

# Ireland Gender Pay Gap Report 2023-2024

## Introduction

We are pleased to share with you our Gender Pay Gap Report for Ireland for 2023-2024. At Jazz, we make diversity, equity, inclusion and belonging, or DEIB, a priority because it is key to unlocking the potential of our people and living our core values. We strongly believe that having a diverse and inclusive workforce, where all employees feel they belong, have a voice and an opportunity to succeed, is critical to meeting our business goals and to achieving our purpose to innovate to transform the lives of patients and their families.

In this report, we highlight the key findings of our most recent gender pay gap analysis. During the reporting period, Jazz had one employing entity in Ireland; Jazz Pharmaceuticals Ireland Limited, with over 150 employees, making us subject to the **Employment Equality Act 1988 (Gender Pay Gap Information) Regulations 2022**. In accordance with Irish government regulations, data was analyzed for the pay period of the 1<sup>st</sup> July 2023 to the 30<sup>th</sup> June 2024, for ordinary pay gap statistics, bonus pay gap statistics and benefits in kind statistics. These individual statistics are as follows:

- **mean** and **median** hourly remuneration gap between relevant male and female employees
- **mean** and **median** hourly remuneration gap between relevant male and female part-time employees and those on temporary contracts
- **mean** and **median bonus** remuneration gap between relevant male and female employees
- **percentage** of relevant male and female employees **receiving a bonus**
- **percentage** of relevant male and female employees **receiving a benefit in kind (BIK)**
- **percentage** of male and female relevant employees **falling into each quartile pay band**

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



## Summary

As noted in more detail below, the median and mean hourly gender pay gap for 2023-2024 shows in favour of males, reflecting more male employees at higher levels, than female employees

While there is a slightly higher percentage of females receiving bonuses in comparison to males, a median and mean gap exists in favour of male employees. This reflects the higher number of males in senior level roles than females. It is also important to keep in mind that the bonus gap, by nature of its broad definition, is more susceptible to year-on-year variances

### Hourly Gender Pay Gap

- Overall, there is a median hourly pay gap of 19.2% in favour of males, meaning the median hourly pay for males is higher than the median hourly pay for females
- The mean hourly pay gap is 8.9% higher, on average, for males than females
- The mean hourly pay gap is lower than the median hourly pay gap, which suggests that there are female upper outlier earners
- Considering the distribution of males and females within each of the pay quartiles, the gender distribution in the lower and upper middle pay quartiles is close to mirroring that of the overall population; however, there are more males in the upper pay quartile and more females in the lower middle quartile contributing to a median and mean hourly pay gap in favour of males

### Bonus Gender Pay Gap

- There is a slightly higher percentage of female employees receiving a bonus in comparison to male employees.
- The median bonus gap is 39.3%, indicating that there are more males receiving bonuses in the upper middle and upper ranges, compared to females. The mean bonus gap is 20.2%
- In all cases where both males and females are not receiving bonuses (10.8% and 7.5% respectively) this is because they started part way through the snapshot period and while employed in June 2024, they were not employed in June 2023
- The BIK receipt rate is higher for females (92.5%) than that for males (86.5%). Of the 29 employees who are not receiving BIK, 19 are male and 10 are female

### Factors Contributing to the 2023-2024 Gender Pay Gap Results in Ireland

- The main driver of both the hourly and bonus pay gap results within Jazz Pharmaceuticals Ireland Limited was the representation of males vs. females in senior level (i.e., higher paid) roles during the reference period, which impacts, among other things, base salary levels, cash bonus and equity awards
- While the definition of the bonus gap is broad in nature and there are variances in terms of those receiving bonus and the bonus amount received; employee start dates for new hires are a contributing factor to this, where an employee may receive a pro rated bonus or be ineligible for bonus due to their hire date
- The main cause in the difference in males vs. females receiving BIK is due to some of the benefits offered at Jazz being optional to the employee, with that, participation rates vary

## Reporting

The data presented below reflects the figures for Jazz Pharmaceuticals Ireland Limited, with over 150 employees. If an employee was employed on the snapshot date of 30<sup>th</sup> June 2024, they will be included in the calculations. A sum of all payments categorised under Ordinary Pay and Bonus Pay made in the period between 1<sup>st</sup> July 2023 and 30<sup>th</sup> June 2024 have been included for this analysis, aligned with the regulations.

## Gender Pay Gap

The gender pay gap is the difference between male and female employees' Ordinary Pay during the reference period. Ordinary pay includes base salary, additional pay, statutory pay, and allowances. Bonus payments are also included alongside ordinary pay to calculate the hourly pay gap.

### What are the median and the mean?

#### The Median:

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

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

# 19.2%

Median Hourly Gender Pay Gap

---

#### The Mean:

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

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

# 8.9%

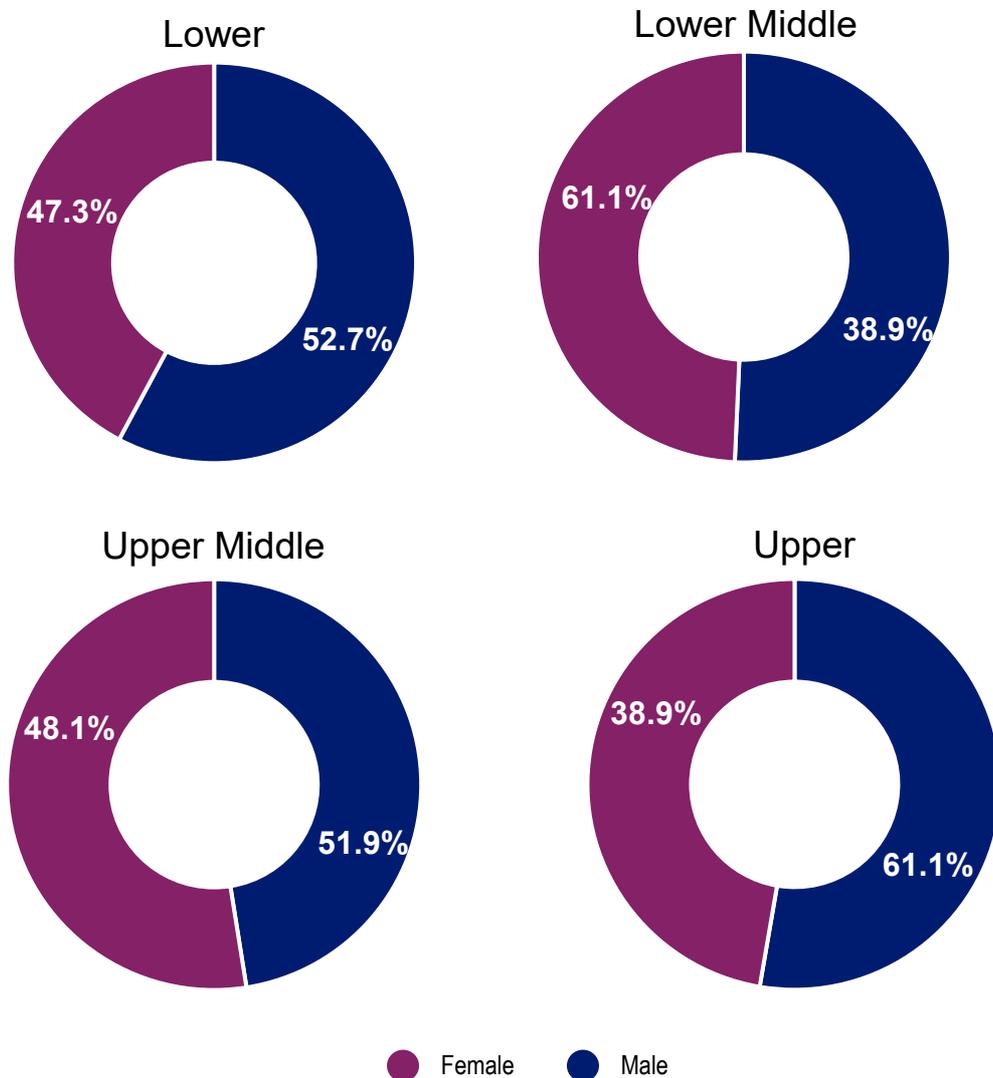
Mean Hourly Gender Pay Gap



## Pay Quartiles – 2023-2024

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

### Jazz Pharmaceuticals Ireland Limited



## Bonus Gender Pay Gap

The bonus gender pay gap is the difference between male and female employees' bonus pay within the reference period. Bonus pay includes ad-hoc bonuses, referral bonuses, sign-on bonuses, performance bonuses, equity and various recognition awards.

39.3%

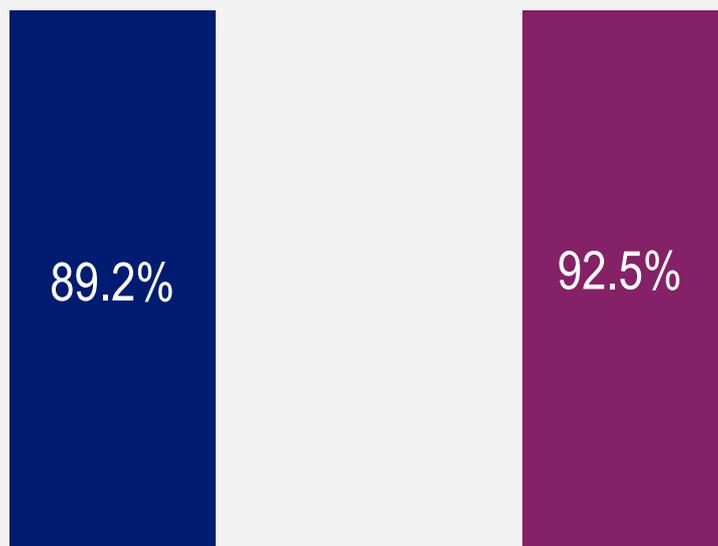
Median Bonus Gender Pay Gap

20.2%

Mean Bonus Gender Pay Gap

## Bonus Receivers

The percentage of male and female employees receiving a bonus.

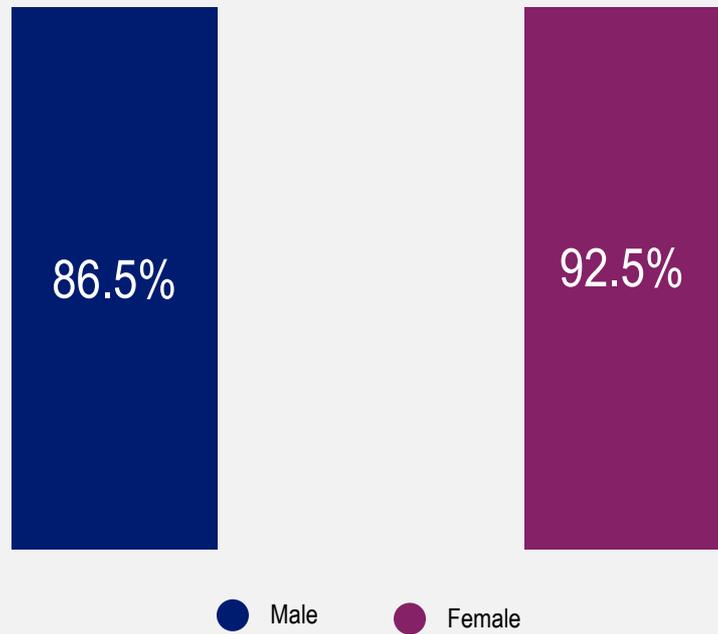


● Male

● Female

## Receivers of Benefit in Kind (BIK)

The percentage of male and female employees receiving a benefit in kind. Benefits in Kind include health insurance, ESPP, and taxable gift vouchers



## Our Actions

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

### Established Global DEIB Goals

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

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

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

### Enhanced, Customizable Total Rewards

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

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

### Leadership Development

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

### Healthcare Businesswomen's Association (HBA)

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

### Employee Engagement

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



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

## **Awareness Raising and Recognition Events**

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

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

## **Ongoing Commitment**

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

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

**Thank you.**