



Jazz Pharmaceuticals®

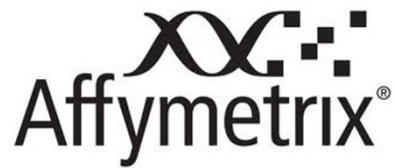
RETAINING CORPORATE VISION
AND CULTURE DURING RAPID CHANGE

BRUCE COZADD
CEO, JAZZ PHARMACEUTICALS

JULY 22, 2014



ALEJANDRO ZAFFARONI





Jazz Pharmaceuticals[®]

Innovation that performs



OUR MISSION

Our mission is to improve patients' lives by identifying, developing and commercializing important specialty pharmaceutical products to address unmet patient needs. We address serious diseases, always with the goal of improving patient care. Keeping patients at the forefront of our mind inspires us to bring innovative and valuable resources to all aspects of our business for the ultimate benefit of the patients in need.



OUR VISION

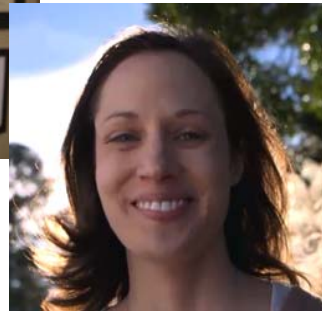
Everything we do at Jazz is focused on three things:

- 1) Putting patients first
- 2) Living our core values
- 3) Being a great place to work

WHERE THERE'S A WILL, THERE'S A WAY. PATIENTS ARE OUR WILL.



"...so now I'm this independent adult that I never thought I could be. I never expected to be running a business; to be taking care of myself."



"You guys are saving lives..."




"You can go to work every day knowing that you make a huge difference in people's lives – all over the country; all over the world."



"Treatment options give us new hope. Your work matters SO much."

WE ARE COMMITTED TO PRESERVING OUR CULTURE



VALUES

INTEGRITY

COLLABORATION

PASSION

PURSUIT OF EXCELLENCE

INNOVATION

THESE VALUES BELONG TO:

Jazzicians,

Nearly every company in today's world has a mission and a set of values. Ideally, a mission is why a company does what it does, and its values shape how it does it. For some organizations, however, these are little more than ideals displayed on a bulletin board, with little bearing on how the company actually operates on a day-to-day basis.

That's not the case for us. Since the day Jazz Pharmaceuticals was founded, we have stayed true to our mission and values. Our patient-centered mission focuses everything we do on a daily basis. Our core values— integrity, collaboration, passion, innovation and pursuit of excellence — truly do describe the culture that has made us so successful in carrying out our mission. Our values are not just words on a page: they are the heart and soul of this company.

As we continue to grow and welcome new employees, our values become more important than ever. Each new employee brings a personal collection of experiences, perspectives and operating styles. This diversity strengthens us as a company. At the same time, though, we all must remain committed to working toward common goals in a manner consistent with the values that shape how we make decisions, solve problems and interact with each other and the outside world.

This values booklet is intended to help each of us apply Jazz Pharmaceuticals' values to our individual roles. It's meant to initiate a dialogue between managers and employees and to help us each establish specific, tangible goals for applying these values to our work and for holding ourselves accountable for doing so.

I hope this booklet proves useful in identifying specific ways you can reflect our values in your work.

By doing so, you'll reinforce the unique culture that has made Jazz Pharmaceuticals not just a successful company, but one where employees can have the best professional experience of their careers.

All the best,
Bruce

RAPID GROWTH BRINGS CHALLENGES

Jun 2005

Acquired Orphan Medical



Jun 2012

Acquired EUSA Pharma



Jan 2014

Acquired rights from Aerial BioPharma
JZP-110

July 2014

Definitive agreement to acquire rights in the Americas from Sigma-Tau Pharmaceuticals, Inc.; closing expected during 3Q14

Defibrotide

Mar 2003

Jazz Pharmaceuticals Founded



Jan 2012

Merger with Azur Pharma



Feb 2013

License Agreement with Concert Pharmaceuticals
JZP-386

Jan 2014

Acquisition of Gentium



KEEP THE IMPORTANT THINGS FRONT AND CENTER

The screenshot shows a web browser window with the JazzNet website. The browser's address bar shows 'Share Browser' and 'WebEx'. The taskbar includes 'Concur Expense', 'JazzLearn', 'JazzNet', 'JazzSupport', and 'LiveLink'. The JazzNet logo is prominently displayed. A navigation menu includes 'Home', 'About Jazz', 'Our Culture', and 'Office Sites'. A dropdown menu under 'Our Culture' lists 'Employee Recognition', 'Jazz Community Beat', 'All That Jazz Mtgs', and 'Quarterly Speaker Series'. Below the navigation, there is a 'COMPANY NEWS' section with a link to 'Jazz Speaker Series'. An inset box on the right provides details about the 'Jazz Community Beat' program, including its purpose and facilitator.

JazzNet

Home About Jazz Our Culture Office Sites

Home

COMPANY NEWS

Jazz Speaker Series

Jazz Community Beat

Staying connected to each other and our community.

Jazz Community Beat is an employee volunteer program intended to create co-worker engagement and community outreach through coordinated programs and activities throughout the year.

This program is facilitated by Christine Style of the Internal Communications department, who in turn works with each participating office site who has its own committee of volunteer employees who determine and coordinate employee events and activities (such as picnics, parties and outings), as well as community outreach initiatives (such as in-kind donations and non-profit fundraising events).

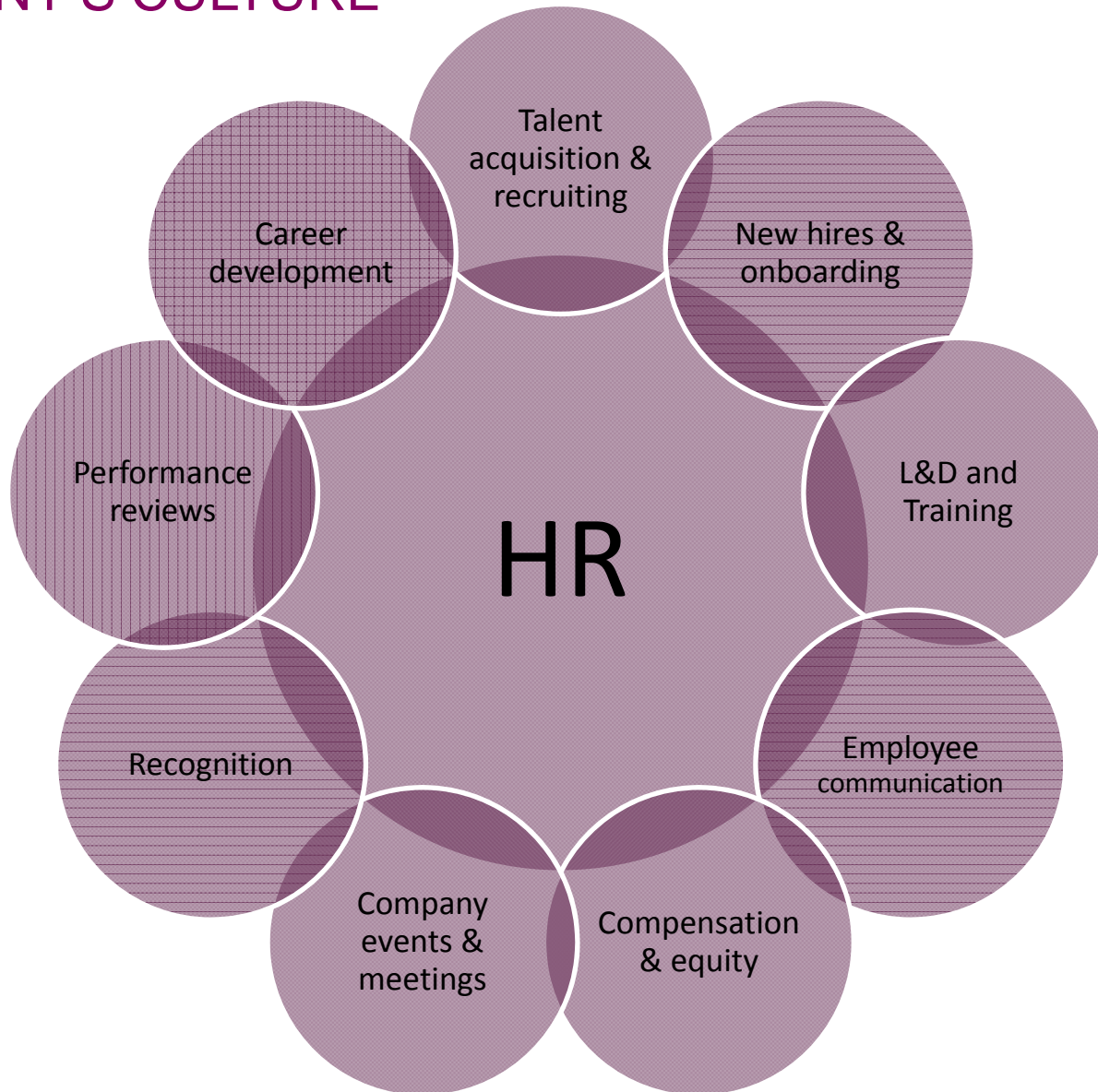
The banner features the 'Jazz Speaker Series' logo, which includes a lightbulb icon. Below the logo, the text describes the series as featuring engaging and thought-provoking topics. A short paragraph explains that the series highlights speakers whose ideas would inspire, spark new thinking, and/or influence trends in innovation, culture, work/health, leadership, engagement, productivity, excellence, passion, and collaboration.

Jazz Speaker Series

Featuring engaging and thought-provoking topics

Quarterly Speaker Series – a series which highlights speakers whose ideas would inspire us, spark new, different thinking, and/or influence us around innovation, culture, work/health trends, leadership, engagement, productivity, excellence, passion, collaboration!

HR PLAYS A KEY ROLE IN MAINTAINING AND DRIVING A COMPANY'S CULTURE



CULTURE

At the end of the day, a company's culture is only as strong as the employees who live it!

WHAT OUR EMPLOYEES ARE SAYING...

Communication has markedly increased over the last year, with JazzNet, R&D meetings, Overture meetings, and ATJ meetings. As a field employee, this has made me feel much more connected.

Huge improvement in communication this year all around! Well done! JazzNet is awesome and a great, fun way to share company information. Jazz is truly still a great place to work and has the best corporate culture around. Thank you for that. I want to work that much harder for you for being so good to us! :)

I have just been with Jazz for a couple of years and they have been years of constant change and growth. I believe the culture of the company is the same today as when I started. Early on my colleagues told me this would be the best company that I had ever worked for. I believed them then and still do today. If I am drinking the Kool-Aid, I'll have another!

Hi Bruce :) So Jazz is just such a special culture. It's rare, because the people here are so genuine and salt of the earth human beings. We put patients first, and it's not just lip service. We care about each other as teammates, colleagues and friends. We are treated with dignity and respect and we all feel that we are valued. It has been another fabulous year here, and the people I work with continue to surprise me with their kindness and compassion. I feel lucky to be part of such a wonderful organization.

Thank you for keeping the culture consistent during the last six years I have been here. I have seen many changes but ultimately the underlying culture has remained strong and that's why I have stayed. I think this company has been fair and respectful and gives me good work life balance while making a difference in patients' lives.

BEING A CHAMPION OF CULTURE IN YOUR ORGANIZATION

- What is the desired culture?
 - Make it visible
 - Be an example
 - Be consistent
 - Be committed
- Integrate culture into processes and systems
 - Recruiting, performance reviews, career development, meetings and events, communication, training
- Measure it

Q&A

