



# LANTHEUS™

LANTHEUS HOLDINGS, INC.

## Talent and Compensation Committee Charter

This Talent and Compensation Committee Charter (this “**Charter**”) was adopted by the Board of Directors (the “**Board**”) of Lantheus Holdings, Inc. (the “**Company**”) on July 31, 2025.

*This Charter is intended as a component of the flexible governance framework within which the Board, assisted by its committees, directs the affairs of the Company. While it should be interpreted in the context of all applicable laws, regulations and listing requirements, as well as in the context of the Company’s Certificate of Incorporation and Bylaws, it is not intended to establish by its own force any legally binding obligations.*

### I. PURPOSES

The Talent and Compensation Committee (the “**Committee**”) will: (A) assist the Board by generally overseeing the Company’s human capital management and management compensation strategies and practices, including (i) overseeing the Company’s human capital management programs, oversight in the administration of those programs, (ii) determining and approving the compensation of the Company’s Chief Executive Officer (“**CEO**”) and the CEO’s direct reports who are executive officers (including the CEO, collectively, the “**executive officers**”), (iii) reviewing and approving incentive compensation policies and programs, and exercising discretion in the administration of those policies and programs, (iv) reviewing and approving equity compensation programs, and exercising discretion in the administration of those programs, and (v) overseeing the Company’s legal and regulatory compliance and risks with respect to employee compensation and certain employee-related matters; and (B) prepare the annual report of the Committee required by the rules of the Securities and Exchange Commission (the “**SEC**”).

In discharging its role, the Committee is empowered to inquire into any matter that it considers appropriate to carry out its responsibilities, with access to all books, records, facilities and personnel of the Company, and, subject to the direction of the Board, the Committee is authorized and delegated the authority to act on behalf of the Board with respect to any matter necessary or appropriate to the accomplishment of its purposes. The Committee has the power to retain outside counsel, compensation consultants or other advisors to assist it in carrying out its activities. The Committee will have the sole authority to retain, compensate, direct, oversee and terminate counsel, compensation consultants and other advisors hired to assist the Committee, each of whom will be accountable ultimately to the Committee. The Company will provide adequate resources to support the Committee’s activities, including compensation of the Committee’s counsel, consultants and other advisors.

### II. COMMITTEE MEMBERSHIP

The Committee will consist of at least two members as determined by the Board from time to time, after taking into account the recommendation of the Nominating and Corporate Governance Committee of the Board. The members of the Committee will satisfy the independence requirements of the Nasdaq Stock Market (the “**Nasdaq**”), including with respect to service on the Committee. If at any time less than two members of the Committee meet the requirements of a “Non-Employee Director” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”) (which generally requires that the director not currently be an officer of the Company and not receive compensation directly or indirectly from the Company in an amount that would require disclosure under Item 404(a) of Regulation S-K), then the Board may appoint any two of its members to, or the Board itself may, approve awards of equity-based compensation if required to exempt those transactions from the short-swing profit provisions of Section 16 of the Exchange Act. Any action duly taken by the Committee will be valid and effective, whether or not the members of the Committee at the time of such action are later determined not to have satisfied the requirements for membership provided herein.

Except as otherwise directed by the Board, a director selected as a Committee member will continue to be a member for as long as he or she remains a director or until his or her earlier death, resignation or removal. Any member may be removed from the Committee by the Board, with or without cause, at any time. The Chairperson of the Committee

will be appointed from among the Committee members by the Board, after taking into account the recommendation of the Nominating and Corporate Governance Committee of the Board, will serve at the pleasure of the Board, will preside at meetings of the Committee and will have authority to convene meetings, set agendas for meetings and determine the Committee's information needs, except as otherwise provided by action of the Committee. In the absence of the Chairperson at a duly convened meeting, the Committee will select a temporary substitute from among its members to serve as chairperson of the meeting.

### **III. COMMITTEE MEETINGS**

The Committee will establish its own schedule of meetings.

Notice of meetings will be given to all Committee members, or may be waived, in the same manner as required for meetings of the Board. Meetings of the Committee may be held by means of telephone or video conference or other communications equipment by means of which all persons participating in the meeting can hear each other. A majority of the members of the Committee will constitute a quorum for a meeting, and the affirmative vote of a majority of members present at a meeting at which a quorum is present will constitute the action of the Committee. The Committee will otherwise establish its own rules of procedure. The Committee may also act by unanimous written consent of its members.

The Committee will meet at least annually with the CEO and any other executive officers the Committee deems appropriate to discuss and review the performance criteria and compensation levels of executive officers and the Committee may invite such members of management to its meetings as it deems appropriate; however, the Committee shall meet regularly without such members present, and in all cases the CEO and any other such executive officers shall not be present during the portion of any meeting at which their individual compensation or performance is discussed or determined.

### **IV. KEY RESPONSIBILITIES AND DELEGATION**

The following responsibilities are set forth as a guide for fulfilling the Committee's purposes, with the understanding that the Committee may undertake other and different activities, and the Committee's activities may diverge from those described below as appropriate under the circumstances.

The Committee, by resolution approved by a majority of the Committee, may form and delegate any of its responsibilities to a subcommittee so long as such subcommittee is solely comprised of one or more members of the Committee and that delegation is not otherwise inconsistent with applicable law and rules and regulations of the SEC and the Nasdaq.

In addition, the Committee may, by resolution approved by a majority of the Committee, delegate to management, employees and other persons such of its responsibilities as it may determine, including the administration of the Company's incentive compensation and equity-based compensation plans and the authority to grant awards under such plans to employees who are not executive officers ("*non-executives*"), but only to the extent permitted by law and as may be permitted by the terms of the applicable plans and subject to those rules, policies and guidelines (including limits on the aggregate awards that may be made pursuant to that delegation) that the Committee or the Board approves; provided that, consistent with paragraphs 5 and 6 below, the Committee will (i) determine and approve awards made to any executive officer and (ii) at least annually review the awards made to other members of senior management.

In the manner that the Committee determines is appropriate to fulfill its purposes, the Committee will:

1. (i) oversee the Company's strategies and practices related to human capital management, including with respect to: recruitment, hiring, onboarding, management, development and retention; workplace environment and culture; employee engagement; diversity, equity, inclusion and belonging; and pay equity; and (ii) review the Company's human capital management disclosures in the Company's Annual Report on Form 10-K and proxy statement;
2. establish and review the objectives of the Company's compensation programs and policies for executive officers;

3. review and approve annually corporate goals and objectives relevant to the compensation of the Company's executive officers, including annual and long-term performance goals and objectives;
4. discuss and review at least annually the Company's compensation program, policies and practices for executives and non-executives generally and assess whether such programs, policies and practices promote appropriate approaches to the management of risk and do not encourage unnecessary and excessive risk taking;
5. review and authorize (subject to any further action of the Board if and to the extent the Board or the Committee so determines) any employment, compensation, benefit or severance agreement with any executive officer (for clarity, an actual agreement in substantially the form (or in accordance with policies) previously approved by the Board or Committee, that reflects the material terms approved by the Board or the Committee, does not require separate review or authorization, unless otherwise determined by the Board or the Committee);
6. evaluate at least annually the performance of the Company's executive officers, taking into account performance against applicable corporate performance goals and objectives, and determine and approve (subject to such further action of the Board if and to the extent the Board or the Committee so determines) the compensation (including any awards under any equity-based compensation or non-equity-based incentive compensation plan and any material perquisites) for the executive officers. In evaluating and determining executive compensation, the Committee will consider the results of the most recent Say on Pay Vote;
7. review on a periodic basis the Company's compensation programs applicable to its non-executives, including any senior management incentive compensation plans, to determine whether they are appropriate, properly coordinated and achieve their intended purpose(s), and recommend to the Board any appropriate modifications or new plans, programs or policies;
8. review, approve and recommend to the Board for approval the adoption of any equity-based compensation plan for employees or directors of, or consultants to, the Company and any material modification of any such plan;
9. administer the Company's equity-based compensation and oversee design and implementation of non-equity-based incentive compensation plans for employees, directors and consultants as provided by the terms of those plans, including authorizing and granting all awards made pursuant to those plans (including the execution of award agreements on behalf of the Company), and monitoring compliance by management with those rules, policies and guidelines for the issuance of awards pursuant to those plans as the Committee or the Board may establish from time to time, and review and approve any material amendment to any such plan;
10. authorize and grant any inducement equity-based award pursuant to Nasdaq Listing Rule 5635(c)(4) or any successor or similar rule applicable to the Company from time to time;
11. administer the Company's annual bonus plan for executive officers as provided by the terms of that plan, including authorizing and granting all awards made pursuant to that plan and monitoring compliance by management with those rules, policies and guidelines for the issuance of awards pursuant to that plan as the Committee or the Board may establish from time to time;
12. review, approve and recommend to the Board the adoption of any employee retirement plans and any material modification of any such plans;
13. oversee the maintenance and presentation to the Board of the Company's succession plans for executive officers (other than the CEO) and senior management of the Company (recognizing the jurisdiction of the Nominating and Corporate Governance Committee with respect to CEO succession);
14. review, consider and select, to the extent determined to be advisable, a peer group of appropriate companies for purposes of benchmarking and analysis for executive officers and directors;

15. with respect to any compensation consultant who has been engaged to make determinations or recommendations on the amount or form of executive or director compensation: (a) from time to time as the Committee deems appropriate, assess in accordance with Item 407(e)(3)(iv) of Regulation S-K whether the work of any such compensation consultant (whether retained by the compensation committee or management) has raised any conflicts of interest and (b) review the engagement and nature of any additional services provided by such compensation consultant to the Committee or management, as well as all remuneration provided to such consultant;
16. annually, and from time to time as the Committee deems appropriate and prior to retention of any advisers to the Committee, assess the independence of compensation consultants, legal and other advisers to the Committee, taking into consideration factors specified in the Nasdaq listing standards;
17. (i) review and discuss with management any significant risks or exposures relating to: (A) employee compensation and benefits, (B) employee health, safety and well-being, (C) workplace discrimination and harassment, and (D) other labor matters; (ii) assess the steps management has taken to monitor and control those risks, and (iii) oversee the Company's legal and regulatory compliance with respect to those matters;
18. consult with the Nominating and Corporate Governance Committee on the appointment, reassignment, replacement, compensation or dismissal of the head of the Enterprise Risk and Compliance functions;
19. produce a compensation committee report on executive compensation for inclusion in the Company's Annual Report on Form 10-K and/or its annual proxy statement in accordance with the SEC and Nasdaq proxy and disclosure rules;
20. oversee the Company's compliance with applicable rules and regulations promulgated by the SEC regarding shareholder approval of certain compensation matters, including, to the extent applicable, advisory votes on executive compensation and the frequency of such votes and the requirement under the Nasdaq rules that, with limited exceptions, shareholders approve equity compensation plans;
21. maintain, administer, and monitor compliance with the Company's policy for the recoupment, recovery, or "clawback" of erroneously paid compensation, including recommending to the Board any revisions to such policy, and interpret such policy consistent with applicable law, determining the extent, if any, to which incentive-based compensation of any current or former employee should be recouped or forfeited;
22. recommend to the Board any stock ownership guidelines for executive officers and non-employee directors, and periodically assess and monitor compliance of directors and executive officers with any such guidelines;
23. in consultation with the Nominating and Corporate Governance Committee, review, assess and make recommendations to the Board regarding the compensation of the members of the Board;
24. conduct a self-evaluation of the performance of the Committee from time to time as determined in the sole discretion of the Committee;
25. review and reassess the adequacy of this Charter annually, and recommend to the Board amendments to this Charter as the Committee deems appropriate; and
26. report periodically to the Board on Committee findings and recommendations and any other matters the Committee deems appropriate or the Board requests, and maintain minutes or other records of Committee meetings and activities.

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