JAZZ PHARMACEUTICALS PLC
CHARTER OF THE
COMPENSATION &
MANAGEMENT DEVELOPMENT
COMMITTEE OF THE BOARD OF
DIRECTORS

PURPOSE

The purpose of the Compensation & Management Development Committee (the "***Committee***") of the Board of Directors (the "***Board***") of Jazz Pharmaceuticals plc, a company formed under the laws of Ireland (the "***Company***"), shall be to act on behalf of the Board in fulfilling the Board's responsibilities to oversee, review and approve the Company's and its subsidiaries' compensation policies, plans and programs, and to determine the compensation to be paid to executive officers and members of the Board, in each case as set forth in this Charter, as well as to review and discuss with management the Company's disclosures contained under the caption "***Compensation Discussion and Analysis***" ("***CD&A***") for use in any of the Company's annual reports on Form 10-K, registration statements, proxy statements or information statements, to prepare and review the Committee report on executive compensation included in the Company's annual report on Form 10-K, annual proxy statement and/or information statement in accordance with applicable rules and regulations of the Securities and Exchange Commission (the "***SEC***") in effect from time to time, and to oversee and monitor the Company's strategies and policies related to human capital management. The term "compensation" shall include salary, long-term incentives, bonuses, perquisites, equity incentives, severance arrangements, change in control protection, retirement benefits and other related benefits and benefit plans. The term "***executive officers***" means those officers covered by Section 16 of the Securities Exchange Act of 1934, as amended (the "***Exchange Act***"), and Rule 16a-1(f) promulgated thereunder.

The operation of the Committee shall at all times be subject to the Memorandum and Articles of Association of the Company and the Irish Companies Act 2014 (the "***Act***"), each as in effect at the time of any action by the Committee.

COMPOSITION

The Committee consists, and shall continue to consist, of at least two members of the Board. All members of the Committee shall satisfy the independence requirements of The Nasdaq Stock Market LLC ("***Nasdaq***") applicable to compensation committee members, as in effect from time to time, when and as required by Nasdaq, including any exceptions permitted by these requirements. The Board may also require members of the Committee to satisfy the "***non- employee director***" standard within the meaning of Rule 16b-3 promulgated under the Exchange Act. The members of the Committee shall be appointed by and serve at the discretion of the Board. Vacancies occurring on the Committee shall be filled by the Board. The Chairperson of the Committee shall be designated by the Board.

MEETINGS AND MINUTES

The Committee shall hold such regular or special meetings as its members deem necessary or appropriate. Minutes of each meeting of the Committee shall be prepared and distributed to each member of the Board and the Secretary of the Company promptly after each meeting. The Chairperson of the Committee shall report to the Board from time to time and whenever so requested by the Board.

AUTHORITY

The approval of this Charter by the Board shall be construed as a delegation of authority to the Committee with respect to the responsibilities set forth herein. The Committee shall have full access to all books, records, facilities and personnel of the Company as deemed necessary or appropriate by any member of the Committee to discharge his or her responsibilities hereunder, including human resources and other Company personnel preparing the CD&A for the Company's reports to be filed with the SEC.

Except to the extent inconsistent with any laws and rules applicable to the Company, including the rules of Nasdaq or any specific prohibitions set forth in this Charter, any responsibility or authority of the Committee under this Charter may be delegated as appropriate by the Committee, including to the Chairperson of the Committee or to a subcommittee composed of one or more Board or Committee members and/or executive officers or executive committee members.

The Committee shall have the authority, in its sole discretion, to retain (or obtain the advice of), at the expense of the Company, any compensation consultants and internal or external legal, accounting and other advisors (collectively, "***Compensation Advisors***"). The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any such Compensation Advisors retained by the Committee and shall be entitled to appropriate funding, as determined by the Committee, from the Company to pay reasonable compensation to any such Compensation Advisors.

Prior to selecting, or receiving advice from, a Compensation Advisor (other than the Company's in-house legal counsel), the Committee shall conduct the independence assessment required by Nasdaq Listing Rule 5605(d)(3)(D) or any successor provision. Although the Committee shall be required to conduct such independence assessment before selecting or receiving advice from any Compensation Advisor, the Committee shall not be precluded from retaining the services of any Compensation Advisor that it may determine is not independent. In addition, nothing herein shall affect the Committee's ability to exercise its own judgment in the fulfillment of its duties hereunder or require the Committee to implement or act consistently with the advice or recommendation of any Compensation Advisor.

RESPONSIBILITIES

The Committee's functions and procedures should remain flexible to address changing circumstances most effectively. To implement the Committee's purpose, the Committee shall have the full power and authority of the Board with respect to the following duties and

responsibilities, with the understanding, however, that the Committee may supplement or (except as otherwise required by applicable laws or rules) deviate from these activities as appropriate under the circumstances:

1. ***Overall Compensation Philosophy***. The Committee shall have the authority to review, modify (as needed) and approve the overall compensation philosophy and policies for the Company, including:

- reviewing and approving corporate and, if applicable, individual performance goals and objectives relevant to the compensation of executive officers of the Company, and reviewing and monitoring the corporate performance goals and objectives relevant to the compensation of other employees of the Company and its subsidiaries, as appropriate (excluding performance goals and objectives relevant to commercial and sales compensation plans or other similar incentive compensation plans);

- establishing policies with respect to equity compensation arrangements;

- reviewing regional and/or industry-wide compensation practices and trends to assess the adequacy and competitiveness of the Company's executive compensation programs among comparable companies in the Company's industry; however, the Committee shall exercise independent judgment in determining the appropriate levels and types of compensation to be paid;

- reviewing and approving the terms of any employment agreements, severance arrangements, change in control protections, pension plans, profit sharing plans, deferred compensation plans and any other compensatory arrangements (including, without limitation, perquisites and any other form of compensation but excluding arrangements that do not discriminate in scope, terms or operation, in favor of executive officers and that are available generally to all employees) for the Company's executive officers, as appropriate;

- reviewing and approving any compensation arrangement for any executive officer involving any subsidiary, special purpose or similar entity, taking into account the potential for conflicts of interest in such arrangements and whether the arrangement has the potential to benefit the Company;

- evaluating the efficacy of the Company's compensation philosophy and strategy in achieving expected benefits to the Company and otherwise furthering the Committee's purpose;

- reviewing the Company' practices and policies of employee compensation as they relate to risk management and risk-taking incentives, to determine whether such compensation policies and practices are reasonably likely to have a material adverse effect on the Company; and

- reviewing and considering the results of any advisory vote on executive compensation.

2. ***Compensation of the Chief Executive Officer***. The Committee shall recommend to the Board for determination and approval the compensation and other terms of employment of the Company's Chief Executive Officer and shall evaluate the Chief Executive Officer's performance in light of relevant individual (if applicable) and corporate performance goals and objectives. The Chief Executive Officer may not be present during the voting or deliberations regarding his or her compensation.

3. ***Compensation of Other Executive Officers***. The Committee shall review and approve the individual (if applicable) and corporate performance goals and objectives of the Company's other executive officers, as appropriate. The Committee shall determine and approve the compensation and other terms of employment of these executive officers, as appropriate.

4. ***Compensation of Members of the Board***. The Committee shall review and recommend to the Board the type and amount of compensation to be paid or awarded to members of the Board, including any consulting, retainer, Board meeting, committee and committee chair fees, and equity incentive grants or awards.

5. ***Administration of Equity Compensation Plans***. The Committee shall have the full power and authority of the Board regarding the adoption, amendment and termination of any Company equity incentive plan, share appreciation rights plan, other share bonus plan, share purchase plan or similar program. The Committee shall have full power and authority to administer these plans, establish guidelines, interpret plan documents, select participants, approve grants and awards, and exercise such other power and authority as may be permitted or required under such plans, including delegating the power and authority described in this section, except to the extent inconsistent with any laws and rules applicable to the Company, the terms of this Charter and the terms of each applicable equity compensation plan or program; provided, however, that the Committee may not delegate authority to select participants or grant equity incentive grants or awards to individuals then subject to Section 16 of the Exchange Act.

6. ***Compensation Discussion and Analysis.*** The Committee shall review and discuss with management the Company's disclosures contained under the caption "Compensation Discussion and Analysis" in its annual reports on Form 10-K, registration statements, proxy statements or information statements.

7. ***Committee Report***. The Committee shall prepare or cause to be prepared and review the Committee report on executive compensation to be included in the Company's annual report on Form 10-K, annual proxy statement and/or information statement in accordance with applicable SEC rules and regulations, including whether the Committee reviewed and discussed the CD&A with management, and based on that review and those discussions, whether the Committee recommended to the Board that the CD&A be approved for inclusion in the Company's annual report on Form 10-K, proxy statement or information statement.

8. ***Committee and Charter Evaluation***. The Committee shall review and reassess the adequacy of this Charter at least annually, including with respect to the Committee's

responsibilities and authority as outlined in this Charter, and shall recommend any proposed changes to this Charter to the Board for its consideration and approval. The Committee shall also review, discuss and assess its own performance from time to time as deemed appropriate by the Committee.

9. ***Management Succession***. The Committee shall periodically review with the Chief Executive Officer the plans for succession to the offices of the Company's executive officers and make recommendations to the Board with respect to the selection of appropriate individuals to succeed to these positions.

10. ***Human Capital Management***. The Committee shall periodically review and discuss with management the Company's talent and culture strategy including, but not limited to, human capital programs and policies regarding management development, talent planning, and employee engagement.

11. ***Clawback Policy***. The Committee shall have the authority to administer, amend or, to the extent consistent with the requirements of the SEC and the Nasdaq listing standards, terminate any Company policies for recoupment of incentive compensation.

12. ***Stock Ownership Guidelines***. The Committee will establish the terms of, amend, and oversee compliance with the Company's stock ownership guidelines for the Company's CEO, executive officers, and non-employee directors

13. ***Peer Group***. The Committee will periodically review and revise a peer group of companies against which to assess the Company's compensation programs and practices to ensure that they are competitive and supportive of the Company's strategy and objectives.

14. ***General Authority***. To perform such other functions and to have such powers as may be necessary or appropriate in the efficient and lawful discharge of the foregoing.

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Amended and Restated by the Board of Directors of Jazz Pharmaceuticals plc on 22 October 2026.