

Lantheus Holdings, Inc. (LNTH)

2026 DEF 14A · filed 2026-03-20 · CIK 0001921036

Headline facts

CEO TOTAL PAY

\$2,173,930

Mary Anne Heino · 2025 · “ 84% YoY

CEO PAY RATIO CD&A

79 to 1

Median employee: \$1,605,217

SAY ON PAY CD&A

95%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Talent and Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Dr. Ludger Dinkelborg Named executive officer	\$227,716	\$799,968	\$13,410,752	\$21,176	\$15,259,597
Brian A. Markison Former Chief Executive Officer	\$990,385	\$10,104,081	\$434,775	\$15,525	\$13,919,738
Paul M. Blanchfield Former President	\$693,333	\$3,828,938	—	\$13,034	\$5,435,275
Robert J. Marshall, Jr. Chief Financial Officer and Treasurer	\$697,840	\$3,403,332	\$277,877	\$15,948	\$5,194,964
Daniel M. Niedzwiecki Chief Administrative Officer, General Counsel and Corporate Secretary	\$588,816	\$3,403,332	\$156,860	\$17,409	\$4,966,384
Amanda M. Morgan Chief Commercial Officer	\$541,977	\$2,127,140	\$107,906	\$27,566	\$3,304,547

CEO pay mix (latest year)

Base salary	5%
Cash incentive	0%
Equity	69%
Other	26%
At-risk	69%

Every fact above, traced back to filing text

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CEO pay ratio = 79 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“on grant date fair value. Based on the methodology employed, we estimated the PEO compensation attributable to Ms. Heino and Mr. Markison to be \$1,605,217 and \$13,702,648, respectively, resulting in total PEO compensation of \$15,307,866. When compared to the compensation of our median employee, the resulting pay ratio is approximately 79 to 1. Lantheus 2026 Proxy Statement Executive Compensation 62 As the Company’s only material change in employee population in 2025 was driven by acquisition, and there was no material change in employee compensation in 2025 that would result in a significant c...”

Median employee compensation = \$1,605,217

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“as PEO were included in full based on grant date fair value. Based on the methodology employed, we estimated the PEO compensation attributable to Ms. Heino and Mr. Markison to be \$1,605,217 and \$13,702,648, respectively, resulting in total PEO compensation of \$15,307,866. When compared to the compensation of our median employee, the resulting pay ratio is approximately 79 to 1. Lantheus 2026 Proxy Statement Executive Compensation 62 As the Company’s only material change in employee population in 2025 was driven by acquisition, and there was no material change in employee compensation in 2025 t...”

Say on pay = 95%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“Advisory “Say on Pay” Vote”

Compensation committee = Talent and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Talent and Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“prohibition on hedging and pledging of Shares”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Short Term Trading, Hedging and Pledging Prohibition”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“The ownership guidelines that apply to our NEOs are shown in the table below”