

Equal Pay Policy

Alvotech hf. is committed to making equal employment opportunities an integral part of the company's employment process and management practices, including recruitment, hiring, training, development, and promotion.

Alvotech hf. conforms with the Icelandic Gender Equality Act No. 150/2020, with subsequent amendments. To support and measure its results under the Equal Pay Policy, Alvotech uses an Icelandic standard ÍST 85:2012 for equal pay management system. According to the standard, pay levels should be predetermined and should not allow for any direct or indirect gender-based discrimination. Policy achievement will be measured by an independent certification according to the ÍST85:2012 standard to ensure follow-up and continuous improvement.

Alvotech is committed to:

- Setting equal pay objectives, implement a certified equal pay system based on the equal pay standard ÍST 85; this system shall be documented and maintained.
- Carry out equal pay analysis at least once a year where equally valuable positions are compared and examined whether a difference in salaries based on gender is detected; the main conclusions of this shall be presented to employees.
- Respond to unexplained differences in salaries through constant improvement and oversight.
- Follow the appropriate laws and regulations that are in force at any given time.
- Present the policy to employees and make it available on Alvotech's internal web.

All managers at Alvotech are responsible for upholding and implementing the Alvotech Equal pay policy.

The Equal Pay Strategy is an integral part of Alvotech [Compensation Policy](#).