

**THERAVANCE BIOPHARMA, INC.  
COMPENSATION COMMITTEE CHARTER**

**PURPOSE**

The purpose of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Theravance Biopharma, Inc. (the “Company”) is to discharge certain responsibilities of the Board relating to executive compensation policies and programs, including developing the Company’s general compensation philosophy, providing oversight of the implementation of compensation policies and benefit plans, administering the Company’s various equity compensation plans and programs including the issuance of equity awards, and to make recommendations to the Board regarding its remaining responsibilities relating to executive compensation.

**MEMBERSHIP**

The members of the Committee are appointed by the Board, considering the recommendation of its Corporate Governance Committee. The members of the Committee may be removed by the Board on its own motion or on the recommendation of its Corporate Governance Committee.

The Committee consists of at least two (2) members of the Board. Each member of the Committee will meet the following requirements:

1. The independence requirements of The Nasdaq Stock Market, LLC (“Nasdaq”), except as may otherwise be permitted by Nasdaq,
2. Rule 16b-3 adopted by the Securities and Exchange Commission (the “SEC”) under Section 16 of the Securities Exchange Act of 1934, and
3. Any other requirements imposed by applicable law, regulations or rules.

The Board may appoint the Chairperson of the Committee (the “Chairperson”). Alternatively, the Board may direct that the members of the Committee elect the Chairperson.

Each member of the Committee may be removed by the Board in its sole discretion. The members shall serve until their resignation, retirement or removal by the Board, and/or until their successors are appointed.

**RESPONSIBILITIES AND AUTHORITY**

The responsibilities and authority of the Committee shall include:

1. Reviewing annually and approving the Company’s compensation strategy to ensure that employees of the Company are rewarded appropriately for their contributions to achieving corporate goals and objectives;

2. Reviewing annually and approving corporate goals and objectives relevant to executive compensation and evaluating performance in light of those goals;
3. Evaluating the performance of the Company's Chief Executive Officer (the "CEO") and determining the CEO's salary and contingent compensation, based on such performance evaluation and other relevant criteria as determined by the Committee, including establishing incentive compensation plans for such individual, establishing targets and incentive awards under such plans and making any determinations required to be made under such plans;
4. In consultation with the CEO, determining the salaries and contingent compensation of the other individuals who are deemed to be "officers" of the Company under Rule 16a-1(f) of the SEC (the "Executive Officers"), including establishing incentive compensation plans for such individuals, establishing targets and incentive awards under such plans and making any determinations required to be made under such plans;
5. Making recommendations to the Board regarding compensation for non-employee members of the Board, including but not limited to the following elements: retainers, meeting and committee fees, committee chair fees, and equity compensation;
6. Making recommendations to the Board regarding the adoption or amendment of equity and cash incentive plans, and adopting and approving amendments to such plans (including changes in the number of shares reserved for issuance thereunder) or clawback policies, if deemed appropriate, provided that the Board shall have concurrent authority regarding the adoption or amendment of such plans and policies;
7. Exercising, as necessary and appropriate, all of the authority of the Board with respect to the election of corporate officers of the Company during the periods between the regular meetings of the Board;
8. Administering the Company's equity plans, granting equity awards and approving modifications of such awards, provided that the Board may delegate to other committees of the Board or, if permitted under applicable law, to Company officers, the concurrent authority to make such awards to individuals other than Executive Officers and Board members on such terms and conditions as the Committee may specify;
9. Overseeing the administration of other material employee benefit plans of the Company, including the Company's 401(k) plan;
10. Reviewing and approving policies and procedures relating to the perquisites and expense accounts of the Company's Executive Officers;
11. As and when required by applicable rules and regulations, reviewing and discussing with management the Compensation Discussion & Analysis ("CD&A"), as well as other disclosures regarding CEO pay ratio and pay-for-performance, required to be included in the Company's proxy statement and annual report on Form 10-K under applicable SEC rules; determining on the basis of such process whether to recommend to the Board that the CD&A be included in such filings; and furnishing an annual report on executive compensation for publication in the Company's proxy statement;

12. Conducting a review of Executive Officer succession planning, as necessary, reporting its findings and recommendations to the Board, and working with the Board in evaluating potential successors to Executive Officer positions;

13. Oversee and administer the Company's Policy for the Recovery of Erroneously Awarded Compensation as set forth in such policy;

14. Making recommendations to the Board regarding amendments to this Charter;

15. Overseeing the Company's compliance with legal and regulatory requirements associated with compensation of its executive officers, other employees, and non-employee directors, including without limitation SEC rules and regulations and Nasdaq listing standards regarding stockholder approval of certain compensation matters, and to coordinate as needed with the Board or other committees of the Board on matters requiring such coordination;

16. Oversee the management of risks associated with the Company's compensation policies and programs, including an annual review of the Company's risk management processes related to its compensation programs, including to determine whether any such program encourages undue or inappropriate risk-taking by Company personnel that is reasonably likely to have a material adverse effect on the Company;

17. Carrying out any other duties and responsibilities assigned to it by the Board, to the extent permitted by law and the Company's Amended and Restated Memorandum and Articles of Association; and

18. Reviewing the grants approved by the Board's Equity Awards Committee.

### **INVESTIGATIONS, STUDIES AND OUTSIDE ADVISERS**

The Committee may conduct or authorize investigations into, or studies of, matters within the Committee's scope of responsibility, with full access to all books, records, facilities and personnel of the Company.

The Committee has the exclusive authority to select, retain and terminate counsel, consultants, accountants and other advisers to assist the Committee in carrying out its duties; provided that, unless otherwise permitted by applicable rules and regulations, the Committee may retain and obtain the advice of any such adviser only after taking into consideration factors relevant to adviser independence set forth in Nasdaq Listing Rule 5605(d)(3) and will be directly responsible for the appointment, compensation and termination of the adviser. The Committee also has the exclusive authority to determine its advisers' compensation and the other terms of their retention; provided that the Company will provide appropriate funding for such arrangements.

### **MEETINGS**

The Chairperson will determine how often the Committee meets. However, the Board expects that the Committee will meet regularly with at least one meeting per year being in-person. The Chairperson, in consultation with the other members of the Committee, will also schedule the

Committee meetings and establish the agenda for each meeting. The Chairperson will designate a secretary for each meeting, who need not be a member of the Committee. The CEO may not be present during voting or deliberations regarding the CEO's compensation.

In lieu of holding a meeting, the Committee may act by circulating a written consent to each member of the Committee. The written consent constitutes a valid action of the Committee if it has been executed by any two (2) Committee members who are in office at the time the written consent is circulated to the Committee for consideration and signature. The written consent will be filed with the minutes of Board meetings.

### **MINUTES**

The Committee will maintain written minutes of its meetings, which minutes will be filed with the minutes of meetings of the Board.

### **REPORTS**

The Chairperson will periodically report to the Board on the Committee's deliberations and actions. The minutes of Committee meetings and actions by written consent of the Committee members will be made available to all Board members.

### **ANNUAL REVIEW OF COMMITTEE PERFORMANCE**

The Committee, at least annually, will review its operations and performance and make such changes as it deems appropriate.

### **COMPENSATION**

Members of the Committee will receive such fees, if any, for their service as Committee members as may be determined by the Board. Such fees may include retainers or per-meeting fees and will be paid in such form of consideration as is determined by the Board in accordance with the applicable rules of Nasdaq and the SEC.

### **DELEGATION OF AUTHORITY**

The Committee may, to the extent permitted under applicable law, the rules of Nasdaq and the SEC, and the Company's Amended and Restated Memorandum and Articles of Association, form and delegate authority to subcommittees when appropriate. Each designated subcommittee shall establish its own schedule and maintain written minutes of its meetings, which shall be filed with the minutes of the meetings of the Board. The Committee shall not delegate to a subcommittee any power or authority required by law, regulation, or listing standard to be exercised by the Committee as a whole.

### **WEBSITE POSTING**

This Charter shall be made available on the Company's website.

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The Board has formed the Committee to assist the Board in directing the Company's affairs, and this Charter has been adopted in furtherance of this purpose. While this Charter should be interpreted in the context of all applicable laws, regulations, and listing requirements, as well as in the context of the Company's Amended and Restated Memorandum and Articles of Association, it is not intended to establish by its own force any legally binding obligations.

Last Amended: October 31, 2023