



LANTHEUS HOLDINGS, INC.

Stock Ownership and Retention Guidelines

The Board of Directors (the “**Board**”) of Lantheus Holdings, Inc. (the “**Company**”) believes that directors and executives should own and hold significant positions in Company stock to align their interests with the long-term interests of stockholders. As such, the Board has adopted these Stock Ownership and Retention Guidelines (these “**Guidelines**”), effective as of January 1, 2019 (the “**Effective Date**”) with amended Guidelines adopted by the Talent and Compensation Committee of the Board (the “**Committee**”) in October 2024.

These Guidelines will be administered, interpreted and construed by the Committee in its sole discretion.

These Guidelines are in addition to all requirements set forth in the Company’s Policy on Insider Trading and Communications with the Public (“**Insider Trading Policy**”).

- 1. Applicability.** These Guidelines apply to all non-management directors (collectively, “**Directors**”) and the Chief Executive Officer (the “**CEO**”), all executives directly reporting to the CEO and all other employees designated in advance by the Committee (collectively, “**Executives**”) (Directors and Executives are each referred to, individually, as a “**Participant**”).
- 2. Stock Ownership Guidelines.** Each Participant is required to build and hold during the term of his or her directorship or employment (as the case may be) an ownership level of shares of Company common stock (“**Shares**”) at least equal to the following:

Participant	Required Ownership Level
Director	5x Annual Board Cash Retainer (excluding Board Committee Fees)
Chief Executive Officer	6x Annual Base Salary
Other Executives	2x Annual Base Salary

The actual number of Shares representing a Participant’s required ownership level as of any particular date will be determined by dividing the amount of that Participant’s annual Board cash retainer (for Directors) or annual base salary (for Executives) as in effect on that date, by the average closing price of Company common stock over the ten trading days up to and including that date (that Participant’s “**Required Ownership Level**”).

- 3. Stock Retention Guidelines.** Until a Participant achieves his or her Required Ownership Level, that Participant is required to retain 50% of all after-tax Shares issued upon (i) exercise of any vested Company stock option award (calculated on a net exercise

basis) or (ii) the vesting of any other Company stock incentive award (e.g., restricted stock and restricted stock units).

This Section 3 (Stock Retention Guidelines) applies to only new equity incentive awards granted after the Effective Date. For the avoidance of doubt, no equity incentive awards outstanding prior to the Effective Date, or Shares acquired pursuant to equity incentive awards that were outstanding prior to the Effective Date, are subject to this Section 3 (Stock Retention Guidelines), however, such Shares will be used in calculating a Participant's Share ownership level.

- 4. Shares Counted.** Only the shares of Company common stock (i) owned outright by, (ii) held in the Company's Employee Stock Purchase Plan by, or (iii) held in trust for the sole benefit of, a Participant (and/or those of his or her immediate family members residing in the same household) count towards that Participant's Required Ownership Level. For clarity, both vested and unvested restricted stock and restricted stock units count towards the Required Ownership Level. Unexercised stock options do not count towards the Required Ownership Level.
- 5. Timeframe to Achieve Compliance.** Each Participant has five (5) years, starting from the date on which he or she initially became subject to these Guidelines (i.e., the Effective Date or date of appointment, hire or promotion), to achieve his or her Required Ownership Level. Appointment to a position having a higher Required Ownership Level multiple will reset this five (5) year period.
- 6. Periodic Reviews.** Compliance with these Guidelines will be reviewed each November 1st. Each Participant may be required to complete and sign a certification for these purposes.
- 7. Public Disclosure of Non-Compliance.** The Company may publicly disclose any failure to comply with these Guidelines in its Securities and Exchange Commission filings.
- 8. Manner-of-Sale Requirements.** A Participant may sell Shares only through a 10b5-1 trading plan precleared in accordance with the Company's Insider Trading Policy.
- 9. Hardships.** The Committee may grant to any Participant relief from any of the requirements under these Guidelines on a case-by-case basis, as, if and to the extent it determines appropriate in its sole discretion, including without limitation for significant stock price fluctuations, Company performance-based circumstances or events, severe personal hardships, domestic relations orders and other unique circumstances or events.
- 10. Modification.** The Committee has authority to review, modify and waive these Guidelines on a case-by-case basis, as, if and to the extent it deems appropriate in its sole discretion.

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