

UK Gender Pay Gap Report 2023

Introduction

We are pleased to share with you our UK Gender Pay Gap Report for 2023. At Jazz, we make diversity, equity, inclusion and belonging, or DEIB, a priority because it is key to unlocking the potential of our people and living our core values. We strongly believe that having a diverse and inclusive workforce, where all employees feel they belong, have a voice and an opportunity to succeed, is critical to meeting our business goals and to achieving our purpose to innovate to transform the lives of patients and their families.

In this report, we highlight the key findings of our most recent gender pay gap analysis. In accordance with UK government regulations, data was analyzed for the pay period of 5 April 2023, for hourly pay gap statistics and the 12-month period ending 5 April 2023, for bonus pay gap statistics. As in previous years, the six gender pay gap statistics analyzed include three statistics with regards to hourly pay and three with regards to bonus pay. These are as follows:

- **median and mean gender pay gap for hourly pay**
- **percentage of male and female employees in each hourly pay quartile**
- **median and mean gender pay gap for bonus pay**
- **percentage of male and female employees receiving bonus pay**

During the reporting period, Jazz had four employing entities in the UK: Jazz Pharmaceuticals Research UK Ltd (formerly GW Research Ltd), GW Pharma Ltd, GW UK Services Ltd, and Jazz Pharmaceuticals UK Ltd. Jazz Pharmaceuticals Research UK and GW Pharma both employ more than 250 employees and fall within scope of the regulations. This year, we provide the gender pay gap statistics for Jazz Pharmaceuticals Research UK and GW Pharma, as well as the overall results for all UK entities combined.

When reading the results, it's important to note that the gender pay gap is different than equal pay. The gender pay gap calculations are designed to provide insight into the difference in the mean and median hourly pay and bonus across all male and female employees in the UK organization, **irrespective of certain critical factors such as job level, role and scope of responsibility**. Equal pay refers to any variances in pay between male and female employees in the same or similar roles. This report is focused solely on the gender pay gap calculations.



Summary

The median hourly gender pay gap for 2023 decreased within each individual UK entity. However, it increased when all UK entities were combined.

The median bonus gender pay gap for 2023 decreased within each individual UK entity and across all UK entities combined.

Hourly Gender Pay Gap

- The median hourly gender pay gap for all UK entities combined moved from 2.4% to -7.2% in 2023. A negative gap indicates that hourly pay (or bonus pay) is higher for females than it is for males. In this instance the median hourly pay for females is 7.2% higher than the median hourly pay for males.
- Within each individual entity in the UK, the median hourly gender pay gap decreased in 2023. The median hourly gap decreased from 18.9% to 12.9% in Jazz Pharmaceuticals Research UK, and from 8.5% to 6.7% in GW Pharma.
- The mean hourly gender pay gap across all UK entities combined, has decreased from 8.2% to -1.7%.
- Considering all UK entities combined, the pay quartiles are reasonably balanced between male and female employees. The pay quartiles are broken down in the next section.

Bonus Gender Pay Gap

- The median bonus gender pay gap across all UK entities combined moved from 26.8% to -10.2%. A negative gap indicates that bonus pay is higher for females than it is for males.
- Within each individual entity the median bonus gender pay gap has also fallen. The median bonus gender pay gap decreased from 32.4% to 26.9% in Jazz Pharmaceuticals Research UK, and from 4.2% to 1.8% in GW Pharma.
- The mean bonus gender pay gap across all UK entities combined has moved from 40.1% to -1.8%. It is important to note that bonus pay includes, in addition to traditional cash bonuses, pay recognized through the vesting/exercise of equity awards and, therefore, can be strongly influenced by the gender profile of those who elected to exercise equity during the reference period. In 2023, the uptake in employees exercising equity was not as high as it was in 2022.
- The overall proportion of male and female employees in receipt of a bonus remains broadly equivalent, similar to 2022.

Factors Contributing to the 2023 UK Gender Pay Gap Results

- Similar to last year, the main driver of both the hourly and bonus pay gap results within each entity was the representation of males vs. females in senior level (i.e., higher paid) roles during the reference period, which impacts, among other things, base salary levels and cash bonus and equity awards.
- Additional factors impacting the bonus pay gap results included the difference in the proportion of male and female part-time employees, where the regulations do not take part-time status into account for bonus pay gap calculations. Of those employees working part time hours, 10% were male and 90% were female, during the reporting period.

UK Wide Reporting

The data presented below reflects the figures for all UK entities combined: Jazz Pharmaceuticals Research UK Ltd (formerly GW Research Ltd), GW Pharma Ltd, GW UK Services Ltd and Jazz Pharmaceuticals UK Ltd. This analysis was conducted in accordance with the methodology established by the legislation.

Hourly Gender Pay Gap

The hourly gender pay gap is the difference between male and female employees' hourly pay. Hourly pay includes base salary, allowances paid in regular pay, pay for leave and shift premium pay, where applicable.

What are the median and the mean?

The Median:

The midpoint between the highest paid person and lowest paid person.

The median pay gap is the difference between the midpoints in hourly pay of all male and all female employees.

-7.2%

Median Hourly Gender Pay Gap All UK Entities Combined

The Mean:

The average, calculated by adding all pay and dividing by the number of employees.

The mean pay gap is the difference between the mean pay of all male and all female employees.

-1.7%

Mean Hourly Gender Pay Gap All UK Entities Combined

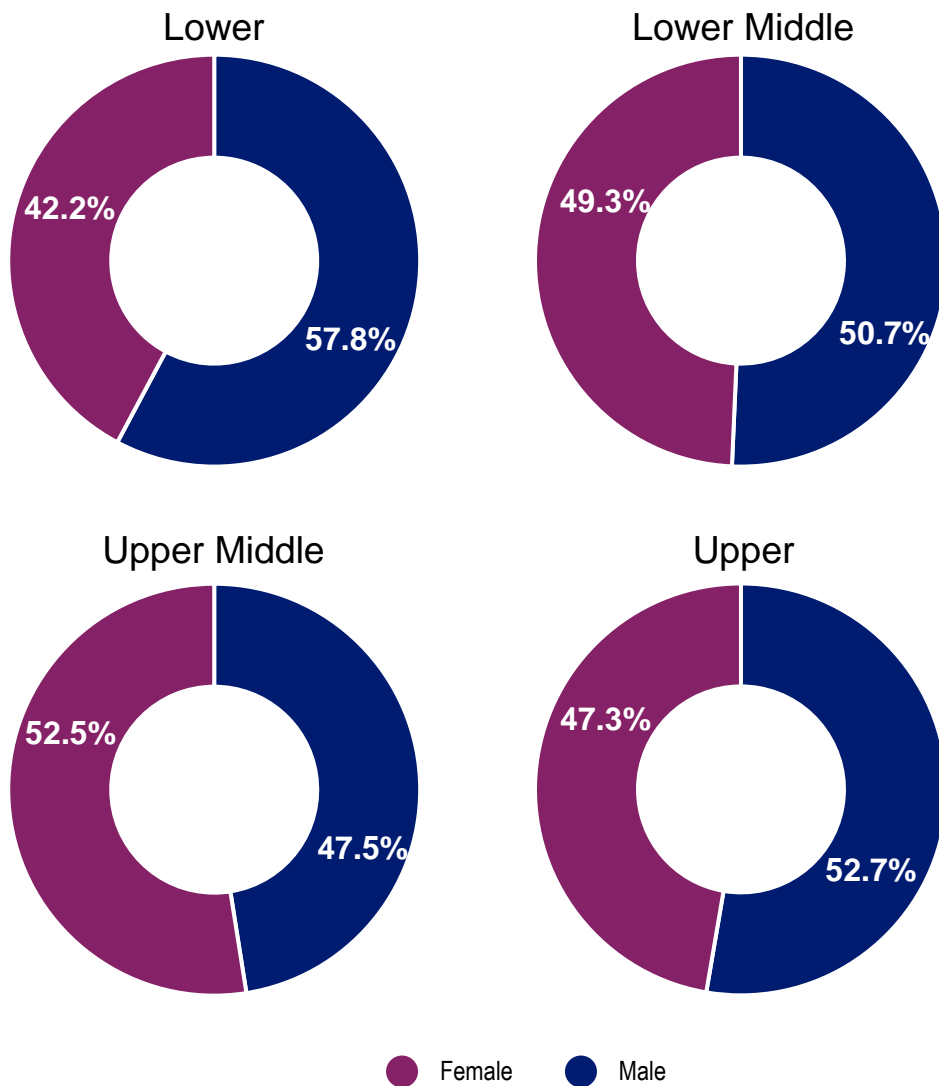
A negative gap indicates that hourly pay or bonus pay is higher for females than it is for males.



Pay Quartiles – 2023

The proportion of male and female employees in each pay quartile.

All UK Entities Combined



Bonus Gender Pay Gap

The bonus gender pay gap is the difference between male and female employees' bonus pay. Bonus pay includes any rewards related to performance, incentive, commission and productivity, and paid as cash, vouchers, and shares.

-10.2%

Median Bonus Gender Pay Gap
All UK Entities Combined

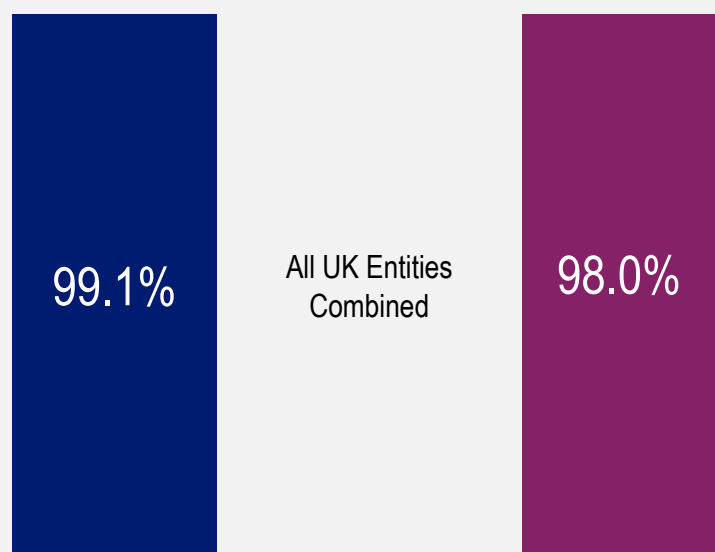
-1.8%

Mean Bonus Gender Pay Gap
All UK Entities Combined

A negative gap indicates that hourly pay or bonus pay is higher for females than it is for males.

Bonus Receivers

The proportion of male and female employees receiving a bonus.



● Male ● Female

Individual Entity Reporting

During the reporting period, Jazz had four employing entities in the UK: Jazz Pharmaceuticals Research UK Ltd (formerly GW Research Ltd), GW Pharma Ltd, GW UK Services Ltd and Jazz Pharmaceuticals UK Ltd. Jazz Pharmaceuticals Research UK and GW Pharma both employ more than 250 employees and fall within scope of the regulations.

We provide a summary for Jazz Pharmaceuticals Research UK and GW Pharma below, as well as the overall statistics outlined in the previous section. The numbers in brackets represent the figures for the previous year, where applicable.

	Jazz Pharmaceuticals Research UK 351 employees in scope	GW Pharma 286 employees in scope	All UK Entities Combined (Jazz Pharmaceuticals Research UK, GW Pharma, GW UK Services, Jazz Pharmaceuticals UK) 818 employees in scope
Hourly Pay			
Median Gender Pay Gap	12.9% (18.9%)	6.7% (8.5%)	-7.2% (2.4%)
Mean Gender Pay Gap	12.7% (18.0%)	-13.1% (-3.9%)	-1.7% (8.2%)

Proportion of male and female employees in each pay quartile	Jazz Pharmaceuticals Research UK		GW Pharma		All UK Entities Combined	
	Male	Female	Male	Female	Male	Female
Lower Quartile	39.8% (37.1%)	60.2% (62.9%)	72.2% (63.8%)	27.8% (36.3%)	57.8% (51.1%)	42.2% (48.9%)
Lower Middle Quartile	43.2% (40.4%)	56.8% (59.6%)	66.2% (68.8%)	33.8% (31.3%)	50.7% (49.8%)	49.3% (50.2%)
Upper Middle Quartile	46.0% (43.3%)	54.0% (56.7%)	77.5% (77.2%)	22.5% (22.8%)	47.5% (47.4%)	52.5% (52.6%)
Upper Quartile	55.7% (58.1%)	44.3% (41.9%)	63.9% (61.3%)	36.1% (38.8%)	52.7% (55.6%)	47.3% (44.4%)

Bonus			
Median Gender Pay Gap	26.9% (32.4%)	1.8% (4.2%)	-10.2% (26.8%)
Mean Gender Pay Gap	16.8% (35.3%)	-35.5% (28.2%)	-1.8% (40.1%)

Proportion of male and female employees receiving a bonus payment	Jazz Pharmaceuticals Research UK		GW Pharma		All UK Entities Combined	
	Male	Female	Male	Female	Male	Female
Bonus receivers	99.4% (95.2%)	99.5% (97.1%)	99.5% (96.8%)	98.9% (96.3%)	99.1% (95.6%)	98.0% (95.4%)

Our Actions

The company continues to be strongly committed to creating a workplace culture that fosters the ability of our employees to be their authentic selves and contribute boldly, to have multidimensional diversity through our entire Jazz workforce and to surround underrepresented groups with allies to enable all employees to thrive equitably. Through this reporting period, we've continued to drive actions around diversity, equity, inclusion and belonging which we believe, over time, will help all employees, including female employees and those from diverse backgrounds, to develop their careers.

Established Global DEIB Goals

We have established global, aspirational goals related to increasing all dimensions of diversity, including representation of females and people of color, particularly at the leadership level (i.e., employees at executive director and above). In this regard, we have made some meaningful progress, as demonstrated by the following, as of 26 March 2024:

- 50% of our board of directors and 55% of our executive committee continue to be diverse in terms of gender, ethnicity and sexual orientation.
- Females represent 54% of our global workforce and 46% at the leadership level (employees at executive director and above).
- In the U.S., people of color represent 33% of our U.S. workforce and 21% at the leadership level (an increase over the prior year).
- Membership in our DEIB ConcERTo groups and Affinity Forums has increased significantly with over 25% of the entire organization enrolled.
- Weaving DEIB principles into all parts of the Talent Acquisition (TAQ) process, our TAQ team now includes unconscious bias training as part of our Interview Skills Training.

While we are proud of what we have accomplished to date, we remain committed to furthering our aspirational goals of providing a diverse, equitable and inclusive workplace that is supportive of all backgrounds.

Enhanced, Customizable Total Rewards

We strive to create a culture of health and well-being throughout the organization by offering a diverse and customizable set of programs focusing on employee experience, self-care, work-life balance, flexibility and early intervention.

In addition to traditional employee benefits, Jazz supports employees and their families through access to a suite of innovative programs that are designed to enhance physical, financial, emotional and social well-being. In 2023 the Wellbeing Reimbursement program was introduced to enable employees to care for their mind and body, time, community and finances.

Leadership Development

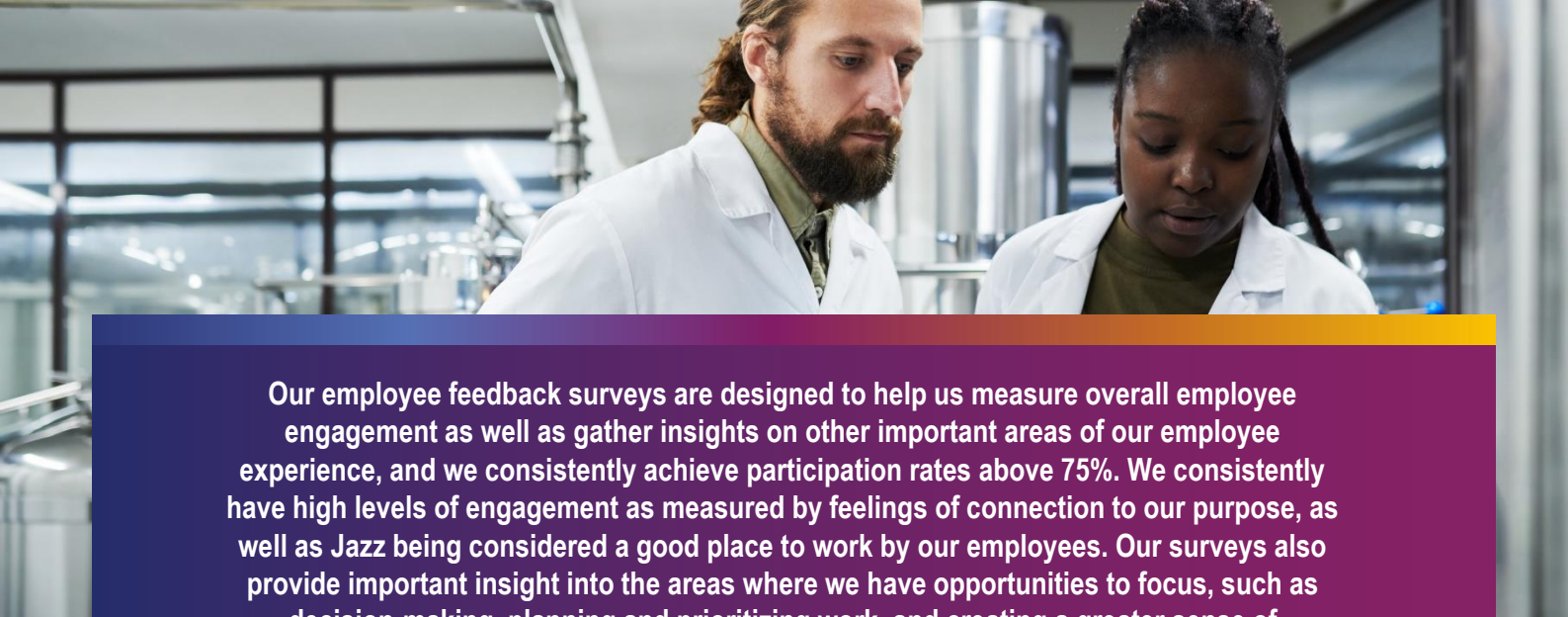
In 2023, we continued to develop our top leadership, or Global Leadership Team, to build leadership excellence, strengthen relationships, and encourage cross-functional collaboration in pursuit of our enterprise strategic goals. Additionally, we continued to focus on diverse early career talent by piloting an executive coaching program to support their development and continuing to offer tuition reimbursement in our major markets aimed at growth and career development.

Healthcare Businesswomen's Association (HBA)

The company continued to be a corporate sponsor of this organization, which is focused on driving gender parity in the healthcare sector. Our membership rose to 123 members (paid for by the company), and we were proud to have two Jazz employees recognized in the annual awards as an HBA 'Luminary' and 'Rising Star.' As part of our sponsorship, Jazz hosted the HBA London Chapter, leading a workshop and panel discussion on "Fighting Bias in the Workplace".

Employee Engagement

Jazz has a strong employee value proposition anchored in our purpose to innovate to transform the lives of patients. We are committed to ensuring that we create a rich culture that provides a great place to work for our employees through company-wide efforts to connect employees to our shared purpose and create an environment where our people feel valued, respected, and able to contribute to their full potential. We believe employee engagement and the power of our employee voices is foundational to strong performance. We have transparent and regular communication channels with our employees consisting of many forms – including all employee meetings, regular communication messages from executive leadership, town halls, top leadership forums, pulse checks, feedback mechanisms and engagement surveys.



Our employee feedback surveys are designed to help us measure overall employee engagement as well as gather insights on other important areas of our employee experience, and we consistently achieve participation rates above 75%. We consistently have high levels of engagement as measured by feelings of connection to our purpose, as well as Jazz being considered a good place to work by our employees. Our surveys also provide important insight into the areas where we have opportunities to focus, such as decision-making, planning and prioritizing work, and creating a greater sense of belonging. Our surveys inform programs and activities aligned with achieving our corporate objectives and achieving our goal of evolving our operating culture for agility and scalability, ultimately creating a high performance organization.

Awareness Raising and Recognition Events

Building on events held in previous years, 2023 was an active period in terms of events and other initiatives. Highlights included:

- Launching a new global DEIB group, open to all employees, promoting Community Beat initiatives and opportunities for connection and belonging.
- Hosting regional employee events for Pan Asian Heritage Month (May), U.S. Juneteenth (June), and Latin Heritage Month (September)
- Hosting a global internal event to recognize International Women’s Day in March and supporting the #EmbraceEquity theme by launching a montage of employee pictures on social media to get our Jazz community talking about why equal opportunities aren't enough. People start from different places, so true inclusion and belonging require equitable action.
- Hosting a global Pride month event in June, showing solidarity by uplifting the LGBTQ2+ community, educating allies on queer history, and commemorating the spirit of change, resilience and finding your authentic voice.
- Hosting a global internal event to celebrate Global Diversity Awareness month in October to discuss and celebrate the positive impact of diversity in society by exploring “Allyship – from Awareness to Action”, as well as ways to become a more effective ally by not just signing up but speaking up.

Ongoing Commitment

Our board of directors and management team are committed to fostering DEIB in all parts of our business. Our DEIB strategy includes: (1) creating and embracing diversity, in our workplace, leadership and beyond; (2) learning more, all of us, about challenges and inequities in society; (3) making sure our processes and policies are equitable; and (4) fostering diversity, equity and inclusion in the world around us.

We designed our employee DEIB program to empower employees to guide and support our strategy and programs related to hiring diverse talent and using education and communication to continue fostering an inclusive environment.

Approval

This report was approved by Jazz Pharmaceuticals’ Senior Vice President, Europe & International

Samantha Pearce