

2024 CSSI Disclosure Index

The 2024 CSSI Disclosure Index is supplemental to Jazz Pharmaceuticals' [2024 Corporate Sustainability and Social Impact Report](#). Further information can be found on our website at www.jazzpharma.com under the section entitled "Our Purpose" under "Corporate Sustainability and Social Impact."

SASB Index

The SASB Index reflects the metrics included within the Sustainability Accounting Standards Board (SASB) Standard for the Biotechnology & Pharmaceuticals industry as well as select metrics from the Agricultural Products industry standard with data that are available at the time of publication relating to our fiscal year (unless otherwise noted) which ended December 31, 2024. For the disclosures that we do not currently report, we are either evaluating our internal reporting processes to determine the feasibility of future disclosures or we have deemed that they are not relevant or applicable to our business operations at this time.

SASB TOPIC	CODE	ACCOUNTING METRIC	2024 DATA
AGRICULTURAL PRODUCTION INDUSTRY STANDARD			
GREENHOUSE GAS EMISSIONS	FB-AG-110a.1	Gross global Scope 1 emissions	See the "Climate and Energy" section of the 2024 CSSI Report
	FB-AG-110a.2	Long-term and short-term strategy/plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance against those targets	See the "Climate and Energy" section of the 2024 CSSI Report
	FB-AG-110a.3	Fleet fuel consumed; percentage renewable	See the "Climate and Energy" section of the 2024 CSSI Report
ENERGY MANAGEMENT	FB-AG-130a.1	1) Operational energy consumed; (2) percentage grid electricity and (3) percentage renewable	See the "Climate and Energy" section of the 2024 CSSI Report
WATER MANAGEMENT	FB-AG-140a.1	(1) Total water withdrawn; (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	See the "Water Use and Management" section of the 2024 CSSI Report
	FB-AG-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	See the "Water Use and Management" section of the 2024 CSSI Report
	FB-AG-140a.3	Number of incidents of non-compliance associated with water quality permits, standards and regulations	See the "Water Use and Management" section of the 2024 CSSI Report
WORKFORCE HEALTH AND SAFETY	FB-AG-320a.1	(1) Total recordable incident rate (TRIR); (2) fatality rate; and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	See the "Occupational Health and Safety" section of the 2024 CSSI Report
INGREDIENT SOURCING	FB-AG-440a.1	Identification of principal crops and risks/opportunities presented by climate change	Commercial growing site locations and demand on potable water is a considerable risk. Loss of potable water supply, or if the U.K. experiences significant drought, could impact water supply for production and research.

SASB TOPIC	CODE	ACCOUNTING METRIC	2024 DATA
BIOTECHNOLOGY AND PHARMACEUTICAL INDUSTRY STANDARD			
SAFETY OF CLINICAL TRIAL PARTICIPANTS	HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	See the “Patient Safety and Product Quality” section of the 2024 CSSI Report
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Jazz does not comment on confidential legal matters.
ACCESS TO MEDICINES	HC-BP-240a.1	Description of actions/initiatives to promote access to health care products for priority diseases and in priority countries as defined by Access to Medicine Index	See the “Access and Affordability of Medicines” section of the 2024 CSSI Report
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	No Jazz products are on the list at time of reporting.
AFFORDABILITY AND PRICING	HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Jazz does not comment on confidential legal matters.
	HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across product portfolio compared to previous year	Jazz does not report this due to risk of potentially revealing competitive information.
	HC-BP-240b.3	Percentage change in (1) list price and (2) net price of product with largest increase compared to previous year	Jazz does not report this due to risk of potentially revealing competitive information.
DRUG SAFETY	HC-BP-250b.1	Products listed in public medical product safety or adverse event alert databases	Available via the FDA Adverse Reporting Website
	HC-BP-250b.2	Number of fatalities associated with products	Available via the FDA Adverse Reporting Website
	HC-BP-250b.3	(1) Number of recalls issued, (2) total units recalled	Jazz had zero (0) recalls issued.
	HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	Jazz does not currently operate a product takeback or reuse program. As part of our Corporate Sustainability and Social Impact strategy development, we are further evaluating the environmental impacts of our products and packaging.
	HC-BP-250b.5	Number of enforcement actions taken in response to violations of Good Manufacturing Practices (GMP) or equivalent standards, by type	Jazz does not comment on confidential legal matters.

SASB TOPIC	CODE	ACCOUNTING METRIC	2024 DATA
COUNTERFEIT DRUGS	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	<p>Jazz Pharmaceuticals takes the trust that patients put in us to deliver safe medications very seriously. Our manufacturing is subject to a high level of control and documentation throughout the manufacturing process, from the procurement of raw materials to the release of the finished product. We carefully manage our supply chain through strict policies and procedures designed to keep the drug distribution safe and secure. Our manufacturing practices are inspected annually or bi-annually and are overseen by local health authorities.</p> <p>In some markets, we distribute our medicines ourselves, but in other markets, including the U.S., we use third-party distributors. In all cases in which we use service providers, we enter into quality and technical agreements with them to protect the integrity of the process.</p> <p>In both Europe and the U.S. our medications are packaged and labeled with individual serial numbers, making them much easier to track and making counterfeits easier to identify. Serialized numbering allows identification to be checked throughout the supply chain. If a serial number scan is not valid, it provokes an alert and triggers an investigation to verify whether the medication in question is a legitimate Jazz product.</p> <p>See Jazz Pharmaceuticals 2024 Annual Report and the “Patient Safety and Product Quality” section of the 2024 CSSI Report</p>
	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks with counterfeit products	<p>If our alert and investigation systems determine that a particular product may be counterfeit or falsified, we have defined procedures in place designed to alert our customers, business partners and regulatory authorities. Our procedures require us to perform and document root cause investigation, and corrective and preventive actions.</p> <p>See the “Patient Safety and Product Quality” section of the 2024 CSSI Report</p>
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests and/or filing of criminal charges related to counterfeit products	Jazz does not comment on confidential legal matters.
ETHICAL MARKETING	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Jazz does not comment on confidential legal matters.
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	See our Code of Conduct and Ethics
EMPLOYEE RECRUITMENT, DEVELOPMENT AND RETENTION	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	See the “Talent Recruitment and Retention” section of the 2024 CSSI Report
	HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals and (d) all others.	See the “Talent Recruitment and Retention” section of the 2024 CSSI Report

SASB TOPIC	CODE	ACCOUNTING METRIC	2024 DATA
SUPPLY CHAIN MANAGEMENT	HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	<p>Jazz does not participate in the Rx-360 International Pharmaceutical Supply Chain Consortium's audit program but has engaged an independent third party to conduct an end-to-end supply chain and brand protection audit.</p> <p>We adhere to the Good Manufacturing and Distribution Practice (GMP/GDP) standards set by the FDA and other health authorities. We operate in compliance with all applicable rules and regulations. All third parties with whom we do business operate in compliance with all applicable laws and regulations of the countries, states and localities in which they operate.</p> <p>The standards, expectations and contractual agreements that we have with third parties are consistent with the standards we set for ourselves as reflected in our Code of Conduct.</p>
	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Jazz does not comment on confidential legal matters.
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	See our Code of Conduct and Ethics
	HC-BP-000.B	Number of drugs in portfolio and in R&D (Phases 1-3)	See Our Medicines and Pipeline

GRI Index

Statement of use: Jazz Pharmaceuticals plc has reported in reference to the GRI Standards when possible for the period of January 1, 2024, through December 31, 2024. GRI 1 used: GRI 1: Foundation 2021.

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 2: GENERAL DISCLOSURES 2024	2-1 Organizational details	Jazz Pharmaceuticals plc, a public limited company formed under the laws of Ireland, is headquartered on the Fifth Floor, Waterloo Exchange Waterloo Road, Dublin 4, Ireland.
	2-2 Entities included in the organization's sustainability reporting	Jazz Pharmaceuticals plc and all its consolidated subsidiaries (unless otherwise noted).
	2-3 Reporting period, frequency and contact point	This Jazz Pharmaceuticals plc CSSI report is for Jan. 1, 2024, through Dec. 31, 2024, unless otherwise stated. For questions about this report, contact corporateaffairsmediainfo@jazzpharma.com .
	2-4 Restatements of information	Not applicable
	2-5 External assurance	We did not conduct an external assurance of the 2024 CSSI Report.
	2-6 Activities, value chain and other business relationships	See the "2024 at a Glance" section of the 2024 CSSI Report , Jazz Pharmaceuticals 2024 Annual Report and jazzpharma.com .
	2-7 Employees	See the "Jazz 2024 Workforce and Leadership Composition" section of the 2024 CSSI Report
	2-8 Workers who are not employees	See the "Jazz 2024 Workforce and Leadership Composition" section of the 2024 CSSI Report
	2-9 Governance structure and composition	See the "Board of Directors and Leadership Oversight" section of the 2024 CSSI Report
	2-10 Nomination and selection of the highest governance body	See Jazz Pharmaceuticals 2024 Annual Report
	2-11 Chair of the highest governance body	Bruce C. Cozadd, Chairman of the Board of Directors and Chief Executive Officer, Jazz Pharmaceuticals plc
	2-12 Role of the highest governance body in overseeing the management of impacts	See Jazz Pharmaceuticals 2024 Annual Report
	2-13 Delegation of responsibility for managing impacts	See Jazz Pharmaceuticals 2024 Annual Report and the "Our ESG Oversight and Management" section of the 2024 CSSI Report

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 2: GENERAL DISCLOSURES 2024	2-14 Role of the highest governance body in sustainability reporting	See the “Board of Directors and Leadership Oversight” section of the 2024 CSSI Report
	2-15 Conflicts of interest	See Jazz Pharmaceuticals 2024 Annual Report
	2-16 Communication of critical concerns	Jazz has multiple communication channels, including an ethics hotline and internal reporting mechanisms, to escalate critical concerns to leadership and the Board. See the “Business Ethics Key Topics” section of the 2024 CSSI Report
	2-17 Collective knowledge of the highest governance body	See the “Board of Directors and Leadership Oversight” section of the 2024 CSSI Report
	2-18 Evaluation of the performance of the highest governance body	See Jazz Pharmaceuticals 2024 Annual Report
	2-19 Remuneration policies	See Jazz Pharmaceuticals 2024 Annual Report
	2-20 Process to determine remuneration	See Jazz Pharmaceuticals 2024 Annual Report
	2-21 Annual total compensation ratio	See Jazz Pharmaceuticals 2024 Annual Report
	2-22 Statement on sustainable development strategy	See the “Our CSSI Strategy” section of the 2024 CSSI Report
	2-23 Policy commitments	See the “Our CSSI Strategy” section of the 2024 CSSI Report
	2-24 Embedding policy commitments	See the “Our CSSI Strategy” section of the 2024 CSSI Report
	2-25 Processes to remediate negative impacts	See the “Business Ethics Key Topics” section of the 2024 CSSI Report
	2-26 Mechanisms for seeking advice and raising concerns	See the “Business Ethics Key Topics” section of the 2024 CSSI Report
	2-27 Compliance with laws and regulations	Our management team and our Board of Directors are committed to honesty and compliance with all laws, rules, regulations and corporate policies that apply to our business, and we expect the same commitment from our employees, consultants, business partners and service providers.
	2-28 Membership Associations	Jazz is a member of several industry associations including Biotechnology Innovation Organization (BIO) and European Federation of Pharmaceutical Industries and Associations (EFPIA).
	2-29 Approach to stakeholder engagement	See the “Our Stakeholder Map” and “Our CSSI Strategy” sections of the 2024 CSSI Report

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 3: MATERIAL TOPICS 2024	3-1 Process to determine material topics	See the “Our CSSI Strategy” section of the 2024 CSSI Report
	3-2 List of material topics	See the “Our CSSI Strategy” section of the 2024 CSSI Report
	3-3 Management of material topics	See the “Our CSSI Strategy” section of the 2024 CSSI Report
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	See the “Occupational Health and Safety” section of the 2024 CSSI Report
	403-2 Hazard identification, risk assessment, and incident investigation	See the “Occupational Health and Safety” section of the 2024 CSSI Report
	403-3 Occupational health services	See the “Occupational Health and Safety” section of the 2024 CSSI Report
	403-4 Worker participation, consultation, and communication on occupational health and safety	See the “Occupational Health and Safety” section of the 2024 CSSI Report
	403-5 Worker training on occupational health and safety	See the “Occupational Health and Safety” section of the 2024 CSSI Report
	403-6 Promotion of worker health	See the “Occupational Health and Safety” section of the 2024 CSSI Report
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See the “Occupational Health and Safety” section of the 2024 CSSI Report
	403-8 Workers covered by an occupational health and safety management system	See the “Occupational Health and Safety” section of the 2024 CSSI Report
	403-9 Work-related injuries	See the “Occupational Health and Safety” section of the 2024 CSSI Report
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	See the “Jazz 2024 Workforce and Leadership Composition” and “Director Diversity” sections of the 2024 CSSI Report

About this Report

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

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

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

Forward-Looking Statements

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