

NOTICE TO APPLICANTS/EMPLOYEES

ALKERMES, INC.

Please take notice that Alkermes collects certain information about you. For more information on Alkermes's policies, please refer to Alkermes's privacy policy in its handbook:

California's California Consumer Privacy Act ("CCPA") and California Privacy Rights Act ("CPRA") provide California applicants and employees with certain rights regarding:

- knowledge of information collected;
- deletion of information collected;
- opting-out of information collected;
- opting-in of information collected;
- correcting information collected;
- seeking enforcement of rights in court;
- limiting use of information collected;
- not being discriminated or retaliated against for exercising rights under the law.

Where We Get Your Information From. Alkermes collects information about you from various sources, which may include any of the following: 1) you; 2) prior employers, references, recruiters, job-related social media platforms; 3) third-party sources of demographic information; 4) third-party companies, such as background check companies and drug testing facilities; and 5) claim administrators and investigators. Depending on Alkermes's interactions with you, we may or may not collect all of the information identified about you.

The Personal and Sensitive Personal Information That We Are Collecting. We are collecting the following information:

- Identifiers, such as name, government-issued identifier (*e.g.*, Social Security number), and unique identifiers (*e.g.*, employee ID);
- Personal information, such as real name, signature, SSN, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, federal identification authorizing work in the United States, access and/or passcodes, insurance policy number, education, employment, employment history, bank account number, other financial information, medical information, or health insurance information;
- Characteristics of protected classifications under California or federal law, such as age, marital status, gender, sex, race, color, disability, citizenship, primary language, immigration status, military/veteran status, disability, request for leave, and medical conditions;
- Commercial information, such as transaction information and purchase history (*e.g.*, in connection with travel or other reimbursements);
- Internet or network activity information, such as browsing history and interactions with our online systems and websites and any personal information that you provide while

accessing Alkermes's computer systems, such as personal credit card information and passwords;

- Geolocation data, such as device location from usage of Alkermes's devices;
- Biometric information related to access to Alkermes's secured access points;
- Audio, electronic, visual, and similar information;
- Professional or employment-related information, such as work history and prior employer;
- Non-public education information; and
- Inferences drawn from any of the Personal and Sensitive Personal Information listed above to create a profile or summary about, for example, an individual's preferences and characteristics.

How Your Personal and Sensitive Personal Information is Used. We may use Personal and Sensitive Personal Information:

- To operate, manage, and maintain our business;
- For hiring, retention, and employment purposes;
- To otherwise accomplish our business purposes and objectives, including, for example:
 - Emergency services;
 - Conducting research, analytics, and data analysis;
 - Maintaining our facilities and infrastructure;
 - Quality and safety assurance measures;
 - Conducting risk and security controls and monitoring;
 - Protecting confidential and trade secret information;
 - Detecting and preventing fraud;
 - Performing identity verification;
 - Performing accounting, audit, and other internal functions, such as internal investigations;
 - Complying with the law, legal process, and internal policies, including:
 - Maintaining records;
 - Claims processing;
 - Responding to legal requests for information and subpoenas; and
 - Exercising and defending legal claims.
- Any other purposes authorized by the California Privacy Protection Agency, California or Federal law.

We may or may not have used Personal and Sensitive Personal Information about you for each of the above purposes.

Sharing of Personal Information. We only share your information with the following third-party entities: such third-party entities that have a need to know your information in order to provide certain services to Alkermes or Alkermes' employees in furtherance of its business.

Selling of Personal Information. In the preceding twelve (12) months, we have not sold personal information.

Data Retention. We will retain your personal data for as long as needed or permitted in respect of the purpose(s) for which it was obtained and as outlined above in this notice. The criteria used to determine our retention periods include the length of time we have an ongoing relationship with you, whether there is a legal obligation to which we are subject, or whether retention is advisable in light of the company's legal position (such as in regard to applicable statutes of limitations, the enforcement of our website's Terms of Use, or litigation or regulatory investigations).

For Inquiries and/or to Submit Requests for Information, Deletion or Correction. Please contact Shannon Smith, 852 Winter St., Waltham MA 02451, or Shannon.smith@alkermes.com, for inquiries about Alkermes's policy, or to submit your requests for information, deletion or correction.