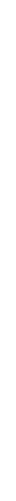


# 2021 ESG REPORT







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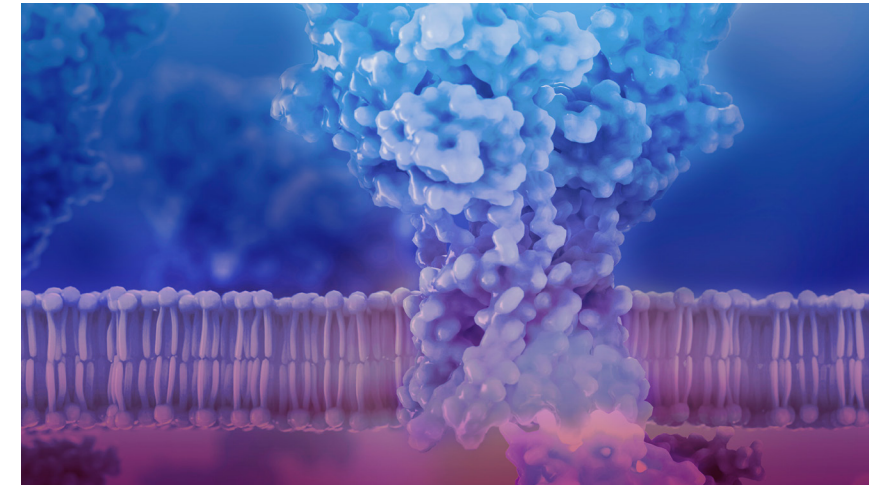
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*At Jazz, we strive to be a great place to work, living our values of integrity, collaboration, passion, innovation, and the pursuit of excellence. We are committed to creating a company where the work culture reflects these goals and we want to say a special thank you to our employees featured throughout this report for helping to share our story.*



**Photos:**

Cover Left: Meaghan is living with narcolepsy.

Cover Top: Steve, diagnosed with veno-occlusive disease, and his wife Crystal.

This Page: Sam is living with narcolepsy.





# LEADERSHIP MESSAGE

On behalf of Jazz and our Board of Directors, I am proud to present our first environmental, social and governance (ESG) report.

When I co-founded Jazz Pharmaceuticals in 2003, our vision was to create a company with a focus on patients and being a great place to work. Since then, our commitment to being a purpose-led company has only deepened as Jazz has evolved into a global organization with a robust product portfolio addressing unmet patient needs in the fields of neuroscience and oncology.

Through the conversations I have with patients, families and advocacy groups, I am able to see the progress we are making, as well as recognize the opportunities we still have to make an impactful difference. As our teams focus on positive changes in healthcare, we keep patients at the center of all that we do. This includes working with patients to ensure their perspectives are reflected in the many aspects of our business.

Our pipeline now spans from early clinical development programs to commercialized products, and we operate independently or partner with others to make our medicines available to patients in nearly 75 countries. Our therapies treat symptoms and conditions that are profoundly disruptive to a person's everyday life.

Vibrant enthusiasm has defined our culture from the beginning. It shows through our power of adaptability, the importance of embracing diverse ideas, and the trust that comes from mutual respect. Like the music that inspired our name, we use a combination of structured improvisation, collaboration and personal excellence to transform our passions into purpose.

This report summarizes our ESG efforts through 2021, which align with our focus on putting patients at the center of our purpose as a company, being a great place to work and living our shared core values. We are pursuing a strategic course to transform patients' lives, decrease our environmental impact and increase our efforts to be a socially responsible corporate citizen. This strategy is intertwined with our [Vision 2025](#), leading to better outcomes for all our stakeholders, and we have already made significant progress.

In 2021, we established strong governance around our ESG program with Board oversight from our Nominating and Corporate Governance Committee (NCGC) chaired by Heather Ann McSharry, with executive leadership from our Executive Vice President and Chief Legal Officer, Neena Patil.

Our dedication to strong corporate governance, business ethics and highly capable, diverse leadership teams drive the success of these initiatives. We are pleased to have achieved a 50% diverse Board of Directors in 2021, with four female Directors, one Director identifying as BIPOC (Black, Indigenous and People Of Color) and one Director identifying as LGBTQ2+.

We are proud of our ESG journey thus far but know there is much more to be done to help preserve our planet while innovating to transform the lives of patients and their families. Our talented employees and executive leadership are forward-thinking in their approach to all aspects of Jazz—and up to the challenges of making a healthier world through our ESG efforts.

**Bruce C. Cozadd**  
Chairman and  
Chief Executive Officer  
Jazz Pharmaceuticals





# ABOUT JAZZ PHARMACEUTICALS

## Transforming Lives. Redefining Possibilities.

Jazz Pharmaceuticals is a global biopharmaceutical company whose purpose is to innovate and to transform the lives of patients and their families. We are dedicated to developing life-changing medicines for people with rare or complex diseases, many of whom often have limited or no therapeutic options.

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.



**Dublin, Ireland**  
Corporate Headquarters

**2003**  
Founded

**JAZZ**  
Traded on NASDAQ

**APPROXIMATELY**  
**3100**  
Employees<sup>1</sup>



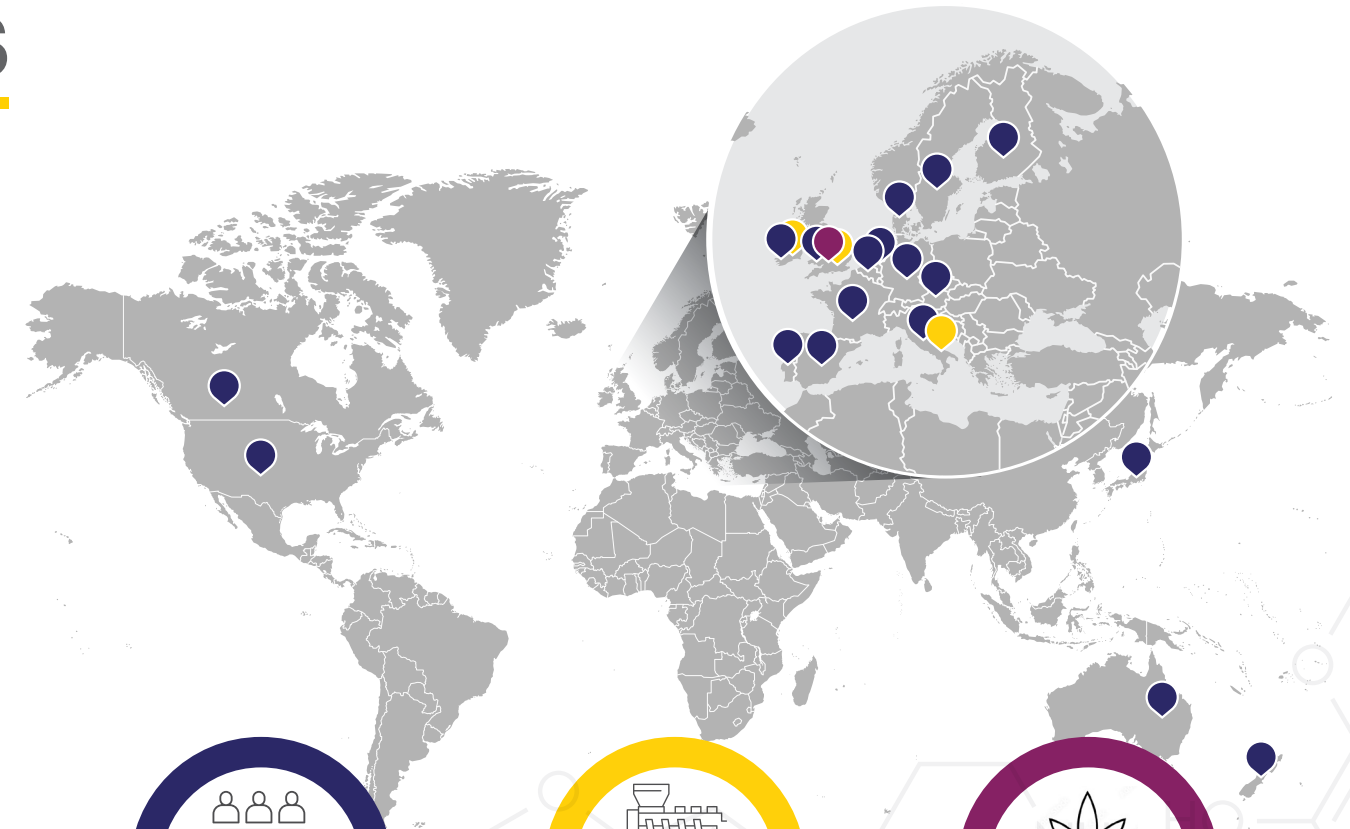
**9**  
Medicines<sup>1</sup>



**14**  
Medicines in Pipeline<sup>1</sup>



**NEARLY**  
**75**  
Countries Served<sup>1</sup>



Business Operations



Manufacturing Facilities



Growing Sites

<sup>1</sup> As of December 21, 2021





# VISION 2025 AND ESG AT JAZZ

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



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.

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.

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.

We seek to operate our business in an environmentally responsible way and are committed to reducing our environmental impact and to using sustainable practices wherever feasible.

*Focusing on the needs of patients and striving to ensure they receive the best therapeutic options are foundational to the work we do. Our purpose-driven culture allows us to harness the passion of our employees and build relationships with stakeholders with the goal of creating shared value and maximizing the impact we can make on society.*

**– Neena Patil**  
Executive Vice President and Chief Legal Officer







## 2021 ESG Highlights and Progress

To better serve **Patients**, Jazz increased our R&D efforts in scale, investment and scope in the last five years. Over that time, our portfolio has more than quadrupled, and we are committed to delivering at least five novel medicines before 2030. We developed and launched Rylaze®, the only FDA-approved Erwinia asparaginase product approved for the treatment of acute lymphoblastic leukemia and lymphoblastic lymphoma, demonstrating our ability to bring important new medicines forward. We also acquired the world-leading GW Cannabinoid Platform, making Jazz the leader in cannabinoid science. We passionately believe in the therapeutic and breakthrough potential of cannabis-based medicines to revolutionize treatments and redefine how people can live with often-overlooked diseases.

To prioritize our **People**, we launched our Employee Value Proposition (EVP) in 2021. Grounded in our pillars Connection to People, Growth & Development, Flexibility & Balance, and Health & Well-Being, we developed our flexible working model to facilitate collaboration across the company. This novel approach to work, called “Jazz Remix,” as we call this approach to work, aims to provide employees, where possible, with enhanced flexibility and agility to globally connect, collaborate, innovate and perform. This approach is based upon direct input from our employees, as well as external insights and best practices.

To serve the **Community** through the challenges of the ongoing global pandemic, we supported global relief organizations that provide medical supplies and aid to underserved countries. In addition, we have donated thousands of doses of oncology medication to countries in Africa, Southeast Asia and South America.

To protect our **Planet**, we continued on our path to decrease our environmental impact by increasing energy efficiencies, using more renewable energy, reducing waste and conserving water. In 2021, we harmonized our environmental management systems (EMS) and policies to manage our operations in compliance with applicable laws, directives, and regulations on environmental protection. As an example, our Villa Guardia site in Italy implemented a new dialysis process, enabling us to use less water, up to 1,000 m<sup>3</sup> per year. At the same facility, we installed clean-in-place systems on reactors to reduce water consumption, up to 1,260 m<sup>3</sup> per year.







## Stakeholder Engagement and Materiality Assessment<sup>1</sup>

For this 2021 report, we leveraged internal subject matter experts and external consultants, considered current and emerging ESG regulations, and used SASB, GRI and industry standards to identify topics critical to Jazz's business. We conducted the first formal materiality assessment in 2022 and will share the results in our 2022 ESG report.



## ESG Governance and Operations

Jazz's Board of Directors has delegated the ESG strategic roadmap to its [Nominating and Corporate Governance Committee](#) (NCGC) and senior management. The NCGC has oversight responsibilities for ESG strategy and practices and updates the Board on strategic ESG matters to ensure appropriate oversight and input. Additionally, the NCGC reviews and provides guidance on company practices related to ESG matters that are expected to have a significant impact on Jazz's performance, business activities or reputation. Other Board committees also have discrete supporting responsibilities related to the ESG program.

Our Chief Legal Officer has executive oversight for ESG, with a cross-functional team of subject matter experts and leaders to support ESG implementation across the organization. In 2021, we formed a dedicated team to lead our ESG program. Senior management regularly briefs the Board and its committees on ESG progress.



*Good ESG management is essential to realizing our vision at Jazz and is a priority for the Board. We recognize that delivering success for our stakeholders will depend on the economic, social and environmental sustainability of our business. Our Board is focused on enhanced tracking and transparency around our key impacts with a strong ambition to meet the expectations of our stakeholders and we look forward to sharing details of our ESG commitments and delivering positive progress.*

**–Heather Ann McSharry,**  
Jazz Board of Directors and  
Nominating and Corporate  
Governance Committee Chair



<sup>1</sup> "Materiality assessment" is used in the context of the Global Reporting initiative standards. Topics determined to be material in connection with our ESG materiality assessment are not necessarily material as such term is used under the U.S. federal securities laws for reporting or in any other context.





# OUR RESPONSIBILITY



Our dedication to the health, safety and overall well-being of the patients we serve, the communities where we work and the people we employ is unwavering.

Launched **Jazz Remix** flexible work model

Conducted more than **35** clinical trials with partners in 2021

Announced a **3-year** research collaboration with Stand Up to Cancer for **\$4 million**

Partnered with a **Children's Oncology Group (COG)** to conduct a Phase 2/3 clinical trial under Real Time Oncology Review Program



# PATIENTS: INNOVATING TO TRANSFORM LIVES

We continually innovate to develop life-changing medicines for patients who often have limited or no therapeutic options.

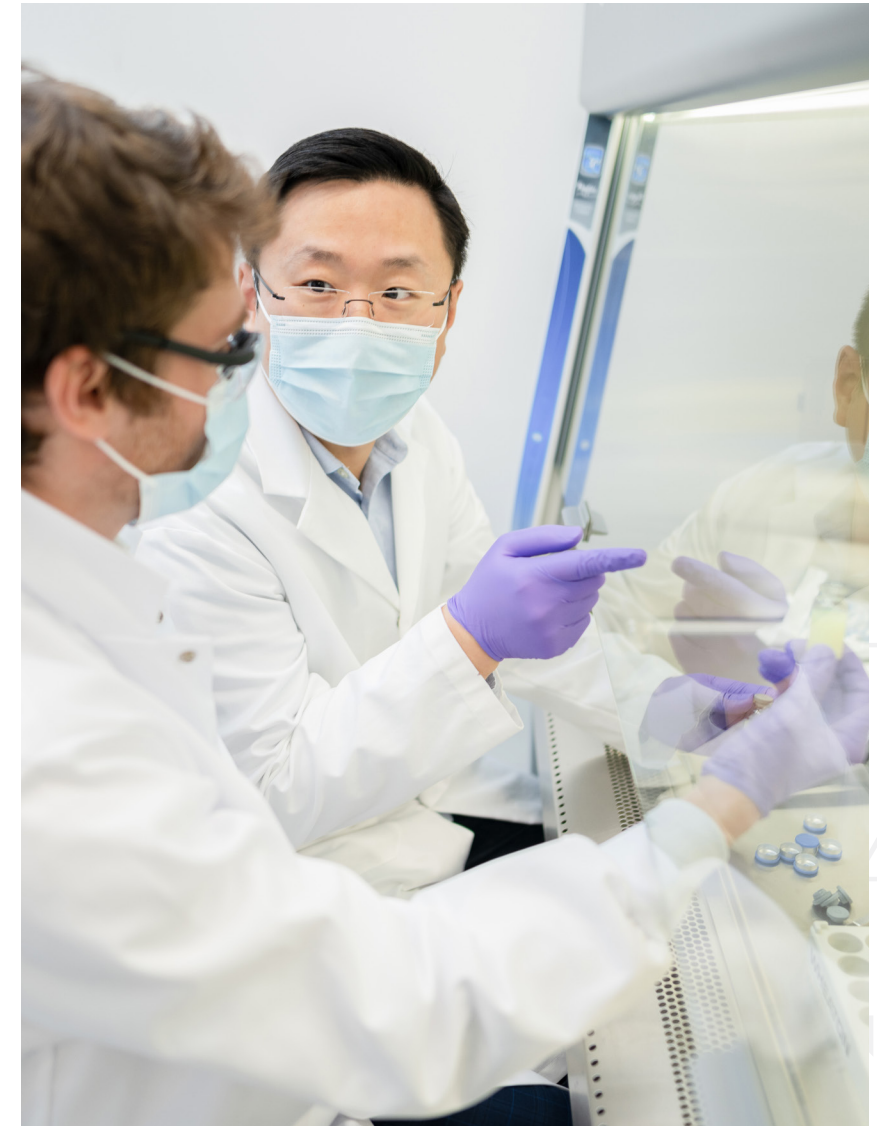
We strive to help all patients get access to the medications they need via patient assistance programs and donations to humanitarian organizations. We also advocate for policies that transform patients' lives by working with nonprofit organizations and governments.

In 2021, we partnered with several nonprofit organizations and government entities to advocate for patients and support underrepresented communities.

**Lung cancer screening and prevention.** We engaged with patient advocacy organizations and public officials to drive lung cancer awareness and promote a state-wide program focused on increasing lung cancer screening and prevention. Our efforts culminated in the passage of a state-wide program in the state legislature of Kentucky, the U.S. state with the highest incidence of lung cancer.

**Sleep disorders and educational campaigns.** We provided financial support to the American Heart Association for its cardiovascular and sleep health educational campaign to inform the community about the connection between sleep disorders and heart disease. We also partnered with the Hypersomnia Foundation to launch "I Have IH," a disease awareness campaign to raise awareness of idiopathic hypersomnia (IH), an often overlooked and misunderstood sleep disorder.

**Small cell lung cancer (SCLC) resources and support.** We collaborated with CANCERcare, the GO2 Foundation for Lung Cancer, and the Lung Cancer Foundation of America to provide helpful information, resources and support on our [Nothing Small About It](#) campaign. In a 3-year partnership with Stand Up to Cancer for \$4 million, we began supporting ethnographic research to drive improvements in small cell lung cancer treatment for Black patients.







## PRODUCT SPOTLIGHT

### Rapid Development and Approval of Rylaze

To create a reliable, high-quality supply of a non-E. coli based asparaginase and alleviate current market shortages, Jazz identified novel technology and entered a unique partnership to accelerate the development and approval process of Rylaze. Central to achieving this was a clinical trial collaboration with the Children's Oncology Group (COG), a large research organization with a vast network of pediatric oncology patients and research sites.

Together, Jazz and COG developed and conducted a Phase 2/3 trial evaluating the administration of Rylaze in adult and pediatric patients who have developed hypersensitivity to an E. coli-derived asparaginase. By utilizing COG's expertise and strong connection to patients, the study had a brisk enrollment, despite occurring amidst the global COVID-19 pandemic, and the best dosing of Rylaze for patients was quickly identified. This enabled an accelerated review and approval by the U.S. Food and Drug Administration (FDA) following a Fast Track designation by the FDA. The development program advanced quickly, from filing the Investigational New Drug Application in late 2018 and completing a Phase 1 study to enrolling the first patient in a Phase 2/3 study in December 2019. This critical medication received approval in June 2021 under the Real Time Oncology Review program, just 18 months after initiating a Phase 2/3 trial.

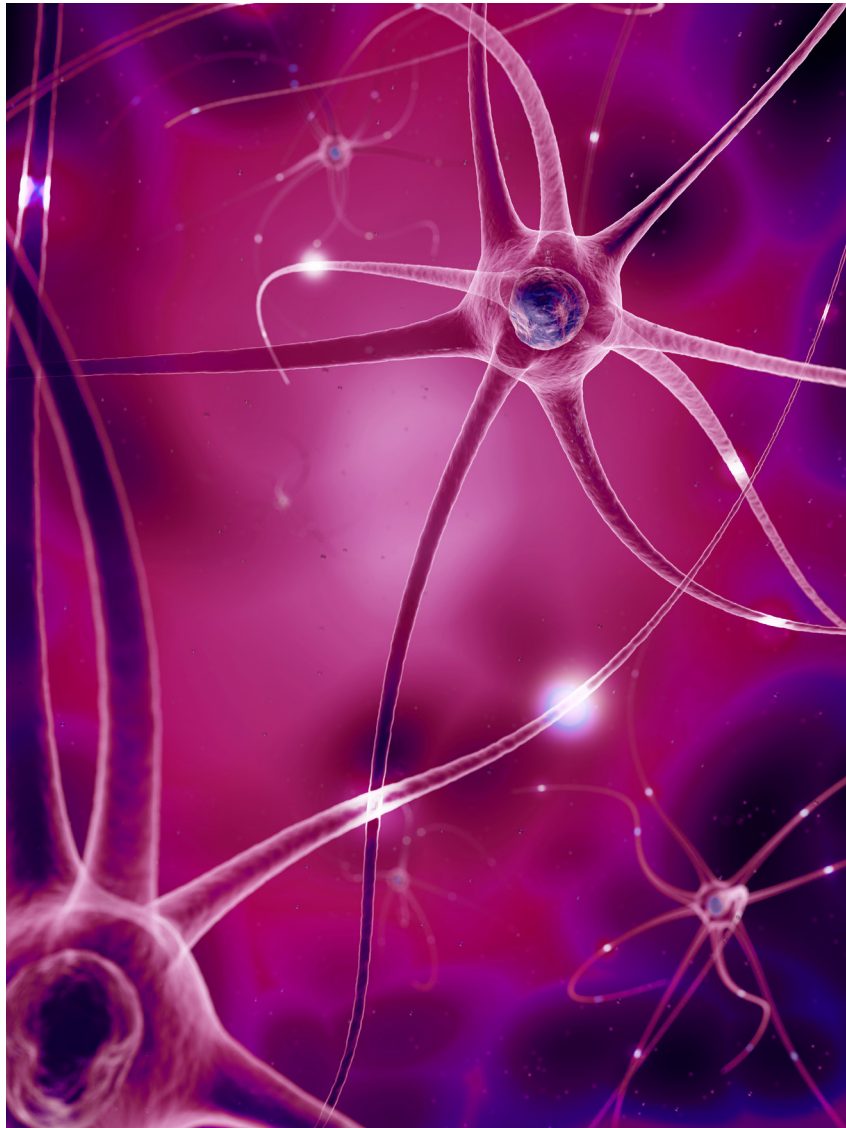
Rylaze is produced using modern manufacturing with a novel technological approach to recombinant protein production which helps to produce high yields of purified product in as little as 3 weeks. The manufacturing process results in a ready-to-use, high concentration formulation with reliable supply, ensuring uninterrupted therapy for patients living with rare forms of blood cancers.



*When we found out we had the option to join the clinical trial, it made me feel so happy that there's something out there and that there was another avenue to make sure that Leighton gets the treatment her little body needed. To have it available to us, we're forever grateful.*

**–Allison and Billy, parents of Leighton (pictured right), who was diagnosed with acute lymphoblastic long-acting leukemia at age 4.**





## Research and Development

Jazz continues to grow and expand our research and development (R&D) capabilities. We employ our own development teams and proprietary platforms, innovate delivery technologies and collaborate with leading researchers, academia, biopharma companies and top-tier investigators.

Our ability to be agile and maximize opportunities that exist across all our clinical focus areas is the cornerstone of Jazz's development strategy. By leveraging end-to-end clinical trial capabilities, from protocol design to regulatory submission, our development teams lead compelling, investigative research. At the same time, we continue to work with healthcare community members to better understand both patient needs and the external research that advances our core focus areas. As a result, we have a robust pipeline that spans discovery and pre-clinical through Phase IV development.

We develop and explore the science behind our medicines, so we can create and bring new therapeutic options to patients. For example, Jazz worked for nearly a decade to develop Xywav® (calcium, magnesium, potassium, and sodium oxybates, oral solution), the first new, FDA-approved treatment for people living with both cataplexy and excessive daytime sleepiness (EDS) associated with narcolepsy in more than 15 years.

This novel therapy has been deemed clinically superior to the prior standard of care by means of greater safety due to its significant reduction in chronic sodium burden. This medication also was FDA-approved for treatment of patients living with idiopathic hypersomnia (IH) in 2021 and received an orphan drug designation for IH and narcolepsy.

In addition, we continue to evaluate our patented CombiPlex® platform to improve cancer therapy by using extremely small (nanoscale) carriers to target delivery of anti-cancer agents to defined cell populations over a set period of time.

With the 2021 acquisition of GW Pharmaceuticals, the leader in cannabinoid science, we expanded and diversified our growing neuroscience pipeline. For more than two decades, GW Pharmaceuticals pioneered the research, advancement, and development of cannabis-based medicines including Epidiolex, the first botanically derived cannabis product to gain regulatory approval in the U.S. in 2018 and the first treatment approved for patients living with Dravet syndrome. In 2021, we received regulatory approval for Epidiolex® (Epidyolex® Ex-U.S.)<sup>1</sup> from the Medicines and Healthcare products Regulatory Agency (MHRA) for the treatment of seizures associated with tuberous sclerosis complex in the U.K.

<sup>1</sup> Epidiolex is currently indicated for the treatment of seizures associated with Lennox-Gastaut syndrome (LGS), Dravet syndrome (DS) or Tuberous Sclerosis Complex (TSC) in patients one year of age or older in the U.S.





## Expanded Areas of Focus

We continue to focus on addressing unmet patient needs worldwide by developing new medicines. Since 2015, we have quadrupled our [pipeline of potential new therapies](#) and have committed to delivering at least five novel product approvals by the end of the decade.

In 2021, we launched Rylaze® in the U.S. to treat patients with acute lymphoblastic leukemia and lymphoblastic lymphoma, addressing critical supply chain issues common to older therapies.

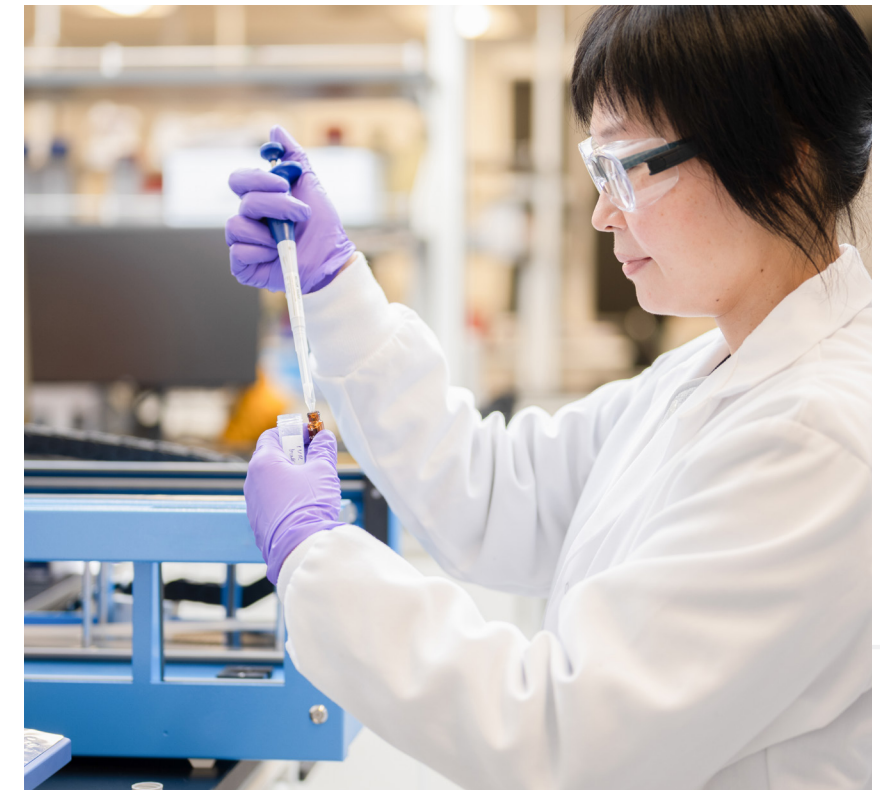
We previously launched Xywav to treat narcolepsy in late 2020 and expanded the label to treat idiopathic hypersomnia in 2021. Xywav is the first and only FDA approved treatment for patients living with this condition and provides a lower sodium treatment for patients living with chronic disease.

In 2021, Jazz announced the commercial availability of Zepzelca™ (lurbinectedin) in Canada, the first new treatment for stage III or metastatic small cell lung cancer in more than a decade.

During the past several years, Jazz has continued to grow and expand our areas of focus in neuroscience and oncology.

**Innovating neuroscience development:** With the addition of the GW industry-leading cannabinoid platform and pipeline, we are now pioneering cannabinoid science and addressing more critical unmet patient needs than ever before. We expanded our neuroscience pipeline with a fatty acid amide hydrolase (FAAH) inhibitor, JZP150, as a potential treatment for PTSD acting on the endocannabinoid system, initiating a Phase 2 study in late 2021. We are advancing JZP385, a highly selective modulator of T-type calcium channels, as a novel product candidate for essential tremors; there is a significant lack of treatment options for patients impacted by this common type of movement disorder.

**Growing our oncology therapeutic area:** The Redx's pan-RAF inhibitor program for the treatment of RAF and RAS mutant tumors is part of a novel class of next generation precision oncology drugs. The program is highly complementary to our growing R&D portfolio of early-stage, innovative oncology therapies and research is focused on hematological malignancies and solid tumors that have been undruggable with current modalities.



**ANNOUNCED**  
**3-YEAR**  
**RESEARCH COLLABORATION**  
**WITH STAND UP TO CANCER**



*The Jazz value that is most meaningful to me is integrity, as it is the foundation for relationships built on trust, which is essential for successful collaboration internally and with partners. Jazz's culture fully embraces and nourishes this strong foundation for relationships across the organization, thus preventing formation of silos while also growing. This empowers its success in long term drug development.*

– Ursula Vitt

Senior Director, Global Product Strategy Lead

### Product Quality and Safety

Our goal is to provide quality, safe relief through our medical therapies. Our Corporate Quality Policy outlines our commitment to all laws, regulations and standards related to the development, manufacture and supply of our pharmaceutical products. It serves as the basis for our Quality Management System, which outlines the processes for building quality into our products across all lifecycle stages—from R&D through commercialization.

### Safety of Clinical Trial Participants

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 \(ICH\) Good Clinical Practice \(ICH GCP\) 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 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. As of December 2021, we had more than 35 clinical trials, including both Jazz and partnered programs, and near-term [pipeline opportunities](#) across neuroscience and oncology. To learn about our clinical trials in their various stages, visit [www.clinicaltrials.gov](http://www.clinicaltrials.gov).

**CONDUCTED 35  
CLINICAL TRIALS ALONG  
WITH PARTNERS**

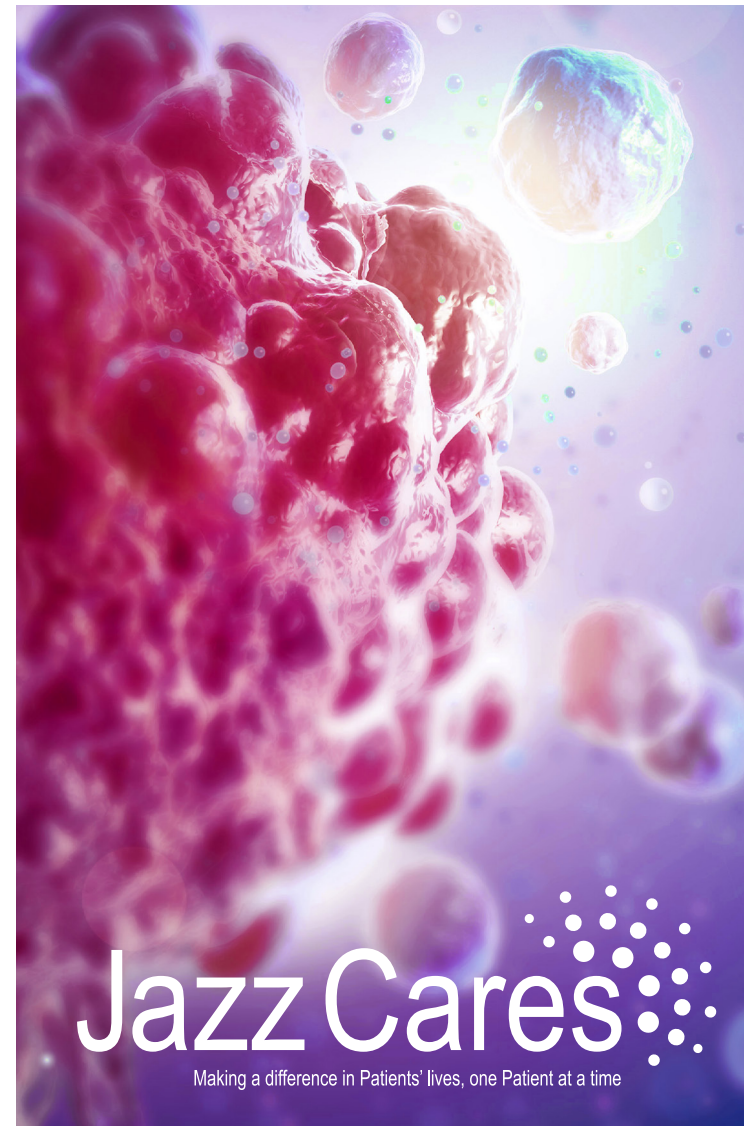




## Access and Affordability of Medicines

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/Early 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.
- **JazzCares Program.** We sponsor this U.S.-based initiative to improve access for eligible patients to the Jazz medications they need and to provide necessary patient support and resources.
- **Direct Relief Partnership.** This nonprofit 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.





# PEOPLE: MAKING JAZZ A GREAT PLACE TO WORK

Our ability to transform the lives of patients and their families relies on our investment in our approximately 3,100 employees. Our global team makes Jazz what it is today, and we strive to build a company where the culture of the organization creates a differentiated employee experience. That experience is underpinned by our purpose to serve patients, our desire to be a great place to work and our commitment to live our core values of integrity, collaboration, passion, innovation and pursuit of excellence.

In 2021, we built the foundations for our Employee Value Proposition (EVP) with a focus on four key areas:

- **Connection to People.** We believe connections matter. People and patients are at the center of everything we do.
- **Growth & Development.** We believe that people are at their best in an environment where they can learn, grow, be recognized and thrive in their work.
- **Flexibility & Balance.** We believe in offering a flexible approach to balancing work and life that benefits our employees as well as the company.

- **Health & Well-being.** We believe in caring for the financial, physical, mental and emotional health and well-being of our employees.

## Talent Recruitment and Retention

We aim to be the best experience of our employees' careers by cultivating a company culture rooted in the unique way we bring our [value proposition](#) and [purpose](#) to life. Our people strategy focuses on attracting, retaining and rewarding 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.

We believe in caring for the financial, physical, mental and emotional health and well-being of our employees. Our offering for eligible employees includes:

- **Equity Incentive Plan.** We offer full company participation in our long-term incentive plan, providing employees with an ownership stake.
- **Competitive compensation, [benefits](#), and [pay equity](#) practices.** 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.

- **Enhanced leave policies.** Our global leave and time-off policies assist our employees through varying stages of life, often above and beyond what is mandated by laws such as the Family Medical Leave Act. We now offer new parent leave (irrespective of gender or how a family is created), family caregiver leave and bereavement leave.
- **Health and well-being programs.** We provide a diverse and customizable suite of innovative programs designed to enhance each employee's physical, financial, emotional and social well-being. In 2021, we put particular emphasis on supporting the mental health of our employees, acknowledging the impact of the pandemic, and offered our employees an array of well-being and mindfulness programs including fully covered counseling sessions for employees and their families.
- **Tuition reimbursement.** In the U.S., we provide up to \$5,200 reimbursement annually for covered courses.





## 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.

- **All-employee meetings and regular communications.** All-employee meetings are held several times during the year and give our employees a chance to pose questions to our senior management about the company's direction. Over the last few years, we have provided updates on important initiatives and celebrated various cultural events and company milestones.
- **Community Beat teams.** These teams promote company culture and create a sense of belonging and camaraderie. The teams are composed of employee volunteers and help foster engagement activities, community service, and health and well-being initiatives.

- **Employee listening.** We deploy a range of qualitative and quantitative methods to regularly listen to the voice of our employees in an agile and frequent way, including the use of focus groups, crowd-sourcing interventions and surveys. These approaches allow us to gather timely feedback from our employees about their workplace experience and help inform decisions to improve that experience. For example, employee feedback significantly influenced the design of 'Jazz Remix,' our flexible Future of Work model. In October 2021 we conducted an annual employee survey, which saw a 74% response rate globally and highlighted the following:

- I feel connected to our purpose to transform the lives of patients and their families – **85% favorability**
- I feel supported by my manager in making decisions about my health and well-being – **84% favorability**
- I would recommend Jazz as a good place to work – **77% favorability**

## Promoting a Better Workplace

In 2021, we undertook two employee initiatives in response to how the COVID-19 pandemic changed our work lives.

- **Our 4Cs: Care, Connection, Continuity and Consciousness.** Our employee support framework sets new leader expectations and provides tools to help employees address their emerging needs. The 4Cs provide, among other benefits, increased workplace flexibility, inclusion and belonging resources, and active support for social justice.
- **Jazz Remix:** Through direct input from employees, external insights and best practices, we developed our flexible working model and expanded the power of intentional collaboration and our ability to more effectively manage our global and highly distributed team workforce. This approach to work, called "Jazz Remix," aims to provide eligible employees with the greatest flexibility and agility to globally connect, collaborate, innovate and perform.

LAUNCHED  
**JAZZ REMIX**  
 FLEXIBLE WORK MODEL



## Diversity, Equity, Inclusion and Belonging

We strive to create a workplace culture at Jazz that encourages everyone to be their authentic selves, contribute boldly and thrive equitably. Our [diversity](#), equity, inclusion and belonging (DEIB) strategy includes fostering a culture of inclusion and belonging, investing in diverse talent, driving equity and building a more diverse workforce representing unique backgrounds, experiences, thoughts and talents. Building on the DEIB commitments established in 2020, we have made progress on these throughout 2021.

### 1. Increase our company leadership's diversity.

- By 2025, our goal is to achieve gender parity (globally) and up to 25-30% people of color (in the US) representation at the Executive Director levels and above.
- Maintain overall voluntary turnover rate below the life science industry average rate, with a particular emphasis on minority or underrepresented groups.

### 2. Create a learning organization to educate Jazz employees about social inequities.

- Launch Employee Resource Teams (called ConcERTos at Jazz).
- Promote accountability for leaders as ConcERTo allies.

- Require all employees to have an annual DEIB learning goal, such as joining a DEIB-focused ConcERTo.
- Provide annual DEIB training and resources for deeper education, such as our Celebration of Allyship webinar.

### 3. Systematically encourage the practice and promotion of equity and inclusion.

- Make data transparent, as allowed by local laws, to hold ourselves accountable.
- Build talent processes for equity and to minimize bias.
- Establish a long-term future model of work that supports diverse life experiences.

### 4. Invest resources and support for our employees to positively foster DEIB.

- Launch an Inclusion for Innovation (IFI) ConcERTo.
- Support employee volunteerism to drive social impact.

In 2021, we launched our **Employee Diversity, Equity, Inclusion and Belonging Program**, which empowers employees to guide our diverse talent strategy by fostering an inclusive environment through education and communication. Our **Employee Diversity, Equity, Inclusion and Belonging Program** is led by an employee committee focused on helping to embed DEIB across the organization.



*Because diseases don't discriminate, neither should I. I am proud to be part of an organization aiming at improving human health, for all humans, without discrimination.*

– **Christian Poncet**

*Executive Director, Global Medical and Promotional Regulatory Affairs*







## DIVERSITY EQUITY INCLUSION AND BELONGING SPOTLIGHT

### ConcERTos: Employee Resource Teams

Jazz ConcERTos, our employee resource teams (ERTs), are part of our multi-dimensional diversity strategy to create broad and active engagement of our workforce on topics of diversity, equity, inclusion and belonging. ERTs leverage the talents and unique perspectives of individuals and diverse groups to improve the way we work together globally; foster innovation; and provide an inclusive workplace for employees to better serve patients and our communities. ERTs are self-led groups of employee volunteers with diverse backgrounds, who come together with a common interest to drive the mission of the groups. In 2021, we had 468 individuals actively involved in one of our ERTs, approximately 15% of our total employee population.

**15%** OF OUR GLOBAL WORKFORCE WERE ACTIVE IN ERTS IN 2021

**JazzSoul** promotes and supports transparent and honest dialogue relating to issues impacting the Black community. The team also seeks to further the impact and advancement of Black employees in the global, innovative biotechnology industry. In 2021, we celebrated Black History Month (US in February; Ireland and the U.K. in October) with the theme of “Proud To Be,” where we invited our Black colleagues to share their reflections on what Black History Month means to them. We also invited Anton Gunn, an expert in socially conscious leadership and former advisor to US President Barack Obama, to speak on inclusive leadership.

**The Pan-Asian Group** celebrates Asian and Pacific Islander identity through a supportive global community, curating spaces for impactful discussions and identifying opportunities for Jazz to be more diverse, equitable, and inclusive. In 2021, we celebrated Asia & Pacific Islander Heritage Month, Diwali and Lunar New Year.

**Jazz Pride** is committed to uplifting the LGBTQ2+ community, educating allies on queer history, commemorating the spirit of resistance and resilience, and making sure community members realize they are seen and belong at Jazz. In 2021, we celebrated Lesbian Visibility Day, International Trans Day of Visibility and National Coming Out Day. We also provide resources on being an ally.

**Jazz Association of Women Supporters (JAWS)** promotes the advancement and impact of women globally in the innovative biotechnology industry by championing initiatives to improve global DEIB and help Jazz achieve leadership gender equality by 2025. In 2021, we celebrated International Women’s Day by hosting a Women’s Leadership Forum focused on challenging gender bias.

**¡Hola Jazz!**, our LatinX/Hispanic ERT, was in development in 2021 and launched in 2022. It aims to make diversity and inclusion intentional by cultivating teams that are reflective of our population and maximizing their potential within the organization. It also provides support to inspire, empower and equip Jazz’s Hispanic and Latino workforce and allies to achieve excellence. The group’s first key initiative was celebrating Hispanic Heritage Month in September and October of 2022.



*Allyship is an on-going, lifelong process of building relationships based on trust and acceptance with underrepresented or marginalized groups. Practicing allyship means acknowledging your privilege and listening and learning from underrepresented individuals and groups. Allyship is important to Jazz’s DEIB journey because we value people and believe that our differences open our minds to new ways of thinking and doing.*

**– Patty Moore**  
Vice President, R&D Business Strategy and Operations



*By being inclusive and seeking to understand each other, we foster a culture of learning and exploration thereby embracing the many diversities that make up our work community. With that sense of belonging, we all feel included as part of the team that can celebrate our many victories while bringing our whole and true selves to our work every day!*

**– Paul Harper**  
*Regional Sales Manager, Oncology*

## Growth and Development

Jazz empowers our employees to find new and better ways of doing things to enrich their development and drive our business. We believe there is no “one-size-fits-all” approach to growing talent. As such, we encourage employees to complete an individual development plan (IDP) to outline growth interests and focus areas. This includes customized, continuous learning opportunities like personalized coursework that aligns with their career ambitions to digital learning platforms for on-demand learning on a range of topics.

In 2021, we continued to evolve performance management to make it a more meaningful and inclusive experience to all employees.

Talent development and succession plans are regularly reviewed to successfully maintain business operations. We invest in our talent pipeline by providing leadership training appropriate to management level and experience for many levels.

In 2021 our global leadership team (composed of our top 70 leaders) participated in a nine-month collective leadership program designed to build leadership excellence, ensure managers demonstrate our core leadership behaviors and skills, and encourage cross-functional collaboration in pursuit of our strategic enterprise goals.







## Occupational Health and Safety

Health and safety are top priorities for everyone at Jazz. Proper workplace design and risk evaluation 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 help us create and sustain a safe workplace.

Our 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 (KPIs) monthly via a cloud-based EHSS software.

To maintain awareness, we communicate health and safety topics to employees through intranet articles, posters and TV monitors in various site locations. Other site-specific communications include:

- **Kent Science Park (KSP):** The EHSS committee, with representatives from each department, meets monthly to discuss health and safety issues. Every department meeting must have EHSS as an agenda item.
- **Villa Guardia:** EHSS programs are reported at the annual Management Review Meetings and shared with site employees and on Jazz's website. Town halls are held every 2 months to provide health and safety updates.
- **Athlone:** Site meetings are conducted regularly to discuss EHSS targets and programs.





# COMMUNITY: INVESTED IN SERVING OUR GLOBAL COMMUNITIES

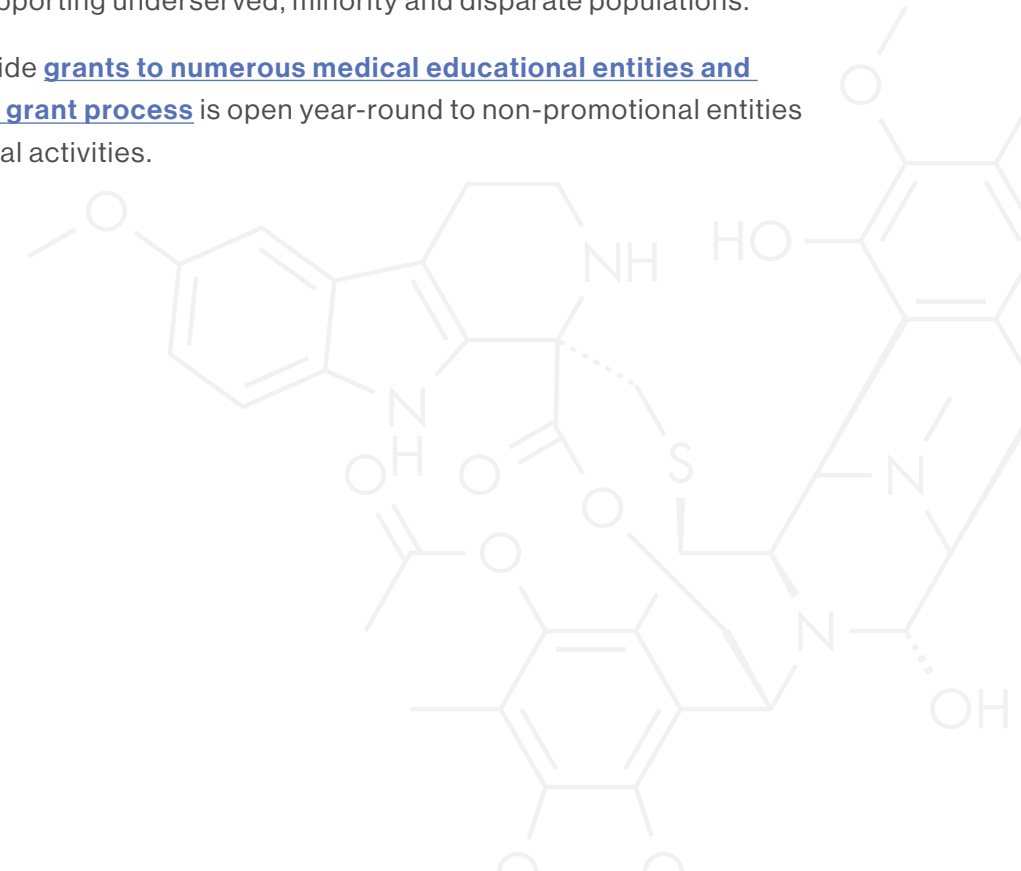
We aim to be an engaged corporate citizen worldwide and in communities where we work through direct philanthropy, employee volunteerism and partnerships on key social initiatives.

## Community Engagement and Volunteerism

Jazz employees play key roles in our community engagement efforts and help guide our decisions to support certain charities. **Community Beat**, our employee volunteer program, empowers employees to drive local outreach. In 2021, we introduced **Global Volunteer Day**, which grants all Jazz employees an annual paid day off to volunteer and give back to their communities.

We believe that greater inclusion of underrepresented and underserved communities in the scientific and biopharmaceutical arenas can further address health inequities. We strive to help these individuals and employees through financial support, mentoring and internship programs. Other efforts include:

- **Oncology medicine donations.** We supported global relief organizations that provide medical supplies and aid to underserved countries. In addition, we have donated thousands of doses of oncology medication to countries in Africa, Southeast Asia and South America.
- **Corporate giving.** We consider applications from nonprofit organizations that focus on areas relevant to patient care including supporting underserved, minority and disparate populations.
- **Medical education grants.** We provide [grants to numerous medical educational entities and activities](#). Our [medical educational grant process](#) is open year-round to non-promotional entities and groups planning non-promotional activities.

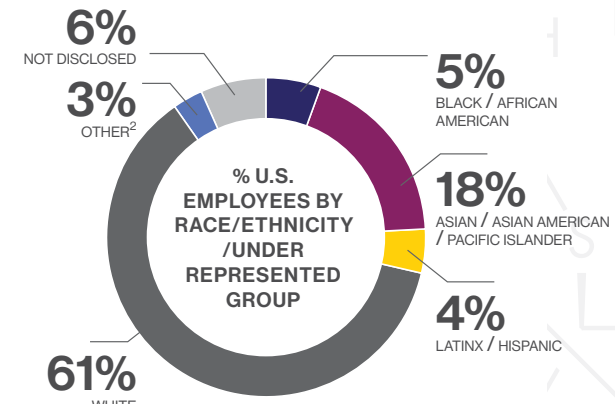
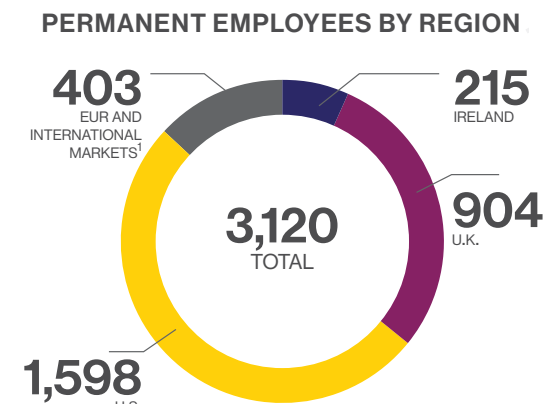
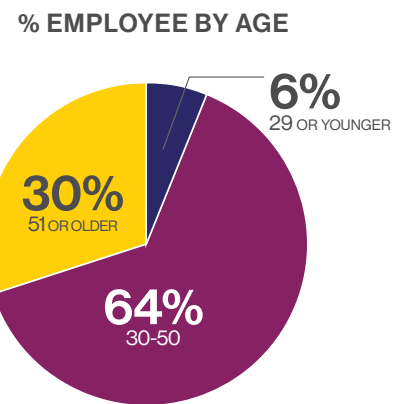
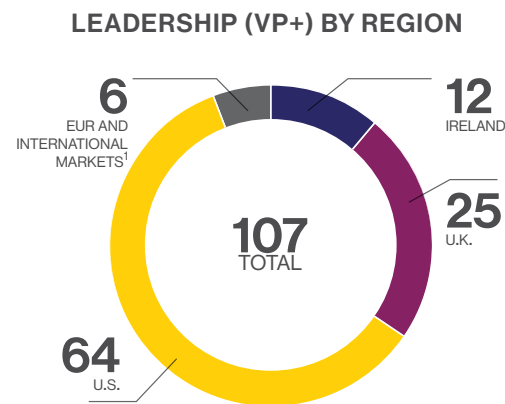
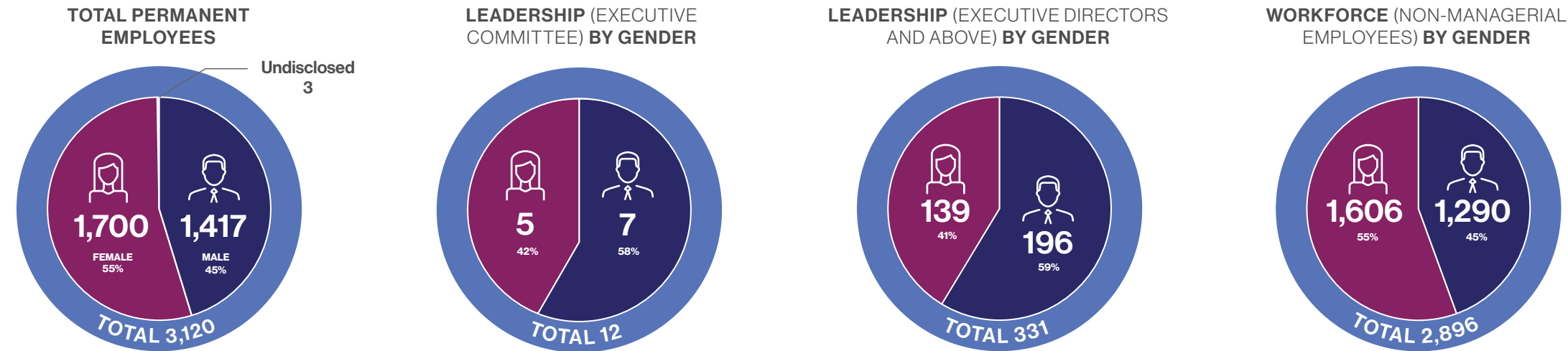






## JAZZ 2021 SOCIAL PERFORMANCE DATA

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. As the organization continues to grow, we strive to provide our employees with the best work experience of their career and a culture that positively differentiates us from others.



<sup>1</sup> EUR and International Markets: Austria, Belgium, Denmark, Finland, France, Germany, Italy, Netherlands, Portugal, Spain, Sweden, Switzerland. Australia and New Zealand/ Canada / Japan.  
<sup>2</sup> Other: includes American Indian, Alaska Native, 2 or more races, and another ethnicity

NOTES:  
 Jazz does not collect employee data related to sexual orientation.  
 Jazz currently collects employee race/ethnicity data for U.S. only, even at leadership level due to legal and privacy considerations.



# OUR GOVERNANCE



Jazz is committed to strong corporate governance practices. We regularly monitor developments in corporate governance and review our processes, policies and procedures, acting as needed to address any areas of concern.

92% of Board is independent

50% of Board is diverse, with 33% women





# STRONG CORPORATE GOVERNANCE PRACTICES

Jazz's Board and management are focused on establishing a clear ESG strategic roadmap for the proactive management of ESG risks, assessments and disclosures.

## Board of Directors and Leadership Oversight

[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.

Our directors are all actively and constructively engaged in the exercise of their duties and responsibilities. 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 2021, the Board's three standing committee's, each with its own charter, included the [Audit Committee](#), the [Compensation & Management Development 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.





### Director Selection and Evaluation Process

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.

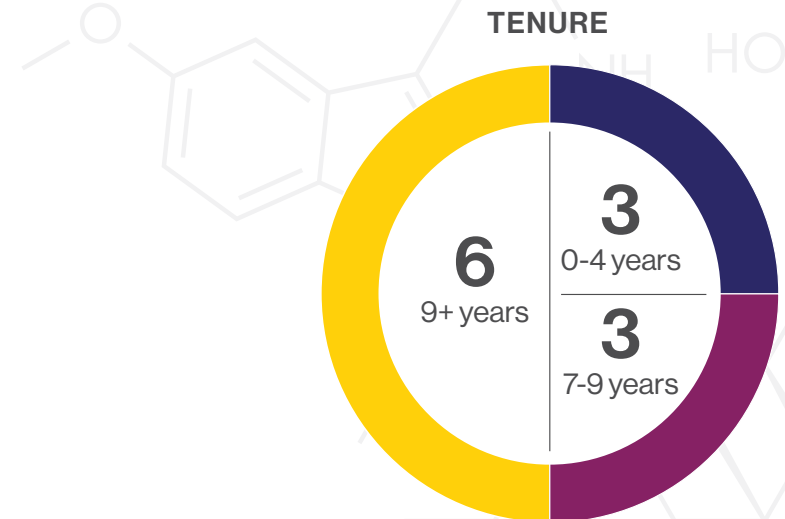
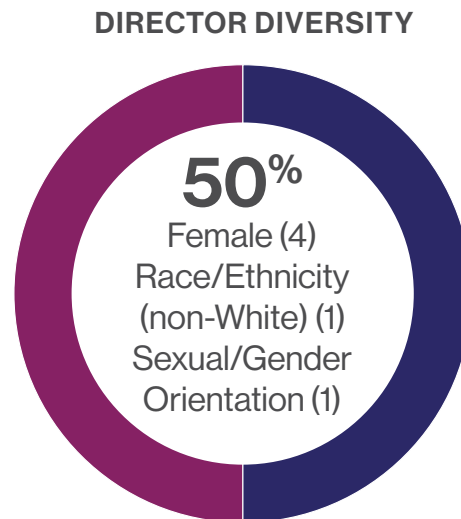
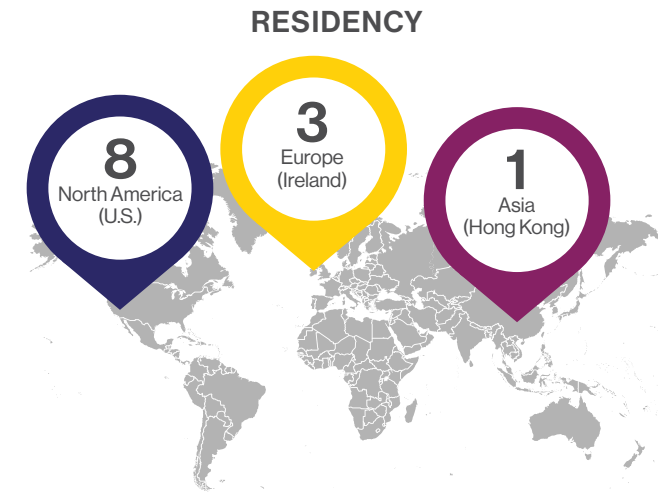
The NCGC focuses on the Board’s overall diversity, including gender representation and geographic residency. Other key selection criteria include high integrity, innovative thinking and sound business judgment.

**Director diversity:** Our Board is 92% independent; our CEO is the only non-independent director. In 2020, we increased our Board’s racial and gender diversity with the election of Dr. Mark D. Smith and Jennifer E. Cook.

**50%** OF BOARD IS DIVERSE, WITH **33%** WOMEN

**92%** OF BOARD IS INDEPENDENT

### Jazz Board of Directors







## Shareholder Engagement

We are committed to engaging with our shareholders and soliciting feedback on key strategic and ESG topics. Leading up to and following our 2021 annual general meeting, we reached out to shareholders who collectively held approximately 29% of our then-outstanding shares to request meetings. We then held meetings with each shareholder who accepted our request for engagement. During that engagement, our shareholders highlighted the importance of ESG, noted that DEIB was front and center for them, commended our introduction of performance stock unit (PSUs), underlined their interest in Jazz creating an ESG report and showed a preference for the SASB framework. The importance of patient access to medicines and clinical trials was also a recurring theme.

## 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.

**Slavery and Human Trafficking Statement.** 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.

## Supply Chain Management

We commit to operating our business with high ethical standards, including responsible sourcing and procurement. As part of our responsible sourcing practice:

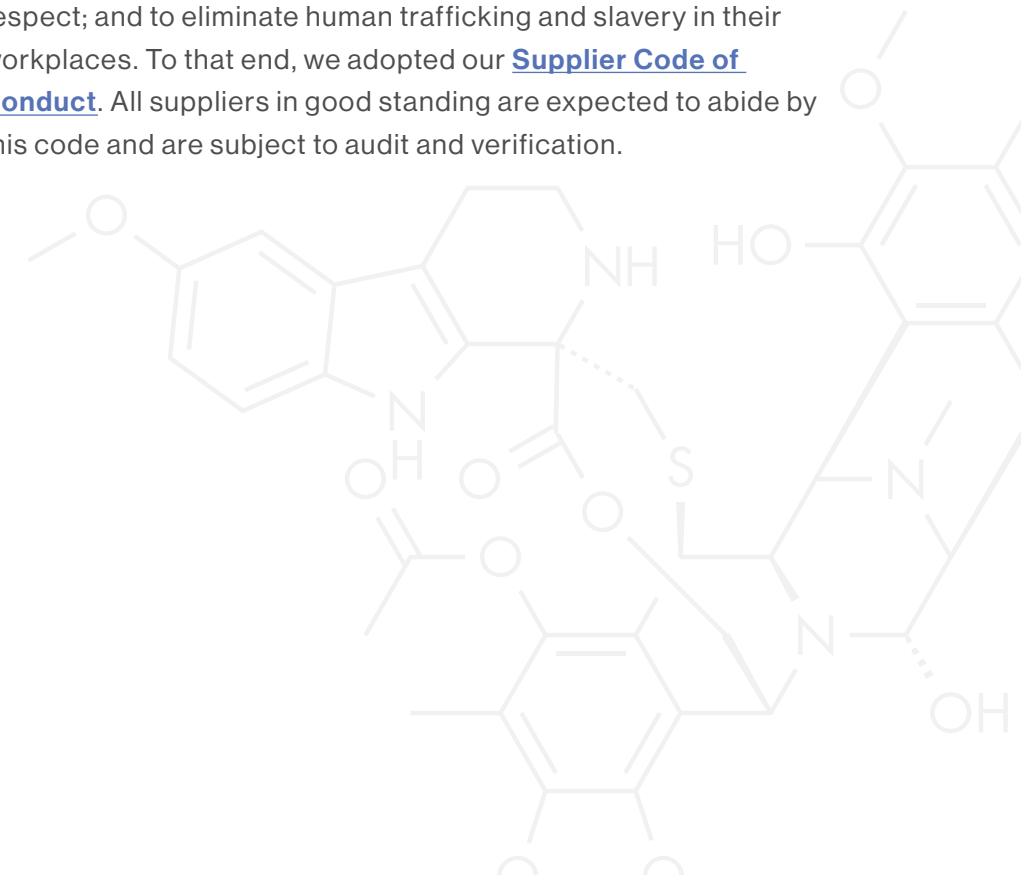
- We endeavor to source materials, equipment and other supplies with environmental sustainability including sourcing local materials and/or using environmentally responsible vendors, when feasible.
- We took steps to manage environmental and social risks from contract growing, commodity sourcing and the use of genetically modified organisms (GMOs).

We are acutely aware of the need to have a sufficient supply of our medicines at the ready. To ensure this supply, we:

- Adopted strategies to mitigate supply chain disruptions that may affect our business such as driver shortages, port delays and supply/cost issues relating to vehicle parts and materials.

- Leveraged the expertise of our internal teams to negotiate with suppliers to ensure warehouse capacity is considered. This process helps ensure we have sufficient product and transport. It also helps us decrease waste in inventory and over-production and over-processing.
- Maintained good relationships with principal direct suppliers through continuous engagement.

We also expect our direct suppliers to adopt sound human rights practices; to treat their workers fairly, with dignity and respect; and to eliminate human trafficking and slavery in their workplaces. To that end, we adopted our [Supplier Code of Conduct](#). All suppliers in good standing are expected to abide by this code and are subject to audit and verification.





## Business Ethics

We are committed to conducting business with integrity and honesty as we pursue excellence in all we do. We strive to teach our employees to recognize ethical behaviors and to do the right thing even when others may not be looking. Our management team—including our Chief Compliance & Ethics Officer and Compliance Committee—and Board of Directors expect the same commitment from our employees, consultants, business partners, suppliers and service providers.

In 2021, we introduced **I-CARE (Integrity, Compliance, Accountability, Respect, and Ethics)**, 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 in ethical decision making. Through the I-CARE approach, we strive to advance our value of integrity and embed a culture of compliance throughout the company by partnering with the business, educating and empowering employees and promoting efficient compliance operations. 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 guides our actions, ensuring we act ethically, responsibly, safely and with transparency. It governs our interactions with healthcare professionals, patients and government officials as well as our ethical sales, marketing and promotional practices. In 2021, 100% of Jazz employees completed the mandatory Code of Conduct and Anti-Bribery & Corruption training.

Compliance with the applicable laws, rules, and regulations across the geographies where we do business is a fundamental principle of our corporate culture. Our Comprehensive Compliance Program covers a wide range of compliance policies, employee training, risk assessment and monitoring programs. It establishes an open-door policy for reporting suspected violations.

**Our Compliance Hotline** is a third-party, confidential<sup>1</sup> 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 2021. 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 2021**

<sup>1</sup> To the extent permissible by law.





# OUR PLANET



We aim to operate our business in an environmentally responsible way by reducing our impact and using sustainable practices wherever feasible.

Sourced **100% of electricity from wind** at Athlone facility

**Decreased energy consumption** by 25,850 kWh and **water use** by 1,000 m<sup>3</sup> at Villa Guardia facility

Over **90%** of water used at our largest contracted cannabis growing site is from **rainwater harvesting**





# ENVIRONMENTAL STEWARDSHIP OF OUR PLANET

Jazz pursues sustainable development through careful use of resources with minimal environmental impact. We seek to operate our manufacturing facilities in an environmentally responsible way to protect our people, our business, our environment and the local communities in which we operate.

## Enhancing Energy Management Systems

Our global sustainability practices guide resource management throughout our operations and are enacted at the site level through individual EMS programs. In 2021, we harmonized our **environmental management systems (EMS) and policies** to manage our operations in compliance with applicable laws, directives and regulations on environmental protection.

## Eco-Managing at Villa Guardia, Italy

Our Villa Guardia manufacturing plant and quality control (QC) laboratories supply active pharmaceutical ingredients to Jazz and various other pharmaceutical companies around the world. We implemented the Eco-Management and Audit Scheme Regulation in 2007 at Villa Guardia to evaluate, report, and improve our environmental performance. We took steps to improve air quality, control emissions, and save potable water and energy. In 2021, we initiated development of a new sulglycotide process that will reduce overall cycle time, avoiding 100 m<sup>3</sup> of waste and decreasing consumption of energy by 25,850 kilowatt-hours (kWh) and water by 1,000 m<sup>3</sup> annually. The sulglycotide process was validated in 2022 and will be implemented in 2023.







## Management of Energy, Water and Waste

We seek to identify opportunities to implement **energy reduction** initiatives and operate manufacturing and utility systems efficiently to reduce energy consumption and related carbon emissions. For example, our Athlone facility in Ireland now runs entirely on renewable energy. Additionally, one of our contracted growing sites in the U.K. uses electricity generated from wind turbines.

At our contracted growing sites and manufacturing facilities, we developed solutions and adopted best practices for **water conservation**, such as harvesting rainwater and recycling/reusing water. For example, our Villa Guardia site in Italy collects condensate and recycles it for steam production. We also replaced liquid ring vacuum pumps with dry-screw vacuum pumps to minimize wastewater, resulting in savings of 16,800 m<sup>3</sup> per year. In addition, we implemented a new dialysis process that uses less water, up to 1,000 m<sup>3</sup> a year, and installed clean-in-place systems on our reactors to reduce water consumption, up to 1,260 m<sup>3</sup> per year. For our largest contracted cannabis growing site, over 90% of the water used is from rainwater harvesting. Other contracted sites are also investing in capturing and using rainwater, which will further enhance this practice.

We have adopted the Reduce-Reuse-Recycle model across all activities—from administration to production and from development to laboratory activities—to help develop circular practices and reduce environmental impacts. This includes:

- Performing regular reviews of technical operations to optimize materials, reduce waste and demonstrate sustainable practices. For example, our Villa Guardia site conducts solvent recovery that recovers 500 tonnes of acetone per year.
- Safely storing, using and disposing of all toxic, hazardous, and biological materials to avoid spills or other releases of hazardous substances or waste in accordance with country specific EHS (Environment, Health, and Safety) enforcing agencies and their guidance. Internal and external audits by regulatory authorities are conducted to confirm adherence to regulations and, where appropriate, certify our ISO systems.
- Separating waste streams where possible and developing waste reduction solutions such as installing balers for cardboard and plastic waste in Athlone. This initiative enabled us to optimize loads and reduce collection frequency, which improved waste process efficiency and minimized the carbon footprint from waste collection trucks.

## Packaging Makeover with Eco-Benefits

In 2021, we redesigned our Epidiolex packaging to reduce its shipping weight, resulting annually in:

- GHG emissions reduction of 14.24 tonnes of CO<sub>2</sub>e
- Reduction in total energy use of 122.7 gigajoules
- Savings of 333.4 tonnes of water
- Reduction in solid waste generation of 1.13 tonnes





## FACILITY SPOTLIGHT

### Sustainably Green at Athlone, Ireland

Our Athlone facility was Jazz's first in-house commercial development, manufacturing, and packaging site. Our manufacturing processes are water based and there are no air emissions. In recent years, we implemented several sustainable practices across the supply chain such as:

- Reducing solvents and switching to principles of green chemistry when solvent reduction is not possible for materials sourced for the the Athlone facility.
- Using enzyme catalysts instead of heavy metals for materials sourced for the Athlone facility.
- Sourcing 100% of the facility's electricity from the Moanmore wind farm in Ireland (since 2019).
- Aligning HVAC systems closely with operational hours and installing a smaller air compressor to match operations electricity, significantly reducing energy use.

As the facility is located on a greenfield site, we make efforts to protect and enhance the surrounding environmentally sensitive areas through:

- Assessing water quality daily of the nearby Cross River, which is subject to storm water emissions.
- Conducting weekly tests of storm water by an independent laboratory and continuously monitoring for pH and temperature.
- Sustaining surrounding wildlife habitats for animals, birds and fish.







## Jazz 2021 Environmental Performance Data

Energy Use					
Facility	Total Energy Consumed (GJ)	Total Grid-sourced Electricity Use (GJ)	Natural Gas (GJ)	Diesel/Petrol (Liters)	Renewables (GJ)
Athlone	17,167	6,752	10,388	700 <sup>1</sup>	6,752 <sup>2</sup>
Villa Guardia	11,677	11,640	6	800 <sup>3</sup>	n/a (planned to start with next contract renewal)
Southern U.K. Growing Site 1	231,270	26,700	204,570 (with 395 LPG)	n/a	Solar panels on Building 750 only used to assist in heating of hot water; it is not metered or measured.
Southern U.K. Growing Site 2	1,270	437	31	23,230 <sup>4</sup>	n/a
Corporate Headquarters (Dublin)	1,017	1,017	n/a	n/a	n/a
Jazz Pharmaceuticals U.K. Limited (Oxford)	3,208	205	3,003	n/a	n/a
Jazz Pharma U.S. Palo Alto	1,116	340	776	n/a	n/a
Jazz Pharma U.S. Carlsbad	125	125	n/a	n/a	n/a
Jazz Pharma U.S. Philadelphia	527	527	Not itemized	n/a	n/a

1 Diesel for sprinkler, pump, generator, and forklift  
 2 Wind farm in County Clare generates 100% of electricity via the grid  
 3 Diesel for firefighting system pumps and emergency electricity generator  
 4 For steam generation only

NOTES:  
 Data obtained from monthly billing statements and invoices.  
 Conversion calculator used for gigajoules: <https://www.inchcalculator.com/>



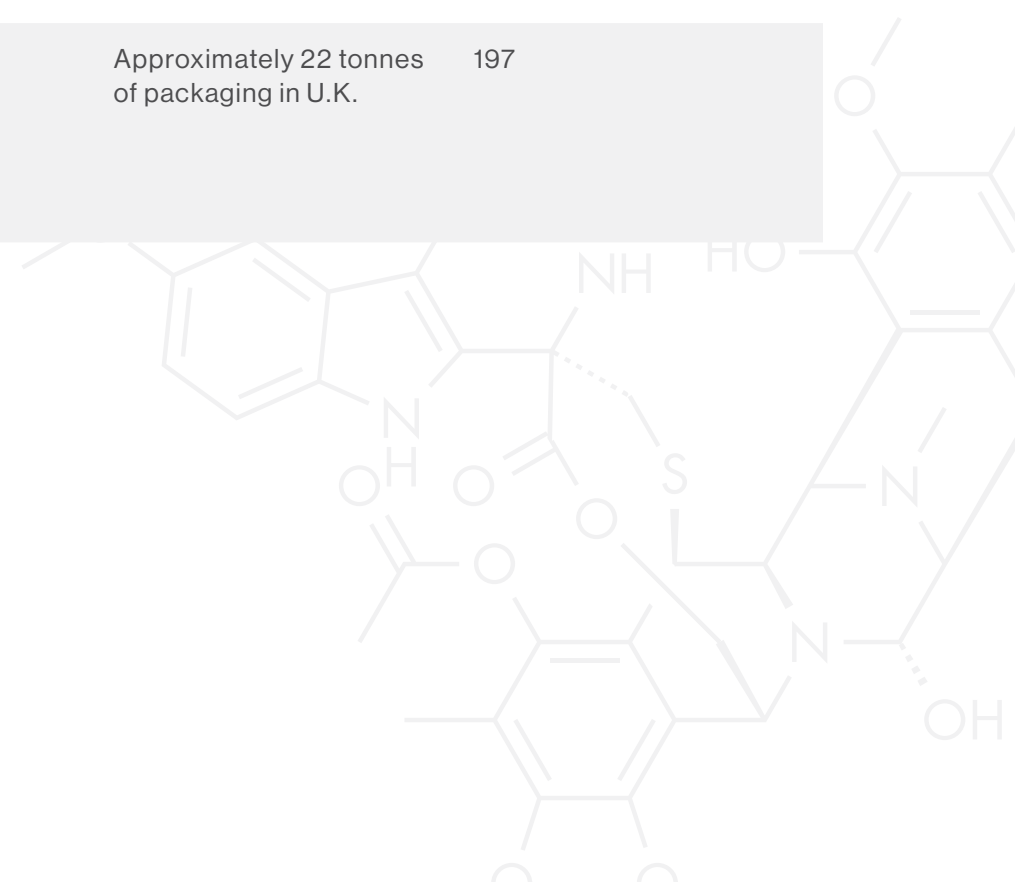
Waste Generation (metric tons)								
Facility	Total Waste Volume	Hazardous Waste	Landfill Waste	Clinical Waste	Recycled Waste	Controlled Drug Waste	Packaging Regulation Waste	Compostable waste
Athlone <sup>1</sup>	34.69	18.4	None	0	14.03	Waste generated; not measured nor shipped from site	Data not captured in 2021	2.26
Villa Guardia <sup>2</sup>	3,089.50	15.8	3,089.50	0	1436.25	n/a	n/a	Kitchen waste included in Landfill Waste
Southern U.K. Growing Sites 1 and 2	318.76	48	None for Southern U.K. Growing Site 1 Data not captured for Southern U.K. Growing Site 2	11.25	23.28	17.23	Approximately 22 tonnes of packaging in U.K.	197

<sup>1</sup> Includes lab glass, fluorescent tubes, batteries, solvent waste and production hazwaste (hazardous waste) and cardboard, plastic, wooden pallets, metal, e-waste and general waste (recycled waste).

<sup>2</sup> Includes plastic, metal, glass, paper, packaging, fluorescent tubes, batteries, and e-waste, with paper and plastic filters recycled.

NOTE: Data obtained from monthly billing statements and invoices.

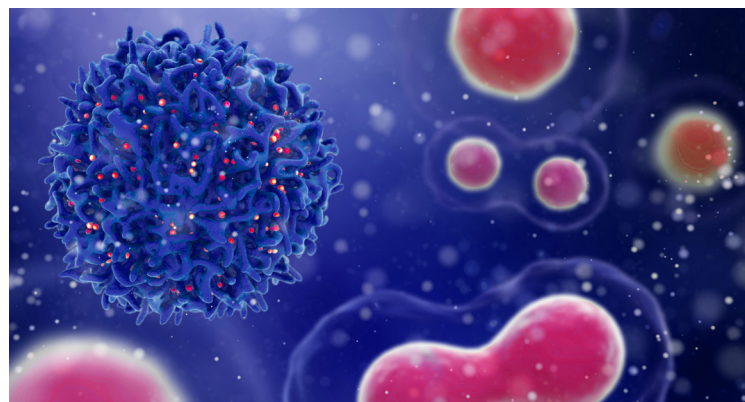
NOTE: Dublin corporate headquarters, US. Palo Alto, US Carlsbad, US Philadelphia sites do not have waste generation data.







# ABOUT THIS REPORT



## ABOUT THIS REPORT

Our inaugural ESG report covers selected Jazz Pharmaceutical plc environmental, social and governance (ESG) initiatives and metrics from January 1, 2021 through December 31, 2021, 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.

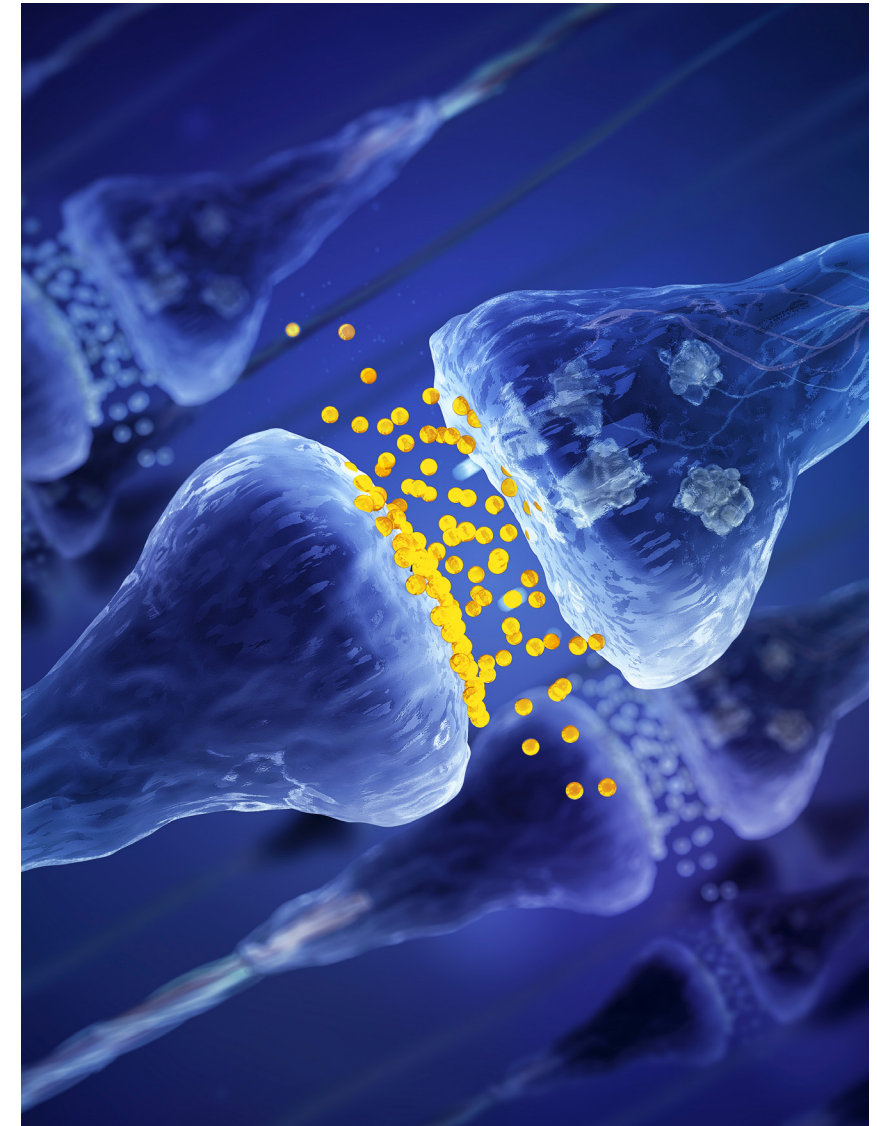
Certain of the quantitative information contained herein is based on estimates, assumptions and third-party methodologies, some of which continue to evolve. Accordingly, the actual amounts may differ from those reported and those differences may be significant. We disclaim any duty to update historical 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.

[DOWNLOAD THE 2021 ESG DISCLOSURE INDEX](#)



**Forward-looking statements:** This report contains forward-looking statements, including, but not limited to, the goals of our ESG 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 2022 ESG report and the standards and metrics by which we measure or expect to measure our ESG progress and develop an overarching ESG 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.







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