

Corporate Responsibility Report

September 2022



Alkermes[®]

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SECTION 1 ABOUT THIS REPORT



This report, published in September 2022, covers data and activities undertaken from January 1, 2021 through December 31, 2021, and in certain limited instances, activities undertaken and events that have transpired to date in 2022. All presentations of data denote the time period covered. The contents of this report were developed based on feedback from our internal and external stakeholders and metrics used by corporate responsibility and sustainability ratings providers. Any statistics and metrics contained herein relating to our corporate responsibility and Environmental, Social and Governance (ESG) activities are estimates and are based on certain assumptions and developing standards.

The inclusion of information and data in this report is not an indication that such information or data, or the subject matter of such information or data, is material to Alkermes for purposes of applicable securities laws or otherwise. The principles used to determine whether to include information or data in this report do not correspond to the principles

of materiality or disclosure contained in the United States securities laws used to determine whether disclosures are required to be made in filings with the U.S. Securities and Exchange Commission (SEC), or principles applicable to the inclusion of information in financial statements. The data contained herein are not based on generally accepted accounting principles and are not independently audited.

Statements contained in this report regarding our corporate responsibility and ESG goals and future plans are aspirational and not guarantees or promises that such goals will be met or future plans achieved.

We welcome feedback on the contents of this report and any of our corporate responsibility and ESG initiatives. You can reach a team member by contacting socialimpact@alkermes.com.

Copies of our prior Corporate Responsibility Reports are available on the [Corporate Responsibility Reports](#) page of the Responsibility section of our website.





A Message from Our CEO

The importance of corporate responsibility comes more sharply into focus with each passing year. The challenges we face as a global community are significant and growing as we grapple with the realities and impacts of systemic racism, political conflict, climate change and the lingering effects of a global pandemic.

In the face of these serious challenges, our team reminds us every day that people remain committed to helping one another. At Alkermes, we believe in taking action – and that many acts, both large and small, can eventually result in significant positive change. In that spirit, each year we work to build upon our efforts, not only in delivering medicines to patients who need them, but also in making a positive impact on the communities in which we live and work. This report showcases our most recent efforts to enhance our performance as a responsible corporate citizen.

We are proud of the work across our business and, in particular, our efforts to advance our Diversity, Inclusion and Belonging (DIB) initiatives. As a member of Alkermes' DIB Executive Committee, I see firsthand how committed our employees are to fostering a culture of inclusion and belonging in our company.

One way we are increasing our diversity, inclusion and belonging efforts is through the expansion of our Employee Resource Groups (ERGs). In 2021, we launched two new ERGs – *Limitless*, which is dedicated to creating an accessible and inclusive community for people who are impacted by disability or illness, and *Operation Salute*, which recognizes and supports veterans and their family members. These new ERGs join our *Women Inspired Network*, *Mosaic* and *Pride@Work* ERGs in creating a welcoming and inclusive environment for our employees and demonstrating the importance and strength of diversity.

While we take pride in the progress we have made within our organization, we are cognizant of and greatly concerned by the effect that systemic racism continues to have on our global community and, more specifically, on the patient communities within our therapeutic areas of focus. Widespread healthcare inequity, particularly in under-resourced and underrepresented communities, has a significant impact on people living with serious mental illness, addiction and cancer. We strive to help reduce these inequities through advocacy, grant programs, volunteerism and efforts to enhance our clinical trial diversity.

We invite you to continue reading to learn more about our Diversity, Inclusion and Belonging initiatives and other important corporate responsibility efforts. These efforts include our focus on operating our business and our facilities in a sustainable and socially responsible manner, our work to develop appropriate short- and long-term goals that may help reduce our environmental footprint, our commitment to compliance and strong corporate governance practices, our efforts to support employee health, safety and well-being, our dedication to people living with serious mental illness, addiction and cancer, and our support of organizations that advocate for them.

The idea that companies can and should play a positive role in society remains central to our vision. Our team has found strength in shared values and unity in pursuit of great science. We've made forward strides, but recognize that our work is just beginning and that we must remain dedicated to continuous improvement.

A handwritten signature in black ink, appearing to read "R. Pops".

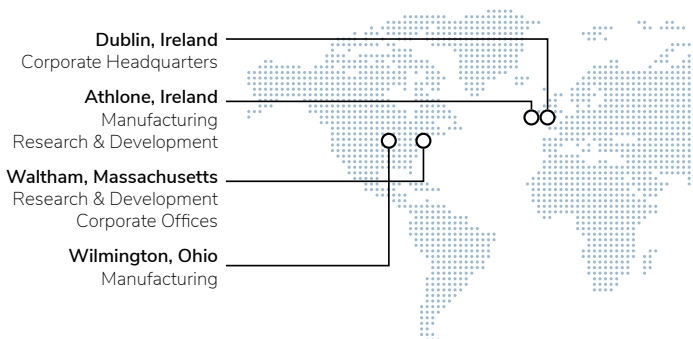
Richard F. Pops
Chief Executive Officer

SECTION 3

ABOUT OUR COMPANY



Alkermes plc (also referred to in this report as “we,” “our” or the “Company”) is focused on developing innovative medicines in the fields of neuroscience and oncology. As a fully-integrated, global biopharmaceutical company, we apply our scientific expertise and proprietary technologies to research, develop and commercialize medicines that are designed to make a meaningful difference in the way people manage diseases. We have a portfolio of proprietary commercial products focused on alcohol dependence, opioid dependence, schizophrenia and bipolar I disorder, and a pipeline of product candidates in development for neurological disorders and cancer. Headquartered in Dublin, Ireland, we have a research and development (R&D) center in Waltham, Massachusetts; an R&D and manufacturing facility in Athlone, Ireland; and a manufacturing facility in Wilmington, Ohio.



We are inspired to help address some of the most pressing health issues of our time and advance innovation that has the potential to improve treatment options and outcomes. In 2021, the U.S. Food and Drug Administration (FDA) approved LYBALVI®, Alkermes’ first oral antipsychotic medicine, for the treatment of adults with bipolar I disorder or schizophrenia. In 2021, LYBALVI and our other proprietary products – VIVITROL® and the ARISTADA® product family – were used to treat approximately 159,000 patients in the U.S. and other medicines containing our proprietary technologies were used throughout the world to treat hundreds of thousands more patients.

Our R&D strategy is focused on identifying targets with strong biological rationale and applying our advanced small molecule drug development and protein engineering capabilities to create new molecular entities with the potential to address important unmet patient needs in the fields of neuroscience and oncology. Our approach is further rooted in a thoughtful and patient-centric focus on real-world challenges and in disciplined application of pre-determined stage-gates and defined success criteria throughout the development process.

Beyond our important mission of developing medicines, we believe in championing approaches to treatment that recognize the multitude of factors that affect outcomes for patients, caregivers and communities. In this context, we also work to support and enhance the systems in which our medicines are used through patient engagement, disease education and awareness, and advocacy for important policies that support more equitable access to treatment.



Alkermes employees are united in our Purpose to pursue **Great Science** with **Deep Compassion** to make a **Real Impact** in the lives of the patients, families and communities that we serve. Our Values – developed in collaboration with our employees – outline how we work: **Collaboration**, with **Respect for Each Voice** and an **Unwavering Commitment** to achieve our Purpose.

SECTION 4

OUR APPROACH TO CORPORATE RESPONSIBILITY



Stakeholder Engagement

We recognize that our stakeholders – including employees, healthcare providers, patients, caregivers, investors, policy makers, members of the communities where we live and work, and others – are part of a single community and affect one another. We seek to engage with as many of these stakeholders as we can, so that our approach to the development and commercialization of our medicines is informed and enriched by their perspectives and supportive of their needs.

As an example, we work closely with patient and advocacy organizations to better understand their goals, and we collaborate with such organizations to raise awareness of patient needs, advance patient-centered drug development and increase access to medicines and other forms of treatment in support of patient health and well-being. The perspectives gleaned from this advocacy work inform our R&D activities and our clinical trial designs.

We engage with our employees and recognize how integral they are to the success and sustainability of our organization. Leadership from our management team and broad workforce participation in our corporate responsibility initiatives help to sustain our culture of collaboration, compliance, and trust as we strive to proactively reduce risk, drive awareness and improvement of our environmental impacts, and maintain workplaces that are protective of the health and well-being of our employees.

We are also committed to engagement with our shareholders and other stakeholders to solicit and better understand their insights on our business and our ESG activities. In this context, in late 2021 and early 2022, we reached out to shareholders who collectively held approximately 80% of our outstanding shares to request engagement meetings, which resulted in meetings with shareholders who collectively held more than 65% of our outstanding shares to discuss their feedback on business and governance matters of importance to them, including corporate responsibility and sustainability. Feedback

from these meetings was discussed with management and relayed to our Board of Directors (the "Board") and the committees of the Board, as appropriate. Following careful consideration of feedback received, and taking into account the evolving needs of our business, our management and Board took several actions to further strengthen our business, our corporate governance practices and our executive compensation programs, as outlined in greater detail in our proxy statement for our 2022 annual general meeting of shareholders, which is available on the SEC Filings page of the Investors section of our website.

Operating and Growing Responsibly

Corporate responsibility is inherent in our mission as an organization that actively works to support people living with opioid dependence, alcohol dependence, schizophrenia or bipolar I disorder and tries to help break down barriers that prevent people from accessing care. As we do this important work, we strive to manage our business in a manner that promotes transparent governance and strong ethics; maintains extensive patient, employee and other stakeholder engagement; and helps us grow our organization strategically, sustainably and responsibly, including with respect to our ESG impacts. The following ESG pillars are deeply integrated into our business, and we continued to formalize our commitment to these pillars with the inclusion of goals related to corporate responsibility in the Company's annual corporate objectives and corresponding annual incentive compensation plan for both 2021 and 2022.

- **Environment:** We think broadly about our commitment to responsible environmental stewardship. We have implemented enterprise-wide Environmental, Health, Safety and Security (EHSS) risk initiatives and management strategies designed to mitigate or reduce risk, protect employee health and safety, minimize our environmental impacts and enhance the sustainability of our operations.

- **Social:** We approach our societal impacts from the inside-out. We start by fostering a creative and collaborative workplace culture in which employees have access to resources and support that can help them thrive personally and professionally. Beyond our internal operations, our patient-centered approach drives our external-facing efforts such as our patient engagement and advocacy activities, support of employee volunteerism in local communities, and our corporate grant programs, which seek to help address some of the complex challenges faced by patient communities in our therapeutic areas of focus.
- **Governance:** We govern our organization through strong ethics and corporate governance practices, comprehensive management and Board oversight of our business and operations, compliance with applicable laws and ongoing engagement with internal and external stakeholders. Our governance policies and practices are designed to support risk mitigation, enhance the security of our people and information, maintain our commitment to product quality and patient safety and encourage each person at our organization to play a role in helping our business grow in a strategic, efficient, compliant and sustainable manner.

Alkermes' Athlone Site Certified to the Business Working Responsibly Mark



In 2021, our R&D and manufacturing facility in Athlone, Ireland successfully completed certification to the Business Working Responsibly Mark (the "Mark"), an independently audited standard for corporate social responsibility and sustainability based on ISO 26000. The Mark, which is awarded by Business in the Community Ireland and audited by the National Standards Authority Ireland, is valid for three years. Certification to the Mark recognizes our Athlone facility's commitment and integrated approach to managing ESG considerations. Alkermes is proud to be one of only seven companies certified to the Mark in 2021.



Alkermes employees celebrate receiving the Business Working Responsibly Mark.

Our Athlone facility employs an integrated approach to ESG informed by Business in the Community Ireland's best practices for ESG operations as illustrated by the graphic below.



SECTION 5

OUR RESPONSE TO COVID-19



In response to the COVID-19 pandemic, our two main priorities have been, and continue to be, to protect the safety and health of our employees and to help ensure the uninterrupted supply of, and access to, our development products for people enrolled in our clinical studies and marketed products for people living with opioid dependence, alcohol dependence, schizophrenia or bipolar I disorder. We have adapted our business practices in innovative ways to continue to operate safely and reliably and, in doing so, meet our public health responsibilities, which have become even more pronounced during this challenging time.

Supporting Employees

In 2020 and 2021, we implemented a comprehensive employee engagement strategy designed to keep employees safe, informed, motivated and supported. Our COVID-19 Crisis Management Team, comprised of senior leaders from a variety of functions, focused on protecting the well-being of our employees and maintaining business continuity. In 2021, we continued our work from home and virtual engagement policies for those employees who could perform their jobs remotely. To protect the health and safety of our employees who continued to work on-site, including in our laboratories and manufacturing facilities, we reconfigured our workspaces and instituted new health, sanitization, screening and safety protocols.

Through virtual touchpoints such as global employee town halls, employee “pulse” surveys, and a central COVID-19 information hub on our intranet, we continued to provide employees with frequent pandemic-related information, as well as on Alkermes’ response and policies, while helping to maintain an actively engaged workforce.

Throughout 2021, our Return to the Workplace Planning Team continued their efforts to support a safe, phased return of employees back to our workplaces and increased in-person interactions for our field-based personnel. We implemented a multifaceted communications campaign, which included information for employees about the Company’s return to

the workplace plan. Employee feedback was an integral component of this process and was collected through interviews with leadership and an all-employee “Future of Work” survey. As vaccines became available, we hosted clinics in Ohio and Massachusetts for our employees and their families, and offered paid time off for employees to receive vaccinations during business hours. Our team continues to diligently monitor the evolution of the virus and its impacts and remains prepared to further adapt policies and procedures as needed to keep our employees safe and to support continued access to our medicines.



Supporting Patients and Healthcare Providers

In the face of challenges presented by the COVID-19 pandemic, such as limitations on patient access to our proprietary medicines and changes in patient and healthcare provider practices, we remained committed to helping people with opioid dependence, alcohol dependence, schizophrenia or bipolar I disorder gain access to information, resources and medicines from which they may benefit. As part of these efforts, we expanded our injection site network to include additional appropriate retail pharmacies and clinics where patients could receive injections of our proprietary medicines ARISTADA®, ARISTADA INITIO® and VIVITROL®, adding ~1,200 retail pharmacies and numerous mobile clinics to our Provider Locator throughout the U.S. in 2020, and an

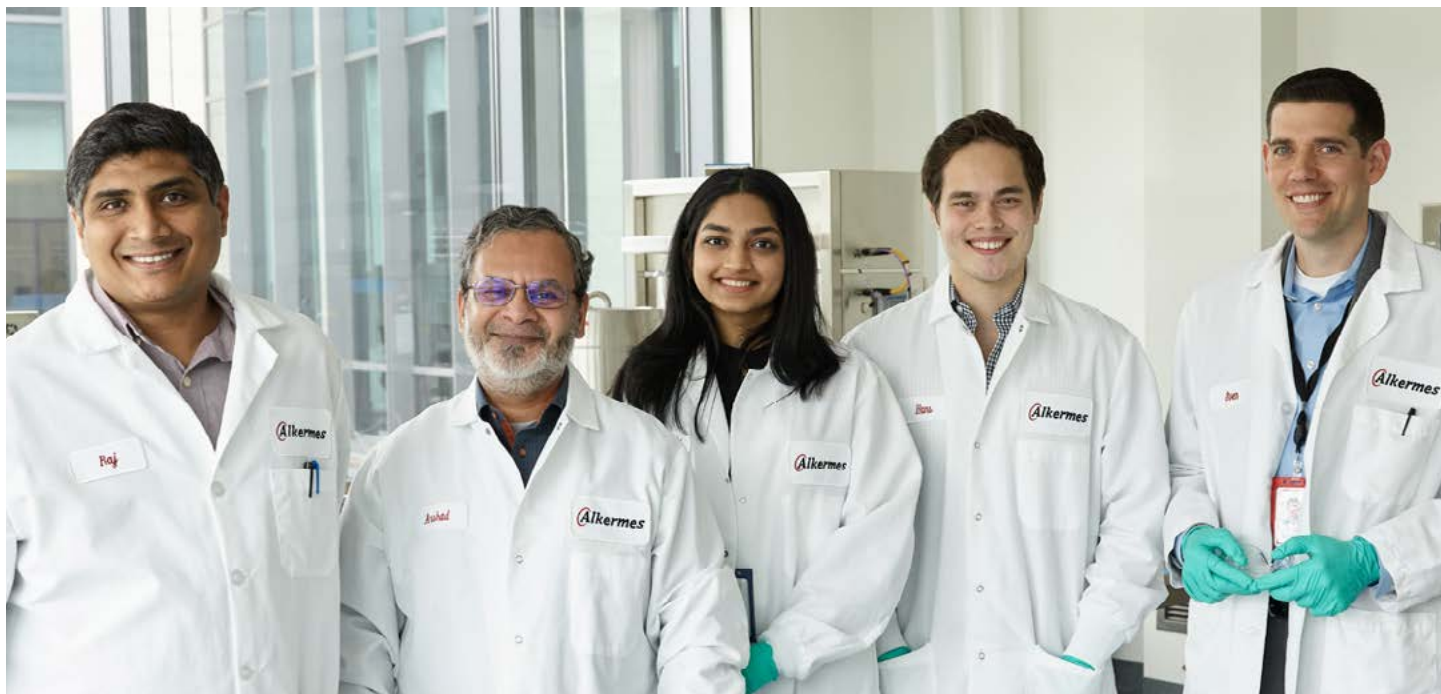
additional ~1,400 sites in 2021. As of the publication of this report, patients can receive injections at more than 9,300 sites across the United States.

Supporting Ongoing Research and Development

For our ongoing clinical trials, we have interacted closely with clinical trial sites to develop new approaches to support continuity of care for participants in our studies and to identify additional ways to streamline study visits and enhance data collection to further reduce the burden on patients and the clinical teams.

Supporting our Communities

Unlike many other business challenges, the emergence of COVID-19 directly impacted our families, friends and communities, amplifying the importance of taking care of one another and preserving our ability to meet the needs of people who may benefit from our medicines. In 2021, we adapted our long-standing *Alkermes in Action* employee volunteer program to provide both virtual and in-person opportunities for employees to give back to the communities where we are located.



SECTION 6

ENVIRONMENT



At Alkermes, our goal is to conduct our business activities in a manner that:

- Protects the health and safety of our employees;
- Minimizes the environmental impacts of our operations and promotes effective stewardship of environmental resources; and
- Maintains an unwavering focus on product quality and safety.

We are committed to complying with applicable laws, rules and regulations and operating with the highest standards of conduct. As a global business, our environmental activities are structured to meet all relevant local and national regulatory agencies' requirements in the countries where we operate, including routine EHSS-focused regulatory inspections. We strive to create a culture of environmental sustainability throughout the organization. We work collaboratively across stakeholder groups and business units to identify ways to reduce our environmental impact, mitigate EHSS risk and increase operational efficiencies.

In 2021, we established a new environmental sustainability steering team, which meets regularly to evaluate and implement initiatives designed to reduce our environmental footprint and enhance business sustainability, including:

- Collection and analysis of relevant data in order to track key performance indicators;
- Evaluation of the impacts of changes to ESG regulations, including anticipated ESG-related disclosure requirements;
- Assessment of various ESG reporting frameworks; and
- Consideration of appropriate short- and long-term initiatives and goals that may help reduce our environmental footprint, including in respect of greenhouse gas (GHG) emissions, water use, energy use and waste optimization.

¹ Due to impacts of the COVID-19 pandemic on the Company and its business practices, including lower in-person attendance at our sites, adjustments to facilities to maintain the safety of on-site employees (e.g., increased ventilation rates and cleaning frequency) and changes to business travel, certain 2021 performance indicators may not be representative of future years.

2021 Performance Highlights¹

In 2021, we continued to focus on reducing the impact of our operations on the environment and protecting the health and safety of our employees, while responding to evolving local and global restrictions and maintaining increased safety measures related to the COVID-19 pandemic. We are proud to have received external recognition for our employee health, safety and well-being programs, including maintaining the KeepWell Mark™ award first earned by our sites in Ireland in 2020, being named to the Irish Business and Employers Confederation's listing of Ireland's Leading in Wellbeing Top 100 Companies 2021 and receiving a Best in Class Nutrition award as part of the 2021 KeepWell Awards. See page 13 for additional information about this recognition.

In addition to employee health, safety and well-being, we strive to create a culture of environmental sustainability throughout the organization. We are proud of the work that was done in 2021 to mitigate our environmental impacts.

Energy Usage

- Energy usage per floor area (kWh/m²) in 2021 was 21% lower than our 2015 baseline measurement year, despite a 5% increase compared to 2020.

Greenhouse Gas (GHG) Emissions

- CO₂ per floor area (m²) for combined Scope 1 & 2 GHG emissions in 2021 was 7% higher compared to 2020, but 28% lower than our 2015 baseline measurement year.
- 100% of electricity used in our Athlone, Ireland R&D and manufacturing site was from certified renewable sources, which helped to offset our Scope 2 GHG emissions.

Water Usage

- Water use per floor space (cubic meters per m²) decreased by 10% in 2021 compared to 2020 and was 54% lower than our 2015 baseline measurement year.

Waste Optimization

- 63% of total waste generated in 2021 was recycled and 16% was processed in waste-to-energy facilities.
- 96% of total hazardous waste generated in 2021 was either recycled or processed in waste-to-energy facilities.

Health and Safety Incident Rate

- Lost workday case rate in 2021 was 0.1, compared to the industry benchmark of 0.7.²
- Recordable incident rate in 2021 was 0.3, compared to the industry benchmark of 1.6.²

² https://www.bls.gov/web/osh/summ1_00.htm; NAICS number 325412

For additional details on our health and safety metrics, please refer to the graphs on page 12. For additional details on our energy usage, greenhouse gas emissions, water usage, waste optimization and other environmental metrics, please refer to the graphs on pages 15-18.



Environmental, Health, Safety and Security

Environmental Health, Safety and Security

Alkermes is committed to operating in a manner that protects our employees, our environment and our communities. We implement a variety of EHSS risk management strategies to help ensure compliance with EHSS policies and protocols, proactively reduce EHSS risk and drive awareness of our environmental impacts and priorities. The core goals established by our EHSS function include working to:

- Preserve and protect the health, safety and well-being of our employees;
- Meet or exceed applicable environmental, health and safety regulations and statutory obligations for the regions in which we operate;
- Protect the environment and promote sustainability in our operations; and
- Secure our infrastructure and support the manufacture and supply of our medicines for patients.

With committed leadership from management and an engaged workforce, our operations are supported by teams of highly qualified and experienced EHSS professionals who provide strategic oversight and governance of EHSS activities and evaluate and establish appropriate EHSS performance goals for our operations.

Our EHSS strategy is integrated across our business, including in our R&D, manufacturing, facilities, external operations, commercial and general and administrative functions. This strategy is supported by numerous EHSS initiatives ranging from our high-level, systemic compliance and risk management frameworks to programs focused on creating a culture of EHSS risk awareness and active workforce engagement.

Risk Management System (RMS) Framework

We maintain a robust, enterprise-wide EHSS Risk Management System (RMS), based on the structured principles of the international standards ISO 14001:2015 (environmental management) and ISO 45001:2018 (occupational health and safety management). Our RMS framework is designed to rapidly identify existing and emerging risks and assign appropriate resources for effective mitigation of such risks at each of our operating facilities. This framework enables us to:

- Comply with statutory and regulatory requirements and Alkermes' internal policies, and adhere to the terms of our environmental permits and licenses;
- Proactively identify and prioritize EHSS risks and potential mitigations for internal and external operations;
- Maintain effective emergency and crisis response preparedness;
- Conduct periodic audits for system effectiveness; and
- Drive continuous improvement in our risk management and mitigation program.

Our Risk Prevention Model

We employ a preventive EHSS risk model to identify opportunities for ongoing improvement across our enterprise; align corporate EHSS objectives and priorities; drive local strategies, goals and objectives at the facility level; promote appropriate allocation of resources to support timely and effective risk mitigation; and identify "leading" rather than "lagging" indicators of risk to potentially avert those risks before they impact our employees, our local communities or our enterprise.



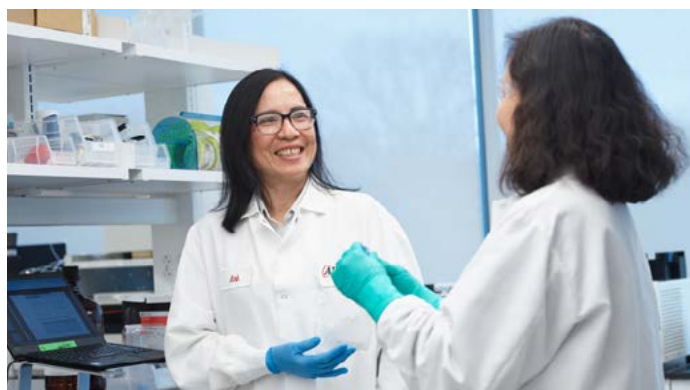
Collaborative and Risk-focused Engagement

Collaborative and Risk-focused Engagement (CaRE™)

Our culture is one of collaboration, compliance and trust. We ask our employees to help us promote and sustain a healthy, safe and productive environment. CaRE is our proprietary risk mitigation program designed to instill collective ownership of, and accountability for, safety and environmental stewardship by employees across our facilities. CaRE empowers employees to proactively identify and address risks in order to help drive continuous improvement in risk mitigation and operational performance and is a vital tool in helping to drive a culture of sustainability and EHSS engagement across the Company.

Components of the program that help encourage high levels of employee engagement and contribute to our low incident rates include:

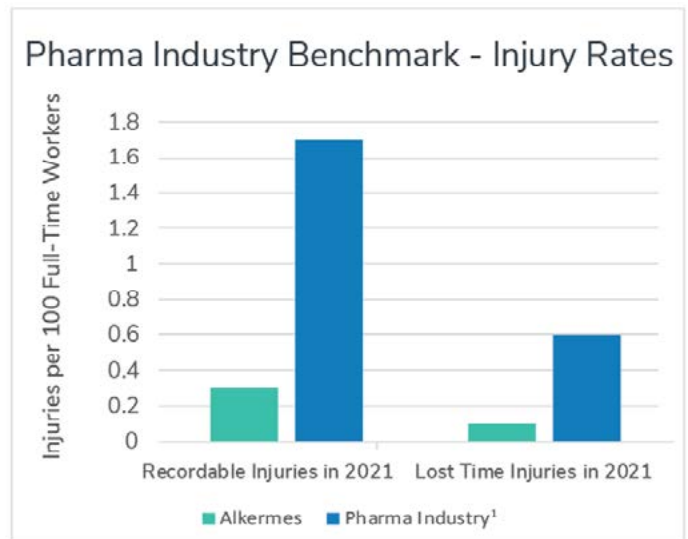
- Workplace “walkthroughs” by cross-functional leaders to improve risk awareness, encourage proactive action and foster open and honest discussions with employees;
- Self-assessment tools that encourage autonomous risk assessment and risk-based decision-making prior to commencing work activities;
- Our “Good Save” system designed to help identify and resolve workplace hazards and risks;
- Data collection and management that support risk mitigation and measurement efforts; and
- Positive recognition for employees who are actively engaged in our CaRE programs in order to amplify and encourage participation in support of our collective goal of risk mitigation and continuous improvement.



Employee Health and Safety

It is essential that we maintain workplaces that are safe and protective of the health and well-being of our people. This is a shared responsibility, supported by the personal commitment and awareness of our leaders and employees. We adhere to all health and safety standards set by regulators in the locales in which we operate, and routinely monitor our sites and conduct employee trainings in order to reduce the risk of workplace accidents.

Our incident rate of reportable employee injuries has declined over time. In 2021, both our rates of workplace accidents resulting in recordable injuries and accidents resulting in lost employee work time remained below industry averages, as shown on the following graphs.



¹ 2019 BLS Data https://www.bls.gov/web/osh/summ1_00.htm; NAICS number 325412

Focus on Employee Well-Being

KeepWell Mark™

As a testament to our emphasis on the importance of wellness, our sites in Ireland have maintained a KeepWell Mark from the Irish Business and Employers Confederation (IBEC) since 2020.

The KeepWell Mark is an evidence-based workplace well-being accreditation awarded to companies who meet or exceed industry standards for well-being, health and safety. The KeepWell program provides an opportunity to benchmark our well-being practices against other Irish companies and industry best practices.



Leading in Wellbeing Top 100 Companies 2021

In conjunction with the KeepWell Mark, Alkermes was included in both 2021 and 2022 in IBEC's listing of Ireland's Leading in Wellbeing Top 100 Companies, which acknowledges companies across Ireland who are leading the way for employee well-being and committed to well-being best practices that may have a lasting impact on their employees and local business communities.

Best in Class Nutrition Award

As part of the 2021 KeepWell Awards, Alkermes Pharma Ireland Limited, the Company's Irish operating subsidiary, received a Best in Class Nutrition Award. This award recognized Alkermes' educational events for employees focused on healthy eating and other topics, one-on-one nutrition consultations for employees, and labeling of the nutritional content of food in our cafeterias.

Product Stewardship and Environmental Impact

Alkermes is committed to safe and sustainable research, development, manufacturing, and commercialization of medicines. We implement this commitment by integrating EHSS risk management requirements throughout the lifecycle of each of our products. Our approach to product stewardship oversight and control includes:

- Generation of occupational and environmental toxicology data, which is iterated and augmented as each product progresses through its lifecycle;
- Development and application of appropriate occupational health, safety and environmental risk controls for each product based on scale, potency, task and other processing considerations;
- Utilization of protocols and risk assessments to support safe and responsible technology transfers within Alkermes or to external contract manufacturing organizations (CMOs), contract research organizations (CROs) or other third parties;
- Development of "green chemistry" processes designed to eliminate or reduce the use or generation of hazardous substances in the design and manufacture of future products; and
- Implementation of a global program for process hazard management with embedded controls as early as the candidate discovery stage and through full commercial-scale manufacturing of a product.

External Operations Risk Management

We have integrated certain EHSS risk management procedures and our formal RMS framework into our vendor management and governance processes. EHSS considerations and metrics are monitored and discussed as part of routine business review meetings with our external operations partners. This approach enables transparent conversations about EHSS risk and performance and provides a forum for Alkermes to communicate our expectations for responsible development and manufacture to our vendors.

To assess whether our vendors operate to Alkermes' standards and encourage adherence to such standards, EHSS risk considerations and metrics are embedded into our vendor due diligence assessments, on-boarding procedures, technology transfers and routine business reviews. We also incorporate EHSS-related provisions, as appropriate, into our service-level agreements related to our products.

Our vendor assessment tools, which we developed based on the Pharmaceutical Supply Chain Initiative's 'Pharmaceutical Industry Principles for Responsible Supply Chain Management', evaluate key areas such as: EHSS management systems; performance and regulatory compliance; environmental sustainability; occupational health and safety systems; process safety management controls; physical security; labor and ethics policies; business continuity systems; and capability to safely handle Alkermes products.

We have conducted on-site audits or tabletop reviews to assess all external CMOs directly involved in the manufacture or packaging of proprietary Alkermes medicines, and use the information gained from these assessments to help us prioritize areas of focus for our ongoing risk management efforts.

Environmental Protection and Sustainability

We strive to conduct our business activities in a manner that minimizes the environmental impacts of our operations and promotes effective stewardship of environmental resources. We are committed to complying with applicable laws, rules and regulations and operating with the highest standards of conduct. All Alkermes facilities are subject to routine regulatory inspections in respect to EHSS to confirm compliance with applicable laws and regulations.

We strive to maintain a culture of sustainability throughout our organization and work collaboratively across internal stakeholder groups and functions to identify ways to mitigate risks, increase operational efficiencies and reduce our environmental impacts, including those related to resource use, waste management and climate change.

In 2020, we engaged an independent third party to conduct a focused survey of leaders across our operations functions—including representatives from our R&D, manufacturing, quality, external operations and supply chain, EHSS and engineering teams—designed to identify the environmental focus areas of highest importance to our business operations. Based on the results of this survey, we identified the following key environmental focus areas:

- Energy Usage, GHG Emissions and Renewables
- Waste Optimization
- Pharmaceuticals in the Environment
- Water Conservation
- Sustainability in the Supply Network

In 2021, we established a global, cross-functional sustainability steering team to further develop and enhance our focus on these areas.

¹ Leadership in Energy and Environmental Design, developed by the U.S. Green Building Council (USGBC)

Energy Usage

We continually monitor and review our energy usage in order to identify opportunities for further optimization and reduction. Our activities in support of this objective include:

- Analysis of data and trends from electricity and natural gas monitoring systems at our facilities;
- Replacement of legacy equipment with more energy-efficient alternatives;
- Incorporation of sustainable design and building techniques into new facilities to promote less energy use; and
- Assessments of options to procure and further integrate renewable energy sources into our operations.

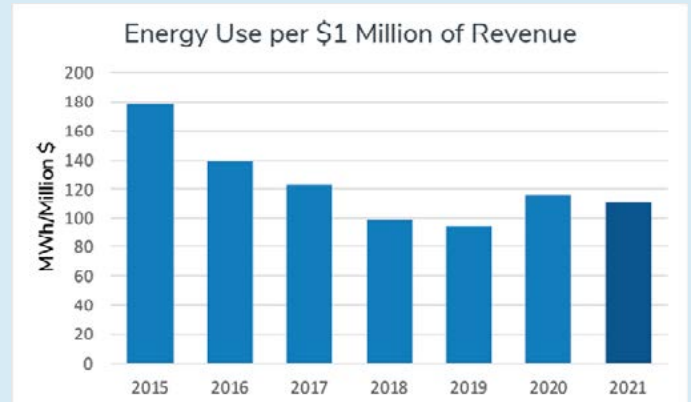
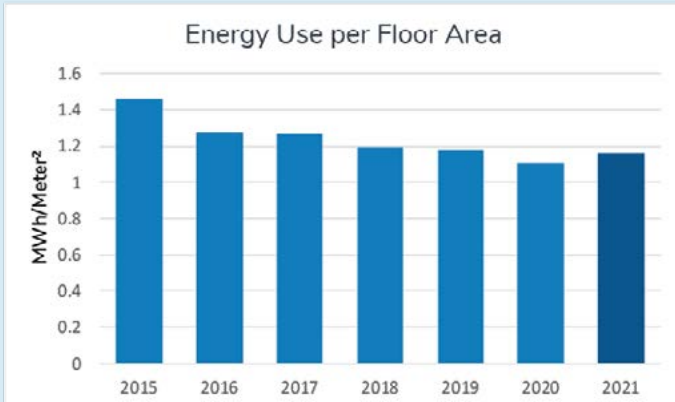
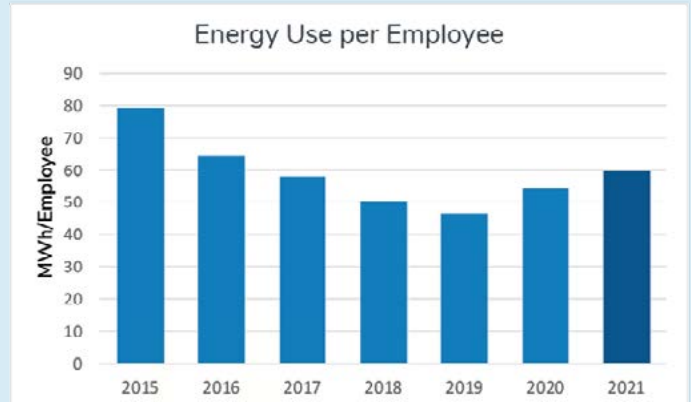
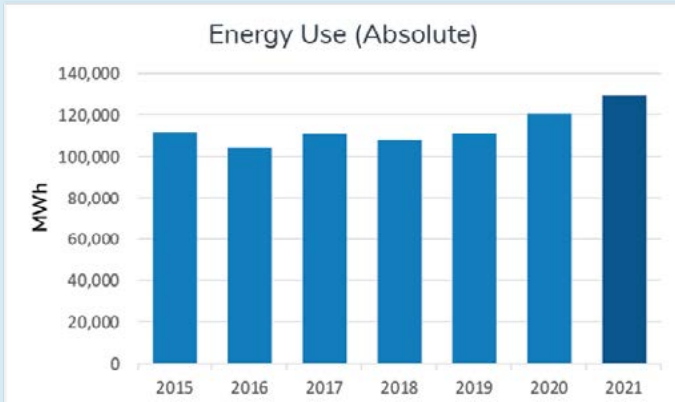
A forum of engineering leaders from each of our sites meets regularly to develop best practices for our facilities and utility systems. A sub-team of this group is responsible for integrating sustainability principles and practices into the design of our capital projects, monitoring company-wide energy audits and developing multi-year plans for energy reduction initiatives.

Our overall energy use in 2021 increased by 7% as compared to 2020 in absolute terms. Three key factors contributed to this increase:

- Our new 230,000 square foot, LEED[®] Silver-certified¹, facility in Waltham, MA was in operation for all of 2021, compared to only eight months of operation in 2020.
- Energy usage at our Athlone, Ireland facility increased due to increased demand for, and increased manufactured volumes of, VUMERITY[®], a key product manufactured at the site.
- Salesforce activity increased as in-person interactions resumed, resulting in, among other impacts, a 29% increase compared to 2020 in fuel usage by our commercial team's fleet of vehicles.

While these changes were significant, their impact on our overall energy consumption was partially mitigated by ongoing energy efficiency initiatives across our facilities, including energy audits that highlighted opportunities for immediate efficiency improvements, phased capital investments, procedural improvements and behavior-change initiatives.

2021 Energy Performance Data



For the second consecutive year, the electricity at our Athlone site was verified by **Captured Carbon**, an independent provider of energy services in Ireland, as being sourced from 100% renewable electricity generation in 2021. This achievement underscores our commitment to reducing our environmental impact and implementing sustainable business practices.

GHG Emissions and Renewables

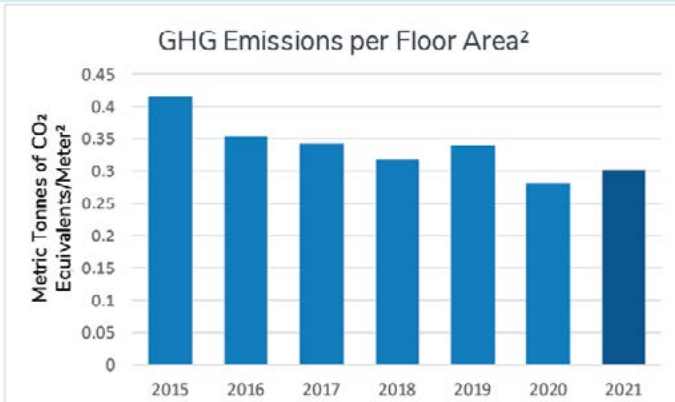
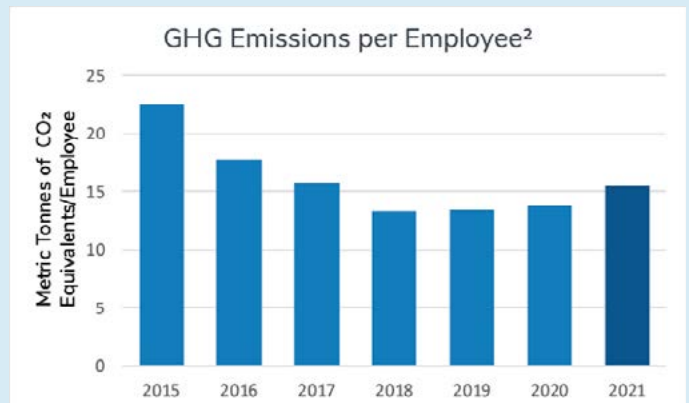
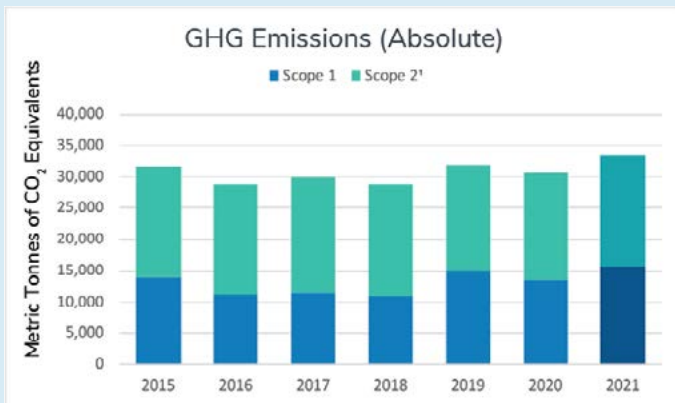
Alkermes recognizes the serious environmental, economic and societal impacts caused by climate change. Our environmental sustainability efforts include proactively taking action to reduce GHG emissions from our operations.

In 2021, increased absolute energy usage related to our operational growth resulted in a 15% increase in absolute combined Scope 1 & 2 GHG emissions for reasons outlined in the previous section. However, our combined Scope 1 & 2 GHG emissions per \$M revenue in 2021 decreased by 3%

and is 43% lower than it was in our baseline year of 2015. This reduction in carbon intensity underscores our focus on energy reduction measures that will support production of our medicines in a more environmentally efficient manner.

In addition to our focus on energy efficiency in our facilities and operations, we also encourage employees to use more sustainable forms of transportation when commuting to work, including by providing shuttle bus service between our Waltham, MA site and public transportation locations and installing charging stations for electric vehicles at our Athlone, Ireland facility.

2021 Carbon Performance Data



¹ 2018 Scope 2 emission numbers are lower than previously reported due to the inclusion of previously uncounted Irish renewable GO credits.

² Includes both Scope 1 and 2 GHG emissions.

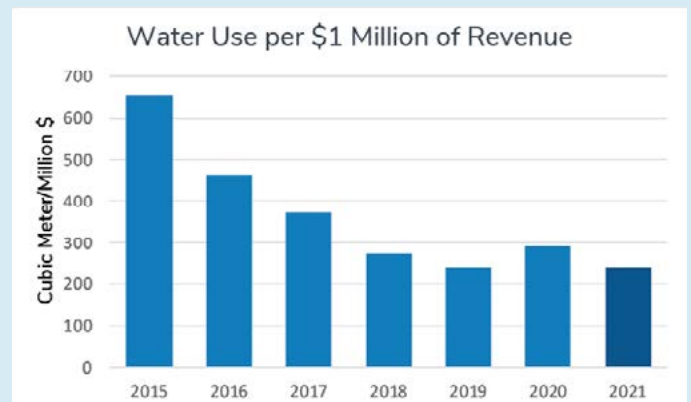
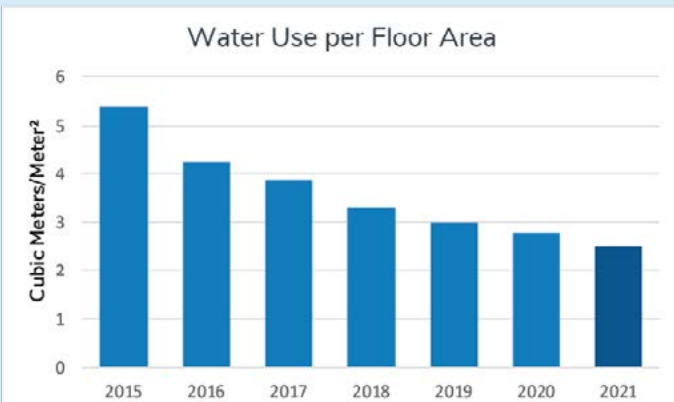
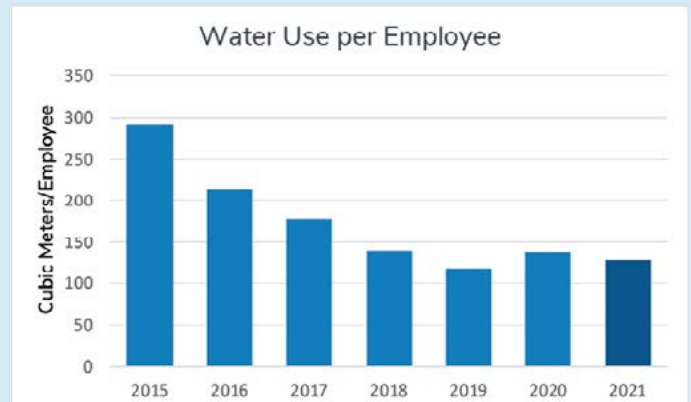
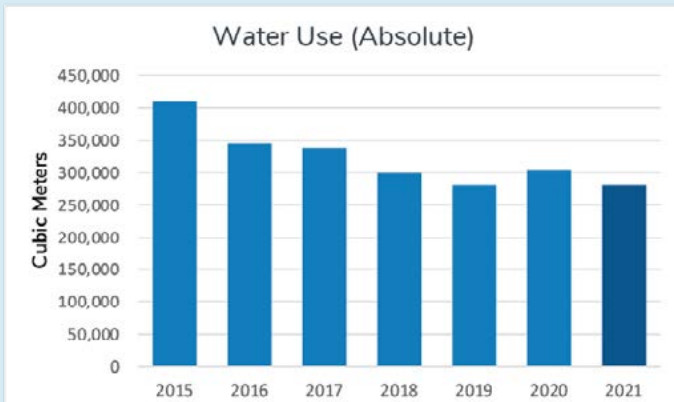
Note: A 2022 internal audit identified an inadvertent overstatement of Scope 1 emissions from one of our sites in prior reports, resulting from a mis-transcription of refrigerant usage at one of our manufacturing facilities. This mis-transcription has been corrected and our Scope 1 emissions data included in this report reflects the data as corrected, representing a significant reduction in our historical Scope 1 emissions compared to those shown in our prior Corporate Responsibility Reports.

Water Conservation

We recognize that water is a scarce and invaluable resource that we must endeavor to conserve and use efficiently and sustainably. We have implemented programs across our organization to assess, reduce and optimize our water consumption, and we examine opportunities to further conserve water on an ongoing basis. As a result of these

efforts, overall absolute source water usage at our facilities decreased 7% in 2021 compared to 2020, and decreased 32% compared to our 2015 baseline measurement year, despite the opening of our new Waltham, MA R&D and office facility. Overall water use per floor space (cubic meters per m²) decreased by 10% compared to 2020 and was 54% lower than our 2015 baseline measurement year.

2021 Water Performance Data



Case Study: Water Conservation

Our Wilmington, Ohio site recently upgraded its plant vacuum system to cross-connect the systems in the site's two buildings such that the vacuum pump in one building could be turned off and could operate entirely off of excess capacity from the vacuum pump in the second building. This cross connection is expected to save the site approximately 9,000 m³ of water annually, equivalent to approximately 5% of the site's annual use.

Pharmaceuticals in the Environment

We understand the significant potential impacts that pharmaceuticals can have on the environment. We maintain strict internal protocols to adhere to the parameters of our applicable licenses and permits, mitigate the impacts of our operations on natural resources such as surface water and groundwater, and assist us in effectively controlling our air and wastewater emissions.

As part of our development and manufacturing scale-up of new, proprietary molecules, we have implemented programs to enable us to understand and mitigate associated environmental impacts. For example, we partner with third-party experts to identify practices to assist us in characterizing and understanding appropriate eco-toxicology and safe discharge limits.

We have implemented science- and data-driven environmental risk mitigation strategies and continually evaluate opportunities to improve our emissions control systems in order to better protect the environment and enhance the environmental sustainability of our operations.

Waste Optimization

All Alkermes facilities have comprehensive waste management plans in place and we strive to reduce our generation of waste at each source. Our waste streams are fully segregated, and disposal methods are carefully evaluated to support compliance with statutory and permit requirements and to minimize our environmental impacts.

For non-hazardous waste, we actively seek to eliminate landfilling where practicable and pursue recycling, composting and/or other re-use opportunities. We also employ other forms of responsible disposal, such as treatment in third-party “waste-to-energy” facilities.

For hazardous waste, we recognize that landfill is not an environmentally responsible disposal route. We actively explore recycling opportunities for our hazardous waste and, when feasible, select disposal routes that include potential energy recovery benefits.

Our waste vendors are carefully selected and vetted, in an effort to promote utilization of responsible waste disposal routes only. Through our working relationships with these vendors, we are able to identify and implement new opportunities for responsible waste disposal and further reduction of waste materials.

Key waste optimization highlights at the enterprise level included:

- Of total waste generated in 2021, 92% was either recycled (63%), processed in a waste-to-energy facility (16%) or incinerated (13%).
- Of total hazardous waste generated in 2021, 96% was either recycled or processed in a waste-to-energy facility and the remainder was incinerated.

Key waste optimization highlights at our manufacturing facilities included:

- Wilmington, OH facility: Approximately 98% of hazardous waste was recovered and recycled; the remainder was incinerated.
- Athlone, Ireland facility: No waste was sent to landfill; 100% of non-hazardous waste and 92% of hazardous waste was either recycled or processed in a waste-to-energy facility; the remainder was incinerated.

The following table shows additional detail regarding our various 2021 hazardous and non-hazardous waste disposal streams:

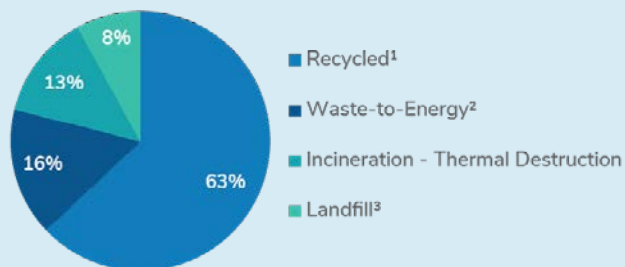
Hazardous waste	Metric Tonnes
Recycled ¹	1,374
Waste-to-energy ²	411
Incineration	59
Landfill ³	0
Total hazardous waste	1,845
Non-hazardous waste	Metric Tonnes
Recycled ¹	449
Waste-to-energy ²	59
Incineration	311
Landfill	232
Total non-hazardous waste	1,052

¹ “Recycled”: A waste that is used, reused or reclaimed (based on SASB RT0101).
² “Waste-to-energy”: A method of converting non-recyclable waste into useable forms of energy including heat and electricity.
³ No federally- (U.S.) or nationally- (IRE) regulated hazardous waste was sent to landfill facilities. A small quantity (0.025T, 25kg) of Massachusetts-regulated hazardous waste (lubricant oil) was inadvertently sent to landfill by a third-party waste handler, despite contractual provisions prohibiting such disposal.

Note: Due to the impacts of the COVID-19 pandemic on the Company and its business practices in 2021, waste stream volumes in 2021 may not be indicative of volumes in future years. In addition, increased volumes of non-hazardous waste were generated at our Athlone facility in 2021 as a result of construction activities.

Amounts in the table above do not sum due to rounding.

Alkermes Waste Profile 2021 (Total Enterprise Waste)



Hazardous Waste Recycling

In 2021, our Wilmington, Ohio site reclaimed or recycled 98% of its hazardous waste:

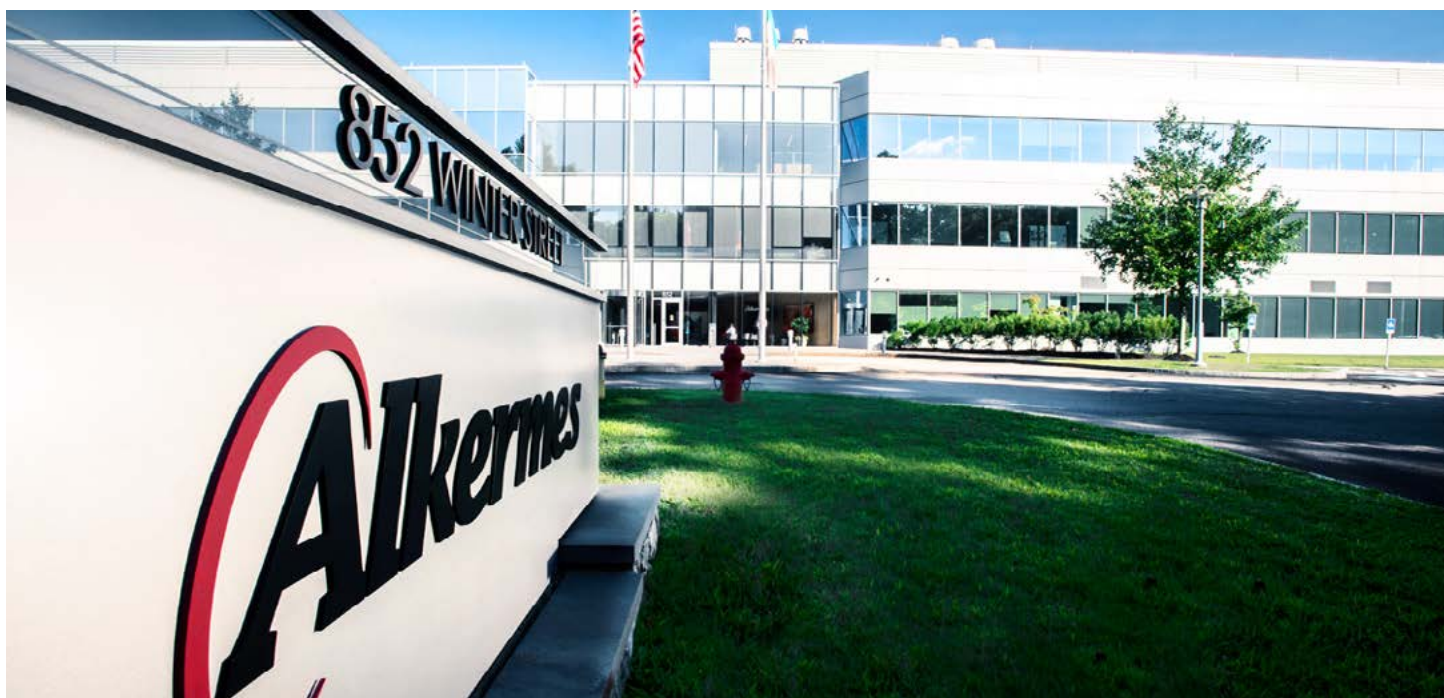
- 1,318 tonnes of processed ethanol waste, which accounts for 95% of total hazardous material generated at the site, was captured and sent to a third-party recycler where it was reclaimed and sent for reuse to a third party.
- 42 tonnes of processed heptane waste, which accounts for 3% of total hazardous material generated at the site, was captured and sent for reuse to a third party.

¹“Recycled”: A waste that is used, reused or reclaimed (based on SASB RT0101).

²“Waste-to-energy”: A method of converting non-recyclable waste into useable forms of energy including heat and electricity.

³ No federally- (U.S.) or nationally- (IRE) regulated hazardous waste was sent to landfill facilities. A small quantity (0.025T, 25kg) of Massachusetts-regulated hazardous waste (lubricant oil) was inadvertently sent to landfill by a third-party waste handler, despite contractual provisions prohibiting such disposal.

Note: Amounts in the graph above do not sum due to rounding.



SECTION 7

SOCIAL



Our employees are the foundation upon which our business is built. Their expertise, intelligence and creativity drive our innovation, and their passion and commitment to excellence are the cornerstone of our success. We strive to support our employees' well-being in a transparent, diverse, inclusive and collaborative culture and provide employees with training, support and resources to help them to succeed professionally while appropriately balancing their professional

and personal lives. Beyond our employee initiatives, we are committed to broader social engagement through local volunteer opportunities, grant programs and engagement with caregivers, patients and their loved ones. We also support advocacy efforts to raise awareness of patient needs and to increase access to medicines and other forms of treatment in support of patient health and well-being.

Our Team is Motivated by Personal Experience With Serious Mental Illness, Addiction and Cancer

"I have been a caregiver to a close family member living with serious mental illness from an early age. The loneliness, despair and frustration of seeing someone you love so dearly struggle with such an unforgiving illness is difficult. I joined Alkermes because I believe that the work we do every day has the potential to meaningfully improve the lives of people like my family member and so many others living with serious mental illness."

– Corporate Affairs team member

"Losing my father at a young age to a disease that had no cure fueled my passion to work in health care. Decades later, the opportunity to help address the needs of people living with complex and serious illness continues to be a driving force behind my work."

– Medical Affairs team member

"I'm an ovarian cancer survivor, so I have first-hand knowledge about the impacts of this disease on women's everyday lives... I am proud to be working at Alkermes, on a team that is committed to developing potential new treatments for cancers with high unmet need."

– Market Research team member

"By helping to reduce stigma around addiction, we can reduce some of the barriers to those seeking help. I'm very happy to be at Alkermes, to be able to play a small role in someone's recovery by educating healthcare providers and helping them help their patients to find the treatment that is right for them."

– Commercial team member

Our Employees

Equal Opportunity and Respect; Diversity and Inclusion

At Alkermes, we strive to foster a culture of respect, inclusion and equality, supported by our Code of Business Conduct and Ethics and our other corporate policies and programs. All of our policies, practices and activities related to hiring, promotion, compensation, benefits and termination are administered by our human resources (HR) organization in accordance with the principle of equal employment opportunity and other legitimate criteria without regard to race, color, religion, sex, sexual orientation, gender expression or identity, ethnicity, national origin, ancestry, age, mental or physical disability, genetic information, any veteran status, any military status or application for military service, or membership in any other category protected under applicable laws. We are an equal opportunity employer.

Consistent with our Respect in the Workplace policy, we are committed to creating and maintaining a work environment that reflects our Company's core values, and in which employees are treated fairly, with dignity and respect. We do not tolerate harassment or discriminatory behavior. In addition, we strive to uphold human rights in all our business activities and support the principles in the United Nations Declaration on Human Rights, including the prohibition of human trafficking, child labor and slavery of any kind.

Our Diversity, Inclusion and Belonging (DIB) Initiatives

Alkermes is committed to diversity, inclusion and belonging across all aspects of our business. Our approach emphasizes interactive engagement between colleagues, and policies and programs that reflect the diversity of our workforce and our belief that inclusiveness fosters a feeling of belonging. Productively engaging in these areas is integral to our culture and the success of our business. Diversity, Inclusion and Belonging initiatives are governed by our Diversity, Inclusion & Belonging Executive Committee ("DIB Executive Committee"), Diversity, Inclusion & Belonging Steering Committee ("DIB Steering Committee") and Employee Resource Groups (ERGs), all of which play important roles in helping to maximize the impact of our efforts to ensure our efforts are effective and reflective of our core values.

With representation from employees across the Company and at varying levels of leadership, these committees work together to set goals, establish and execute strategic initiatives, measure our progress and promote a culture of understanding



Diversity: The presence of difference

Inclusion: Welcoming, valuing and leveraging differences

Belonging: Feeling comfortable to be your authentic self

“While we are only one company, and in the big picture we play a small role, we know it will take all of us – across companies, communities and cultures – to come together to make progress toward a more inclusive and equitable world.”

- Richard Pops, CEO

and inclusion throughout our organization. They also help to inform our Company's response to important external social and cultural issues and events.

Our DIB Executive Committee consists of senior leaders, including our Chief Executive Officer, and serves as an advisory body that provides high-level strategic guidance and counsel and advocates in support of our DIB initiatives. The DIB Executive Committee is tasked with, among other things:

- Setting diversity, inclusion and belonging goals for the company;
- Facilitating implementation of key internal operating practices and policies, as well as advising on external partnerships and sponsorships related to DIB;
- Communicating progress and updates related to our DIB programs to, and proactively engaging with, our management team and our Board; and
- Championing and modeling desired leadership behaviors, and holding our other senior leaders accountable for the same.

Our DIB Steering Committee is an employee-led group comprised of representatives from all of our locations, including field-based employees, employees from each of our ERGs and from a variety of functional areas. The DIB Steering Committee works to:

- Shape the organization’s vision around DIB;
- Recommend strategies and actions to help advance the Company’s DIB goals;
- Champion the establishment and successful operation of ERGs; and
- Guide diversity-related aspects of the Company’s activities.

Employee Resource Groups

Alkermes currently has five ERGs, including two that were launched by the DIB Steering Committee in 2021: *Limitless* and *Operation Salute*. Our ERGs share a common purpose of supporting and enhancing the inclusiveness of our company culture and providing opportunities for professional development, networking and building deeper connections within Alkermes.



Limitless works to create an accessible and inclusive community in which those impacted by disability or illness are empowered to be their authentic selves at Alkermes and beyond. This group aims to foster a supportive community based on a foundation of inclusion for all and seeks to create meaningful connections across the organization.



Mosaic promotes the development of a vibrant workplace environment where multicultural employees feel welcomed, supported and included through education about, and

celebration of, different cultures and beliefs. This group also aims to build a supportive and inclusive employee network and sponsor professional development activities for all members of the Alkermes community to create a sense of belonging.



Operation Salute honors those at Alkermes who have served, or are currently serving their country in the armed forces or whose lives are touched by family members and friends in the military. Operation Salute works to provide opportunities for veterans to network and engage with one another while also helping Alkermes honor the sacrifice made in their service.



Pride@Work Focuses on the LGBTQ+ community and allies who support equality and compassion in our workplaces by promoting practices, policies and benefits that are inclusive for all sexual orientations, gender expressions and characteristics, and provides an open forum where employees can collaborate, network and engage.



Women Inspired Network provides an open venue for women and all employees to collaborate, network, engage, learn from and inspire one another and encourages a workplace that develops, supports and promotes all individuals, regardless of gender, with a specific aim to improve the representation of women at all levels within the organization.

Opportunities to Learn More About Diversity, Inclusion and Belonging

In June 2021, in celebration of Pride Month, Alkermes hosted Chris Hartman, Director of Kentucky’s Fairness Campaign. Mr. Hartman has worked with organizations across Kentucky to help increase the number of municipalities with LGBTQ Fairness Ordinances. He spoke to employees about the importance of advocacy in creating effective coalitions to create change in Kentucky and beyond.

Continuing with these important discussions, Alkermes hosted Antoine Holman, Vice President of Corporate Affairs at the National Association for the Advancement of Colored People (NAACP), in November 2021. Mr. Holman gave employees an opportunity to learn about the important work being done by the NAACP in communities across the U.S.

Throughout 2021, we continued to offer trainings and facilitate discussions for employees aimed at identifying and addressing unconscious bias in the workplace. These efforts are part of a larger initiative to encourage employees across Alkermes to proactively incorporate a focus on diversity, inclusion and belonging into their day-to-day activities.



In 2021, we made significant progress in our commitment to advancing our Diversity, Inclusion and Belonging initiatives, including the following:

- Redefined our DIB strategy to align with four strategic pillars:
 - Employee Engagement & Development
 - Talent Acquisition & Retention
 - Industry & Community Impact
 - Communications Infrastructure
- Offered DIB-related education, awareness and training programs, which were highly attended across the organization;
- Created a DIB goal for senior leaders tied to their performance objectives for 2022; and
- Established the DIB Executive Committee to support widespread adoption of DIB efforts.



Employee Data

We have more than 2,000 employees across the U.S. and Ireland who are key to our ability to develop, manufacture and advance treatment options for patients and who contribute to our culture of collaboration and commitment to the work we do. Our 2021 voluntary attrition rate of 12.6% was below the industry benchmark of 14.4%.¹ We conduct annual reviews to assess performance and leadership potential and to help inform our retention strategies and succession planning for key roles.

¹ Based on the most recent data from our independent compensation consultant.

Total Employees as of Year-End 2021 – 2,200		
By Location		
Ireland	Athlone	361
	Dublin	51
U.S.	Massachusetts	729
	Ohio	519
	U.S. Field-based	540
By Full time / part time		
Ireland	407 full time / 5 part time	
U.S.	1,784 full time / 4 part time	

Gender Diversity and Seniority Ratio

As of year-end 2021, Alkermes' workforce was 48% female and 52% male, and our ratios of female to male employees were aligned with industry peers across all levels:¹

- Entry level: 48% female and 52% male;
- Mid-level: 49% female and 51% male;
- Senior level: 43% female and 57% male; and
- Executive level: 26% female and 74% male.

As of year-end 2021, median compensation for males and females at Alkermes was substantially equal across metrics of base salary, total cash compensation and total compensation including equity. The average salary of our female employees as compared to that of our male employees was also aligned with industry averages. Minimizing gender pay disparities has been a priority for Alkermes, and we monitor our pay practices and make focused adjustments to maintain equitable pay across our employee population. Additionally, we continuously review and adapt our recruiting and employment offer processes to be compliant with U.S. federal and state and Irish laws. We make offers to candidates based on their experience and skills in comparison to our current employees, and without regard to their compensation from previous employers

Supporting Diversity in Leadership

Developing a diverse leadership team is an important element of our success and we are proud to support and invest in diversity at all levels of the organization.

We have made substantial progress in the area of gender diversity in the last five years, with significant gains in the percentages of women in senior roles, including an increase in the percentage of female employees on our management team from 14% in 2017 to 26% at year-end 2021.

Additionally, from 2020 to 2021, the number of racially diverse employees in leadership positions (Senior Director and above) increased by 6.9%.

We remain focused on achieving greater representation of diverse talent across our organization, particularly in leadership roles, through targeted recruitment and development efforts. We recently established a working group tasked with identifying diversity-related metrics pertinent to our organization, developing a framework for measuring the impact of our efforts and enhancing the collection and use of our diversity data.

Recruitment and Leadership Development Resources

Alkermes is committed to cultivating and supporting the advancement of a diverse workforce. As part of our efforts, we have leveraged the resources of established organizations who do important work in this area, including:

- Since 2019, we have been a proud corporate partner of the **Healthcare Businesswomen's Association** and we support its core purpose of furthering the advancement and impact of women in the business of healthcare.
- Over the last five years, more than 80 of our female leaders have participated in leadership development programs through **Women Unlimited, Inc.**, an organization that runs programs for female leaders at various stages of their careers.
- In 2021, we sponsored employee memberships to **Conexión**, an organization dedicated to the development of Hispanic/Latino leaders, and **Chief**, a private membership network focused on connecting and supporting women executive leaders.
- Beginning in 2021, we sponsored employee participation in **The Partnership's Executive Council**, a forum for HR practitioners to share best practices for diversity, equity and inclusion.
- We also are actively pursuing partnerships with a number of organizations to help increase the diversity of our candidate hiring pool.

Professional Development

We are committed to the growth and development of our employees throughout their tenure at the Company. From their first day on the job, our comprehensive new hire onboarding experience goes beyond specific job skills training to include training that connects our new employees to our business, culture, values and people.

We encourage our employees to seek out professional learning opportunities both within Alkermes and externally.

We offer formal training that covers topics including performance management, problem-solving, leadership development, communication and mentorship as well as more specialized skills-based programs. In 2021, we conducted nearly 300 professional development training sessions for employees across the organization. We also conduct ongoing health and safety trainings in compliance with applicable U.S. federal and state, Irish, and local regulations.

Beyond periodic training, Alkermes also supports employees in furthering their educational goals. A tuition reimbursement program is offered to employees in the U.S., which includes opportunities for tuition reimbursement of up to \$5,250 per year for full-time employees enrolled in any course through an accredited college or university. In 2021, approximately 43 U.S. employees took advantage of this benefit. In Ireland, 15 employees were enrolled in part-time education programs, which were reimbursed in full.

To further enhance our professional development initiatives, Alkermes conducts an annual Individual Development Plan (IDP) process. Separate from our annual performance review program, the IDP process is meant to facilitate development discussions between employees and their managers in order to identify growth opportunities and set development goals aligned with their individual short-, medium- and long-term career objectives.

“As a co-leader of Mosaic, Alkermes’ multicultural ERG, I believe it is critical to create safe spaces where all employees can feel vulnerable yet confident in being their most authentic selves. Creating a culture of authenticity across the Company allows employees to engage and participate fully and honestly. This comfort in bringing one’s true self to work allows us to build a workplace where people perform better and engage thoroughly. I am proud that Alkermes continues to create space for and dedicate resources to Diversity, Inclusion & Belonging efforts.”

**- Halima Norstrud,
District Business Leader
Co-Lead, Mosaic ERG**

Learning & Development

Leading@Alkermes

The *Leading@Alkermes* program is a practical approach to management and leadership with a focus on best practice tools. This six-month program is designed to support managers at Alkermes through a combination of monthly modules, peer circles and independent exercises. Launched in 2020, nearly 100 employees have now graduated from this program.

Leadership in Action

Leadership in Action is a series of panel discussions focused on established leadership behaviors and designed to guide and align our leadership principles. We hosted three *Leadership in Action* events in 2021, which garnered attendance from nearly 600 employees at the Director level and above.

LinkedIn Learning

As part of our commitment to ongoing professional development, in 2021 Alkermes provided all employees with access to *LinkedIn Learning*, an online learning platform with more than 13,000 courses taught by real-world experts. The platform is embedded within our performance management system to support managers and employees during annual performance review and Individual Development Plan discussions. As of the end of 2021, 80% of employees had activated an account and engaged with the platform.



Culture of Employee Engagement

Alkermes strives to foster a culture of active employee engagement so that employees feel that they are part of a collective mission and that they have a voice in the Alkermes community.

Communicating About COVID-19 and Current Events

As many of our employees continued to work remotely in 2021 and 2022 due to COVID-19, employee engagement remained a top priority for the Company. We've continued the innovative communications strategies developed in 2020 to keep employees connected and informed, including:

Increased Communications with Leadership: Facilitated regular engagement between the Company's management team and employees, including frequent Company town hall meetings and local office leadership team initiatives.

Enhanced Employee Resources and Flexibility: Provided employees with information, support and ongoing guidance to help navigate the COVID-19 environment, including wellness resources, stress-reduction tips, guidance on how to engage and work remotely and increased childcare benefits. We also introduced new flexible work guidelines and shared resources and tools to improve meeting effectiveness as we transition to a more hybrid work environment.

Reflected on Current Events: Shared perspectives from senior leadership on rapidly evolving social discourse and geopolitical events.

Leveraging Communication Technology Platforms to Strengthen Connections Between Employees



Alkermes Resource Center

An online internal employee portal that serves as a key resource for employees.



Commercial Communications Mobile App

An internal employee portal that serves as a key resource for Commercial employees.



Internal Community Platform

Questions that received the lowest overall employee scores in the 2021 employee engagement survey related to professional development opportunities, meeting effectiveness and pursuit of job opportunities outside of Alkermes. We will continue to use the data collected from our employee engagement surveys to inform our strategy and support our ability to retain and attract strong talent.



National Recovery Month – A Conversation About Women and Alcohol Dependence

In recognition of National Recovery Month in September 2021, Alkermes hosted a virtual Q&A with Dawn Nickel, Ph.D., a founder of the SHE RECOVERS Foundation, a not-for-profit grassroots organization that aims to inspire hope, reduce stigma and empower women in or seeking recovery for substance use and mental health disorders. Dr. Nickel shared her perspective on the unique social pressures that women experience, the role of stigma, and the need for more awareness, education and recovery support options developed by and for women.



Employee Engagement Survey

As part of our ongoing commitment to assessing and improving our employees' day-to-day experiences, we conduct global engagement surveys designed to capture and better understand employee perspectives. Our 2021 Company-wide employee engagement survey results demonstrated high performance by the Company in comparison to a number of employee-related biotechnology industry benchmarks. The employee participation rate in the 2021 employee engagement survey was high at approximately 71%, and generally consistent with employee participation rates in our prior employee engagement surveys.

The 2021 employee engagement survey results highlighted key aspects of our culture that are strong drivers of employee commitment, including that:

- ✓ Employees collaborate to accomplish important work;
- ✓ Employees feel part of something meaningful;
- ✓ Employees feel Alkermes provides them opportunities for learning and development; and
- ✓ Employees feel Alkermes is committed to DIB at all levels of the organization and feel informed about the Company's efforts and programming in this area.

Peer Appreciation and Recognition

We strongly believe in sharing and recognizing success as a team. Our RISE recognition program connects our employees across all locations and enables our employees to acknowledge and commend colleagues for outstanding performance through peer-to-peer recognition. Employee accomplishments are also celebrated company-wide through featured stories on ARC, our internal employee portal.

Employee Benefits and Wellness

Our HR team has an 'open door' policy to promote a healthy exchange of ideas and encourage employees to provide feedback on our programs and practices on an ongoing basis. We also regularly benchmark our HR practices against industry standards to ensure that we can compete for and retain strong talent.

Our diverse mix of employees helps to inform our benefits program. We carefully consider our employees and their families when we design our policies to offer a range of options and flexibility intended to meet the needs of employees at various life stages and phases of their careers. Our benefits and other resources are designed to support the physical, financial and emotional well-being of our employees and their loved ones.

Recognizing the value of our employees and their important contributions to the achievement of our business objectives, we offer market-competitive comprehensive total rewards pay and benefits packages, including bonus opportunities at all levels tied to individual and company performance, and for employees at certain levels, company equity opportunities. We also offer healthcare and retirement savings plan benefits, paid time off, tuition reimbursement, life and disability insurance and other benefits designed to support healthy lifestyle choices, financial wellness and work-life balance.

Vaccine Clinics

As a biopharmaceutical company, we understand the critical role that vaccines are playing in helping to address the COVID-19 pandemic. To facilitate and encourage COVID-19 vaccinations among our employees, Alkermes partnered with local healthcare providers in Ohio and Massachusetts to host free COVID-19 vaccine clinics for employees and their families. We also offered paid time off for employees to receive COVID-19 vaccinations.

Prioritizing Mental Health in the Workplace

Alkermes is committed to supporting the mental and physical well-being of our employees. In 2021, we waived co-pays associated with telehealth appointments and in-person or virtual mental health appointments to better ensure access to vital care for our employees. This benefit, along with others, stems from our belief that fostering good employee mental health is a key aspect of making Alkermes a great place to work.

Patient Advocacy and Community Engagement

We have developed and now manufacture and commercialize proprietary medicines for the treatment of alcohol dependence, opioid dependence, schizophrenia and bipolar I disorder - disease areas with vulnerable patient populations who are often treated in public health and criminal justice settings where systemic inequities are pervasive.

We champion approaches to treatment that recognize the multitude of factors that affect outcomes for patients, caregivers and communities, and are committed to patient and community engagement, disease education and awareness and advocacy for policies that support equitable access to treatment options. Patient advocacy and community engagement are core to our mission. Regular engagements with policymakers and leaders in the patient advocacy community allow us to better understand their perspectives and goals. Learnings from these interactions help to inform our business activities, including in respect to clinical trials, policy and advocacy. Across our endeavors, we are purposeful about staying connected to the reality of living with these complex conditions. We actively seek input from patients and advocates early in our drug development process to help identify unmet patient needs and inform our research. These engagement efforts help us design clinical trials and programs with specific patient outcomes in mind. We continue to consult with patients during the drug development process and beyond, so that patient perspectives continue to inform the development and lifecycle management of our products.

Driven by our patient-centered ethos, we advocate for, among other things, improved access to medicines and other forms of treatment. However, we also understand that access to treatment options addresses only a portion of the needs of the patients, families and communities for whom we develop our medicines. We are committed to working with the people

affected by addiction, serious mental illness and cancer, and the organizations that support them, to better understand the complex system of care for these diseases and to achieve our common goal of improving outcomes for these patients and their caregivers.



Oncology Patient Advocacy Summit

In the fall of 2021, as part of our commitment to incorporating patient voices and perspectives into our drug development efforts, we hosted a virtual patient advocacy summit, as a means of gathering members of the cancer advocacy and survivor community. Attendees participated in a series of discussions that provided insights about the patient experience in oncology clinical trials and factors that contribute to recruitment, enrollment and retention. These critical patient insights helped inform elements of the ongoing ARTISTRY clinical development program and related patient communications materials.

Access

Alkermes believes that every patient deserves quality care, and we are committed to collaborating with policymakers and other industry stakeholders to preserve and enhance access to medicines. We strive to price our medicines in a responsible manner that facilitates broad access. We also offer programs, such as Patient Assistance Programs and Co-Pay Savings Programs, to provide support to eligible patients who are prescribed our medicines. In 2021, more than 20,000 patients participated in our Co-Pay Savings Programs.

Early Access Policy

Alkermes endeavors to make safe and effective medicines by conducting rigorous clinical trials and obtaining marketing approval from regulatory authorities, including the FDA. Participation in one of our clinical trials is the optimal way for patients to gain access to our investigational medicines prior to regulatory approval. However, we understand that some patients may not be able to participate in a clinical trial. If early data from our clinical trials suggest that an investigational treatment might offer benefits for patients facing serious or life-threatening conditions, Alkermes has a policy under which patients may be eligible to receive access to an investigational medicine outside of the context of a clinical trial. Additional details, including eligibility criteria, can be found in the Alkermes Early Access Policy, a copy of which is available on the Early Access page of the Research & Development section of the Company's website.

Supporting Our Communities

Alkermes respects the culture, customs and values of the people in the communities in which we operate. We seek to support and positively impact these communities through our grant programs, sponsorship contributions and volunteer support.



Alkermes employees participated in virtual NAMI Walks events in 2021.

Sponsorships

Alkermes is proud to be part of the broader healthcare community that supports individuals with addiction, serious mental illness or cancer. In support of these efforts, we foster and maintain relationships with a variety of health-related and public policy organizations. In 2021, we continued to sponsor non-profit organizations such as the National Alliance on Mental Illness (NAMI) and the Partnership to End Addiction,

and continued to bring awareness to programs and initiatives of other organizations that work to improve the lives of people affected by mental illness and addiction. In oncology, we sponsored several initiatives with tumor-specific and pan-tumor advocacy organizations, including the Melanoma Research Foundation, Ovarian Cancer Research Alliance, Cancer Support Community and the American Cancer Society, which are focused on patient, survivor and caregiver support, education and research.

Funding in Support of Research and Charitable Organizations

Innovative research, programming and funding are urgently needed to support those who are living with addiction, serious mental illness and cancer. In 2021, Alkermes awarded approximately \$1.6 million in research grants and charitable donations in support of these communities.



Since 2016, our Alkermes Inspiration Grants® program has awarded more than \$4 million in funding to innovative programs that support the needs of people impacted by addiction, serious mental illness and cancer.

In 2021, we received more than 250 applications for this highly competitive program, and grants were awarded to 11 nonprofit organizations working to address the needs of people living with these complex conditions, including programs serving historically under-resourced or underrepresented communities, including Black, Indigenous and people of color (BIPOC), members of the LGBTQ+ community, veterans, women and people impacted by the U.S. criminal justice system.

The 11 grant recipients included the following:

- **We Bloom's** five Recovery Cafés across the state of Indiana offer services catered toward building social and emotional health, community connectedness and recovery capital with a focus on holistic, long-term recovery that supports its members beyond treatment. The Recovery Cafés' services include peer support, resources and daily meals, and activities and classes to support, empower and encourage members on their journey of recovery from substance use disorders, mental illness, trauma, grief, loss, poverty, homelessness and/or family violence.
- The **National Ovarian Cancer Coalition** is working to enhance and expand its Animated Patient's Guide to Ovarian Cancer for Improved Health Outcomes to include two new modules: Understanding Clinical Trials and Understanding Biomarkers and Genetic Mutations. Designed for patients, families and the

public at large. The program also provides an expert-authored, evidence-based education series for healthcare professionals based on recommendations from the American Medical Association for patient communication and education.

- **SHE RECOVERS Foundation (SRF)** is conducting Mental Health Mondays, a series of virtual one-hour educational sessions designed to support the health and well-being of women experiencing addiction and/or serious mental illness. The webinars are delivered by content experts, including clinicians and individuals with lived experience. Topics are gleaned from consultation with SRF's population-based support groups – including Black, Indigenous and women of color; LGBTQ+ individuals; veterans and first responders; healthcare professionals; and individuals living with mood and anxiety disorders.



Since 2016, the Alkermes Pathways Research Awards program has provided funding to 16 researchers working to advance our understanding of diseases in the field of neuroscience.

The annual program provides opportunities for individual grants of up to \$100,000 per research project for early-career investigators focused on research relating to substance use disorders, schizophrenia and bipolar disorder. Information about past grant recipients can be found on the Research & Medical Grants page of the Research & Development section of our website.

4th Annual Alkermes Pathways Research Awards Program Recipients:

- Claudia Lopes, Ph.D., McLean Hospital, Harvard Medical School, *Altered glutamatergic development in hippocampal-cortical circuitry in 3D models of psychotic disorder*
- Amanda Lowell, Ph.D., Yale University, *Neuroplasticity in maternal opioid use disorder*
- Renato Polimanti, Ph.D., MSc, Yale University, *The impact of socioeconomic factors on psychiatric and somatic comorbidities of schizophrenia: a genetically-informed epidemiological study rat model*
- Walter Roberts, Ph.D., Yale University, *Predicting alcohol use events in people with alcohol use disorder using mobile sensors: towards automated telehealth treatment*
- Kangho Suh, Pharm.D., Ph.D., University of Pittsburgh, *Assessing the comparative and cost-effectiveness of second-generation antipsychotics long-acting injectables in schizophrenia*

Community Engagement

Our employees are passionate about helping to care for people and the environment in the local communities in which we work, supporting not only organizations and programs that are connected to the diseases that our medicines treat, but also causes for which they feel a personal connection through their own experience or that of their loved ones.

United States

In 2009, a group of employees started **Alkermes in Action**, an annual program of volunteering to support our local communities with hands-on activities that align with our values and embody our compassion. Over the past decade, more than 5,000 volunteers have worked with more than 50 local community organizations, establishing meaningful, long-term relationships with many of them.

in 2021, this program consisted of a mix of virtual and in-person volunteer opportunities with local organizations focused on education, caring for veterans, maintaining outdoor community spaces and providing for children and families in need.

Since 2014, when Alkermes supported renovation of the **Bristol Lodge Soup Kitchen** in Waltham, MA, Alkermes employees have routinely volunteered to make and serve fresh meals at the kitchen. Despite volunteering restrictions due to COVID-19, Alkermes employees continued to support the soup kitchen throughout 2021 in a socially-distanced manner by ordering and delivering pre-packaged meals from local restaurants.



Alkermes employees participated in virtual Alkermes in Action events in 2020.

Ireland

Alkermes employees in Ireland proudly support local organizations that seek to address a range of needs including mental health, cancer care, education, shelter and domestic abuse services and homelessness, among others. In 2021, as COVID-19 restrictions continued to impact our employees' ability to volunteer in person, this support was achieved through a combination of financial contributions and employee participation in virtual events. Some examples of the organizations and initiatives supported include:

- **Daffodil Day** is the Irish Cancer Society's biggest fundraiser, taking place annually in March and raising millions of Euros to support cancer patients and their loved ones with free advice, resources and critical cancer research. In 2021 and 2022, the celebration remained virtual, and employees were encouraged to donate to this cause and submit photos symbolizing hope.
- Recognizing the impact that our business can have on the local environments in which we work, Alkermes employees at our Athlone site have worked on various projects designed to improve community biodiversity. Efforts

have included the planting of a pollinator-friendly garden, partnerships with local conservation organizations such as Athlone Wildlife Apiaries and Coosan Men's Shed, and participation in community-led projects that support wildlife in and around Athlone.

- In 2021, Alkermes again partnered with the local secondary school in Athlone as part of a government-sponsored program to support educational inclusion. This long-running partnership aims to prepare students for the working world

while also improving school retention rates for at-risk students by creating a link between education and future employment opportunities. In 2021, the program was adapted for a slightly younger audience and rebranded as the **'World of Work'** program. It involved four sessions supported by Alkermes employees that focused on teaching practical skills and providing first-hand insights into real-world work environments.



Celebrating Daffodil Day in Ireland, 2021



Ethics and Compliance

Integrity is a core Alkermes value and the foundation of the way we do business. Alkermes is dedicated to upholding legal, regulatory and ethical standards in the markets in which we operate and to maintaining a strong culture of compliance. Our focus on compliance applies to all aspects of our business, beginning with preclinical research and continuing through clinical trials, manufacturing and commercialization. This focus on compliance helps to build trust with healthcare professionals, institutional purchasers, relevant government agencies and the public at large.

Compliance is a responsibility shared by all employees across all levels of the Company. We expect each employee to take an active role in supporting our culture of compliance and to perform all activities and conduct all interactions with integrity and in accordance with the highest ethical standards.

Our commitment to compliance is embodied in our comprehensive compliance program which is built on the following core elements:

- Written policies and procedures that address the compliance risk areas relevant to pharmaceutical manufacturers, including those identified in the guidance of the Office of Inspector General of the U.S. Department of Health & Human Services (HHS) and the Pharmaceutical Research and Manufacturers of America (PhRMA) Code on Interactions with Healthcare Professionals.
- The Company's Chief Compliance Officer oversees our compliance program and reports directly to the Company's CEO. The Company's Corporate Compliance Committee helps oversee the Company's compliance program and assists with identifying any compliance issues that may need to be brought to the attention of the Board.
- Alkermes conducts extensive training and education programs for all employees that begin with new hire training and include regular, ongoing training on topics, processes and policies relevant to their positions.

- Alkermes has established and continues to foster a culture of compliance that maintains effective lines of communication and encourages all employees to seek guidance on ethical or legal issues as they arise. This culture of compliance is further supported by a policy obligating employees to report possible compliance violations and a strong anti-retaliation policy (discussed below) that protects personnel who report issues in good faith.
- Regular monitoring and auditing of the compliance program enables Alkermes to detect and prevent potential non-compliance.
- The Company's policies and training ensure that all employees, including management, are informed of the consequences of failing to adhere to our compliance policies.
- Our compliance program is designed to promptly respond to and address, through corrective action, any detected instances of non-compliance.



Code of Conduct

Our Code of Business Conduct and Ethics ("Code of Conduct") applies to all employees, officers and directors of the Company. A current copy of the Code of Conduct is available on the Corporate Governance page of the Investors section of our website.

Among other things, the Code of Conduct requires:

- Honest and ethical conduct by employees, officers and directors of the Company, including the ethical handling of actual or apparent conflicts of interest;
- Full, fair and understandable disclosure of the Company's activities in reports filed with the SEC and in the Company's other public communications; and
- Prompt internal reporting of any violations of the Code of Conduct to a supervisor, the Company's Chief Legal Officer or the Company's Chief Compliance Officer (which role is currently held by the Company's Chief Legal Officer).

The Code of Conduct also requires compliance with all applicable laws, rules and regulations including, but not limited to, those guiding our interactions with government officials

and health care providers. In this context, the Code of Conduct expressly prohibits any bribes, kickbacks or other improper payments, transfers or receipts.

Our employees are obligated to raise concerns about any violations of our Code of Conduct or any other ethics or conduct violations with their supervisor, the Company's Chief Legal Officer or Chief Compliance Officer, the Audit and Risk Committee of the Board and/or the Nominating and Corporate Governance Committee of the Board or through the Company's Corporate Governance hotline set forth in the Company's Procedures for Reporting Financial and Compliance Matters; No Retaliation Policy ("Whistleblower Policy"). A current copy of the Whistleblower Policy is available on the Corporate Governance page of the Investors section of our website.



Responsible Research

Clinical Trials

As a patient-focused organization, we value the patients who choose to participate in clinical trials and maintain policies, procedures and practices that are respectful of each study participant and designed to protect their health, safety and well-being. We ensure that our clinical programs comply with the laws and regulations of the jurisdictions where we conduct clinical research, including appropriate informed consent processes, ongoing assessment of patient safety and timely reporting of adverse events, accurate collection and integrity of data and respect for patient confidentiality and privacy.

Ethical Treatment of Animals

Alkermes is committed to the ethical and responsible treatment of animals involved in the Company's research and development programs. We follow defined practices and standards for the care, welfare and treatment of research animals, as monitored by our Institutional Animal Care and Use Committee; and conduct all animal research in compliance with applicable local, national or international laws such as those set forth in the National Research Council's Guide for the Care and Use of Laboratory Animals. We also require – through inclusion of relevant provisions in our contractual agreements – that the CROs, academic institutions and animal vendors with whom we engage commit to adherence to these same standards.

Responsible Manufacturing: Product Quality and Safety

Alkermes has robust policies and procedures in place to promote safe and sustainable research, development, manufacture and commercialization of products. We are committed to meeting our manufacturing objectives reliably and responsibly through the establishment and maintenance of a safe, sustainable and ethical supply chain.

Product Quality

The Alkermes Quality Management System (QMS) is a comprehensive program designed to ensure that products manufactured, stored, tested or distributed by Alkermes consistently meet applicable product specifications, safety and efficacy standards, GxP (as defined below) “good practice” quality guidelines and regulations, and regulatory requirements. The QMS is a combination of multiple well-integrated components, covering the entire lifecycle of the products that we manufacture from development to commercialization and the full supply chain associated with each stage in a product’s manufacture.

Our QMS is designed to ensure compliance with applicable provisions of the U.S. Code of Federal Regulations, ICH (International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use) Guidance, the European Commission Directives relating to medicinal products for human use and all aspects of “good practice” quality guidelines and regulations (known collectively as GxP), in each case in line with current industry standards. GxP includes Good Clinical Practice (GCP) regulations, which govern the conduct of clinical trials, Good Manufacturing Practice (GMP) regulations, which govern the manufacture of products, and Good Laboratory Practice (GLP) regulations, which govern the testing of materials in accordance with applicable regulations. We also adhere to applicable quality and safety regulations under the U.S. Controlled Substances Act.

We implement rigorous internal processes to ensure the quality and safety of our products across their lifecycle – from preclinical studies to commercial use. We purchase our raw materials from suppliers assessed and approved by our Quality team. We carry out in-house testing of raw materials prior to use to confirm they meet our quality standards, and we audit and assess our external manufacturing partners to monitor their compliance with Alkermes standards of quality and with applicable laws and regulations as set forth in more detail below. We also carry out in-house testing of all drug product that we manufacture prior to its release to ensure it meets our quality and compliance requirements.

In addition, the FDA, the European Medicines Agency (EMA) and other global regulatory agencies routinely inspect our

facilities in Athlone, Ireland, Waltham, Massachusetts and Wilmington, Ohio to confirm and certify our compliance with applicable regulatory requirements. To date, all such regulatory inspections have been completed successfully, with no “significant findings.” FDA inspections of Alkermes sites in the past 5 years have all been classified as “No Action Indicated.”

The Alkermes Quality Manual lays out the various principles of quality that are required to be upheld by Alkermes employees and provides guidance for adherence to applicable quality requirements. As part of our QMS, Alkermes employees also receive comprehensive training on the safety and quality resources and standard procedures that we have in place to help ensure our high standards of quality and safety are part of day-to-day operations. Employees are required to train on all new or updated procedures required for their role. Electronic learning systems are used to monitor and manage each employee’s compliance with our training curriculum. Training curricula are developed to specifically match each employee’s role. Depending on the complexity of an employee’s role and the required training for such role, classroom and/or supervised on-the-job training is also provided as needed. We maintain and continually assess, modify and improve our QMS through management’s oversight of the system and through our established quality procedures, including internal audits, external audits, risk assessments, quality performance metrics, corrective actions and preventive actions.

Responsibility in the Supply Chain

Beyond our own facilities, we contract with a growing network of third-party manufacturers to formulate certain products and produce components of products or product packaging for clinical and commercial use. All service providers involved in the manufacture and packaging of our products, or components of our products, are subject to inspection by the FDA or comparable agencies in other jurisdictions, and we require that our contract manufacturers adhere to current GMP in the manufacture of these products and product components. Alkermes Quality personnel inspect all of our contract manufacturers and suppliers to assess their compliance with applicable standards and regulations prior to initiating work for Alkermes. We have quality agreements in place with our key suppliers that set forth our quality requirements and procedures and govern monitoring of and compliance with such requirements and applicable laws and regulations. We routinely review, assess and update our requirements, as appropriate, based on new or emerging risks identified, and revise our quality agreements accordingly. Strategic supply chain partners are also informed of and expected to comply with Alkermes EHSS standards and expectations.

If a vendor does not meet our EHSS or quality expectations, we either work with that vendor to improve its adherence prior to working with such vendor or consider alternative vendors.

Responsible Marketing

Sales and Marketing Practices

Alkermes' Healthcare Compliance Program, which reflects the Department of Health and Human Services' Office of Inspector General's seven elements of an effective compliance program, encompasses a series of coordinated, proactive efforts to create, propagate and enforce a culture of compliance designed to ensure that our interactions with those who use our products are consistent with applicable laws, regulations and guidelines.

This program is based on the following principles:

- Interactions with customers are focused on education as to the benefits and risks of our products in order to help advance their appropriate use. Interactions with customers must occur in a venue conducive to education and Alkermes prohibits the provision of entertainment to its customers.
- Promotional communications must be truthful, not misleading, fairly balanced with appropriate safety information, and consistent with the product's label.
- Employees are prohibited from using items of value or in-kind services to reward or induce a healthcare professional to utilize, prescribe, purchase or recommend our products.
- The hiring of healthcare professionals as speakers or consultants must be based on a legitimate business need and free from inappropriate influences, and any fees paid to healthcare professionals may not exceed fair market value of the service being provided.

Patient Safety

We are committed to ensuring the authenticity of our medicines and guarding against counterfeit products (those not equivalent in quality, safety and efficacy, or not containing the correct amount of active ingredient and/or containing impurities) in the marketplace in order to protect patients who use our medicines. Alkermes has established a standard operating procedure (SOP) in accordance with FDA regulations that provides for the timely and efficient removal from the market of any commercial drug product suspected or found to be defective. This SOP covers all products – including trade products, sample products and clinical supplies of product candidates – manufactured and distributed by or on behalf of Alkermes. It also includes requirements for the notification of and consultation with applicable regulatory authorities, the conduct of a health hazard assessment, and communications to customers, partners, healthcare providers and patients as directed by regulators or our internal policies or procedures.

Corporate Governance

Board of Directors

Our Board is currently comprised of eleven members, split into three separate classes of directors as follows:

Class I Directors	Class II Directors	Class III Directors
Term Expires at 2024 Annual Meeting	Term Expires at 2023 Annual Meeting	
David A. Daglio, Jr.	Emily Peterson Alva	Shane M. Cooke
Nancy L. Snyderman, M.D.	Cato T. Laurencin, M.D., Ph.D.	Richard Gaynor, M.D.
Frank Anders "Andy" Wilson	Brian P. McKeon	Richard F. Pops ¹
Nancy J. Wysenski ²	Christopher I. Wright, M.D., Ph.D.	

¹ Chairman of the Board

² Lead Independent Director

Board Declassification: Ongoing

In June 2021, after considering feedback from certain of our shareholders, we asked our shareholders to approve, and our shareholders approved, certain amendments to our Articles of Association that serve to declassify our Board over a three-year period. Accordingly, beginning at the Company's 2022 annual general meeting of shareholders, each class of directors that is up for election is eligible for a one-year term, and the Board will be fully declassified as of the Company's annual general meeting of shareholders in 2024.

Board Leadership

Richard Pops, our CEO, serves as Chairman of the Board. Recognizing the equal importance of effective independent oversight of the Board, the independent members of the Board annually elect an independent non-employee director to serve as the Lead Independent Director of the Board, with significant leadership and engagement responsibilities. Effective July 2022, Nancy J. Wysenski was appointed to serve as the new Lead Independent Director of the Board. For additional details about the role and responsibilities of the Lead Independent Director of the Board, see the Charter of Lead Independent Director which is available on the Corporate Governance page of the Investors section of our website.

Board Diversity and Composition

We recognize the immense value of a diverse and inclusive Board and the importance of setting an example at the Board level for the diverse and inclusive culture and talent that the Company seeks to foster and attract. Each of our current directors is qualified to make unique and substantial contributions to the Board. The Nominating and Corporate Governance Committee of the Board strives to ensure that the composition of the Board reflects an appropriate diversity of tenure, viewpoints, financial expertise, industry experience, skills and personal characteristics such as age, gender, race, ethnicity, and geographic or cultural backgrounds, and periodically reviews and updates the Company's criteria and desired qualifications for nomination to the Board to reflect this goal.

Consistent with this approach, in 2019, the Board codified in the Company's Corporate Governance Guidelines our practice, also known as the "Rooney Rule", of requiring that diverse candidates, including candidates who are women and candidates from underrepresented communities, be included in any pool from which nominees for a director opening are selected. We are proud that since 2011, women have comprised no less than 25% of our Board and that as of the date of this report, 45% of our Board is diverse in terms of gender or race/ethnicity, and we continue to look for ways to improve and enhance our Board's diversity. Additional information about the diversity, qualifications and experience of our Board is set forth in our proxy statement for our 2022 annual general meeting of shareholders, which is available on the SEC Filings page of the Investors section of our website. A current copy of the Corporate Governance Guidelines is available on the Corporate Governance page of the Investors section of our website.

Commitment to Maintaining a Robust Board

Our Board is comprised of skilled and highly experienced directors who are actively engaged in oversight of the Company and its strategy. Our Board has a strong and diverse set of skills and experiences relevant to our industry and operations, including management and governance experience; corporate strategy and business development; industry experience or knowledge; commercial marketing and sales; finance and accounting; human capital management and more.

In order to help ensure that the current and future business and stakeholder needs of the Company are being appropriately served by the Board and its committees, the Nominating and Corporate Governance Committee of the Board regularly reviews and evaluates the skills, diversity, expertise and effectiveness of the Company's Board members, and of the Board and its committees as a whole, and facilitates an annual Board, Board committee, and individual director self-assessment process.

Board Refreshment

Since September 2019, the Board has engaged in significant refreshment activities.

As a result of these ongoing efforts, five of our longer-serving directors have retired and the Board has appointed seven new independent directors, including two appointed in 2021 and one appointed in 2022.

These efforts have further added to the diversity of our Board and strengthened the Board's expertise in targeted areas of importance to our business strategy, including additional scientific, corporate governance and financial experience and investor perspectives.



Overboarding

As detailed in our Corporate Governance Guidelines, Board members are expected to ensure that their other existing and planned future commitments do not materially interfere with their service as an effective Board member and are subject to our "overboarding" policy that limits the number of external public company boards on which each Board member may serve. The limitations under this policy are reviewed and updated periodically – most recently in May 2022 – to align with market practices and shareholder feedback. In addition, Board members must seek approval from the Nominating and Corporate Governance Committee of the Board before accepting an invitation to serve on any new board of directors, and service on boards and board committees of other companies must be consistent with the Company's conflict of interest policies set forth in our Code of Conduct.

Board Committees

The Board delegates substantial responsibilities to its three standing committees – Audit and Risk Committee, Compensation Committee, and Nominating and Corporate Governance Committee – each of which is comprised solely of independent directors and led by an independent chair, and to other committees that the Board may establish from time to time, including the recently constituted Financial Operating Committee.

- The **Audit and Risk Committee's** responsibilities include, among others, appointing and overseeing the work performed by our independent auditor and accounting firm; reviewing our financial reporting and accounting controls; and overseeing our enterprise risk management program.
- The **Compensation Committee's** responsibilities include, among others, discharging the Board's responsibilities relating to the compensation of our executives; reviewing, approving and administering our incentive compensation and equity plans; and assessing the risks arising from our compensation programs and practices, including as they may impact our human capital development and management initiatives.
- The **Financial Operating Committee's** responsibilities include, among others, reviewing and providing advice with respect to the achievement by the Company of its profitability targets; implementation of the Company's cost structure optimization activities; and evaluation of potential options related to the Company's non-core assets, including potential monetization and divestiture opportunities.
- The **Nominating and Corporate Governance Committee's** responsibilities include, among others, identifying qualified director candidates; facilitating an annual Board evaluation and self-assessment with respect to the performance and effectiveness of individual directors, the Board and its committees; and reviewing our governance objectives, practices and policies and initiatives, and overseeing related risks and opportunities, including in respect of director overboarding and conflicts of interest, political activities and contributions, human capital management initiatives and environmental, health, safety and security and other corporate responsibility matters.

Each of the standing committees of the Board, and the Financial Operating Committee, has a written charter, approved by the Board, which describes the committee's general authority and responsibilities. Each standing committee of the Board undertakes an annual review of its charter and works with the Board to make such revisions as it and the Board consider appropriate. A current copy of the charters for each of the standing committees and the Financial Operating Committee is available on the Corporate Governance page of the Investors section of our website.

Board's Role in Oversight of Risks and Opportunities

Assessing and managing risks and opportunities is the responsibility of our management, and our Board, directly and through its committees, oversees and reviews various aspects of the Company's processes for management of such risks and opportunities, including periodic review of Alkermes' operating plans and overall corporate strategy, and an annual discussion

of key enterprise risks to the Company's plans and strategy and ways to mitigate such risks, and key related opportunities.

In addition, the Board has adopted a Compliance Policy Statement pursuant to Section 225 of the Irish Companies Act 2014. On an annual basis, our directors review the Company's arrangements and structures intended to secure material compliance with the Company's relevant obligations under applicable Irish corporate and tax laws.

In performing their oversight functions, the Board and each committee of the Board has full access to management, including the Company's Chief Risk Officer and the Company's Chief Compliance Officer, as well as the ability to engage outside advisors.

Public Policy Participation

We believe that public policy engagement is important and appropriate for Alkermes. Public policy plays an integral role in helping to facilitate patient access to important medicines and in promoting and supporting medical innovation.

Our public policy advocacy reflects our commitment to enhancing public health and advancing medical innovation. We seek to do this by advocating for, among other things, patient access to, and awareness of, medicines approved by the FDA for use in our disease areas of focus, including addiction and serious mental illness, and treatment system reforms that foster patient-centered care – care customized by the physician and patient to the clinical needs of the patient, regardless of the treatment setting in which the patient is seen.

At the federal and state levels, Alkermes team members actively participate in public policy discussions with governments, trade associations, patient groups and other organizations to share our perspective and experience as a biopharmaceutical company committed to advancing therapies for patients with unmet medical needs.

Our public policy engagement is guided by our commitment to our Code of Conduct, and support of policies that benefit patients who may use our products, including policies designed to support and improve access to medicines and foster innovation in health care.

For both our federal and state engagement efforts, our public policy priorities and positions are determined in consultation with our management team, and our Board is provided an update annually of, and opportunity to comment on, our advocacy priorities and efforts. We also hire outside firms that can provide expertise on our key policy issues.

Additional information on our public policy participation, our political contributions and our trade association memberships can be found on the Public Policy page of the Responsibility section of our website.

Information Security and Privacy

As a global biopharmaceutical company, it is imperative that we maintain strong oversight of the security of all information in our possession to protect the privacy of patients, employees, partners and other stakeholders. This is essential to the sustainability and scalability of our business.

Our Information Security Governance Framework defines our information security strategy and is designed to provide oversight of our Information Security Management System (ISMS), which is aligned to the structured principles of the international standard ISO/IEC27001:2017. The ISMS is an integrated set of organizational processes designed to preserve the Confidentiality, Integrity and Availability (CIA) of Alkermes-owned, -managed or -maintained information. We have an information classification hierarchy in place that includes definitions and handling rules for the different information classifications, and processes for the review of information security incidents and development of Information Security policies and strategies. We regularly review the framework and update it as appropriate to ensure the program's effectiveness.

We have an established global data privacy compliance program that is designed to promote compliance with the requirements of the European Union's General Data Protection Regulation (GDPR) and the Health Insurance Portability and Accountability Act of 1996, as amended (HIPAA), as well as other applicable state and national laws and regulations, such as the California

Consumer Privacy Act (CCPA). We also have a global Information Technology (IT) Governance, Risk and Compliance program that includes periodic audits and the assessment of IT and third-party risk.

The ISMS framework is overseen by the Audit and Risk Committee of the Board. Employees from various functions within the Company, including Information Security, Governance, Risk and Compliance, IT, Corporate Risk Management, Facilities, EHSS, Finance, HR and Legal, and members of our executive team, provide input, support and steering to the ISMS program. The Audit and Risk Committee receives periodic updates on cybersecurity matters and has security-related content included in the annual training materials provided to committee members.

To ensure effective Information Security, we prioritize, and continuously invest in, the areas of people, process and technology. Our Security Awareness program focuses on our people and consists of ongoing trainings and communications through various channels including hands-on activities, instructor-led and computer-based training, simulations and program feedback. All new Alkermes employees certify their agreement to comply with the Company's information security policies and attend training during their new hire onboarding process. We regularly update and refine our information security processes and strategy and have continued to invest in technology to further strengthen our information security, including in support of our remote workforce and cloud computing capabilities.



SECTION 9

THE FUTURE OF CORPORATE RESPONSIBILITY AT ALKERMES



Throughout this report we have shared Alkermes' 2021 ESG performance data and ESG initiatives and activities and some early insights into our 2022 ESG activities. As part of our efforts to advance our corporate responsibility strategy, we plan to undertake a variety of initiatives in the coming years, including:

- Establish an ESG working group that is empowered to develop a thorough and strategic corporate responsibility strategy encompassing ESG policies, goals and actions;
- Create a sustainability framework containing definitions, metrics, standards and tracking mechanisms to measure our ESG impacts;
- Identify baseline data and concrete sustainability goals to hold ourselves accountable for continuous and sustainable growth; and
- Align our goals and progress with international sustainability frameworks.

We look forward to sharing our future progress in reports to come.

Note Regarding Forward-Looking Statements

Certain statements set forth in this report constitute "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, as amended, including, but not limited to, statements concerning: the potential clinical, therapeutic and commercial value of the Company's medicines and product candidates; the Company's ESG policies, commitments and initiatives and the intended impact of such initiatives on patients, their families and communities; the Company's environmental footprint; the potential impacts of the Company's efforts to expand access to medicines, its policy and advocacy activities and patient engagement and grant programs in helping to address broad public health issues, including among people living with serious mental illness, addiction and cancer; and the Company's plans for continued and future ESG programs and

activities, including DIB initiatives; and ongoing development of the Company's corporate responsibility strategy. The Company cautions that forward-looking statements are inherently uncertain. Although the Company believes that such statements are based on reasonable assumptions within the bounds of its knowledge of its business and operations, the forward-looking statements are neither promises nor guarantees and they are necessarily subject to a high degree of uncertainty and risk. Actual performance and results may differ materially from those expressed or implied in the forward-looking statements due to various risks and uncertainties. These risks and uncertainties include those risks described in the Alkermes plc Annual Report on Form 10-K for the year ended Dec. 31, 2021 and in subsequent filings made by the Company with the SEC, which are available on the SEC's website at www.sec.gov. The information contained in this report is provided by the Company as of the date hereof, and, except as required by law, the Company disclaims any intention or responsibility for updating or revising any forward-looking information contained in this report.

Note Regarding Trademarks

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