



# Corporate Responsibility Report

October 2019



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## A Message from Our CEO

Alkermes was founded by pioneers in the field of neuroscience, and their legacy of innovation and scientific excellence — applied to the real-world needs of patients — remains central to our mission. Alkermes technologies and discoveries have contributed to important medicines that continue to shape the treatment landscape in many disease areas. Today, we are distinguished from other biopharmaceutical companies by our core focus on serious mental illness and addiction — chronic, highly prevalent conditions that affect millions of people and represent some of the most challenging public health issues of our time.

### ***Great science. Deep compassion. Real impact.***

Our mission to make innovative medicines for people who truly need them underlies our work. It begins with a patient-centered approach to drug development driven by great science and deep compassion. We are investing in research and development efforts in pursuit of new medicines that build on our heritage in neuroscience and, as scientific opportunities present themselves, advancing our research into important new areas such as immuno-oncology.

Since introducing our first commercial product more than a decade ago, we have also learned that medicines alone are not enough. With our distinctive focus in serious mental illness and addiction, we have built our organization with purpose and invested in specialized commercial capabilities to navigate fragmented treatment systems as we help address the complex challenges patients with these diseases face.

Inspired by the courage and determination of individuals in these frequently underserved and marginalized communities, we are driven to develop medicines and contribute to systemic solutions that we hope will have a meaningful impact on the lives of patients.

### ***Our Commitment***

As we look toward building our business for the future, we are guided by the opportunity — and what we believe is our responsibility — to help address the unmet needs of patients and to operate in a sustainable, socially responsible manner. We firmly believe that doing so is best for our business, our employees, for patients, and for the communities where we live and work. This commitment guides how we interact with our stakeholders, govern our company, and address our environmental impact.

In this report, we invite you to learn more about who we are and how we integrate our purpose and responsibility across all aspects of our business. We are proud of the strides we've made since our last report and are committed to further enhancing our responsibility and sustainability strategy and increasing the sophistication with which we monitor and report on these efforts. We are excited for the future and look forward to sharing our progress with you.

Thank you for your continued support.

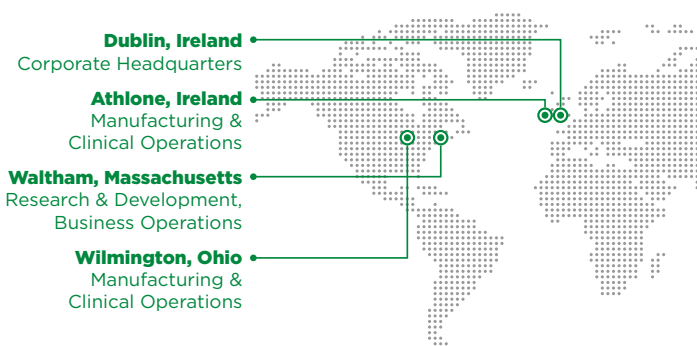


**Richard F. Pops**  
Chief Executive Officer

## SECTION 2

# ABOUT OUR COMPANY

Alkermes (also referred to in this report as “we,” “our” or the “Company”) is a fully-integrated global biopharmaceutical company that applies scientific expertise and proprietary technologies to research, develop and commercialize (on its own or with partners) innovative medicines that are designed to address unmet medical needs of patients in major therapeutic areas. We have a diversified portfolio of commercial medicines and a clinical pipeline of development candidates focused on central nervous system (CNS) disorders such as schizophrenia, depression, addiction and multiple sclerosis, and cancer. Headquartered in Dublin, Ireland, we have a research and development (R&D) center in Waltham, Massachusetts; a research and manufacturing facility in Athlone, Ireland; and a manufacturing facility in Wilmington, Ohio.



We are inspired to help address some of the most pressing public health issues of our time and advance innovation that has the potential to improve treatment options, outcomes, and lives. In 2018, approximately 130,000 patients were treated with proprietary Alkermes medicines and hundreds of thousands more were treated with medicines developed using proprietary Alkermes technologies. Alkermes R&D efforts build on our heritage of innovative drug formulation, medicinal chemistry and deep scientific expertise. These capabilities and insights from our historical experience enable us to pursue new medicines for chronic disorders where there remains significant unmet patient need. This purpose-driven science has also led us into new therapeutic areas, such as immuno-oncology.

Beyond our important mission of developing medicines, we believe it is our responsibility to take a holistic approach to supporting the patients, caregivers, and communities that we serve. In this context we also work to support and enhance the systems in which these medicines are used through patient engagement, disease education and awareness, and advocacy for important policies that support equitable access to quality treatment.

### Our purpose

**Great Science**  
**Deep Compassion**  
**Real Impact**

**Collaboration  
at our core**  
Sharing success  
All is possible

**Respect each voice**  
Value every person  
Driven by trust

**Unwavering commitment**  
Do the right thing  
Beyond passionate

### Our Values

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 and articulated through an extensive process of employee feedback — outline how we work together to achieve our Purpose: through **Collaboration** with **Respect for Each Voice** and an **Unwavering Commitment**.

## SECTION 3

# OUR APPROACH TO CORPORATE RESPONSIBILITY

## Stakeholder Engagement

We recognize that all of our stakeholders — employees, healthcare providers, patients, caregivers, investors, policy makers, members of the communities where we live and work, and others — are connected in a single environment 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 priorities.

As an example, our engagement with patients and their caregivers has enhanced our understanding of the complexity of the treatment and payment ecosystems in our disease areas, which frequently intersect with programs funded by state and federal governments, public health policies, and even the criminal justice system. From these interactions, we've learned that patients continually fall in and out of care, treatment, and insurance coverage. Understanding these

vulnerabilities informs and reinforces our focus on improving access to treatment and enhancing awareness and education related to the particular needs of these populations, including the importance of continuity of care through transitions between various treatment settings. We believe this broad engagement allows us to not only better serve patients, but also participate in the development of solutions to address broader public health issues.

We also thoughtfully engage with our employees. Our employees' perspectives on our business and our collective responsibilities to society are integral to the success and sustainability of our organization.

We are committed to engagement with our shareholders and other community stakeholders to better understand their insights on our business, including our commitments to corporate social responsibility and governance matters.

*“Our success as a global biopharmaceutical company is predicated on our ability to ask the right questions and to energetically seek answers. How can a new medicine be best designed? How can patient outcomes be improved? How can we structure our company to best serve patients, employees, and communities? Our culture of inquiry and collaborative problem-solving strengthens our business and underpins how we approach corporate responsibility. We are dedicated to continuous improvement in both our solutions for patients and our performance as a responsible corporate citizen.”*

– Richard F. Pops, Alkermes CEO

# OUR APPROACH TO CORPORATE RESPONSIBILITY

## Operating and Growing Responsibly

We strive to manage our business in a manner that promotes transparent governance, strong ethics, and environmental stewardship; maintains extensive patient, employee, and other stakeholder engagement;

and helps us grow our business strategically, sustainably, and responsibly, including with respect to our environmental, social, and governance (ESG) impacts. We are specifically focused on:



### Environment

We think broadly about our commitment to responsible stewardship. We have implemented enterprise-wide Environmental, Health, Safety and Security (EHSS) risk management strategies designed to reduce or mitigate risk, drive continuous improvement, protect employee health and safety, and enhance the sustainability of our operations. We seek to minimize environmental impacts through the responsible production of our products and maintain an unwavering commitment to product quality and safety.



### Social

We approach our societal impacts from the inside-out. We start by fostering a creative and collaborative environment where employees have the tools, resources, and support necessary to thrive personally and professionally. This collaborative environment, combined with our patient-centered philosophy, drives us to look beyond medicines to address the complex challenges that the patients and families we serve face every day. This is evidenced by our patient engagement and advocacy activities, and support of our communities through volunteerism and corporate grant programs.



### Governance

We govern our organization through strong ethics, comprehensive oversight of our operations, compliance with applicable law, and ongoing engagement with internal and external stakeholders. Our governance policies, practices, and procedures are designed to support risk mitigation, enhance the security of our people and information, and ensure that each person at our organization plays a role in helping us grow strategically, compliantly, and sustainably.

## SECTION 4

# ENVIRONMENT

At Alkermes, our goal is to conduct our business activities in a way 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, we ensure

that our environmental performance meets all relevant local and national regulatory agencies' requirements in the countries where we operate. All Alkermes facilities are subject to routine regulatory inspections (for EHSS and product quality/product safety) and we have maintained an exemplary compliance record.

We also go beyond compliance and strive to create a culture of sustainability throughout the organization. We work collaboratively across stakeholder groups and business units to identify ways to reduce our environmental impact, mitigate risk, and increase efficiencies.

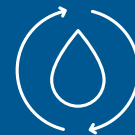
## 2018 Performance Highlights

In 2018, we implemented multiple enterprise-wide and facility-level initiatives that reduced the impacts of Alkermes operations on the environment, and helped protect the health and safety of our employees. Highlights included:



### Energy Use

Combined energy use per employee decreased **13%** in 2018 compared to 2017 and **37%** compared to our baseline year of 2015.



### Water Use

Water use decreased **17%** in 2018 compared to 2017.



### Carbon Emissions

Scope 1 greenhouse emissions decreased **8.7%** in 2018 compared to 2017.



### Health and Safety

Lost workday case rate in 2018 was **0.14**, compared to the industry benchmark of 0.4<sup>1</sup>

Recordable incident rate in 2018 was **0.5**, compared to the industry benchmark of 1.6.

<sup>1</sup> <https://www.bls.gov/iif/soii-data.htm/#summary>; NAICS number 325412

For additional details on these health and safety metrics, please refer to the graphs on page 8. For additional details on our energy use, water use and greenhouse gas emissions, please refer to the graphs on page 12.

## Global Environmental Health, Safety and Security



Alkermes is committed to operating in a way that protects our employees, our environment, and our communities. We implement a variety of Environmental Health, Safety and Security (EHSS) risk management strategies to help ensure compliance, proactively reduce risk, and drive awareness and improvement of our environmental impacts and priorities. The core goals established by our EHSS function include to:

- Preserve and protect the viability of the business and the health and safety of our employees;
- Support safe, rapid, and sustainable innovation and growth; and
- Meet or exceed applicable environmental, health, and safety regulations and statutory obligations for the regions in which we operate.

Together with committed leadership 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 into all aspects of our business and spans the full scope of our enterprise, including our R&D, manufacturing, external operations, general and administrative functions, and our field sales teams. This strategy is supported by numerous

EHSS initiatives ranging from our high-level, systemic compliance and risk management frameworks to programs more 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 ISO14001:2015 (environmental management) and ISO45001:2018 (occupational health and safety management). Designed to rapidly identify existing and emerging risks and assign appropriate resources to ensure effective mitigation at each of our operating facilities, our RMS 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 response preparedness; and
- Drive continuous improvement across all of our operating areas.

### IMPLEMENTING AN INNOVATIVE RISK PREVENTION MODEL

In 2018, we developed and implemented a “Preventive EHSS Risk Model” and proactively engaged key stakeholders throughout the organization to identify risks and align potential mitigation strategies. This risk assessment process helped us to recognize opportunities for improvement across the enterprise, allowing us to realign corporate EHSS objectives and priorities and drive local strategies, goals, and objectives at the facility level. The Preventive EHSS Risk Model allows us to identify “leading” rather than “lagging” indicators of risk and potentially avert those risks before they impact the enterprise, and helps us uncover opportunities for continuous improvement.



# SECTION 4 ENVIRONMENT

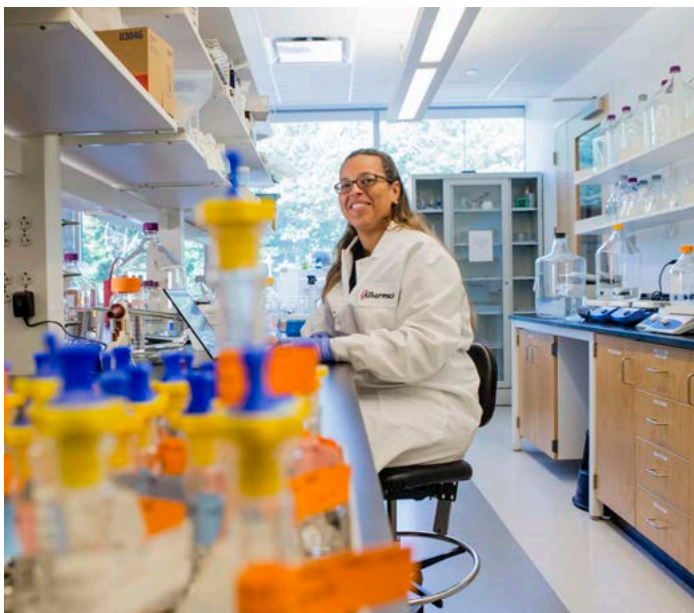
## Collaborative and Risk-focused Engagement (CaRE™)



In 2018, we significantly enhanced CaRE™, our proprietary risk mitigation program designed to encourage employees to preemptively identify and address EHSS risks and enhance sustainability.

CaRE has been rolled out across the organization to engage leaders and colleagues from various parts of our business to take an active role in building a preventive and sustainable EHSS risk-focused culture. The program includes a number of components that help encourage high employee engagement and contribute to our low incident rates, including:

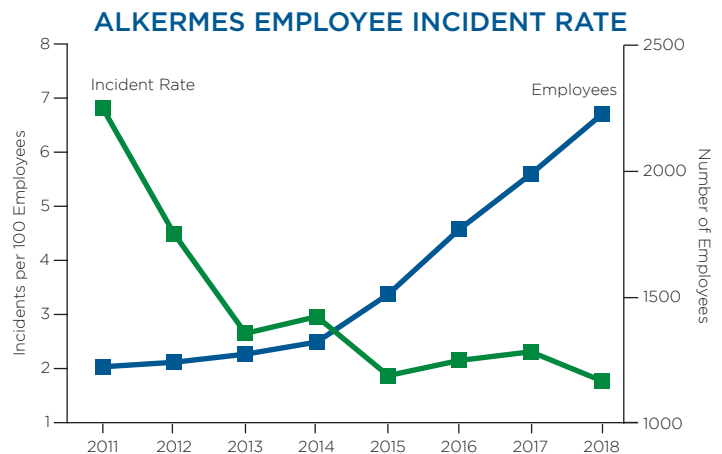
- Workplace “walkthroughs” by cross-functional leaders to improve risk awareness and encourage proactive action, fostering open and honest discussions with employees;
- Our “Good Save” system to help identify and resolve workplace hazards and risks;
- Improved data collection and management to support risk mitigation and measurement efforts; and
- Recognition for those employees engaged in CaRE efforts, to amplify and encourage our collective goal of continuous improvement.



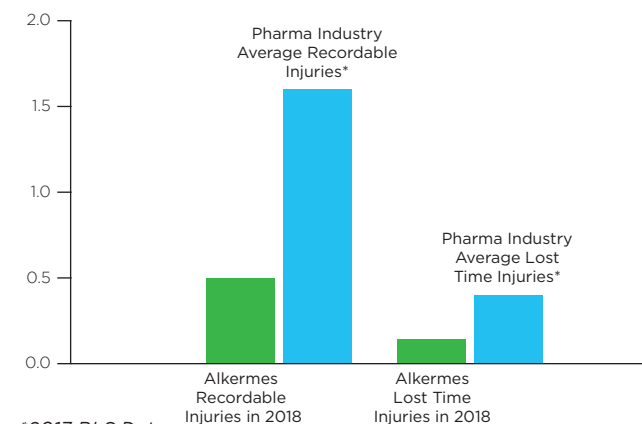
## Employee Health and Safety

We make every effort to ensure that our workplaces are safe and protective of the health and well-being of our people. The success of these efforts is a shared responsibility and is enhanced by the personal commitment and awareness of our employees. Our culture of collaboration, trust, and respect, together with our focus on policies that promote safety and emergency preparedness, help us build and maintain a safe and secure workplace environment. We adhere to all health and safety standards set by regulators in the locations in which we operate and routinely train employees and monitor our sites to reduce the risk of workplace accidents.

Despite the overall growth of our employee population since 2011, our incident rate of reportable employee injuries has declined overall, and in 2018 our rates of both workplace accidents resulting in recordable injuries and injuries that resulted in lost work time remained below industry averages, as shown below.



## PHARMA INDUSTRY BENCHMARK – INJURY RATES



### **Product Stewardship**

Alkermes is committed to safe and sustainable research, development, manufacturing scale-up 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;
- Protocols and risk assessments to support safe and responsible technology transfers within Alkermes or to external contract manufacturing organizations (CMOs) or contract research organizations (CROs);
- Development of “green chemistry” processes to eliminate or reduce the use or generation of hazardous substances in the design and manufacture of our products; and
- Implementation of a global program for process hazard management, with embedded controls as early as the discovery stage of development and through full commercial-scale manufacturing.

### **External Operations Risk Management**

We have integrated certain EHSS risk management procedures and the formal RMS framework into our vendor management and governance processes and we collaborate directly with strategic partners to foster effective two-way risk management-focused communications. To ensure that our vendors operate to Alkermes’ standards, EHSS risk considerations are embedded into our due diligence assessments, on-boarding procedures, technology transfers, and routine business reviews. We have also incorporated enhanced EHSS provisions into our standard 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,’ address 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 desk-top reviews to assess all external CMOs directly involved in the manufacture or packaging of proprietary Alkermes products, 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 intend to continue to grow our business and operations in a manner that is both protective of the environment and sustainable in the long-term. We strive to create a culture of sustainability throughout our organization and work collaboratively across internal stakeholder groups and business units to identify ways to reduce our environmental impact, mitigate risks, and create sustainable business opportunities.

For example, to increase sustainability awareness and employee engagement, cross-functional teams at our Athlone site evaluated and prioritized ideas for how we might reduce our carbon footprint. This resulted in the identification of key priorities and their incorporation into the facility’s strategic sustainability plan. These priorities include:

- Energy and resource conservation (including renewable energy);
- Behavior and communications;
- Systems/projects and capital expenditure; and
- Waste and recycling.

Cross-functional teams of employees at our other facilities are similarly focusing on sustainability initiatives such as waste stream evaluation and optimization. In later pages we highlight examples of other sustainability initiatives from across our enterprise.

We have also created a forum of engineering leaders from each of our sites to develop best practices for our

# SECTION 4 ENVIRONMENT

facilities and utility systems. A sub-team of this group has been appointed to integrate sustainability principles and practices into the design of our capital projects and will also be responsible for Company-wide energy audits and development of a multi-year plan for energy reduction initiatives.

## Control of Wastewater Emissions

Alkermes maintains strict controls over its wastewater emissions, adhering to the parameters of our applicable licenses and permits. We also continually evaluate opportunities to improve our wastewater control systems. For example, in our Wilmington, Ohio facility, we replaced certain hazardous chemicals with a liquid carbon dioxide dosing system to balance the pH of the wastewater stream, which also reduced the risk to employees of handling hazardous materials.

## 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. In our Athlone facility, a structured evaluation of water consumption between 2017 and 2018 identified several leaks in the municipal water supply line. Following repairs and improvements to the pipeline, municipal water consumption from this supply was reduced by more than 96% (see chart below) from an average of 8,458 m<sup>3</sup> per month to an average of 300 m<sup>3</sup> per month — saving the

equivalent water usage of 418 average homes. The Athlone site is now almost self-sufficient in water consumption with substantially all water sourced and treated from onsite wells.

## Waste Optimization

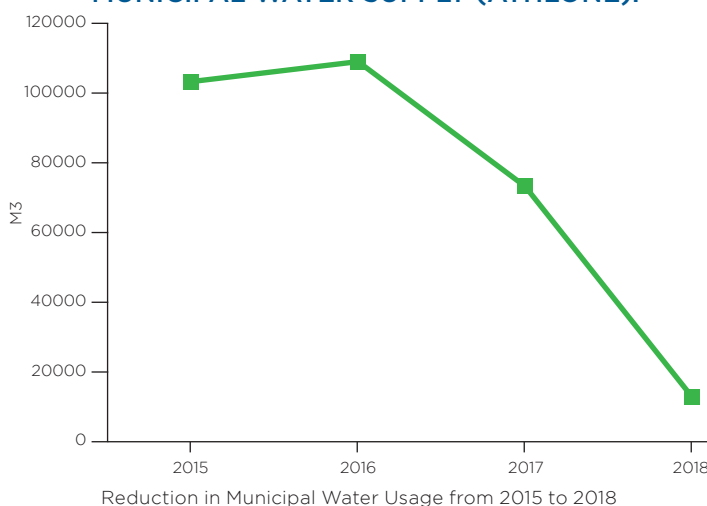
All Alkermes facilities have comprehensive waste management plans in place and we strive to reduce our generation of waste at the source. Our waste streams are fully segregated, and disposal methods are carefully evaluated to ensure compliance with statutory and permit requirements.

For non-hazardous waste, our goal is to eliminate landfilling wherever feasible, and we actively implement 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.

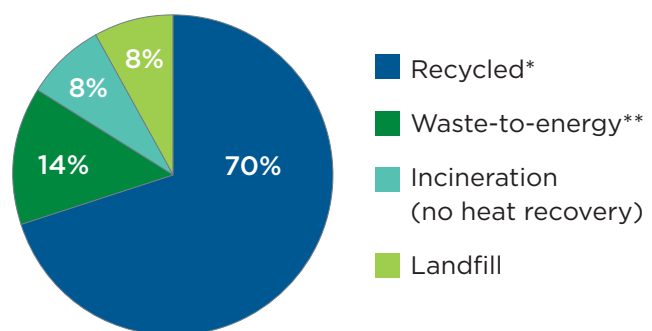
Similarly, for hazardous waste, we recognize that landfill is not an environmentally responsible disposal route. We actively explore recycling opportunities for our hazardous wastes and, when feasible, select disposal routes that include potential energy recovery benefits. Please see a case study on our structured approach to waste stream evaluation on the following page.

The following chart illustrates how our waste was disposed of in 2018 (figures are for total enterprise waste, combining both non-hazardous and hazardous waste stream data):

**MUNICIPAL WATER SUPPLY (ATHLONE):**



**ALKERMES WASTE PROFILE 2018**



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

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

## CASE STUDY: A Structured Approach to Waste Stream Evaluation

An operational excellence project team conducted a detailed analysis of the various waste streams in our Athlone manufacturing facility. Among the improvements made based on this exercise were: reducing wastes generated at the source, optimizing disposal routes to significantly reduce transport distances, and “bulking up” shipments to reduce the number of trucks on the road. This more waste-efficient supply chain reduced our carbon emissions, and the resulting transition to treatment in a waste-to-energy facility yielded electricity generation benefits that would not have resulted from standard incineration techniques.

## Sustainability Through Design

Reducing our carbon footprint and ensuring that Alkermes’ buildings and processes operate sustainably are major factors in the planning and decision-making processes for all new construction at our facilities. In addition, for existing infrastructure, our monitoring and targeting systems enable us to identify opportunities for further energy reduction or other sustainability improvements.

Examples of our sustainability efforts include:

- Installation of energy-saving fixtures such as low emissivity windows, LED lighting with motion sensors, and reflective roofing;
- Upgrade of HVAC systems to be more efficient and require lower energy consumption;
- Installation of variable speed drives and high-efficiency motors;
- Institution of water conservation measures such as process cleaning optimization and low-flow restroom facilities; and
- Installation of sensors at fume hoods to reduce exhaust flow during unoccupied times.

From these initiatives, we have realized significant reductions in energy demand and carbon emissions, as illustrated in the charts on page 12, including, for example, a reduction in energy use per employee of 37% in the past three years.



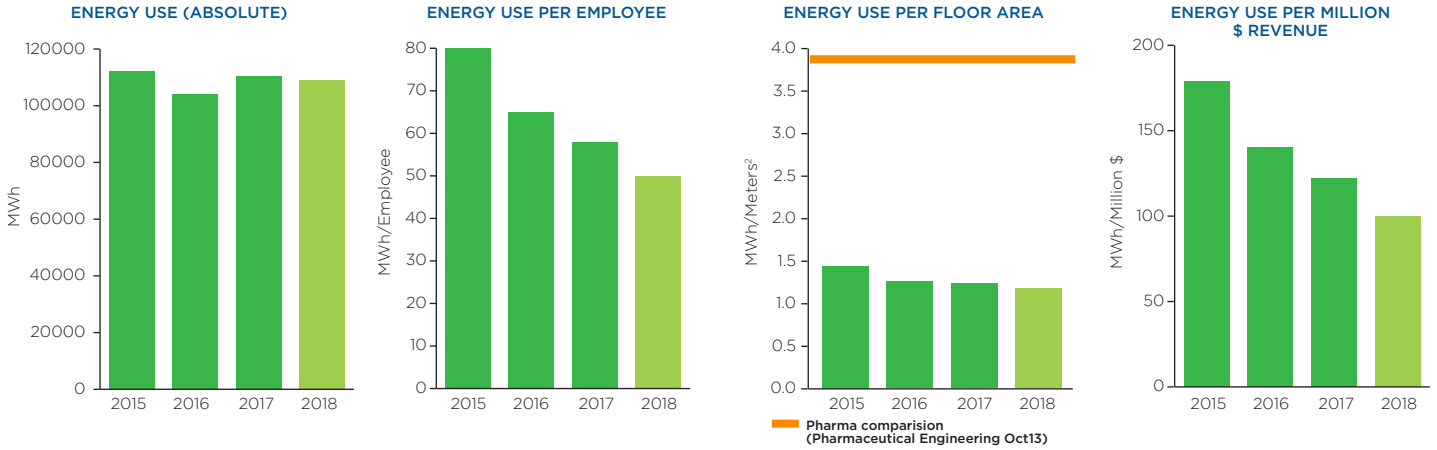
## CASE STUDY: Sustainability in Facility Design

Several energy and environmental conservation measures were integrated into a new Grade C product facility during the design process. Extensive modeling and testing enabled the project team to successfully reduce air changes per hour by 40 percent, and thereby reduce our overall energy consumption from such air changes, while still maintaining the required air quality. 80% of the facility air is recirculated and 60% of facility heat is recovered. Measures were also implemented to reduce water demand and production of wastewaters during cleaning. LED lighting and controls reduce energy demand by approximately 80% as compared to conventional fluorescent lighting.

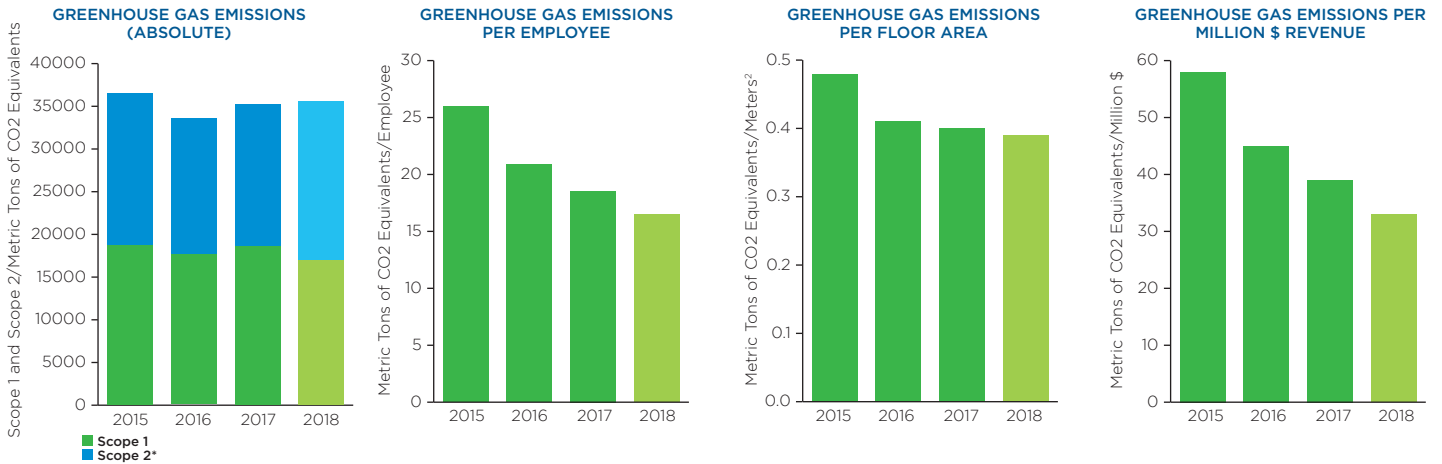
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## 2018 Energy, Carbon and Water Performance Data

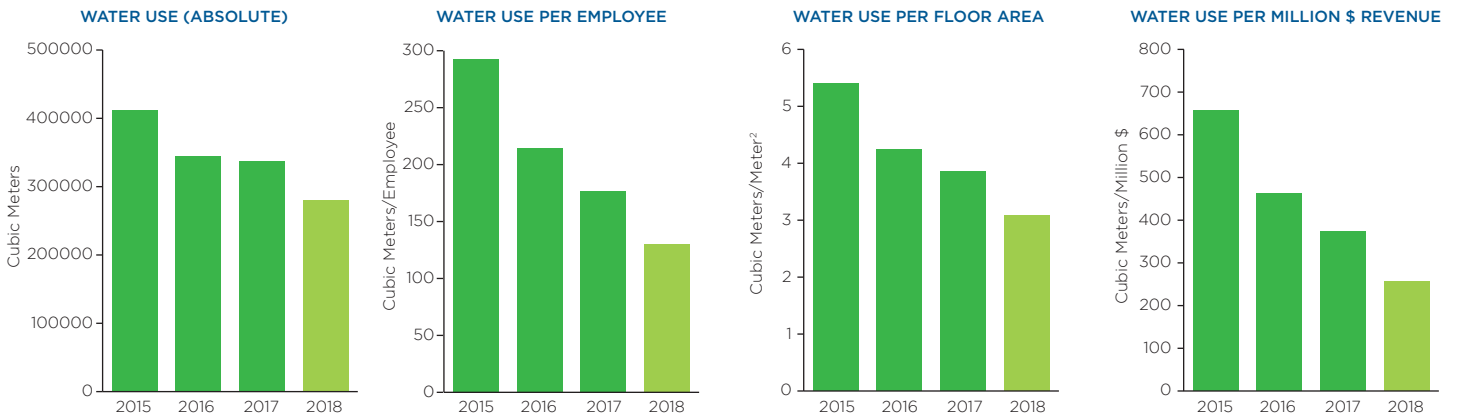
### Energy Use



### Greenhouse Gas Emissions\*



### Water Use



\*Alkermes scope 2 emission rates were updated to include the historic purchase of renewable energy certificates.

## 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 and Safety*

The Alkermes Quality Management System (QMS) is a comprehensive program designed to ensure that products produced, stored, tested, and distributed by Alkermes consistently meet applicable product specifications, safety and efficacy standards, and regulatory requirements. The QMS is a combination of multiple well-integrated components, covering the entire lifecycle of the products 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 all quality and safety regulations under the U.S. Controlled Substances Act when applicable.

We implement rigorous internal processes to ensure the quality and safety of our products across their lifecycle — from pre-clinical studies to commercial use — and we audit and assess our external manufacturing partners to continuously monitor their compliance with Alkermes standards of quality and with applicable laws and regulations. In addition, the U.S. Food and Drug Administration (FDA), the European Medicines Authority (EMA) and other global regulatory agencies routinely inspect our facilities in Athlone, Ireland, Waltham, Massachusetts and Wilmington, Ohio to confirm that we are complying with applicable regulatory regimes. To date, all such regulatory inspections have been completed successfully, with no "significant findings." FDA inspections of Alkermes sites to date 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 all Alkermes employees and provides guidance for adherence to applicable safety and 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. 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 the 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.

## SECTION 4

# ENVIRONMENT

### ***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) to safeguard patients and minimize risk in the marketplace for 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 procedure covers all products — including trade products, sample products, and clinical supplies of product candidates — manufactured and distributed by or on behalf of Alkermes. This SOP 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.

### ***Responsibility in Manufacturing and 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 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 components. All contract manufacturers and suppliers must undergo a pre-approval inspection by Alkermes Quality personnel to ensure they comply with applicable standards and regulations prior to initiating work for Alkermes. Quality Agreements are put in place with third parties to set forth Alkermes quality requirements and procedures and to govern monitoring of and compliance with Alkermes standards and the standards of all applicable laws and regulations. Strategic supply chain partners are also subject to Alkermes EHSS standards and expectations.

If a vendor does not meet our EHSS or Quality expectations, we work with that vendor to improve its performance and come into compliance prior to working with such vendor or consider alternative vendors.

## Social Impact

We recognize that all of our stakeholders are connected in a single environment and affect one another. This is particularly true of employees, healthcare providers, patients, caregivers, and the communities in which we live and work.

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. Supporting our employees' well-being in a transparent, inclusive, and collaborative culture and providing them with the tools and resources to flourish personally and professionally helps ensure that we can meaningfully engage with patients and our communities.

Beyond our employees, we are committed to giving back to the communities where our employees live and work through volunteering opportunities 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 TAKES CNS DISEASES PERSONALLY

*“Being the child of a third-generation alcoholic, I knew how substance use disorder affected families, especially kids. When my boss asked me how I approached my work with so much passion, I told him, ‘I see the little boy that keeps looking up in the stands hoping to see his dad.’ So, that’s why I feel that I’m supposed to be here; to help one little boy find his dad in the stands and not struggle with substance use disorder.”*

– District Business Leader at Alkermes

*“I have a teenage daughter. About three years ago she was diagnosed with bipolar disorder, and around six months later attempted to take her own life. You’re never prepared to go through something like that. I’ve been able to connect with the Southwest Ohio chapter of the National Alliance for Mental Illness. Along with my daughter, we’ve been able to share our story, participate in fundraising events, and connect with other families that need that support. I think that working somewhere where you have that greater purpose provides a depth to what you do.”*

– Accountant at Alkermes

*“I have a brother that suffered from opioid use disorder for several years, and he’s now been in recovery for seven years. My motivation to come into work each day is that I have seen that recovery is possible. I want to be a part of helping at least one person, and hopefully many more, in getting to that stage of recovery.”*

– District Business Leader at Alkermes



## Our Employees

We have more than 2,000 employees across the U.S. and Ireland who are key to our ability to develop, produce and advance treatment options for patients. We are an equal opportunity employer and, across all of our sites, we strive to create a work environment that reflects our values of collaboration, respect and commitment.

### TOTAL EMPLOYEES AS OF AUGUST 2019 - 2,444

Location		
Ireland	Athlone	370
	Dublin	37
U.S.	Massachusetts	871
	Ohio	584
	U.S. Field-based	582
Full time/part time		
Ireland	398 full time/9 part time	
U.S.	2,035 full time/2 part time	

### Gender Diversity and Pay Ratio

As of August 2019, Alkermes' workforce was 47% female and 53% male. Based on the most recent data from our independent compensation consultant, our ratio of female to male employees is aligned with industry peers across all levels.

#### EMPLOYEES

By Gender		By Level	
Male	1301 • 243 Ireland • 1058 U.S.	Entry level	48% female/ 52% male
		Mid-level	48% female/ 52% male
Female	1143 • 164 Ireland • 979 U.S.	Senior level	35% female/ 65% male
		Executive level	22% female/ 78% male

From 2017 to August 2019, the percentage of female employees in leadership positions (Senior Director level and above) across all Company locations has risen from 30% to 34%, with the percentage of female

employees on the executive management team of the Company growing from 14% to 22%.

As of August 2019, median compensation for males and females at Alkermes was substantially equal across metrics of base salary, total cash compensation, and total compensation including equity.

Recent reviews of salary data across the Company revealed that, as of August 2019, the average salary for our female employees as compared to that of our male employees compared favorably to industry averages. Minimizing gender pay disparities has been a priority for Alkermes, and we continually monitor our pay practices and make focused adjustments to maintain equitable pay across our employee population. Additionally, as a national employer, we continuously review and adapt our recruiting and employment offer processes to be compliant with state laws and to ensure that the offers we make to candidates are based on candidates' experience and skills in comparison to our current employees, and without regard to their compensation from previous employers.

### Supporting Women in Leadership

Developing a diverse leadership team is an important element of our success and we are proud to support and invest in women in leadership roles. We have made substantial progress in this area in the last three years, with significant gains in the percentages of women in Senior Director and Senior Vice President roles. We are committed to the advancement of our female employees and provide a variety of leadership development opportunities, including through Women Unlimited, Inc. (WUI), an organization that runs programs for female leaders at various stages of their careers. In 2018 and 2019 to date, women across the organization participated in the following WUI programs:

- **IMpower:** A six-month program for high potential, early-career or emerging female talent;
- **LEAD:** A one-year program for mid-level managers with a focus on personal brand, mentoring, and on-the-job action assignments; and
- **FEW:** A one-year program for senior level executives with a focus on executive skills assessment and best practices across industries.

## Equal Opportunity and Respect; Diversity and Inclusion

At Alkermes, we work hard to foster a culture of respect, inclusion and equality supported by our Code of Business Conduct and Ethics and the policies and programs championed by our human resources (HR) organization. We attract, hire, and retain employees, and administer all HR policies, without regard to race, color, religion, sex, sexual orientation, gender expression or identity, national origin, ancestry, age, mental or physical disability, genetic information, any veteran status, any military status or application for military service, membership in the Traveller community, or membership in any other category protected under applicable law.

Consistent with our Respect in the Workplace policy, we are fundamentally committed to creating and maintaining a work environment in which employees are treated fairly, with dignity, decency, respect, and in accordance with all applicable law. We believe that all employees have the right to work in an environment that is free of discrimination and harassment of any kind. Harassment or discriminatory behavior — whether by any Company personnel or third parties with whom we do business — is not tolerated. We also strive to uphold human rights in all of 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.

We recognize that **Diversity** (the presence of difference) and **Inclusion** (welcoming, valuing, and leveraging differences) belong at the heart of all that we do and are key drivers of our success as an organization. Our approach to diversity and inclusion emphasizes engagement with colleagues, and policies and programs that reflect the diversity of our workforce and our belief in inclusiveness, including

domestic partner benefits. In 2019, we created our Diversity, Inclusion & Belonging Steering Committee, which is comprised of representatives from all of our sites and a variety of functional areas to provide guidance on the tools and resources that we can use to equip colleagues to engender a sense of belonging in the workplace.

### *Professional Development*

We are committed to the growth and development of our employees from their first day on the job and throughout their tenure at the Company. Our comprehensive new hire on-boarding 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 onsite trainings that cover topics including performance management, problem-solving, leadership development, communication, and mentorship, as well as more specialized skills-based programs. We also conduct ongoing health and safety training in compliance with all federal, state, and local regulations. In 2019 to date, we have conducted over 200 training sessions across the Company's locations and with the U.S.-based field sales force.

Beyond periodic training, Alkermes also supports U.S.-based employees in furthering their educational goals through a tuition reimbursement program, 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 2018, approximately 60 employees took advantage of this benefit.

## SECTION 5

# SOCIAL

### **Culture of Employee Engagement**

As part of our commitment to improving employees' day-to-day experience, in 2018 we conducted our first global engagement survey to capture and better understand our employees' perspectives. We are proud to report nearly 75% employee participation in the survey and are using the data collected to inform our strategy for improvement of resources and support for our employees and to ensure we retain and attract the industry's best talent.

We also believe strongly 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 their colleagues' outstanding performance through peer-to-peer recognition.

### **Employee Wellness**

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

Additionally, our diverse mix of employees helps inform our benefits program. We carefully consider our employees and their families when we design our policies to ensure that they have options and flexibility, and we continue to offer a range of health and personal well-being benefits, including benefits designed to support healthy lifestyle choices, financial wellness, and work-life balance.



### **2018 EMPLOYEE ENGAGEMENT SURVEY FEEDBACK**

Our engagement survey revealed important common themes among our workforce, including that:

1. Alkermes operates by strong values and ethics;
2. Employees feel part of something meaningful; and
3. Employees receive support from their managers and feel genuinely appreciated.

### **WHAT'S NEXT?**

Three employee action teams were formed to generate recommendations on further improvements to the organization. The Company has already taken action in response to team recommendations, implementing a pilot Summer Hours program in the U.S. and creating a new Leadership Model to better define our expectations for leaders in our organization.

## Patient and Community Engagement

Every day, millions of people around the world face hardships associated with CNS diseases such as schizophrenia, bipolar disorder and substance use disorder. We focus on developing medicines to treat these chronic diseases while also striving to help address the systemic barriers that negatively impact them through patient engagement advocacy.

### **Patient Engagement**

We are inspired by the courage of individuals facing the unique challenges of living with CNS diseases, and the perspectives of those affected by these conditions are paramount to our work. Developing medicines for some of the most stigmatized and misunderstood CNS diseases requires thoughtful and sustained engagement with patients, caregivers, and patient advocacy groups.

Alkermes works closely with patient organizations to integrate voices from the community into our business. Regular engagement with policymakers and leaders in the patient advocacy community allows us to better understand their perspectives and goals, and learnings from these interactions help inform our own policy and advocacy activities.

Driven by our patient-centered ethos, we advocate for, among other things, improved access to treatments. 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 CNS diseases and the organizations that support them to better understand the complex system of care for diseases and to achieve our common goal of improving outcomes for such patients and their caregivers.

### **Access**

Alkermes believes that every patient deserves quality care and we are committed to collaborating with policy makers and other industry stakeholders to preserve and enhance access to important medicines.

We strive to price our medicines in a responsible manner that facilitates broad access. We also offer programs, such as our Patient Assistance Program and our Co-Pay Savings Program, to provide support to eligible patients who are prescribed our medicines. In 2018, more than 18,500 patients participated in our Co-Pay Savings Program.

### **EXPANDED ACCESS POLICY**

Alkermes endeavors to make safe and effective medicines available to all appropriate patients by conducting rigorous clinical trials and obtaining marketing approval from regulatory authorities, including the FDA. Prior to regulatory approval, participation in one of our clinical trials is the best way for patients to gain access to our investigational medicines. However, we understand that some patients facing serious or life-threatening conditions may not be able to participate in a clinical trial and may seek access to investigational treatments before they are approved. Alkermes has established a program under which patients may be eligible to receive access to our investigational treatments outside the context of a clinical trial. Any requests for such early access must be made by a physician and are subject to a number of eligibility considerations. Additional detail on this program can be found [here](#), or by visiting the Research and Development page of our [website](#).

## SECTION 5

# SOCIAL

### Supporting Our Communities

Alkermes respects the culture, customs and values of the people in the communities in which we operate. We seek to support those communities and serve as a positive influence with grant programs, sponsorship contributions and volunteer support.

### Sponsorships

Alkermes is proud to be part of the broader healthcare community supporting those with mental illness and substance use disorder. We foster and maintain relationships with a variety of health-related and public policy organizations. In 2018 and 2019 to date, we continued to work closely with non-profit organizations, such as the National Alliance on Mental Illness (NAMI), to help bring awareness to programs and initiatives of organizations that work to improve the lives of persons affected by mental illness. We are proud of our National NAMIWalks Elite Sponsorship through which our employees can show support for people affected by mental health conditions.



56 Alkermes Wilmington employees participated in the 2018 Southwest Ohio NAMI walk

### Funding in Support of Research and Charitable Organizations

Innovative research and funding are urgently needed to support those who are living with serious mental illness and substance use disorders. In 2018, Alkermes awarded more than \$1.4 million in grants and charitable donations.

### ALKERMES PATHWAYS RESEARCH AWARDS®

The ALKERMES PATHWAYS RESEARCH AWARDS program is designed to support the next generation of researchers working to advance our understanding and awareness of CNS disorders.

In its inaugural year (2018), the ALKERMES PATHWAYS RESEARCH AWARDS program provided an aggregate of \$400,000 in grants to junior investigators who had demonstrated a commitment to helping those living with substance use disorders. In 2019, the program expanded its focus area to support projects related to schizophrenia as well. Information about past grant recipients can be found on the Responsibility page of our [website](#).

### ALKERMES PATHWAYS RESEARCH AWARDS 2018 RECIPIENTS INCLUDED:

Lais Fernanda Berro, Ph.D., University of Mississippi Medical Center, for preclinical research on quantitative pharmacology and pharmacotherapeutics for opioid and benzodiazepine co-abuse.

Mehdi Farokhina, M.D., Section on Clinical Psychoneuroendocrinology and Neuropsychopharmacology (CPN), National Institute on Alcohol Abuse and Alcoholism (NIAAA), National Institute on Drug Abuse (NIDA) and National Institutes of Health (NIH), for examining the neurobiological correlates and safety and efficacy of the GLP-1 system in relation to alcohol use.

## SECTION 5

# SOCIAL

### ALKERMES INSPIRATION GRANTS®

Alkermes Inspiration Grants are designed to support innovative programs that:



- Improve or enhance support or resources for people affected by mental illness or substance use disorders; and
- Integrate the perspective of people affected by mental illness or substance use disorders into drug development or care delivery.

Since its inception, the Alkermes Inspiration Grants program has awarded more than \$3 million in funding to 35 organizations supporting programs designed to bring about positive change for people affected by mental health and substance use disorders. These organizations provide invaluable support to patients, their families, and communities and address the complex challenges of mental health and addiction head-on. We are proud to support these organizations and their inspiring, innovative programs as they strive to make a lasting impact. Information about past grant recipients can be found on the Responsibility page of our [website](#).

*ALKERMES INSPIRATION GRANTS® is a registered trademark of Alkermes, Inc.*

*ALKERMES PATHWAYS RESEARCH AWARDS<sup>SM</sup> is a service mark of Alkermes, Inc.*

### ALKERMES INSPIRATION GRANTS PROGRAM 2018 GRANTS INCLUDE:

**Rosie's Place**, which supports more than 12,000 women a year with meals, housing, and education services. They are currently undertaking a five-year expansion plan for Community Collaborative, an innovative joint program with Boston Public Schools that helps poor and sometimes homeless mothers — many of whom struggle with mental illness and substance use disorder — attain or maintain family stability to benefit their children.

**Camp Mariposa** is a national Youth Addiction Prevention and Mentoring Program designed to help break the intergenerational cycle of addiction. Offered in 13 locations across the U.S., Camp Mariposa uses a group and peer mentoring model to support children impacted by a family member's substance use disorder. Multiple weekend camp sessions and support activities led by mental health professionals and trained volunteers focus on education, connection, self-care and mentoring. Offered at no cost to youth and their families who face a range of mental health issues and greater risk of developing their own substance use disorders, the program helps young people connect with one another and build knowledge, coping skills, and confidence.

## SECTION 5

# SOCIAL

### 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 our medicines treat, but also causes for which they feel a personal connection through their own experience or that of loved ones.

#### United States

Ten years ago, a group of employees started *Alkermes in Action*, an annual day of volunteering to support our local communities with hands-on activities that align with our values and embody our compassion. Over the past decade, over 5,000 volunteers have worked with more than 50 local community organizations and established a number of meaningful, long-term relationships between Alkermes and the organizations. In 2019 alone, more than 450 employees from Waltham



*"I am proud to work for a company like Alkermes, where doing the right thing is not just what we do; it's who we are."*

– Anne Giovanoni, Vice President, Corporate Counsel and one of the Alkermes in Action leaders

signed up to volunteer for one of 18 different projects on this community service day. Other examples of our U.S. employees' community engagement activities include:

- Following the Alkermes-supported 2014 renovation of the Bristol Lodge Soup Kitchen in Waltham, MA, Alkermes employees routinely volunteer to make and serve fresh meals.
- In 2018, employees from our Wilmington facility helped build a Habitat for Humanity house in Clinton County and were significant supporters of the Clinton County Children Services & Toys for Tots in Ohio.

#### Ireland

Alkermes employees in Ireland proudly support local organizations that address a range of needs including mental health, cancer care, women and children refugees, and homelessness, among others.

In 2018, 140 Irish employees volunteered an aggregate 2,200 hours of time. Examples include:

- In 2018, Alkermes continued its support for SCCUL Sanctuary in Galway City, a group that offers therapeutic retreat days for people living with substance use disorder, mental illness, multiple sclerosis, and other conditions. The Sanctuary offers a variety of different solutions, ranging from emotional, mental, physical and spiritual, to help encourage peace of mind, and improve outcomes for people living with these diseases.
- In 2018, Alkermes employees volunteered at the Esker House Women's Refuge and Domestic Abuse Support Service, an emergency shelter for women and children experiencing domestic abuse. Volunteer activities included beautifying the garden and painting bedrooms for the women and children who take shelter there.

## 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 every market 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 pre-clinical research and continuing through clinical trials, manufacturing, and commercialization. This focus on compliance builds trust with healthcare professionals, institutional purchasers, relevant government agencies, and the public at large.

We believe compliance is a responsibility shared by all employees across all levels of the Company. We expect each individual to take ownership 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 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 and the Pharmaceutical Research and Manufacturers of America (PhRMA) Code on Interactions with Healthcare Professionals.
- The Chief Compliance Officer oversees the compliance program and reports directly to the CEO. The Corporate Compliance Committee helps oversee the Company's compliance program and assists with identifying any compliance issues that need to be brought to the attention of the Board of Directors.
- Alkermes conducts extensive training and education programs for all employees that begins with new hire training and includes 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, understand 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 [here](#) or by visiting the Corporate Governance page of the Investors section of our [website](#).

Among other things, the Code of Conduct requires:

- Honest and ethical conduct by directors, officers, and employees of the Company, including the ethical handling of actual or apparent conflicts of interest;
- Full, fair, and understandable reports on Company activities in reports filed with the U.S. Securities and Exchange Commission (SEC) and in the Company's other public communications; and
- Prompt internal reporting of any violation to the Company's Chief Legal Officer or 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, it 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 or with the Company's Chief Legal Officer or Chief Compliance Officer. A current copy of the Reporting Procedures for Auditing and Accounting Internal Control Matters and Illegal or Unethical Behaviors (the Whistleblower Policy) is available [here](#) or by visiting the Corporate Governance page of the Investors section of our [website](#).

### **Responsible Research, Manufacturing and Marketing of our Products**

As a patient-focused organization, we value the patients who choose to participate in our 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 are in compliance with the laws and regulations of the jurisdictions where we conduct human 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.

Alkermes is also 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 all applicable local, national or international laws such as those set forth in the NIH Guide for the Care and Use of Laboratory Animals. We also require — through inclusion of relevant provisions in our contractual agreements — CROs, academic institutions, and animal vendors with whom we engage to commit to adherence to these same standards.

We market our products with honesty, fairness, and integrity. Compliance with applicable laws, rules and guidelines governs our communications and interactions with patients, healthcare professionals, institutional purchasers, and the government.

## **Corporate Governance**

### **Board of Directors**

Our Board of Directors (the Board) is currently comprised of ten members, split into three separate classes of directors. Each class of directors is elected to serve a staggered three-year term. Our directors are divided among the three classes as follows:

#### **CLASS I DIRECTORS**

**Term Expires at 2021 Annual General Meeting of Shareholders**

Frank Anders "Andy" Wilson

Nancy L. Snyderman, M.D.

Nancy J. Wysenski

#### **CLASS II DIRECTORS**

**Term Expires at 2022 Annual General Meeting of Shareholders**

David W. Anstice AO

Robert A. Breyer

Wendy L. Dixon, Ph.D.

#### **CLASS III DIRECTORS**

**Term Expires at 2020 Annual General Meeting of Shareholders**

Shane M. Cooke

Paul J. Mitchell

Richard F. Pops\*

Richard Gaynor, M.D.

*\* Chairman of the Board*

Richard Pops, our CEO, serves as Chairman of the Board. The Board also elects an independent director to serve as the Lead Independent Director. David Anstice AO was elected to serve as Lead Independent Director in May 2019. Prior to Mr. Anstice's election, Paul Mitchell had served as Lead Independent Director since August 2012. For additional details about the role and responsibilities of our Lead Independent Director, see the Charter of Lead Independent Director which is available on the Corporate Governance page of the Investors section of our [website](#).

## SECTION 6

# GOVERNANCE

We believe in the importance and great value of diversity on our Board and are committed to maintaining a Board that reflects the diversity of experience, skills and characteristics (including, without limitation, leadership expertise, corporate governance experience, professional background, culture, age, viewpoints, tenure and gender) necessary for the optimal functioning of the Board over both the short and long term. We are proud to have three women currently serving on our Board and to have recently elected two new directors with diverse expertise that is aligned with the expanding and evolving strategic priorities of our business.

### **Board Committees**

The Board currently has three standing committees:

- The **Audit and Risk Committee's** responsibilities include appointing and overseeing the work of 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 discharging our incentive compensation and equity plans, reviewing and recommending appropriate compensation for our executives and directors, and evaluating risks related to our compensation programs, policies, and practices.
- The **Nominating and Corporate Governance Committee's** responsibilities include identifying individuals qualified to become members of the Board, facilitating the annual evaluation of the Board and its committees, and reviewing our governance practices, policies, and programs, including director and management succession planning, recruiting, and other areas that may impact our risk profile from a governance perspective.

The charters for each of these committees can be found on the Corporate Governance page of the Investors section of our [website](#).

### **Board's Role in Risk Oversight**

Our Board, directly and through its committees, oversees and reviews various aspects of the Company's risk management efforts, including periodic review of Alkermes operating plans and overall corporate strategies, an annual discussion of key enterprise risks to the Company's plans and strategies, and ways to manage and mitigate such risks.

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

In performing their risk oversight functions, the Board and each committee of the Board has full access to management, including our Chief Risk 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 improving the lives of patients, enhancing public health, and advancing medical innovation. We do this by advocating for, among other things, patient access to, and awareness of, all medicines approved by the FDA for alcohol dependence, opioid dependence and schizophrenia, 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. We actively participate in public

policy discussions to share our perspective and experience as an innovative biopharmaceutical company committed to advancing therapies for patients with unmet medical needs.

At the federal and state levels, we engage with governments, trade associations, patient groups, and other organizations to find policy solutions to the complex issues that challenge our healthcare system and the patients, caregivers, families, and communities that we serve. We believe it is our responsibility to help legislators and regulators understand our viewpoints on important healthcare issues. Our public policy engagement is guided by the following principles:

- Commitment to our Code of Conduct, and
- Support of policies that benefit patients who may use our medicines, including ensuring and improving access to medicines, and fostering innovation in health care.

Additional information on our public policy participation, our corporate political contributions and a list of trade associations to which Alkermes belongs, can be found on the Responsibility page 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. To ensure effective Information Security, Alkermes invests in people, process, and technology.

The Alkermes Information Security Governance Framework governs the management and oversight of our Information Security Management System (ISMS) based on the structured principles of the international standards ISO/IEC27001:2013. The Alkermes ISMS is an integrated set of organizational processes designed for preserving the Confidentiality, Integrity and Availability (CIA) of Alkermes owned, managed or maintained information. We have an information classification hierarchy in place which includes definitions and handling rules for the different information classifications. We regularly review the framework and update as appropriate to ensure the program's effectiveness.

We have a well-established global data privacy compliance program that is consistent 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 regional and national laws and regulations. We also have a global governance, risk and compliance program consisting of Information Technology (IT) Audit, IT Risk, and third-party risk management.

Oversight of the ISMS framework rests with the Audit and Risk Committee of the Board and is managed by teams comprised of Information Security, Governance, Risk and Compliance, IT, Security Incident Response Team (SIRT), Senior staff and members of our executive team, including our CEO.

Our Security Awareness program consists of regular training and communications through various mediums including hands-on activities, instructor-led and computer-based training, and program feedback.

## SECTION 7

# THE FUTURE OF CORPORATE RESPONSIBILITY AT ALKERMES AND ABOUT THIS REPORT

## The Future of Corporate Responsibility at Alkermes

Throughout this report, we have shared the progress made since our 2017 Corporate Responsibility Review related to Alkermes ESG impacts. In an effort to continue to advance our corporate responsibility strategy, we plan to undertake a variety of initiatives in the coming years that we believe will make us a stronger and better company. This forward-looking strategy includes our plans to do the following over time:

- Create a sustainability framework containing definitions, metrics, standards, and tracking mechanisms to measure the environmental impact of new projects;
- Establish baseline data and concrete sustainability goals to hold ourselves accountable for continuous and sustainable growth;
- Align our goals and progress with international sustainability frameworks such as the Global Reporting Initiative and the United Nations Sustainable Development Goals;

- Develop a more thorough and strategic corporate responsibility strategy encompassing ESG policies, goals, and actions; and
- Complete a materiality assessment to identify and understand where our most significant sustainability impacts lie within our operations.

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

## About This Report

This report, published in October 2019, covers data and activities undertaken from January 1, 2018 through August 31, 2019. All data exhibits denote the time period covered. A copy of our 2017 Corporate Responsibility Review can be found on the Responsibility page of our [website](#).

We welcome your feedback on the contents of this report as well as any of our social impact initiatives. You can reach a member of the social impact team at Alkermes by contacting [socialimpact@alkermes.com](mailto:socialimpact@alkermes.com).

# 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 development candidates; Company plans for long-term sustainable growth; the continued success, development and enhancement of the Company’s ESG policies and initiatives; the impact of the Company’s patient outreach programs; and the Company’s plans for continued and future employee, stakeholder and community engagement programs.

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, 2018, and in subsequent filings made by the Company with the U.S. Securities and Exchange Commission (SEC), which are available on the SEC’s **website** at [www.sec.gov](http://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.