

Corporate Responsibility Report

August 2024



Alkermes[®]

Table of Contents

August 2024

3	About This Report
4	A Message From Our CEO
5	About Our Company
7	Our Approach to Corporate Responsibility
8	Environment
19	Social
29	Governance
36	Future of Corporate Responsibility at Alkermes



2023 Awards and Recognition Highlights

External recognition is a testament to Alkermes' commitment to being an employer of choice and a responsible corporate citizen. Recent notable awards and accolades include:



2023 Platinum Bell Seal for Workplace Mental Health

HEALTHIEST EMPLOYERS®

2023 Healthiest Employers® of Ohio



Health & Safety
Excellence Awards 2024

2023 Health & Safety Excellence Award in Ireland



2023 Best Place for Working Parents® in Massachusetts



2023 WorkWell Award® from Worksite Wellness Council of Massachusetts



Alkermes Ireland - Certification to the Business Working Responsibly Mark (based on ISO26000)



2023 Award for Safety in Maintenance and Asset Management from the Engineers Ireland Maintenance, Energy and Environmental Technology Association (MEETA)



Athlone facility and Dublin office recertified to the Irish Business Employers Confederation's KeepWell Mark™



Athlone facility – Higher Distinction Award from the National Irish Safety Organization (NISO)



Massachusetts facility - LEED®¹ and Fitwel® certified

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

SECTION 1

ABOUT THIS REPORT



This report, published in August 2024, primarily covers data and activities undertaken from January 1, 2023 through December 31, 2023, and in certain limited instances, activities undertaken and events that have transpired to date in 2024. 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 sustainability activities are estimates and are based on certain assumptions and developing standards.

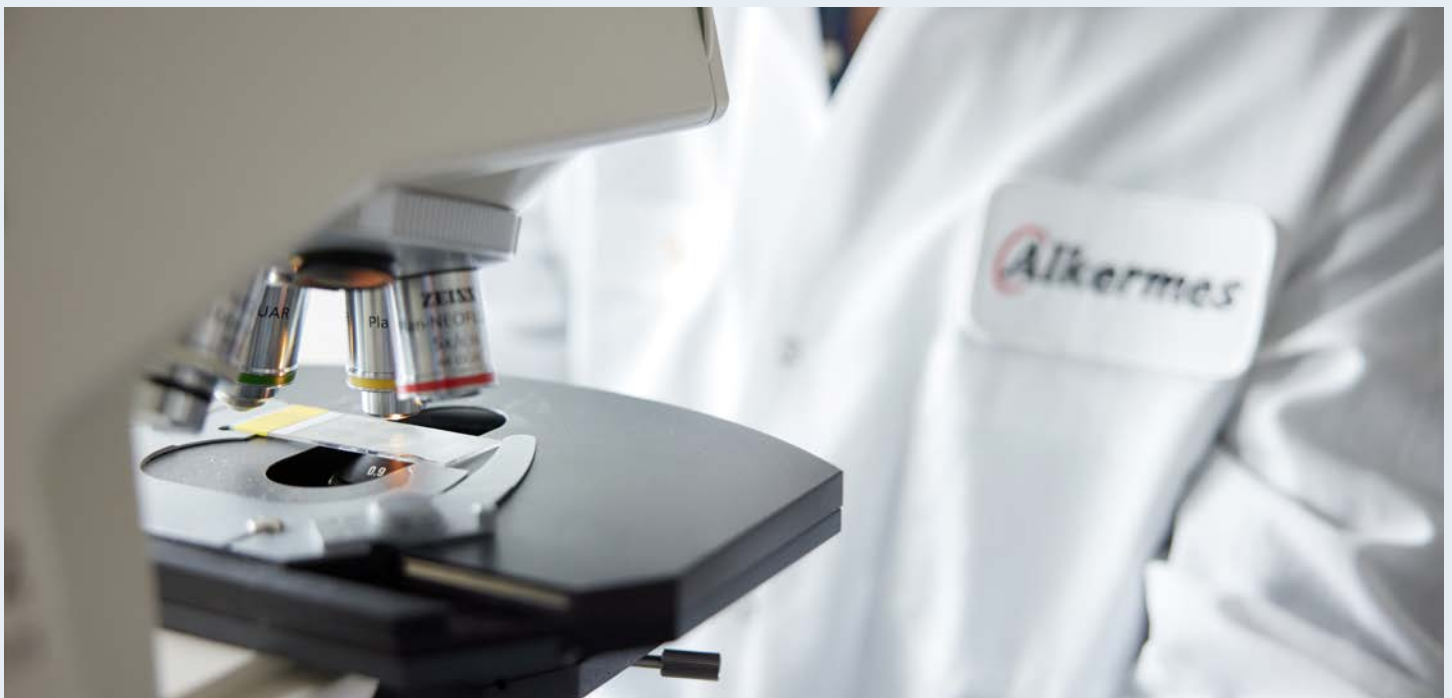
The inclusion of information and data in this report is not an indication that such information or data, or the subject matter of such information or data, is material to Alkermes for purposes of applicable securities laws or otherwise. The principles used to determine whether to include information or data in this report do not correspond to the principles of materiality or disclosure contained in the United States (U.S.) 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 sustainability objectives and future plans are aspirational and not guarantees or promises that such objectives will be met or future plans achieved.

We welcome feedback on the contents of this report and any of our corporate responsibility and sustainability 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.



SECTION 2

A MESSAGE FROM OUR CEO



A few years ago, we undertook a company-wide project to define the core purpose and values that drive the culture at Alkermes. We settled on three: Deep Compassion. Great Science. Real Impact.

Real Impact – a simple concept, yet core to our work at Alkermes and a principle that guides us. Each day, we strive to navigate multiple scientific and business complexities to make medicines that support patients, while, at the same time, commit to doing so in an ethical and responsible manner. As we publish our seventh Corporate Responsibility Report, I am proud of the work our team has undertaken to critically examine how our business, policies and practices affect our employees, the environment and the communities in which we operate. In this report, I invite you to learn more about our efforts and our accomplishments, including key environmental performance data and related sustainability activities; our diversity, inclusion and belonging initiatives; and our employee wellness and career development programs.

At the center of our business, our approved medicines are focused on the treatment of serious mental illness and addiction. We continue our efforts to improve access to our and others' medicines and to support organizations that advocate for those living with these complex medical conditions. In 2023, more than 200,000 people were treated with one of our medicines: LYBALVI®, the ARISTADA® product family and VIVITROL®. In addition to these medicines, our research and development efforts leverage our deep scientific and drug development capabilities as we seek to advance new medicines to address real-world patient needs in the field of neuroscience.

With a goal of delivering more impact for patients living with complex psychiatric and neurological disorders, we have worked to transform our business to further focus on our core capabilities. To that end, in November 2023, we completed the separation of our oncology business into a new, independent, publicly-traded company. Earlier this year, we completed the divestment of our Athlone development and manufacturing business, which allowed us to consolidate our manufacturing

footprint to our facility in Ohio. These strategic transactions streamlined and strengthened the profile of our business.

Core to our role as a responsible corporate citizen, we strive to conduct our business with high ethical standards and recognize the impacts we have on both our local environment and our planet. I am grateful to our employees for their commitment to advancing the initiatives outlined in this report to reduce our environmental footprint, and to weaving the ethos of sustainability and responsibility into our day-to-day work. As we prepare for the implementation of new anticipated sustainability reporting obligations in both the United States and Europe in the years ahead, we will draw upon our strong foundation of environmental stewardship practices and our commitment to continuous improvement.

Our business structure and strategy provide a framework to make the Real Impact we aspire to. None of this is possible without the diverse array of talented people that comprise our employee base. In 2023, we continued to enhance our policies to support them. Last year, we introduced a new paid caregiver leave benefit for U.S. employees, expanded our parental leave offerings and supplemented on-site physical wellness activities with holistic virtual health coaching. We also provided more than 130 unique opportunities for professional training and development as well as nearly 20 events focused on diversity, inclusion and belonging across our sites. We believe that our deep-rooted commitment to our employees' health and well-being, development as professionals and sense of inclusion and belonging strengthens their connections with each other and our organization more broadly.

Together, we look forward to continuing our important work as we pursue great science to make a real impact for patients, families and communities.

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

Richard F. Pops
Chief Executive Officer

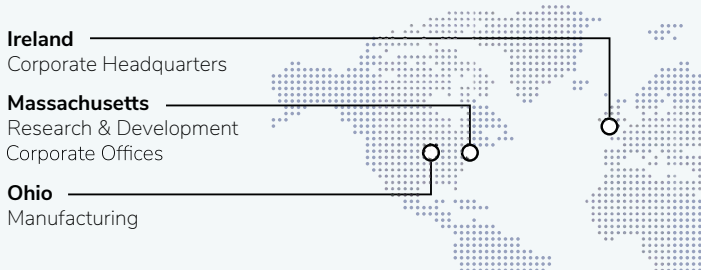
SECTION 3

ABOUT OUR COMPANY



Alkermes plc (also referred to in this report as “we,” “our” or the “Company”) is a global biopharmaceutical company focused on developing innovative medicines in the field of neuroscience. We apply our scientific expertise and proprietary technologies to research, develop, manufacture and commercialize medicines designed to help people living with complex and difficult-to-treat psychiatric and neurological disorders. Our patient-inspired science, integrated research strategy, sophisticated development capabilities and specialized commercial infrastructure have enabled us to develop and commercialize new medicines, including for people with conditions that traditionally have been overlooked.

Our product portfolio includes FDA-approved treatments for alcohol dependence, opioid dependence, schizophrenia and bipolar I disorder, and a pipeline of clinical and preclinical candidates in development for neurological disorders, including narcolepsy. Headquartered in Dublin, Ireland (referred to in this report as the Dublin office), we also have a corporate office and research and development (R&D) center in Massachusetts (referred to in this report as the Massachusetts facility); and a manufacturing facility in Ohio (referred to in this report as the Ohio facility).



Historically and for most of 2023, our development pipeline included product candidates in the field of oncology; however, in November 2023, we completed the separation of our oncology business into a new, independent publicly-traded company, Mural Oncology plc. Following this separation, we became a pure-play neuroscience company.

In May 2024, we sold our development and manufacturing business in Athlone, Ireland (referred to in this report as the Athlone business) to Novo Nordisk, a leading global healthcare company. Unless otherwise noted, data and activities presented in this report are from January 1, 2023 through December 31, 2023 and therefore include data from the Athlone business from that time period notwithstanding the fact that such business is no longer owned by Alkermes as of the publication of this report.

Our Values & Purpose



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.

Alkermes is inspired to help address some of the most pressing health issues of our time and advance medicines that have the potential to improve treatment options and outcomes.

Our R&D approach is focused on developing new molecules that leverage well-validated biological pathways, utilizing our expertise in advanced medicinal chemistry. We are motivated by the real-world challenges faced by people living with complex and serious diseases. Through this lens, we seek to develop innovative medicines that can make a real impact for patients.

Our greatest strengths at Alkermes are our people and our inherent empathy for patients, families and caregivers. Neurological and psychiatric disorders strike people at the core of who they are and impact many facets of their lives. We work with urgency to develop new treatment options for people living with these conditions. 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.

Our Proprietary Commercial Medicines

ARISTADA[®]
aripiprazole lauroxil
extended-release injectable suspension

441 mg 662 mg 882 mg 1064 mg

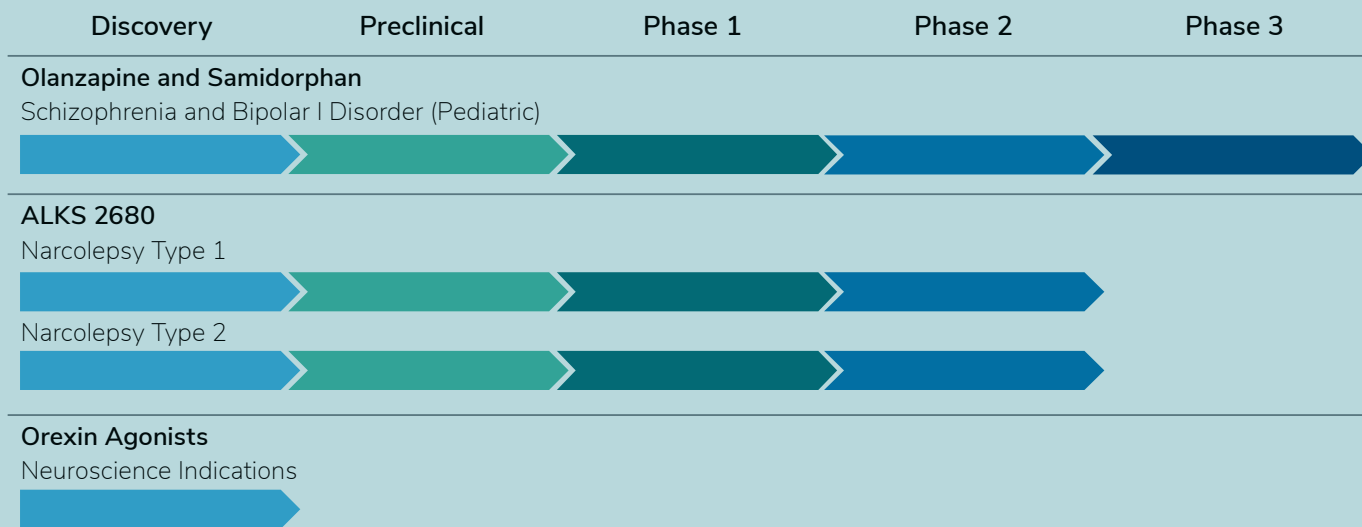
ARISTADA INITIO[®]
aripiprazole lauroxil
extended-release injectable suspension

675 mg

LYBALVI[®]
olanzapine and samidorphan
5 mg/10 mg · 10 mg/10 mg · 15 mg/10 mg
20 mg/10 mg tablets

Vivitrol[®]
(naltrexone for extended-release
injectable suspension) 380 mg/vial

Our Pipeline



Last updated: August 2024

These programs are investigating treatments or indications that have not received approval from a health authority. The information presented is not intended to convey conclusions of safety or efficacy. There is no guarantee that the outcome of these studies will result in approval by a health authority.

SECTION 4

OUR APPROACH TO CORPORATE RESPONSIBILITY



Stakeholder Engagement

We recognize that our stakeholders – including employees, healthcare providers, patients, caregivers, investors, policy makers, suppliers, members of the communities where we live and work, and others – are part of a single global 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. These efforts are further detailed throughout this report.

We are also committed to engagement with our shareholders and other stakeholders to solicit and better understand their insights on our business and our Environmental, Social and Governance (ESG) activities. Feedback is 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 have taken several actions in recent years to further strengthen our business and corporate governance practices, as outlined in greater detail in our proxy statement for our 2024 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 complex and difficult-to-treat psychiatric and neurological disorders and 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 for each of 2023 and 2024 and corresponding incentive compensation plans.

- ▶ **Environment:** We think broadly about our commitment to responsible environmental stewardship. We have implemented enterprise-wide Environmental, Health, Safety and Security (EHSS) 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 strive to foster a diverse, inclusive and collaborative workplace culture in which employees are engaged and have access to resources and support to help them thrive both personally and professionally. Our patient-centered approach drives our external-facing efforts such as patient engagement and advocacy activities, support of employee volunteerism in local communities, and corporate grant programs, which seek to support patient communities in our therapeutic areas of focus.
- ▶ **Governance:** We govern the Company with strong ethics and corporate governance practices, comprehensive management and Board oversight of our business and operations, compliance with applicable laws and engagement with our stakeholders. Our policies and practices are designed to support risk mitigation, enhance the security of our people and information, and maintain our commitment to product quality and patient safety.

In 2023, our Executive ESG Committee continued its work to oversee our ESG strategy, examples of which are described throughout this report. Our future plans related to our ESG strategy can be found in section 8 of this report.

SECTION 5

ENVIRONMENT



2023 Performance Summary and Key Metrics

For many years, we have been monitoring and measuring our performance against a number of key metrics related to our health and safety incidents, our energy and water usage, our greenhouse gas (GHG) emissions, and our waste optimization activities. We established an initial baseline measurement year of 2015 for a number of the metrics on which we have been reporting. In 2023, we completed a data verification process to establish a new baseline metric year of 2022 against which we plan to measure future environmental performance. In this report, we continue to include comparisons to the initial 2015 baseline in certain instances given the limited time that has elapsed since 2022.

In 2023, we continued to focus on reducing the impact of our operations on the environment and fostering a collaborative culture that protects the health, safety and well-being of our employees. These efforts resulted in the key performance metrics highlighted in this summary. Details and rationale for operations that impacted these results are provided on the corresponding pages outlined below.

Health and Safety Incident Rate (page 11)

- ▶ **Lost time injury rate in 2023 was 0.05**, compared to the industry benchmark of 0.5.*
- ▶ **Recordable injury rate in 2023 was 0.5**, compared to the industry benchmark of 1.6.*

Energy Usage (page 14)

- ▶ Energy usage per floor area (kWh/m²) in 2023 was **16% lower** than our 2015 initial baseline measurement year and generally consistent with 2022 usage.

Greenhouse Gas (GHG) Emissions (page 15)

- ▶ CO₂ per floor area (m²) for combined Scope 1 and Scope 2 GHG emissions in 2023 was **29% lower** than our 2015 initial baseline year and 2% lower compared to 2022.
- ▶ **100% of electricity** used in our Athlone facility was from certified renewable sources, which helped to offset our Scope 2 GHG emissions.
- ▶ In October 2023, our Ohio facility entered into an agreement to procure **30% of electricity from renewable sources** going forward.

Water Usage (page 16)

- ▶ Water use per floor space (cubic meters per m²) was **53% lower** than our 2015 initial baseline measurement year and 12% lower compared to 2022.

Waste Optimization (page 18)

- ▶ **82% of total waste generated** in 2023 was recycled, and 12% was processed in waste-to-energy facilities.
- ▶ **97% of total hazardous waste generated** in 2023 was either recycled or processed in waste-to energy facilities.

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 high 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 in which we operate, including routine EHSS-focused regulatory inspections.

Sale of Athlone Business

In May 2024, we completed the sale of our development and manufacturing business in Athlone, Ireland. Unless otherwise noted, data and activities presented in this report are from January 1, 2023 through December 31, 2023 and therefore include data from the Athlone business from that time period notwithstanding the fact that such business is no longer owned by Alkermes as of the publication of this report.

* 2022 U.S. Bureau of Labor Statistics (BLS)



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 support 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.

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 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 toward continuous improvement in our risk management and mitigation program.

Our Risk Prevention Model

As part of our proactive risk management efforts, we have developed and employ a preventive EHSS risk model to:

- ▶ Identify opportunities for ongoing improvement across our enterprise;
- ▶ Align corporate and 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" in addition to "lagging" indicators of risk to potentially avert those risks before they impact our employees, our environment, our local communities or our enterprise.



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. In 2023, we celebrated the 10th anniversary of CaRE, 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 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 decisionmaking 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 to amplify and encourage participation in support of our collective goal of risk mitigation and continuous improvement.

To refresh and evolve CaRE, we frequently evaluate ways to enhance employee participation and engagement. Recently, we incorporated techniques derived from Human Organizational Performance (HOP), a risk-based operating philosophy which uses human psychology and behavior to inform system design and help optimize operational conditions. Teams focused on various aspects of the business were identified and piloted within operations at our Ohio facility; these teams have increased engagement and accountability and have empowered our employees to play an active role in risk mitigation

“At Alkermes, we care deeply about the health, safety, and well-being of our people. That’s why we created CaRE all those years ago – to engage our workforce in reducing risk. Central to CaRE are our values of respect, commitment and collaboration. I’m so proud that CaRE remains impactful across the organization. Everyone has a role in making a positive difference to our safety culture, and CaRE helps us to do that together.”

Gavin Pattison
Vice President
EHSS, Facilities, Sustainability

Enhancing Our Safety Culture

In 2023, we conducted several innovative safety culture enhancement initiatives, including:

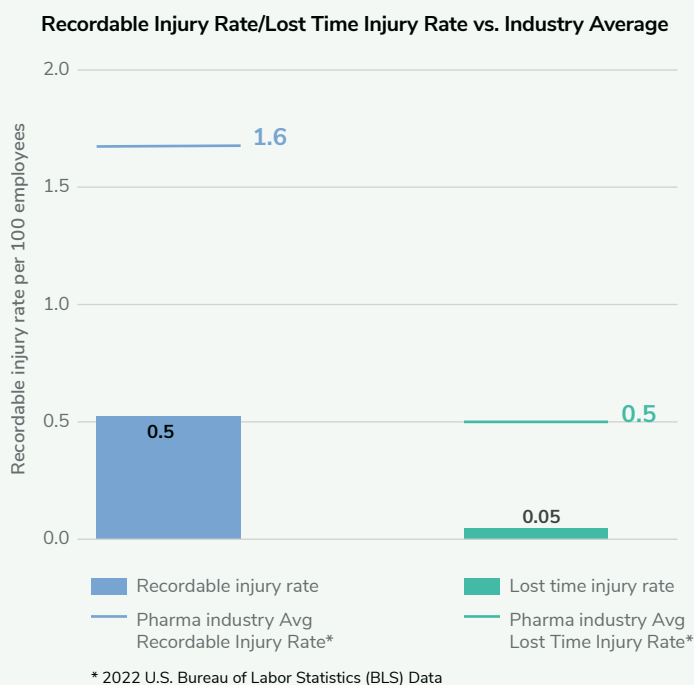
- ▶ Used operational excellence visual management boards to aid teams in prioritizing safety while managing their operations.
- ▶ Created a driver safety program to support field-based employees.
- ▶ Held function-specific interactive supervisor and manager trainings focused on reinforcing key responsibilities.
- ▶ Engaged with Theatre at Work, an organization that leverages interactive theatre and dramatization of case studies to engage employees.

Theatre at work

Employee Health and Safety Highlights

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 locations in which we operate, and routinely monitor our sites and conduct employee trainings to reduce the risk of workplace accidents.

In 2023, each of our rates of reportable employee injuries and our lost time injury rate remained below industry averages, as shown on the following chart.



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 development and manufacturing organizations (CDMOs);
- ▶ 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 EHSS and ESG Risk Management

We have integrated certain EHSS and ESG risk management procedures and our formal RMS framework into our vendor management and governance processes related to the development and manufacture of our proprietary medicines. EHSS and ESG 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 and ESG 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 and ESG 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 and ESG-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; human rights, labor and ethics policies; business continuity systems; and capability to safely handle Alkermes products.

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

ESG, A Decision Driver for the Selection of an API Supplier

CASE STUDY

In keeping with our focus on embedding ESG into our supply chain, in 2023, we prioritized ESG considerations when selecting a supplier of active pharmaceutical ingredient (API) for ALKS 2680, our novel, investigational, oral orexin 2 receptor agonist in development as a once-daily treatment for narcolepsy.

From the beginning to the end of the selection process, ESG and other EHSS-related considerations were embedded into the screening process using proprietary scorecards, publicly-available information and on-site audits. This resulted in the selection of an API supplier with a well-developed commitment to ESG, including incorporation of “green chemistry” in its processes.

Sustainability in the Supply Chain

Our commitment to supplying medicines for patients in a responsible and ethical manner extends to our wider supply chain. We aim to collaborate with our key suppliers to help identify and mitigate risks and drive ESG advancements throughout our value chain.

In 2023, our global, cross-functional team continued to evolve our supply chain sustainability strategy to:

- ▶ Embed ESG considerations in the culture of our procurement and supply chain organizations and extend our focus to key suppliers;
- ▶ Leverage supplier interactions as opportunities to collaborate on and advance shared ESG-related goals; and
- ▶ Integrate principles of ESG within our procurement and supply chain vendor management processes.

See page 22 for information on our efforts to advance our supplier diversity initiatives.

Partnering with EcoVadis to Evaluate Suppliers

CASE STUDY

In 2023, we worked with EcoVadis, an independent, globally-recognized provider of sustainability ratings, to evaluate our suppliers through EcoVadis' ratings platform across a number of ESG metrics. More than 100 suppliers were evaluated, representing:

- ▶ 72% of our proprietary product CMOs, key raw materials and critical operations suppliers;
- ▶ 40% of our enterprise GxP suppliers; and
- ▶ 34% of our top 50 suppliers as measured by total spend.

Our evaluated suppliers had aggregate ratings that were 12% higher than the EcoVadis benchmark (comprised of all companies rated in the EcoVadis platform).

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 high standards of conduct. All Alkermes facilities are subject to routine regulatory inspections in respect of 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.

Following a 2020 survey of leaders and subject matter experts across our operations functions to identify the environmental focus areas of highest importance to our business operations, we identified the following key environmental focus areas:

- ▶ Energy Use, GHG Emissions and Renewables
- ▶ Waste Optimization and Circular Economy
- ▶ Pharmaceuticals in the Environment
- ▶ Water Conservation
- ▶ Sustainability in the Supply Network
- ▶ Biodiversity

Since then, we established a global, cross-functional sustainability steering team to further develop and enhance our focus on these areas, and initiated work to assess and advance our environmental sustainability strategy and associated disclosures. We continue to work with independent third-party consultants to support us in these efforts. In 2023, we made progress toward our initiatives related to data quality verification, peer benchmarking, disclosure and compliance gap analyses, and sustainability in the supply chain.

Energy Usage and GHG Emissions Highlights

Alkermes recognizes the serious environmental, economic and societal impacts caused by climate change. We continually monitor and review our energy usage to identify opportunities for further optimization and reduction. Our activities in support of this objective include:

- ▶ Analysis of data and trends from electricity, natural gas and processed 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 group 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 decreased sequentially by 2% in 2023 as compared to 2022, and in turn our combined Scope 1 & 2 GHG emissions (absolute) decreased by 4%. Our combined Scope 1 & 2 emissions per \$M revenue were 61% lower in 2023 than in our initial baseline year of 2015 and 36% lower compared to 2022.

Our assessments and implementation of opportunities to improve our energy use and reduce GHG emissions at our facilities continued in 2023, including:

- ▶ Our Athlone facility was supplied by 100% renewable electricity generation;
- ▶ In late 2023, our Ohio facility entered into an agreement to procure 30% of its electricity from renewable sources;¹ and
- ▶ We installed electric vehicle charging stations at our U.S. facilities, which became available for use in 2024.

¹ Renewable Energy Credits (REC) were sourced from wind farms in the U.S. beginning in mid-October 2023.

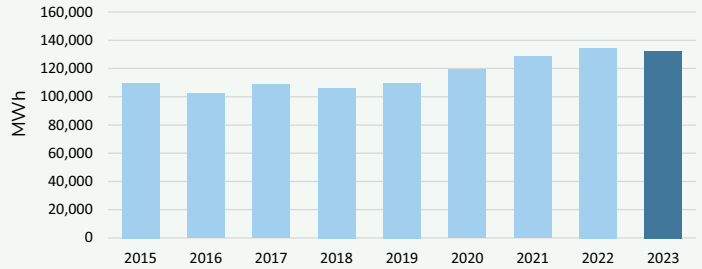


For the fourth consecutive year, the electricity at the Athlone facility was verified by **Captured Carbon**, an independent provider of energy services in Ireland, as being sourced from 100% renewable electricity generation in 2023. This achievement underscores our continued commitment to reducing our environmental impact and implementing sustainable business practices.

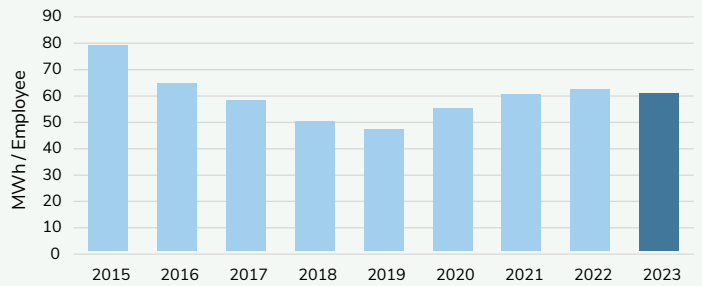


2023 Energy Performance Data

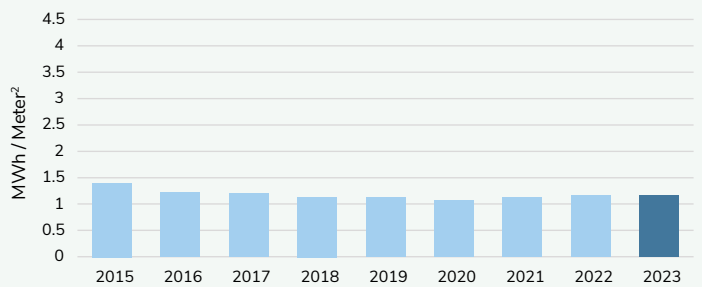
Energy Use (Absolute)



Energy Use per Employee



Energy Use per Floor Area



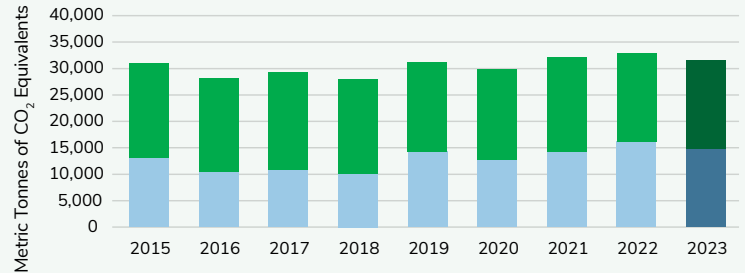
Energy Use per Million \$ Revenue



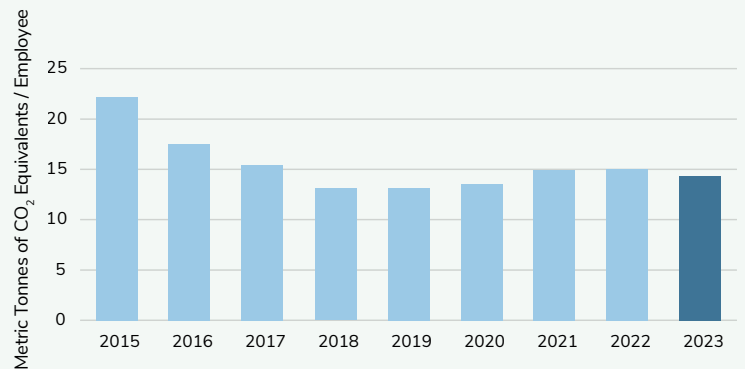
2023 Carbon Performance Data¹

Greenhouse Gas Emissions (Absolute)

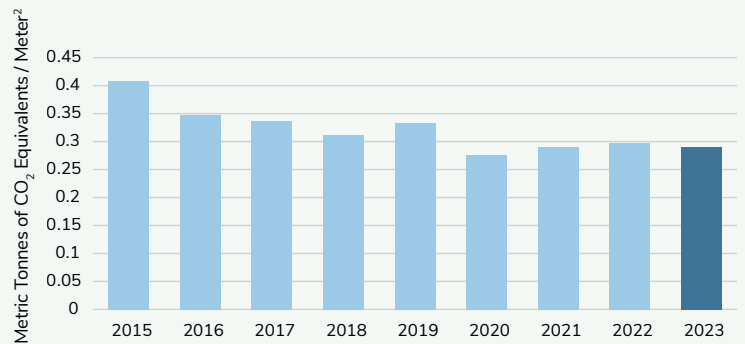
■ Scope 1 ■ Scope 2



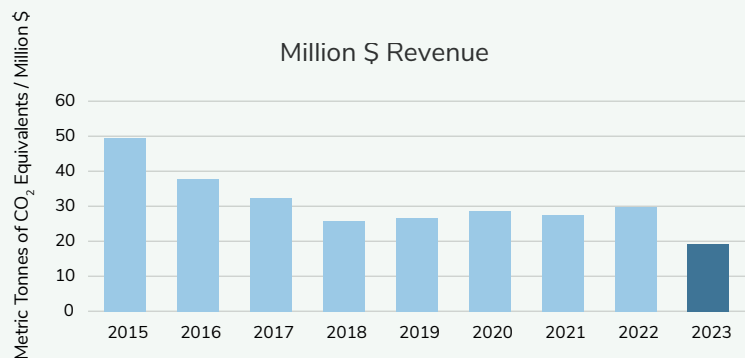
Greenhouse Gas Emissions per Employee



Greenhouse Gas Emissions per Floor Area



Greenhouse Gas Emissions per Million \$ Revenue



¹ Reflects total Scope 1 and Scope 2 GHG emissions

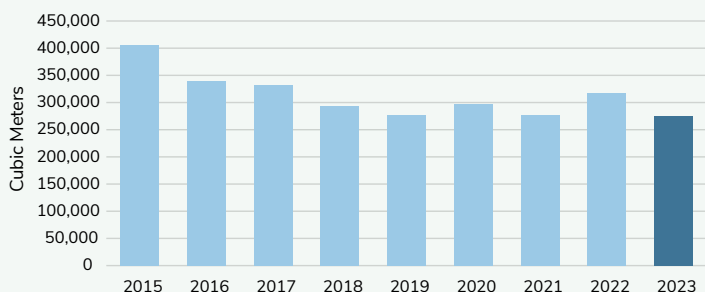
Water Conservation Highlights

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.

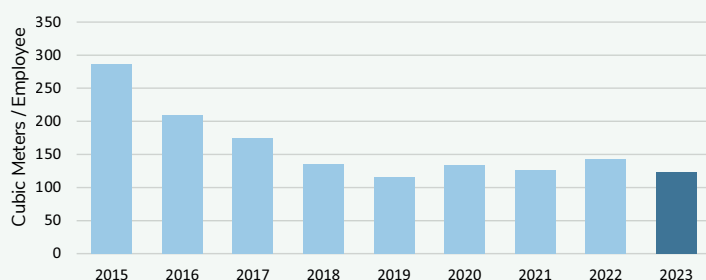
Overall absolute source water usage at our facilities decreased 13% in 2023 compared to 2022 and was 32% lower than our 2015 initial baseline measurement year. Overall water use per floor area (cubic meters per m²) decreased by 12% in 2023 compared to 2022 and was 53% lower than our 2015 initial baseline measurement year.

2023 Water Performance Data

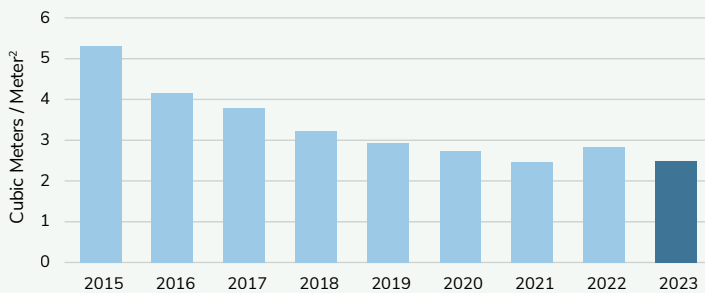
Water Use (Absolute)



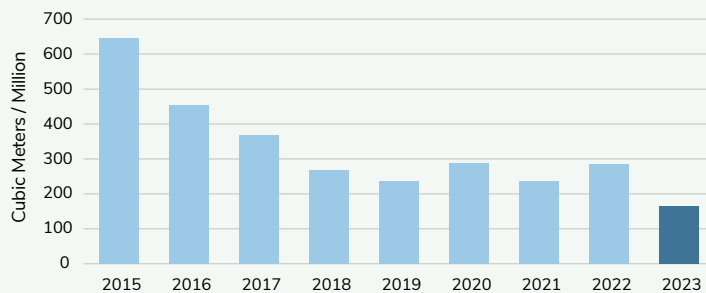
Water Use per Employee



Water Use per Floor Area



Water Use per Million \$ Revenue



Improving Reliability and Protecting our Environment

CASE STUDY

In early 2023, we commenced a significant upgrade of the Athlone site's wastewater processing facility, which was completed prior to the sale of the business in May 2024. This enhanced, modernized facility is designed to increase reliability, maintain compliance with applicable requirements and support efforts to protect the environment.

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 that assist us in effectively controlling our air and wastewater emissions.

As part of our development and manufacturing scaleup 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 to better protect the environment and enhance the environmental sustainability of our operations.

As an example, in our proprietary development and manufacturing processes for solid dosage forms, our policy is to contain and incinerate wastewater to protect the environment from novel compounds. In 2023, we initiated a project to design and build a new wastewater treatment system for our Ohio manufacturing facility to enable a more sustainable destruction method for active pharmaceutical ingredients in wastewater.

Preserving the Biodiversity of our Local Communities

Alkermes is committed to conserving and enhancing biodiversity in the local communities in which we operate. We recognize the importance of protecting natural areas and habitats.

In 2022, we conducted a full-site survey at our Ohio facility and developed a plan to convert 12 acres of planted grassland into a pollinator field. We planted 25 unique species of plants in this space to increase site biodiversity, which are expected to become full grown by 2026. We also established a maintenance plan to promote plant and insect diversity. The pictures below show the progress in this space since October 2022.

Wilmington Pollinator Garden Progress



October 2022



August 2023

Waste Optimization Highlights

All Alkermes facilities have comprehensive waste management plans in place. We strive to reduce our generation of waste at each source and assess opportunities for circularity – a production and consumption model which involves reusing, repairing, refurbishing and recycling existing materials and products to keep materials within the economy. In addition, 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 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, with the goal of promoting utilization of responsible waste disposal routes only. Through our working relationships with these vendors, we can identify and implement new opportunities for responsible waste disposal and further reduction of waste materials.

Key 2023 waste optimization highlights at the enterprise level include:

- ▶ 95% of total waste generated in 2023 was either recycled (82%), processed in a waste-to-energy facility (12%) or incinerated (1%); and
- ▶ 97% of hazardous waste generated in 2023 was either recycled or processed in a waste-to-energy facility and the remainder was incinerated.

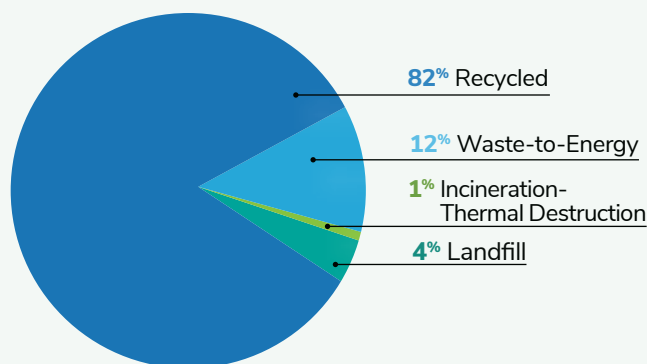
Key 2023 waste optimization highlights at each of our manufacturing facilities included:

- ▶ Approximately 99% of hazardous waste from our Ohio facility was recovered and recycled or processed in a waste-to-energy facility, and the remainder was incinerated; and
- ▶ No waste from the Athlone business was sent to landfill; 100% of non-hazardous waste and 91% of hazardous waste was either recycled or processed in a waste-to-energy facility, and the remainder was incinerated.

Total Enterprise Waste Profile

Hazardous waste	Metric Tonnes
Recycled ¹	1,632
Waste-to-energy ²	367
Incineration	56
Landfill ³	0
Total hazardous waste	2,054
Non-hazardous waste	Metric Tonnes
Recycled ¹	3,576
Waste-to-energy ²	414
Incineration	27
Landfill	265
Total non-hazardous waste	4,281

Alkermes Waste Profile⁴



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 A negligible quantity (9.5kg) of stabilized arsenic trioxide was sent to landfill from our Ohio facility and handled in accordance with local, state and federal requirements.

⁴ Totals in this chart do not sum to 100% due to rounding.

Waste Improvements

In 2023, our EHSS team, in conjunction with R&D business partners, completed a review of the waste program in the laboratory areas in our Massachusetts facility. This review and actions taken as a result led to:

- ▶ Reduction of waste shipments by 75%;
- ▶ Improvement of segregation and bulking of waste, allowing for reduced use and number of packages being sent for disposal; and
- ▶ Evaluation of waste stream disposal routes and a shift from incineration to fuel blending.

These changes have contributed to improved waste handling efficiencies and a reduction in GHG emissions from these activities.

In 2022, we began utilizing compostable, disposable materials in the cafeterias, coffee stations and break rooms in our Ohio facility, which by the end of 2023 contributed to our diversion of approximately 19.7 tonnes (43,500 pounds) of waste from landfill disposal.

SECTION 6

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. In addition, we provide employees with training, support and resources to help them succeed in their work environments while appropriately balancing their professional and personal lives. Beyond our employee initiatives, we are committed to broader social engagement through local community support and 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 the disease areas that our medicines are designed to treat, and to reduce the impediments to access to medicines and other forms of treatment in support of patient health and well-being.

Our Employees

Equal Opportunity and Respect; Diversity, Inclusion and Belonging

At Alkermes, we strive to foster a culture of respect, inclusion and equality, supported by our Code of Business Conduct and Ethics (Code of Conduct) and our other corporate policies and programs. All of our policies and practices related to hiring, development, promotion, compensation and benefits are administered by our human resources (HR) organization in accordance with the principles 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, veteran status, military status or application for military service, or membership in any other category or having any other characteristic protected under applicable laws. We are an equal opportunity employer.

Consistent with our internal Policy Against Discrimination, Harassment & Retaliation, 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 of any kind. In addition, as set forth in our Human Rights Policy, we strive to uphold human rights in all our business activities and support universal human rights principles, such as the principles in the United Nations Declaration on Human Rights, including the prohibition of human trafficking, child labor and slavery of any kind.



“At Alkermes, diversity, inclusion and belonging aren't just words – they represent the unique and varied backgrounds and experiences that our team brings to work each day. Fostering an environment where every employee can feel comfortable being themselves is not only the right thing to do, it's vital to our business and to the people we seek to serve.”

Richard Pops, CEO

Our Diversity, Inclusion and Belonging Strategy

Alkermes is committed to incorporating diversity, inclusion and belonging across our business. Our approach emphasizes interactive engagement between colleagues, and policies and programs that celebrate and reflect the diversity of our workforce and our belief that inclusive behaviors can help foster a feeling of community and belonging. Productively engaging in these areas is integral to our culture and the success of our business. Our Diversity, Inclusion and Belonging (DIB) strategy and initiatives are governed by our Diversity, Inclusion & Belonging Executive Committee (DIB Executive Committee), our Diversity, Inclusion & Belonging Steering Committee (DIB Steering Committee) and our Employee Resource Groups (ERGs), all of which play important roles in helping to maximize the impact of our efforts and ensuring they are reflective of our core values. We actively encourage Alkermes employees to seek out opportunities to incorporate diversity, inclusion and belonging into their day-to-day work activities. In 2023, we continued to offer trainings and facilitate discussions for employees aimed at identifying and addressing workplace dynamics and behaviors, including unconscious bias and psychological safety.



Diversity, Inclusion and Belonging Governance

DIB Executive Committee

Established in 2021, our DIB Executive Committee, which includes our Chief Executive Officer and other senior leaders, is tasked with continuing to refine our DIB strategy and championing its implementation and impact across the business.

DIB Steering Committee

Established in 2019, our global cross-functional DIB Steering Committee, comprised of representatives from all of our locations, including field-based employees, is focused on creating connections, fostering conversations, aligning our efforts with the diverse range of perspectives within our organization and developing and advancing practices, tools and resources that can be used to strengthen the sense of belonging among our employees.

DIB Sponsorships and Memberships Committee

The DIB Sponsorships and Memberships Committee is comprised of a cross-functional group of employees who work together to identify, review and recommend organizations that align with our values for potential corporate partnerships, memberships or funding opportunities.



Employee Resource Groups

Alkermes currently has five employee-led ERGs which are open to all employees. 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.

In 2023, Limitless hosted a conversation with a disability advocate, who shared tips on what employees can do to build a more inclusive and accepting workplace for people living with invisible and visible disabilities.



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.

In celebration of Veteran's Day, Operation Salute hosted a webinar with Cormac Kirwan, CEO of the Organization of National Ex-Service Personnel (O.N.E.), a group whose mission is to provide support for Irish veterans.



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.

As part of Alkermes' celebrations of Hispanic Heritage Month, MOSAIC hosted a fireside chat with Dr. Félix Manuel Chinaea. Dr. Chinaea shared his expertise on the importance of recognizing the intersectionality of the Latinx community and taking action to combat systemic inequities across our health systems.



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.

During Pride Month, Pride@Work hosted an interactive workshop with BeLong To Youth Services, an organization supporting LGBTQ+ young people in Ireland, during which they discussed the importance of respecting and communicating about proper pronoun use in service of building more accepting workplaces.

Spotlight on Health Equity in Psychiatry

In February 2023, in celebration of Black History Month, MOSAIC hosted a fireside chat with Dr. Kevin Simon, the City of Boston's first Chief Behavioral Health Officer. Dr. Simon discussed implicit bias in mental health and stigma around mental health in minority communities, as well as work being done by the City of Boston to break down systemic barriers facing minority communities. This conversation was one of many hosted by ERGs throughout the year focused on timely issues facing minority communities and society.



Women Inspired Network

Women Inspired Network (WIN) 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.

During the holiday season, WIN partnered with Dress for Success Boston, the local chapter of Dress for Success, to provide gently used professional clothing for women in need. Dress for Success is a global organization that aims to "empower women to achieve economic independence by providing a network of support, professional attire and the development tools to help women thrive in work and in life."

Advancing Diversity Inclusion & Belonging

In 2023, we made significant progress in our commitment to advancing our DIB strategy, including:

- ▶ Defined Alkermes' DIB strategic roadmap for the next three years;
- ▶ Deepened engagement with leading minority-based professional organizations to help enhance the diversity of our candidate pool;
- ▶ Hosted nearly 20 DIB-related education, awareness and training programs, which were well attended by employees across our sites; and
- ▶ Maintained an annual performance goal focused on DIB for all senior leaders (VP level and above).

Our Commitment to Supplier Diversity

Our supplier diversity program aims to create opportunities for historically underrepresented businesses and to promote economic growth in diverse communities.

We actively engage with diverse suppliers, including through provision of resources and mentorship and networking opportunities. This helps diverse suppliers navigate the procurement process and build sustainable business relationships.

As part of these efforts, we strive to increase the representation of diverse suppliers within our procurement portfolio, including increased representation among minority-, women-, veteran and service-disabled veteran- and LGBTQ+ owned businesses. We engage with leading certifying authorities and non-governmental organizations that engage with diverse suppliers, including:

- ▶ National Minority Supplier Development Council
- ▶ Greater New England Minority Supplier Development Council
- ▶ Women's Business Enterprise National Council
- ▶ Center for Women Enterprise
- ▶ National LGBT Chamber of Commerce
- ▶ Disability: IN
- ▶ Diversity Alliance for Science

We are committed to increasing the representation of diverse suppliers within our procurement supplier portfolio.

Gender Diversity and Seniority Ratio

As of year-end 2023, our ratios of female to male employees were generally aligned with industry peers across all levels¹:

- ▶ Total workforce: 48% female and 52% male;
- ▶ Director level and above: 42% female and 58% male; and
- ▶ VP level and above: 38% female and 62% male.

As of year-end 2023, 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.

¹ Based on recent data from our independent compensation consultant.

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 that do important work in this area:

- ▶ Since 2019, we have been a proud corporate partner of the Healthcare Businesswomen's Association (HBA), 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 140 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.
- ▶ We offered employees opportunities for training and development through a collaboration with The Partnership, an organization that offers leadership development programs for multicultural individuals.
- ▶ In 2023, we sponsored employee memberships to Conexión, an organization dedicated to the development of Hispanic/Latino leaders.
- ▶ In 2023, we partnered with Project Onramp, a national organization that provides internship opportunities in the life sciences for college students from under-resourced backgrounds, to engage a number of students at our Massachusetts facility.

Employee Data

Our employees across the U.S. and Ireland are key to our ability to develop, manufacture and advance treatment options for patients, and contribute to our culture of collaboration. Our 2023 voluntary attrition rate of 9.5% was below the industry benchmark of 11.4%.¹ We conduct annual talent and development reviews to assess performance and leadership potential and to help inform our retention strategies and succession planning for key roles.

¹ Based on recent data from our independent compensation consultant.

Total Employees as of Year-End 2023*		
Ireland	Athlone†	354
	Dublin	53
U.S.	Massachusetts	597*
	Ohio	518
	U.S. Field-based	560
Total Employees		2,082

† Year-end 2023 numbers shown do not reflect the subsequent transition of certain Alkermes employees to Novo Nordisk in connection with the sale of the Athlone business to Novo Nordisk, which was completed in May 2024.

* Year-end 2023 numbers shown reflect completion of the separation of Alkermes' former oncology business into a new, independent, publicly-traded company, Mural Oncology plc, pursuant to which approximately 100 Alkermes employees transitioned to Mural Oncology plc.

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 2023, we conducted more than 135 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



Alkermes was proud to sponsor and participate in the 2023 Massachusetts Conference for Women, the largest women's conference in the U.S. Female employees from across the organization were nominated to attend this inspiring event, which brought together women from many industries for networking and professional development opportunities.

an accredited college or university. In 2023, approximately 40 U.S. employees took advantage of this benefit. In Ireland, 16 employees 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 woman of color and an immigrant, representation within the mental health space is of great importance to me. I am proud to be a leader of our MOSAIC employee resource group and a member of our commercial team, as I see firsthand the power that a focus on diversity, inclusion and belonging can bring to help support patient communities who are often underserved.”

Jodi Garcia, District Business Leader
Co-Lead, MOSAIC

Culture of Employee Engagement

Employee engagement remains a top priority for the Company. As many of our office-based employees continue to utilize a hybrid work model, we've maintained the innovative communications strategies developed over the last four years to help keep employees connected and informed, including:

- ▶ **Frequent Leadership Communications:** Facilitated regular engagement between the Company's management team and employees, including quarterly Company town hall meetings and local office leadership team initiatives.
- ▶ **Reflections on Current Events:** Shared perspectives from senior leadership on rapidly evolving social discourse and geopolitical events.
- ▶ **In-person Social, Community and Professional Development Events:** Hosted social and professional development events at our sites for employees to enhance connections and camaraderie.
- ▶ **Opportunities for Feedback:** Conducted semi-annual global employee surveys (The Pulse) aimed at gathering anonymous, real-time feedback to help us plan and respond to the needs of our employees.

In October 2023, Rachael Cooper, Senior Director of Shatterproof's National Stigma Initiative, joined Alkermes for a screening of *Words Matter*, a video created by Shatterproof to explore the effects that everyday language may have on the stigma associated with substance use disorders or serious mental illness. The screening was followed by a Q&A event where employees learned about actions they can take both personally and professionally to combat stigma and promote acceptance.



Learning & Development

Alkermes is committed to fostering a culture of continuous learning, empowering individuals and teams to drive their own growth and development. We are proud to offer the following high-value Leadership & Development programs:

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 people managers at Alkermes through a combination of monthly education modules, peer circles and independent leadership exercises. Since the program's launch in 2020, nearly 200 employees have graduated from this program.

Leading the Way

Established in 2023, Leading the Way is centered on developing Alkermes' core leadership capabilities in our future leaders with a focus on strengthening enterprise mindset and authentic leadership. The program was developed in collaboration with senior leaders, resulting in a tailored leadership development program based on our business needs. Twenty-one employees completed this program in 2023.

Leading With Impact

Established in 2023, Leading With Impact provides a strong foundation of leadership and collaboration capabilities for individual contributors within our organization. This program supports participants' ability to influence, build relationships and networks, and understand themselves and others. Twenty-eight employees successfully completed this program in 2023.

BetterUp® Coaching

BetterUp is a global leader in mobile-based individual professional coaching. Since 2022, 120 Alkermes employees have participated in this program which supports development, career growth and self-improvement.

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 two Leadership in Action events in 2023, which garnered attendance from more than 260 employees at our Director level and above.

LinkedIn Learning

As part of our commitment to ongoing professional development, Alkermes provides all employees with access to LinkedIn Learning, an online learning platform with more than 22,000 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 2023, 84% of employees had activated an account and engaged with the platform, resulting in more than

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 of actions that align with our core values: Collaboration at Our Core, Unwavering Commitment, Respect Each Voice. Employee accomplishments are also celebrated company-wide through featured stories on ARC, our internal employee portal, and on screens across our sites.

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 HR 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 benefits and other resources are designed to support the physical, financial and emotional well-being of our employees and their loved ones, regardless of what stage of life or careers they are in. A selection of key benefits offered in 2023 include:

Physical

- ▶ Through a user-friendly wellness incentive application, we offered up to \$400 annually per employee in financial rewards. Using this program, U.S. employees are eligible to be rewarded for completing yearly wellness tasks such as wellness exams or on-site biometric screenings, as well as engaging with a variety of wellness content.
- ▶ Provided on-site gyms and fitness and health offerings, including monthly massage clinics for employees in Ohio and organized fitness activities like yoga, pilates and distance running training programs in Massachusetts.
- ▶ Hosted on-site vaccination clinics for employees in Massachusetts to receive flu vaccines.



Emotional

- ▶ Introduced a new four-week, fully paid caregiver leave benefit; all U.S. employees are eligible after 30 days.
- ▶ Expanded paid parental leave for U.S. employees from four to up to eight weeks at 100% of salary with an option to extend leave through a combination of statutory family leave and/or supplemental paid time off.
- ▶ Offered reimbursements for mind and body wellness programs such as meditation, therapy and wellness subscriptions.
- ▶ Supplemented on-site physical wellness activities with holistic virtual health coaching and a series of classes on stretching and mindfulness.

Financial

- ▶ In addition to our market-competitive total rewards packages, as outlined below, provided access to a third-party financial wellness tool and individual financial advising sessions for our U.S.-based employees.
- ▶ Recognizing the value of our employees and their important contributions to the achievement of our business objectives, we offer 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.

Prioritizing Mental Health in the Workplace

For the second consecutive year, Alkermes was awarded a Bell Seal at the Platinum Level from Mental Health America (MHA). Presented to less than 120 companies annually, the Bell Seal is a nationwide employer certification awarded to companies who are committed to "creating mentally healthy workplaces."

Alkermes' Platinum Bell Seal certification was renewed in 2023 following a thorough evaluation of our policies and practices aimed at creating a workplace that values and supports our employees' mental health.



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 settings of care 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. We regularly engage with policymakers and leaders in the patient advocacy community to better understand their perspectives and goals. Learnings from these interactions help to inform our business activities, including with 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 solicit patient perspectives during the drug development process and beyond to help inform the development and lifecycle management activities for 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 people affected by serious complex diseases in our therapeutic areas of focus, and the organizations that support them, to better understand the complex systems of care for these diseases and to achieve our common goal of helping to improve outcomes for these patients and their caregivers.

Access to Medicines

Alkermes believes that every patient deserves quality care, and we are committed to working with policymakers and other industry stakeholders to help 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 2023, more than 17,000 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 work and live. We seek to support and positively impact our communities through our grant programs, sponsorship contributions, donations and employee volunteer support.

Sponsorships

We foster and maintain relationships with a variety of health-related and public policy organizations in our local communities. In 2023, we continued to sponsor non-profit organizations, such as Mental Health America (MHA), the National Alliance on Mental Illness (NAMI) and Narcolepsy Network, and increased awareness of programs and initiatives of other organizations that work to improve the lives of people affected by mental illness, addiction and sleep disorders. Prior to the completion of the separation of our oncology business in November 2023, we also sponsored several initiatives with cancer advocacy organizations.

Funding in Support of Research and Charitable Organizations

Innovative research, programming and funding are urgently needed to support those who are living with serious chronic diseases. In 2023, Alkermes awarded approximately \$1.1 million in research grants and charitable donations in support of these communities.



Since 2016, the Alkermes Inspiration Grants® program has awarded more than \$5 million in funding to innovative programs that support the needs of people impacted by addiction, serious mental illness and cancer.

In 2023, we received nearly 200 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 and that are focused on addressing unmet needs in historically under-resourced or underrepresented communities with longstanding and widespread health disparities, 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 grant recipients included:

- ▶ **Caregiver Action Network (CAN)**, which expanded its “Blueprint for Families of Loved Ones with Mental Health Issues” resource through the development of culturally appropriate messaging for diverse family caregivers of teens living with serious mental illness.
- ▶ **SHE RECOVERS® Foundation**, which offers opportunities for women ages 18-35 who are experiencing mental health issues, trauma and substance use disorders to develop their own holistic recovery patchworks, share their experience with other young women, and celebrate success.
- ▶ **NAMI Mobile (Alabama)**, which expanded its law enforcement training through the use of virtual reality headsets. This program seeks to help officers improve their ability to empathically deal with individuals with mental illness who are in crisis.



Since 2018, the Alkermes Pathways Research Awards® program has provided funding to 25 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 related to schizophrenia and bipolar disorder. Information about past grant recipients can be found on the Research & Medical Grants page of the Research & Development section of the Company’s website.

6th Annual Alkermes Pathways Research Awards Program Recipients

Hengyi Cao, MB, Ph.D.

Zucker Hillside Hospital

Effects of cerebellar transcranial magnetic stimulation on brain and cognitive function in schizophrenia; a pilot study

Takato Honda, Ph.D.

Massachusetts Institute of Technology

Investigation of neural circuit mechanism of bipolar disorder in focus on GABA-dopamine dynamics

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 to which they feel a personal connection through their own experience or that of their loved ones.

Celebrating 15 Years

Alkermes in Action

In 2023, we celebrated 15 years of “Alkermes in Action,” our employee-led volunteer program that supports local non-profit organizations through hands-on activities. Since its creation in 2008, more than 5,000 Alkermes volunteers have dedicated their time to 50+ local community groups, establishing long-term relationships between Alkermes and organizations that share our goal of improving the lives of people in need. Community isn’t just where we work – it’s where we strive to make a real impact.

United States

In 2023, more than 800 employees from across our global sites participated in our Alkermes in Action day of service to support people and organizations in and around our local communities.



Employees took time out of the office to roll up their sleeves and volunteer with many community organizations, including a local urban farm, statewide conservation organizations, LGBTQ+ advocacy organizations, shelters for unhoused people and more. Whether preparing and providing meals to people living with chronic illness and experiencing nutrition insecurity, assembling care packages for unhoused individuals, maintaining and preserving public recreation spaces, or assembling beds for children who are without a bed of their own, each of the organizations we chose to partner with are driven by a mission that addresses critical and urgent unmet needs facing our communities.



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 housing insecurity, among others. Some examples of the Alkermes in Action initiatives supported include:

- ▶ Working with the Monksland Town Team to enhance an area around a local playground. With the support of a local business, the work included restoring an overgrown community rose garden, assembling and adding picnic benches, and landscaping and potting flowers.



- ▶ Hosting 35 students from St. Peter’s National School, an all-girls school from underrepresented communities, as part of an education and outreach program designed to spark interest in STEM subjects. This program included scientific demonstrations and a Q&A session with employee volunteers.
- ▶ Volunteering with the Dublin Simon Community, an organization aimed at preventing and addressing homelessness. Last year, volunteers from Alkermes helped organize and package items including clothing, household items, toiletries and more as part of a charity drive to support the Simon Community.
- ▶ Partnering with the Irish Blood Transfusion Service to donate blood supplies for people in Ireland.

SECTION 7

GOVERNANCE



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 includes targeted trainings based on individuals' roles and responsibilities and compliance risks specific to those roles and responsibilities.
- ▶ 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 are designed to 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 promotes:

- ▶ Honest and ethical conduct by employees, officers and directors of the Company, including the ethical handling of actual, potential or apparent conflicts of interest;
- ▶ Full, fair, accurate, timely and understandable disclosures in reports and documents that the Company submits to the SEC and in the Company's other public communications;
- ▶ Prompt internal reporting of any violations of the Code of Conduct or applicable law 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 or employees and healthcare professionals. In this context, the Code of Conduct expressly prohibits any bribes, kickbacks or other improper payments or transfers of value. Our employees are obligated to raise concerns about any violations of our Code of Conduct or any other ethics or conduct violations with their manager, the Company's Chief Legal Officer or Chief Compliance Officer, any member of 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 individuals, families and caregivers 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 design our clinical programs to comply in all respects 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 any adverse events 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 adhere 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 to confirm and certify our compliance with applicable regulatory requirements. To date, all such regulatory inspections have been completed successfully, with appropriate certifications and approvals achieved or maintained.

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 regulations

in the manufacture of these products and product components. Alkermes Quality personnel audit or inspect all of our contract manufacturers and GxP 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, ESG or quality expectations, we either work with that vendor to improve its standards 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 the 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 professionals and patients as directed by regulators or our internal policies or procedures.



Corporate Governance

Board of Directors

Our Board is currently comprised of 11 members, each of whom has a term expiring at the Company's 2025 annual general meeting of shareholders.

Emily Peterson Alva
Shane M. Cooke.
David A. Daglio, Jr.
Richard Gaynor, M.D.
Cato T. Laurencin, M.D., Ph.D.
Nancy S. Lurker
Brian P. McKeon
Richard F. Pops¹
Nancy L. Snyderman, M.D.
Frank Anders "Andy" Wilson²
Christopher I. Wright, M.D., Ph.D.

¹ Chairman of the Board

² Lead Independent Director

Declassified Board

Our Board was historically divided into three classes of directors, each elected to serve a staggered three-year term. In June 2021, our shareholders approved amendments to our Articles of Association that served to declassify our Board over a three-year period. Accordingly, the Board is now fully declassified, with each director up for re-election on an annual basis.

Board Leadership

Richard Pops, our CEO, serves as Chairman of the Board. Recognizing the equal importance of effective independent oversight of the Company, 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, facilitation and shareholder engagement responsibilities. Effective December 2023, the Board appointed Andy Wilson to serve as Lead Independent Director. For additional details about the role and responsibilities of the Lead Independent Director of the Board, see the Charter of the 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. The Nominating and Corporate Governance Committee of the Board strives to ensure that the composition of the Board reflects an appropriate diversity of qualifications, tenure, viewpoints, professional backgrounds and skills, and personal characteristics such as age, gender, sexual orientation, race, ethnicity, and geographic or cultural background, 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 new director is selected. Consistent with this policy, diversity of membership, including in respect of gender and race/ethnicity, is considered when the Nominating and Corporate Governance Committee of the Board evaluates director candidates for our Board. We are proud that since 2011, women have comprised no less than 20% 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. We continue to look for ways to further enhance our Board’s diversity.



Our Board is also substantially independent, as shown in the following graphic.



Additional information about the diversity, qualifications and experience of our Board is set forth in our proxy statement for our 2024 annual general meeting of shareholders, which is available on the SEC Filings page of the Investors section of our website. A current copy of our Corporate Governance Guidelines is available on the Corporate Governance page of the Investors section of our website.

Board Refreshment

Since 2019, the Board has engaged in significant refreshment activities. As a result of these ongoing efforts, the Board has appointed eight new independent directors, including, most recently, a new director appointed in March 2024. In addition, six of our longer-serving directors have retired since 2019. 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, commercial, drug development, corporate governance and financial experience and investor perspectives. As a result of this refreshment, the average tenure of our Board members has decreased from over nine years as of April 2019 to four years as of April 2024.

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 qualifications 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; operations, manufacturing and supply; finance and accounting; research and development expertise; human capital management and more.

In order to continue to align with the current and future business and stakeholder needs of the Company, the Nominating and Corporate Governance Committee of the Board regularly reviews and evaluates the skillsets, diversity, expertise and effectiveness of the Board and its committees against the desired composition, diversity and qualifications of the Board in support of the Company’s current and anticipated strategic priorities, and facilitates an annual Board, Board committee, and individual director self-assessment process.



Overboarding Policy

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 and were most recently revised in 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, Compensation, and Nominating and Corporate Governance – 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 currently 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 our procedures to facilitate reporting of any related concerns or other compliance matters; and overseeing our enterprise risk management program, which integrates risks related to ESG matters such as cybersecurity, data privacy, information technology, environmental stewardship and sustainability matters, including climate change, and our environmental, health, safety and security programs and practices, and mitigation activities related to such risks.

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 clawback policies; and assessing the risks arising from our compensation programs and practices, including as they may impact our human capital development and management initiatives; and ensuring that the Company’s compensation and benefits programs and practices are supportive of the Company’s human capital management initiatives, including in respect of talent and leadership development, recognition and retention, and DIB objectives.

Each of the standing committees 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.

The **Financial Operating Committee’s** responsibilities include, among others, reviewing and providing advice with respect to the achievement by the Company of its financial 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; advising on shareholder interactions, nominations and proposals; and reviewing our governance objectives, practices, policies and initiatives, and overseeing compliance therewith and related risks and opportunities, including in respect of, among other topics, Board composition and refreshment, director overboarding and conflicts of interest, succession planning, political activities and contributions, human capital management, leadership and development, and DIB initiatives; and other corporate responsibility and sustainability matters.

Board's Role in Oversight of Risks and Opportunities

Assessing and managing risks and opportunities is the responsibility of our management. Our Board, directly and through its committees, oversees and reviews various aspects of the Company's management of such risks and opportunities, including periodic review of the Company's operating plans and overall corporate strategy, including in respect of our financial, commercial, pipeline and corporate responsibility and sustainability objectives, and discussion of key enterprise risks to such plans, strategy and objectives, ways to mitigate such risks, and key related opportunities.

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, and the ability to engage outside advisors. Additional information about our Board's role in oversight of risks and opportunities is set forth in our proxy statement for our 2024 annual general meeting of shareholders, which is available on the SEC Filings page of the Investors section of our website.

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 updated and provided an 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 Management System (ISMS) is a key element of our information security program, and it is designed to identify, assess, help mitigate, and monitor information technology risks across the organization, including information security risks. The ISMS is informed by the structured principles of International Standard- ISO/IEC27001:2022 (Information security, cybersecurity, and privacy protection), which outlines guidance for the establishment, implementation, maintenance, and improvement of information security management systems. Our ISMS is comprised of processes designed to identify cybersecurity risks, safeguard information assets and preserve the confidentiality, integrity, and availability of information owned, managed and maintained by us. Our ISMS is periodically assessed by third-party assessors and the results of such assessments, including any cybersecurity risks identified and managed thereby, are reported to the Audit and Risk Committee of our Board and are used by us to improve our ISMS specifically and our information security program generally.

As part of our information security program, we also have a program in place for management of cybersecurity risks associated with third-party handling of our confidential information, including their provision of critical services on our behalf. We conduct due diligence of our third-party vendors through an assessment of their security practices and overall risk profile, including through their completion of vendor assessment questionnaires and our application of established mechanisms for ongoing monitoring of such third parties, including tools such as security ratings services and periodic reassessment questionnaires.

We have an established 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).

SECTION 8

FUTURE OF CORPORATE RESPONSIBILITY AT ALKERMES



Throughout this report we have shared certain 2023 ESG performance data, initiatives and activities and some early insights into our 2024 ESG activities. As part of corporate responsibility strategy, we plan to undertake a variety of initiatives in the coming years, including:

- ▶ Complete materiality assessments to help inform our ESG priorities and impacts, risks and opportunities;
- ▶ Develop and implement additional corporate policies related to ESG matters;
- ▶ Implement a framework containing definitions, metrics, standards and tracking mechanisms to measure our ESG impacts throughout the organization;
- ▶ Refresh baseline performance data and establish sustainability and emissions goals to continue to hold ourselves accountable for continuous and sustainable growth; and
- ▶ Align our goals and disclosure 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 our employees, on patients, their families, communities and on the environment; the Company’s environmental footprint; the potential impacts of the Company’s efforts to expand access to medicines, its

policy and advocacy activities and its patient engagement and grant programs in helping to address broad public health issues, including among people living with complex diseases in the Company’s therapeutic areas of focus; the Company’s plans for continued and future ESG programs and activities, including plans to complete materiality assessments and other ESG and DIB initiatives; and ongoing development of the Company’s corporate responsibility and sustainability 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, 2023 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

ARISTADA®, ARISTADA INITIO® and LYBALVI® are registered trademarks of Alkermes Pharma Ireland Limited. CaRE™ is a trademark of Alkermes Pharma Ireland Limited; ALKERMES®, the ALKERMES design, ALKERMES INSPIRATION GRANTS®, ALKERMES PATHWAYS RESEARCH AWARDS® and VIVITROL® are registered trademarks. The ALKERMES INSPIRATION GRANTS logo is a service mark of Alkermes, Inc. Third-party trademarks are the property of their respective owners.



CORPORATE RESPONSIBILITY REPORT
alkermes.com