and how we support our people. We take a holistic approach, offering programs that address mental and emotional health, physical wellbeing and work-life balance. Our offerings are designed to be inclusive and to promote choice, empowering employees to engage with benefits in the ways that best suit their lives.

To ensure every employee feels seen, supported and respected across all identities and life stages, we expanded our U.S. benefits in 2025 with two new offerings. Progyny's menopause and midlife care program provides virtual support for all stages of menopause and the range of symptoms that accompany it. FOLX brings comprehensive healthcare services designed by and for LGBTQ+ individuals, including virtual primary care, gender-affirming care, sexual and reproductive health services, mental health support and fertility education. Together, these additions reflect Jazz's commitment to benefits that honor the full range of who our people are.

## Lyra Health: Supporting Our People Where It Matters Most

In 2025, Jazz continued our partnership with Lyra Health, further expanding access to wellbeing resources and providing employees with tools and support to navigate both work and life in ways that suit their individual needs. Engagement reflected strong interest in these resources, with Lyra U.S. participation reaching 51%, up from 30% in 2024 and nearly double the 26% industry benchmark. International participation also increased to 18%, up from 10% in 2024, exceeding the 14% industry benchmark. These trends reflect our commitment to making high-quality support easily accessible and available to employees when and how they need it.

**Really great to take the time to stop and think for a while, and how I can take back a little control in my day using the exercises discussed.**

— Jazz Employee

## First-Ever Wellbeing Week

A hallmark of our 2025 investment in our people was the introduction of **Wellbeing Week**, our first-ever global, company-wide initiative dedicated entirely to employee wellbeing. In August, Jazz observed a company-wide shutdown, giving every employee dedicated time to step back, recharge and invest in their own health and wellbeing. It was a visible and tangible expression of our commitment to the people who make our work possible.



# Offering a Flexible and Safe Work Environment



We are also strengthening how our people work, collaborate and stay safe, with a focus on new ways of working, employee safety and the systems that support a high-performing organization.

## Jazz Remix Working Model

We believe a flexible approach to work benefits both our employees and the organization. Through Jazz Remix, our hybrid working model, most employees are empowered to perform individual work from home while creating routines that support their personal and professional commitments.<sup>1</sup> 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 and ensures our people can concentrate their energy where it matters most.

**92%**  
of Jazzicians say they appreciate how they are able to work at Jazz

In 2025, we opened new offices in London and Palo Alto as modern collaboration spaces designed specifically to support the way our people work under Jazz Remix. In addition, we updated our Dublin office.

## Occupational Health and Safety

We took a significant step forward in 2025 by launching an Environmental, Health, Safety and Security (EHSS) harmonization program, establishing a single, unified EHSS policy supported by programs and procedures that apply consistently across our operations. As part of this effort, we achieved ISO 45001 certification for occupational health and safety at our Athlone and Kent Science Park (KSP) manufacturing sites. Combined with our existing certification at Villa Guardia, all three of Jazz's internal manufacturing sites are now certified under both ISO 45001 and ISO 14001:2015 for environmental management. This reflects a deliberate choice to operate as one integrated global organization with shared standards that protect our people wherever they work.

**All Jazz internal manufacturing sites are now certified under both ISO 45001 for occupational health and safety and ISO 14001:2015 for environmental management.**

1. Remote work is generally available to all employees whose roles do not require on-site presence, with local adaptations that support flexibility in ways that fit each context.



# Fostering Inclusion and Engagement



At Jazz, we are committed to creating a culture where all employees can be their authentic selves and contribute confidently, surrounding employees with allies and ensuring that every person at Jazz has the opportunity to thrive.

The progress we are making is reflected in how our employees experience Jazz. In 2025, 80% of employees reported feeling a genuine sense of belonging at Jazz, an increase of 9.3% pts since 2024 and 19.8% pts since the question was first asked in 2022. Additionally, 82% of employees said that Jazz’s culture and ways of working contribute to an equitable and inclusive work environment, up 6.7% pts since 2022. These are meaningful gains that reflect sustained investment and a culture that is genuinely evolving.

**80%**  
of employees reported feeling a genuine sense of belonging at Jazz

## ConcERTos and Affinity Forums

Our ERTs, known as ConcERTos, and Affinity Forums are central to how inclusion comes to life at Jazz. These voluntary, employee-led groups give all employees an opportunity to learn, connect and contribute to a culture of belonging, while also serving as strategic partners to the business. In 2025, 38% of employees participated

in at least one group, with nine global events open to employees. Additional events were held throughout the year to celebrate key dates and foster connection and education.

The maturity of these groups as organizational partners continued to grow in 2025. JazzSoul, a global Affinity Forum supporting transparent and honest dialogue related to issues that impact the Black community, partnered with the Talent Acquisition team to present at the National Sales Network Conference, expanding Jazz’s reach into diverse talent communities. The Community Beat ConcERTo took a leading role in delivering Connection Days, a cornerstone of the Jazz Remix hybrid working model. Inclusion for Innovation ConcERTo supported leader listening sessions, ensuring that diverse employee perspectives inform how Jazz leads and makes decisions.

In addition to Jazz ConcERTos and Affinity Forums, in 2025, Jazz employees launched two new employee-led initiatives: the Jazz Autism Support Community, which provides a space for employees to share experiences, build connections and foster learning among those who have autism or who care for someone who does; and the Patient & Caregiver Community, a safe environment where employees can connect authentically, sharing their personal journeys or those of their families and friends. The formation of these groups reflects the kind of grassroots inclusion that no program can mandate but that a strong culture makes possible.

Jazz has three ConcERTos where every employee can find membership and allyship:

- **Community Beat.** Strengthening the bond between our people by fostering social connection and giving back to our communities.
- **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.
- **All Dimensions of Diversity (ADOD).** Connecting our people from a wide range of backgrounds to educate the business, build connections and improve allyship.

We have six active Affinity Forums at Jazz that partner with our ADOD ConcERTo to provide a space to build community while engaging in educational and other activities:

- **Hispanic Organization for Leadership Advancement (HOLA)**
- **Indigenous Peoples**
- **Jazz Association of Women Supporters (JAWS)**
- **Jazz Pride**
- **JazzSoul**
- **Pan-Asian**

All ConcERTos and Affinity Forums are open to all employees.





# Community



# Community

Jazz's responsibility to patients and their families extends beyond the medicines we develop. It reaches into the communities where patients live, where care is delivered and where the next generation of scientific talent is being shaped. **We approach this work with intention, directing our community investment toward organizations whose missions align closely with our rare disease focus.** Some partnerships are deeply collaborative, spanning patient advocacy, clinical education and the advancement of scientific understanding, while others provide meaningful ways for our employees to give their time and skills in direct support of the patients and communities we serve.

In 2025, we contributed approximately \$4.5 million across 77 organizations supporting patients, caregivers, health equity, education and scientific development. Employee volunteering through LSC tripled compared to the prior year. The launch of Deed, a new online platform for workplace giving and volunteering, is expected to further expand employee engagement and reach in 2026. Together, these efforts reflect a more connected and scalable approach to community investment, one that extends Jazz's impact well beyond what financial contributions alone can achieve.

## 2025 Key Results

**\$4.5** million in corporate giving

**77** organizations supported through grants, donations, sponsorships and non-commercial partnerships

**3x** increase in employee participation through LSC compared to 2024

### In this section:

**Driving Impact through Giving and Partnerships** 20

Strategic Impact Partnerships

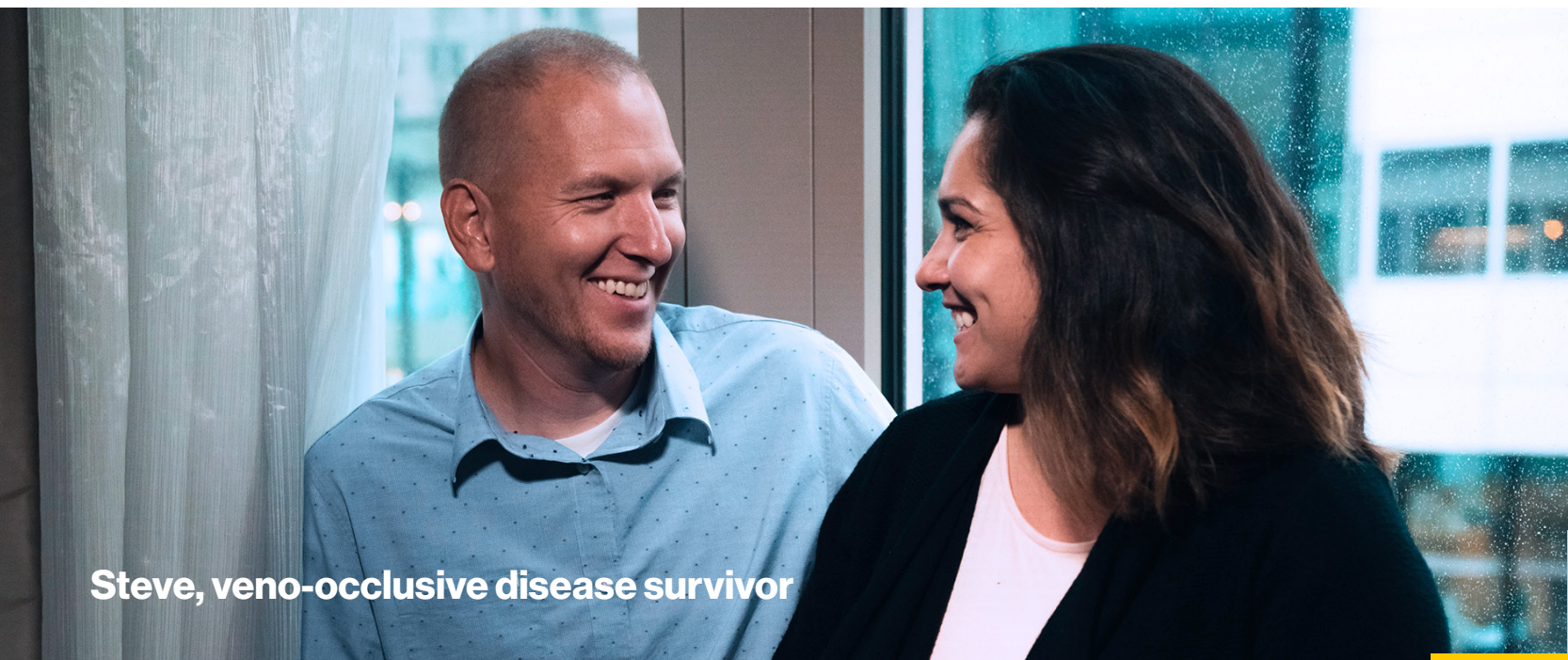
**Activating Our People** 21

Volunteering Highlights

Our Partnership with LSC



# Driving Impact through Giving and Partnerships



Steve, veno-occlusive disease survivor

Jazz directs its corporate giving through grants, donations, sponsorships and non-commercial partnerships that align with our goal to support patients, caregivers, health equity, education and the development of future scientific talent.

## Strategic Impact Partnerships

In 2025, Jazz's most significant strategic impact partnership investments included organizations such as the American Heart Association, Hypersomnia Foundation, Project Sleep, Susan G. Komen, the Sleep Research Consortium, Wake Up Narcolepsy, CancerCare Inc., LSC, the Cholangiocarcinoma Foundation, the International Bureau for Epilepsy and the TSC Alliance, reflecting the breadth of our rare disease focus across epilepsies, cancer and sleep disorders.

Among these, three partnerships in 2025 reflect the depth and intentionality of this work:

- Sleep disorders and cardiovascular disease share a complex clinical relationship. In 2025, Jazz supported an initiative with the American Heart Association, in collaboration with Harvard University, in which a joint task force of cardiologists and sleep physicians began

developing educational materials and resources for sleep physicians on the comorbidities of sleep and cardiovascular disease and the role of sodium.

- Jazz and the Child Neurology Foundation worked together to address one of the most vulnerable points in the epilepsy patient journey—the transition from pediatric to adult care, where differences in standards of care can result in medication and treatment changes that cause patients to regress. Jazz supported a series of Quality Improvement Grants that demonstrated novel approaches to structured transitions of care across epilepsy centers of excellence.
- In 2025, Jazz became the inaugural supporter of the Ronald McDonald House Charities of Philadelphia After Care program, committing a five-year, \$250,000 investment to help patients and families reintegrate into their lives after spending weeks or months in treatment.

## Select Strategic Impact Partners





# Activating Our People



Jazz supports employee volunteerism through its Global Volunteer Day policy, offering paid time off for employees to give back to causes that matter to them and to their communities. At the close of 2025, Jazz strengthened the infrastructure supporting this commitment with the launch of Deed, an online platform for workplace giving and volunteering. Deed enables employees to discover and participate in opportunities aligned with their interests and skills, contribute to vetted nonprofits and engage in company-led and employee-led initiatives.

## Volunteering Highlights

In 2025, employees across Jazz's global sites contributed their time and skills in support of local communities.

- **Ireland:** 52 employees removed nearly 50 bags of waste during a canal clean-up in Dublin coordinated with local authorities through the Community Beat ConcERTo. The initiative supported the preservation of a shared green space near Jazz's offices.
- **England:** The Quality Assurance Compliance team conducted a beach clean-up in Leysdown while members of the Engineering team dedicated two days to St. James Church of England Primary Academy to repaint corridors, restore lighting, repair electrical faults, address gas supply issues and carry out safety checks across classrooms.
- **Italy:** Employees participated in the annual Lake Como Crossing, swimming one kilometer from Torno to Moltrasio in support of local nonprofits focused on oncology care and social services, combining employee wellbeing with sustained community impact.

- **U.S.:** In 2025, Jazz's Legal, Compliance and Corporate Affairs organization launched a Volunteer Challenge between teams, providing employees with a toolkit offering practical guidance and resources for planning and to encourage participation. Together, these efforts resulted in 674 volunteer hours logged across 48 nonprofit organizations.

## Our Partnership with LSC

In the U.S., Jazz partners with LSC, a nonprofit organization that connects the life sciences industry to communities facing poverty and inequality. In 2025, Jazz directed a \$300,000 investment through LSC, which in turn deployed those funds to nonprofits across its network—including workforce development, food security and education organizations serving low-income communities in the cities where Jazz operates.

## 3x increase in employee volunteering through LSC since 2024

That financial commitment was matched by deep employee engagement. In 2025, Jazz hosted five activation events with LSC across three geographies—the San Francisco Bay Area, Philadelphia and San Diego. Employee participation in these events increased threefold compared to 2024, engaging roughly 15% of Jazz's global workforce. In total, 431 employees contributed more than 870 volunteer hours to causes enabled through LSC, assembling more than 950 essential kits, redirecting 4,000 pounds of food and distributing hundreds of food packages to low-income families and seniors across participating communities.



## LSC Impact in Action: Nyree's Story

Nyree Oliver grew up navigating childhood adversity and housing instability and is now breaking generational cycles of poverty. Today, she is building a career in technology and setting her sights on becoming a CEO. What made the difference was access—to education, to mentors who stayed and to real work experience that built both skill and confidence. That access came through Hopeworks, a Philadelphia-based nonprofit that Jazz supports through its partnership with LSC.



# Planet



# Planet

Through our focus on environmental sustainability, we build the long-term resilience of our business and support the health of the communities where our patients and people live.

**In 2025, we took a defining step forward, establishing a target to reduce our absolute Scope 1 and 2 GHG emissions by 35% by 2030, using 2025 as our baseline year.** This target was grounded in an in-depth, data-driven assessment of our company’s environmental footprint. To deliver against this commitment, we developed a decarbonization plan that outlines what we believe is a credible pathway anchored in a defined set of operational actions across our business. We view this environmental commitment as a strategic driver of business value, supporting more efficient operations, managing costs and strengthening the durability of our infrastructure as we scale.

Further, 2025 represented a shift from foundational work to structured execution, supported by stronger governance, more rigorous data and closer integration between sustainability and core business functions, ensuring environmental priorities are defined, measured and actively managed.

## 2025 Key Results

**35%** carbon reduction target for Scope 1 and 2 by 2030, using 2025 as our baseline year

**7** of 9 labs certified under the My Green Lab program

**3** Jazz internal manufacturing sites certified under ISO 14001:2015 for environmental management

**100%** of Jazz’s internal manufacturing sites and one corporate office operate entirely on renewable electricity

### In this section:

**Building a Foundation for Resilient Growth** 24

Target Setting

Climate Scenario Planning

**Increasing Energy Efficiency and Site Performance** 25

Environmental Management and Certification

**Expanding Focus to Production and Our Value Chain** 26

Materials Reduction

Synthetic Alternatives

Sustainable Supply Chain



# Building a Foundation for Resilient Growth



In 2025, we established a baseline of our environmental footprint, providing a complete view of where our GHG emissions occur across our operations. Understanding this profile allows us to sequence our efforts with intention.

## Target Setting

Building on this foundation, we developed a decarbonization plan with what we believe is a credible pathway to achieve 35% emissions reductions for Scope 1 and 2 by 2030, using 2025 as a baseline. These opportunities include energy efficiency upgrades, equipment electrification, fuel switching, resource optimization and renewable electricity procurement and are designed to guide capital allocation and operational decision-making as the business evolves.

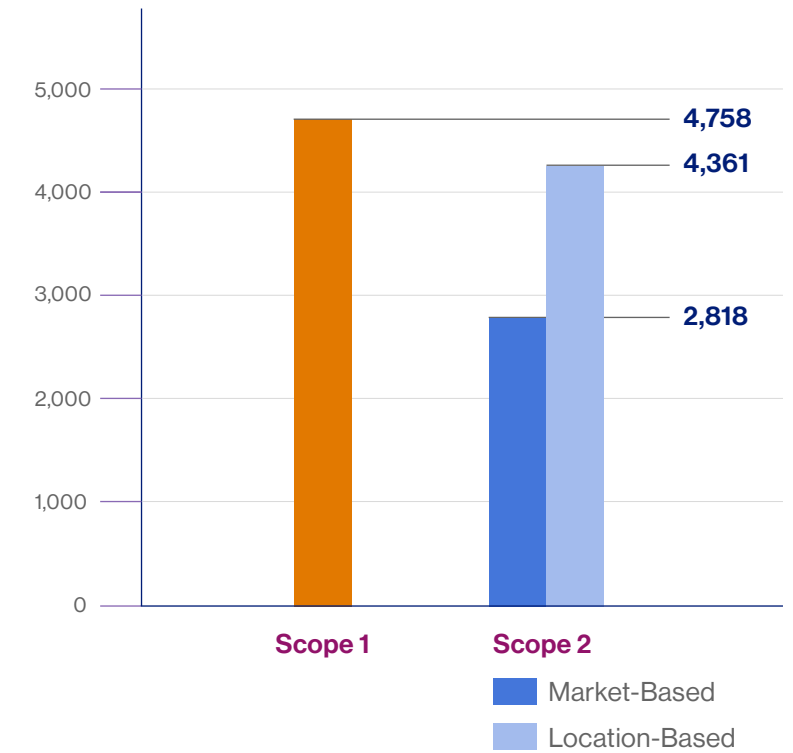
Our Scope 1 and 2 reduction target represents direct action on the emissions within our operations while our work to understand and address Scope 3 impacts is developing.

## Climate Scenario Planning

In 2025, we conducted a formal climate scenario analysis, aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework. Additional information is in our TCFD report, which can be downloaded in the 2025 CSSI Data and Disclosures Appendix at [jazzpharma.com](http://jazzpharma.com).

Jazz also made meaningful progress in strengthening data governance, controls and our disclosures to support evolving regulatory expectations.

Jazz GHG Emissions (tCO<sub>2</sub>e)<sup>1</sup>



1. Jazz continues to develop and refine its GHG inventory, including the assessment of organizational boundaries and the classification of activities across emissions scopes. Scope 3 emissions data remains under evaluation in 2026. As this work progresses, previously reported figures, baselines and scope classifications may be clarified, and targets adjusted, consistent with the GHG Protocol's recalculation guidance. Any such adjustments will be reflected in future reporting.



# Increasing Energy Efficiency and Site Performance

**100% of Jazz's internal manufacturing sites and one corporate office fully operate on renewable electricity**



Jazz implemented 15 priority energy and infrastructure projects in 2025 across its manufacturing network, focused on reducing energy demand and improving site performance. These initiatives, including Light-Emitting Diode (LED) lighting expansions, insulation upgrades and electrification of hot water systems, are expected to deliver significant energy and water savings, in addition to notable emissions reductions.

Alongside these efficiency efforts, Jazz continued to advance its transition to renewable electricity. All three of Jazz's internal manufacturing sites and one corporate office now operate on 100% renewable electricity, and electric vehicle charging infrastructure across manufacturing locations is powered entirely by renewable sources.

## Environmental Management and Certification

Sustainability considerations are increasingly embedded into how Jazz designs and operates its facilities. Jazz's new London office reflects a deliberate approach to embedding sustainability into real estate decisions. Working with design and build partner COEL, our Global Workplace team integrated sustainability into design, procurement and delivery, resulting in an all-electric workplace that meets the rigorous environmental performance standards required for Building Research Establishment Environmental Assessment Method (BREEAM) Excellent certification.

In 2025, seven of nine Jazz laboratories achieved My Green Lab certification, up from one in 2024, driving reductions in energy use, material consumption and waste through improved lab practices. Additionally, all three of Jazz's internal manufacturing sites achieved certification to both ISO 14001:2015, the international standard for environmental management, and ISO 45001, the international standard for occupational health and safety, expanding from one certified site in 2024. Further detail on these certifications is provided in the People section.

Operational Excellence programs are further contributing to environmental performance across Jazz's manufacturing network, with employee-led initiatives in 2025 focused on process simplification, waste reduction and improved flow, improving efficiency and supporting more consistent environmental outcomes across sites.



# Expanding Focus to Production and Our Value Chain



## Materials Reduction

Jazz is addressing emissions associated with materials used in production through targeted initiatives. The transition to peat-free cultivation for Epidiolex® (cannabidiol) is expected to reduce GHG emissions annually. This work reflects a cross-functional effort to align environmental performance with regulatory requirements while strengthening supply continuity.

Digitization is also contributing to material efficiency and operational performance. At the KSP site, Jazz implemented the Tulip platform to support a transition toward paperless manufacturing processes. In 2025, Phase 1 of this work focused on drug product fill-and-pack operations, driving meaningful reductions in paper consumption while also decreasing batch processing time and delivering notable labor savings across the site. Phase 2 is underway to extend digitization into extraction operations.

## Synthetic Alternatives

Jazz is progressing a transition plan to reduce reliance on natural resource-dependent inputs. The shift toward synthetic alternatives has implications for both purchased inputs and laboratory processes, supporting more sustainable practices across the value chain.

This work is being advanced in close collaboration with external partners and will be implemented in a measured way, balancing patient safety, regulatory requirements and environmental responsibility while strengthening long-term supply chain resilience.

## Sustainable Supply Chain

In 2025, Jazz expanded its focus beyond direct operations by starting Scope 3 screening and supplier segmentation. This work identified purchased goods and services as the primary source of emissions within the value chain. Based on this analysis, Jazz initiated a pilot with 10 suppliers to evaluate practical and mutually beneficial approaches to support future decarbonization efforts.



## Reducing Emissions Through Peat-Free Cultivation

In 2025, teams across Growing Operations, Manufacturing Science and Technology, Quality Control and Regulatory Affairs collaborated to evaluate and enable a transition to peat-free substrates to reduce emissions generated in the production of *Epidiolex*. Multi-cycle growing trials assessed plant health and profiles, supported by lab-scale extraction and analytical testing to ensure product quality and consistency. These efforts informed updates to regulatory dossiers across relevant markets, with approvals in existing markets planned in 2026.



# Governance



# Upholding Strong Governance



## Board Composition

- Diverse, highly skilled Board of Directors
- Separation of the roles of the CEO and Chairperson
- Independent Board (11 of 13 Directors)



## Board Practices

- Active shareholder engagement
- Regular executive sessions of independent directors



## Governance and Accountability

- Guidelines limiting service on other public boards
- Clawback policy
- Oversight of cybersecurity

Strong governance enables purposeful focus on long-term performance and sustained stakeholder trust. At Jazz, that means maintaining a highly independent, experienced Board with clearly defined oversight responsibilities, supported by an operational structure that embeds accountability for our CSSI commitments at every level of the organization.

## Board Composition

Our diverse Board of Directors brings a variety of expertise, qualifications and skills, including (1) commercial, (2) scientific research and drug

development, (3) public policy and regulation and (4) business strategy and mergers and acquisitions, all of which contribute to the effective oversight of our corporate strategy. Our Board is 85% independent; two directors are not independent: our President and CEO and our Chairperson and former CEO. Standing committee membership is limited to independent directors.

Further information on each director, including their specific experience, qualifications or skills, is set out in the Board skills and experience matrix available in our [Proxy Statement](#).

## Board Committees

In 2025, the Board had four standing committees: the Audit Committee, the Compensation and Management Development Committee, the Nominating and Corporate Governance Committee (NCGC) and the Science and Medicine Committee. In addition to our standing committees, we have a Transaction Committee, which meets on an ad hoc basis when necessary to approve specific transactions.

## CSSI Board and Management Oversight

The NCGC has oversight responsibilities for CSSI program activities and practices. The Audit Committee has oversight of Jazz's sustainability disclosure strategy and compliance with applicable disclosure requirements.

Our CEO, Chief Legal Officer (CLO) and Chief Financial Officer (CFO) provide managerial oversight of the CSSI program. The Executive Committee (EC) Sponsors provide strategic direction and ensure CSSI objectives are embedded and executed within their respective business functions. Day-to-day program execution is led by the CSSI Program Team, CSSI Pillar Leaders, the Sustainability Reporting Team and CSSI Technical Teams.

Each level carries clearly defined accountability for the development, delivery and integrity of our CSSI program and disclosures. For full detail on roles, responsibilities and reporting standards, see our TCFD Report and Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) indexes available for download in the 2025 CSSI Data and Disclosures Appendix at [jazzpharma.com](http://jazzpharma.com).



# Protecting our Business and Patients

## Enterprise Risk Management (ERM)

We recognize that risks, including climate-related risks, are an inherent part of conducting business in today's environment. Our ERM framework is a comprehensive approach designed to identify, assess, prepare for and mitigate risks that may affect Jazz.

In 2025, we continued to strengthen the effectiveness of our ERM approach. We advanced a more comprehensive continuity planning process, providing a more holistic view of potential business disruptions.

## Information Security and Cybersecurity

Jazz maintains a comprehensive information security risk management program designed to identify, assess and mitigate risks to our critical systems, data and third-party relationships. Our program is overseen by our Chief Information Security Officer (CISO) and Chief Digital Officer (CDO), who report regularly to the Audit Committee and the Information Security Governance Committee. Further detail on our cybersecurity risk management strategy and governance is available in our [Form 10-K](#).

## Data Privacy

Jazz is committed to protecting the personal information entrusted to us by employees, patients, families and customers, in a manner consistent with our values and all applicable data protection and privacy laws. Our Global Privacy Office oversees our Global Privacy Program, which encompasses policies and procedures, data security controls, training requirements and routine monitoring and auditing practices. To learn more about our privacy practices, visit our [Privacy Center](#).

## Artificial Intelligence

As Jazz expands its use of AI, we are committed to ensuring its responsible, secure and effective application across the organization. In 2025, we formally established an AI Council to provide cross-functional governance and oversight of AI use. The Council coordinates evaluation of AI use cases, manages associated risks, guides AI technology selection and supports enterprise-wide education on responsible and ethical use. We also established AI Responsible Use Guidelines to define expectations and support consistent application. In the fourth quarter of 2025, Jazz launched an enterprise-wide AI Literacy platform to build foundational capability across the workforce. Further detail on AI-related risks is available in our [Form 10-K](#).

## Patient Safety and Product Quality

Providing safe, effective and high-quality medicines is our highest priority and an ethical and regulatory responsibility that extends across every stage of the product lifecycle. Our Corporate Quality Policy serves as the basis for our Quality Management System, governing processes from R&D through commercialization and holding every Jazz employee accountable for the quality of their work. We follow stringent safety and ethical procedures aligned with International Council for Harmonisation (ICH), including ICH E6 Good Clinical Practice (GCP) guidelines and maintain quality and regulatory compliance systems that incorporate management reviews, quality audits and effectiveness assessments. Further detail on our quality and manufacturing compliance approach is available in our [Form 10-K](#).

## Brand Protection

Jazz is committed to protecting the integrity of our medicines and the safety of patients who rely on them. Our Brand Protection program uses current market intelligence, established industry technologies and risk-based countermeasures to prevent falsified products from entering the supply chain. We collaborate with industry partners and third-party consultants and proactively monitor emerging risks and regulatory developments. Detailed disclosures on our brand protection practices, including supply chain traceability and counterfeiting response procedures, are provided in the SASB Index of the 2025 CSSI Data and Disclosures Appendix at [jazzpharma.com](#).





# Maintaining Ethics and Responsible Business Practices



Jazz’s approach to ethics and responsible business practices establishes clear expectations for how we operate, ensuring integrity, transparency and accountability across our organization and value chain. For more information, visit [Jazz’s ethical standards page](#) at jazzpharma.com and our [Form 10-K](#).

## Setting Standards for Ethical Conduct CODE OF CONDUCT AND ETHICS

Jazz’s Global Ethics and Compliance Program is designed to enable our commitment to conducting business with ethics, integrity and in compliance with applicable laws and regulations. It consists of a Code of Conduct, function-specific policies and procedures, training, a robust risk assessment and monitoring and audit program and a disclosure program for addressing employee concerns.

## 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 U.S. Foreign Corrupt Practices Act (FCPA) and the U.K. Bribery Act (UKBA). The Chief Ethics and Compliance Officer (CECO), 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.

## POLITICAL CONTRIBUTIONS

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 conducted in accordance with applicable federal, state and local campaign and lobbying laws.

## Enabling Transparency and Accountability

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. We maintain a strict non-retaliation policy.

## Extending Compliance Across the Value Chain

### RESPONSIBLE SUPPLY CHAIN

As 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).

## HUMAN RIGHTS

Jazz seeks to respect human rights in its business practices. In accordance with U.K. 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 help ensure compliance regarding the identification and elimination of human trafficking, slavery and illegal child labor through verification methods and periodic audits.

## THIRD-PARTY RISK MANAGEMENT

We 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 by their risk profile and performing appropriate diligence based on this risk.

## Upholding Responsible Scientific Practices

Testing and development of pharmaceutical therapeutics at Jazz are conducted in accordance with accepted best practices from regulatory authorities such as the FDA, the European Medicines 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 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.

## Forward-Looking Statements

This report contains forward-looking statements, which may include, but are not limited to, CROs and future CSSI programs, efforts, initiatives, goals and benefits, including with respect to the operation of our manufacturing facilities, the goals of our environmental policies and management systems, and our commitment to advancing our CSSI programs and reporting of our sustainability 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; and changes in the legal and regulatory environment, including environmental, health and safety laws and regulations. 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 statement 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.





**KPMG**  
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## Independent Practitioners' Limited Assurance Report

*To the Directors of Jazz Pharmaceuticals plc*

**Report on Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions in accordance with SB – 253, the California Climate Corporate Data Accountability Act for the year ended 31 December 2025.**

### Conclusion

We have performed a limited assurance engagement on the following information in the Corporate Sustainability and Social Impact report ("CSSI report") of Jazz Pharmaceuticals plc for the year ended 31 December 2025 (hereafter referred to as the "assured GHG emissions").

Information subject to assurance	Reported amount subject to assurance (tCO <sub>2</sub> e)	Point in time or period subject to assurance	Page number in <i>Corporate Sustainability and Social Impact report</i> ("CSSI report")	The Criteria ("Criteria") relevant to the information subject to assurance
Scope 1 emissions	4,758	For the year ended 31 December 2025	24	SB-253, the California Climate Corporate Data Accountability Act
Scope 2 emissions (market – based)	2,818	For the year ended 31 December 2025	24	SB-253, the California Climate Corporate Data Accountability Act
Scope 2 emissions (location – based)	4,361	For the year ended 31 December 2025	24	SB-253, the California Climate Corporate Data Accountability Act

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the assured GHG emissions of Jazz Pharmaceuticals plc for the year ended 31 December 2025 have not been prepared, in all material respects, in accordance with SB-253, the California Climate Corporate Data Accountability Act ("the Criteria").

Our conclusion on the assured GHG emissions does not extend to any other information that accompanies or contains the assured GHG emissions and our assurance report (hereafter referred to as "other information"). We have read the other information, but we have not performed any procedures with respect to other information.



## **Basis for conclusion**

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information and International Standard on Assurance Engagements (ISAE) 3410, Assurance Engagements on Greenhouse Gas Statements issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the “Our responsibilities” section of our report.

We have complied with the independence and other ethical requirements of the Chartered Accountants Ireland Code of Ethics and the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

## **Intended use**

Our report has been prepared solely for Jazz Pharmaceuticals plc in accordance with the terms of our engagement letter

We understand that a copy of our report will be provided to the California Air Resources Board (“CARB”) for the purpose of satisfying Jazz Pharmaceuticals plc’s requirements under SB-253, the California Climate Corporate Data Accountability Act. We agree that a copy of our report may be provided to CARB for its information in connection with that purpose, but only on the strict basis and understanding that we shall not be liable for any loss, damage, or expense caused by reliance on our report by CARB. The disclosure of our report to any party other than the Company should not serve as a substitute for other enquiries and procedures that such third party would or should otherwise undertake.

Our report was designed to meet the agreed requirements of the Company, determined by the Company’s needs at the time. Although we endeavour to provide accurate and timely information, the information contained in our report is accurate only as of 25 June 2026 and we cannot provide any guarantee of assurance that it will continue to be accurate in the future. Our report should not therefore be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than Jazz Pharmaceuticals plc for any purpose or in any context. Any party other than Jazz Pharmaceuticals plc who obtains access to our report or a copy and chooses to rely on our report (or any part of it) will do so at its own risk. To the fullest extent permitted by law, KPMG will accept no responsibility or liability in respect of our report to any other party.

Jazz Pharmaceuticals plc has elected to publish the completed report. Without affecting, adding to or extending our duties and responsibilities to Jazz Pharmaceuticals plc, or giving rise to any duty or responsibility being accepted or assumed by, or imposed on us by any other party, we have consented to the disclosure of our report on Jazz Pharmaceuticals plc’s website solely to facilitate Jazz Pharmaceuticals plc meeting its requirements.

The maintenance and integrity of Jazz Pharmaceuticals plc’s website is the responsibility of the Directors of Jazz Pharmaceuticals plc, the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to our report or the content of our report presented on Jazz Pharmaceuticals website since the date of our report.

Our conclusion is not modified in respect of this matter.



### **Responsibilities for the assured GHG emissions**

The Directors of Jazz Pharmaceuticals plc ("the Directors") are responsible for:

- designing, implementing and maintaining internal controls relevant to the preparation of the assured GHG emissions such that it is free from material misstatement, whether due to fraud or error;
- selecting or developing suitable Criteria for preparing the assured GHG emissions and appropriately referring to or describing the Criteria used; including who developed them, when not readily apparent from the engagement circumstances;
- preparing the assured GHG emissions in accordance with the Criteria set out in SB-253;
- ensuring compliance with laws, regulations or applicable contracts;
- preventing and detecting fraud;
- the maintenance and integrity of the assured GHG emissions included on the Company's website; and
- for overseeing the reporting process for the assured GHG emissions in relation to the requirements of SB-253 the California Climate Data Accountability Act.

### **Inherent limitations in preparing the assured GHG emissions**

GHG emissions quantification is subject to significant inherent measurement uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values to combine emissions of different gases. Greenhouse gas quantification is unavoidably subject to significant inherent uncertainty as a result of both scientific and estimation uncertainty. Estimation uncertainty can arise because of:

- the inherent uncertainty in quantifying inputs, such as activity data and emission factors, that are used in mathematical models to estimate emissions (measurement uncertainty);
- the inability of such models to precisely and accurately characterize under all circumstances the relationships between various inputs and the resultant emissions (model uncertainty); and
- the fact that uncertainty can increase as emission quantities with different levels of measurement and calculation uncertainty are aggregated (aggregation uncertainty).

The selection by management of a different but acceptable measurement method, input data, or model assumptions, or a different point value within the range of reasonable values produced by the model, could have resulted in materially different amounts or metrics being reported. Furthermore, the information included in the CSSI report is based on historical information that is both quantitative and qualitative in nature. Accordingly, it does not provide information about future reporting periods.

### **Our responsibilities**

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the assured GHG emissions are free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to the Directors



## Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the assured GHG emissions that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the assured GHG emissions and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- assessing the appropriateness of the Criteria for the assured GHG emissions;
- conducting interviews with Management to understand the processes, systems, and controls in place over the preparation of the assured GHG emissions;
- agreeing a selection of the assured GHG emissions to source documentation and assessing the mathematical accuracy of a selection of formulae used and manual calculations performed over the assured GHG emissions;
- obtaining and agreeing documentation associated with the processes and systems to generate and report the assured GHG emissions;
- reading the narrative within the CSSI report with regard to the Criteria, and for consistency with our findings

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

A handwritten signature of the KPMG firm, written in a dark ink, appearing as 'KPMG' in a stylized, cursive-like font.

KPMG  
1 Stokes Place  
St Stephen's Green  
Dublin 2  
D02 DE03

25 June 2026