

2024

Corporate Responsibility Report

ROYALTY PHARMA

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A Message from Our Chairman and Chief Executive Officer



Pablo Legorreta

Chairman of the Board and
Chief Executive Officer

The life sciences sector continues to drive remarkable innovations in patient care, propelled by groundbreaking research and technological advances. As the largest buyer of biopharmaceutical royalties and a leading funder of innovation in life sciences, we play a vital role across this ecosystem. Our creative funding solutions enable our partners to accelerate the development and delivery of life-changing therapies and transform patient lives.

Royalty Pharma's unique business model combines deep scientific expertise with flexible funding capabilities, allowing us to support innovation across the spectrum—from academic institutions and non-profits through small- and mid-cap biotechnology companies to leading global pharmaceutical companies. We focus on creating substantial value for our stakeholders by driving innovation across the biopharmaceutical industry with investments in both development-stage therapies and approved products that provide significant benefits to patients.

This year marked several significant milestones in our corporate responsibility journey. We are particularly proud of our MSCI ESG rating upgrade to AA from a BBB, which recognizes our comprehensive approach to environmental, social, and governance practices and disclosures. This achievement reflects the dedication of our entire organization to decreasing sustainability-related risk while advancing human health.

Our commitment to developing exceptional talent was furthered in 2024. We launched our Employee Engagement Committee, bringing together seven professionals from a wide range of backgrounds and departments to further enhance our organizational culture. Their initiatives have enhanced our collaborative environment by fostering important connections across teams. We also expanded our professional development offerings, including our executive coaching program and enhanced performance review processes for all employees.

The impact of our work extends beyond our investment portfolio. We maintain a strong commitment to philanthropic initiatives towards organizations promoting access to high quality care for all. We understand that addressing health inequities requires sustained, multifaceted efforts, and we remain dedicated to supporting initiatives that create lasting positive change. In addition, through our gift matching program, we've achieved record levels of employee participation in charitable giving, supporting over 58 organizations that align with the interests and priorities of our employees.

Our governance framework is guided by our independent directors whose extensive experiences strengthen our decision-making and risk management. Our oversight mechanisms, combined with our values-driven culture, position us to pursue opportunities responsibly while managing risks effectively.

As we look forward, we see meaningful opportunities to expand our impact in the life sciences ecosystem.

Our position as a leading funder of innovation, coupled with the unprecedented growth of our industry, provides us with an incredible opportunity to engage in partnerships that accelerate the development of lifesaving therapies while generating sustainable value for all stakeholders. Further, in the beginning of 2025, we took a transformative step in our evolution by announcing the acquisition of our external manager. Once complete, this acquisition will increase shareholder alignment, enhance corporate governance, ensure management continuity and simplify our corporate structure.

We appreciate your continued support as we work to fulfill our mission of transforming patient lives through strategic partnerships and investments in scientific innovation.

Sincerely,



Pablo Legorreta

Chairman of the Board and Chief Executive Officer





Our Company



Our Unique Business Model

WHO WE ARE

Royalty Pharma has been a pioneer in the pharmaceutical royalty market since our founding in 1996. We are the largest buyer of biopharmaceutical royalties and a leading funder of innovation in life sciences.

We play a unique role at the heart of funding life sciences innovation and believe significant opportunities exist to develop partnerships that provide patients with access to innovative medicines.

Our portfolio of royalties entitles us to payments based directly on the top-line sales of many of the industry's leading therapies. Since 2012, when we began acquiring royalties on development-stage product candidates, we have entered into agreements to acquire biopharmaceutical royalties with an aggregated transaction value of over \$29 billion. This represents approximately 56% of all royalty transactions by value announced during this period, establishing our position as the partner of choice for biopharma funding solutions.

Our highly flexible, capital-efficient business model supports product development and market commercialization through two distinct approaches:

- Direct partnerships with companies to co-fund late-stage clinical trials and new product launches in exchange for future royalties; or
- Indirect acquisitions of existing royalties from original innovators, providing these organizations with immediate capital to fund further research.

Our capital-efficient approach allows us to remain agnostic to therapeutic area and treatment modality, direct funding toward the most promising innovations and support access to transformative medicines.

During 2024, we deployed capital of approximately \$2.8 billion. Eight transactions were completed for royalties on eight new therapies across five therapeutic areas, including four development-stage royalties. This performance and execution against our strategy allowed us to deliver strong financial results and raise our financial guidance three times during the year.

We operate at the intersection of science, medicine and investing, searching for important medicines in underserved markets and therapeutic areas.

35+

COMMERCIAL
PRODUCTS

15

DEVELOPMENT-STAGE
PRODUCT CANDIDATES*

* As of the date of this publication



Deep Network Across the Biopharma Ecosystem

Our deep network across the biopharma ecosystem spans the full spectrum of innovation—from academic institutions, research hospitals and non-profits, through small and mid-cap biopharmaceutical companies to leading global pharmaceutical companies.





Our Vision and Mission Drive Every Aspect of Our Work

Our vision and mission guide our partnerships, through which we have built an extensive portfolio of royalties that entitles us to payments based directly on the top-line sales of many of the industry's most important therapies. Through this combination of strategic vision, operational flexibility and resolute values, we continue to expand our impact on the future of medicine while creating sustainable value for all stakeholders.



We pursue this mission through a distinctive set of operating principles.

TEAMWORK

Our interdisciplinary teams, comprised of individuals with a wide range of experience, educational and professional backgrounds, contribute to an environment that fosters trust and respect.

TRUSTED PARTNER

Our reputation as a dependable partner is essential. We seek to create lasting relationships with partners who will return for repeat transactions.

CRITICAL THINKING

We encourage debate and critical thinking and insist that colleagues challenge assumptions to achieve better outcomes.

INNOVATION

We approach each new investment with a blank sheet of paper and intellectual curiosity to find creative funding solutions for our partners.

PURSUIT OF EXCELLENCE

We apply high ethical standards and rigorous scientific analysis to deliver superior results for our partners and stakeholders.



2024 Financial Highlights

\$2.8bn

PORTFOLIO RECEIPTS

\$2.6bn

ADJUSTED EBITDA

\$2.5bn

PORTFOLIO CASH FLOW

\$2.8bn

CAPITAL DEPLOYMENT

8

NEW ROYALTIES ACQUIRED

13%

ROYALTY RECEIPTS GROWTH



Our Corporate Responsibility Approach and Priorities

Building on the foundation established by our 2022 materiality assessment, we advanced our social initiatives through enhanced employee programs, expanded learning opportunities and strategic philanthropic partnerships that align with our mission to improve access to healthcare and outcomes.



AREAS OF FOCUS

To understand our stakeholder priorities, we conducted our first materiality assessment in 2022. Our process included a series of surveys, interviews and workshops with internal and external stakeholders to understand what sustainability matters are important to them. Throughout 2024, we continued to leverage our materiality assessment and concentrated our efforts on key priorities that align with our business model and stakeholder interests.

Through these focused initiatives and partnerships, we continue our efforts to create sustainable value while advancing our mission of transforming patient lives.

Our Board oversees all responsible business-related initiatives, our leadership team manages these initiatives, and our workforce actively integrates them into our operational activities.

Responsible investments are key priorities for our business. Sustainability and responsible business risks and opportunities extend beyond our immediate operations as they are also manifested in our partners' businesses. Our Responsible Investment Policy was implemented in 2023 to further formalize our robust due diligence process. For more information, please refer to [page 17](#).

CORPORATE GOVERNANCE

Maintaining robust oversight and risk management practices

RESPONSIBLE INVESTMENT

Integrating sustainability considerations into investment decisions

ACCESS TO HEALTHCARE

Supporting initiatives that expand treatment availability

HUMAN CAPITAL DEVELOPMENT

Fostering an engaging workplace

ENVIRONMENTAL STEWARDSHIP

Managing our operational impact responsibly



ALIGNING WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDG)

Our sustainability initiatives align strategically with four United Nations Sustainable Development Goals where our business model, expertise and resources can create meaningful impact:



SDG 3: GOOD HEALTH AND WELL-BEING

Through our funding partnerships and philanthropic initiatives, we help accelerate the development of innovative therapies while supporting programs that expand access to healthcare.



SDG 9: INDUSTRY, INNOVATION, AND INFRASTRUCTURE

Our business model advances biopharmaceutical innovation by providing flexible funding solutions across the biopharmaceutical development cycle. By providing capital that supports scientific advancement, we help strengthen the infrastructure that drives medical breakthroughs.



SDG 10: REDUCED INEQUALITIES

We actively work to address healthcare disparities through strategic partnerships with organizations like Mount Sinai's Institute for Health Equity Research and the Leukemia & Lymphoma Society. These collaborations support research and programs that improve healthcare access and outcomes for underserved communities.



SDG 17: PARTNERSHIPS FOR THE GOALS

Our collaborative approach brings together multiple stakeholders—from academic institutions and research hospitals to biotechnology firms and global pharmaceutical companies—to accelerate innovation. These partnerships multiply our impact by combining financial resources with scientific expertise.





Stakeholder Engagement

Understanding and responding to stakeholder perspectives shapes our approach to sustainable value creation. Through ongoing dialogue with employees, investors, partners and communities, we gather insights that strengthen our decision-making and enhance our ability to deliver on our mission.

We leverage these findings to enhance our policies and improve transparency with our stakeholders. For more information on our policies, please visit our [corporate governance website](#) and [responsibility resource center website](#). Since publishing our inaugural corporate sustainability report in 2022, we remain committed to enhancing our responsible business policies and practices and reporting a clear and consistent overview of our progress each year.

9

Externally hosted investor
conferences and events

9

Roadshows

413

Investor interactions





WAYS WE ENGAGE



Employees

- Employee engagement survey
- Employee Engagement Committee
- Employee training, learning and development opportunities
- Annual performance reviews
- Town Halls
- Lunch with Leadership
- Fireside chats with Board members



Shareholders

- Routine investor meetings
- Quarterly financial results calls
- Press releases
- Investor conferences and roadshows
- Special events



Partners

- Provide flexible capital in exchange for existing or synthetic royalties on approved products or development-stage therapies
- Conduct thorough due diligence
- Share market insights which allow partners to better understand the markets they serve



Community

- Philanthropic giving
- Employee volunteering
- Employee gift matching
- Strategic research partnerships



Patients

We support patients in the following ways:

- Collaboration with patient advocacy groups
- Support for health access research
- Facilitating access to healthcare and medicine



2024 Recognition and Corporate Responsibility Highlights

In 2024, Royalty Pharma continued to strengthen its commitment to responsible business practices and transparency for stakeholders, receiving notable recognition for our ESG performance and disclosure.

2024 SUSTAINABILITY HIGHLIGHTS

Achieved
AA MSCI rating

~90 employee
volunteer hours
across five events

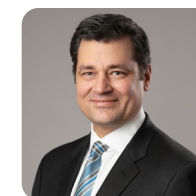
\$9.2 million
donated to
non-profit
organizations

Established
our Employee
Engagement
Committee

ESG RATINGS PERFORMANCE

A significant milestone this year was the upgrade of our MSCI ESG rating to AA from BBB, reflecting our comprehensive approach to environmental, social and governance practices. This improvement underscores our ongoing efforts to integrate sustainability considerations into our core business strategy and investment decisions.

Our commitment to responsible business practices was further validated by receiving the ISS ESG Prime rating, which acknowledges our robust approach to managing ESG-related risks and opportunities. This recognition highlights our leadership in sustainable investment practices within the biopharmaceutical funding ecosystem.



“Royalty Pharma is proud of our recent MSCI rating upgrade to AA. We are very pleased to be recognized for our efforts and will continue to strive for the highest standards in our industry.”

– **George Grofik**
SVP, Head of Investor Relations
& Communications

A female scientist with dark hair, wearing safety glasses and blue nitrile gloves, is focused on her work in a laboratory. She is using a pipette to transfer a small amount of liquid into a small vial. The background is slightly blurred, showing various laboratory equipment and shelves with bottles. The overall tone is professional and scientific.

Accelerating Innovation Through Responsible Investment



Responsible Investment

The scale of innovation in life sciences continues to expand, creating new opportunities—and funding needs. Over the next decade, the biopharmaceutical sector will require significantly more than \$1 trillion in capital to advance promising research into transformative therapies.

As the largest buyer of biopharmaceutical royalties, we play a vital role in bridging this funding gap while maintaining rigorous standards for responsible investment.

Our investment approach centers on accelerating innovation that transforms patient lives globally. This commitment guides our evaluation of every opportunity, leveraging our data-driven approach to assess risks and opportunities and conduct a comprehensive analysis of environmental, social and governance factors.

The following figures demonstrate the critical nature of our mission. In our estimation, academic institutions and non-profit organizations will spend more than \$1 trillion to fund research and development over the next decade, while currently unprofitable biopharmaceutical companies will require more than \$1 trillion in capital to fund development and commercialization of new therapies over the same period.

SOCIAL BOND FRAMEWORK

We introduced our Social Bond Framework in 2021 as a strategic approach to financing investments that align with our mission of positively impacting human health. By issuing social bonds, we aim to finance and refinance social investments that support innovation in the biopharmaceutical industry. A second-party opinion provider determined that our Social Bond Framework makes a significant contribution to UN Sustainable Development Goal 3: Good Health and Well-being.

Despite being passive investors, we are committed to supporting novel therapies that address unmet patient needs and promote ethical business practices that drive innovation, competition and patient choice.

Proceeds from our social bonds contribute to investments in partnerships that help fund innovation in the biopharmaceutical industry and advance treatment access. This includes collaborations with academic institutions, research hospitals, non-profit foundations and innovative biopharmaceutical companies.

Our responsible investment approach helps us identify opportunities that create both sustainable financial returns and a positive societal impact.

35+

COMMERCIAL
PRODUCTS

15

DEVELOPMENT-STAGE
PRODUCT CANDIDATES*

* As of the date of this publication



RESPONSIBLE INVESTMENT POLICY

We thoroughly assess the broader impact of our funding decisions. Our [Responsible Investment Policy](#) ensures consistent standards across our business practices.

In 2024, we enhanced our [Responsible Investment Policy](#) to incorporate human rights considerations, further strengthening our comprehensive due diligence process. This policy has been fully integrated into our comprehensive due diligence process.

Key elements of this policy include:

- Incorporating material corporate responsibility, regulatory, geopolitical and reputational considerations, including access to health and medicine, human rights, research and development, ethical clinical trials, therapeutic area profile, ethical conduct and product quality and safety, into Royalty Pharma's investment decision-making and management practices. This includes considering key risks and opportunities during the due diligence process and, where we believe we can have a material impact, engaging on these matters with our partners;

- Leveraging the expertise of Royalty Pharma's management team and third-party experts and advisors to assess corporate responsibility-driven risks and identify corporate responsibility-driven opportunities;
- Advancing consistent and thoughtful responsible investment processes in the biopharmaceutical industry by collaborating with key stakeholders;
- Accountability for Royalty Pharma's responsible investment approach, progress and goals through transparency to the public, investors and other stakeholders. This includes periodic reports on our corporate responsibility performance, including public corporate responsibility reporting and disclosure;
- Maintaining Royalty Pharma's governance and culture to ensure that Royalty Pharma acts as a good citizen in the community; and
- Reviewing and evaluating investment opportunities for potential exclusionary issues, and determining any critical sustainability, responsible business or reputational concerns.

Our Responsible Investment Policy details formal procedures for evaluating all Royalty Pharma investment activities. Our due diligence process is comprehensive, delving into deal-specific issues that include evaluating material business risks and opportunities related to potential investments or partners. All relevant findings are reviewed in detail. We hold detailed strategic discussions and systematically document key risks and opportunities ahead of making investment decisions.

Accountability extends throughout our organization and is supported by subject matter experts and our leadership team. Our Nominating and Corporate Governance Committee also reviews our Responsible Investment Policy at least annually. Please see our [full policy](#).



DUE DILIGENCE FRAMEWORK

With more than 28 years of experience, we have refined our due diligence process to make responsible business considerations an integral component of our investment strategy. Our comprehensive process helps us understand the regulatory, clinical and commercial landscape for each opportunity.

As passive investors, we recognize that we do not have direct operational control over the discovery, clinical development, manufacturing, or commercialization of therapies in our royalty portfolio. This unique position demands a rigorous approach to risk assessment and partner selection.

Over the past two years, we have continued to enhance our due diligence process by incorporating and updating our Responsible Investment Policy. The result is a dynamic, comprehensive framework that carefully evaluates potential investments across multiple dimensions.

Our due diligence process leverages the collective expertise of Royalty Pharma's management team, supplemented by a network of third-party experts, advisors and healthcare professionals ahead of an initial investment. We conduct in-depth assessments to identify sustainability-related opportunities and potential risks, ensuring that our investments align with our mission of accelerating innovative therapies that transform patient lives.

We prioritize partnerships with companies that have robust environmental, health and safety (EHS) management systems. We may take into consideration a partner's systems that identify and manage quality, compliance and EHS risk, including adherence to national and international standards and frameworks, such as Current

Good Manufacturing Practices (cGMPs), International Organization for Standardization (ISO) series, International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH), PhRMA's Principles on Conduct of Clinical Trials, BIO's Principles on Clinical Trials and other biopharmaceutical industry best practices.

OUR FRAMEWORK FOCUSES ON KEY PRODUCT SUCCESS FACTORS



Strong scientific rationale



Significant impact on patients and/or caregivers



Conviction in probability of clinical and regulatory success for pre-approval programs



Mission and execution-oriented management team



Strong marketer and global commercial opportunity



Clear commercial positioning



Potential for multiple indications or label expansion



First-in-class or best-in-class



Long duration of patent protection or exclusivity



Compelling value proposition for government and commercial payors



CLINICAL

REGULATORY, IP,
MANUFACTURING

COMMERCIAL

CONTRACTS +
GOVERNANCE

Physician diligence

- US/EU/Japan
- KOL/academic
- Community
- Surveys

Non-clinical

- Pharmacokinetics
- Pharmacodynamics
- Dose modeling

Intellectual property

- US/EU/Japan and other
- Litigation scenario analysis
- Multiple opinions

Claims analysis

- Patient diagnosis, treatment, compliance
- Site of care
- Other patient metrics

Market sizing

- Patient finding
- Claims-driven
- Epidemiology
- Scaled market surveys

Transactional

- Accounting treatment
- Tax implications

Statistics

- Probability of success
- Effect size modeling
- Enrollment modeling
- Statistical Analysis Plans

Toxicology

- Animal toxicologists
- Specialized areas (i.e., ophthalmology)

Manufacturing

- Modality expertise: small molecule, biologics, gene therapy
- Regulatory perspectives
- Capacity planning

US pricing

- Pricing modeling
- Gross-to-net modeling

Payors

- Payor/PBM executives
- Formulary analyses

Licensing and contracts

- Analysis of contract language
- Risk assessment
- Expert structuring and drafting

Clinical

- Interview former R&D executives
- Patient level data analysis
- Immunogenicity and specific safety observations
- Clinical trial design and study reports
- Comparative analysis

Drug delivery

- Auto-injectors and devices
- Design and human factors
- Formulation technologies

Competition

- Landscape analysis
- Product profile and cost comparisons

International access

- Market-by-market pricing
- Addressable patients
- Yearly access caps and other structures

Management &
governance

- Experience and strategy
- Compensation alignment

Patients & Caregivers

- Efficacy, tolerability, convenience perspectives
- Social media

Regulatory

- US/FDA meeting minutes
- EU/EMA meeting minutes
- International (PMDA, other)
- Consultants

Commercial strategy

- Interview sales and marketing executives, MSLs and district managers
- Required promotional spend

Environmental, Social
& Governance

- Board oversight
- ESG-informed investment processes



Royalty Pharma's approach is partner-centric and unique in its ability to structure creative, win-win funding solutions. The expanded partnership with Ascendis has supported important advancements in areas of high unmet patient need.

Breaking New Ground in Treatment for Hyperparathyroidism

Following our \$150 million synthetic funding agreement in 2023 with Ascendis Pharma for Skytrofa, a therapy for growth hormone deficiency in children, we expanded our partnership with a second royalty funding agreement in September 2024 to support the U.S. launch of Yorvipath, the first and only FDA-approved treatment for hypoparathyroidism in adults.

Hypoparathyroidism currently impacts ~70,000 – 90,000 people in the United States, with approximately 3,000 new diagnoses annually. It is a rare condition in which the parathyroid gland does not produce enough parathyroid hormone, leading to low calcium levels in the blood which can cause seizures, muscle spasms and other symptoms. Yorvipath is an important advancement in treating the underlying causes of hypoparathyroidism in adults.

Royalty Pharma is proud to provide growth capital and expand its partnership with Ascendis, an innovative biotechnology company focusing on the endocrinology rare disease area and oncology.



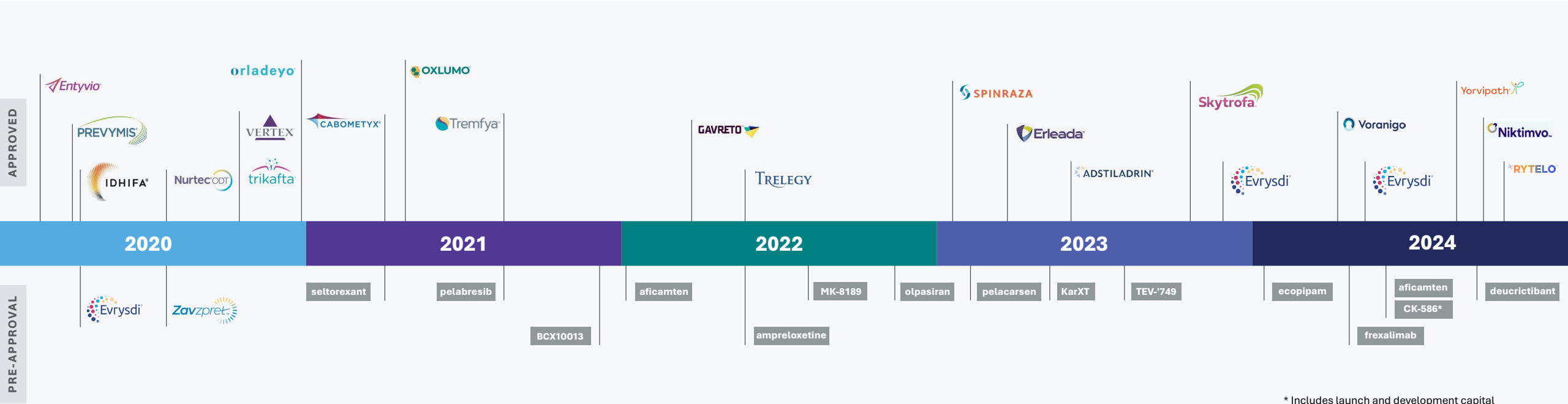


Our Diversified Portfolio

We are the largest buyer of biopharmaceutical royalties and the partner of choice for biopharma funding solutions. This strategic position gives us access to a rich pipeline of opportunities, which we have leveraged to build an enviable portfolio of market-leading therapies. For more information and details on our portfolio, please visit our [website](#).

Since 2020, we have deployed capital totaling approximately \$12 billion to fund innovation. Over this period, we acquired royalties on 42 unique therapies, 22 of which were in the development stage at the time of our investment. As of the end of 2024, the products in our portfolio address more than 30 diseases across seven therapeutic areas.

The diversification and scale of our portfolio aligns favorably with many of the largest biotechnology companies. In the years ahead, we will continue growing our portfolio by strategically investing in both approved and development-stage therapies that hold the promise of transforming patient care.



* Includes launch and development capital



We pride ourselves on providing tailored solutions which enable longstanding partnerships to grow over multiple transactions. Since 2020, 39% of our announced transaction value has supported repeat partnerships.

Partnering for Cardiovascular Advancement

In May 2024, we expanded our long-standing partnership with Cytokinetics through a strategic funding collaboration of up to \$575 million supporting the commercial launch of aficamten and advancement of its cardiovascular pipeline.

The collaboration included funding for planned commercialization, development funding, royalty restructuring and revenue sharing and the purchase of Cytokinetics equity, together, affording Cytokinetics capital at scale to support the company's further maturation and corporate development.

The strategic funding will also support the commercialization of aficamten, an investigational cardiac myosin inhibitor that demonstrated an impressive clinical profile in its Phase 3 study.

Across all three of our transactions, we committed over \$1.0 billion of capital to Cytokinetics, demonstrating our commitment to long-term partnerships that accelerate therapeutic innovation. It further reflects the breadth of our funding capabilities as well as our ability to structure creative, win-win funding solutions with the potential to significantly improve the lives of patients.

"We have enjoyed a longstanding relationship with Royalty Pharma, and this expanded strategic collaboration reinforces our shared conviction in the value of our cardiac myosin focused pipeline of drug candidates."

– **Robert I. Blum**, Cytokinetics President and Chief Executive Officer





Access to Healthcare and Medicine

Our approach to expanding healthcare access encompasses multiple levels—from funding innovative therapies through our partnerships to philanthropically supporting initiatives that address systemic healthcare challenges.

Approximately 60% of the therapies from which we receive royalties address diseases on the 2024 Access to Medicines Index.

Accelerating New Therapies for Migraine Treatment

Our partnership with Biohaven consisted of four transactions, totaling approximately \$760 million in funding. Royalty Pharma first partnered with Biohaven in 2018 to accelerate the development and commercialization of Nurtec ODT (rimegepant) and Zavzpret's (zavegepant) clinical development. In 2019, Royalty Pharma provided funding for Biohaven to acquire a priority review voucher, and in 2020 provided additional capital to support Nurtec ODT commercialization and R&D funding support for Zavzpret.

Through Royalty Pharma's partnership and support, Nurtec ODT received FDA approval for the treatment of migraines in 2020 and EU approval in 2022 (under the brand name Vydura) and has launched globally. In 2022, Pfizer acquired Biohaven and is significantly expanding patient access globally to this transformative medicine. Zavzpret received FDA approval in March 2023.

The progression of Biohaven and Nurtec ODT illustrates how Royalty Pharma's tailored partnership approach can accelerate the delivery of critical treatments to patients worldwide.



2024 Accelerating Bio-Innovation Conference



A significant component of our efforts consists of our collaborations with academic institutions and research organizations, which are essential to driving innovation and improving healthcare access.

Royalty Pharma created the Accelerating Bio-Innovation (ABI) conference series as a forum that bridges the worlds of academia, industry and finance to gain new insights and inspire collaborations that will lead to new medicines. Alternating between the University of Cambridge in the UK and MIT, the invitation-only ABI conference brings together life-science business leaders, renowned scientists, visionary entrepreneurs and finance innovators.

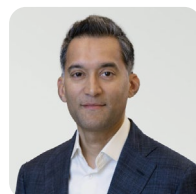
In 2024, we collaborated directly with the University of Cambridge to develop a curated program featuring world-class speakers and high-impact networking opportunities, all designed to inspire dialogue, foster connections and drive innovation in life sciences. Each year, Royalty Pharma sends a significant number of employees to the ABI Conference as an opportunity for training and exposure to key industry developments that impact our business and investing. In 2024, 25 employees attended the Cambridge conference.

To listen to the inspiring panels and talks, please visit the [2024 ABI Conference webpage](#).



“The Accelerating Bio-Innovation Conference is the one place where you can meet all the stakeholders that have played a role from the laboratory to the clinical reality of patients—the scientists and the inventors, the technologists, the clinical trialists, the physicians, the regulatory folks and the entrepreneurs who make all of this a reality.”

– **Siddhartha Mukherjee MD, PhD**, Associate Professor of Medicine, Columbia University, Pulitzer Prize awardee



“The Accelerating Bio-Innovation Conference brings together such a unique mix of scientists, pharmaceutical researchers, physicians, entrepreneurs and investors—the magic is in all of the insights gained and conversations started.”

– **Ashwin Pai**, EVP, Investments

350 Participants

52 Speakers

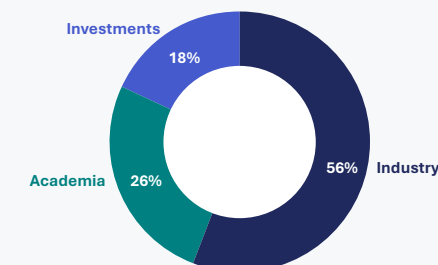
225 Organizations

94 CEOs, Founders

86 Academics/ Scientists

2 Nobel Laureates

Attendees





ACADEMIC PARTNERSHIPS TO ACCELERATE ACCESS TO MEDICINE

Massachusetts Institute of Technology (MIT)

Faculty Founder Initiative

In 2024, Royalty Pharma continued its support for the MIT Faculty Founder Initiative through sponsorship of the 2023-2024 MIT-Royalty Pharma Faculty Founder Prize Competition. Royalty Pharma sponsored the prizes awarded to the winners of the competition and sat on the committee that selected the winning applications. The prizes awarded included \$250,000 for the Grand Prize, \$100,000 for the Runner-Up Prize and \$100,000 for the Breakthrough Prize.

Launched in 2020, the initiative specifically leverages the prize competition to increase the number of female faculty members at MIT translating their research into biotechnology companies.

The prize competition provides funding to the winning and runner up faculty members and cultivates a network of mentors, investors, role models and potential business partners for the participating female faculty members.

This year's competition was expanded to include Brown University female faculty members, marking the first university to collaborate with MIT's Enabling Innovation and Ensuring Equity Through Philanthropy program.

Yale Innovation Summit

In 2024, Royalty Pharma supported the annual Yale Innovation Summit where faculty and post-doctoral fellows present high-quality research to potential funders. The goal of the summit is to foster innovation and highlight promising new pathways, creating a bridge between academic pursuits and practical solutions.



“By supporting the amazing female entrepreneurs in this program, we hope to catalyze more ideas from the lab to biotech companies and eventually into the hands of patients.”

– Jim Reddoch, EVP, Chief Scientific Officer & Investments



Top prizes went to researchers and biotech entrepreneurs Betar Gallant (left); Frederike Petzschner (middle); and Anne Carpenter. Photo: Veera Panova.



Royalty Pharma supports and participates in events across the globe that advance the understanding of new research and collaboration in life sciences.

MIT Koch Annual Conference

We also contributed to the MIT Koch annual conference which brings together leading researchers, biotechnology professionals and physician-scientists to explore the latest perspectives, breakthroughs and challenges in cancer research. Each year, the conference highlights a topic that is central to the fight against cancer. In 2024, the conference focused on tumor heterogeneity and drug resistance.

Nobel Week

In December 2024, Royalty Pharma proudly partnered with the Nobel Week's official science conference Nobel Week Dialogue in Stockholm, Sweden. Nobel Prize laureates, leading scientists, physicians and researchers gathered to tackle the theme "The Future of Health", addressing critical challenges in global health access and innovation.



Nancy Clark, a globally renowned sports nutritionist and registered dietitian, leading the panel Food for Health, Food for Life together with Carl Skau, Executive Director of the World Food Program, at Nobel Week's "The Future of Health" dialogue in Stockholm, Sweden. © Nobel Prize Outreach. Photo: Anna Svanberg.



Voranigo is the first targeted therapy for patients with IDH-mutant glioma, a malignant and incurable brain tumor. This transformative therapy provides patients with unprecedented improvement in progression free survival.

Unprecedented Efficacy in Brain Tumor Therapy

Royalty Pharma initially partnered with Agios Pharmaceuticals, a leader in the field of cellular metabolism to treat cancer and rare genetic diseases, in 2020 through an acquisition of royalty rights on IDHIFA (enasidenib). IDHIFA is a targeted treatment for acute myeloid leukemia (AML). Following this agreement, in May 2024, Royalty Pharma agreed to acquire an interest in Agios Pharmaceuticals' royalty on Servier's Voranigo (vorasidenib) for \$905 million. Voranigo was approved by the FDA in August 2024 and is the first targeted therapy to delay progression in IDH-mutant glioma, a progressive and incurable brain tumor.

In its clinical studies, Voranigo demonstrated unprecedented efficacy and a well-tolerated safety profile and received FDA Breakthrough Therapy Designation with priority review.

Our transactions with Agios Pharmaceuticals exemplify Royalty Pharma's commitment to its partners and ability to identify and support transformative therapies in areas of high unmet patient need.





ENABLING INNOVATION AND ENSURING HEALTH ACCESS THROUGH PHILANTHROPY

We leverage our extensive network and resources to drive meaningful societal impact aligned with our mission. Our philanthropic partnerships support programs that:

- Enable innovation in life sciences
- Reduce the risk of disease
- Promote equal access to quality healthcare
- Ensure health access in clinical studies

Royalty Pharma has formed several partnerships to support organizations that advance access to high quality healthcare. Through these partnerships, we aim to improve medical research and empower stakeholders to enhance their approach to improving patient accessibility.

Prize for Impact in Healthcare

In November 2024, we established the Royalty Pharma Prize for Impact in Healthcare to recognize individuals and organizations making transformative contributions to healthcare advancement. The inaugural prize was awarded to Michael Milken, founder of the Milken Institute, FasterCures and the Prostate Cancer Foundation, with a \$250,000 charitable donation to support continued medical research initiatives.

Leukemia and Lymphoma Society (LLS)

The Leukemia and Lymphoma Society (LLS) is a global leader in the fight against blood cancer. LLS aims to cure leukemia, lymphoma, Hodgkin's disease and myeloma, and improve the quality of life of patients and their families.

To support this effort, Royalty Pharma made a five-year charitable commitment totaling \$7.5 million in 2022. Since then, Royalty Pharma has contributed a total of \$4.5 million, including \$1.5 million donated in 2024.

Royalty Pharma's gift will help support three LLS initiatives focused on reducing disparities in blood cancer care and treatment.

1. [Health Equity in Access Research Program](#):

A commitment to reduce and ultimately eliminate disparities in health.

2. [LLS IMPACT Research Grants](#): Improve access to clinical trials for patients and people from rural communities¹.

3. [Myeloma Link](#): Raise community awareness about myeloma, connect patients and caregivers to free myeloma information, and support and offer enhanced access to care and the latest treatments.

¹Royalty Pharma is a founding donor of the LLS Impact grant program.



Between 2022 and 2024, the Health Equity in Access Research Program has funded 26 principal investigators from 17 institutions across nine states and the District of Columbia, including major research universities and cancer centers. During this same period of Royalty Pharma's support, LLS has reached more than 125,000 people through more than 1,100 Myeloma Link outreach events.



Mount Sinai Institute for Health Equity Research

We partner with Mount Sinai on numerous initiatives, including through financial donations, learning opportunities, and data sharing and research. In 2022, Royalty Pharma pledged a \$20 million gift over five years to support innovative, sustainable initiatives and policies to address systemic inequities in health care and to establish the Mount Sinai-Royalty Pharma Alliance for Health Equity Research in collaboration with the Institute for Health Equity Research (IHER). In 2024, we contributed \$5.4 million towards our \$20 million commitment to IHER.

Beyond financial contributions, Royalty Pharma provides IHER researchers with access to Royalty Pharma's proprietary and HIPAA-compliant datasets, which combined with Mount Sinai's population data, enable researchers to systematically understand racial and other disparities in the treatment and outcomes of patients. Our Strategy & Analytics team collaborates closely with Mount Sinai, offering training in data analysis and management. Royalty Pharma's data sharing has enabled IHER to conduct groundbreaking research, secure major grants and produce impactful publications that translate to meaningful changes in practice and policy.

Our partnership with Mount Sinai provides our team with direct access to leading experts addressing critical healthcare challenges and offers a valuable platform for learning and professional development.

In 2024, Royalty Pharma continued its successful internship program that provides outstanding students with hands-on research experience in health access. The program, launched in 2023 in collaboration with Mount Sinai's Institute of Health Equity Research (IHER) and the Biomedical Science Careers Program (BSCP), selects high-achieving BSCP students to work alongside Mount Sinai's leading researchers. At both the 2023 and 2024 Alliance Symposiums, our interns showcased their research achievements through poster presentations, complemented by panel discussions and community roundtables featuring health access experts from across the country.



“The Mount Sinai–Royalty Pharma Alliance for Health Equity Research is a powerful partnership that has allowed us to generate actionable evidence to improve the health of our most vulnerable populations.”

– **Lynne D. Richardson, MD, FACEP**,
Mount Sinai Endowed Professor of
Emergency Medicine and Health Equity
Science, Founding Co-Director, Institute
for Health Equity Research, Icahn School
of Medicine at Mount Sinai





Life Science Cares (LSC)

In 2022, Royalty Pharma was a founding platinum corporate sponsor for the launch of New York City Life Science Cares (LSC), a collective of the life science industry to reduce the impact of inequality and poverty. LSC united the human and financial resources of New York City life sciences companies and leaders in support of non-profit service organizations.

Since then, Royalty Pharma has continued its support through a \$25,000 gift in 2024 to support the 2nd annual Life Science's Day, a program to connect high school students with industry professionals and introduce them to wide-ranging careers in the life sciences industry. The program hosted 250 students for a day of facility tours, interactive panels and science experiments.

Beyond charitable gifts, Royalty Pharma supports LSC's [Project Onramp](#), a summer internship program for college students, helping to bridge the opportunity gap to life science careers. In 2024, Royalty Pharma hosted interns from June to August.



Supporting Physicians in Emerging Markets

For over a decade, Pablo Legorreta, our CEO and founder, has been committed to improving the health ecosystem in Latin America. To that end, his efforts facilitated a partnership between Alianza Médica para la Salud (AMSA), a non-profit organization dedicated to educating and empowering physicians in Latin America, and the Open Medical Institute (OMI), an international initiative that aims to improve healthcare on a global scale through education and research.

Through the partnership with OMI, physicians in the Latin America emerging market receive comprehensive training opportunities to enhance their medical expertise providing them with the skills needed to improve access to healthcare and enhance the healthcare systems within their communities. This programming includes three-day intensive courses including state-of-the-art lectures, case presentations and roundtable discussions available only to Latin American physicians.

In addition to Mr. Legorreta's personal work and contributions totaling more than \$7.6 million, Royalty Pharma has pledged \$320,000 over a three-year period to the American Austrian Foundation, which underwrites OMI's costs for various physician trainings. In 2024, the pledge was completed through a \$80,000 contribution.



A photograph of four business professionals (three men and one woman) sitting around a conference table in a modern office setting. They are all smiling and looking towards the right side of the frame. The table is covered with papers, a smartphone, and a light blue insulated cup. The background shows large windows and indoor plants. The image has a dark, semi-transparent overlay.

Building and Supporting Talent



Working at Royalty Pharma

As the leading provider of funding solutions for life sciences innovation, our success stems from the talent, dedication and collaborative spirit of our people. Founded in 1996, we pioneered the royalty funding market and continue to innovate in life science funding, creating tailored solutions that advance our partners' core missions.

OUR CULTURE

The foundation of our culture rests on our values, teamwork, critical thinking, innovation and the pursuit of excellence. We are nimble. We are laser-focused on making high quality investments in life-changing therapies that generate attractive returns for our shareholders. By collaborating to accelerate innovation, we enable our partners to transform patient lives.

BUILDING STRONG TEAMS

At Royalty Pharma, we reward creative thinking and fresh perspectives on longstanding challenges. We hire talented people and invest in their growth to build engaged and diverse teams positioned for success.

TRULY TEAM-ORIENTED ENVIRONMENT

Our culture makes it easy to retain talent, resulting in a long-tenured team with low turnover.

EXTENSIVE SKILLS AND EXPERIENCES

Our colleagues come from varied backgrounds and bring deep expertise in the fields of science, medicine and investing.

OWNER-OPERATOR MINDSET

Our employees' interests align closely with those of our shareholders—approximately one-third of Royalty Pharma shares are owned by employees, Board members and their affiliated entities. This ownership structure reinforces our focus on long-term value creation and sustainable growth.

AN ENGAGED AND HIGH-PERFORMING TEAM

11%

HEADCOUNT GROWTH IN 2024

11%

INTERNAL PROMOTION RATE

10

YEARS AVERAGE
LEADERSHIP TEAM TENURE

6.4%

AVERAGE TOTAL TURNOVER
OVER THE PAST THREE YEARS



Talent Pipeline Development and Recruitment

Our approach to building a strong talent pipeline combines targeted recruitment strategies with meaningful development opportunities. We aim to attract professionals who share our commitment to innovation in life sciences while contributing a broad range of insights and expertise to our team.

In 2024, our new Head of Human Capital established a talent dashboard to understand the current state of Royalty Pharma's workforce and forecast current and future recruitment needs. The dashboard serves as a summary of the changes within our employee base and a visual representation of current and future talent gaps that Royalty Pharma may need to fill. The dashboard is discussed monthly with senior management and the executive leadership team.

In 2024, nearly 50% of new hires came from our internal referral network.

STRATEGIC RECRUITMENT APPROACH

While Royalty Pharma typically focuses on recruiting experienced professionals rather than new graduates, we maintain multiple pathways for developing talent in the life sciences sector. Our Human Capital team leverages our talent dashboard and collaborates closely with department leaders to identify staffing needs and attract high-quality candidates who align with our mission and values.

Mid- to Senior-level Recruitment

For mid- to senior-level positions, we leverage both external recruiting partnerships and our robust employee referral network. This dual approach helps us identify candidates with the specialized expertise and industry experience needed to advance our work in biopharmaceutical funding and innovation.





Early Career Development

We offer annual internship programs through our networks. Since 2021, we have hired three undergraduate-level interns into permanent roles at the company. These partnerships serve as vital incubators for developing future talent in the life sciences industry. Through partnerships with leading non-profit organizations, we provide structured opportunities that promote early career development in the field:

- Project Onramp, facilitated by LSC, creates paid summer internships for underrepresented college students. For the past two years, we have offered internships to support this program to work with our Research and Investments team. For more information, see [page 30](#).

- Biomedical Science Careers Program (BSCP) offers internships in medicine and science. In 2023 and 2024, we offered internships to support this program. The college-level interns were paired with Royalty Pharma mentors and Mount Sinai and LLS researchers. The interns gained experience in health access and were taught how to extract data and insights to support their research. For more information, see [page 29](#).

These programs provide hands-on experience to participants, introducing them to the various aspects of our unique business model.

Our strategic approach to recruitment and talent pipeline development helps to ensure we maintain the expertise needed to evaluate opportunities and support our partners while fostering an engaging workplace culture.





Training and Professional Development

At Royalty Pharma, we invest in our employees' growth through comprehensive training programs and development opportunities. Our approach combines structured learning initiatives with individualized development support to help employees advance their careers while contributing to our mission.

PROFESSIONAL DEVELOPMENT PROGRAMS

We offer several key development opportunities for employees:

Learning and Development Series

Our six-month leadership program helps colleagues identify personal development goals and enhance their leadership skills through three core components:

- Group coaching
- Self-development
- Social learning

Since its inception, we have run six cohorts of the program. A total of 53 employees—more than half of the firm—have participated, 13 of which have received promotions at Royalty Pharma. In 2024, 11 employees completed the program. Following the completion of the program, employees have the opportunity to continue 1:1 coaching.

Tuition Reimbursement Program

We provide tuition reimbursement to all active full-time employees for successfully completed job-related courses and degree programs at accredited institutions. In 2024, two employees utilized this program, including one colleague pursuing a master's degree directly related to their role at the firm.

Science Series

Our internal Science Series seminars bring in renowned builders and leaders in biotech to talk to Royalty Pharma employees about next gen discoveries, cutting-edge science and where the industry is heading. Speakers have included Dr. Tim Springer of Harvard University and Dr. Jeffrey Ravetch of The Rockefeller University. To help us understand what the innovations of tomorrow will be, our EVP, Investments and Chief Scientific Officer curates our Science Series and supports our Research and Investments group to review early-stage candidates for potential opportunities to flow to our deal pipeline. In 2024, Royalty Pharma held four Science Series events ranging from the merging of experience and creativity in academic drug discovery to the discovery of cutting edge therapeutics and diagnostics at a world-leading cancer center.



“In 2024, I enrolled in the Master of Studies in Law program at the NYU School of Law. I am grateful for Royalty Pharma’s tuition reimbursement program as it not only allowed me to pursue a personal goal of strengthening my tax technical knowledge, but also to further my contributions to the company.”

– **Mina Fukuda**

VP, Director of Tax and
Shareholder Services



Executive Coaching Program

In 2024, Royalty Pharma expanded its Executive Coaching Program. The program aims to provide individual development support to high performing and high potential employees through coaching by executive coaches from across the globe. In 2024, five employees participated in coaching engagements focused on presentation skills, executive presence and leadership development. We continue to expand our panel of executive coaches to ensure colleagues have access to the best external coaches in the industry.

Additional details about these opportunities are found in our [Employee Handbook](#).





PERFORMANCE MANAGEMENT

In 2024, we refined our standardized approach to performance management and reviews by implementing a more consistent process across departments. Our process includes a self-evaluation, manager evaluation and a year-end discussion between employees and their supervisors. Additionally, based on feedback from the Employee Engagement Committee, we implemented a mid-year manager check-in to provide employees with a forum to discuss progress toward goals, recognize achievements and align on areas for continued improvement.

Developing Our Leaders

In 2024, we partnered with Day One Group to facilitate professional development sessions with our leadership team. The program focused on preparing leaders for constructive year-end performance review conversations through practical, engaging sessions that included useful tips and role play. We will continue to partner with Day One Group to provide just-in-time development opportunities tailored to specific needs.

2024 Employee Retreat

We hosted a two-day offsite retreat for the entire company, to foster connections, exchange ideas, enhance shared values and further cultivate a sense of belonging.

Our 2024 keynote speaker delivered a presentation on unlocking the potential of artificial intelligence which educated, inspired and motivated our employees.

As a result, we plan to host a series of sessions firmwide in 2025 to delve deeply into Large Language Models (LLMs) and their business applications. Building on our existing use of AI in various areas, these sessions will further enhance our employees' skills and knowledge, driving innovation and positioning our firm at the forefront of AI advancements.





Employee Engagement and Wellbeing

We maintain several initiatives and channels for meaningful employee engagement and feedback to keep a pulse on the employee point of view.

EMPLOYEE SURVEYS

Royalty Pharma surveys employees across seniority levels and departments to gauge employee satisfaction and collect important feedback. Employees are asked about a range of different factors, including work/life balance. The surveys provide employees with an opportunity to express what they feel we are doing well and where there is room for continued improvement.



We last conducted an employee survey in 2023 and plan to conduct the next one in 2025; subsequent surveys will be conducted on an annual basis. The information gathered from these surveys will ensure we can continue those practices that are greatly appreciated by our colleagues and adjust course where appropriate.

QUARTERLY TOWN HALLS

We host quarterly All Hands meetings to bring the organization together and share updates across the firm. These sessions include:

- Presentations from investment professionals on recent transactions
- Insights from our Investor Relations team on earnings results and investor feedback
- Updates on philanthropic initiatives
- Introductions of new colleagues

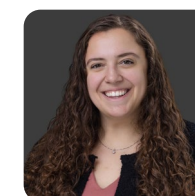
LUNCH WITH LEADERSHIP PROGRAM

In 2024, we hosted 15 leadership lunch events with 77 participants. These sessions create opportunities for informal conversations and deeper connections across all levels of the organization.



“Lunch with Leadership was a special opportunity to connect with EVPs and SVPs outside of work. Hearing their professional insights, vision for our company and personal stories made them relatable and inspired me to think more strategically about my own role.”

– **Sherry Zhang**, Associate, Finance



“The Lunch with Leadership was truly a pleasant experience; it was enlightening to hear about his professional journey and valuable insights. I also appreciated the opportunity to connect with colleagues from various departments, which enriched the conversation.”

– **Veronica Sirica**, Associate, Tax



EMPLOYEE ENGAGEMENT IN PARTNERSHIPS AND PHILANTHROPY

Beyond our philanthropic partnerships, Royalty Pharma encourages employee engagement to support our communities through volunteerism and employee giving. These activities also enhance employee engagement by cultivating a fulfilling workplace.

Employee Volunteering and Giving

Royalty Pharma creates meaningful volunteer opportunities for employees. To ensure that our volunteer efforts reflect our employees' interests, in 2023 we conducted a survey to assess potential volunteer opportunities. Based on the results, we developed a list of volunteer opportunities for employees to participate in throughout 2024.

Royalty Pharma matches up to \$1,000 per employee per year for donations to a registered non-profit organization of the employee's choice. The details of this program are formalized in our [Employee Handbook](#), which is made available to all employees. In 2024, Royalty Pharma's donation matching program made approximately \$23,000 in donations across various charities, a 130% increase in donations from 2023.

In 2024, Royalty Pharma partnered with four New York City-based organizations to offer employee volunteering opportunities.



El Nido de Esperanza helps mothers and children. In 2024, Royalty Pharma donated both financial support and volunteer hours across the organization's events.



Project EATs is an urban rooftop farm that feeds the New York community and creates new uses for city green spaces as well as innovative children's programming.



Fifth Avenue Presbyterian Church serves lunch daily to the unhoused population of New York. Employees helped to serve meals and distribute hygiene kits.



Osborne Association works directly with people affected by the criminal legal system. Royalty Pharma employees participated in a gift-wrapping and gift giving event at our New York office.



Fireside Chats with Board Members

Our Board meets quarterly and we take this opportunity to organize periodic fireside chats with one of our Board members to inspire, engage and strengthen the lines of communication across our organization. These sessions spotlight individuals and their journeys, inviting them to share their unique insights, both personal and professional. Employees are invited to attend and encouraged to ask questions about the company's strategy and business priorities. In 2024, our speakers were Cathy Englebert and Ted Love.

Ted Love participated in a fireside chat in 2024 where he discussed his career achievements and experiences. He highlighted the importance of remaining resilient in the face of adversity, embracing challenges in the pursuit of innovation and building strong relationships through networking. The fireside chat received exceptional feedback, and we look forward to hosting more. Sara Klymkowsky, SVP, Research & Investments, moderated the fireside chat. She found the experience inspiring and sees the benefits of these conversations in the workplace.



“We had the amazing opportunity to host Dr. Ted Love for a fireside chat—Dr. Love has been an important contributor on our board, allowing us to borrow from his long-tenured and wide-ranging experience. Dr. Love described his long history of service and innovation in medicine and biopharma, as well as his recent efforts as an advocate for patients with sickle cell disease worldwide. We appreciated his stories and practical and inspiring advice to the entire Royalty Pharma team.”

– **Sara Klymkowsky**
SVP, Research & Investments



Ted Love MD
Director, Chair of the Nominating and
Corporate Governance Committee



COMPENSATION AND BENEFITS

Our employees receive competitive salaries and are eligible for annual cash bonuses. Non-pay benefits cover all employees. All employees and consultants of Royalty Pharma are eligible for variable incentive pay in the form of equity compensation under the Royalty Pharma Management Equity Incentive Plan.

Our comprehensive benefits package includes:

- Full medical, vision, and dental benefits with coverage for approximately 94% of medical insurance premium costs and enhanced dental and vision plans with no employee cost
- 401(k) plan with company match up to 5%
- Charitable contribution matching up to \$1,000 per employee annually for 501(c)3 organizations through our Giving Trax platform
- Access to One Medical membership for employees and dependents
- TouchCare Healthcare Concierge services
- Hybrid workplace structure with remote work flexibility and commuter benefits
- In-home office equipment and technology support
- Enhanced on-site fitness facility
- One-on-one dietitian support
- Participation in J.P. Morgan's Corporate Challenge
- Parental Leave
- Competitive paid time off
- Provision of onsite flu shots
- One-on-one sessions with career coaches
- Long-term disability and limited life insurance with no employee cost
- Pet health insurance coverage

Our employees have the option to enroll in additional benefits, including legal service plans, accident insurance, flexible spending accounts and identity theft protection. In 2024, we continued offering free membership to One Medical, a primary care practice that facilitates access to quality healthcare. Through One Medical, employees and their listed dependents have access to primary care providers, virtual healthcare services, same-day and urgent care appointments and mental health services. They also have access to TouchCare Healthcare Concierge, which provides unlimited consultations from a team of professional advisors. The advisors can help with addressing medical billing mistakes, selecting health insurance plans and finding and coordinating healthcare providers.

We provide support to employees at all stages of life. For those who are growing their families, we provide quality time for parents to bond with their newest family member, with 16 weeks of parental leave to the primary caregiver and four weeks of leave to the secondary caregiver. We also offer generous paid time off annually and additional flexibility during the holidays.

Employees are kept apprised of their benefits through our [Employee Handbook](#).



Retaining Talent

We are committed to practices that create an environment where employees can bring their authentic selves to work. Our approach focuses on ensuring equal opportunities and treatment.

Our key efforts include:

- Establishing an Employee Engagement Committee to strengthen our culture and expand opportunities for collaboration across teams
- Encouraging supervisors to develop an environment that values everyone's perspective
- Celebrating the benefits of varied perspectives and experiences
- Enforcing equal employment opportunity, non-harassment, non-retaliation and non-discrimination policies

Employee Engagement Committee

Our Employee Engagement Committee comprises seven high-performing professionals representing different departments, tenures and backgrounds. The Committee partners with our Head of Human Capital and Senior Leadership Committee to provide insights and recommendations for strengthening Royalty Pharma's unique culture.

In fall 2024, the Committee organized an offsite networking event to expand and deepen relationships across the firm.

In addition, Royalty Pharma hosted a number of social events, both onsite and offsite, to facilitate team building and collaboration across departments.





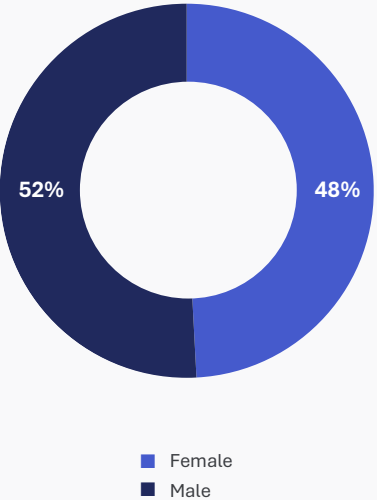
SAFETY

We promote a respectful and safe work environment for all employees, with no tolerance for harassment or discrimination. For this purpose, we designed our Policy Prohibiting Discrimination, Harassment and Retaliation to be broader than the law and to prohibit unwelcome conduct.

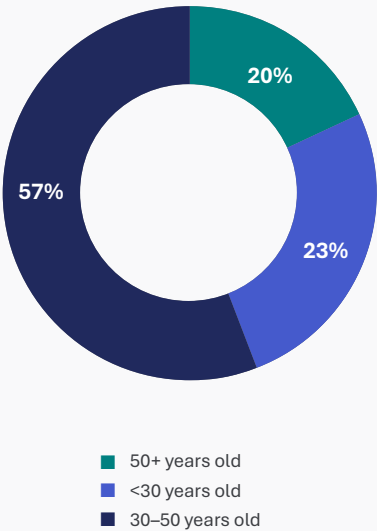
Our policy is designed to keep complaints, and their resolution, confidential to the extent possible, subject to our company’s responsibility to conduct an appropriate investigation and take necessary disciplinary action. We require all employees to complete Harassment Prevention Training and annual certification of compliance with the [Employee Handbook](#).

2024 WORKFORCE DATA

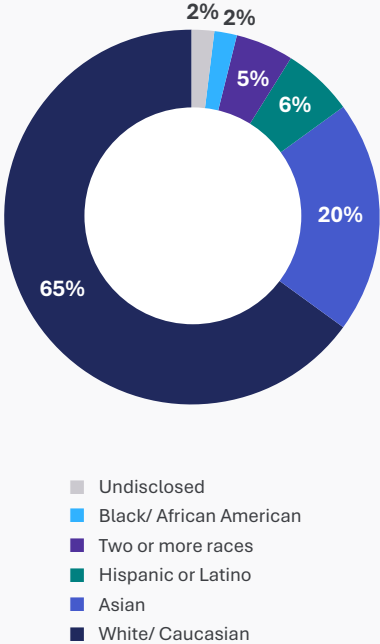
Workforce by Gender



Workforce by Age



Workforce by Race/Ethnicity





Managing Our Business



Our Board and Corporate Governance

Royalty Pharma believes in upholding the highest standards of trust and integrity as we pursue excellence in corporate governance. Both our market-leading position and the biopharmaceutical industry's high esteem for our company reflect our adherence to proven business ethics, policies and practices. We perform thorough due diligence and monitor our investments. We typically work with academic and non-profit institutions and pharmaceutical companies that have transparent and well-developed governance policies, which benefit society through ethical and sustainable business practices.

Our governance, IT and cybersecurity policies and compliance framework cover areas such as anti-bribery, anti-fraud, document retention, FCPA, EEO and securities trading. We are committed to re-examining our corporate governance policies regularly to ensure our Board's independence and effectiveness in company- and industry-

specific circumstances. Our corporate governance guidelines provide that our Board meets at least four times annually and may hold special meetings based on our company's needs. Director attendance at meetings is mandatory.

We regularly assess the Board and its committees to maintain effective leadership, performance and succession planning.

In the beginning of 2025, we took a transformative step in our evolution by announcing the acquisition of our external manager. Once complete, this acquisition will increase shareholder alignment, enhance corporate governance, ensure management continuity and simplify our corporate structure. The Board will have greater oversight over executive compensation and succession, furthering our commitment to robust governance practices.





BOARD COMMITTEES

Our Board has three standing committees: the Audit Committee, the Management Development and Compensation Committee, and the Nominating and Corporate Governance Committee. Each committee performs its duties as assigned by the Board, in line with the committee’s charter and Royalty Pharma’s Articles of Association. Directors are required to attend committee meetings for the committees on which they serve.

<div>BOARD OF DIRECTORS</div> <div>The Board provides general oversight of our Corporate Responsibility</div>		
Audit Committee	Management Development and Compensation Committee	Nominating and Corporate Governance Committee
<div>Addresses:</div> <ul style="list-style-type: none">• Anti-bribery and anti-corruption complaints or incidents• Whistleblower Policy complaints• Financial statements, disclosure and other risk management and compliance matters	<ul style="list-style-type: none">• Review and assess company’s compensation policies and practices• Review risks likely to have material adverse effects on the company• Assess and provide feedback regarding senior management team• Evaluate internal capabilities of senior executive roles and executive transition	<ul style="list-style-type: none">• Conducts Board performance evaluation• Selects experienced Board members <div>Oversees compliance with:</div> <ul style="list-style-type: none">• Responsible Investment Policy• Anti-Bribery and Anti-Corruption Policy• Human Rights Policy Statement



BOARD LEADERSHIP

Pablo Legorreta, our founder and CEO, serves as the Chairman of the Board. He has led the company as CEO since its inception. Our Lead Independent Director is Henry Fernandez, the CEO of MSCI Inc. He presides over meetings of our company's independent directors and acts as a liaison between the Chairman of the Board and the directors.

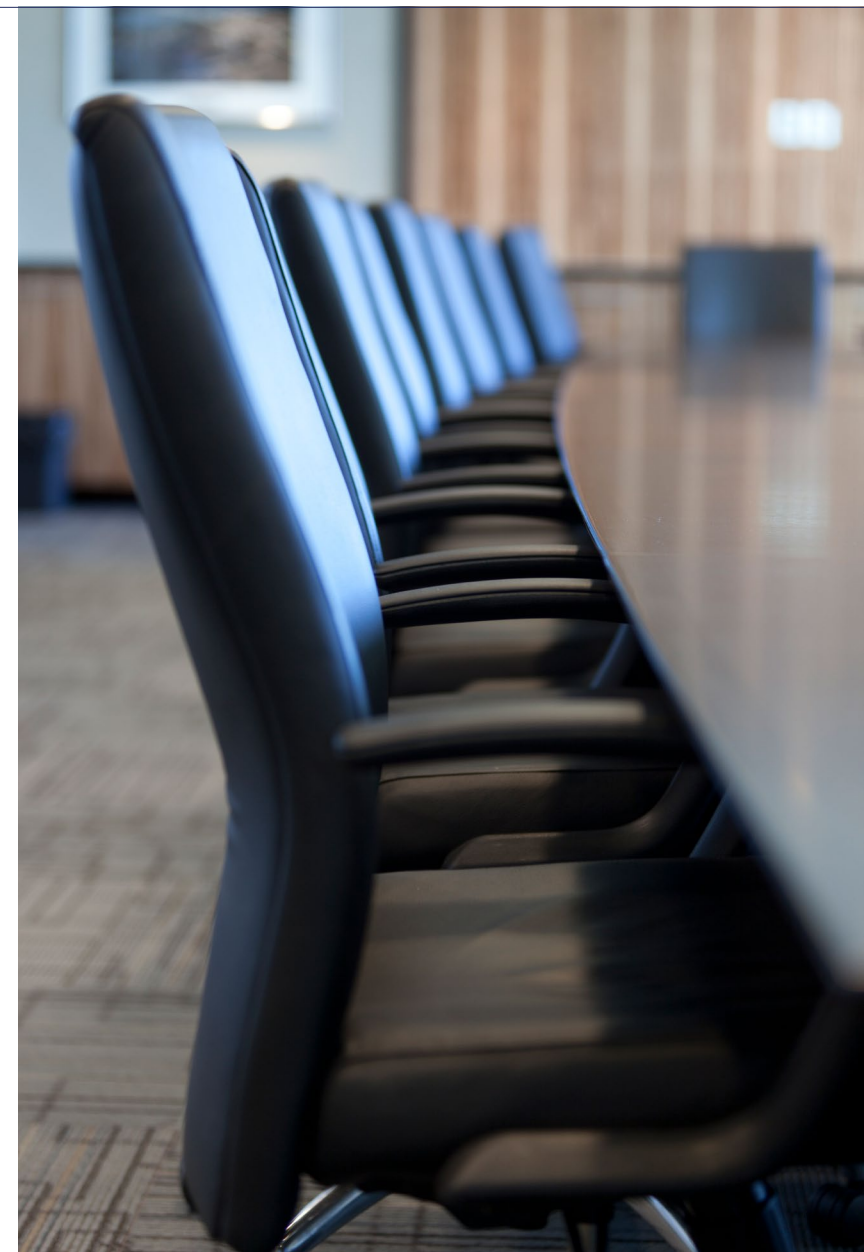
Seven of eight directors on our Board are independent, and independent directors make up 100% of our Board committees. The Board believes that its leadership structure, composition and sound corporate governance policies and practices allow it to maintain sufficient independence from management and effective oversight.

BOARD PERFORMANCE EVALUATION AND SUCCESSION PLANNING

We perform ongoing and dynamic evaluations of the Board and committees. This includes the Board's own annual evaluation to determine its effectiveness as well as those performed by its committees and Board members.

These evaluations go beyond regular open discussions and provide an opportunity for stakeholders to reflect on and improve processes. For succession planning, the Nominating and Corporate Governance Committee and the Board itself may recommend director candidates for election.

We are proud of the vast experience our directors bring to our company's Board, especially in risk management in which seven of our eight directors have combined decades of expertise.





LEADERSHIP



FINANCE &
ACCOUNTING



SCIENCE &
BIOTECH



BUSINESS
STRATEGY



RESEARCH &
ACADEMIC



TECHNOLOGY &
CYBERSECURITY











RISK
MANAGEMENT



CORPORATE
RESPONSIBILITY



PUBLIC
COMPANY CEO

	PABLO LEGORRETA	✓		✓	✓			✓		✓
	HENRY FERNANDEZ	✓	✓		✓		✓	✓	✓	✓
	BONNIE BASSLER, PH.D.	✓		✓		✓	✓		✓	
	ERROL DE SOUZA, PH.D.	✓		✓	✓	✓	✓	✓	✓	✓
	CATHERINE ENGELBERT	✓	✓		✓		✓	✓	✓	
	DAVID HODGSON	✓	✓		✓		✓	✓	✓	
	TED LOVE, M.D.	✓		✓	✓	✓	✓	✓	✓	✓
	GREGORY NORDEN	✓	✓	✓	✓		✓	✓	✓	

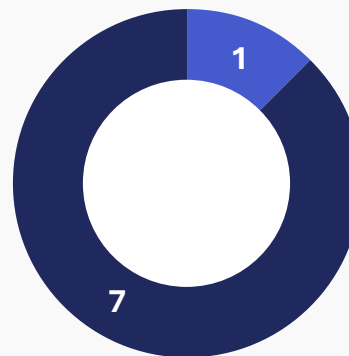


BOARD COMPOSITION

We believe that our successful performance depends on the involvement of a wide range of viewpoints and experiences. That is why our Board and the Nominating and Corporate Governance Committee actively seek out highly qualified individuals for Board nominations.

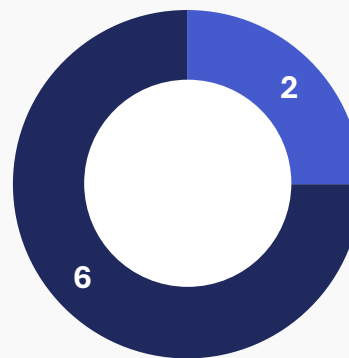
7 Directors are Independent

■ Non-Independent director
■ Independent directors



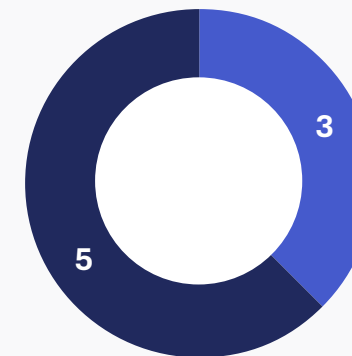
Board Member by Gender

■ Female
■ Male



>60% of Directors are ≤ 65 Years Old

■ >65
■ ≤65



Board Member by Race/Ethnicity

■ African American/Black
■ South Asian
■ Hispanic/Latinx
■ Caucasian/White





CORPORATE RESPONSIBILITY OVERSIGHT

Our robust controls and oversight serve as a foundation for our effective operations and sustainable growth. The Board of Directors maintains ultimate oversight of our responsibility initiatives, with the Nominating and Corporate Governance Committee maintaining primary oversight of our responsible business policies, practices, reporting, strategy and progress. The Nominating and Corporate Governance Committee also has oversight over material and responsible business areas, including access to healthcare and receives regular sustainability updates.

The Board’s other committees are also engaged in and oversee specific elements of responsible business associated with their applicable area of responsibility. Members of the Royalty Pharma leadership team review and approve sustainability reporting, ensuring that it addresses material issues.

Our cross-functional Corporate Responsibility Committee consists of functional experts and leaders from several departments. The Corporate Responsibility Committee’s goals are to strengthen and formalize Royalty Pharma’s sustainability efforts and foster company-wide responsible business practices integration. The Corporate Responsibility Committee typically meets monthly and delivers quarterly updates to the Nominating and Corporate Governance Committee, which has helped to expand the governance oversight over the company and access to healthcare initiatives.

Members of the Royalty Pharma leadership team review and approve sustainability reporting, ensuring that it addresses material issues.

OUR OVERSIGHT MODEL





Business Ethics and Policies

Royalty Pharma maintains strong governance practices and policies, adhering to high regulatory compliance, ethics, integrity and transparency standards. Our policies can be found on our [website](#).



CODE OF BUSINESS CONDUCT AND ETHICS

We require all employees to review and certify that they will comply with the policies outlined in Royalty Pharma's Compliance Manual and [Code of Business Conduct and Ethics](#). In 2024, 100% of employees certified that they would comply with the Code of Business Conduct and Ethics.

ETHICAL STANDARDS TRAINING

In 2024, we connected with a third-party expert to conduct mandatory ethics training for all full-time employees. The training included topics such as insider training, conflicts of interest, political contributions, the company's Whistleblower Policy, cybersecurity and more.

SUPPLIER CODE OF CONDUCT

Our [Supplier Code of Conduct](#) reflects both our and the industry's expectations for sustainable performance. It addresses ethical concerns such as business integrity, animal welfare, data protection, conflicts of interest and fair competition, along with labor concerns such as non-discrimination.

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

Our Anti-Bribery and Anti-Corruption Policy embodies Royalty Pharma's commitment to managing corruption risk exposures and related controversies. To maintain this commitment, we conduct our business according to all applicable laws, rules and regulations. Our goal is to always engage in honest, ethical conduct, and we expect all employees, officers and directors to comply with the Anti-Bribery and Anti-Corruption Policy. The Nominating and Corporate Governance Committee oversees compliance with the policy. The Audit Committee addresses any complaints or incidents raised, as well as reviews policies and practices to be used with respect to risk assessment and risk management. The policy also applies to payments made by third-party representatives on our behalf.



HUMAN RIGHTS POLICY STATEMENT

We aligned our [Human Rights Policy Statement](#) with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. Our policy statement is also based on the principles of the International Labour Organization's Declaration of Fundamental Principles and Rights at Work and the International Bill of Human Rights. The Nominating and Corporate Governance Committee oversees compliance across this area and relies on the Responsible Investment Policy to guide the process, including reviewing of sustainability and business risk factors across internal operations and vendor engagements.

WHISTLEBLOWER POLICY

Our [Employee Handbook](#) and [Whistleblower Policy](#) establish the procedures for formal grievance escalation and reporting. Through our [confidential whistleblower hotline](#) managed by a third-party platform, employees may submit good faith complaints anonymously and without fear of any kind of retaliation. The submitted information is reviewed and addressed by the Audit Committee. In addition, disclosures about potential conflicts of interest must be made at least annually, as well as any time a potential conflict of interest may arise. This procedure is applicable to every employee who must certify disclosure of conflicts of interest each year.

EQUAL RIGHTS FOR ALL SHAREHOLDERS

Each share has equal voting rights. All directors are elected annually and are elected by majority vote. We respect the shareholder right to call general meetings and we hold an annual advisory shareholder vote on executive compensation.

CLAWBACK POLICY

Accountability is a fundamental value of Royalty Pharma. Our executive officers are subject to a strong [Clawback Policy](#) where they must repay any excess compensation from an accounting restatement with any financial reporting requirement under the U.S. federal securities law.

EXECUTIVE SHARE OWNERSHIP POLICY

Our named executive officers and certain other senior executives are required to maintain a minimum equity stake in Royalty Pharma. Our [Executive Share Ownership Policy](#) embodies our Management Development and Compensation Committee's belief that our most senior executives should maintain a significant personal financial stake in Royalty Pharma to promote a long-term perspective in managing our business. In addition, our share ownership policy helps align executive and shareholder interests, which reduces incentive for excessive short-term risk taking.



Data Privacy and Information Security

We prioritize proactive risk mitigation efforts at Royalty Pharma, and this position is codified in our internal Cybersecurity and Personal Data Breach Policy.

Proactive risk mitigation starts with our Chief Technology Officer (CTO), who is responsible for the company's cybersecurity strategy. Reporting to the CEO and the Audit Committee and Board on cybersecurity issues, the CTO implements policies and procedures, escalates issues that present material risks and ensures that all employees are sufficiently trained in cybersecurity.

Our Technology Committee identifies, monitors, and prioritizes the cybersecurity risk environment. The Committee also fosters awareness, promotes proactive risk mitigation and ensures accountability throughout the organization.

The technology team at Royalty Pharma employs specialized tools to monitor our security infrastructure, promptly detecting any suspicious activities. We utilize a platform for phishing simulations and employee training.

Vendor compliance is integral to our information protection strategy and we stringently assess vendors against industry best practices. Employees and anyone who has access to our electronic systems, software, hardware and information must abide by our cybersecurity policy.

In 2024, 100% of employees signed attestations of the Compliance Manual, indicating acknowledgment of the policy.





Embedding Environmental Sustainability



Climate-related Risks and Financed Emissions

Environmental sustainability and climate-related risks and opportunities are important considerations for our business and wider industry. Beyond accounting for our financed emissions and constantly evaluating our responsible investment principles, we are taking steps to measure, manage and minimize our operational environmental impact where possible.

GOVERNANCE AND OVERSIGHT

The Board maintains active oversight of climate-related considerations through the Nominating and Corporate Governance Committee, which regularly reviews our corporate sustainability program. Management is responsible for incorporating sustainability practices into our operations and business strategy while setting environmental objectives. The Corporate Responsibility Committee is responsible for the review of energy usage and associated greenhouse gas emissions data.

STRATEGY AND RISK MANAGEMENT

While our business model as a provider of biopharmaceutical funding results in limited direct environmental impact, we maintain a systematic approach to evaluating potential climate-related risks and opportunities. Management does not currently anticipate material capital expenditures arising from environmental regulation but continues to assess our exposure to climate-related factors as the global economy evolves.

Environmental Training and Awareness

In 2024, we enhanced employee understanding of environmental and sustainability considerations through virtual training delivered by our compliance partner, Traliant.

The program provided employees with deeper insight into ESG components and their importance to our business responsibilities. All active employees completed this training, achieving 100% participation.

EMISSIONS MEASUREMENT AND REPORTING

We calculate our GHG emissions using methodologies from the Greenhouse Gas Protocol, developed by the World Resources Institute and the World Business Council for Sustainable Development (GHG Protocol). Following the criteria of the GHG Protocol, we obtained independent verification declaration from Apex Companies, LLC (Apex) for the emissions disclosed below. This is part of our continual efforts to improve the accuracy and transparency of our disclosures. For more information on this, please refer to [page 81](#).

We define our organizational boundaries using the financial control approach. Since Royalty Pharma plc is externally managed, the entity does not have any Scope 1 or Scope 2 emissions. We also consider relevant Scope 3 emission categories per the GHG Protocol. Emissions related to portfolio investments (Scope 3, Category 15) are considered the most material emissions category under the GHG Protocol.



Our investments in Scope 3 Category 15 are primarily comprised of royalties on a portfolio of biopharmaceutical products. We receive cash royalties on these products based on their sales performance and respective royalty terms. We are also entitled to receive returns on other investments through our joint ventures, holders of debt instruments and equity method investees.

We calculated Royalty Pharma plc’s Scope 3 Category 15 GHG emissions by disaggregating our portfolio as follows:

• **Royalty investments for which marketer/payor emissions data is available**

We estimated the emissions from such activities by applying the derived emission intensity of the product’s marketer or payor to our related royalty receipts. The emission intensity is calculated as the published 2024 Scope 1 and Scope 2 (market-based) emissions from the royalty product’s marketer/payor’s Carbon Disclosure Project (CDP)’s Climate response or their ESG (or equivalent) report, divided by the marketer/ payor’s 2023 or 2024 reported revenue taken from their CDP Climate response or their financial reports, such as annual reports.

• **Royalty investments for which marketer/payor emission data is not available**

We estimated the emissions from such investments by applying the estimated emission intensity factor of the product’s marketer or payor to our related royalty receipts. The estimated emission intensity is calculated as the average emission intensity from our portfolio of marketers/ payors that do have published 2023 Scope 1 and Scope 2 (market-based) emissions data divided by the average reported 2023 or 2024 revenues of those marketers/payors (Estimated Emission Intensity).

• **Other investments**

We estimated the emissions from equity investments in private companies and debt securities with listed companies. We calculated our investees’ estimated emissions by multiplying the investees’ total revenue by the Estimated Emission Intensity. We then take a proportionate share of the investee’s estimated emissions by multiplying the investee’s estimated emissions by Royalty Pharma plc’s interest in the investees.

GHG EMISSIONS (MT CO ₂ E)	2022	2023	2024
Scope 1	N/A	N/A	N/A
Scope 2	N/A	N/A	N/A
Scope 3 (Category 15)	19,610	32,002	23,266





Operational Footprint

The environmental footprint of our direct operations is relatively minimal and primarily represented by our office-based headquarters. Our New York City office is ENERGY STAR certified and WELL designated, supporting our efforts in energy efficiency as well as employee health and well-being.

WASTE MANAGEMENT

We maintain comprehensive recycling and waste reduction practices across our operations, such as single stream recycling and properly discarding electronics. While our regular partnership with NY Common Pantry for food donation concluded in October 2024 due to changes in catering arrangements, we continue to engage with them on an ad-hoc basis to minimize food waste when possible.

PARTNER ENGAGEMENT

Our partners play an essential role in our environmental commitment. We take into consideration the environmental impact of our investment decisions, seeking partners who share our environmental values. Our Environmental Policy and Supplier Code of Conduct encourage our partners' environmental awareness.

Sustainable Office Renovations

In 2024, we completed significant renovations to our New York office that incorporated multiple environmental design elements:

- LED lighting with Lutron control system and dimming capabilities for energy conservation
- Enhanced HVAC controls with UV light air purifiers
- Energy Star appliances and water-conserving fixtures
- Natural materials, fibers, and finishes
- High recycled content in architectural elements
- Green cleaning products

The expansion connected three contiguous floors with an internal staircase to promote active design. It also positioned shared spaces to maximize natural daylight. To support employee wellbeing, all workspaces feature sit-stand desks.



A low-angle, upward-looking photograph of several modern skyscrapers against a clear blue sky. The buildings are made of glass and steel, with their lines converging towards the top of the frame. The lighting is bright, creating a sense of height and scale.

Promoting Transparency



About This Report

We are pleased to publish Royalty Pharma’s 2024 Corporate Responsibility Report, which is in reference to the Global Reporting Initiative (GRI) and aligned with Sustainability Accounting Standards Board (SASB) reporting standards.

Given the unique overlap of our business in funding innovation across the biopharmaceutical industry, we have reported against the two SASB sector standards most relevant to our business: Biotechnology & Pharmaceuticals (HC-BP), and Asset Management & Custody Activities (FN-AC). The GRI content index directs readers to responses contained in this report and external documents.

We are aware of the growing adoption of the International Sustainability Standards Board’s (ISSB) new disclosure standards, IFRS S1 and IFRS S2. We have made enhancements to the structure of our environmental sustainability information to more closely align with IFRS S2 Climate-related Disclosures. Royalty Pharma will continue to adapt its Corporate Responsibility reporting in line with our stakeholders’ expectations and emerging best practices.

We are publishing this report on April 14, 2025, based on the January 1, 2024 to December 31, 2024 fiscal year, unless otherwise specified. Where applicable, we have provided updates on our progress in 2024 and our planned activities for 2025.

For questions about this report, please email contact@royaltypharma.com or contact us at 110 East 59th Street, New York, NY 10022. More information about our responsible business and sustainability policies and practices is available on our website, www.royaltypharma.com, under “Responsibility.”

Royalty Pharma plc is externally managed and does not employ its own personnel and instead depends upon RP Management, LLC, and its officers and employees for virtually all of the services it requires.

Because RP Management, LLC provides Royalty Pharma plc and its subsidiaries with management for its day-to-day operations, we believe that presenting certain information in this report for both Royalty Pharma plc and its subsidiaries and RP Management, LLC, on a combined basis will assist in comparability of our responsible business and sustainability policies and practices with our peers.

For the purposes of this report only, references to “Royalty Pharma,” the “Company,” “we,” “us,” or “our” and similar expressions refer to Royalty Pharma plc and its subsidiaries and RP Management, LLC and its subsidiaries and successors. References to either Royalty Pharma plc or RP Management, LLC are intended to refer only to the specifically stated entity.

We have obtained independent verification declaration from Apex of Royalty Pharma plc’s greenhouse gas emissions (GHG) data for 2024. Refer to the Verification Opinion Declaration for full details of the verification scope, standards used, work undertaken and conclusions.



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

STATEMENT OF USE

ROYALTY PHARMA HAS REPORTED WITH REFERENCE TO THE GRI STANDARDS FOR THE PERIOD JANUARY 1, 2024 TO DECEMBER 31, 2024.

GRI STANDARD

INDICATOR

DESCRIPTION

2024 RESPONSE

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021

2-1

Organizational details

[Our Company, pp. 5-14](#)
[2024 Form 10-K](#), pp. 49-51, 86

2-2

Entities included in the organization’s sustainability reporting

[2024 Form 10-K](#), p. 86

2-3

Reporting period, frequency and contact point

We are publishing this report on April 14, 2025, based on the fiscal year January 1, 2024, to December 31, 2024. The period for our financial reporting is in line with our corporate responsibility reporting period.

For questions about this report, please contact us using the address: 110 East 59 Street New York, NY 10022 or at contact@royaltypharma.com

2-4

Restatements of information

There are no restatements of information.

2-5

External assurance

Apex Companies, LLC has assured the Royalty Pharma GHG emissions for 2024. The consolidated financial statements of Royalty Pharma plc are externally audited by Ernst & Young LLP.

2-6

Activities, value chain and other business relationships

[Our Company, pp. 5-14](#)
[2024 Form 10-K](#), pp. 1-15

2-7

Employees

[2024 Workforce Data, p. 43](#)
[Social and Environmental Performance Data Tables, pp. 75-76](#)

2-8

Workers who are not employees

Although we receive services from workers employed by third-party vendors and service providers, none of those services are rendered by workers who meet the definition of “other workers” provided in the guidance associated with the standard.



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

STATEMENT OF USE

ROYALTY PHARMA HAS REPORTED WITH REFERENCE TO THE GRI STANDARDS FOR THE PERIOD JANUARY 1, 2024 TO DECEMBER 31, 2024.

GRI STANDARD

INDICATOR

DESCRIPTION

2024 RESPONSE

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021

2-9

Governance structure and composition

[Our Board and Corporate Governance, pp. 45-50](#)
[2025 Proxy Statement, pp. 71-86](#)
[Royalty Pharma Corporate Governance Guidelines](#)
[Royalty Pharma Nominating and Corporate Governance Committee Charter](#)

2-10

Nomination and selection of the highest governance body

[2025 Proxy Statement, pp. 87-89](#)
[Royalty Pharma Corporate Governance Guidelines](#)

2-11

Chair of the highest governance body

[Our Board and Corporate Governance, p. 47](#)
[2025 Proxy Statement, p. 81](#)
[Royalty Pharma Corporate Governance Guidelines](#)
[Royalty Pharma Nominating and Corporate Governance Committee Charter](#)

2-12

Role of the highest governance body in overseeing the management of impacts

2-13

Delegation of responsibility for managing impacts

2-14

Role of the highest governance body in sustainability reporting

2-15

Conflicts of interest

2-16

Communication of critical concerns

[Corporate Responsibility Oversight, p. 50](#)
[2025 Proxy Statement, pp. 90-94](#)
[Royalty Pharma Nominating and Corporate Governance Committee Charter](#)

[Royalty Pharma Nominating and Corporate Governance Committee Charter](#)

[Whistleblower Policy, p. 52](#)



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

STATEMENT OF USE

ROYALTY PHARMA HAS REPORTED WITH REFERENCE TO THE GRI STANDARDS FOR THE PERIOD JANUARY 1, 2024 TO DECEMBER 31, 2024.

GRI STANDARD

INDICATOR

DESCRIPTION

2024 RESPONSE

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021

2-17

Collective knowledge of the highest governance body

[Board Performance Evaluation and Succession Planning, p. 47](#)
[2025 Proxy Statement](#), pp. 71-78

2-18

Evaluation of the performance of the highest governance body

[Board Performance Evaluation and Succession Planning, p. 47](#)
[2025 Proxy Statement](#), pp. 89-90
[Royalty Pharma Corporate Governance Guidelines](#)
[Royalty Pharma Nominating and Corporate Governance Committee Charter](#)

2-19

Remuneration policies

[2025 Proxy Statement](#), pp. 96-98, 110-122
[Royalty Pharma Clawback Policy](#)
[Financial Statement Compensation Recoupment Policy](#)

2-20

Process to determine remuneration

[2025 Proxy Statement](#), pp. 110-118

2-21

Annual total compensation ratio

The ratio of annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) is 93 to 1.

[2025 Proxy Statement](#), p. 123

2-22

Statement on sustainable development strategy

[A Message from our Chairman and Chief Executive Officer, pp. 3-4](#)



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

STATEMENT OF USE ROYALTY PHARMA HAS REPORTED WITH REFERENCE TO THE GRI STANDARDS FOR THE PERIOD JANUARY 1, 2024 TO DECEMBER 31, 2024.

GRI STANDARD	INDICATOR	DESCRIPTION	2024 RESPONSE
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GENERAL DISCLOSURES

GRI 2: General Disclosures 2021

2-23

Policy commitments

[Business Ethics and Policies, pp. 51-52](#)

2-24

Embedding policy commitments

2-25

Processes to remediate negative impacts

[Whistleblower Policy, p. 52](#)

2-26

Mechanisms for seeking advice and raising concerns

[Whistleblower Policy, p. 52](#)
[Stakeholder Engagement, pp. 12-13](#)
contact@royaltypharma.com

2-27

Compliance with laws and regulations

Royalty Pharma has not been subject to any material instances of non-compliance with laws and regulations during the reporting period. No material fines or non-monetary sanctions were imposed on Royalty Pharma during the reporting period.

[2024 Form 10-K](#), pp. 33-34



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

STATEMENT OF USE ROYALTY PHARMA HAS REPORTED WITH REFERENCE TO THE GRI STANDARDS FOR THE PERIOD JANUARY 1, 2024 TO DECEMBER 31, 2024.

GRI STANDARD	INDICATOR	DESCRIPTION	2024 RESPONSE
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GENERAL DISCLOSURES

GRI 2: General Disclosures 2021	2-28	Membership associations	Biotechnology Innovation Organization (BIO) FasterCures Advisory Board
	2-29	Approach to stakeholder engagement	Our Corporate Responsibility Approach and Priorities, pp. 10-11 Stakeholder Engagement, pp. 12-13
	2-30	Collective bargaining agreements	There are no employees covered by collective bargaining agreements.



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

STATEMENT OF USE

ROYALTY PHARMA HAS REPORTED WITH REFERENCE TO THE GRI STANDARDS FOR THE PERIOD JANUARY 1, 2024 TO DECEMBER 31, 2024.

GRI STANDARD

INDICATOR

DESCRIPTION

2024 RESPONSE

MATERIAL TOPICS

GRI 3: Material Topics 2021

3-1

Process to determine material topics

3-2

List of material topics

[Our Corporate Responsibility Approach and Priorities, pp. 10-11](#)

GHG Emissions

GRI 3: Material Topics 2021

3-3

Management of material topics

GRI 305: Emissions 2016

305-1

Direct (Scope 1) GHG emissions

305-2

Energy indirect (Scope 2) GHG emissions

305-3

Other indirect (Scope 3) GHG emissions

[Embedding Environmental Sustainability, pp. 54-57](#)
[Social and Environmental Performance Data Tables, p. 81](#)

Human Capital Management

GRI 3: Material Topics 2021

3-3

Management of material topics

GRI 401: Employment 2016

401-1

New employee hires and employee turnover

[Social and Environmental Performance Data Tables, pp. 78-79](#)



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

STATEMENT OF USE

ROYALTY PHARMA HAS REPORTED WITH REFERENCE TO THE GRI STANDARDS FOR THE PERIOD JANUARY 1, 2024 TO DECEMBER 31, 2024.

GRI STANDARD

INDICATOR

DESCRIPTION

2024 RESPONSE

MATERIAL TOPICS

GRI 401: Employment 2016

401-2

Benefits provided to full-time employees that are not provided to temporary or part-time employees

[Compensation and Benefits, p. 41](#)

401-3

Parental leave

[Compensation and Benefits, p. 41](#)
[Social and Environmental Performance Data Tables, p. 80](#)

GRI 404: Training and Education 2016

404-2

Programs for upgrading employee skills and transition assistance programs

[Training and Professional Development, pp. 35-37](#)

404-3

Percentage of employees receiving regular performance and career development reviews

[Training and Professional Development, pp. 35-37](#)

Diversity, Equity and Inclusion

GRI 3: Material Topics 2021

3-3

Management of material topics

[Building and Supporting Talent, pp. 31-43](#)

GRI 405: Diversity and Equal Opportunity 2016

405-1

Diversity of governance bodies and employees

[Board Composition, p. 49](#)
[2024 Workforce Data, p. 43](#)
[Social and Environmental Performance Data Tables, p. 77](#)
[2024 Consolidated EEO-1 Report](#)

GRI 406: Non-discrimination 2016

406-1

Incidents of discrimination and corrective actions taken

There were 0 firmwide incidents of discrimination.



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

STATEMENT OF USE ROYALTY PHARMA HAS REPORTED WITH REFERENCE TO THE GRI STANDARDS FOR THE PERIOD JANUARY 1, 2024 TO DECEMBER 31, 2024.

GRI STANDARD	INDICATOR	DESCRIPTION	2024 RESPONSE
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MATERIAL TOPICS

Responsible Investment

GRI 3: Material Topics 2021	3-3	Management of material topics	Responsible Investment, pp. 16-20 Note that there is not a relevant GRI Topic standard for this material issue.
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Access to Health and Medicine

GRI 3: Material Topics 2021	3-3	Management of material topics	Access to Health and Medicine, pp. 23-30 Note that there is not a relevant GRI Topic standard for this material issue.
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Corporate and ESG Governance

GRI 3: Material Topics 2021	3-3	Management of material topics	Our Board and Corporate Governance, pp. 45-50 Note that there is not a relevant GRI Topic standard for this material issue.
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Royalty Pharma voluntarily applies the SASB industry standards within our reporting. Due to unique nature of our business model, we disclose the most relevant metrics to our business activities found in the Biotechnology & Pharmaceuticals and Asset Management & Custody Activities industry standards (versions 2023-12).

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX		
SASB CODE	METRIC	2024 RESPONSE
BIOTECHNOLOGY & PHARMACEUTICALS INDUSTRY STANDARD		
Safety of Clinical Trial Participants		<p>We are passive investors and therefore do not have operational control over the discovery, clinical development, manufacturing or commercialization of the therapies from which we receive royalties. However, we seek to partner with companies who prioritize responsible practices through our investment process and comprehensive due diligence practices.</p> <p>Responsible Investment, pp. 16-20</p> <p>Responsible Investment Policy</p> <p>Given that royalties from Vertex, Biogen, Johnson & Johnson, Pfizer, and AbbVie made up over 50% of total revenues for 2024 based on Portfolio Receipts, please see the below links to their most recent disclosures on these topics:</p> <p>Vertex 2023 Corporate Responsibility Report, pp. 38-39</p> <p>Johnson and Johnson 2023 ESG Performance Data and Indices</p> <p>2023 Biogen Corporate Responsibility Report, pp. 72-75</p> <p>AbbVie 2023 ESG Action Report Disclosure Supplement, pp. 3-6</p> <p>Pfizer 2023 ESG Performance, pp. 29-32</p>
HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	
Affordability & Pricing		
HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB CODE

METRIC

2024 RESPONSE

BIOTECHNOLOGY & PHARMACEUTICALS INDUSTRY STANDARD

Drug Safety

HC-BP-250a.1

Products listed in public medical product safety or adverse event alert databases

HC-BP-250a.2

Number of fatalities associated with products

HC-BP-250a.3

(1) Number of recalls issued, (2) total units recalled

HC-BP-250a.4

Total amount of product accepted for takeback, reuse, or disposal

HC-BP-250a.5

Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type

Counterfeit Drugs

HC-BP-260a.1

Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting

HC-BP-260a.2

Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products

HC-BP-260a.3

Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products

We are passive investors and therefore do not have operational control over the discovery, clinical development, manufacturing or commercialization of the therapies from which we receive royalties. However, we seek to partner with companies who prioritize responsible practices through our investment process and comprehensive due diligence practices.

[Responsible Investment, pp. 16-20](#)

[Responsible Investment Policy](#)

Given that royalties from Vertex, Biogen, Johnson & Johnson, Pfizer, and AbbVie made up over 50% of total revenues for 2024 based on Portfolio Receipts, please see the below links to their most recent disclosures on these topics:

[Vertex 2023 Corporate Responsibility Report](#), pp. 38-39

[Johnson and Johnson 2023 ESG Performance Data and Indices](#)

[2023 Biogen Corporate Responsibility Report](#), pp. 72-75

[AbbVie 2023 ESG Action Report Disclosure Supplement](#), pp. 3-6

[Pfizer 2023 ESG Performance](#), pp. 29-32



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB CODE

METRIC

2024 RESPONSE

BIOTECHNOLOGY & PHARMACEUTICALS INDUSTRY STANDARD

Ethical Marketing

HC-BP-270a.1

Total amount of monetary losses as a result of legal proceedings associated with false marketing claims

We are passive investors and therefore do not have operational control over the discovery, clinical development, manufacturing or commercialization of the therapies from which we receive royalties. However, we seek to partner with companies who prioritize responsible practices through our investment process and comprehensive due diligence practices.

HC-BP-270a.2

Description of code of ethics governing promotion of off-label use of products

[Responsible Investment, pp. 16-20](#)

Supply Chain Management

HC-BP-430a.1

Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients

[Responsible Investment Policy](#)

Given that royalties from Vertex, Biogen, Johnson & Johnson, Pfizer, and AbbVie made up over 50% of total revenues for 2024 based on Portfolio Receipts, please see the below links to their most recent disclosures on these topics:

[Vertex 2023 Corporate Responsibility Report](#), pp. 38-39

[Johnson and Johnson 2023 ESG Performance Data and Indices](#)

[2023 Biogen Corporate Responsibility Report](#), pp. 72-75

[AbbVie 2023 ESG Action Report Disclosure Supplement](#), pp. 3-6

[Pfizer 2023 ESG Performance](#), pp. 29-32

Access to Medicines

HC-BP-240a.1

Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index

[Access to Healthcare and Medicine, pp. 23-30](#)

[Social Bond Framework](#)

HC-BP-240a.2

List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)

[2024 Form 10-K](#), pp. 7 and 10



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB CODE

METRIC

2024 RESPONSE

BIOTECHNOLOGY & PHARMACEUTICALS INDUSTRY STANDARD

Employee Recruitment, Development & Retention

HC-BP-330a.1

Discussion of talent recruitment and retention efforts for scientists and research and development staff

[Building and Supporting Talent, pp. 31-43](#)
[Employee Handbook](#)

HC-BP-330a.2

(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others

[Social and Environmental Performance Data Tables, p. 78](#)

Business Ethics

HC-BP-510a.1

Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery

[2024 Form 10-K](#), p. 46

HC-BP-510a.2

Description of code of ethics governing interactions with health care professionals

This topic is not applicable because Royalty Pharma does not interact with healthcare professionals outside of its investment due diligence process.
[Code of Business Conduct and Ethics](#)

Activity Metrics

HC-BP-000.A

Number of patients treated

Not applicable.

HC-BP-000.B

Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)

[Our Diversified Portfolio, p. 21](#)
[2024 Form 10-K](#), pp. 7 and 10



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB CODE

METRIC

2024 RESPONSE

ASSET MANAGEMENT & CUSTODY ACTIVITIES INDUSTRY STANDARD

Transparent Information & Fair Advice for Customers

FN-AC-270a.1

(1) Number and (2) percentage of licensed employees and identified decision makers with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings

There are no known employees with records of investment-related investigations, consumer-initiated complaints, private civil litigations or other regulatory proceedings.

FN-AC-270a.2

Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product-related information to new and returning customers

There are no known monetary losses as a result of legal proceedings associated with marketing and communications of financial product-related information to new and returning clients.

FN-AC-270a.3

Description of approach to informing customers about products and services

The performance of Royalty Pharma plc is reported at least on a quarterly basis through SEC filings in our 10-Qs, 10-Ks and 8-Ks and made publicly available to all investors. Additionally, all marketing and advertising materials submitted to our legal and compliance team will be reviewed to confirm that they are not fraudulent or misleading and that they comply with any applicable rules, regulations and our policies.

Employee Diversity & Inclusion

FN-AC-330a.1

Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) professionals, and (d) all other employees

[Board Composition, p. 49](#)
[Retaining Talent, pp. 42-43](#)
[2024 Workforce Data, p. 43](#)

[2024 Consolidated EEO-1 Report](#)



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB CODE

METRIC

2024 RESPONSE

ASSET MANAGEMENT & CUSTODY ACTIVITIES INDUSTRY STANDARD

Incorporation Of Environmental, Social, and Governance Factors in Investment Management & Advisory

FN-AC-410a.1

Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing and (3) screening

[Responsible Investment, pp. 16-20](#)
[Access to Health & Medicine, pp. 21-30](#)

FN-AC-410a.2

Description of approach to incorporation of environmental, social and governance (ESG) factors in investment or wealth management processes and strategies

[Responsible Investment Policy](#)

FN-AC-410a.3

Description of proxy voting and investee engagement policies and procedures

Royalty Pharma has adopted proxy voting policies and procedures (the “Proxy Policy”) in accordance with requirements under Rule 206(4)-6 of the Investment Advisers Act. Our Manager will cast votes on a case- by-case basis. Our Manager will generally vote in favor of matters that follow an agreeable corporate strategic direction, support an ownership structure that enhances shareholder value without diluting management’s accountability to shareholders or present compensation plans that are commensurate with enhanced manager performance and market practices. We may occasionally be subject to conflicts of interest in the voting of proxies due to business or personal relationships we maintain with persons having an interest in the outcomes of certain votes. If, at any time, we become aware of an existing or potential conflict of interest relating to a particular proxy proposal, we will resolve the conflict before voting or obtain consent or take other steps designed to ensure that the decision is in the best interests of the beneficial owners of the shares and is not the product of conflict. Appropriate documentation will be maintained by our legal and compliance team. In accordance with Rule 204-2 of the Advisers Act, the Manager maintains appropriate books and records in connection with the Proxy Policy.



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB CODE

METRIC

2024 RESPONSE

ASSET MANAGEMENT & CUSTODY ACTIVITIES INDUSTRY STANDARD

Financed Emissions

FN-AC-410b.1

Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3

FN-AC-410b.2

Total amount of assets under management (AUM) included in the financed emissions disclosure

FN-AC-410b.3

Percentage of total assets under management (AUM) included in the financed emissions calculation

FN-AC-410b.4

Description of the methodology used to calculate financed emissions

[Climate-related Risks and Financed Emissions, pp. 55-56](#)
[Social and Environmental Performance Data Tables, p. 51](#)

Business Ethics

FN-AC-510a.1

Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, antitrust, anticompetitive behaviour, market manipulation, malpractice or other related financial industry laws or regulations

[2024 Form 10-K](#), p. 46

FN-AC-510a.2

Description of whistleblower policies and procedures

[Royalty Pharma Whistleblower Policy](#)

Activity Metrics

FN-AC-000.A

Total assets under management (AUM)

[2024 Form 10-K](#), pp. 77-112

FN-AC-000.B

Total assets under custody and supervision

[2024 Form 10-K](#), pp. 77-112



Social and Environmental Performance Data Tables

SOCIAL PERFORMANCE: WORKFORCE COMPOSITION ¹			
METRIC	2022	2023	2024
Total Workers	75	89	99
Number of employees	75	89	99
Number of contractors	0	0	0
Permanent	100%	100%	100%
Temporary	0%	0%	0
Non-guaranteed hours	0%	0%	0
Workforce			
Full-time	100%	100%	100%
Part-time	0%	0%	0%
Workforce by Gender			
Male	48%	51%	52%
Female	52%	49%	48%
Not disclosed	0%	0%	0%
Other	0%	0%	0%
Transgender	0%	0%	0%

¹Percentages may not total 100 due to rounding



SOCIAL PERFORMANCE: WORKFORCE COMPOSITION¹

METRIC	2022	2023	2024
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Workforce by Age

< 30 years old	24%	26%	23%
30–50 years old	59%	56%	57%
50+ years old	17%	18%	20%

Workforce by Geography

North America	100%	100%	100%
South America	0%	0%	0%
Europe	0%	0%	0%
Asia Pacific	0%	0%	0%
Africa	0%	0%	0%

Workforce by Race/Ethnicity

White/Caucasian	67%	65%	65%
Black/African American	3%	2%	2%
Asian	19%	18%	20%
Hispanic or Latino	9%	10%	6%
Native American	0%	0%	0%
Two or more races	3%	4%	5%
Undisclosed/Unknown	0%	0%	2%

¹Percentages may not total 100 due to rounding



SOCIAL PERFORMANCE: WORKFORCE COMPOSITION¹

METRIC	2022	2023	2024
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Management Data

Number of Company executives	7	8	9
Female VP-level and above	32%	31%	26%
Ethnic/racially diverse VP-level and above	26%	25%	26%

Board Data

Independent directors	90%	90%	90%
Number of females on Board	2	2	2
Percentage of females on Board	20%	20%	20%
Number of ethnic/racially diverse directors on Board	4	4	4
Percentage of ethnic/racially diverse directors on Board	40%	40%	40%

¹Percentages may not total 100 due to rounding



SOCIAL PERFORMANCE: EMPLOYEE TURNOVER²

EMPLOYEE TURNOVER NUMBERS

EMPLOYEE TURNOVER RATE

METRIC	2022	2023	2024	2022	2023	2024
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Voluntary	2	2	4	2.8%	2.4%	4.3%
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Involuntary	2	3	3	2.8%	3.7%	3.2%
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Total	4	5	7	5.6%	6.1%	7.5%
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Turnover by Gender

Men	3	3	3	8.6%	7.4%	6.3%
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Women	1	2	4	2.8%	4.8%	8.7%
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Turnover by Age

<30	2	4	2	11.4%	19.5%	5.1%
-----	---	---	---	-------	-------	------

30-50	2	0	5	4.9%	0.0%	9.4%
-------	---	---	---	------	------	------

50+	0	1	0	0.0%	6.9%	0.0%
-----	---	---	---	------	------	------

²Only region of operation is the United States



SOCIAL PERFORMANCE: NEW HIRES

METRIC

2022

2023

2024

Total

12

19

17

Employee growth rate

12%

19%

11%

New Hires by Gender

Men

5

12

9

Women

7

7

8

New Hires by Age

<30

7

11

4

30-50

5

5

9

50+

0

3

4

Diversity in New Hires

Percentage of ethnic/racially diverse

50%

47%

41%



SOCIAL PERFORMANCE: PARENTAL LEAVE

METRIC	2022	2023	2024
Total number of employees that were entitled to parental leave, by gender	75	89	99
Men	36	45	51
Women	39	44	48
Total number of employees that took parental leave by gender	4	9	10
Men	2	3	5
Women	2	6	5
Return to work and retention rates of employees that took parental leave, by gender	100%	100%	100%
Men	100%	100%	100%
Women	100%	100%	100%



GHG EMISSIONS

VOLUME

METRIC

UNIT

2022

2023

2024

Scope 1 GHG Emissions

Metric tonnes carbon dioxide
equivalent (“MT CO₂e”)

N/A

N/A

N/A

Scope 2 GHG Emissions
(Location-based & Market-based)

MT CO₂e

N/A

N/A

N/A

GHG Emissions from Investments (Scope 3 Category 15)

MT CO₂e

19,610

32,002

23,266



Verification Opinion Declaration: Greenhouse Gas Emissions

To: The Stakeholders of Royalty Pharma plc

Apex Companies LLC, (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Royalty Pharma plc (RP) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of RP. RP is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide an independent verification opinion on the accuracy of the GHG emissions reported and on the underlying systems and processes used to collect, analyze, and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Financial Control
- Worldwide

Types of GHGs: CO₂, CH₄, N₂O

GHG Emissions Statement:

- **Scope 3 – Investments (excluding equity securities, held at cost royalties, and R&D funding):** 23,266 metric tons of CO₂ equivalent

Data and information supporting the Scope 3 GHG emissions statement were in most cases estimated rather than historical in nature.

Period covered by GHG emissions verification:

- January 1, 2024 to December 31, 2024

GHG Reporting Protocols against which verification was conducted:

- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

GHG Verification Protocols used to conduct the verification:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators.
- Notes:
 - For royalty investments with available marketer/payor emissions data, emission intensity was estimated by using the 2022 Scope 1 and 2 (market-based) emissions from the marketer/payor's CDP Climate response or the 2023 Scope 1 and 2 (market-based) emissions from marketer/payor's annual report, divided by their reported 2023 annual revenues.
 - For royalty investments and other investments where marketer/payor emissions data was unavailable, an average emissions intensity factor in metric tons of CO₂ equivalent per million USD of revenue from comparable marketers/payors was applied.



Verification Opinion Declaration: Greenhouse Gas Emissions

GHG Verification Methodology:

Evidence-gathering procedures included, but were not limited to:

- Interviews with relevant personnel of RP;
- Review of documentary evidence produced by RP;
- Review of RP data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and,
- Audit of sample of data used by RP to determine GHG emissions.

Verification Opinion:

Based on the verification process and procedures conducted to a limited assurance level of the GHG emissions statement shown above, Apex found no evidence that the GHG emissions statement:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that RP has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with RP, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Emma Annand, Lead Verifier

ESG Project Manager 2
Apex Companies, LLC
Portland, Oregon

David Reilly, Technical Reviewer ESG

ESG Principal Consultant
Apex Companies, LLC
Santa Ana, California

March 18, 2025



This verification opinion declaration, including the opinion expressed herein, is provided to Royalty Pharma plc and is solely for the benefit of Royalty Pharma plc in accordance with the terms of our agreement. We consent to the release of this declaration by you to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.



Cautionary Statement

The data and information in this report (“Report”), which has been prepared by Royalty Pharma plc, are presented for informational purposes only. This Report shall not constitute an offer to sell or the solicitation of any offer to buy any interest, security or investment product. The information in this Report is only as current as the date indicated and may be superseded by subsequent market events or for other reasons, and Royalty Pharma assumes no obligation to update the information herein. Nothing contained herein constitutes investment, legal, tax, or other advice nor is it to be relied on in making an investment or other decision. This Report should not be viewed as a current or past recommendation or a solicitation of an offer to buy or sell any securities.

This Report contains statements reflecting our views about our future performance that constitute “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. In some cases, you can identify these statements by forward-looking words such as “may,” “might,” “will,” “should,” “expects,” “plans,” “anticipates,” “believes,” “estimates,” “target,” “forecast,” “guidance,” “goal,” “predicts,” “project,” “potential” or “continue,” the negative of these terms and other

comparable terminology. These forward-looking statements are not historical facts, but rather are based on current expectations, estimates and projections about us, our current and prospective assets, our industry, our beliefs and our assumptions. These statements are not guarantees of future performance and are subject to risks, uncertainties and other factors, some of which are beyond our control and difficult to predict and could cause actual results to differ materially from those expressed or forecasted in the forward-looking statements. There are important factors that could cause our actual results, level of activity, performance or achievements to differ materially from the results, level of activity, performance or achievements expressed or implied by the forward-looking statements. You should evaluate all forward-looking statements made in this Report in the context of the numerous risks outlined in Part I under Item 1A. under “Risk Factors” in our Annual Report on Form 10-K.

Any forward-looking statement speaks only as of the date on which such statement is made, and Royalty Pharma assumes no obligation to correct or update any forward-looking statement, whether as a result of new information, future events, or otherwise, except as required by law.

Certain information contained herein relating to any goals, targets, intentions or expectations, including with respect to net-zero targets and related timelines, is subject to change, and no assurance can be given that such goals targets, intentions, or expectations will be met. The United Nations Sustainable Development Goals (SDGs) are aspirational in nature. The analysis involved in determining whether and how certain initiatives may contribute to the SDGs is inherently subjective and dependent on a number of factors. There can be no assurance that reasonable parties will agree on a decision as to whether certain projects or investments contribute to a particular SDG. Accordingly, investors should not place undue reliance on Royalty Pharma’s application of the SDGs, as such application is subject to change at any time and in Royalty Pharma’s sole discretion. Further, statistics and metrics relating to responsible business and sustainability matters are estimates and may be based on assumptions or developing standards (including Royalty Pharma’s internal standards and policies).

Similarly, there can be no assurance that Royalty Pharma’s responsible business and sustainability policies and procedures as described in this report, including policies and procedures related to responsible investment or the



application of responsible business and sustainability related criteria or reviews to the investment process will continue; such policies and procedures could change, even materially, or may not be applied to a particular investment. Royalty Pharma is permitted to determine in its discretion that it is not feasible or practical to implement or complete certain of its sustainability initiatives, policies and procedures based on cost, timing or other considerations. Statements about responsible business and sustainability initiatives or practices related to partners do not apply in every instance and depend on factors including, but not limited to, the relevance or implementation status of an sustainability initiative by the partner; the nature and/ or extent of investment in, ownership of or, control or influence exercised by Royalty Pharma with respect to the partner; and other factors as determined by Royalty Pharma on a case-by-case basis. Responsible business and sustainability factors are only some of the many factors Royalty Pharma considers in deploying capital, and there is no guarantee that Royalty Pharma will deploy capital with partners that create positive business operations impact or that consideration of material business factors will enhance long-term value and financial returns for investors. To the extent Royalty Pharma engages with partners on Corporate Responsibility-related practices, there is no guarantee that such engagements will improve the financial or

sustainability performance of any investment or the partner. In addition, the act of selecting and evaluating material responsible business factors is subjective by nature, and there is no guarantee that the criteria utilized or judgment exercised by Royalty Pharma will reflect the beliefs or values, internal policies or preferred practices of investors or with market trends.

Except where opinions and views are expressly attributed to individuals, general discussions contained within this Report regarding the market or market conditions represent the view of either the source cited or Royalty Pharma. Nothing contained herein is intended to predict the performance of any investment or partner. There can be no assurance that actual outcomes will match the assumptions or that actual returns will match any expected returns.

Case studies presented herein are for illustrative purposes only, have been selected in order to provide examples illustrating Royalty Pharma's application of its responsible business and sustainability policies and procedures and do not purport to be a complete list thereof. Further, references to partners included in the illustrative case studies should not be construed as a recommendation of any particular investment or security. Certain information was provided by third parties and certain statements reflect Royalty Pharma's beliefs as of the date hereof based on prior

experience and certain assumptions that Royalty Pharma believes are reasonable, but may prove incorrect. Past performance is not necessarily indicative of future results.

There can be no assurance that the operations and/or processes of the Royalty Pharma as described herein will continue, and such processes and operations may change, even materially. The actual investment process used for any or all of Royalty Pharma's investments may differ materially from the process described herein.

Certain information contained herein has been obtained from third parties, and in certain cases have not been updated through the date hereof. While these third-party sources are believed to be reliable, Royalty Pharma makes no representation or warranty, express or implied, with respect to the accuracy, fairness, reasonableness or completeness of any of the information contained herein, and expressly disclaims any responsibility or liability therefor. Actual results may differ materially from any forward-looking statements.

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