

Compensation Policy

Alvotech is a global company which intends to recruit the best people and strives to be competitive in the market.

This compensation policy is created under Icelandic law for the Icelandic legal entity Alvotech hf. It is Alvotech's strategy that compensation terms are competitive and that they do consider business impact, accountability, and the required knowledge for each role, in addition to the key strengths of recruited individuals the company is looking to recruit. When determining wages, the factors that appear in the company's compensation structure should be considered i.e., the role definition, business impact, accountability, innovation, and scope. Non-discrimination considerations must be observed when determining wages. The compensation policy is intended to ensure that the interests of management and employees are aligned with the company's long-term objectives. It is important to ensure that non-discrimination is reflected in all wage decisions and that equal pay is paid for equal work of comparable nature within the company.

Our success and our respect within the organization is based on our performance and behaviour. Wage decisions are based on job classification, defined wage criteria and personal performance as defined by Alvotech Core Values and the annual goals of the company.

Jobs are classified based on their business impact and accountability, on the required knowledge, level of innovation, scope, and focus. Alvotech's core values define our professional behaviours and directly impact the way we recruit and develop our people.

- **Excellence** - We strive for excellence in all we do, driven by the ambition to surpass ourselves.
- **Integrity** – We are guided by science; we do what is right. We stick to our commitments and never compromise on quality.
- **Passion** – Our passion shapes the way we work each day and fuels our commitment to those who rely on us.
- **WePower** – We foster a culture of empowerment and respect which creates joy in all that we do.

The Remuneration Committee of the Board of Directors of Alvotech is ultimately responsible for all aspects of the remuneration policies of the company.

The CEO is responsible for the Compensation Strategy of Alvotech. The CEO is also responsible for Alvotech Equal Pay Strategy and that legal requirements and other requirements that concern the equal pay system are adhered to. The Vice President of Human Resources works within the policies created by the Remuneration Committee and the Board, including the Compensation Strategy, in addition to the implementation of an equal-pay-system, as well as review, maintenance and constant improvements to the system.