Jazz Pharmaceuticals

2026 Benefits and Wellbeing at Jazz

Note to Self

TUNE INTO WELLNESS

LEARN MORE





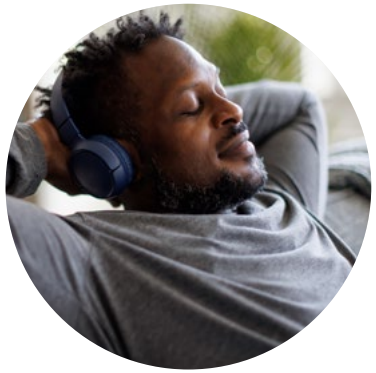




US Employees

What's Inside

Discover what wellbeing means at Jazz all the benefits and programs available to support you.



Note to Self

Note to Self is our wellbeing brand – empowering you to tune into wellness with Jazz's support.

LEARN MORE



The Pillars of Wellbeing

Note to Self consists of four pillars to categorize the many benefits and programs we offer and to help you understand the various aspects of wellbeing that each supports.

LEARN MORE



Take Note of Wellbeing Week

To emphasize our commitment to wellbeing, Jazz provides a Wellbeing Week during the summer months.

LEARN MORE

This Brochure contains an overview of some of our benefit offerings, and there may be additional benefits available to you that are not described in this Brochure. Additionally, this overview is provided for informational purposes only, and complete terms and conditions are provided within the specific benefit plans and programs. Jazz Pharmaceuticals periodically reviews its benefits offerings and retains the discretion to modify, add or discontinue benefit programs as and when it deems appropriate, subject to applicable laws.

Note to Self

Note to Self is our wellbeing brand – empowering you to tune into wellness with Jazz's support.



Bringing Wellbeing to Life

You may be wondering, "why do we need a wellbeing brand?" Think of a product or service you know and trust. Chances are it has a great brand behind it. The same holds true for your wellbeing experience as a Jazz employee!

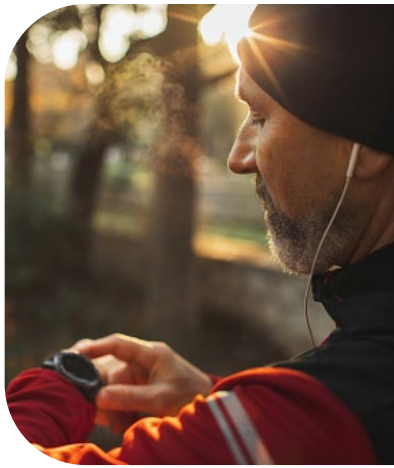
At Jazz, we care about you and your family, and we're committed to providing wellbeing offerings and benefits that inspire you to focus on your needs, in all areas of life.

Having a wellbeing brand creates a recognizable way to bring together all the benefits, tools, and resources available to you. We want to make it easy for you to find everything we offer so you can live your best life.

The Meaning Behind Note to Self

Note to Self is more than a logo. Instead, it's about the small notes we can take for ourselves to make strides in reaching our optimal wellbeing. As we tune into our wellness, we should remember that wellbeing is a lifelong journey – and even small steps can have a big impact.

All of our wellbeing initiatives, including our robust benefits package, fall under **Note to Self** – so be on the lookout for this recognizable logo on our communications.



The Pillars of Wellbeing

Note to Self consists of four pillars to categorize the many benefits and programs we offer and to help you understand the various aspects of wellbeing each supports.



Mind

Caring for your mind includes resilience, stress management, mindfulness, and managing clinical conditions. It speaks to your **overall mental health** and how you manage your **emotions and thoughts** when faced with challenges.

MORE...



Body

Caring for your body includes your energy, health risk awareness, physical activity, nutrition, sleep, prevention, and chronic condition management. It encompasses **how your body feels**.

MORE...



Finances

Caring for your finances includes control over day-to-day spending, capacity to absorb financial shock, long-term savings, debt management, and financial freedom. It speaks to your **overall financial security** – both today and tomorrow.

MORE...



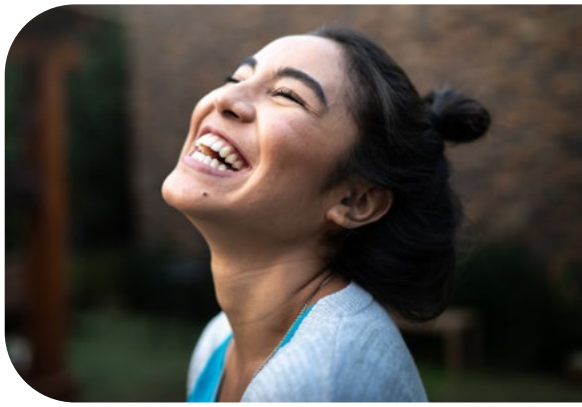
Work & Life

Caring for your work and life means **thriving at work while managing your life outside of it**. It includes finding support at work, taking time off, and balancing life both in and outside of your job.

MORE...

Mind

Caring for your mind includes attributes like resilience, stress level, mood, and whether you simply feel good about yourself. We want you to feel confident that you have the resources to navigate and take control of your emotional wellbeing.



Take Note of These Programs

These programs can help you care for your mind:

Lyra Counseling

With the Lyra Employee Assistance Program (EAP), you can get confidential support 24/7 from Lyra's Care team of licensed clinicians. Plus, get up to 25 therapy and counseling sessions per year with a network of licensed counselors.

Lyra Essentials

Access wellbeing and self-care resources online or through the Lyra app to help you stress less, sleep better, and strengthen your relationships. Plus, Work/Life specialists can help you navigate everyday needs and challenging times, such as help finding childcare, pet care, or care for an aging family member.

Lyra Learn & Lyra Gather

Take advantage of on-demand mental health courses on personal and professional topics. You can also attend virtual listening and discussion sessions related to mental health and current events.

Lyra Renew

Get support if you or a family member is struggling with alcohol addiction or substance abuse.

Les Mills Meditations

Take time for yourself anytime, anywhere with virtual meditations.

Body

Caring for your body encompasses how you feel and treat your body physically — including your activity, nutrition habits, and health care. We encourage you to engage in taking care of your physical health by utilizing all the programs and benefits Jazz offers.



Take Note of These Programs

Here are just some of the programs that can help you care for your body:

Medical Plans

Care for your physical health with two medical plan options – a PPO and a High Deductible Health Plan (HDHP), administered through Anthem. The plans include prescription drug coverage through Express Scripts. The Kaiser HMO is available for employees in California and HMSA in Hawaii.

Dental Plans

Oral health is equally important. Choose from two dental plans – Standard and Enhanced – through Delta Dental, which provide coverage for preventive, basic and major dental services from in and out-of-network providers. Orthodontia is covered for children and adults in the Enhanced Plan.

Vision Plans

See clearly with two vision plans options – Standard and Enhanced – through VSP, which provide coverage for eye exams, lenses, frames, or contacts with both in- and out-of-network benefits.

Hinge Health Virtual Physical Therapy*

Access virtual physical therapy to help you conquer back and joint pain, recover from injuries, prepare for surgery, and stay healthy.

Omada Prediabetes and Weight Management*

Omada is a digital care program that empowers you to achieve your goals through sustainable lifestyle changes.

*Available to those enrolled in an Anthem medical plan.

Body (cont.)

Take Note of Even More Programs

FOLX LGBTQ+ Specialized Healthcare

FOLX offers a comprehensive range of services designed by and for LGBTQIA+ individuals, including gender-affirming care, sexual and reproductive health services, mental health support, and more.

Progyny Menopause and Midlife Care Program*

Access virtual care for all stages of menopause and the unique symptoms that come with it.

Les Mills Virtual Classes

Access hundreds of online fitness workouts (including strength, cardio, yoga, HIIT) anywhere, at a time that works for you.

Progyny Fertility*

Progyny connects you to leading fertility specialists and allows them to provide the most advanced, effective fertility treatment, so you can find the best course of treatment for you.

Color Genomics Testing

Receive a personalized approach to prevention and health management through genetic testing that provides you with actionable information.

Color Cancer Screening and Prevention

Get free at-home cancer screening kits, easy access to in-person services like mammograms and colonoscopies, and support from a team of cancer experts.



*Available to those enrolled in an Anthem medical plan.

Note to Self
TUNE INTO WELLNESS

Finances

Financial health is another way to describe your financial security — whether you can fully meet current and ongoing financial obligations. You have a variety of benefits and programs to enable you to take charge of your financial health to ensure a secure financial future.



Take Note of These Programs

The following programs can help you take care of your finances:

401(k) Savings Plan

Prepare for retirement and save for your future by contributing to a tax-advantage account. Plus, Jazz matches 100% of your contributions up to 5% of eligible pay, up to the IRS limit.

Employee Stock Purchase Plan

The ESPP allows you to purchase discounted shares of Jazz stock giving you the opportunity to share financially in the value you help create.

Tax-Advantaged Accounts

Tax-advantaged accounts – the Health Savings Account (HSA) and Flexible Spending Accounts (FSAs) – help you save money by contributing pre-tax dollars to pay for eligible health and dependent care expenses.

Life and AD&D Coverage

Plan for your and your family's financial security in case of the unexpected with Basic Life and AD&D insurance provided at no cost to you. Coverage equals to two times your total pay (base plus target bonus), up to coverage of $1 million with the option to purchase additional coverage for yourself and your eligible dependents.

Disability Coverage

In the event you are unable to work due to an illness or injury, your income is protected. Jazz provides 100% salary continuation for up to the first 13 weeks of disability and 66% for up to the next 13 weeks. After 180 days, the Basic LTD provides 66.67% of your earnings, up to $10,000 per month. If you earn more than $180,000, you may purchase "Buy-up" LTD coverage at your own expense, which provides up to $20,000 per month.

Finances (cont.)

Take Note of Even More Programs

Financial Education

Connect with a planning consultant, attend a workshop, or access on-demand financial education through Fidelity and/or Morgan Stanley to meet your financial goals.

Supplemental Health Coverage

Accident, Critical Illness, and Hospital Indemnity Insurance provide peace of mind in the event of an injury, illness, or hospitalization by providing you a lump-sum payment which can be used for out-of-pocket medical expenses or everyday expenses.

Wellbeing Reimbursement Account

Empowering you to support your wellbeing, you receive $600 (allocated 25% each calendar quarter) to use toward eligible wellbeing expenses such as gym memberships, fitness equipment, mindfulness apps, music lessons, and financial planning.

Identity Theft Protection

Get peace of mind knowing you're protected against the damage of identity theft. ID Watchdog monitors your identity, detects fraud and restores your identity in the event of theft.

Legal Plan

The MetLife® Legal Plan covers attorney's fees for a wide range of personal legal matters through a national network of attorneys.

Pet Insurance

Focus on taking care of your furry friend instead of worrying about their medical bills.

Auto & Home Insurance

Access discounts on auto and home insurance, so you can find the best option for your needs and budget.

Commuter Benefits

Pay for your transportation to work and parking tax-free.

Adoption and Surrogacy Assistance Program

Get help growing your family with up to $10,000 reimbursement per adoption or surrogacy attempt.

Birth and Postpartum Doula Assistance Program

Receive up to $1,000 per birth for birth or postpartum Doula assistance.

Work & Life

Balancing work & life is critical to your overall wellbeing. This includes everything from creating community and building relationships to feeling safe and happy both in and outside of work.



Take Note of These Programs

Here are just some of the ways Jazz helps you balance work & life (and don't forget to explore the many programs across all of the pillars that also support your work & life!):

Paid Time Off

Jazz offers time away from work to allow you to relax, recover, care for family members, honor personal commitments, and more. This includes a Flexible Vacation program that allows you to take time when you need it.

Tuition Reimbursement Program

Receive up to $5,250 annually for eligible expenses, including registration, tuition, labs, and books for educational courses directly related to your current and potential future roles at Jazz.

Caregiver Concierge Support

Get paired with a Wellthy care navigator who can support your family's needs, including taking care of your parents, children with special needs, or other loved ones.

Care@Work Child and Family Care Programs

Care@Work gives you access to a variety of support services for you and your family, such as child care research, on-demand tutoring, lactation and breast feeding support, guidance for every day needs, and exclusive discounts.

RethinkCare

Personalized support to help you manage parenting, work, and wellbeing challenges, including neurodivergence. Gain access to expert consultations, training, and on-demand resources to build skills, reduce stress, and support success in all areas of life.

Work & Life (cont.)

Take Note of Even More Programs

Global Paid Child Bonding Leave

Take time off to care for and bond with a new child who joined your family through birth, adoption, surrogacy, or foster care placement.

Global Paid Caregiver Leave

Take time off to care for an eligible family member when they have a serious health condition.

Global Bereavement Leave

Take time off to heal and tend to family matters following the loss of a loved one.





Global Year-End Shutdown

Enjoy dedicated time off at the end of the year to relax and recharge.

Wellbeing Week

Get one week off from work to focus on your wellbeing. Learn more on the next page.

Global Volunteer Day

You have one paid workday each calendar year to give back to your community by spending time supporting a non-profit organization that matters to you.

Note to Self
TUNE INTO WELLNESS

AUG. 10-14

Wellbeing Week

Take Note! Wellbeing Week Is August 10-14, 2026

To emphasize our commitment to wellbeing, we provide a Wellbeing Week each summer. During this week, we'll have a company-wide shutdown – giving you a week off from work in the middle of the year to focus on your wellbeing in the way that works for you. This could mean relaxing, spending time with family, or any of the activities below!

Prioritize Self-Care

Self-care looks different for everyone. This may mean going on long walks, having a spa day, binging a show on Netflix, or just sleeping in. Use this week to reset and relax.

Take a Staycation

Play tourist in your own city or town. Certain places – like museums, shopping districts, and restaurants – may be less crowded during the day, so take advantage of this time to see everything you can!

Learn a New Hobby

Have you been wanting to learn a new hobby but haven't had the time? This is your chance. Some ideas include learning to knit, planting a garden, enhancing your cooking skills with a cooking class, or picking up an instrument.

Spend Time with Your Community

Spending time with loved ones or helping those in need strengthens connections that foster deeper relationships, create lasting memories, and bring joy and fulfillment. By prioritizing your community, whether through personal interactions or acts of service, you reinforce the bonds that make your community strong and resilient.

Travel Near or Far

The world is your oyster! Hop in the car and take a road trip, or go on your bucket list trip abroad. Whatever you do, take the time to reset – both physically and mentally. And remember, you don't need to go far to experience something new and feel removed from your day-to-day activities.

Read a Book (or a Few!)

A full week is a great chance to read the books that have been on your list for years. Cozy up on the couch or go outside and spend a few hours a day emersed in a story.