

# EEO-1 Report on U.S.-based employees

## General Information

At Royalty Pharma, our culture fosters an environment in which everyone feels respected and valued. We embrace strong values and take decisive action with and for our employees, counterparties, suppliers and communities.

The information that follows on the diversity of our workforce mirrors the requirements for annual submission to the U.S. Equal Employment Opportunity Commission (EEOC) and reflects our demographics as of December 31, 2025.

The EEOC report speaks as to a single point in time and mandates the use of specific job categories, which do not reflect how we organize our workforce. This representation data is collected from all U.S. employees, including certain temporary employees and interns.

Although it is not possible to fully understand our journey in a single chart or at a single point in time, we disclose this information because we want to be transparent about our workforce diversity. To learn more about our talent strategy and initiatives, please visit our website, [www.royaltypharma.com](http://www.royaltypharma.com), under “Responsibility—Building and supporting talent” and the Investors section of our website.

CO=

**EQUAL EMPLOYMENT OPPORTUNITY  
2025 EMPLOYER INFORMATION REPORT EEO-1  
CONSOLIDATED REPORT**

U=

**SECTION B - COMPANY IDENTIFICATION**

1. Royalty Pharma, LLC  
110 East 59th Street  
New York, New York 10022

2.a. Royalty Pharma, LLC

**SECTION C - TEST FOR FILING REQUIREMENT**

1- Y 2- Y 3- N DUNS=

**SECTION E - ESTABLISHMENT INFORMATION**

c. EIN= 334368057

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	1	0	10	0	0	1	0	0	2	0	0	1	0	0	17
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	2	0	1	4	0	0	2	0	0	14
PROFESSIONALS	4	0	13	1	0	10	0	3	21	1	0	8	0	1	65
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	1	2	2	0	0	0	0	0	8	0	0	5	0	0	18
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>6</b>	<b>2</b>	<b>29</b>	<b>1</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>4</b>	<b>35</b>	<b>1</b>	<b>0</b>	<b>16</b>	<b>0</b>	<b>1</b>	<b>114</b>
PREVIOUS REPORT TOTAL															

**SECTION F - REMARKS**

Below are employees that declined to self-identify their race/ethnicity and we were unable to obtain their race information through observer identification and employment records. Job EEO Category 1: 2 Males, Unknown Race/Ethnicity; Job EEO Category 2: 1 Males, Unknown Race/Ethnicity; Job EEO Category 3: 3 Female Unknown Race/Ethnicity.

**SECTION G - CERTIFICATION**