

# Our Long-Term ESG Strategy

## Integrated ESG Approach

- Nominating and Corporate Governance Committee oversees ESG strategy and policies
- Created a Global Corporate Sustainability and Social Impact Team in 2021
- Performed ESG materiality assessment for GW business following the acquisition by Jazz
- Aligning strategy and reporting with UN SDGs and SASB standards, respectively

### Commitment to U.N. Sustainable Development Goals



## Environmental

- Long-standing commitment to sustainable practices in manufacturing processes
  - Extensive rainwater harvesting at our cannabis growing operations (utilize or recapture 98%)
  - Jazz produces less than 650 kg CO<sub>2</sub> (Scope 1 & 2 GHG emissions) per kg of dried cannabis flower compared to 3,697 kg CO<sub>2</sub> per kg of flower from the average U.S. cannabis cultivation site\*
  - Use green chemistry principles in our first in-house commercial production site (Athlone, IRE)
  - New buildings meet highest level of sustainability standards (BREEAM)
- Focused on expanding environmental disclosures

\*Source - <https://www.arcgis.com/apps/webappviewer/index.html?id=f47100de3f6b46bb9aebf8dc52d957bf&extent=-18880993.9285%2C2754896.1724%2C-8069740.6478%2C10092850.8878%2C102100>

## Social

- Increase the diversity of our global workforce by providing an inclusive environment highlighted by the creation of 5 unique Employee Resource Teams (Black, Asian and Pacific Islander, LGBTQ+, LatinX/Hispanic, and Women employees + allies)
- Focused on attracting the best talent, supporting employee well-being through personal development practices/tools and enhanced benefit programs
- Ongoing employee engagement through interactive forums with company leadership and pulse surveys (~ 80% response rate). Engagement surveys indicate employees experience an inclusive culture
- Commitment to improving diversity in our clinical trial enrollments and advocating for public policy initiatives that improve access to care and health equity metrics

## Governance

- ✓ Lead Independent Director with clearly defined responsibilities
- ✓ 11 of 12 directors are independent
- ✓ Annual Board and Committee self-evaluations
- ✓ Anti-hedging / pledging / claw back policies
- ✓ Majority vote standard
- ✓ Share ownership requirements
- ✓ 50% of executive target equity is performance based

### Board Refreshment

**2 New Independent Directors**  
added since 2020

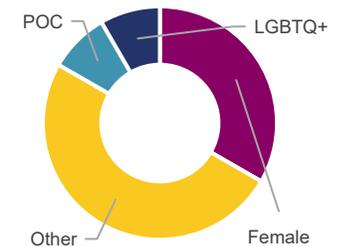


**Jennifer Cook**  
Former CEO at GRAIL, Inc.



**Mark Smith, M.D.**  
Professor of Clinical Medicine at UC San Francisco

### Director Diversity



**50% Diversity in Director Slate**