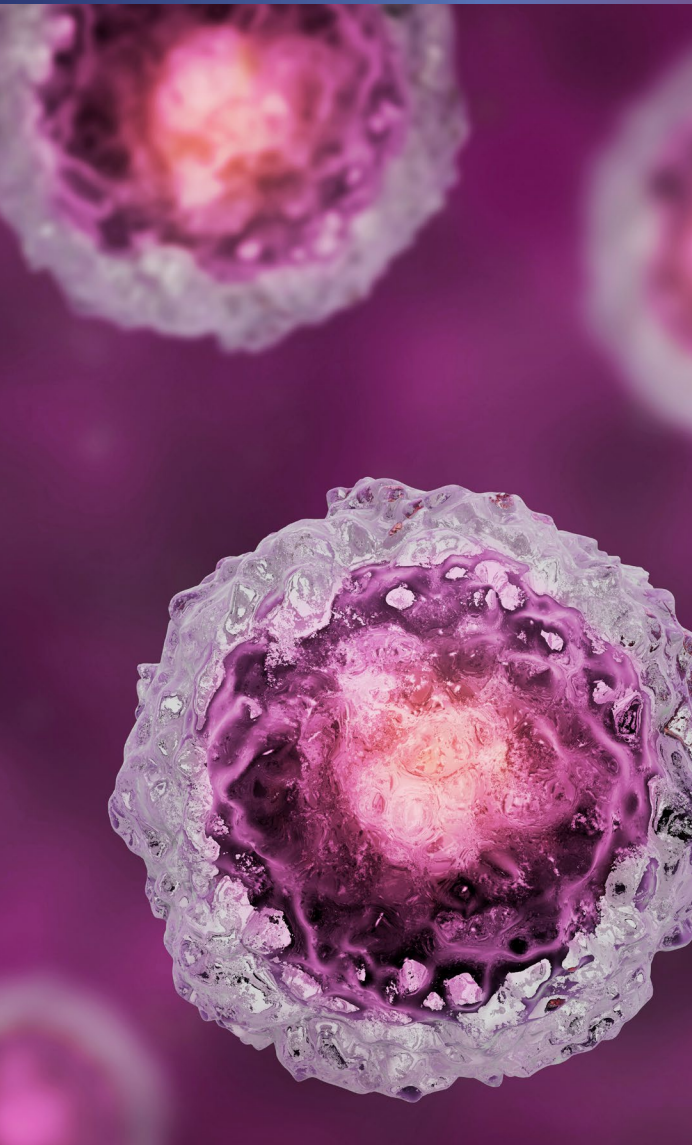


# 2023 Corporate Sustainability and Social Impact Report



Piper, living with Dravet syndrome

# Letter From Our CEO



## I am pleased to share Jazz's 2023 Corporate Sustainability and Social Impact Report.

Jazz Pharmaceuticals remains committed to its core mission to develop life-changing medicines for people with serious diseases, often with limited therapeutic options. By developing innovative medicines, we aim to support patients in living their lives more fully. Our patient-focused approach is the foundation of our Corporate Sustainability and Social Impact (CSSI) strategy.

In 2023, we celebrated the 20th anniversary of Jazz Pharmaceuticals' founding. Jazz was founded to create new and life-changing medicines for people with unmet needs. We established a people-first and purpose-driven culture, a culture we are proud of. As we have grown, our culture has remained fundamental to the continued development of the capabilities, talent and performance of an innovative biopharmaceutical company.

Last year, we placed particular emphasis on strengthening the governance of our CSSI strategy to ensure we can deliver positive impacts across each of our CSSI pillars — Patients, People, Community and Planet. The long-term vision for our CSSI strategy is set by the Board and executive management with a core focus on aligning and integrating CSSI objectives with our overarching mission, culture and business strategy. Key members of our Executive Committee are accountable for the execution of our strategy in each CSSI pillar. These individuals and their teams enable the efficient integration of CSSI considerations into day-to-day business decisions, supporting and accelerating our growth strategy while helping us meet growing regulatory expectations.

We continued to progress each of our CSSI pillars, including successfully executing our mission to bring treatments to patients with limited therapeutic options through developments in our pipeline, such as expanding access to our medicines and initiating new clinical trials. We also launched an initiative to ensure that participants in Jazz's clinical trials reflect the diversity of our patient populations.

Jazz continued to demonstrate the commitment to being the best experience of our employees' careers. Our people approach supports the development of their talent and capabilities for oncology and neuroscience. We are proud of the engagement of our employees, who

regularly exceed a 75% response rate on our engagement surveys and actively contribute to our Employee Resource Teams, ensuring Jazz is a diverse and inclusive place to work.

Jazz maintained its commitment to creating a positive impact in and on communities, focusing our direct philanthropy and volunteering efforts on the causes that mean the most to our people and reflect our mission. We contributed to initiatives across our network, supporting partner organizations through education, funding and provision of medical donations, including established partnerships with Stand Up To Cancer and the American Heart Association, to further research, education and patient support.

We are making steady improvements in reducing our environmental impact. Our Athlone, Villa Guardia and Kent Science Park sites purchased 100% renewable electricity in 2023. We have also increased our efforts to monitor environmental data across our sites to inform and improve our overall environmental sustainability approach.

As we advance our CSSI strategy this year, we do so against a backdrop of increasing sustainability reporting regulations. Throughout 2024, we will be preparing for these requirements, as well as focusing on our efforts where we can create positive impact for patients, people, society and the planet. Providing access to innovative medicines, creating a uniquely talented workforce, giving back to our communities and reducing our environmental footprint further our capabilities as a responsible, innovative biopharmaceutical company.

Best regards,

**Bruce C. Cozadd**

Chairman of the Board and Chief Executive Officer



Sam, living with narcolepsy



# About Jazz

# Transforming Lives. Redefining Possibilities.

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

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.

We are focused on developing life-changing medicines for people with serious diseases — often with limited or no 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.

## Our Corporate Values

Jazz is committed to creating a company where the culture reflects three important goals — our purpose to serve patients, to 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. Furthermore, we aim to act responsibly, safely and with transparency in our interactions with patients, doctors and other stakeholders in the healthcare system.



# 2023 at a Glance

## PATIENT-CENTRIC INNOVATION DRIVES OUR STRATEGY

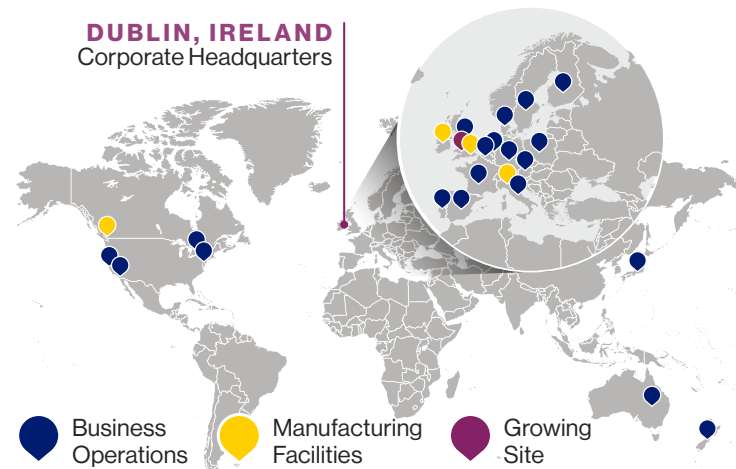


## LEVERAGING OUR INTEGRATED CAPABILITIES AND GLOBAL INFRASTRUCTURE

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 actively explore new options for patients, including novel compounds, small molecule advancements, biologics and innovative delivery technologies.



 **\$3.8B**  
TOTAL REVENUES


 **\$1.1B**  
NET CASH PROVIDED BY OPERATING ACTIVITIES

 **~2.8K**  
EMPLOYEES WORLDWIDE

 **>750**  
R&D EMPLOYEES

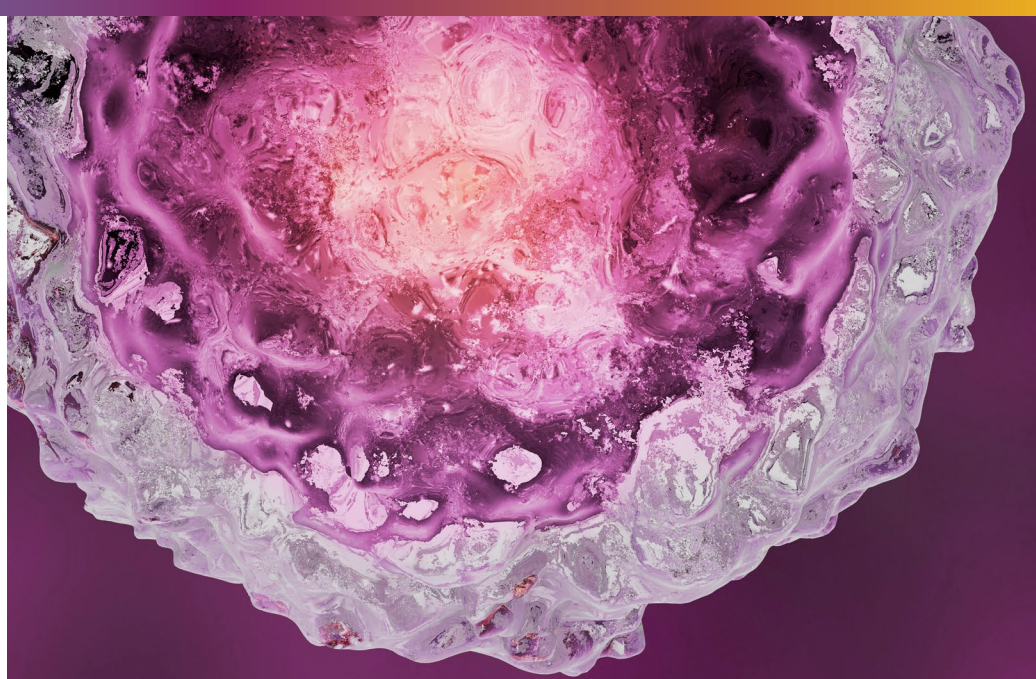
 **8**  
MEDICINES MANUFACTURED

 **25**  
R&D PROGRAMS

 **NEARLY 75**  
COUNTRIES SERVED



Maeghan, living with narcolepsy



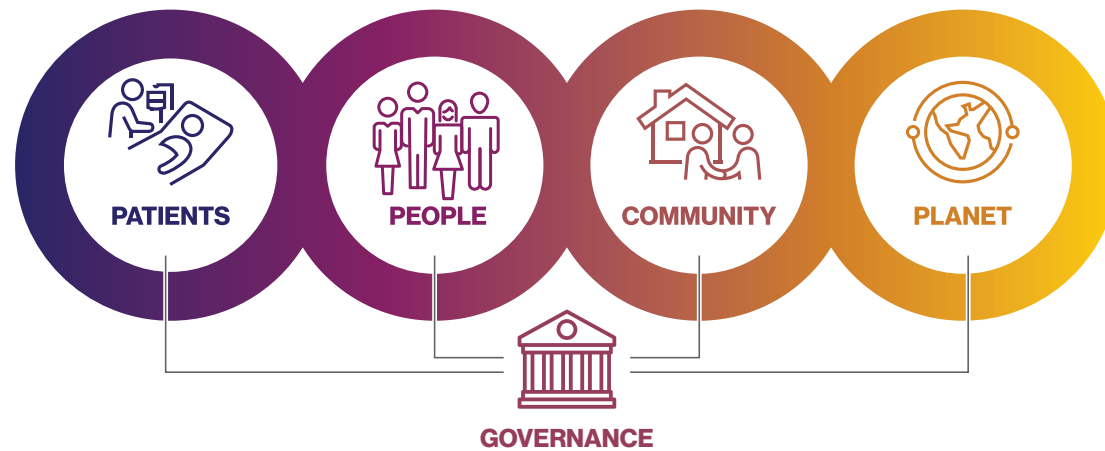
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# Our CSSI Strategy

# Our Approach to Corporate Sustainability and Social Impact

Our values anchor our corporate strategy and support our commitment to generate positive outcomes for patients, employees, shareholders and other stakeholders.

The pillars of our Corporate Sustainability and Social Impact 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 innovate to develop life-changing medicines for patients who often have limited or no therapeutic options. We strive to help patients access the medicines 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 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.

## 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 taking steps to reduce our environmental impact and to using sustainable practices, wherever feasible.

# In 2023, we focused on building robust governance frameworks for our CSSI strategy, creating a fit-for-purpose governance structure that ensures the integration of CSSI activities into our business operations and strategy.

We view CSSI as central to the success of Jazz, underpinning our commitment to patients, employees, shareholders and other stakeholders. This is reflected in our updated CSSI governance structure, with relevant members of our Executive Committee being held accountable for the execution of strategic roadmaps for each CSSI pillar.

The Board has delegated responsibility to the Nominating and Corporate Governance Committee (NCGC) to work closely with Jazz's management and oversee the development and execution of Jazz's CSSI strategy to drive sustainable growth and value. We are committed to ensuring the successful delivery of this strategy and to transparently reporting on our efforts, demonstrating progress and delivering for all our stakeholders.

In 2024, we intend to continue to enhance our reporting as we make progress in delivering our CSSI strategy.



A handwritten signature in black ink that reads "Heather Ann McSharry".

**Heather Ann McSharry**

Jazz Board of Directors and Nominating  
and Corporate Governance Committee Chair



Our governance and oversight framework underpins the work we do across all of the CSSI pillars, strengthening our impact on patients, people, communities and the planet.

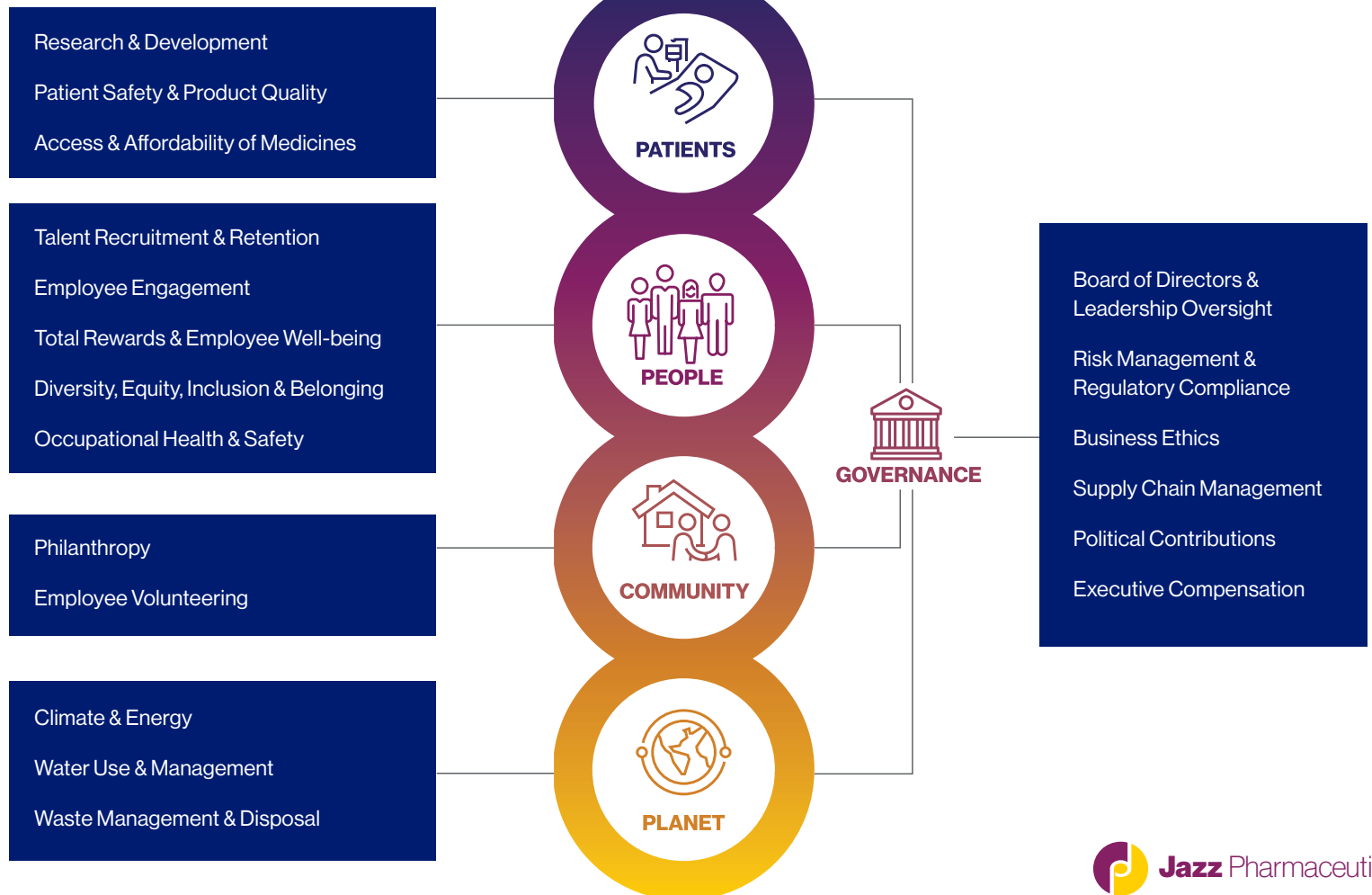
2023 was a critical year for the development of our CSSI program. In particular, we further developed our CSSI strategy to more closely align with our corporate strategy in order to deliver on commitments to our employees, patients, customers and other stakeholders. Furthermore, based on the materiality assessment conducted in 2022, we focused on creating governance structures to facilitate long-

term progress against our CSSI priorities. See the ESG Oversight and Management section of this report for further details.

Informed by the 2022 materiality assessment, our four CSSI pillars focus on the following environmental, social and governance (ESG) topics, which were identified as material to our business.

To learn more about Jazz's latest materiality assessment, see the [2022 Corporate Sustainability and Social Impact Report](#), Our Materiality Assessment.

### IMPACT AREAS



## Preparation for ESRS Reporting Under the European CSRD

As the global regulatory landscape regarding corporate sustainability reporting evolves, we continue to monitor and prepare for new regulations that may impact Jazz.

In particular, due to the requirements of the European Union Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS), we are currently preparing for expanded ESG disclosures. We will publish sustainability information in line with the ESRS in 2026 for the first time. As part of the preparation process, we are

undertaking a double materiality assessment in 2024 to identify the ESG topics that are material from a financial and/or impact perspective to our business. The double materiality assessment will form the basis of our disclosures against the ESRS, informed by a stakeholder engagement process.

Furthermore, we also are assessing and considering our need to comply with other regulatory requirements, such as U.S. rules at the federal or state level. We are continuing to monitor and evaluate the impact of new rules.

## The United Nations Sustainable Development Goals

We have aligned our CSSI strategy with seven United Nations (UN) Sustainable Development Goals (SDGs) that best support our core value business activities, and sustainability and social impact strategy. To learn more about how Jazz aligns with the UN SDGs, see the [2022 Corporate Sustainability and Social Impact Report](#).

### SUSTAINABLE DEVELOPMENT GOALS



# Our Stakeholder Map

Jazz strives to consider the views and interests of its stakeholders when making business decisions. To do so, and to clearly understand our impact, we consistently and actively engage key stakeholders. Here we set out, 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 patients, caregivers and patient organizations, which provides us with invaluable insights into their experiences and the outcomes that are important to them. This engagement is key to the development of new products and content of our education and training materials. Clinical trials also constitute a key tool in accelerating the development of medicines 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 our success. Our leadership team regularly engages employees to better understand 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, firsthand engagement with our employees provides us with important insights to ensure our activities and policies address their expectations. We also regularly undertake listening exercises and actively address feedback from our employees to ensure the integration of their views in our people strategy.

## INVESTORS

Engagement with investors is critical to Jazz achieving strong corporate governance. We regularly meet with shareholders to discuss company strategy and material ESG topics. Our Chairman of the Board and CEO, members of executive management and independent board members routinely engage with shareholders.

## REGULATORS

Ensuring compliance and fostering collaboration with policymakers is fundamental to supporting patient-centered policies. We are focused on engaging collaboratively with government authorities in the markets where we operate to ensure alignment with regulatory requirements. Furthermore, we believe our expertise and knowledge allow us to contribute constructively and fairly to public dialogue on a variety of policy areas, including improving diagnosis, speed of innovation and patient access to care.

## 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, Jazz has developed the Standards of Conduct for Supply Chain, a policy that shares 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 modern slavery in the workplace.

## COMMUNITIES

We are proud to support the communities in which we operate. We have strengthened our employee volunteering program to help our employees give back to their communities and to 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.

# Our ESG Oversight and Management

In 2023, Jazz established a governance structure to drive the execution of our CSSI strategy. The vision for our CSSI strategy is set at the Board and executive management level and is closely linked to Jazz's mission, culture and business strategy. The governance structure is aligned to our CSSI pillars, enabling efficient decision making and fostering accountability by relevant business functions for the delivery of our pillar-specific objectives and accelerating the execution of our long-term business growth plans. It also aims to help us meet regulatory expectations that are expanding and growing in complexity on a global basis.



## Board Oversight

The Board, as a whole, oversees the strategy for addressing material ESG risks and opportunities that impact our business and stakeholders. As set out in its terms of reference, in addition to its role in reviewing our approach to corporate governance, the NCGC has been delegated oversight responsibilities for ESG/CSSI strategy and practices. The NCGC periodically reviews and discusses with management our practices with respect to ESG matters that are expected to have a significant impact on Jazz's performance, business activities or reputation. The responsibilities of the NCGC include review of key ESG/CSSI disclosures.

## Management Role

Our CEO and CLO provide managerial oversight and direction relative to the scope and implementation of the CSSI strategy. They ensure the CSSI strategy is aligned with and integrated into our business strategy and long-term vision. They regularly communicate progress to the NCGC.

The EC Sponsors, with the support of the CEO and CLO, set strategy and ambition levels for the different Impact Areas under their respective CSSI pillar. They are collectively accountable for the successful execution of the CSSI roadmap and individually responsible for progress under specific pillars.

### **The responsibilities of the EC Sponsors include:**

- Assigning team members to execute on CSSI goals, activities and deliver on key performance indicators (KPIs)
- Adapting the strategy to best align with the functions they lead
- Ensuring needed investments are made to deliver on the agreed strategy

### **The execution of the CSSI strategy is led by a team, which includes:**

- The CSSI Strategy Team
- The CSSI Pillar Leaders
- The ESG Disclosure Team



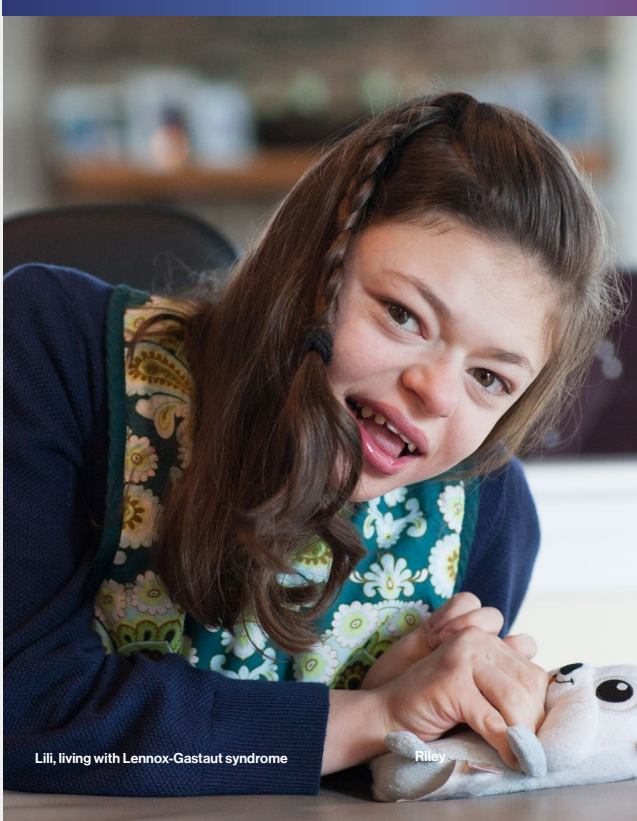
The CSSI Pillar Leaders are senior company leaders from different business functions. With their Technical Teams, they are accountable for delivering the CSSI initiatives related to one or more Impact Areas within a CSSI pillar.

### **The responsibilities of the CSSI Pillar Leaders include:**

- Executing the roadmaps set by EC Sponsors and updating the CSSI Strategy Team on progress and material developments regarding risks and opportunities
- Leading Impact Area activities and delivering on CSSI initiatives with their Technical Teams
- Ensuring the validity of the annual CSSI report

The CSSI Strategy Team works with the CEO, CLO, EC Sponsors, CSSI Pillar Leaders and ESG Disclosure Team, leading the development and facilitating implementation of the CSSI strategy as well as reporting activities. The CSSI Strategy Team is led by our Assistant General Counsel, Head of Corporate Sustainability & Global Privacy.

The ESG Disclosure Team is responsible for reporting non-financial data externally. It ensures validity and sign-off for data and reports.



Lili, living with Lennox-Gastaut syndrome

Riley



Victoria, living with a sleep condition



# Patients: Innovating To Transform Lives

Piper, living with Dravet syndrome

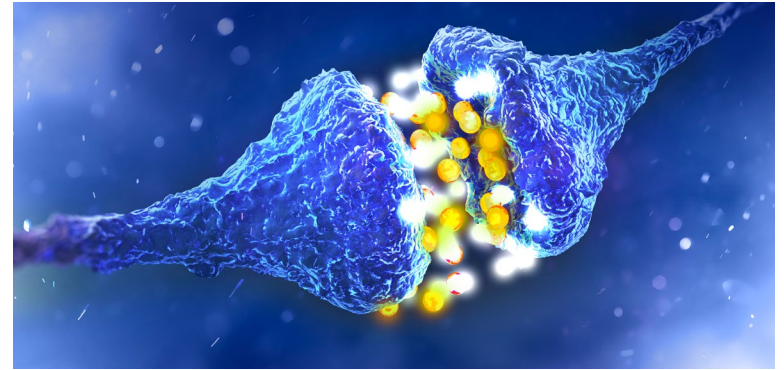
## Management Approach

We innovate to develop life-changing medicines for patients who often have limited or no therapeutic options. These patients are our most important stakeholders.

Our patient-centric vision is a world where all patients and care partners have the power to “live well” and achieve outcomes that matter most to them. We act with a sense of urgency within our organization and across the healthcare ecosystem to deliver healthcare experiences and solutions that people care most about now and in the future.

Jazz continues to evolve our ways of working to drive a patient-centered mindset and leverage data and analytics to unlock our understanding of patient experiences. We engage and actively listen to patients and incorporate their insights into our business decision-making processes. Jazz strives to foster authentic, bidirectional patient community dialogue and partnerships to drive more positive outcomes.

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.

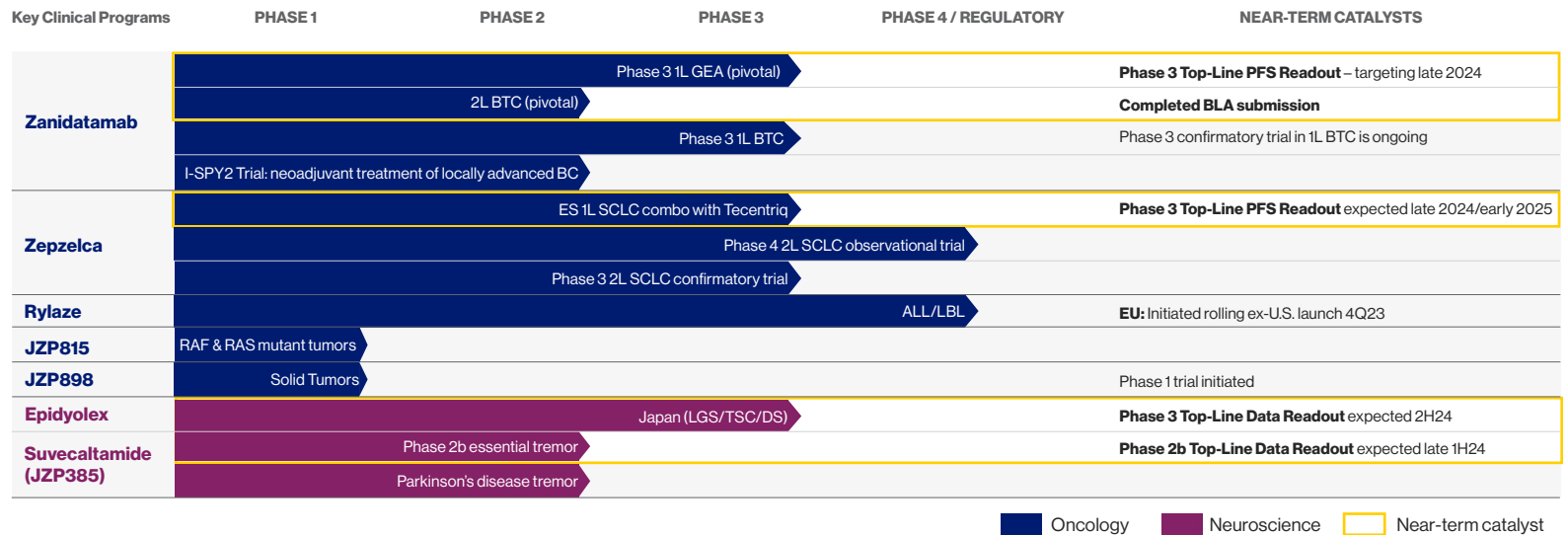


Mark, living with essential tremor, and his wife Mary

# Research and Development

Our approach to innovation and research begins by identifying unmet needs across our therapeutic areas of focus — neuroscience and oncology — and follows the best discovery and development approach to solutions.

## MULTIPLE PIPELINE CATALYSTS THROUGH 2025



Our focus as a business is to invest in research and development (R&D) that creates new therapeutic options, creating a positive impact for patients. Our R&D capabilities continue to grow, reflecting the prioritization of discovering and commercializing impactful innovative medicines for our patients.

**To learn more about our pipeline, visit:**  
[www.jazzpharma.com/science/pipeline](http://www.jazzpharma.com/science/pipeline)

### CLINICAL TRIAL DIVERSITY AND INCLUSION

We believe everyone deserves access to quality healthcare and medicine, regardless of background or location. Addressing health disparities is not only core to our purpose, but also important to our business aspirations and our commitment to diversity, equity, inclusion and belonging (DEIB). In 2023, we launched an initiative to ensure that participants in our clinical trials reflect the patient population affected by the disease. From benchmarking our current practices to partner programs with regulators, we have set forth a strategic roadmap that promotes representative trial diversity and inclusion moving forward.



1L = first-line; 2L = second-line; ALL/LBL = acute lymphoblastic leukemia/lymphoblastic lymphoma; BC = breast cancer; BLA = biologics license application; BTC = biliary tract cancer; DS = Dravet syndrome; ES = extensive-stage; EU = European Union; GEA = gastroesophageal adenocarcinoma; LGS = Lennox-Gastaut syndrome; PFS = progression-free survival; SCLC = small cell lung cancer; TSC = Tuberous sclerosis complex.



## Patient Safety and Product Quality

Providing safe and effective medicines for our patients is our highest priority. 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.

The quality of 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.

### CLINICAL TRIAL TRANSPARENCY

We are committed to transparency in our clinical trials to accelerate medicine development. Qualified external researchers wishing to obtain 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](http://www.clinicaltrials.gov).

### BRAND PROTECTION

In 2023, we developed the Jazz Brand Protection organization to mitigate risks for falsified products. By collaborating with our peers in the pharmaceutical industry and instituting countermeasures, we are working to proactively protect the integrity of our supply chain as well as the health and safety of 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 our quality standards, policies, standard operating procedures and training programs.



# Access and Affordability of Medicines

We provide 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 European and international markets is a way of providing treatment to patients with the highest unmet medical need across our geographies. In countries where our medicines have not yet been licensed and/or reimbursed, we work with healthcare providers to explore ways to provide patients access to the needed treatment.

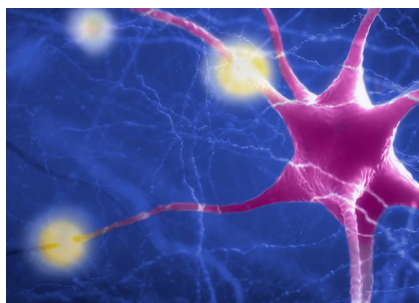
**Early Access Program** is a formal Jazz-endorsed program for a defined group of patients with the greatest unmet medical need. Permissible in certain countries worldwide, this program is commonly initiated by a partnering pharmaceutical company and potentially requiring national health authority or regulatory body approval. The program may apply to an individual or cohort and be free of charge or paid for, depending on local regulations.

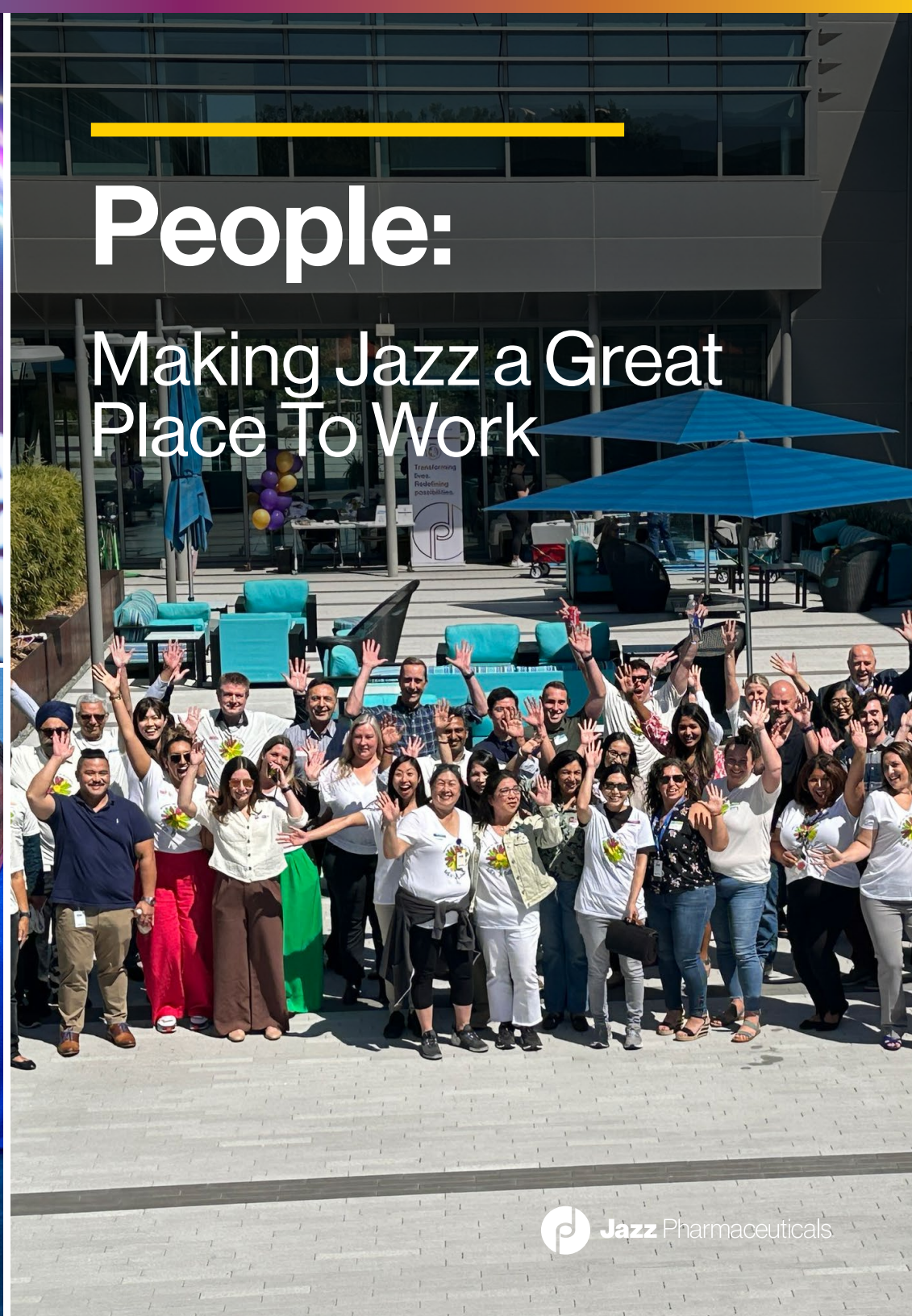
**Non-Commercial Supply** is a potential route if an Early Access Program is not available. This approach primarily applies to individual patient access and is initiated by a physician. Supplied products are typically paid for by a Jazz-authorized third-party provider.

**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 like to continue using the medicine. Approved directly by Jazz, the medicine is supplied using the best route available.

## JAZZCARES™ PATIENT ASSISTANCE PROGRAMS

We strive to help patients get access to the medicines they need. Our U.S.-based JazzCares™ patient assistance programs offer Jazz medicines to eligible patients who otherwise cannot access or afford the medicines. These programs are designed to give patients the support and assistance they need throughout their treatment journey.





# People:

## Making Jazz a Great Place To Work



## Management Approach

The founders of Jazz created a company based on culture, a strong sense of purpose for delivering life-changing medicines and the ambition to create a great place to work. More than two decades later, Jazz remains a purpose-led, people-centric and performance-driven company. Our origin story remains the cornerstone of our culture and informs our approach to our People pillar.

Our talent is one of our most important assets. We attract and retain a diverse set of employees, ensuring we have the critical capabilities to successfully operate our business. We aim to create a welcoming and inclusive environment where people can thrive as they work together to impact the lives of our patients and their families.

We build people programs, practices and initiatives around our purpose and culture, which support our aim for Jazz to be the best work experience of our employees' careers.



## Employee Engagement: Cultivating Our Unique Culture

We believe connections matter. In order to transform the lives of patients, we must first focus on our people, ensuring we create a culture that enables them to do their best work.

### CONTINUOUS LISTENING

A core element of our people strategy is to listen, learn and improve. Our active employee listening strategy allows us to determine areas for improvement to ensure the business environment is aligned to one global culture. This approach leverages a variety of listening methods, including surveys, focus groups, leader listening sessions, Employee Resource Teams and town halls.

Jazz conducts recurring employee Pulse surveys to gather feedback on what our employees value about the workplace experience, consistently achieving participation rates above 75%. Survey results are shared fully and openly with all employees, providing valuable insights into where to focus, prioritize and create a greater sense of belonging while informing initiatives aligned to our corporate objectives. Management actively engages employees on the results, and action plans are implemented where there are areas for improvement.

At Jazz, we truly appreciate the feedback we receive from our employees. Our 2023 Pulse surveys showed positive results with 85% of respondents indicating they feel connected to our purpose to transform the lives of patients and their families and 81% recommending Jazz as a good place to work.

### DIVERSITY, EQUITY, INCLUSION AND BELONGING (DEIB)

Jazz strives to create a workplace culture that encourages everyone to be their authentic selves. Building a sense of belonging by championing DEIB drives better business outcomes and creates a better environment for our employees to do their best work.

#### At Jazz, we are committed to:

- Create and embrace diversity in our workplace, leadership and beyond
- Encourage all to learn more about challenges and inequities in society
- Ensure our policies and processes are equitable
- Foster DEIB in the world around us by investing in employee resources and support

## EMPLOYEE RESOURCE TEAMS AND AFFINITY FORUMS

Creating a sense of belonging for all employees is an important aspect of embracing diversity and ensuring we foster a culture of acceptance and inclusion. To this end, we created Employee Resource Teams (ConcERTos) where every employee can find membership and allyship.

Our ConcERTos were established with the intention that every employee has unique offerings and diverse experiences to offer and were established as broad self-led teams of employee volunteers. These teams 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, create opportunities for community and connection and act as employee listening hubs to share feedback supporting business and work practice decisions.

### We have three active ConcERTos, including:

- **Inclusion for Innovation.** Leveraging our people to make Jazz a better place to work and help us improve to impact more patients' lives through inclusive work practices
- **Community Beat.** Strengthening the bond between our people by fostering social connection and giving back to our communities (see the Community Pillar section of this report for further details)
- **All Dimensions of Diversity.** Connecting our people from a diverse range of backgrounds to educate the business, build connections and improve allyship



In addition to our unique approach to ConcERTos, we have five active Affinity Forums at Jazz that partner closely with our All Dimensions of Diversity ConcERTo. Affinity Forums are open to all employees and provide a space for employees from traditionally underrepresented groups and their allies to build community, while engaging in educational and other activities. The five forums include, ¡HOLA Jazz! (Hispanic Organization for Leadership Advancement), JazzSoul, JAWS (Jazz Association for Women Supporters), Jazz Pride and Pan-Asian. In 2023, our ConcERTos and Affinity Forums led seven global events aimed at educating employees, including events for International Women's Day, Juneteenth and Pride Month.

We believe our differentiated approach to employee-led action provides an environment that creates opportunities for all Jazz employees, regardless of background, to find belonging in the workplace. This inclusive approach inspires active engagement toward our DEIB efforts across the company, with 32% of employees active in our ConcERTo and Affinity Forums at the end of 2023.

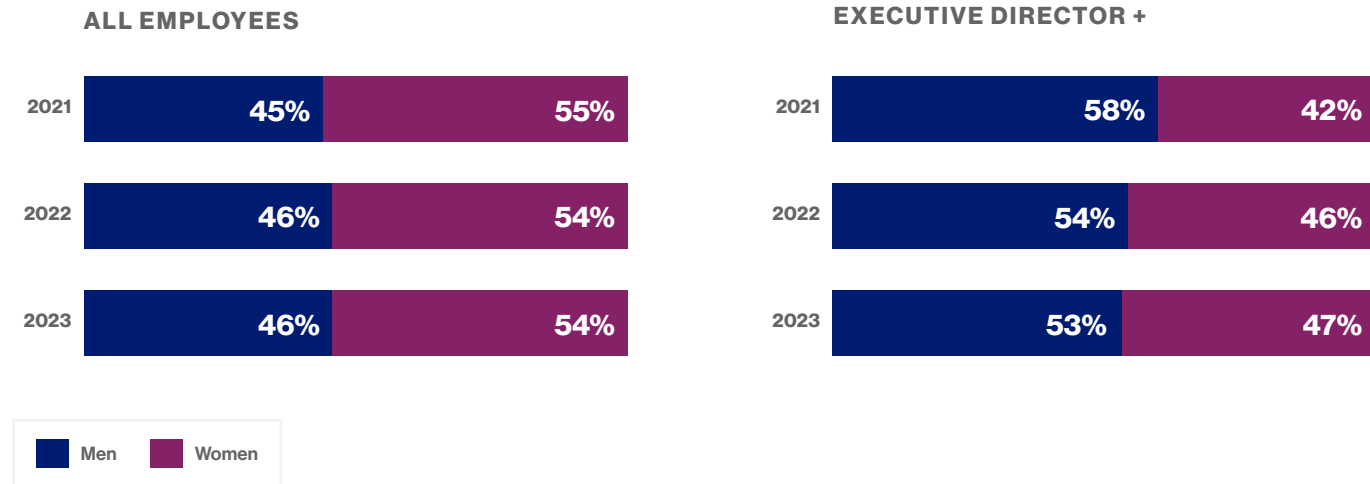


**32%**  
of employees were active  
in our ConcERTos and  
Affinity Forums

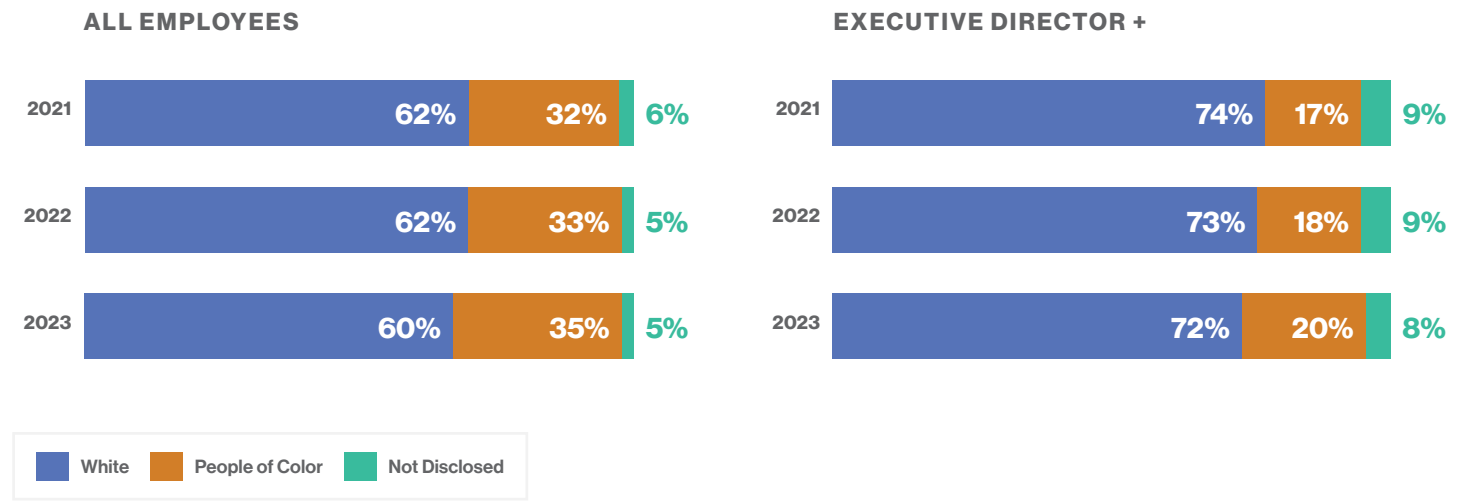
## U.S. LEADERSHIP DIVERSITY

We know that a diverse company with diverse leadership brings a wealth of knowledge and valuable perspectives to Jazz to help bring out unique ideas and foster innovation. Like all of our roles within Jazz, we aim to 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 to achieve gender parity globally and 25-30% people of color at the leadership level as defined by Executive Director and above positions by end of 2025.

## Gender Representation Globally



## Race/Ethnicity Representation in the U.S.



# Talent Recruitment and Retention

## Investing in Our People and Attracting Great Talent

A great culture, competitive pay packages and flexible work offerings allow us to attract great talent. Our investments in talent are a key aspect of our overall strategy to invest in our capabilities as an innovative global life sciences company. DEIB also plays an important role in ensuring we attract and retain diverse talent that supports improved performance. We believe that our commitment and progress toward creating a diverse and inclusive workforce helps us attract other great talent, supporting the diverse thinking required to create innovative therapeutics.

It is critical that our workforce reflects the investments we are making in our pipeline and is positioned to deliver innovative medicines for our patients. Aligned with our corporate strategy and pipeline, our R&D team has grown from 22% of our workforce in 2021 to 27% in 2023. This represents growth of more than 20%, reflecting our commitment to investing in our internal ability to bring novel therapeutics to market through drug discovery and development.

## Invest in Our Talent Through Learning and Development

It is important that our employees have the opportunity to grow, learn and develop, deepen their expertise, learn new skills and enhance their positions as leaders in their field. We embrace opportunities that develop talent to support Jazz's growth.



### CREATING AN ENVIRONMENT OF ONGOING COACHING AND FEEDBACK

Interventions and performance processes to maintain regular, consistent and growth-oriented feedback

All managers and employees are strongly encouraged to have regular, ongoing feedback conversations to help improve performance and outline plans for further development and career growth



### DEVELOPING NEW SKILLS THROUGH EXPERIENCE-BASED DEVELOPMENT AND FORMAL LEARNING

Opportunities for on-the-job development, coaching and mentoring

24/7 access to comprehensive digital learning content

Targeted leadership and other skills development programs

Tuition reimbursement in the U.S. of up to \$5,200 annually for eligible employees



### FOCUSING ON HIGH-PERFORMANCE TEAMWORK

Setting clearly aligned objective and key results  
Access to a bespoke set of self-service learning resources via our intranet site on topics such as High Performance Team Development

Focus on effective ways of working together, sharing insights and engaging collaboratively

Over the past three years, more than 1,300 Insights Discovery Profiles have been produced in support of driving high-performance teamwork

## Recognizing and Celebrating Our Talent

We believe in the value of creating a culture of recognition where we celebrate the accomplishments and talents of our employees, recognize their important work to help our patients and achieve our goals and honor the demonstration of our values and culturally desired behaviors.

- **Jazz Master Award.** This is the highest honor an employee can receive at Jazz. Hundreds of individuals each year are nominated by their peers for the Award, resulting in a selection of a few distinct Award winners.
- **Employee Recognition Programs.** We have a number of mechanisms that enable employees to recognize other individuals, as well as teams, who have done something extra special to achieve important results while exemplifying our culture and values.
- **Healthcare Businesswomen's Association (HBA) Awards.** Jazz has a strong partnership with HBA, and each year we jointly recognize and celebrate exceptionally talented women in Jazz.
- **Rewarding & Recognizing DEIB leaders.** We provide annual compensation awards for those who volunteer their time to assume leadership roles in our ConcERTos and Affinity Forums.



### SPOTLIGHT ON JAZZ MASTER AWARD

The Jazz Master Award recognizes employees who stand out across the entire organization for how they work. Specifically, nominees are evaluated based on how they embody our core values and support our mission to improve patients' lives in their daily work. Any employee can nominate another employee for this award during the nominating period and winners are chosen collaboratively by the Executive Committee.

As Jazz Masters are nominated by their peers, the winners exemplify what it means to be a high performer at Jazz, delivering important work that contributes to improving the lives of our patients. The rewards are highly regarded at Jazz, with award winners viewing the accolade as a highlight of their career. Rewarding our high-performance employees through the Jazz Master Award is just one of the many ways we seek to recognize the exceptional work of our employees.



# Total Rewards and Employee Well-being: Fostering a Great Place To Work

Caring for the needs of our employees helps foster and secure the talent we need to drive our business.

## PROMOTING HEALTH AND WELLBEING

We have a strong commitment to provide a culture of care to our employees through a holistic approach focused on our employees' financial, physical, mental and emotional health and well-being.

Our benefits and well-being offerings are designed to support our employees across each of these aspects, empowering them to choose the benefits that suit and benefit their personal well-being. We have a company-wide campaign called "Wellness Wednesdays" that is aimed at promoting well-being for all employees and we host both on-site and virtual opportunities for employees, to improve their health and well-being, including everything from in-office massage services to mental health related e-learning resources.

## FINANCIAL WELLBEING

In addition to offering competitive base salaries, our compensation programs and practices are designed to support the financial well-being of our employees in multiple ways, including:

- **Cash Bonus Incentive Plans:** All regular employees are eligible to participate in an annual global corporate bonus plan or a sales incentive plan, which rewards employees based on the company's achievement of pre-established annual goals (or sales targets in the case of sales incentive plans), as well as performance against their personal objectives.
- **Employee Equity Incentive Plans (EIP):** All regular employees are eligible to receive equity incentive awards under the terms of our global EIP program, which fosters an ownership culture and provides employees with the opportunity to share in the long-term success they help create.
- **Employee Stock Purchase Plan (ESPP):** In 2023, Jazz updated its ESPP program to apply globally to eligible employees, providing them with the ability to purchase Jazz stock at a discounted rate.
- **Equity Retirement Program:** We provide eligible employees who retire from Jazz with continued vesting of a portion of their unvested equity awards to help support and enhance their financial well-being into retirement.

## PHYSICAL, MENTAL AND EMOTIONAL WELLBEING

Our well-being offerings are designed to be inclusive and promote choice for our employees to use these benefits in the way that best suits their lifestyle.

- We offer access to the Lyra Employee Assistance Program to all employees with a strong emphasis on health and well-being, including up to 25 face-to-face therapy/coaching sessions a year for our employees and their families.
- In 2023, we introduced a Wellbeing Reimbursement Account, which reimburses employees for a wide array of expenses that support their overall well-being, empowering them to choose what is most important to them. To date, over 81% of our eligible employees have claimed reimbursement for well-being expenses.



over 81%  
of our eligible employees have  
claimed reimbursement for  
well-being expenses

- We run a wide variety of individual, team and global corporate wellness challenges, engaging employees to actively participate in global well-being events.
- Our 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 and employee medical leave.
- Our flexible approach to work through Jazz Remix provides our employees with the ability to better balance and manage both work and home needs.

## OCCUPATIONAL HEALTH AND SAFETY

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 to meet the requirements of section 6.4.6 of ISO 26000 (Labour Practices – Health and Safety at Work).

## Offering Flexibility and Balance

We believe a flexible approach to balancing work and life benefits our employees and the company. In May 2022, we introduced Jazz Remix, which provides most employees with the flexibility to perform more individually oriented work from home and create their optimum routine to manage home and work commitments. Teams are empowered to meet periodically as needs require for collaboration and connection, and we leverage our office sites for in-person engagement. The power of flexibility builds a mutual trust and respect in all that we do.

Remote working is available for all employees where on-site presence is not essential to their role, which includes local and regional nuances to support flexible working in the way that is most appropriate for the local context. We are committed to a flexible working model that allows people to work from the location that best suits them, but also value the importance of meeting in person. To secure the benefits of remote working while recognizing the importance of in-person engagement, sites periodically hold connection events to offer

in-person gathering opportunities. These connection events provide an opportunity for our employees to connect with leaders and their colleagues and engage in business updates and local activities to improve well-being. At the end of 2023, 85% of full-time employees used the flexibility offered by Jazz Remix to work from home or off-site. In July 2023, we ran a survey to assess the impacts of Jazz Remix a year from its introduction. The results provided insights into the positive impacts of the Jazz Remix model.

Since introducing Jazz Remix, our employee voluntary attrition rate has declined from 13% to 7% at the end of 2023. Based on feedback gathered from employee surveys and other sources, we believe this improvement is largely a result of the benefits of our flexible work model. We have seen an 11% increase in talent applying for roles at Jazz, with a particular increase in those applying for remote working roles, despite an overall lower number of vacancies, underscoring the role of Jazz Remix in supporting the attraction of high-performance talent.

### JAZZ REMIX EMPLOYEE SURVEY RESULTS - PERCENTAGE OF EMPLOYEES WHO RESPONDED FAVORABLY

**79%**

My overall level of satisfaction of working at Jazz has improved as a result of Remix

**78%**

Remix has improved the trust and empowerment to get work done in ways that meet my personal needs and those of the team/business

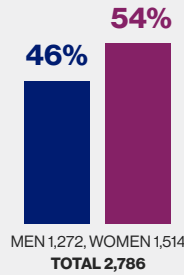
**78%**

My overall sense of happiness has improved as a result of the way Jazz enables me to work

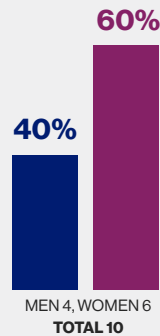
Results reference the Jazz Remix Employee Survey conducted in July 2023

# Jazz 2023 Workforce and Leadership Composition

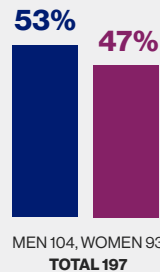
**TOTAL EMPLOYEES BY GENDER**



**LEADERSHIP (EXECUTIVE COMMITTEE) BY GENDER**

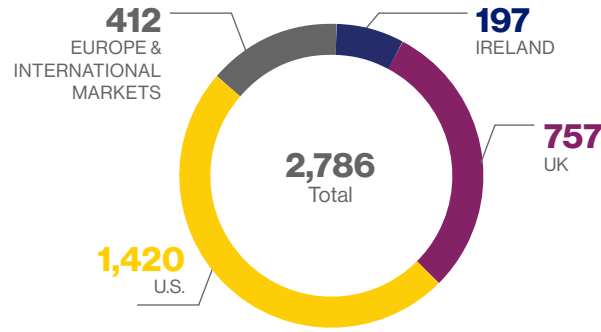


**LEADERSHIP (EXECUTIVE DIRECTORS AND ABOVE) BY GENDER**

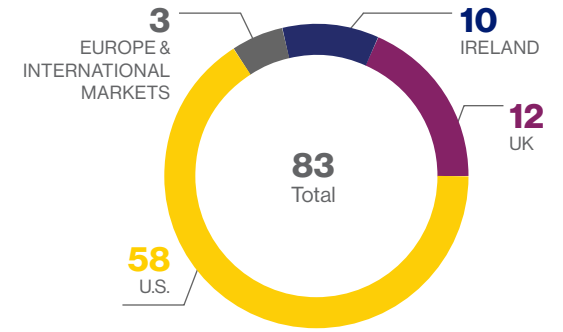


Men Women

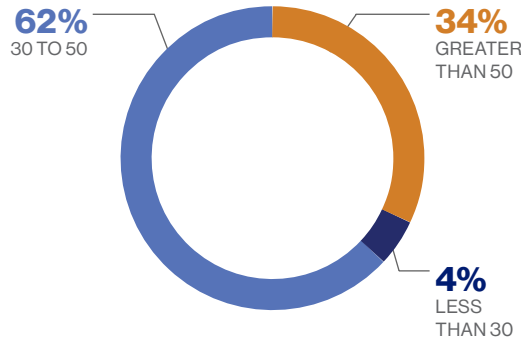
**EMPLOYEES BY REGION**



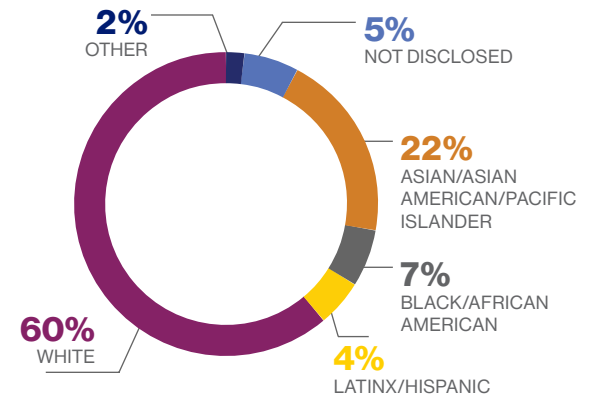
**LEADERSHIP (VP+) BY REGION**



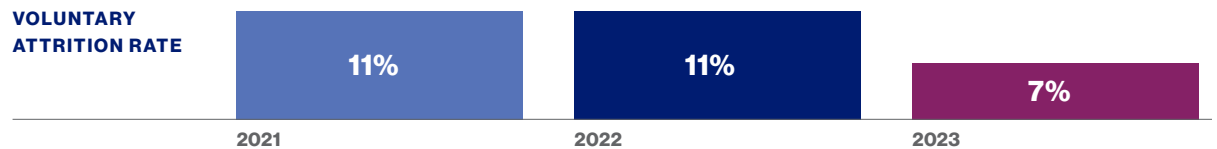
**PERCENT EMPLOYEES BY AGE**



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



**VOLUNTARY ATTRITION RATE**





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# Community: Serving Our Global Communities

## Management Approach

We cultivate a socially responsible workplace and support partners to help build strong communities that promote health and well-being. Jazz aims to be an engaged corporate citizen in our local 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 commitment to patients through donations and sponsorships. We encourage our employees to give back to their local communities, and support this through our formal Global Volunteer Day Policy.

Jazz ensures our corporate giving aligns to patient care causes, further supporting patient communities and our standing as a responsible partner.

## Community Engagement and Volunteering

Jazz recognizes the value of supporting our local and patient communities and being a good corporate citizen. Jazz employees play key roles in community engagement efforts, helping to guide decisions on the charities we support and engaging directly with good causes through volunteer days.

Our community engagement efforts focus on our strategy to support patients. In 2023, Jazz provided patient advocacy and charitable support of more than \$7.5 million to over 78 organizations globally related to improving patient access and care.

Our community engagement, volunteering and philanthropic efforts focus on the impact we can have on patients across our priority therapeutic areas.

### The focus of our efforts span:

- Patient access and care
- Collaborative programming and education
- Promoting disease awareness
- Addressing healthcare and well-being of our communities
- Disaster relief and humanitarian crises
- Enhancing 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.



Steve, diagnosed with veno-occlusive disease and his wife Crystal

## Community Engagement and Volunteering Highlights

**STAND UP TO CANCER (SU2C)** and Jazz have an established research partnership to explore new opportunities, including a large focus on new treatment options for children living with rare and hard-to-treat solid tumors — building on our commitment to pediatric oncology. We are also working with SU2C to better understand the attitudes and perspectives of healthcare providers, patients and their families — particularly from underserved communities — when it comes to their experiences with small cell lung cancer clinical trials.

**SUPPORT OF THE AMERICAN HEART ASSOCIATION** to provide the sleep disorder community with an in-depth understanding of the cardiovascular risks associated with these debilitating disorders. Through this support, the American Heart Association will develop education for both patients and healthcare providers on the impact of sleep disorders on heart and brain health, as well as strategies for lowering the cardiovascular risks associated with sleep disorders. The American Heart Association will also convene a science advisory panel of healthcare providers, produce a series of patient videos and form an alliance of multiple sleep-focused advocacy organizations to develop a resource toolkit to expand the reach of the campaign's education.

**PARTNERSHIP WITH EPILEPSY ALLIANCE AMERICA** to provide over 270 live Seizure First Aid trainings for school personnel with more than 24,800 individuals trained. The sessions were offered in both English and Spanish and included the option for a mental health module.

**PARTNERSHIP WITH GO2 FOUNDATION FOR LUNG CANCER** to develop a small cell lung cancer guide offered in both English and Spanish. Approximately 6,500 guides were requested for distribution over three months by institutions and healthcare practitioners. Jazz distributed guides during Lung Cancer Awareness Month. To date, more than 2,000 hard copies have been distributed. This included our Nothing Small About It campaign information.

**DONATION TO MIDLANDS SCIENCE** (Ireland). The core objective of Midlands Science is to increase interest in STEM (Science, Technology, Engineering and Mathematics) education and skills through a variety of different outreach activities in and across the midlands. These include workshops in primary and secondary schools, career workshops and activities for Engineers Week, Space Week, Math Week, Code Week, Tech Week and a regional Science Festival as part of National Science Week.

### PURPLE DAY

Jazz was the presenting sponsor of the annual Purple Day® for Epilepsy Awareness Around the World Expo, a collaborative effort between the Anita Kaufman Foundation and the Epilepsy Association. In honor of Purple Day®, Jazz employees dressed in purple and used the opportunity to reflect on the progress that has been made for the epilepsy community.

### FUNDRAISING FOR TULLIO CAIROLI ONCOLOGY CENTRE

Jazz employees from our Villa Guardia site took part in a swim across Lake Como to raise funds for Tullio Cairoli Oncology Centre, part of Como Hospital, which seeks to improve the quality of care for advanced cancer patients and their families.

### AUTISM AWARENESS TRAINING

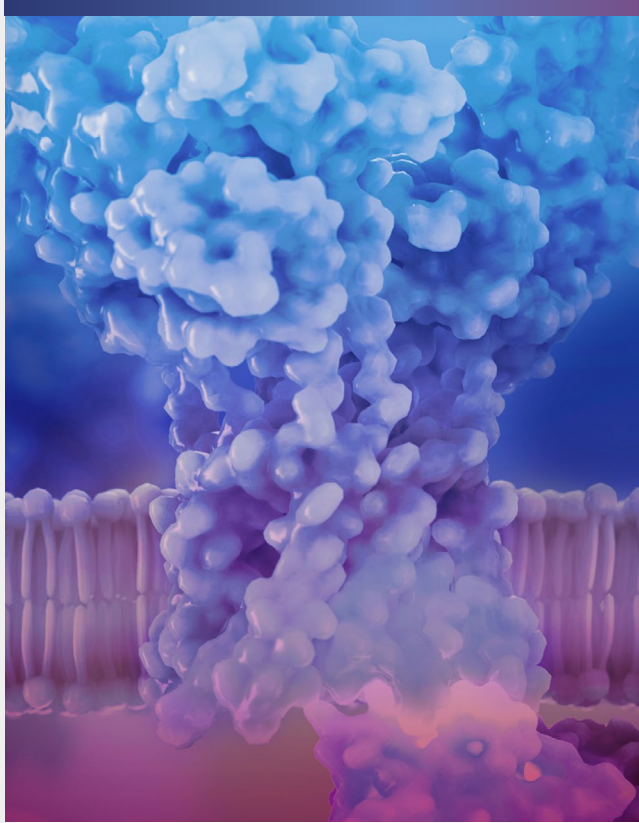
As part of raising the profile of DEIB across Jazz, an Autism Awareness Training Pilot session was held at Kent Science Park, which managers across departments were invited to attend. The training was facilitated by the Kent Autistic Trust, which is a provider of services for autistic young people and adults.

### VOLUNTEERING AT BARRETSTOWN IN DUBLIN

Jazz's Dublin team attended Barretstown for their annual Volunteer Day. Barretstown helps rebuild the lives of children affected by serious illness and their families by providing life-changing therapeutic programs in a safe, fun and supportive environment. Barretstown relies on volunteers who take part in their "Helping Hands Days." The days ensure that the camp is pristine for the children and their families who use the facilities.

### LEGAL PRO-BONO ASSISTANCE

Members of Jazz's legal department provide pro bono legal services through a variety of programs, including participating in a "Research-A-Thon" with the Florida Rights Restoration Coalition in which they helped research more than 200 criminal cases to support people in restoring the right to vote.



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# Planet:

## Using Natural Resources Responsibly

## Management Approach

We seek to operate our business in an environmentally responsible manner. Jazz maintains environmental policies across our manufacturing and development operations to comply with applicable laws, directives, and regulations on environmental protection and sustainability. We are committed to meeting evolving regulatory standards and taking the necessary steps to reduce our environmental footprint.

At Jazz, we recognize climate change as a critical issue and we are committed to reducing our greenhouse gas (GHG) emissions and working closely with our partners and suppliers to deliver reductions. Over the course of 2023, we created a Planet pillar governance, oversight and project management structure that will guide and deliver our environmental sustainability objective.

## Environmental Management Systems

Our Environmental Management System (EMS) programs support Jazz in enhancing our environmental performance and achieving our environmental sustainability objectives through continuous monitoring of our energy use, waste generation, water use, water discharges and emissions.

Our Villa Guardia site maintains an EMS certified to the ISO 14001:2015 standard and Eco-Management and Audit Scheme (EMAS). Over the course of 2023, our Athlone and Kent Science Park sites developed action plans to allow both sites to align their respective EMS to the ISO 14001:2015 requirements.

## Climate and Energy

We have been working to measure and reduce our GHG emissions. Over 2023, we began gathering data in support of establishing our baseline Scope 1 and 2 GHG emissions. We are currently working on roadmaps to support the decarbonization of our business, target setting and tracking improvements over time and will publicly disclose our progress once our ambition is set.

While developing our longer-term roadmaps, our operations continue to implement improvement and conservation measures that positively reduce our climate impact.

In 2023, our Athlone, Villa Guardia and Kent Science Park manufacturing sites purchased and consumed 100% renewable electricity.

The three manufacturing sites have also installed electric vehicle (EV) charging points:

- Athlone: 6 EV charging points
- Villa Guardia: 4 EV charging points
- Kent Science Park: 6 EV charging points



## Water Use and Management

We recognize the importance of responsible water management within our business activities and are committed to minimizing our water footprint across our operations by implementing efficient water management practices.

Through our newly established Planet pillar structure, we are expanding our data capture and insights gathering that will inform deployment of operational actions and use of technologies that will minimize water consumption.





## Spotlight on Our Athlone Site

Since opening our site in Athlone, Ireland in 2015, the team has had a strong focus on environmental sustainability. Year on year, the site has achieved reductions in energy consumption and improved its environmental impact.

The graphic below details some of the solutions implemented at Athlone to improve energy consumption.



**Behavioral campaigns to enhance employee awareness** of energy efficient practices such as switching off laptops, monitors, lights and equipment when not in use



**100% renewable electricity** through renewable energy certificates



**Timing HVAC operation** to ensure that energy-intensive systems are only operated when required



Reconfiguration of equipment to further **reduce energy consumption**



**LED lighting** being implemented across the site and **installation of motion sensors**, where appropriate



**Installation of six onsite chargers** for electric vehicles

As a result of the initiatives implemented at the Athlone site, the site has improved energy usage. From 2022 to 2023, energy use at the site was reduced by approximately 20%, despite an increase in production volumes and capacity.

In addition to the strides made in improving energy efficiency, during 2023, the Athlone site also created space for nature with the installation of a second bee hotel in partnership with the local Men's Shed, boosting the onsite wildflower meadow and installing bird feeders and nesting boxes.



# Governance: Operating a Responsible, Ethical Business

## Management Approach

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 are the foundation of our CSSI pillars, enabling us to deliver more for stakeholders.

We 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 our expectations for 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. Strong governance is fundamental to the sustainability, resilience and success of Jazz and is the cornerstone of our CSSI strategy.

## Board of Directors and Leadership Oversight

### ROLE OF BOARD OF DIRECTORS

Twelve 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. Our full Board shares responsibility for reviewing the results of management's efforts to comply 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 materiality assessment are directly managed by the relevant business functions and individuals responsible for those functions. The CEO and CLO provide managerial oversight over the development and implementation of the CSSI strategy, while the NCGC has Board oversight over these matters. Full details were presented in the above section of this report: Our ESG Oversight and Management.



## BOARD COMPOSITION

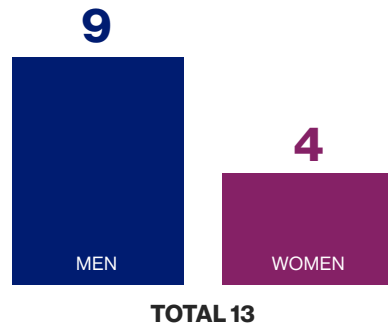
The Board conducts regular self-assessments and looks at key board practices and processes to ensure it maintains effective strategic oversight of the company and possesses the necessary skills and capabilities to meet its oversight responsibilities. It periodically engages a third party to facilitate such assessments.

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.

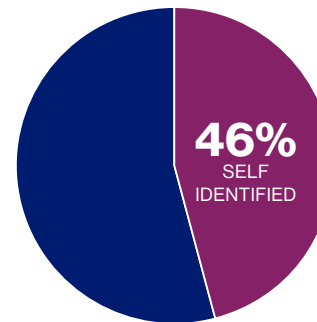
## DIRECTOR DIVERSITY

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

### GENDER

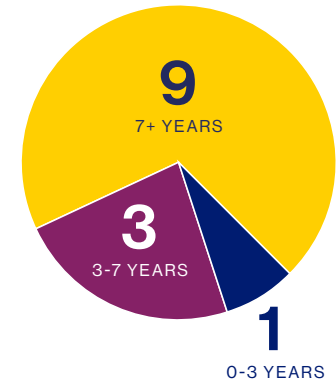


### DIRECTOR DIVERSITY

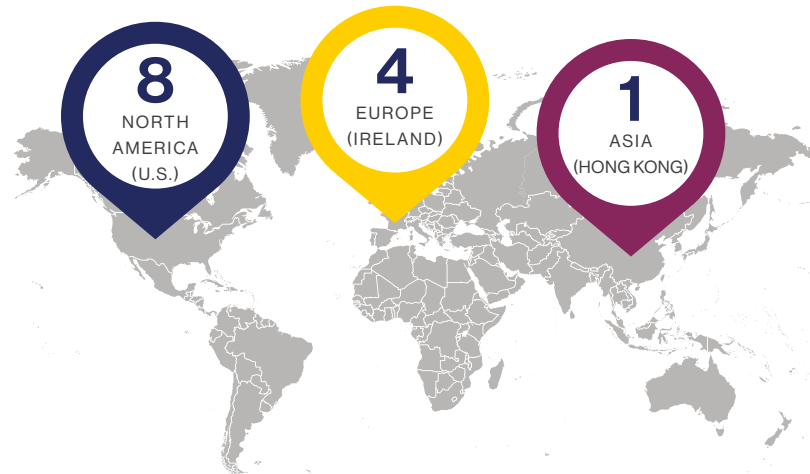


AS HAVING GENDER, RACIAL, ETHNIC AND/OR LGBTQ+ DIVERSITY

### TENURE



### RESIDENCY





## 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 2023, the Board had four standing committees, each with its own charter, including the Audit Committee, Compensation and Management Development Committee, Science and Medicine Committee and Nominating and Corporate Governance Committee. 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.

## BOARD MEMBERS

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 or skills is set out in the Board skills and experience matrix available in the Annual Report.

### Access to expertise and skills regarding sustainability matters:

The skills and full biographies of our NCGC members (Heather Ann McSharry, Mark D. Smith, M.D., Rick E Winningham and Anne O'Riordan) are presented in the Proxy Statement section of our Annual Report. Among other skills, they bring (1) industry expertise, (2) scientific research and drug development, (3) public policy and regulation and (4) human capital experience, which all contribute to the effective oversight of our CSSI strategy. In addition, as per its Charter, the Committee can access outside expertise, as deemed appropriate, to fulfill its duties.

## 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 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. 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 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 (RSUs) 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 NCGC with oversight from our EC, our ERM team facilitates this program comprised of senior cross-functional management and subject matter experts who meet and review high risks and changes semiannually. Subsequent reviews and reporting are then provided to the NCGC and EC, 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 several sources, such as relationships with third parties, the sensitivity of data and regulatory obligations.

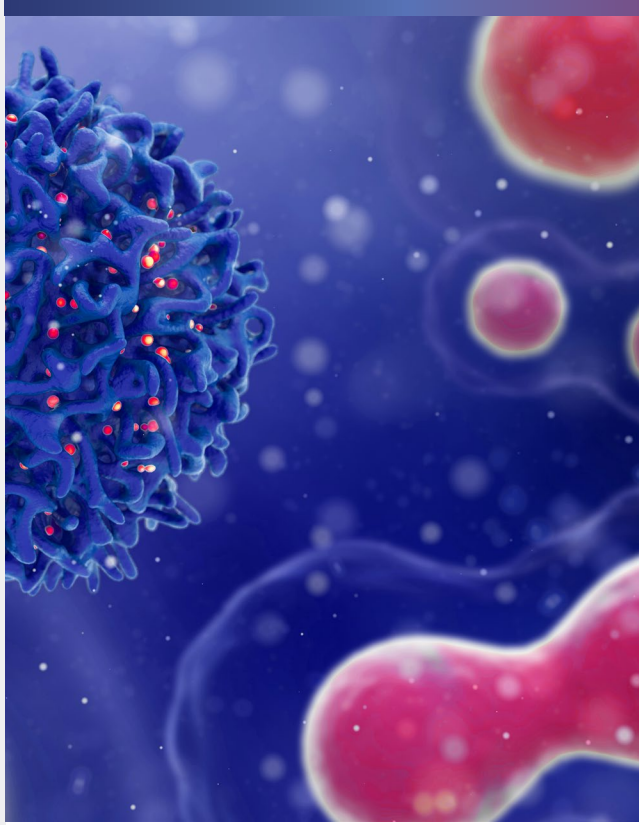
The Risk Management program proposes solutions to mitigate risks, from reviewing security practices across the organization to ensuring that system owners and vendors implement suitable security controls, as well as deploying technologies such as data loss prevention and multifactor authentication.

### 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 Key Topics:

<p><b>CODE OF CONDUCT AND ETHICS</b> I-CARE (Integrity, Compliance, Accountability, Respect and Ethics) is our customized approach to a Comprehensive Compliance Program. 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 provides a broad set of ethical principles intended to help guide our work with the highest integrity.</p>	<ul style="list-style-type: none"> <li>• Code of Conduct and Ethics</li> </ul>
<p><b>COMPLIANCE HOTLINE</b> 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. We maintain a strict Non-Retaliation Policy.</p>	<ul style="list-style-type: none"> <li>• Compliance Hotline</li> <li>• Online Compliance Hotline</li> </ul>
<p><b>ANTI-CORRUPTION</b> Our global Anti-Corruption Policy applies to all 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 (FCPA) and the UK Bribery Act (UKBA). All company personnel are required to undergo periodic training concerning the requirements of the anti-corruption policy. The Chief Compliance Officer is primarily responsible for oversight of this policy and, along with the Board, regularly reviews the effectiveness of the anti-bribery and anti-corruption compliance program.</p>	<ul style="list-style-type: none"> <li>• Anti-Corruption Policy</li> <li>• Comprehensive Compliance Program</li> </ul>
<p><b>HUMAN RIGHTS</b> 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 modern slavery and human trafficking in their workplaces. We help ensure compliance regarding the identification and elimination of human trafficking and modern slavery through verification methods and periodic audits.</p>	<ul style="list-style-type: none"> <li>• Slavery and Human Trafficking Statement</li> </ul>
<p><b>SUPPLY CHAIN MANAGEMENT</b> We recognize the importance of responsible supply chain management. Outlined in our Supplier Code of Conduct, we commit to operating our business with high ethical standards, including responsible sourcing and procurement. 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.</p>	<ul style="list-style-type: none"> <li>• Standards of Conduct for Supply Chain</li> </ul>
<p><b>POLITICAL CONTRIBUTIONS</b> We advocate for policies that support our patients in accessing our innovative medicines, from advocating for greater access and affordability or healthcare to supporting policies that foster innovation. Our political contributions guidance outlines a process intended to ensure all political contributions (including political action committee contributions) are made with transparency and are segregated from lobbying activities. This guidance is intended to ensure that these activities are conducted in accordance with applicable federal, state and local campaign and lobbying laws.</p>	<ul style="list-style-type: none"> <li>• Political Contributions &amp; Activities, Code of Conduct</li> </ul>
<p><b>ANIMAL WELFARE</b> Testing and development of pharmaceutical therapeutics at Jazz are conducted in accordance with accepted best practices from regulatory authorities such as the U.S. Food and Drug Administration (FDA), the European Medicine Agency (EMA), Health Canada and similar governmental organizations. All testing occurs in accredited facilities that comply with Good Laboratory Practice (GLP) 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.</p>	



# About This Report



# About This Report

Our 2023 Corporate Sustainability and Social Impact Report covers selected Jazz Pharmaceutical plc environmental, social and governance initiatives and metrics from January 1, 2023 through December 31, 2023, unless the period is otherwise noted or the context otherwise requires. This report can be found on our website at [www.jazzpharmaceuticals.com](http://www.jazzpharmaceuticals.com) under the section entitled "Our Purpose" under "Corporate Sustainability and Social Impact." 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 information contained in this report and any related website disclosure is based on estimates, assumptions and third-party methodologies, and is subject to the accuracy of our data collection and analysis methods, some of which are subject to future evolution and calibration. Such information is subject to additional uncertainties since there are limitations inherent in our data collection and analysis methods. While we consider information from external resources to be reliable, we do not assume responsibility for its accuracy. Additionally, all data, statistics and metrics included in this report and the related website disclosures are non-audited, are not prepared in accordance with generally accepted accounting principles, are subject to the quality and comprehensiveness of the reporting received by us from internal and external sources and may be based on assumptions believed to be reasonable at the time of preparation that may be subject to revision. Therefore, certain data, statistics and metrics included in this report and any related website disclosure may be approximate and/or estimated values. Please also note that the availability of data, statistics and metrics varies from section to section in this report and any related website disclosure. We disclaim any duty to update historical information provided in this report.

ABOUT THIS  
REPORT

## 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, Vision 2025 and our progress related thereto, the timing of development activities, regulatory activities and submissions related thereto and other statements that are not historical facts. 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.

[DOWNLOAD THE 2023 CSSI DISCLOSURE INDEX](#)