



2022

Corporate Sustainability and Social Impact Report



Willow, was diagnosed with acute lymphoblastic leukemia (ALL), a cancer of the blood and bone marrow, at age 5. After going through a 2-year treatment regime, and having the support of her family and healthcare team, she is now in remission.

Letter From Our CEO



I am pleased to share Jazz's 2022 Corporate Sustainability and Social Impact Report.

Jazz's core mission centers on developing life-changing medicines for people with serious diseases – often with limited or no options – so they can live their lives more fully. Over our 20-year history, we have expanded our capabilities, significantly diversified our neuroscience and oncology product portfolios and increased our impact across the globe. We put patients at the center of everything we do and strive to better understand where we can make the greatest difference for our patients and their families. Our patient-first approach is reflected in our Corporate Sustainability and Social Impact (CSSI) strategy. Underpinned by our CSSI pillars: Patients, People, Community and Planet, we are committed to maximizing our positive impact on our people and society while ensuring we minimize Jazz's impact on the environment.

Last year, we provided Vision 2025 as a clear path of how we plan to build a sustainable business that delivers important new therapies for patients and enhanced value for shareholders. In addition, we took a key step forward in conducting a materiality assessment to identify and prioritize Jazz's material topics so that our CSSI strategy aligned with and reflected our corporate strategy, business operations and the priorities of our stakeholders. We engaged with employees across our geographies and business units, members of the leadership team, investors, suppliers, advocacy groups and non-governmental organizations (NGOs) to ensure we captured their views. The outcomes of this assessment will serve as the basis of our multi-year CSSI priorities and strategy.

We are proud of the progress made in 2022 toward initiatives within each of our CSSI pillars.

We executed on our mission of bringing treatments and hope to people living with difficult-to-treat conditions. We enhanced the breadth and depth of our pipeline, added three promising candidates while expanding into disease areas with significant unmet patient need and progressed multiple preclinical and clinical-stage programs. As we continue to uncover and rectify treatment disparities across patient populations, our team conducted ethnographic research furthering our commitment toward equitable access to our therapies.

We exemplified our commitment to being a great place to work by living our core values of Integrity, Collaboration, Passion, Innovation and Pursuit of Excellence. Our people are critical to ensuring we can best serve our patients. I am proud of the engagement of our employees, who continuously exceed a 75% response rate on our engagement surveys, providing us the necessary insights to make Jazz the best experience of their career. Our employees also lead on issues that matter to them through our affinity

forums and employee resource teams.

As engaged corporate citizens working through direct philanthropy and employee volunteerism, we expanded our understanding of the needs of our global, local and patient communities. In 2022, we launched a company-wide Global Volunteer Day, provided mentorship to students interested in pursuing healthcare careers and we offered pro bono legal and other services to promote healthy and well-functioning societies.

We are proud of the improvements made to reduce our environmental footprint. Our Athlone manufacturing site purchases 100% renewable electricity and over 50% of the electricity purchased at our Villa Guardia manufacturing site is from renewable sources. We are continuing to explore pathways to reduce our emissions, the use of natural resources and ways to minimize our overall environmental impact.

Throughout 2023, we continue to make progress toward Vision 2025, while building upon our previous environmental, social and governance materiality assessments and further embedding our CSSI strategy into the work we do. We recognize that the success of any strategy, sustainability or otherwise, will be inextricably linked to targets and objectives, which are a core component of driving accountability throughout the business. As we advance our CSSI strategy this year, we will continue to integrate our ambitions, goals and initiatives into our strategic vision.

We believe that positively impacting patients' lives, investing in our people and our commitment to long-term sustainability are important components of delivering on Vision 2025. We look forward to continuing to innovate for our patients while implementing our CSSI strategy to generate long-term sustainable value.

Best regards,

A handwritten signature in black ink, appearing to read 'Bruce C. Cozadd'.

Bruce C. Cozadd

Chairman of the Board and Chief Executive Officer

Board Statement



Throughout 2022, we focused on further integrating sustainability and social impact activities into our business operations and strategy, which is central to the success of Jazz and our commitment to generate positive outcomes for patients, employees, shareholders and our other stakeholders.

Our role as the Board of Directors is to ensure that material environmental, social and governance (ESG) issues are effectively managed and overseen. We also recognize the significance of effective reporting on those efforts, to demonstrate progress, as well as ensuring shareholders and other stakeholders have a clear understanding of our approach.

The Board has delegated responsibility to the Nominating and Corporate Governance Committee (NCGC) to work closely with management on development and execution of our CSSI strategy and roadmap. The role of this committee is to support – and challenge – senior management on the implementation of our strategy and to provide independent guidance to the Board where ESG matters are expected to significantly impact our performance, business activities or reputation. Our governance and oversight framework underpins the work we do across our priority impact areas, creating a framework that enables us to improve our impact on patients, people, communities and the planet. The terms of reference for the committee were updated in 2021 to reflect this expanded remit.

As we look ahead, we intend to support management in the further development of our CSSI strategy. Having started our formal reporting journey with our first ESG report in 2022, this report details our first materiality assessment and activities in each material area. In 2024, we intend to again enhance our reporting, building further sophistication into the evolution of our strategy and associated disclosures as we seek to develop our approach to data and performance measures. We, together with management, continue to focus on guiding a clear CSSI strategy to proactively manage ESG-related risks, opportunities and disclosures.

Heather Ann McSharry

Jazz Board of Directors and Nominating
and Corporate Governance Committee Chair



About Jazz

At our Kent Science Park facility (pictured) and other sites, we bring a focus on patients and a mindset for innovation to help transform the lives of people living with diseases where there are little to no options available.

About Jazz

Transforming Lives. Redefining Possibilities.

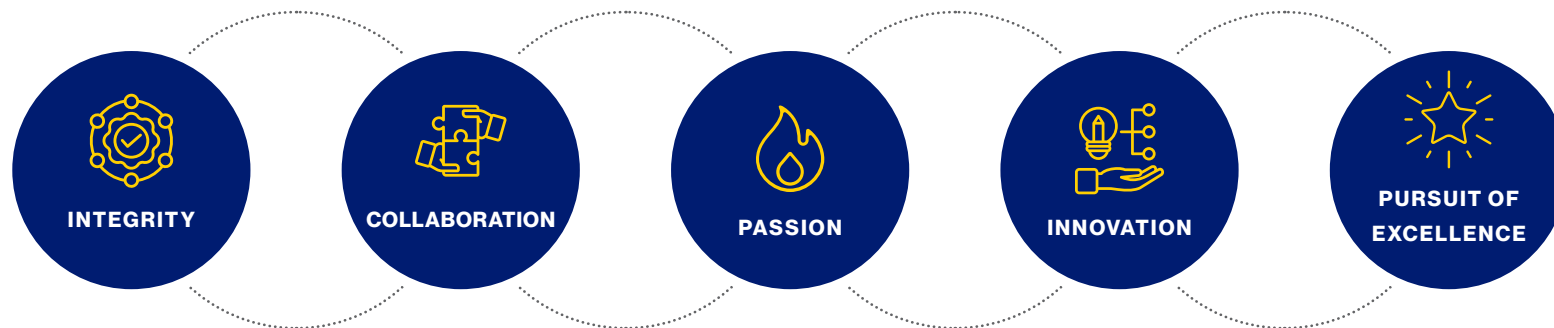
At Jazz, our purpose is to innovate to transform the lives of patients and their families.

We are focused on developing life-changing medicines for people with serious diseases — often with limited or no therapeutic options — so they can live their lives more fully. By transforming biopharmaceutical discoveries into novel medicines, we are working to give people around the world the opportunity to redefine what's possible — to make the “small wins” big again.

We are a fully integrated, global biopharmaceutical company with a diverse portfolio of marketed medicines and novel product candidates for adults and children, and expertise in two key therapeutic areas: neuroscience and oncology. We are an industry leader in treating sleep disorders and epilepsy, and in oncology we are investigating and delivering medicines for hard-to-treat hematologic malignancies and solid tumors. We use our deep knowledge of and commitment to these fields to innovate and identify new solutions where none previously existed.

Our Corporate Values

Jazz is committed to creating a company where the culture reflects three important goals—our purpose to serve patients, be a great place to work and to live our core values of Integrity, Collaboration, Passion, Innovation and Pursuit of Excellence. We are committed to conducting our business with Integrity and the Pursuit of Excellence in all that we do. Our management team and our Board of Directors are committed to honesty and compliance with 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. In particular, we are committed to acting responsibly, safely and with transparency in our interactions with patients, doctors and other stakeholders in the healthcare system.



Jazz Pharmaceuticals plc (NASDAQ: JAZZ)

Vision 2025

In January 2022, we announced our [Vision 2025](#), which aims to deliver sustainable growth and enhanced value, driving our continued transformation to an innovative, high-growth global pharmaceutical leader. The three core components of our Vision 2025 focus on commercial execution, pipeline productivity and operational excellence.

Vision 2025 core components:

COMMERCIAL



GENERATING
\$5 billion
IN REVENUE
IN 2025

PIPELINE



DELIVERING
≥5
NOVEL PRODUCT APPROVALS
BY END OF THE DECADE

OPERATIONAL EXCELLENCE



DRIVING
5%
ADJUSTED OPERATING MARGIN
IMPROVEMENT FROM 2021 TO 2025

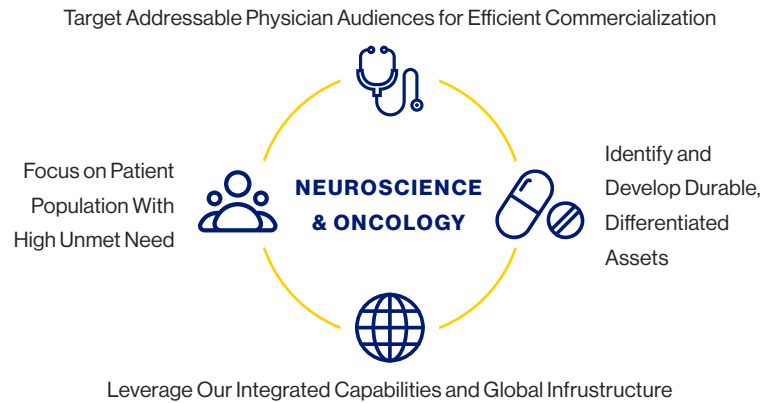
Our progress toward Vision 2025 is included in our [Annual Report](#).



2022 at a Glance

We are dedicated to developing life-changing medicines for people with rare and complex diseases, many who often have limited or no therapeutic options.

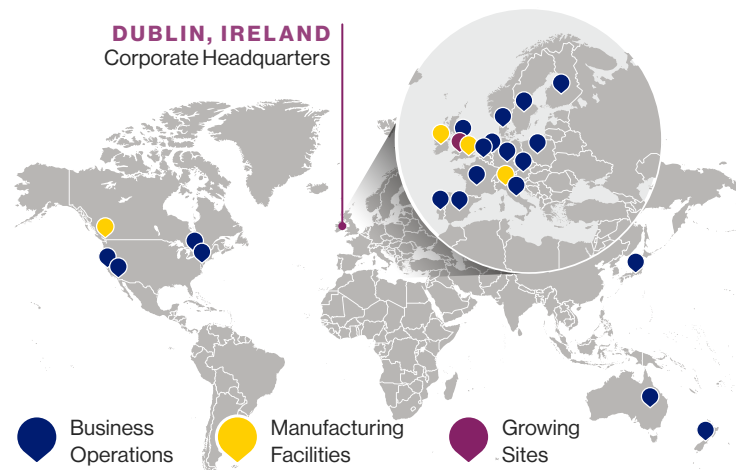
PATIENT-CENTRIC INNOVATION DRIVES OUR STRATEGY



We have a diverse portfolio of marketed medicines and novel product candidates, from early- to late-stage development in two therapeutic areas:

- **Neuroscience.** We are an industry leader in treating sleep disorders and epilepsy.
- **Oncology.** We innovate and deliver medicines for hard-to-treat hematologic malignancies and solid tumors.

We consistently identify new options for patients by actively exploring small molecules and biologics, innovative delivery technologies and cannabinoid science.



AS OF DECEMBER 31, 2022

\$3.7B
REPORTED REVENUE

\$1.3B
NET CASH PROVIDED BY
OPERATING ACTIVITIES

~2.8K
EMPLOYEES WORLDWIDE

>700
R&D EMPLOYEES

8
MEDICINES
MANUFACTURED

30
MEDICINES
IN PIPELINE

NEARLY
75
COUNTRIES SERVED

A photograph of two women in a professional setting, likely a meeting or conference. The woman on the left is a white woman with brown hair, wearing a white t-shirt tied at the waist and light-colored pants. She is smiling and looking towards the right. The woman on the right is an Asian woman with dark hair and glasses, wearing a black dress with a red and white floral pattern. She is also smiling and looking towards the right. In the background, other people are visible but out of focus. A semi-transparent white box with the text 'Our CSSI Strategy' is overlaid on the right side of the image.

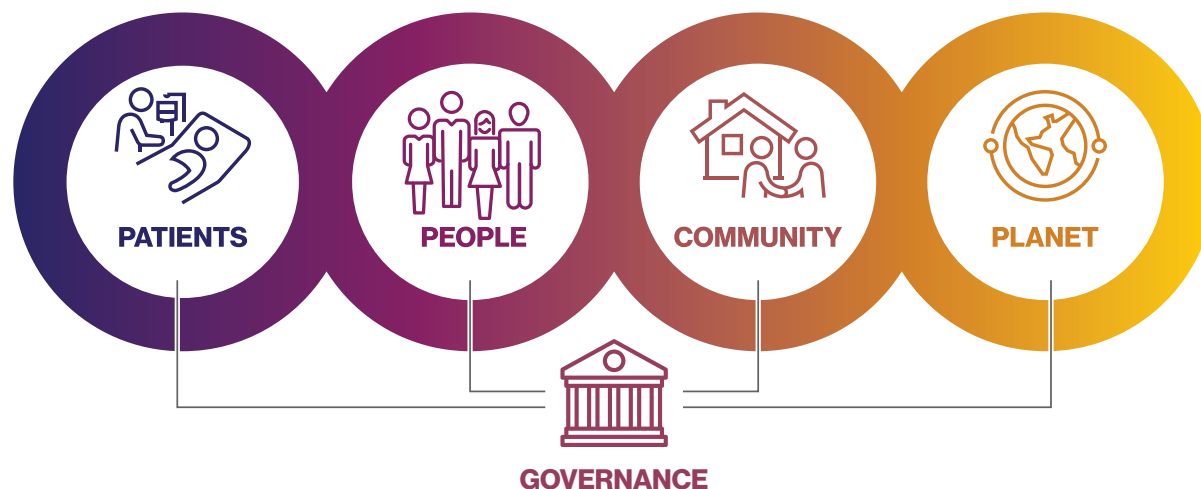
Our CSSI Strategy

Our values as a global biopharmaceutical company help drive our CSSI strategy as we remain anchored in our commitment to delivering positive outcomes for our patients, employees and other key stakeholders.

Our Approach to Corporate Sustainability and Social Impact

Our values, underpinned by strong corporate governance, social responsibility and environmental stewardship, anchor our corporate strategy and make up key elements of our vision to deliver on our commitment to generate positive outcomes for patients, employees, shareholders and other stakeholders.

The pillars of our CSSI strategy are Patients, People, Community and Planet. Jazz recognizes the critical importance of these CSSI pillars in achieving our near- and long-term business objectives, including Vision 2025.



PATIENTS

We are innovating to develop life-changing medicines for patients who often have limited or no therapeutic options. We strive to help patients get access to the medications they need, and we advocate for policies that support the lives of patients.

PEOPLE

We are committed to creating a company where the culture embodies our corporate purpose to innovate for patients and their families and reflects our key goals: (1) be a great place to work; and (2) live our core values of Integrity, Collaboration, Passion, Innovation and Pursuit of Excellence.

COMMUNITY

We aim to be an engaged corporate citizen globally and in our communities. We work through direct philanthropy, employee volunteerism and with partners to execute key initiatives that reflect our social impact goals and values.

PLANET

We seek to operate our business in an environmentally responsible way and are committed to meeting evolving regulatory standards for climate impact, to take steps to reduce our environmental impact and to using sustainable practices wherever feasible.

Our governance and oversight framework underpins the work we do across all of the CSSI pillars, creating a framework for improving our impact on patients, people, communities and the planet. Our governance framework results in comprehensive Board involvement in developing and executing our CSSI strategy, which is central to ensuring our priorities are discussed and managed by the highest body within the organization.

The UN SDGs

We seek to align our CSSI strategy with the UN Sustainable Development Goals (SDGs). We have identified seven SDGs that best align to our business activities and/or social impact strategy. Through our CSSI strategy, we aim to improve the health and wellbeing of our patients, empower our employees, support our local and patient communities and improve our impact on the planet.

SUSTAINABLE DEVELOPMENT GOALS



Through our innovative products, we seek to deliver life-changing medicines that improve the health and wellbeing of our patients.



Through the planet pillar of our strategy, we seek to minimize the use of natural resources, implementing circular economy principles where possible.



Through our targets and initiatives, we seek to improve gender equality in our business, improving gender representation in leadership roles.



Through our activities to reduce energy use and the environmental impact of our business, we aim to reduce our impact on the climate. Through the measurement and reduction of our carbon footprint, we will contribute further to this SDG over the coming years.



Through our corporate culture, rewards and benefits, we seek to provide a great place to work, developing the careers of all employees and contributing to economic development.



Through our partnerships, we work to improve civic health through well-functioning institutions and ensuring greater access to appropriate healthcare.



Through our diversity and inclusion initiatives, we seek to create a safe, diverse and welcoming workplace that reduces inequalities.

Our Stakeholder Map

Jazz strives to consider the views and interests of all stakeholders when making any decisions. To do so, and to clearly understand our impact, we consistently and actively engage with certain key stakeholders. We set out below, in further detail, our key stakeholders and the approach to engaging each of them. Our approach to stakeholder engagement is also fundamentally aligned to our CSSI pillars.



PATIENTS

Jazz regularly engages with patients, caregivers and patient organizations, which provides us with invaluable insight into the challenges facing patients and their families, the role that our medicines play in managing diseases and the usability of our scientific information for these stakeholders. This engagement is key in the development of new products and in assessing the appropriateness of our education and training materials. Clinical trials also constitute a key tool in accelerating medicine development for patients. In light of the sensitive nature of our industry, and stringent regulatory environment, our approach to clinical trials prioritizes the safety of all participants, and the transparency of our trials.

PEOPLE

Our people are fundamental to everything we do. Our leadership team regularly engages with employees with a view of better understanding their needs and priorities, to assess the implementation of our culture and core values across all levels of the organization, and to strengthen the alignment between employee action and the long-term strategy of the business. As we strive to be recognized as a great place to work, first-hand engagement with our employees provides us with important insight to ensure the appropriateness of our policies in addressing the expectations of our employees.

INVESTORS

Engaging with our investors provides the Board and management team with the opportunity to strengthen relationships with the shareholders of the business, communicate our milestones and metrics and foster mutual understanding of our approach to CSSI and shareholder expectations. Shareholder engagement offers a unique opportunity for our leadership to understand, more specifically, the concerns and expectations of our investors, and their evolving approach to environmental, social and governance topics.

COMMUNITIES

We are proud to support the communities in which we operate. We have strengthened our volunteering program to help our employees give back to their local communities through causes that are close to their hearts. Furthermore, our community support efforts are strongly aligned with our CSSI goals, particularly through the development of initiatives and company-wide programs that focus on addressing health inequalities, namely through the participation of underrepresented communities in the scientific and biopharmaceutical arenas, a key priority of the Board.

REGULATORS

Ensuring compliance and fostering collaborative partnerships with policymakers is fundamental to supporting patient-centered policies. We are focused on engaging collaboratively with governmental authorities in the markets where we operate to ensure our alignment with regulatory requirements. Furthermore, we believe our expertise and knowledge allow us to contribute constructively and fairly to the public dialogue on a variety of issues, including diagnosis and patient access to safe and effective medications.

SUPPLIERS

We are committed to operating our business with high ethical standards, including responsible sourcing and procurement. In order to ensure our suppliers meet high ethical standards, the Board has developed the Standards of Conduct for Supply Chain, a policy that sets out our expectations for our suppliers to adopt sound human rights practices, to treat workers fairly, with dignity and respect and, in all cases, to eliminate human trafficking and slavery in the workplace.

Our Materiality Assessment

Engaging stakeholders to identify areas where we can create a positive impact on society and the environment

In 2022, we undertook an in-depth materiality assessment. This helped us understand the issues that matter most to our internal and external stakeholders to ensure our CSSI strategy is fundamentally aligned with our corporate strategy, business operations and our ability to create value, and that it accurately reflects the priorities of our stakeholders. Completing a materiality assessment was foundational for furthering the development of our strategic CSSI priorities, as we continue to work toward setting goals and targets to improve our impact and performance over the coming years. Our assessment considered ESG issues that are material to our business and those where we can positively impact society and promote responsible environmental stewardship.

In conducting our materiality assessment, we worked with a leading consultancy to capture and understand the views of our stakeholders. We began by considering a wide range of issues, leveraging ESG ratings and rankings, global standards and reporting principles, and the ESG priorities of our industry to establish an initial view of the topics that could be of high importance to our business. We then directly engaged with stakeholder groups to determine which ESG issues are material to our business and CSSI strategy.



Approach & Methodology



ESG DATA COLLECTION & REVIEW

Request for information
Identification of common themes across internal/external documents, reports, presentations



ESG RATER & RANKER REVIEW

ESG score reports and identification of topics and expectations
Materiality maps and identification of industry material topics



GLOBAL STANDARDS & REPORTING PRINCIPLES REVIEW

Review of material topics identified by Sustainability Accounting Standards Board (SASB) & Global Reporting Initiative (GRI)
Analysis of responsible investment reporting principles and standards



PEER REVIEW

Peer sustainability reports and communications
Identification of common themes and ESG topics

To ensure the business priorities and the views of stakeholders were captured, Jazz engaged with members of the global leadership team, as well as a range of other stakeholders, including employees from across business units and geographies, shareholders, suppliers, advocacy groups, NGOs and consultants. The assessment accounted for the potential impact of issues on the business, as well as Jazz's significant impacts on its stakeholders, inclusive of the broader economy, environment and society.

As a result of this engagement, we were able to establish the ESG topics that impact both our stakeholders and our business. The most important topics, mapped to our CSSI pillars, are reflected in the table below.

ESG TOPICS BY CSSI PILLAR

PATIENTS	PEOPLE	COMMUNITY	PLANET
Research & Development	Talent Recruitment & Retention	Philanthropy	Climate & Energy
Patient Safety & Product Quality	Employee Engagement	Employee Volunteering	Water Use & Management
Access & Affordability of Medicines	Total Rewards & Employee Wellbeing		Waste Management & Disposal
	Diversity, Equity, Inclusion & Belonging		
	Occupational Health & Safety		
GOVERNANCE			
Board of Directors & Leadership Oversight		Risk Management & Regulatory Compliance	
Business Ethics	Supply Chain Management	Political Contributions	Executive Compensation

We are now working to improve our performance and impact in each of the areas identified as highly important from our materiality assessment.

As we strengthen our CSSI strategy through the development of targets and goals over the coming years, the outcomes of our materiality assessment will ensure our strategy, goals and targets align to the priorities of our business and our stakeholders. The creation of a robust data framework to manage each of these issues will be the next step in the development of our CSSI framework, as this is central to ensuring we can set targets in time and advance a culture of performance accountability on all material sustainability and ESG areas.

We are committed to enhancing our materiality assessment process on an ongoing basis, ensuring we capture the views of more stakeholders from a variety of groups going forward. We recognize that the views of our stakeholders are not static and are committed to regularly refreshing our materiality assessment. In addition, we are preparing for upcoming regulatory requirements, including the EU Corporate Sustainability Reporting Directive (CSRD), and are committed to strengthening our materiality assessment process and reporting in line with the requirements of the CSRD in time.

Our ESG Oversight and Management

The Board as a whole oversees the strategy for addressing material ESG risks and opportunities that impact our business and stakeholders. Each committee of the Board oversees ESG matters across our business operations in the areas that align with their respective responsibilities. As set out in its terms of reference, in addition to its role in reviewing our approach to corporate governance, the nominating and corporate governance committee has delegated oversight responsibilities for ESG strategy and works with senior management on implementing, reviewing and providing guidance to the Board where ESG matters are expected to have a significant impact on our performance, business activities or reputation. The compensation committee works with the full Board to oversee human capital management matters, including diversity, talent and culture strategy. The audit committee has primary responsibilities for overseeing risks related to information security, including cybersecurity. See the section entitled “Corporate Governance and Board Matters” on page 26 of our Annual Report for a more detailed discussion of our Board and Board committees.

Our Executive Vice President and Chief Legal Officer (CLO) has executive oversight for CSSI strategic planning, risk management and reporting and is a direct report of the CEO. A cross-functional team of executive leaders, senior leaders and subject matter experts support CSSI efforts across the organization. The material risks and opportunities facing the business are managed by the applicable business functions and individuals responsible for those areas. The business function leads and senior management regularly update the Board and its committees on CSSI progress.





Patients

Patients: Innovating To Transform Lives

Management Approach

We are innovating to develop life-changing medicines for patients who often have limited or no therapeutic options. We strive to help patients get access to the medications they need, and we advocate for policies that support the lives of patients.

Our patients are our most important stakeholders. It is our goal to create innovative medicines that transform our patients' lives, consistently listening to and engaging to ensure we develop innovative medicines that serve the needs of our patients.

Research and development (R&D) are fundamental to achieving these goals and enabling us to create new, novel medicines that continue to deliver against patient needs. Through significant investment in our R&D team, we continue to add promising candidates to our pipeline. We continue to invest in our R&D capabilities to support innovative product development.

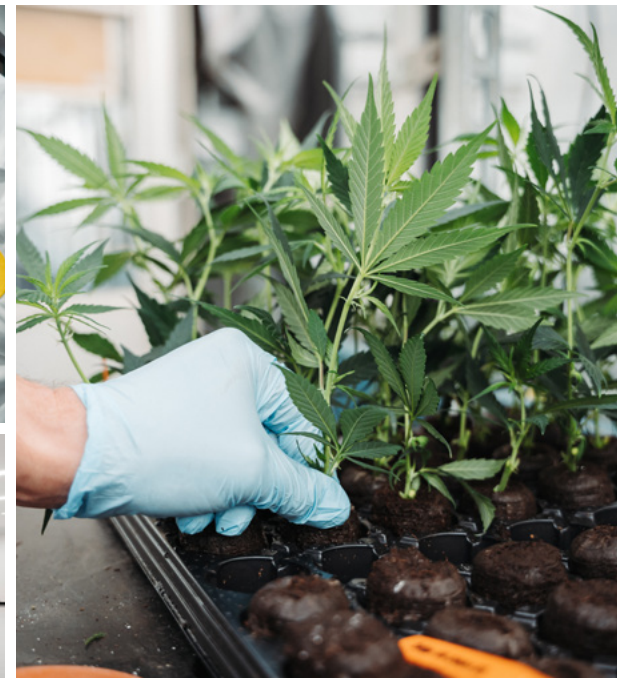
Developing safe, high-quality and innovative products is a responsibility we take very seriously. Through robust policies and procedures, we not only ensure the quality of our medicines, but also the safety of patients and clinical trial participants.

The final aspect of our patient strategy is ensuring affordability and accessibility of our medicines. Our activities to improve patient access aim to ensure that our medicines are available to those that need them the most.

We are committed to prioritizing our patients, ensuring we develop safe and innovative medicines for those who need them the most. We will continue to invest in our capabilities and maintain policies and procedures that ensure we create high-quality products.



Mark, living with essential tremor, and his wife Mary



Research and Development

At Jazz, patient-centric innovation drives our R&D strategy, investment and growth. This starts with identifying unmet needs across our therapeutic areas of focus – neuroscience and oncology – and follows the best discovery and development approach to solutions, whether that leverages our proprietary, industry-defining research platforms or our collaborations with leading investigators and bioscience companies.

In 2022, we added three promising candidates to our pipeline:

- Zanidatamab is a novel, late-stage oncology asset with the potential to transform the standard of care in multiple HER2-expressing cancers. It has demonstrated compelling data in biliary tract cancers and gastroesophageal adenocarcinoma with the potential to benefit patients across multiple tumor types.
- JZP441 is a potent, highly selective, oral orexin-2 receptor agonist with potential to be applicable in the treatment of narcolepsy, idiopathic hypersomnia and other sleep disorders, which entered Phase 1 clinical development in 2022.
- JZP898 is an engineered interferon alpha (IFN α) cytokine pro-drug that is activated specifically within the tumor microenvironment where it can stimulate IFN α receptors on cancer-fighting immune effector cells.

Our commitment to bringing innovative solutions to patients in need is exemplified by our ongoing R&D work. **To that end, we expanded the breadth and depth of our pipeline to 30 R&D programs, with 14 in late-stage development, submitted four Investigational New Drug (IND) applications, initiated seven clinical trials and enrolled the first patient in key trials, including:**

- Phase 1 trial for JZP815 in patients with advanced or metastatic solid tumors with MAPK alterations
- Phase 2 trial for suvecaltamide in patients with Parkinson's disease tremor
- Phase 3 trial for Epidiolex® in Lennox-Gastaut syndrome, Dravet syndrome and tuberous sclerosis complex in Japan.

Our expansions in R&D reflect our commitment to developing and exploring new mechanisms of action to create and bring new therapeutic options to patients. We have significantly expanded our in-house, end-to-end R&D capabilities. We also enhanced our medicinal chemistry and translational biology expertise to include differentiated capabilities such as cannabinoids and nanoparticle drug delivery.



Annette, living with small cell lung cancer

Patient Safety and Product Quality

It is imperative that we provide safe and effective medicines for our patients. We understand reliability, safety and quality are critical for keeping patients safe. We have robust systems and processes in place to understand and protect the safety of our products from development to delivery.

Quality in our products and services is essential. We maintain quality and regulatory compliance systems that are designed to help us meet both internal and external standards. Each employee at Jazz is responsible for the quality of our work and for implementing the appropriate quality standards. Our Corporate Quality Policy serves as the basis for our Quality Management System, outlining processes for building quality into our products across all lifecycle stages – from R&D through commercialization.

In 2022, we kicked off a project to utilize Athlone's Quality Control laboratories for the European import testing of Epidyolex® and Sativex®. What started as a contingency plan quickly became a replacement for the existing European contract test site with the intention of utilizing in-house skills and equipment to drive efficiency and potential cost savings. In just over a year, the Quality Control teams of Kent Science Park and Athlone implemented the technical transfer of methods. This initiative not only presents costs savings to the business, but also ensures that in-house skills and equipment are utilized to efficiently undertake import testing of product quality and safety that protects our patients.

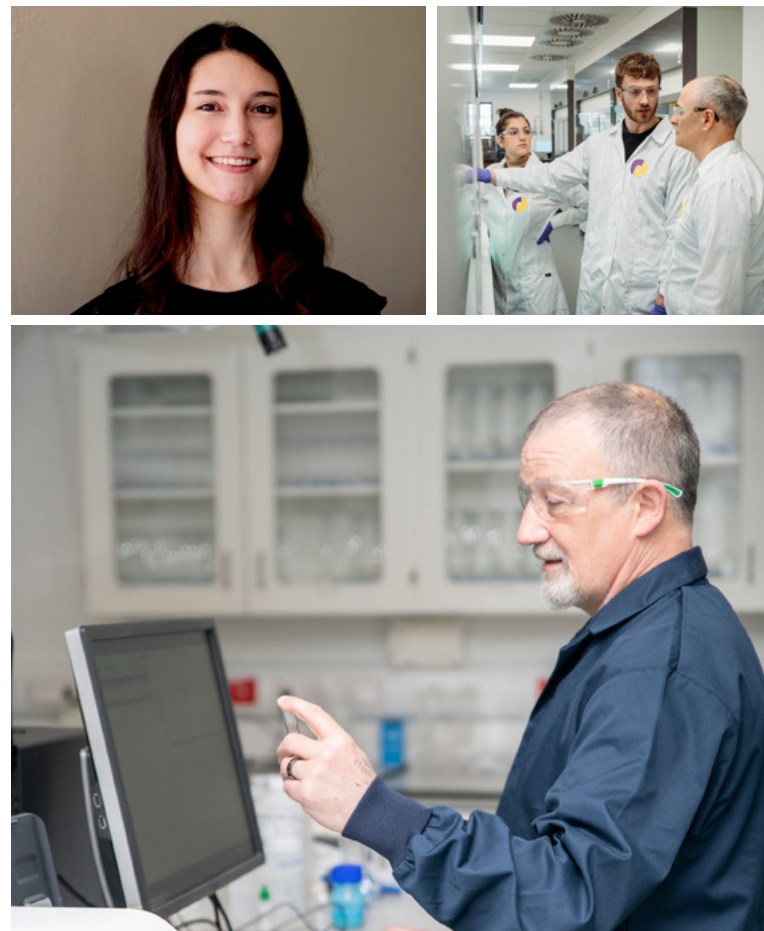
It is our ethical and regulatory responsibility to monitor the scientific rigor and safety of the medicines we develop. Our responsibility extends to protecting the volunteer participants enrolled in our clinical trials. We follow stringent ethical and safety procedures using the highest standards established by the International Conference on Harmonization Good Clinical Practice guidelines.

We implement relevant quality and regulatory compliance systems to comply with applicable laws and internal safety requirements. These systems incorporate a management review process that includes quality audits and system effectiveness reviews. We describe these systems in all of our quality standards, policies, standard operating procedures and training programs.

CLINICAL TRIAL TRANSPARENCY

We are committed to transparency in our clinical trials to accelerate medicine development. Qualified external researchers wishing to attain Jazz-sponsored clinical trial data can follow our process to review requests. Our approach to sharing data responsibly includes protecting patient privacy, assuring data security and integrity and furthering scientific and medical innovation. To learn about our clinical trials in their various stages, visit www.clinicaltrials.gov.

Meghan, living with idiopathic hypersomnia



Access and Affordability of Medicines

We provide greater access to our medicines in markets worldwide through patient assistance programs, product donations to global aid organizations and monetary contributions to independent charities.

EXPANDED ACCESS PROGRAMS

We provide patients with access to investigational medicines when there is sufficient evidence of the safety and effectiveness of the investigational medicine to support its use.

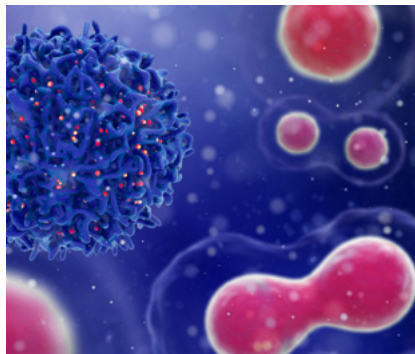
MANAGED ACCESS PROGRAMS

Our use of Managed Access Programs (MAPs) in Jazz's Europe & International business organization is a way of providing treatment to patients with the highest unmet medical need across our geographies. A key driver for MAPs is to provide rapid, fair and equitable access to our products for patients in medical need.

In countries where our medicines have not yet been licensed and/or reimbursed, we work with healthcare providers to explore how we can provide access to the needed treatment. Jazz has treated more than 4,000 patients through a Jazz early access program internationally.

In Europe and International markets, we operate three distinct types of Managed Access Programs:

- An **Early Access Program** is a formal Jazz-endorsed program for a defined group of patients with the greatest unmet medical need. Permissible in certain countries worldwide, this program is commonly initiated by a partnering pharmaceutical company, potentially requiring national health authority or regulatory body approval. The program may apply to an individual or cohort and be free of charge or paid-for depending on local regulations.
- **Non-Commercial Supply** is a potential route if an Early Access Program is not available. This approach primarily applies to individual patient access and is initiated by a physician. Supplied products are typically paid-for by a Jazz authorized third-party provider.
- **Named Patient Supply** is a potential free-of-charge option after an exceptional physician request, crisis response or after Jazz-sponsored trials have finished and the patient would benefit from continued use of the medicine. Approved directly by Jazz, the medicine is supplied using the best route available.



Sam, living with narcolepsy

JAZZCARES™ PATIENT ASSISTANCE PROGRAMS

We strive to help patients get access to the medications they need. Our U.S. based JazzCares™ patient assistance programs offer Xywav®, Xyrem®, Epidiolex®, Rylaze®, Zepzelca®, Defitelio® and Vyxeos® to eligible patients who otherwise cannot afford the medications. These programs are designed to give patients the support and assistance they need throughout their treatment journey.



SPOTLIGHT: JAZZ PRESENTED WITH MMIT PATIENT ACCESS AWARD

Jazz was chosen as the recipient of the Managed Markets Insight & Technology, LLC (MMIT) Patient Access Award for our work in the therapeutic area of narcolepsy. The Patient Access Award is a payer and physician stakeholder recognition of Jazz's commitment to deliver meaningful programs and support services for people living with narcolepsy and idiopathic hypersomnia who need access to our narcolepsy treatment, Xywav®.

We share information and work collaboratively with our healthcare providers and payers to ensure a path to access when providers have identified a patient who can benefit from a Jazz therapy.

MMIT is regarded as a trusted go-to-market partner that identifies barriers to patient access and helps coordinate major stakeholders to move therapies from pipeline to patient. The winners – one per therapeutic area – are determined by payer and physician stakeholders, who are surveyed as part of MMIT's quarterly Oncology Index and Biologics and Injectables Index. In this research, stakeholders assess and rank the performance of manufacturers across a series of factors, including the manufacturer's overall commitment to a disease, account representative support, patient and family support programs and resources, patient copay assistance, physician education and support and HUB services.

DIRECT RELIEF PARTNERSHIP

This non-profit humanitarian organization's mission is to improve the health and lives of people affected by poverty or emergency situations through free essential medical resources for patient care. As their mission aligns with our philanthropic interests, we provide financial support and donate certain pharmaceutical products to Direct Relief's national and international aid programs.

In 2022, Jazz donations to Direct Relief supported hurricane relief in Florida and Puerto Rico, earthquake relief in Turkey and Syria and humanitarian and medical resource support in Ukraine.

Piper, living with Dravet syndrome



A woman with dark hair, wearing glasses and a white blouse with a patterned scarf, is seated at a table and pointing her right index finger towards a document. She is looking intently at the document. In the background, there are several large posters or charts on the wall, one of which features a graphic of three stylized figures. To the right, the back of another person's head is visible, suggesting a collaborative meeting environment.

People

People: Making Jazz a Great Place To Work

Management Approach

We are committed to creating a company where the culture embodies our corporate purpose to innovate to transform the lives of patients and their families and reflects our key goals: (1) be a great place to work; and (2) live our core values of Integrity, Collaboration, Passion, Innovation and Pursuit of Excellence.

As a business focused on innovation and pharmaceutical development, we view talent as one of our most important assets and work hard to attract and retain a diverse set of employees in terms of experiences, backgrounds and skills to ensure we have the critical capabilities to successfully operate our business. We aim to create a welcoming and inclusive culture at Jazz that creates the best experience of our employees' careers. We plan to achieve this by cultivating a company culture rooted in the unique way we bring our value proposition and purpose to life.

The Jazz Path to a Great Workplace Experience



Talent Recruitment, Engagement and Retention

A core element of our people strategy is our ability to attract, engage, retain and reward highly talented employees, including expert scientists and other specialist personnel, in a competitive and dynamic industry. We recognize and reward high performance, continually develop talent through learning opportunities and new experiences to enhance their careers and routinely assess talent practices to determine improvements for overall effectiveness.

RECRUITMENT AND TALENT ACQUISITION

Our Global Talent Acquisition Sourcing Strategy seeks to attract, select and secure talent for our organization from a broad applicant pool, through building connections, attending events, providing training workshops, posting to job boards (including those targeted to underrepresented groups) and partnering with local community channels.

In 2022, we updated our Global Employee Referral Policy to better leverage the strong connections our employees have with broader talent in what is a competitive marketplace. Jazz employees who refer a candidate who is later hired could be eligible to receive a bonus of up to \$2,000 (USD) or the equivalent in local currency after the hired candidate successfully completes three months of employment. Employee referrals provide unique access to high-caliber candidates, improving the potential quality of new hires and increasing employee retention.

Our unique purpose-driven and values-based culture, competitive total rewards and wellbeing programs and a flexible work environment offer a compelling proposition that serves to both attract and retain talent. We take great care to ensure our employees work in a safe and inclusive environment that supports their financial, physical, mental and emotional wellbeing. Our teams continually seek to improve our employee value proposition through the deepening of our unique, innovative culture, and by ensuring we offer our employees a competitive package of benefits and compensation.



In 2022, we hired

398

NEW EMPLOYEES

with average time-to-fill of 77 days
compared to the benchmark of
80-110 days.

EMPLOYEE ENGAGEMENT

We believe that an environment where people feel valued, respected and able to contribute to their full potential is foundational to employee engagement. As such, we strive to communicate regularly and transparently with our employees to drive engagement through a variety of means.

We conduct regular "All that Jazz" company-wide meetings that keep our workforce connected to our patients and purpose, draw important focus to areas of the business, including our priorities and progress against them, and to elements important to the identity of our culture. We have an active employee listening strategy consisting of a variety of methods, including surveys, focus groups, employee resource groups and town halls.

Jazz conducts recurring employee pulse surveys to gather feedback on what they value about the workplace experience. We consistently achieve participation rates above 75%. Finalized in February 2023, our most recent results found that more than 80% of employees would recommend Jazz as a good place to work. Survey results provide valuable insights into where to focus, prioritize and create a greater sense of belonging while informing initiatives aligned with our corporate objectives. Management are apprised of feedback results, and action plans are implemented where there are areas for improvement.

Through our compelling employee offerings, we are consistently able to complete critical workforce plans to ensure we have the necessary talent for our business.



In addition, we continue to hold on
average a voluntary attrition rate that is

5% points

**BELOW THE INDUSTRY
VOLUNTARY ATTRITION RATES**

used by Jazz as benchmarks.

GROWTH AND DEVELOPMENT

Jazz believes in offering an environment where employees can learn, grow, be recognized and thrive in their work. We believe there is no “one-size-fits-all” approach to growing talent and we believe that the best way to learn is through on-the-job experience-based-development. Our talent efforts focus on creating learning opportunities for employees in their everyday work.

As such, we encourage employees to complete an Individual Development Plan (IDP) to outline growth interests and focus areas and have robust quarterly conversations with their managers. Conversations are encouraged to outline areas of interest, motivation and development need so that IDPs can include customized, continuous learning opportunities aligned with employee career ambitions.

All employees globally have access to relevant learning opportunities to develop themselves personally and professionally, as employees as well as managers and leaders. Opportunities include participation in initiatives or projects via on-the-job development, coaching and mentoring or through formalized learning on our digital learning platform.

Leadership teams conduct regular talent discussions to focus on the performance management and development of their team members. Development and succession plans are regularly reviewed to successfully maintain business operations. We continue to evolve performance management, striving for a more meaningful and inclusive experience for all employees.

We invest in our talent pipeline by providing leadership training appropriate to management level and experience for many levels. In 2022, more than 600 people leaders and functional leaders participated in targeted leadership development that helped support them to lead through transformation and the GW integration. We continue to develop our top leadership, or Global Leadership Team (top 70 leaders), to build leadership excellence, strengthen relationships and encourage cross-functional collaboration in pursuit of our enterprise strategic goals.

Additionally, Jazz creates an environment where individuals can be recognized and rewarded for their contributions, talents and ways that they role model bringing the Jazz culture to life.



Total Rewards and Employee Wellbeing

To support our overarching strategy to attract, retain and reward highly talented employees in an extremely competitive and dynamic industry, we place great emphasis on our total rewards offerings and employee wellbeing programs and initiatives. We believe it is an important element of Jazz's overall employee value proposition to ensure our people are given the resources they need to protect their physical, mental and financial wellbeing.

COMPENSATION

We regularly benchmark our compensation programs and practices against pharmaceutical companies of similar size, scale and complexity to ensure our compensation and benefits are competitive, and we offer fair and equitable treatment among our employees.

- Our base salaries are reviewed annually to ensure they are competitive in each local market. Generally, all employees are eligible to receive annual merit increases based on certain established criteria, including individual performance.
- All regular employees of the company are eligible to participate in an annual corporate or sales incentive plan, which rewards employees based on the company's achievement of pre-established goals (or sales targets in the case of sales incentive plans) as well as performance against their personal objectives.
- We offer broad-based participation in our long-term equity incentive program, which fosters an ownership culture and provides employees with the opportunity to share in the long-term success they help create. We also provide the ability for employees who retire from Jazz to retain a portion of their unvested awards to help support and enhance their financial wellbeing into retirement.

WELLBEING

A significant element of Jazz's overall employee value proposition is ensuring our people are given the resources they need to prioritize and care for their mind, body, finances, time and community at all stages of their life.

Our wellbeing offerings are designed to be inclusive, accessible and reflect the diversity of our population by promoting choice, flexibility and empowerment.

- We recently introduced our Wellbeing Reimbursement Account, which reimburses employees for a wide array of expenses that support their overall wellbeing, empowering them to choose what is most important to them.
- We provide a robust set of offerings centered around mental and emotional health, including our employee assistance program, which provides employees and their family counseling support – from everyday matters to more serious ones.
- Our global paid leave and time-off policies assist our employees through varying stages of life, often above and beyond what is mandated by local regulations, including for new parents (irrespective of gender or how their family is created) and family caregivers, as well as for bereavement.

TUITION REIMBURSEMENT

In the U.S., we provide up to \$5,200 reimbursement annually for eligible employees.

FLEXIBLE WORK MODEL

In 2022, we launched Jazz Remix, a new flexible work model that aims to provide eligible employees work location flexibility (including remote work capabilities). This dynamic and agile approach to working arrangements is designed to further our ability to connect globally, collaborate, innovate and perform. Our work model blends the advantages of both remote/virtual working with in-person collaboration and team connection. Remote working is available for all employees where on-site presence is not essential to their role.

In order to ensure that the Remix model works for our employees and our business, we continually gather and integrate employee feedback. As part of the enhancement of the Jazz Remix model, our seven biggest sites have been running connection events, including the opening of the enhanced manufacturing site at Athlone, an "All the Jazz" meeting in Carlsbad, and a volunteer day in Palo Alto. These connection days provide an opportunity for our employees to reconnect and improve wellbeing, while maintaining the flexibility offered by Jazz Remix.

Diversity, Equity, Inclusion and Belonging

Jazz strives to create a workplace culture that encourages everyone to be their authentic selves. We make diversity, equity, inclusion and belonging, or DEIB, a priority because it is a key to unlocking the potential of our people and ensuring we live our values. **In 2020, to signal our commitment to building multi-dimensional diversity throughout our entire workforce, we established aspirational goals to increase diversity at Jazz:**



INCREASE DIVERSITY ACROSS OUR LEADERSHIP

IN THE NEXT 3-5 YEARS



SYSTEMATICALLY ENSURE OUR PEOPLE PRACTICES PROMOTE EQUITY AND INCLUSION



CREATE A LEARNING ORGANIZATION TO EDUCATE ABOUT THE REALITIES AND INEQUITIES IN SOCIETY



INVEST IN RESOURCES AND SUPPORT FOR OUR EMPLOYEES TO POSITIVELY FOSTER DEIB IN THE WORLD AROUND US

LEADERSHIP DIVERSITY

Our hiring practice is to ensure we hire the best qualified candidate for our leadership roles and we consistently ensure we have diverse candidate slates for consideration. We have established aspirational goals related to increasing the diversity of the representation of women and people of color (U.S.) in our workforce, particularly at the leadership level (i.e., employees at Executive Director and above). We aspire to achieve gender parity globally and 25-30% people of color (U.S.) at the Executive Director and above leadership level.

We have made progress in achieving greater diversity representation at leadership levels as demonstrated by the following:*

50%

of our Board of Directors is diverse in terms of gender, ethnicity and sexual orientation.

55%

of our Executive Committee is diverse in terms of gender, ethnicity and sexual orientation.

WOMEN REPRESENT

54%

of our global workforce and

46%

at the leadership level†

IN THE U.S., PEOPLE OF COLOR REPRESENT

33%

of our U.S. workforce and

19%

at the leadership level†

*as of February 17, 2023

†employees at Executive Director and above

EMPLOYEE RESOURCE TEAMS

We believe an employee community that fosters diversity and inclusion leads to innovation and improved business performance. Jazz has created two employee resource teams (ConcERTos) and five Affinity Forums and provided a platform for broader company engagement and education. Our two ConcERTos, “All Dimensions of Diversity” and “Inclusion for Innovation,” were established as broad self-led teams of employee volunteers with diverse backgrounds. These groups deliver global events to educate the organization on important issues, celebrate important dates on our cultural calendar, foster allyship, amplify inclusive tools and resources to drive innovation and act as employee listening hubs to share feedback supporting business and work practice decisions.

In addition, we have five active Affinity Forums at Jazz open for participation by all employees. These forums provide a space for employees from various traditionally underrepresented groups and their allies to build community. The five forums include, ¡HOLA Jazz! (Hispanic Organization for Leadership Advancement), JazzSoul, JAWS (Jazz Associate of Women Supporters), Jazz Pride and Pan-Asian. As of the end of the first quarter of 2023, 27% of our global workforce were active in employee resource teams.

INCLUSIVE AND EQUITABLE ENVIRONMENT

We are highly committed to creating a work environment where people can be their authentic selves and where we ensure our people practices promote equity and inclusion. We regularly review areas related to hiring, talent management and development and rewards and recognition to ensure that we analyze our people processes to promote equity in our practices and related outcomes.

In employee populations where it can be leveraged, our **Jazz Remix** flexible model is creating a working environment that is inclusive of our people's personal, home and family needs. For our office-based employees, this model has allowed for more inclusive practices across our highly distributed working teams, improving how we work globally. In our most recent survey, 75% of employees told us they feel our culture and ways of working contribute to an inclusive and equitable work environment.



Occupational Health and Safety

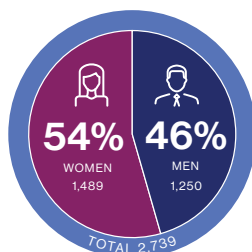
We all play a part in keeping our workplace healthy and safe. We continue to ensure proper workplace design with appropriate control measures implemented, such as personal protective equipment, contractor environmental, health and safety induction and compliance with relevant national and international health and safety standards, which help us create and sustain a safe workplace.

Our manufacturing and operations sites each have specific Environmental, Health, Safety, and Security (EHSS) management systems, which apply to all employees and other persons (such as contractors) who may be affected by our activities. We track our health and safety key performance indicators monthly via cloud-based EHSS software.

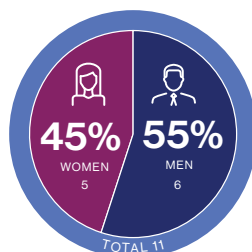
Our manufacturing operations have Health and Safety Systems that are designed to fully comply with the requirements of the European Union Framework Directive for Health and Safety and that are designed to meet the requirements of section 6.4.6 of ISO 26000 (Labour Practices – Health and Safety at Work).

Jazz 2022 Workforce and Leadership Composition

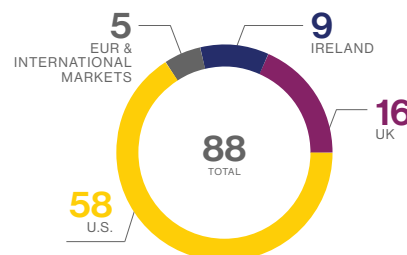
**TOTAL EMPLOYEES
BY GENDER**



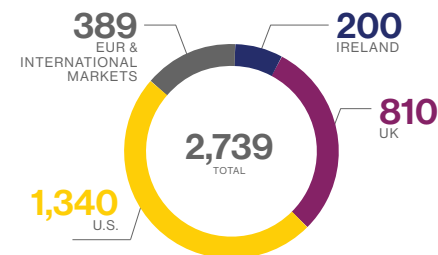
**LEADERSHIP (EXECUTIVE
COMMITTEE) BY GENDER**



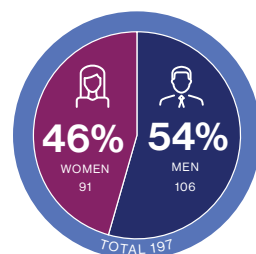
**LEADERSHIP (VP+)
BY REGION**



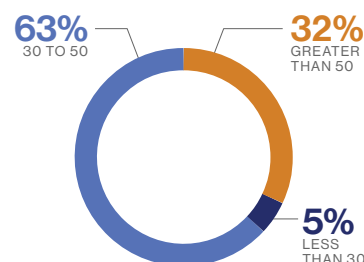
**EMPLOYEES
BY REGION**



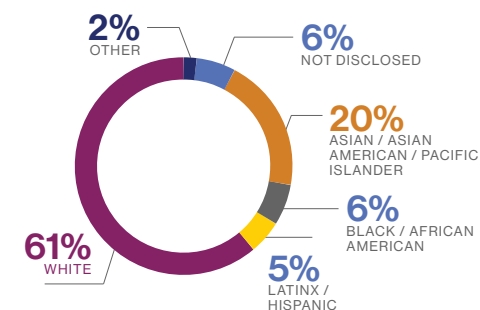
**LEADERSHIP (EXECUTIVE
DIRECTORS AND ABOVE) BY GENDER**



**PERCENT EMPLOYEES
BY AGE**



**PERCENT U.S. EMPLOYEES BY RACE/
ETHNICITY/UNDERREPRESENTED GROUP**



Leadership (Executive Directors and above) by Gender data reported in the 2021 ESG Report has been corrected from 41% Women and 59% Men to 43% Women and 57% Men in 2021. Workforce (non-managerial employees) by Gender data reported in the 2021 ESG Report has been corrected from 55% Women and 45% Men to 44% Women and 56% Men in 2021.



Community

The Coosan Men's Shed crew is a community workshop focused on woodworking, gardening and friendship. In partnership with Jazz Athlone employees, they built a bee hotel to provide a nesting space for various species of bees, which contribute to thriving flowers and vegetation around the site.

Community: Serving our Global Communities

Management Approach

We aim to be an engaged corporate citizen globally and in our communities. We work through direct philanthropy, employee volunteerism and with partners to execute key initiatives that reflect our social impact goals and values.

Our corporate citizenship and volunteering approach supports our employees to give back to the causes they believe in, while supporting our commitment to patients through oncology medicine donations and medical education grants. We encourage our employees to give back to their local communities, and support this through a formal Global Volunteer Day Policy.

As an innovative medicines company, we ensure our corporate giving aligns to patient care causes, further supporting patient communities and our standing as a responsible business.

Community Engagement and Volunteering

Jazz recognizes the value of supporting our local and patient communities and being a good corporate citizen. In 2022, we strengthened our commitment to community engagement through employee volunteering. Our newly implemented Global Volunteer Day Policy enables our employees to dedicate one paid workday each calendar year to volunteer at a non-profit organization of their choice. This helps our employees to give back to their local communities through causes close to their hearts. The day can be used individually or part of a team or company-wide initiative.

Jazz employees also play key roles in community engagement efforts, helping to guide decisions on the charities we support.

We are continuing to align our corporate giving to our wider CSSI strategy. We believe that greater inclusion of underrepresented and underserved communities in the scientific and biopharmaceutical arenas can further address health inequities. We continue to strive to help these individuals and employees through financial support, mentoring and internship programs.



In recognition of Black History Month and the Martin Luther King Day of Service in the U.S., members and allies of JazzSoul, an Employee Resource Team created to support transparent and honest dialogue about issues impacting the Black community and the African Diaspora, volunteered their time at several locations including: Small Things Philly, the S.H.A.R.E. Food Program in Philadelphia (pictured), Second Harvest of Silicon Valley, Second Harvest of Nashville, TN, and the Houston Food Bank.

In 2022, Jazz provided charitable support to more than 70 organizations globally related to improving patient access and care, addressing healthcare and wellbeing of our communities, disaster relief and humanitarian crises, as well as helping to enhance diversity in our industry.

COMMUNITY BEAT

Community Beat, our local employee engagement program, supports our culture and the employee experience around the globe and identifies ways for employees to connect with each other through activities that impact our communities with local and purpose-aligned philanthropic opportunities. This employee volunteer program empowers employees to drive outreach and give back to their local communities. Events and committee structures are unique to each office location, but the effort to champion Jazz values remains consistent.

Community Engagement and Volunteering Highlights



GLOBAL VOLUNTEER DAY 2022

Jazz encourages a global volunteer day, which provides employees time off with full pay to give back to their communities. In recognition of International Volunteers' Day, several of our UK colleagues spent a day working with FareShare, the UK's national network of charitable food redistributors. German colleagues used volunteer day to support facilities for patients with Down syndrome and helped to remove old furniture from local nurseries.

DRIVING HEALTH EQUITY THROUGH MENTORSHIP AND EDUCATION

Our actions to support health equity include a commitment to improving the diversity within STEM fields and among healthcare professionals. Jazz also developed a novel program in partnership with Momentum and Value for People of Color where members of our R&D organization mentored students interested in the healthcare field and hosted a group of summer interns.



JAZZ ITALIA SUPPORTS RISE AGAINST HUNGER

In Italy, Jazz partnered with the Rise Against Hunger association to develop a charity initiative to benefit families and children in Zimbabwe, and organized a day dedicated to packing and assembling thousands of food rations for Schooling Programs in developing countries. The event was held at the Istituto degli Innocenti (Institute of the innocents), a symbolic location as it was the first orphanage in Europe. The event offered a great team-building opportunity as well as a chance to offer assistance to other communities. The activity was inspired by the UN SDGs.

LEGAL MENTORSHIP AND PRO-BONO ASSISTANCE

Jazz is actively involved in fostering diversity within the legal profession through our participation in various groups, including the Leadership Council on Legal Diversity. Since 2020, members of the legal department have served as mentors for diverse law students. The company has hosted multiple diverse interns within the legal department and regularly sponsors events to engage on issues related to diversity in the legal profession. Members of the legal department provide pro bono legal and other services through a variety of programs, including assistance to seniors in preparation of life planning documents, assisting individuals in the renewal of their Deferred Action for Childhood Arrivals applications and participating in "Research-A-Thon" with the Florida Rights Restoration Coalition.

An aerial photograph showing a wide river flowing through a lush green landscape. In the center, a small settlement with several houses is visible. To the right, a marina with several boats is situated. The sky is filled with large, dramatic clouds. The word "Planet" is written in a purple serif font on a white rectangular background in the upper right corner.

Planet

As a neighbor to The River Shannon, the longest river in Ireland and the British Isles, Jazz participates in protection efforts in the surrounding area.

Planet: Using Natural Resources Responsibly

Management Approach

We seek to operate our business in an environmentally responsible way and are committed to meeting evolving regulatory standards and taking steps to reduce our environmental impact, using sustainable practices wherever feasible.

Our use of natural resources, including energy and water, is of material importance to our business. We continue to make incremental improvements to our environmental footprint on a site-by-site basis. In addition to having environmental management systems across our manufacturing operations sites, we continue to identify opportunities to reduce our environmental footprint in relation to greenhouse gas emissions, energy consumption, water use and waste generation and disposal.

While we have made progress in this area, we recognize our responsibility to act to quickly reduce our emissions and use of natural resources. Alongside our Environmental Management Systems, we are committed to improving our data collection frameworks and reporting across our CSSI strategy, including environmental performance. Establishing robust datasets and frameworks will allow us to set targets to hold ourselves accountable and ensure we are improving our environmental performance over time.

Environmental Management Systems

Our global sustainability practices guide resource management throughout our operations and are enacted at the site level through individual environmental management system (EMS) programs. Our harmonized EMS programs support Jazz's efforts to enhance our environmental performance and assist us in achieving environmental sustainability objectives through continuous monitoring of our energy use, waste generation, water use, water discharges and emissions. This proactive EMS approach also helps reduce the risk of non-compliance and improves health and safety practices for employees and the public.

Our Villa Guardia site maintains an EMS certified to the ISO 14001:2015 standard and Eco-Management and Audit Scheme Regulation.

Jazz maintains environmental policies across our manufacturing and development operations to comply with applicable laws, directives and regulations on environmental protection and sustainability.



Climate & Energy

We recognize our responsibility to minimize our contribution to climate change by reducing the greenhouse gas (GHG) emissions associated with our business activities. While we are focused on delivering life-changing solutions for our patients, we must also play a role in addressing climate change by minimizing our impact on the planet. To this end, we are developing a comprehensive approach to tracking and reducing our GHG emissions. This begins with measuring our Scope 1 and 2 GHG emissions, a process that we started in 2022. We are beginning a journey to set emissions reduction targets and track our improvement over time.

While we have been implementing initiatives across our facilities to minimize our energy use, and corresponding GHG emissions, we are now formalizing our climate strategy by calculating our baseline emissions figures. We will establish a strategy to reduce emissions over the course of 2023 and will publicly disclose our progress once our ambition is set.

In 2022, both our Athlone and Villa Guardia manufacturing and development sites purchased and consumed renewable electricity.

- Athlone: 100% Renewable Electricity
- Villa Guardia: 52% Renewable Electricity

Our Athlone, Kent Science Park, and Villa Guardia manufacturing sites have implemented energy efficiency and conservation measures, including LED light conversions and energy efficient chiller replacements, as well as installations of electric vehicle charging stations.

Water Use and Management

Water is a finite and vital resource for our planet and the communities where we operate. We recognize the importance of responsible water management within our business activities and are committed to reducing water consumption across our operations by implementing efficient water management practices.

Waste Management and Disposal

We continuously strive to reduce consumption of materials and minimize quantities of waste generated by our facilities. Wherever possible, we separate and recycle waste and dispose of any toxic, hazardous and biological materials according to regulatory requirements.



Governance

At our Palo Alto, California office, we have a mural of our patients to remind us that patients are at the center of everything we do.

Governance: Operating a Responsible, Ethical Business

Management Approach

As a company that develops and supplies life-changing medicines for people with serious diseases, we understand our responsibility to ensure our business operates to the highest ethical standards. Our governance and oversight framework underpins our CSSI strategy and impact areas to ensure that we have the policies, procedures and frameworks in place to ensure ethical conduct throughout our business. Strong governance and appropriate oversight of material risks and opportunities is the foundation of our CSSI pillars, enabling us to deliver more for patients, people, communities and the planet.

We also seek to ensure our interactions with third parties, including suppliers, customers, partners and patient groups, are ethical and transparent. Ensuring appropriate governance, oversight and ethical standards begins with the implementation of policies that outline to expectations of our people and our business partners.

Through our policies and governance frameworks, we set out the expectations of ethical behavior, risk oversight and culture that support our business in operating effectively and in implementing the goals of our CSSI strategy. Strong governance is fundamental to the success of Jazz, and this is why it is the cornerstone of our CSSI strategy.

Board of Directors and Leadership Oversight

ROLE OF BOARD OF DIRECTORS

Eleven independent directors oversee Jazz, including the performance of our CEO, who also serves as Board chairman. The robust duties of our Lead Independent Director include leading the Board's annual self-assessment process and helping to ensure the independent functioning of the Board of Directors. Our full Board shares responsibility for reviewing the results of management's efforts to monitor compliance with our programs and policies, including the Code of Conduct and Ethics.

Our directors are all actively and constructively engaged in the exercise of their duties and responsibilities. The risks and opportunities set out as part of our material assessment are directly managed by the relevant business functions and individuals responsible for those functions. The Chief Legal Officer has overall responsibility for overseeing the CSSI strategy and is a direct report of the CEO. Over the coming year, Jazz expects to formalize the reporting structures around ESG and CSSI to a greater extent, with full details disclosed in our next CSSI report.

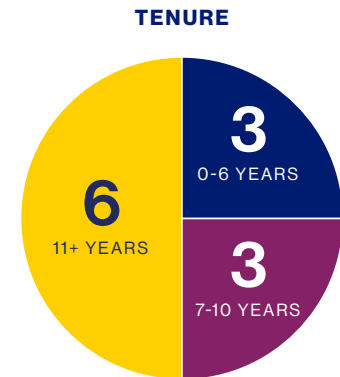
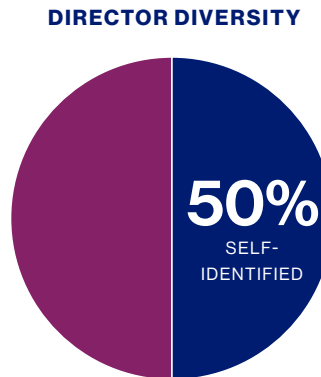
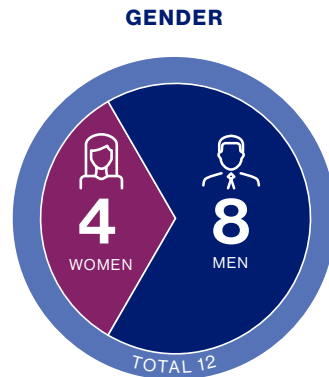
BOARD COMPOSITION

We conduct regular evaluations of our Board of Directors. This includes Board assessment and succession planning process, regularly evaluating board skills and experience in the context of our strategy, evolving industry trends and business needs and recruiting candidates who possess a multitude of skills, professional experience and backgrounds aligned with our strategy, including DEIB.

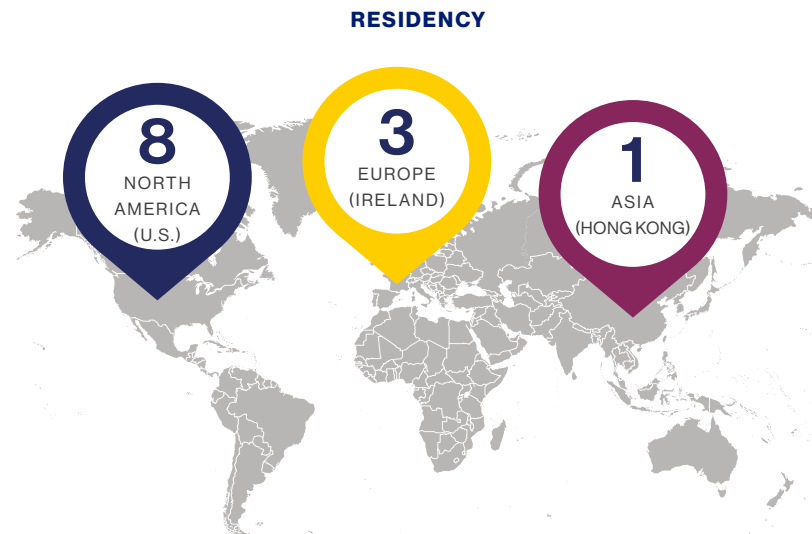
The NCGC focuses on the Board's overall diversity, including gender representation and geographic residency. Other key selection criteria include high integrity, innovative thinking and sound business judgment.

DIRECTOR DIVERSITY

Our Board is 92% independent; our CEO is the only non-independent director.



AS HAVING GENDER, RACIAL, ETHNIC
AND/OR LGBTQ+ DIVERSITY



BOARD MEMBERS

Our Board is composed of 12 members, composed of 11 independent directors and our CEO, who also serves as the Board chairman. We believe the members of our Board of Directors bring a variety of expertise, qualifications and skills. Further information on each director, including their specific experience, qualifications and skills is set out in the Board skills and experience matrix available in the Annual Report.

BOARD COMMITTEES

Our Board committees are comprised solely of independent directors, and each Board committee director engages with Jazz management to remain well-informed of our strategy and business performance. In 2022, the Board had four standing committees, each with its own charter, including the [Audit Committee](#), the [Compensation & Management Development Committee](#), the [Science and Medicine Committee](#) and the [Nominating & Corporate Governance Committee \(NCGC\)](#). The NCGC's responsibilities include ESG-related duties, such as:

- **Overseeing our ESG strategy and practices, including reporting.** The committee periodically reviews and discusses with management our ESG practices that are expected to have a significant impact on our performance, business activities or reputation.
- **Overseeing management risks, excluding financial, information security or compensation risks.**
- **Identifying, reviewing and evaluating candidates to serve on the Board.** The committee considers any potential conflicts of interest as well as applicable independence and experience requirements.

In April 2022, the Science and Medicine Committee of our Board of Directors was introduced. The committee reviews research, development and technology initiatives with specific responsibilities, including:

- Review and advise management and our Board regarding the strategy, direction, value and progress of the company's R&D programs, pipeline and technology platforms.
- Review and advise management and our Board on pertinent scientific, technological and medical elements of the company's corporate development opportunities and transactions.
- Review and advise management and our Board on the company's R&D resource allocation strategy, including internal and external investments, investment allocation across R&D stages across franchises/therapeutic areas and technology platforms.
- Identify and discuss new and emerging trends in pharmaceutical and biotechnological science, technology and regulation.

EXECUTIVE COMPENSATION

Our executive compensation program is designed to support the following philosophy and objectives:

- Attract, incentivize, reward and retain diverse, talented individuals with relevant experience in the life sciences industry through a competitive pay structure. We reward individuals fairly over time and seek to retain those individuals who continue to meet our high expectations.
- Deliver balanced total compensation packages to accomplish our business objectives and mission. Our executive compensation program focuses on target total direct compensation, combining short-term and long-term components, cash and equity and fixed and variable payments, in the proportions that we believe are the most appropriate to incentivize and reward our executive officers for achieving our corporate goals while minimizing incentives for excessive risk-taking or unethical conduct.
- Align pay with our performance. As described above, a substantial portion of our named executive officers compensation opportunity is variable or "at-risk" and dependent upon our performance. Our annual performance bonus awards are not earned unless pre-determined levels of performance are achieved against annual corporate objectives approved by our Board of Directors at the beginning of the year. Likewise, our performance-vesting restricted stock unit awards ("PSUs") are not earned unless pre-determined levels of performance are achieved and our restricted stock units will not provide increased value unless there is an increase in the value of our shares, which benefits all shareholders. We also have executive share ownership guidelines to further support our ownership culture and align the interests of executive officers and shareholders.

Further details are outlined in our [Annual Report](#).

Risk Management and Regulatory Compliance

ENTERPRISE RISK MANAGEMENT

We recognize that risks are an inherent part of conducting business in today's environment. Our Enterprise Risk Management (ERM) is a comprehensive business strategy designed to identify, assess, prepare for and mitigate risks that may affect Jazz. Governed by our Nominating and Corporate Governance Committee with oversight from Jazz's senior management, our ERM team facilitates this program comprised of senior cross-functional management and subject matter experts who meet and review high risks and changes semi-annually. Subsequent reviews and reporting are then provided to the Nominating and Corporate Governance Committee and Jazz's senior management, as applicable.

Our proactive and collaborative approach to enterprise risk management allows us to not only safeguard our business but also contribute positives to our stakeholders, communities and environment in which we operate.

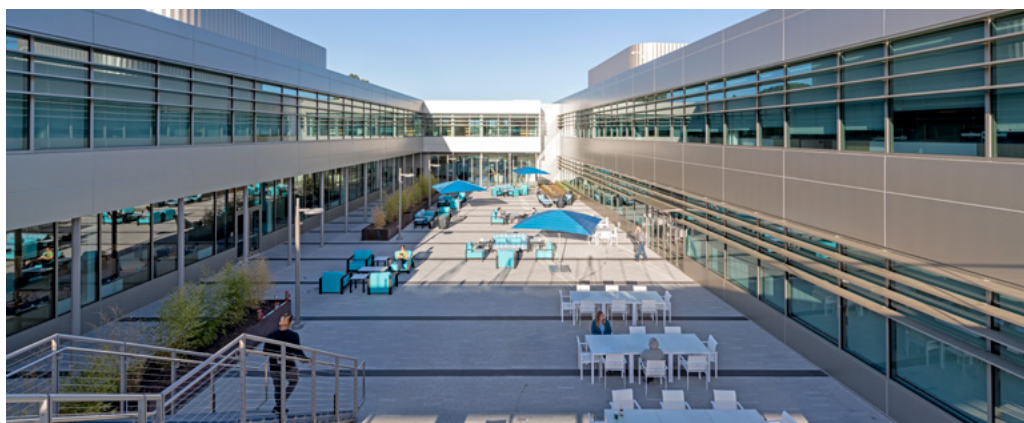
DATA AND INFORMATION SECURITY

Our Information Security team partners across the organization to identify, measure and reduce the potential impact of risks. These may come from a number of sources such as relationships with third parties, the sensitivity of data and regulatory obligations.

The Risk Management program proposes solutions to mitigate risks, from reviewing the security practices across the organization to ensuring that system owners and vendors implement suitable security controls, as well as deploying technologies such as data loss prevention and multi-factor authentication.

DATA PRIVACY

We recognize the importance of protecting the privacy of our stakeholders. Jazz is committed to complying with all applicable data protection and privacy laws and regulations governing the processing of personal data. We take reasonable steps, including technical, administrative and physical safeguards, designed to protect the personal information submitted to us from loss, misuse and unauthorized access, disclosure, alteration and destruction. Our Global Data Privacy Policy consists of relevant policies and procedures, data security and system access control, appropriate training and certification requirements, routine monitoring and auditing practices and investigation and corrective action procedures. To learn more about how Jazz processes personal information, please view our [Privacy Statement](#) online.



Business Ethics

CODE OF CONDUCT AND ETHICS

Our work has the potential to significantly change lives for the better – redefining what is possible for patients and their loved ones. Given this mission, integrity in our work is non-negotiable.

I-CARE (Integrity, Compliance, Accountability, Respect and Ethics) is our customized approach to a Comprehensive Compliance Program. The I-CARE principles embody all elements of an effective compliance program and provide a framework for employees to engage with ethical decision-making. I-CARE consists of a Code of Conduct, a wide range of function-specific policies and procedures, trainings, a robust risk assessment and monitoring and audit program and a disclosure program for addressing employee concerns.

Our [Code of Conduct and Ethics](#) applies to all employees, board members, consultants, agents and anyone acting on Jazz's behalf across the globe. It provides a broad set of ethical principles intended to help guide our work with the highest integrity. We all share a responsibility to model our values and the expectations set out in this Code in our work every day.

COMPLIANCE HOTLINE

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. Additionally, employees are encouraged to report concerns directly to the I-CARE team via email or in person. Company-wide virtual open office hours were held weekly throughout 2022.

Importantly, we maintain a strict Non-Retaliation Policy and provide resources for reporting employees and managers on our employee intranet site.

100% of full-time employees completed compliance training in 2022.

ANTI-CORRUPTION

Our global Anti-Corruption Policy applies to all of 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 and the UK Bribery Act.

All company personnel are required to undergo periodic training concerning the requirements of the anti-corruption policy. The Chief Compliance Officer, along with the Board of Directors and other key stakeholders, regularly review the effectiveness of the anti-bribery and anti-corruption compliance program.

HUMAN RIGHTS

Our commitment to human rights encompasses the statements we have adopted for our direct suppliers. We acknowledge the risks of human rights issues, including human trafficking, that exist within the supply chain and maintain a zero-tolerance policy for human rights violations.

In accordance with UK 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 expect our suppliers to eliminate human trafficking and slavery in their workplaces. We help ensure compliance regarding the identification and elimination of human trafficking, slavery and illegal child labor through verification methods and periodic audits. We have established internal accountability standards and implemented procedures certifying materials incorporated in our products comply with applicable laws.

ANIMAL WELFARE

Testing and development of pharmaceutical therapeutics at Jazz are conducted in accordance to accepted best practices from regulatory authorities such as the FDA, the European Medicine Agency, Health Canada and similar governmental organizations. All testing occurs in accredited facilities that comply with Good Laboratory Practice standards and adhere to the principles of 3R (Replace, Reduce, Refine) for the use of animals. Whenever possible, Jazz further 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.

Supply Chain Management

We recognize the importance of our supplier relationships to ensure that our supply chain not only delivers for our patients, but also operates in a responsible manner. Outlined in our Supplier Code of Conduct, we commit to operating our business with high ethical standards, including responsible sourcing and procurement.

We aim to source materials, equipment and other supplies with environmental sustainability, including sourcing local materials and/or using environmentally responsible vendors, when feasible. Additionally, we take steps to manage

environmental and social risks from contract growing, commodity sourcing and the use of genetically modified organisms (GMOs).

In order to ensure our suppliers meet high ethical standards, we have Standards of Conduct for Supply Chain. This policy outlines our expectations for our suppliers to adopt sound human rights practices, to treat workers fairly, with dignity and respect and in all cases to eliminate human trafficking and slavery in their workplace.

Political Contributions

Jazz is focused on innovating to bring solutions and hope to people living with difficult-to-treat cancers and neurological conditions. To achieve this, we participate constructively in the U.S. political process advocating for policies that support our patients, pushing for greater access and affordability of healthcare and supporting policies that foster innovation.

Our political contributions (including political action committee contributions) are made with transparency, segregated from lobby activities and are conducted in accordance with the applicable federal, state and local campaign and lobbying laws.





About This Report

About this Report

Our 2022 Corporate Sustainability and Social Impact (CSSI) Report covers selected Jazz Pharmaceuticals plc environmental, social and governance (ESG) initiatives and metrics from January 1, 2022 through December 31, 2022, 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 and its inclusion herein should not be construed as an assessment or admission of its materiality by Jazz.

Certain of the 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, including our anticipated 2023 CSSI Report and the standards and metrics by which we measure or expect to measure our CSSI progress and develop an overarching CSSI strategic vision along with an action plan. 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.

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) that ended December 31, 2022. 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	2022 DATA
AGRICULTURAL PRODUCTION INDUSTRY STANDARD			
GREENHOUSE GAS EMISSIONS	FB-AG-110a.1	Gross global Scope 1 emissions	In 2022, we began measuring our Scope 1 and Scope 2 GHG emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. We are in the process of further validating and confirming our emissions and will report once available. See Climate & Energy
	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	In 2022, we began measuring our Scope 1 and Scope 2 GHG emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. We initiated the development of our Corporate Sustainability and Social Impact strategy inclusive of developing a near-term strategy to manage our GHG emissions. See Climate & Energy
	FB-AG-110a.3	Fleet fuel consumed; percentage renewable	In 2022, we began measuring our Scope 1 and Scope 2 GHG emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. We are in the process of further validating and confirming our emissions and will report once available. See Climate & Energy
ENERGY MANAGEMENT	FB-AG-130a.1	Operational energy consumed; percentage grid electricity; percentage renewable	In 2022, we began measuring our enterprise-wide operational energy consumption. We are in the process of further validating and confirming our energy consumption and will report once available. See Climate and Energy
WATER MANAGEMENT	FB-AG-140a.1	Total water withdrawn; total water consumed (percentage of each in regions with High or Extremely High Baseline Water Stress)	See Water Use and Management
	FB-AG-140a.2	Water management risks and strategies/practices to mitigate them	See Water Use and Management
	FB-AG-140a.3	Number of non-compliance incidents associated with water quantity and/or quality permits, standards and regulations	See Water Use and Management
WORKFORCE HEALTH AND SAFETY	FB-AG-320a.1	Total recordable incident rate (TRIR); fatality rate; near miss frequency rate (NMFR) for direct employees and seasonal/migrant workers	See Occupational Health and Safety
GMO MANAGEMENT	FB-AG-430b.1	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Not applicable. Our plant breeding program does not use GMOs.

ABOUT THIS
REPORT

SASB TOPIC	CODE	ACCOUNTING METRIC	2022 DATA
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. One of our growing sites is located in an Anglian Water region that was identified as an area with water stress due to household and population demand on resource availability. Loss of potable water supply, or if the UK experiences significant drought, could have an impact on our water supply for production and research needs. It is unclear if we have alternative means of water supply for our production and research needs.
BIOTECHNOLOGY AND PHARMACEUTICAL INDUSTRY STANDARD			
SAFETY OF CLINICAL TRIAL PARTICIPANTS	HC-BP-210a.1	Discussion, by world region, of management process for ensuring product quality and patient safety during clinical trials	See Patient Safety and Product Quality
	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 healthcare products for priority diseases and in priority countries as defined by Access to Medicine Index	See Access and Affordability of Medicines
	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 & 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 U.S. 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	List of products listed in the FDA MedWatch Safety Alerts for Human Medical Products database	Available via the FDA Adverse Reporting Website
	HC-BP-250b.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Available via the FDA Adverse Reporting Website
	HC-BP-250b.3	Number of recalls issued, 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 FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Jazz does not comment on confidential legal matters.

SASB TOPIC	CODE	ACCOUNTING METRIC	2022 DATA
COUNTERFEIT DRUGS	HC-BP-260a.1	Description of methods/technologies to maintain traceability of products throughout the supply chain and prevent counterfeiting	<p>Jazz Pharmaceuticals takes very seriously the trust that patients put in us to deliver safe medications. All of our manufacturing is subject to a high level of control and documentation all the way through 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 2022 Annual Report</p>
	HC-BP-260a.2	Process for alerting customers and business partners of potential or known risks with counterfeit products	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.
	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 resulting from 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 & RETENTION	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and R&D personnel	See Talent Recruitment, Engagement and Retention
	HC-BP-330a.2	Voluntary and involuntary turnover rate for: executives/senior managers, mid-level managers, professionals and all others	See Talent Recruitment, Engagement and Retention

SASB TOPIC	CODE	ACCOUNTING METRIC	2022 DATA
SUPPLY CHAIN MANAGEMENT	HC-BP-430a.1	Percentage of Jazz's facilities and Tier 2 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 to assess:</p> <p>if there are any gaps/integrity issues in the system.</p> <p>whether any updates to our oversight practices, agreements or audit programs are warranted.</p> <p>how our practices compare to peers and the industry as a whole.</p> <p>we adhere to the Good Manufacturing and Distribution Practice (GMP/GDP).</p> <p>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.</p> <p>laws and regulations of the countries, states and localities in which they operate. 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>
BUSINESS ETHICS	HC-BP-510a.1	Total amount of monetary losses resulting from 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 healthcare 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, 2022, through December 31, 2022. GRI 1 used: GRI 1: Foundation 2021.

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 2: GENERAL DISCLOSURES 2022	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. See ESG Report 2021 for more information.
	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, 2022, through Dec. 31, 2022, unless otherwise stated. For questions about this report, contact corporateaffairsmediainfo@jazzpharma.com .
	2-4 Restatements of information	Leadership (Executive Directors and above) by Gender data reported in the 2021 ESG Report has been corrected from 41% Female and 59% Male to 43% Female and 57% Male in 2021. Workforce (non-managerial employees) by Gender data reported in the 2021 ESG Report has been corrected from 55% Female and 45% Male to 44% Female and 56% Male in 2021.
	2-5 External assurance	We did not conduct an external assurance of this 2022 report.
	2-6 Activities, value chain and other business relationships	See 2022 CSSI Report, Jazz Pharmaceuticals 2022 Annual Report and jazzpharma.com .
	2-7 Employees	See Jazz 2022 Social Performance Data
	2-8 Workers who are not employees	See Jazz 2022 Social Performance Data
	2-9 Governance structure and composition	See Board of Directors and Leadership Oversight
	2-10 Nomination and selection of the highest governance body	See Jazz Pharmaceuticals 2022 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	See Jazz Pharmaceuticals 2022 Annual Report
	2-13 Delegation of responsibility for managing impacts	See Jazz Pharmaceuticals 2022 Annual Report
	2-14 Role of the highest governance body in sustainability reporting	See Board of Directors and Leadership Oversight

ABOUT THIS
REPORT

GRI STANDARD	DISCLOSURE	RESPONSE
	2-15 Conflicts of interest	See Jazz Pharmaceuticals 2022 Annual Report
	2-17 Collective knowledge of the highest governance body	Jazz has two directors with experience and expertise that advance the collective ESG knowledge of our Board regarding topics such as product innovation and development and transformative growth. See 2022 CSSI Report for more information.
	2-18 Evaluation of the performance of the highest governance body	See Jazz Pharmaceuticals 2022 Annual Report
	2-19 Remuneration policies	See Jazz Pharmaceuticals 2022 Annual Report
	2-20 Process to determine remuneration	See Jazz Pharmaceuticals 2022 Annual Report
	2-21 Annual total compensation ratio	See Jazz Pharmaceuticals 2022 Annual Report
	2-22 Statement on sustainable development strategy	See Our CSSI Strategy
	2-23 Policy commitments	See Our CSSI Strategy
	2-24 Embedding policy commitments	See Our CSSI Strategy
	2-26 Mechanisms for seeking advice and raising concerns	See Business Ethics
	2-28 Membership Associations	Jazz is a member of several industry associations, including Biotechnology Innovation Organization (BIO), European Federation of Pharmaceutical Industries and Associations (EFPIA) and European Confederation of Pharmaceutical Entrepreneurs (EUCOPE).
	2-29 Approach to stakeholder engagement	See Our Stakeholder Map and Our Materiality Assessment
GRI 3: MATERIAL TOPICS 2022	3-1 Process to determine material topics	See Our Materiality Assessment
	3-2 List of material topics	See Our Materiality Assessment

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	See Occupational Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Each technical operations site has a risk matrix noting potential hazards and the departments responsible for them. If a hazard incident should occur, we conduct a risk assessment. The incident is reported on a platform accessible by the entire company. At that point, an investigation process begins.
	403-3 Occupational health services	See Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	See Occupational Health and Safety
	403- 5 Worker training on occupational health and safety	We follow our EHSS Training Strategy. Every employee receives a list of courses deemed necessary for their role. Supervising managers then develop a training plan matrix for the employee. Depending upon the employee's role and site, their training programs are delivered online or in classrooms, remotely or on-site.
	403-6 Promotion of worker health	See Occupational Health and Safety
	403-8 Workers covered by an occupational health and safety management system	See Occupational Health and Safety
	403-9 Work-related injuries	See Occupational Health and Safety
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405 -1 Diversity of governance bodies and employees	See Jazz 2022 Social Performance Data and Board Composition