

Corporate Responsibility Report

October 2021



Table of Contents

SECTION 1: About This Report	3
SECTION 2: Introduction.....	4
SECTION 3: About our Company.....	5
SECTION 4: Our Approach to Corporate Responsibility	6
SECTION 5: Our Response to COVID-19	8
SECTION 6: Environment.....	10
SECTION 7: Social	21
SECTION 8: Governance	34
SECTION 9: The Future of Corporate Responsibility at Alkermes	42

SECTION 1

ABOUT THIS REPORT



This report, published in October 2021, covers data and activities undertaken from January 1, 2020 through December 31, 2020, and in certain instances, activities undertaken and events that have transpired to date in 2021. All presentations of data denote the time period covered. The contents of this report were developed based on feedback from our internal and external stakeholders and metrics used by corporate responsibility and sustainability ratings providers. Any statistics and metrics contained herein relating to our corporate responsibility and Environmental, Social and Governance (ESG) activities are estimates and are based on certain assumptions and developing standards.

The inclusion of information and data in this report is not an indication that such information or data, or the subject matter of such information or data, is material to Alkermes for purposes of applicable securities laws or otherwise. The principles used to determine whether to include information or data in this report do not correspond to the principles of materiality or disclosure contained in the United States securities laws used to determine whether disclosures are required to be made in filings with the U.S. Securities and Exchange Commission (SEC), or principles applicable to the inclusion of information in financial statements. The data contained herein are not based on generally accepted accounting principles and are not independently audited.

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

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

Copies of our prior Corporate Responsibility Reports are available on the Corporate Responsibility Reports page of the Responsibility section of our website.



A Message from Our CEO

Through any lens, 2020 was an unprecedented year full of challenges, some of which were previously unimaginable to many of us. The stresses of this difficult time have emphasized the importance of focusing on our purpose and values — great science, deep compassion and real impact — achieved through a collaborative, respectful and inclusive culture and a clear, patient-focused mission.

Corporate responsibility has always played a central role in our business and has proven even more critical during the past year as we faced some of the most pressing public health and societal issues of our time — a dynamic global pandemic, systemic racism in the U.S. and around the world and a worsening climate change crisis. Guided by our purpose and values, we responded to these critical issues, while also sharpening our focus on scientific and business excellence in our efforts to help people living with complex and difficult-to-treat diseases. This report details our efforts.

The COVID-19 pandemic amplified our global interconnectedness and the responsibility we share to take care of one another. Throughout the COVID-19 pandemic, we regularly communicated important business and health information to our employees to increase their feelings of inclusion and belonging and to reinforce the actions we were taking to protect their health and well-being. At the same time, we worked to ensure uninterrupted supply of, and access to, our medicines for people living with substance use disorders or serious mental illness, both by continuing to manufacture our medicines and by pioneering new and innovative ways to engage with healthcare professionals as the pandemic limited in-person doctors' visits. We also collectively mobilized to help vulnerable people in our communities through our advocacy, volunteerism, donations and grant funding.

In addition to the immense challenges created by the global pandemic, a number of painful events unfolded in 2020 that brought the history and continued prevalence of systemic racism, discrimination and inequality, particularly in the United States, to the forefront of our collective consciousness. These events prompted important dialogue surrounding the unconscious biases that we all hold and the many injustices experienced by traditionally underrepresented communities.

As a corporate citizen, we believe it is our responsibility to work toward positive change — both inside our organization and in communities where these and other inequities are prevalent, including among those living with serious mental illness and addiction. Over the past year, we took a number of actions to improve diversity, inclusion and belonging in our business activities — we launched new employee resource groups to support and enhance the inclusiveness of our culture, held company-wide discussions on racism and unconscious bias, enhanced our diversity education offerings for our employees, further integrated diversity into our hiring and workforce development initiatives and began evaluating our clinical trial practices to enhance the diversity of patients in our studies. Our engagement in these areas reflects our values and is integral to the success of our business.

We have also continued to focus on our sustainability practices, particularly in light of the ongoing climate crisis. In 2020, we opened a new energy-efficient office and laboratory facility as part of our Massachusetts campus and advanced initiatives to reduce our environmental footprint. We are working to enhance our environmental responsibility and sustainability strategy and to increase the sophistication with which we monitor and report on these efforts.

The environmental, social and governance initiatives we discuss in this report are critical both to our business and our global community.

Our efforts are advancing thanks to the work of our talented and dedicated employees who have remained focused and committed to this work over the last 18 months. Our progress during this time is a testament to their agility, innovation and perseverance. I would like to thank our customers, partners and shareholders for their trust and support. Together, we are working to make a difference in the lives of people affected by addiction, serious mental illness and cancer and in the communities in which we live and work.

We look forward to sharing our progress with you.

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

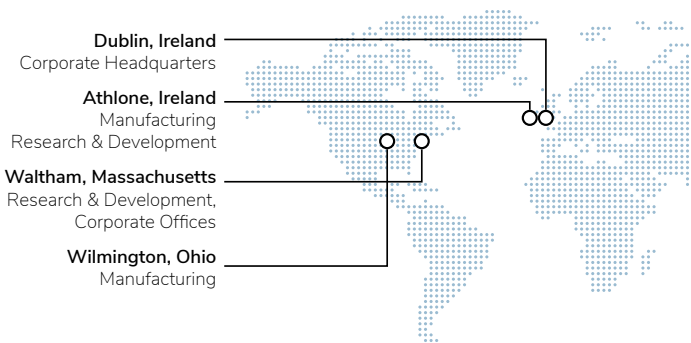
Richard F. Pops
Chief Executive Officer

ABOUT OUR COMPANY



About Our Company

Alkermes plc (also referred to in this report as “we,” “our” or the “Company”) is focused on developing innovative medicines that aim to address unmet needs of people living with serious mental illness, addiction and cancer. As a fully-integrated global biopharmaceutical company, we apply our scientific expertise and proprietary technologies to develop products that are designed to make a meaningful difference in the way people manage their diseases. Headquartered in Dublin, Ireland, we have a research and development (R&D) center in Waltham, Massachusetts; a research and manufacturing facility in Athlone, Ireland; and a manufacturing facility in Wilmington, Ohio.



We are inspired to help address some of the most pressing public health issues of our time and to advance innovation that has the potential to improve treatment options and outcomes. In 2020, approximately 145,000 patients were treated with proprietary Alkermes medicines and hundreds of thousands more were treated with medicines developed using proprietary Alkermes technologies.

Alkermes’ scientific strategy is focused on identifying targets with strong biological rationale and applying our advanced small molecule drug development and protein engineering capabilities to create new molecular entities with the potential to address important unmet patient needs in neuroscience and oncology. This strategy is rooted in our patient-centric approach and our focus on real-world patient challenges.

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



Alkermes employees are united in our Purpose to pursue **Great Science** with **Deep Compassion** to make a **Real Impact** in the lives of the patients, families and communities that we serve.

Our Values – developed and articulated through an extensive process of employee feedback – outline how we work: With **Collaboration**, **Respect for Each Voice** and an **Unwavering Commitment** to achieve our Purpose.

SECTION 4

OUR APPROACH TO CORPORATE RESPONSIBILITY



Stakeholder Engagement

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

As an example, we work closely with patient and advocacy organizations to better understand their goals and collaborate with such organizations to raise awareness of patient needs, advance patient-centered drug development and increase access to medicines and other forms of treatment in support of patient health and well-being. The perspectives gleaned from this advocacy work inform our research & development and clinical trial designs. We actively work to break down barriers that prevent people living with opioid dependence, alcohol dependence or schizophrenia from accessing care and strive to price our medicines fairly in support of that goal.

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

We are also committed to engagement with our shareholders and other community stakeholders to better understand their insights on our business. In 2020, we reached out to shareholders who collectively held more than 75% of our shares and conducted meetings with shareholders who collectively held more than 65% of our shares to discuss their feedback on business and governance matters, including

corporate responsibility and sustainability. Following careful consideration of the feedback received, and taking into account the evolving needs of our business, our management and board of directors took several actions to further strengthen our business, our corporate governance practices and our executive compensation programs, as outlined in greater detail in our 2021 proxy statement, which is available on the SEC Filings page of the Investors section of our website.

Operating and Growing Responsibly

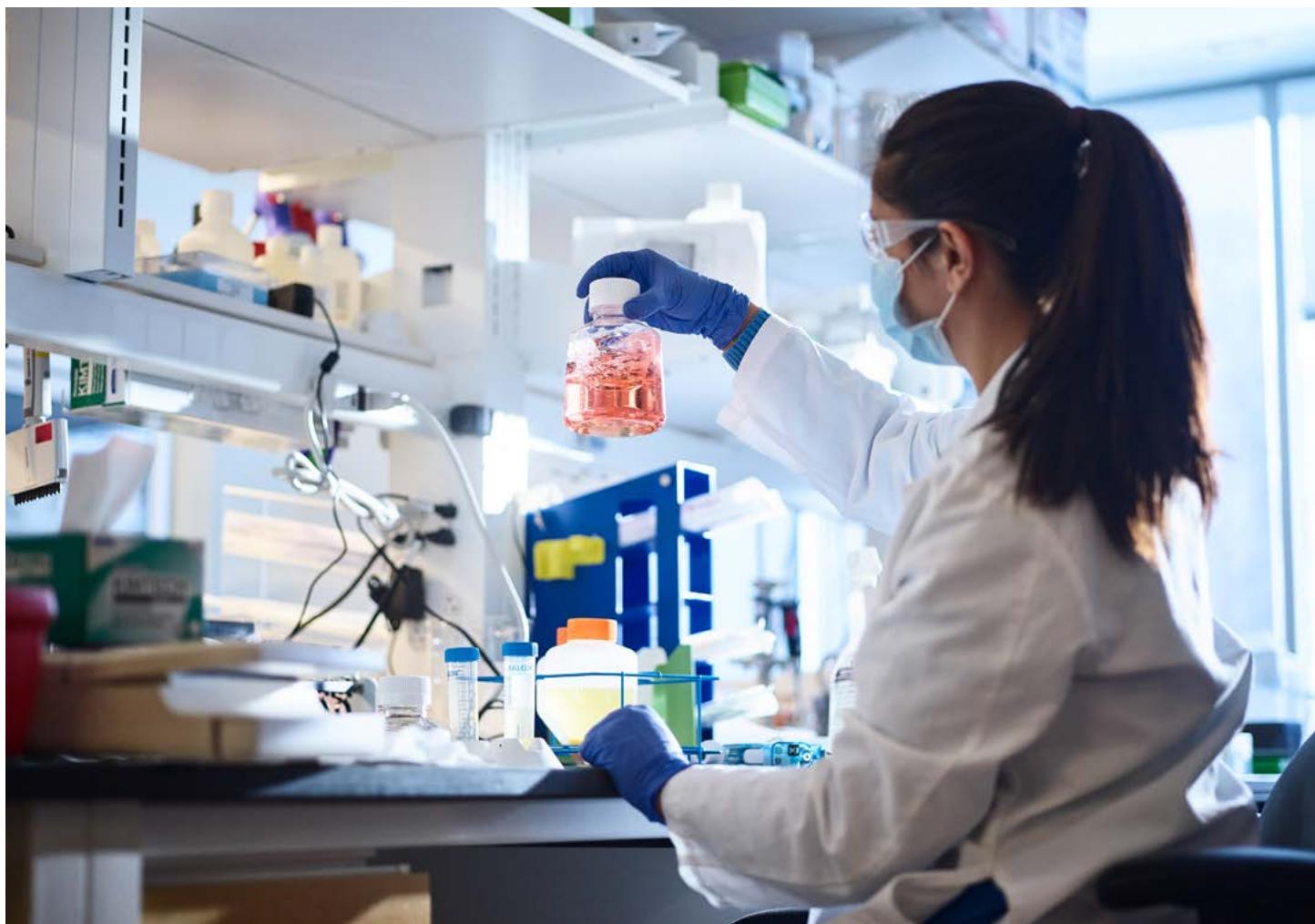
Corporate responsibility is a key element of our corporate purpose and identity. We strive to manage our business in a manner that promotes transparent governance and strong ethics; maintains extensive patient, employee and other stakeholder engagement; and helps us grow our organization strategically, sustainably and responsibly, including with respect to our ESG impacts. The following ESG pillars are deeply integrated into our business, and we continued to formalize our commitment to these pillars with the inclusion of goals related to corporate responsibility in the Company's annual corporate objectives and corresponding annual incentive compensation plan for both 2020 and 2021.

- **Environment:** We think broadly about our commitment to responsible environmental stewardship. We have implemented enterprise-wide Environmental, Health, Safety and Security (EHSS) risk initiatives and management strategies designed to mitigate or reduce risk, protect employee health and safety, minimize our environmental impacts and enhance the sustainability of our operations.
- **Social:** We approach our societal impacts from the inside-out. We start by fostering a creative and collaborative workplace culture in which employees have access to resources and support that can help them thrive personally and professionally. Beyond our internal operations, our patient-centered philosophy drives our external-facing efforts such as our patient engagement and advocacy

activities, support of employee volunteerism in local communities, and our corporate grant programs, which seek to help address some of the complex challenges faced by our patient communities.

- **Governance:** We govern our organization through strong ethics, comprehensive oversight of our operations, compliance with applicable laws and ongoing engagement with internal and external stakeholders. Our governance policies and practices are designed to support risk mitigation, enhance the security of our people and information, maintain our commitment to product quality and patient safety and encourage each person at our organization to play a role in helping our business grow in a strategic, compliant and sustainable manner.

In 2020, our Athlone, Ireland manufacturing facility continued its membership in **Business in the Community Ireland (BITCI)**, a not-for-profit organization. BITCI is the official Irish Global Partner of the World Business Council for Sustainable Development and represents Ireland at CSR Europe, Europe's largest corporate responsibility network. As part of this membership, Alkermes is working toward achieving the prestigious "Business Working Responsibly Mark", the only independently audited standard for corporate social responsibility and sustainability in Ireland. The Business Working Responsibly Mark is audited by the National Standards Authority of Ireland and is based on ISO26000.



SECTION 5

OUR RESPONSE TO COVID-19



Alkermes' Response to COVID-19

In response to the COVID-19 pandemic, our two main priorities have been to protect the health of our employees and to help ensure that healthcare providers and patients have uninterrupted access to our medicines. We adapted our business practices in innovative ways so that we could continue to operate safely and meet our public health responsibilities. Amid disruptions to the treatment system during the pandemic, many people living with serious mental illness and addiction faced challenges in accessing their caregivers, the healthcare system and the medicines on which they rely. We worked to navigate the rapidly evolving environment and actively engaged in efforts to help ensure access to the treatment system and the medicines that we manufacture.

Supporting Employees

Following the emergence of the COVID-19 pandemic, we implemented a comprehensive employee engagement strategy designed to keep employees safe, informed and motivated. Our Crisis Management Team, comprised of senior leaders from a variety of functions, focused on protecting the well-being of our employees and maintaining business continuity. We adopted work from home policies for those who could do their jobs remotely, restricted access to our facilities to essential personnel and services, and temporarily transitioned our field-based personnel to virtual-only engagements with healthcare providers. To protect the health and safety of our employees who continued to work on-site, including in our laboratories and manufacturing facilities, we adapted our workplaces, acquired additional protective equipment and implemented new protocols and screening tools.

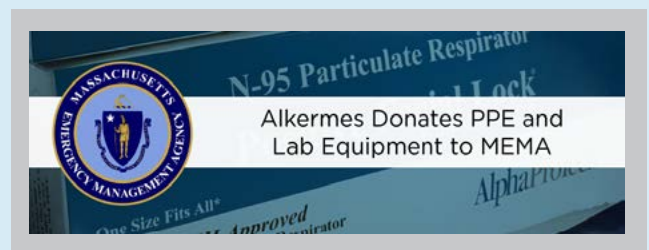
Through virtual touchpoints such as global employee town halls, employee "pulse" surveys, and a central COVID-19 information hub on our intranet, we provided employees with

frequent updates on pandemic-related information and on Alkermes' response.

We established a Return to the Workplace Planning Team to support a safe, phased return of employees back to our workplaces and increased in-person interactions for our field-based personnel. We also established a team tasked with evaluation of other potential changes to our workplace environments and policies that incorporate learnings from the pandemic around increased flexibility and potential operational efficiencies. Employee feedback was collected through interviews with leadership and an all-employee "Future of Work" survey. We hosted vaccine clinics in Ohio and Massachusetts for our employees and their families. Employees were also eligible for paid time off to receive vaccinations during business hours. We continue to diligently monitor the evolution of the virus and its impacts and are prepared to further adapt policies and procedures as needed to keep our employees safe and to support continued access to our medicines.

Donation of Personal Protective Equipment in Massachusetts

During the early stages of the pandemic, vital supplies and personal protective equipment (PPE) were in short supply for front-line and essential workers. Our Massachusetts teams donated kits, specialty lab equipment and other PPE to bolster Massachusetts' depleted state stockpile of these resources.



Supporting Patients and Healthcare Providers

In the face of new challenges presented by the COVID-19 pandemic, we remained committed to helping people with opioid dependence, alcohol dependence and schizophrenia access information, resources and medicines that may help them. We expanded our injection site network where patients can receive injections of our proprietary medicines ARISTADA®, ARISTADA INITIO® and VIVITROL®. As part of this initiative, we added approximately 1,200 retail pharmacies and numerous mobile clinics to our Provider Locator throughout the U.S.

Supporting Ongoing Research and Development

In our ongoing clinical trials, we have interacted closely with the clinical trial sites to develop new approaches to support continuity of care for the patients participating in our studies and to identify additional ways to streamline study visits and enhance data collection to further reduce the burden on patients and the clinical teams. Innovations borne out of necessity during this time have the potential to improve efficiency of our clinical trial operations, not only in the current environment but also in the future.

Supporting our Communities

Unlike many other business challenges, the emergence of COVID-19 directly impacted our families, friends and communities, amplifying the importance of taking care of one another and preserving our ability to meet our public health responsibilities. In 2020, we modified our established corporate giving programs to support additional local initiatives, including charitable donations to food and care programs for schoolchildren and the elderly and donations of PPE and other medical supplies to organizations that work with healthcare facilities in both the U.S. and Ireland.

Recognizing that the COVID-19 pandemic has introduced significant and critical challenges to the patient communities central to our mission, in May 2020 we launched the Alkermes COVID-19 Relief Fund, a special edition of our Alkermes Inspiration Grants® program, to provide grants to nonprofit organizations to assist in their work to urgently address COVID-19-related needs for people living with addiction, serious mental illness or cancer.



SECTION 6 ENVIRONMENT



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

- Protects the health and safety of our employees;
- Minimizes the environmental impacts of our operations; and
- Promotes effective stewardship of environmental resources.

We are committed to complying with applicable laws, rules and regulations and operating with the highest standards of conduct. As a global business, our environmental activities are

structured to meet all relevant local and national regulatory agencies' requirements in the countries where we operate, including routine EHSS-focused regulatory inspections. We strive to create a culture of environmental sustainability throughout the organization. We work collaboratively across stakeholder groups and business units to identify ways to reduce our environmental impact, mitigate EHSS risk and increase operational efficiencies.

2020 Performance Highlights*

In 2020, we continued to focus on reducing the impact of our operations on the environment and protecting the health and safety of our employees, while responding to local and global restrictions and implementing increased safety measures related to the COVID-19 pandemic.

In 2020, we received external recognition for our employee health, safety and well-being programs, earning a KeepWell Mark™ award for our sites in Ireland, and a Fitwel® certification for our newly-built facility in Waltham, Massachusetts. See page 13 for additional information about these recognitions.

Energy Usage

- Energy usage per floor area (kWhr/m²) in 2020 was 24% lower than our 2015 baseline measurement year.

Greenhouse Gas (GHG) Emissions

- CO₂e per floor area (m²) for combined Scope 1 and 2 GHG emissions in 2020 was 29% lower than our 2015 baseline measurement year.
- 100% of electricity used in our Athlone, Ireland development and manufacturing site was from certified renewable sources, which helped to offset our Scope 2 GHG emissions.

Waste Optimization

- 56% of total waste generated in 2020 was recycled and 21% was processed in waste-to-energy facilities.
- 95% of total hazardous waste generated in 2020 was either recycled or processed in waste-to-energy facilities and no hazardous waste was sent to landfill.

Health and Safety Incident Rate

- Lost workday case rate in 2020 was 0.09, compared to the industry benchmark of 0.6.**
- Recordable incident rate in 2020 was 0.46, compared to the industry benchmark of 1.7.**

* Due to impacts of the COVID-19 pandemic on the Company and its business practices, including lower in-person attendance at our sites, adjustments to facilities to maintain the safety of on-site employees (e.g., increased ventilation rates and cleaning frequency) and changes to business travel, certain 2020 performance indicators may not be representative of future or past years.

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

For additional details on our health and safety metrics, please refer to the graphs on page 12. For additional details on our energy usage, greenhouse gas emissions, waste optimization and other environmental metrics, please refer to the graphs on pages 16-20.



Environmental, Health, Safety and Security

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

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

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

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

Risk Management System Framework

We maintain a robust, enterprise-wide EHSS Risk Management System (RMS), based on the structured principles of the international standards ISO14001:2015 (environmental management) and ISO45001:2018 (occupational health and safety management). Our RMS framework is designed to rapidly identify existing and emerging risks and assign appropriate resources for effective mitigation of such risks at each of our operating facilities. This framework enables us to:

- Comply with statutory and regulatory requirements and

Alkermes' internal policies, and adhere to the terms of our environmental permits and licenses;

- Proactively identify and prioritize EHSS risks and potential mitigations for internal and external operations;
- Maintain effective emergency and crisis response preparedness;
- Conduct periodic audits for system effectiveness; and
- Drive continuous improvement in our risk management and mitigation program.

Our Risk Prevention Model

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



Collaborative and Risk-focused Engagement

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

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

- Workplace "walkthroughs" by cross-functional leaders to improve risk awareness, encourage proactive action and foster open and honest discussions with employees;
- Self-assessment tools that encourage autonomous risk assessment and risk-based decision-making prior to commencing work activities;
- Our "Good Save" system designed to help identify and resolve workplace hazards and risks;

- Data collection and management that support risk mitigation and measurement efforts; and
- Positive recognition for employees who are actively engaged in our CaRE programs in order to amplify and encourage participation in support of our collective goal of risk mitigation and continuous improvement.

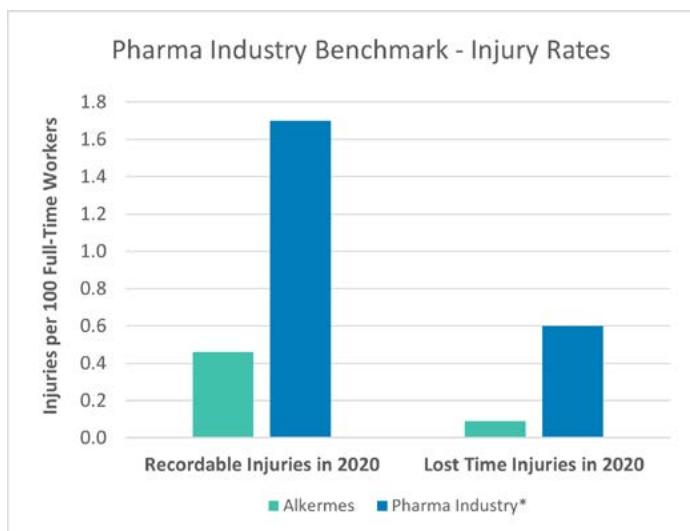
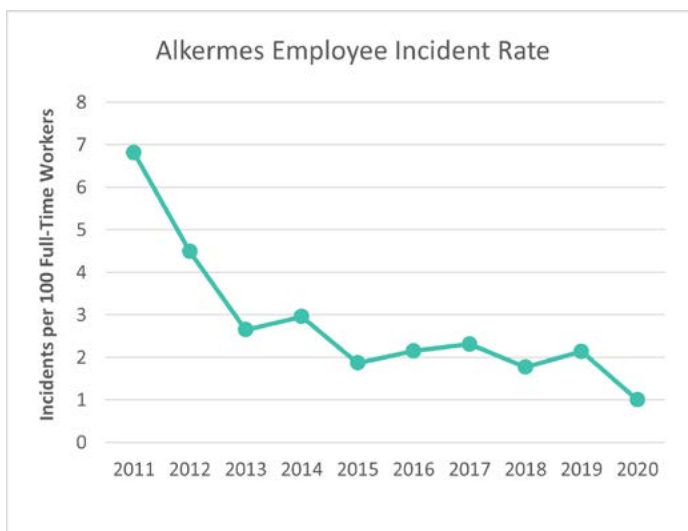
In 2020, we instituted virtual workplace “walkthroughs” at our manufacturing facilities where business-critical employee attendance continued despite the pandemic. These virtual interactions helped us maintain broad workforce engagement in the CaRE program despite many of our employees performing their work remotely.



Employee Health and Safety

We make every effort to ensure that our workplaces are safe and protective of the health and well-being of our people. The success of these efforts is a shared responsibility and is enhanced by the personal commitment and awareness of our leaders and employees. We adhere to all health and safety standards set by regulators in the locations in which we operate, and routinely train employees and monitor our sites to reduce the risk of workplace accidents.

Our incident rate of reportable employee injuries has declined over time. In 2020, our rates of workplace accidents resulting in recordable injuries, and accidents resulting in lost employee work time, each remained below industry averages, as shown on the following graphs.



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

Focus on Employee Well-Being

KeepWell Mark™

In 2020, employee health, safety and wellness were of particular focus and importance for the Company. As a testament to our emphasis on the importance of wellness, our sites in Ireland earned a KeepWell Mark™ from the Irish Business and Employers Confederation (IBEC).

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

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



Fitwel® Certification

In 2020, our newly-built facility in Waltham, Massachusetts was awarded a Fitwel® certification in recognition of its facility design. Fitwel® was created by the U.S. Centers for Disease Control and Prevention and the U.S. General Services Administration with a goal of implementing a vision for a healthier future where all buildings and communities are enhanced to strengthen health and well-being. Certification is awarded based on building design elements intended to foster a healthier and more productive workplace that encourages nutrition, hydration, air quality and collaboration.



¹ FITWEL & Design is a registered trademark of the U.S. Department of Health & Human Services (HHS). Participation by The Center for Active Design and/or any other organization does not imply endorsement by HHS. Outside the United States, the FITWEL service marks are owned by the Center for Active Design, Inc.

Product Stewardship and Environmental Impact

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

External Operations Risk Management

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

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

Our vendor assessment tools, which we developed based on the Pharmaceutical Supply Chain Initiative's 'Pharmaceutical

Industry Principles for Responsible Supply Chain Management', address key areas such as: EHSS management systems; performance and regulatory compliance; environmental sustainability; occupational health and safety systems; process safety management controls; physical security; labor and ethics policies; business continuity systems; and capability to safely handle Alkermes products.

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



Environmental Protection and Sustainability

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

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

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

- Energy Usage
- Greenhouse Gas (GHG) Emissions and Renewables
- Waste Optimization
- Pharmaceuticals in the Environment
- Water Conservation
- Sustainability in the Supply Network

A global, cross-functional steering team was formed with a goal of further developing and enhancing enterprise-wide focus on these areas and, over time, incorporating these focus areas into a broader environmental sustainability framework for our operations.

Energy Usage

We continually monitor and review our energy usage in order to identify opportunities for further optimization and reduction, including:

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

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

While overall energy use in 2020 increased by 9% as compared to 2019 in absolute terms, energy consumption per floor area in 2020 decreased by 6% compared to 2019 and was 24% lower than our 2015 baseline measurement year. Key changes to our facilities in 2020 that contributed to the increase in our overall energy use included:

- The opening of a 230,000 square foot facility at our Waltham, Massachusetts site;
- The introduction of a new GMP¹ manufacturing capability, with associated heating ventilation, air conditioning and utilities, at our Wilmington, Ohio facility; and
- Adjustments to ventilation rates as a result of COVID-19-related safety precautions.

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

Our notable efficiency achievements in 2020 included:

- Reduction of electrical energy consumption at our Athlone, Ireland facility by 9% compared to 2019, through optimization projects such as chilled water and compressed air improvements (see call out box below);
- Optimization of heating and ventilation systems across our Wilmington, Ohio facility's GMP manufacturing rooms, supporting potential system utilization savings of 5% to 15% annually, and improvements to compressed gas systems (i.e., air, nitrogen) in response to identified leaks, which are expected to reduce nitrogen leakage by over one million cubic feet per year and decrease compressed air energy consumption by 279,000 kWh per year; and
- Opening of a new LEED[®] Silver-certified² and energy-efficient facility at our Waltham, Massachusetts site.

Case Study: Energy Conservation

During 2019 and 2020, we optimized the chilled water and cooling towers at our Athlone, Ireland research and manufacturing facility and installed more efficient air compressors that resulted in annual electrical consumption that was 3,800,000 kWh lower compared to our energy usage prior to these changes.

Further energy savings were realized from a low-pressure hot water optimization initiative, which reduced our annualized gas consumption by more than 400,000 kWh.

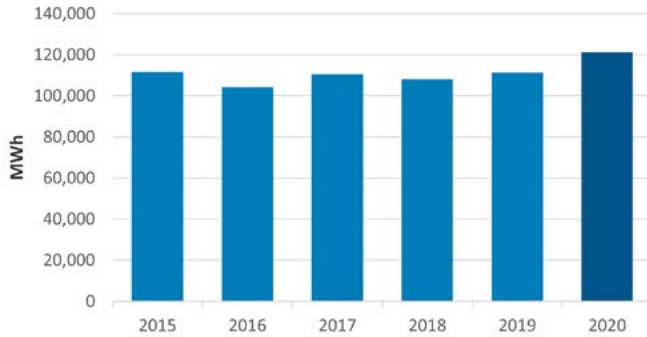
The Athlone, Ireland site is in the process of creating an Energy Management Program to upgrade energy metering across the site, help monitor and improve key energy users and identify future projects for energy optimization.

¹ GMP: Good Manufacturing Practice

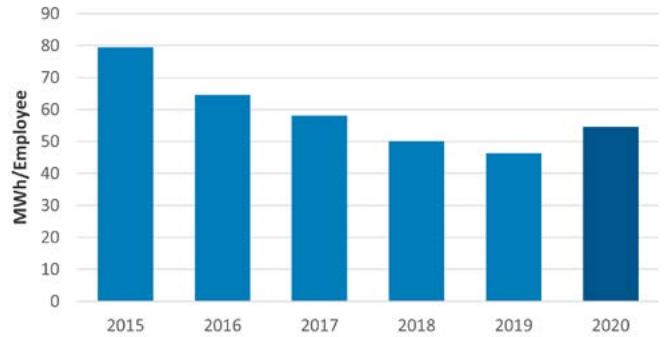
² Leadership in Energy and Environmental Design, developed by the U.S. Green Building Council (USGBC)

2020 Energy Performance Data

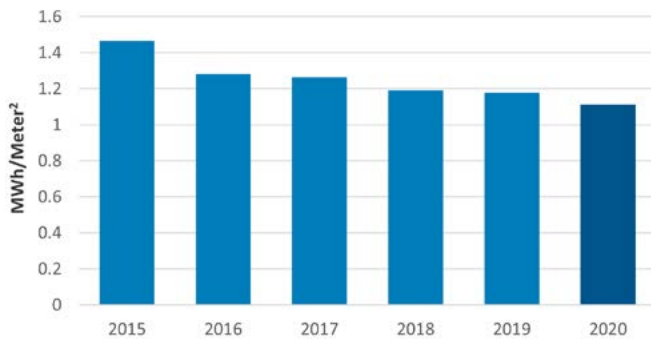
Energy Use (Absolute)



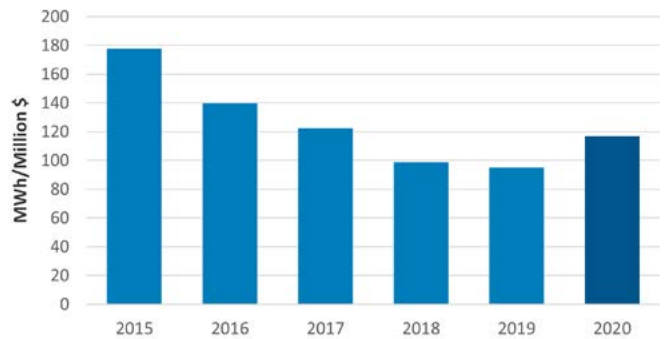
Energy Use per Employee



Energy Use per Floor Area



Energy Use per Million \$ Revenue



In 2020, the electricity at our Athlone, Ireland site was certified by **Captured Carbon** of Ireland as being sourced from 100% renewable electricity. This achievement underscores our commitment to reducing our environmental impact and implementing sustainable business practices.

Greenhouse Gas Emissions and Renewables

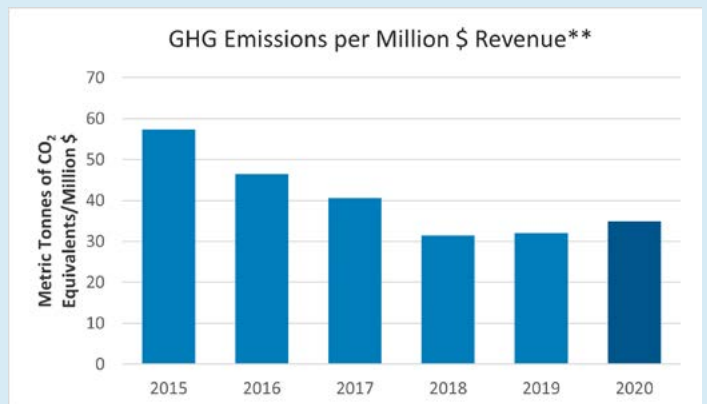
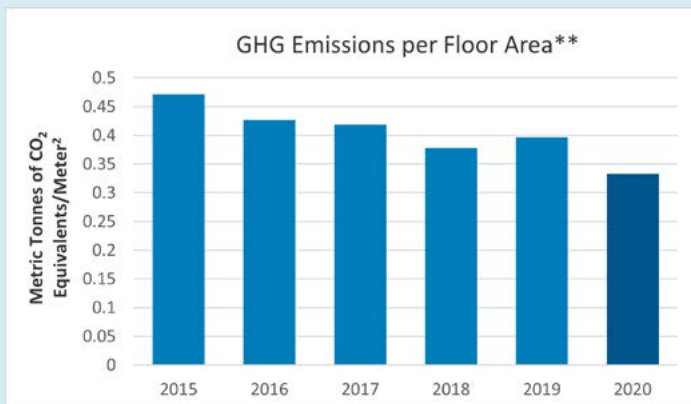
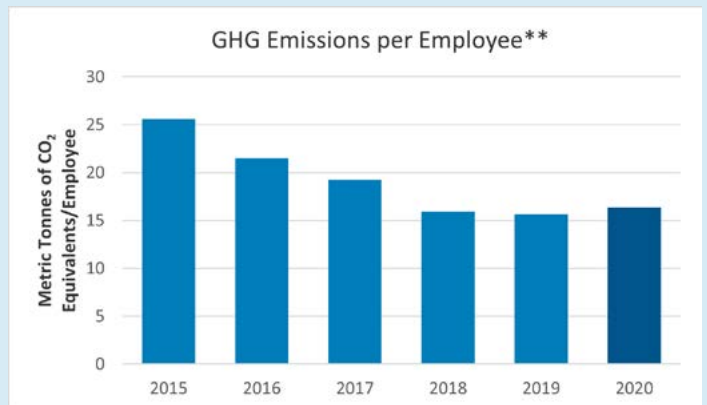
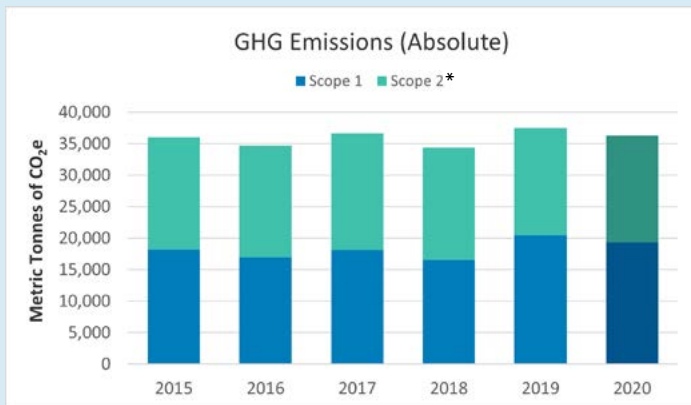
Alkermes recognizes the serious environmental, economic and societal impacts posed by climate change. Our environmental sustainability efforts include proactively taking action to reduce GHG emissions arising from our operations.

The increased activity at our facilities related to COVID-19 protective measures, together with our opening of a new R&D and office facility in Waltham, Massachusetts, caused our 2020 overall energy usage to increase as compared to 2019; however, our 2020 scope 1 GHG emissions declined by 6% as compared to 2019, and our 2020 combined scope

1 and scope 2 GHG emissions per floor area (CO₂ per m² space) decreased 16% as compared to 2019 and were 29% lower than our 2015 baseline measurement year. These changes resulted from our energy efficiency initiatives and our procurement of electricity from 100% renewable sources at our Athlone, Ireland facility.

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

2020 Carbon Performance Data



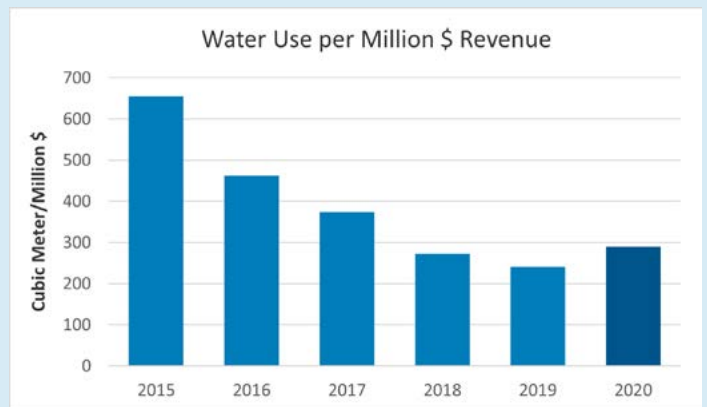
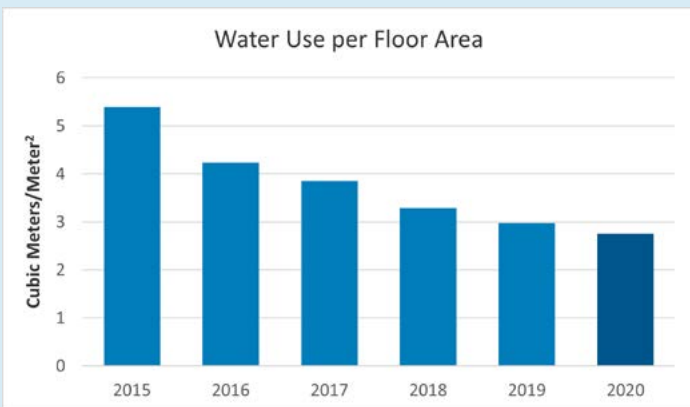
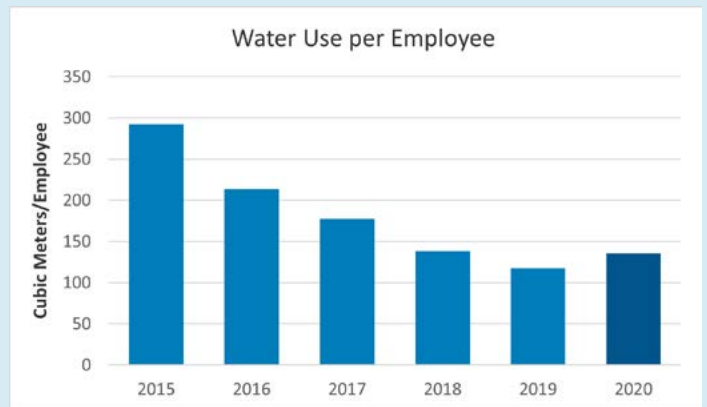
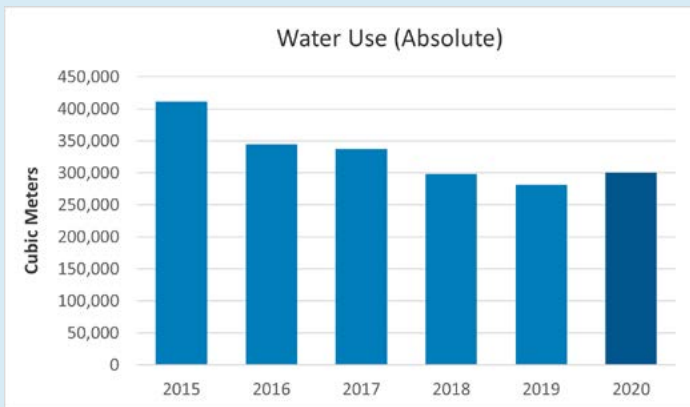
* 2018 Scope 2 emission numbers are lower than previously reported due to the inclusion of previously uncounted Irish renewable GO credits.
 ** Includes both Scope 1 and 2 GHG emissions.

Water Conservation

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

During 2020, absolute source water usage at our facilities increased 7% compared to 2019, primarily as a result of the opening of our new Waltham, Massachusetts R&D and office facility, the addition of GMP manufacturing capabilities at our Wilmington, Ohio facility and an increase in cleaning and sanitization activities as part of COVID-19-related protocols. However, water use per floor space (cubic meters per m²) decreased by 7% compared to 2019 and was 49% lower than our 2015 baseline measurement year.

2020 Water Performance Data



Pharmaceuticals in the Environment

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

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

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

Waste Optimization

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

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

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

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

Key waste optimization highlight at the enterprise level included:

- 56% of total waste generated in 2020 was recycled, 21% was processed in waste-to-energy facilities, 13% was incinerated and the remainder (all non-hazardous waste) was landfilled.
- 95% of total hazardous waste generated in 2020 was either recycled or processed in a waste-to-energy facility and the remainder was incinerated; no hazardous waste was sent to landfill facilities.

Key waste optimization highlight at the facility level included:

- Approximately 99% of hazardous waste from our Wilmington, Ohio facility was recovered and recycled; the remainder was incinerated.
- No waste from our Athlone, Ireland facility was sent to landfill; 100% of non-hazardous waste and 86% of hazardous waste was either recycled or processed in a waste-to-energy facility; the remainder was incinerated.

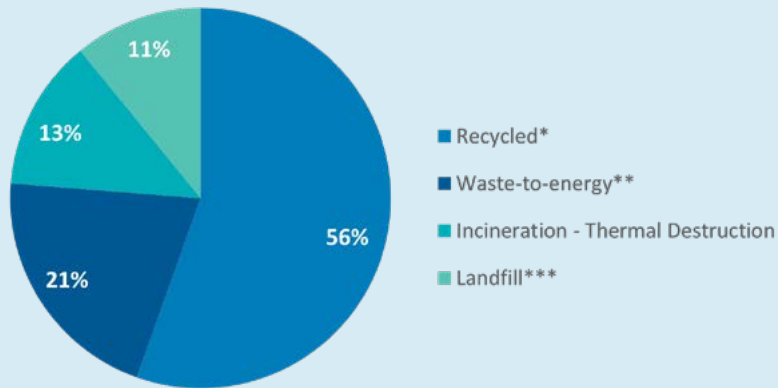
The following table breaks down our various 2020 waste streams by hazardous and non-hazardous waste:

Hazardous waste disposal in metric tonnes	Metric Tonnes
Recycled*	1,183
Waste-to-energy**	466
Incineration	84
Landfill***	0
Total hazardous waste	1,733
Non-hazardous waste in metric tonnes	Metric Tonnes
Recycled*	174
Waste-to-energy**	45
Incineration	227
Landfill***	257
Total non-hazardous waste	703

*“Recycled”: A waste that is used, reused or reclaimed (based on SASB RT0101).
 ***“Waste-to-energy”: A method of converting non-recyclable waste into useable forms of energy including heat and electricity.
 ***No hazardous waste was sent to landfill facilities.

Note: Due to the impacts of the COVID-19 pandemic on the Company and its business practices in 2020, waste stream volumes in 2020 may not be indicative of volumes in future years.

Alkermes Waste Profile 2020 (Total Enterprise Waste)



*"Recycled": A waste that is used, reused or reclaimed (based on SASB RT0101).

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

***No hazardous waste was sent to landfill facilities.

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



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 support our employees' well-being in a transparent, diverse, inclusive and collaborative culture and provide employees with training, support and resources to allow them to succeed professionally while appropriately balancing their professional and personal lives. This culture and support help to keep our employees connected and engaged.

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

Our Team is Motivated by Personal Experiences

- *"The experience of watching my beautiful and brilliant mom live with schizophrenia for much of her life has given me a deep appreciation for the ripple effect that serious mental illness can have – not just on the person with the disease, but on their family, friends and even strangers. I believe that the work we do at Alkermes has the potential to make a meaningful difference in the lives of the patients and families we serve and I'm thankful to be a part of that opportunity."*
– Territory Business Manager
- *"When my dad was 58, he started having headaches and neck pain. As a caring plastic surgeon, he continued to focus on his patients, but when he finally went for a scan, he learned that he had glioblastoma multiforme, a shocking diagnosis for us all. Since the loss of my dad, I try to channel his passion and love of life. I think he would be incredibly proud that I now work for a patient-focused company looking for new ways to treat people with cancer."*
– Senior Director, Corporate Affairs
- *"After losing a 36-year-old friend and my mom to cancer in back-to-back years, I have realized how precious time is. I come to work with a sense of urgency every day, hoping that the work we do may someday offer a meaningful difference for cancer patients and their loved ones."*
– Project Manager, R&D Oncology
- *"I have helped care for a family member living with schizophrenia and other mental health conditions for ~20 years. It has been a long and difficult journey. Early on, I found that connecting with others who can relate to my experience and accessing resources from advocacy organizations like the National Alliance on Mental Illness (NAMI) helped me to navigate this journey and support my own mental health. I'm incredibly proud to work at a company whose mission is to help families like mine."*
– Manager, Corporate Affairs

Our Employees

Equal Opportunity and Respect

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

Consistent with our Respect in the Workplace policy, we are fundamentally committed to creating and maintaining a work environment that reflects our core Company values, and in which employees are treated fairly, with dignity, decency and respect, and in accordance with all applicable laws. We believe that all employees have the right to work in an environment that is free of discrimination and harassment of any kind and do not tolerate any harassment or discriminatory behavior. We also strive to uphold human rights in all of our business activities and support the principles in the United Nations Declaration on Human Rights, including the prohibition of human trafficking, child labor and slavery of any kind.

Our Commitment to Diversity, Inclusion and Belonging

Alkermes is committed to diversity, inclusion and belonging (DIB) across all aspects of our business. Our approach to DIB emphasizes interactive engagement between colleagues and policies and programs that reflect the diversity of our workforce and our belief in inclusiveness. Productively engaging in these areas is integral to our culture and the success of our business.

Our DIB governance structure includes a Diversity, Inclusion & Belonging Steering Committee (DIB Steering Committee) and Employee Resource Groups (ERGs), all of which play important roles in helping to ensure our DIB activities are aligned with the diverse range of perspectives within the organization. We also recently established a Diversity, Inclusion & Belonging Executive Committee (DIB Executive Committee) to help maximize the impact of our DIB efforts across the business.



Diversity: The presence of difference

Inclusion: Welcoming, valuing and leveraging differences

Belonging: Feeling comfortable to be your authentic self

"I don't see Diversity, Inclusion and Belonging initiatives as an adjunct or a 'nice to do.' They are integral to both our Company culture and success."

- Richard Pops, Alkermes Chief Executive Officer (CEO)

With representation from employees across the Company and at varying levels of leadership, these committees work together to set goals, establish and execute strategic initiatives, measure our progress and promote a culture of understanding and inclusion throughout our business. They also help the organization respond to important external social and cultural issues and events.

Our DIB Executive Committee consists of senior leaders, including our CEO, and serves as an advisory body that provides high-level guidance, feedback and recommendations for our DIB initiatives. The DIB Executive Committee is tasked with, among other things:

- Setting DIB goals for the Company at-large;
- Facilitating implementation of key internal operating practices and policies, as well as advising on external partnerships and sponsorships related to DIB;
- Communicating progress and updates related to our DIB programs to, and proactively engaging with, our management team and Board of Directors; and

- Championing and modeling desired leadership behaviors, and holding our other senior leaders accountable for the same.

Our DIB Steering Committee is an employee-led group comprised of representatives from all of our locations, including field-based employees, and from a variety of functional areas, that provides perspectives and insights on DIB efforts at Alkermes. The DIB Steering Committee works to:

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

DIB Events

The events of 2020 intensified our focus on the importance of social and racial justice, diversity and inclusion. We held Company-wide town hall conversations focused on race and other social justice topics, sponsored recognition events and enhanced our diversity education and training offerings.

In February 2021, in celebration of Black History Month and as part of our broader commitment to continued dialogue on DIB topics, Alkermes hosted former U.S. Senator William “Mo” Cowan for a discussion about his experiences as a Black man and leader in the business and political arenas. Senator Cowan shared openly about his upbringing in North Carolina and his professional and personal experiences navigating the U.S. Senate and the Massachusetts business environment. His comments resonated with many of our employees — some of whom have had similar challenging experiences, while others had the benefit of seeing situations through the new and compelling lens that the Senator provided.



Employee Resource Groups

In 2020, the DIB Steering Committee launched three employee resource groups with 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 based on cross-functional employee involvement.



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 collaborate, network and engage.



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.



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.

Employee Data

We have more than 2,000 employees across the U.S. and Ireland who are key to our ability to develop, manufacture and advance treatment options for patients and who contribute to our culture of passion, dedication and excitement for the work that we do. Our 2020 voluntary attrition rate of 9.6% was below the industry benchmark of 10.5%.¹ We also conduct annual reviews to assess performance and leadership potential and to help inform our retention strategies and succession planning for key roles.

Total Employees as of Year-End 2020 – 2,235		
By Location		
Ireland	Athlone	330
	Dublin	42
U.S.	Massachusetts	782
	Ohio	522
	U.S. Field-based	559
By Full time / part time		
Ireland	365 full time / 7 part time	
U.S.	1,858 full time / 5 part time	

Gender Diversity and Pay Ratio

As of year-end 2020, Alkermes' workforce was 47% female and 53% male, and our ratio of female to male employees was aligned with industry peers across all levels.¹

As of year-end 2020, 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 candidates' experience and skills in comparison to our current employees, and without regard to their compensation from previous employers.

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

Employees as of Year-End 2020			
By Gender		By Level	
Male	1,177 231 Ireland 946 U.S.	Entry level	46% female / 54% male
		Mid-level	49% female / 51% male
Female	1,058 141 Ireland 917 U.S.	Senior level	40% female / 60% male
		Executive level	20% female / 80% male

Supporting Diversity in Leadership

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

We have made substantial progress in the area of gender diversity in the last four years, with significant gains in the percentages of women in senior roles, including an increase in the percentage of female employees on our management team from 14% in 2017 to 23% in 2021.

We provide a variety of leadership development opportunities, including those offered through Women Unlimited, Inc. (WUI), an organization that runs programs for female leaders at various stages of their careers. Over the last five years, 100 female leaders across the organization have participated in WUI programs, including:

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

We are a proud corporate partner of the Healthcare Businesswomen's Association and support its core purpose of furthering the advancement and impact of women in the business of healthcare.

In 2020, the Company also sponsored employee memberships for Conexión, an organization dedicated to the development of Hispanic-Latino leaders, and Chief, a private membership network focused on connecting and supporting women executive leaders.

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 on-boarding experience goes beyond specific job skills training to include training that connects our new employees to our business, culture, values and people.

We encourage our employees to seek out professional learning opportunities both within Alkermes and externally. We offer formal training that covers topics including performance management, problem-solving, leadership development, communication and mentorship as well as more specialized skills-based programs. In 2020, we conducted approximately 200 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 in the U.S., which includes opportunities for tuition reimbursement of up to \$5,250 per year for full-time employees enrolled in any course through an accredited college or university. In 2020, approximately 60 U.S. employees took advantage of this benefit. In Ireland, 14 employees were enrolled in part-time education programs, which were reimbursed in full.

In 2020, to further enhance our professional development initiatives, Alkermes launched an 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.

LinkedIn Learning

As part of our commitment to ongoing professional development, Alkermes provided all employees with access to LinkedIn Learning, an online learning platform with more than 13,000 courses taught by real-world experts. The platform is embedded within our performance management system to support managers and employees during annual performance review and individual development plan discussions.

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. Our first Leadership in Action event took place in April 2021, with more than 250 employees joining a fireside chat with four Alkermes leaders who shared their experiences and insights relating to methods of challenging, empowering and developing their teams.

Leading@Alkermes

The Leading@Alkermes program is a practical approach to management and leadership with a focus on best practice tools. This six-month program is designed to support managers at Alkermes through a combination of monthly modules, peer circles and independent exercises.



Culture of Employee Engagement

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

Communicating Throughout and About COVID-19

The COVID-19 pandemic introduced new challenges in employee engagement due to the new remote work environment for many of our employees. Throughout the pandemic, Alkermes adjusted its communication strategies to keep employees connected and informed, whether they were working remotely or continuing to work onsite, including:

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

Enhanced Employee Resources: Provided employees with information, support and ongoing guidance to help navigate the COVID-19 environment, including wellness resources, stress-reduction tips, guidance on how to engage and work remotely, and increased childcare benefits.

Frequent Pulse Surveys: Measured employee experiences and effectiveness of the Company's communications during the pandemic through bi-weekly employee pulse surveys; 91% of overall respondents said they were satisfied with COVID-19 communications from the Company's leaders.

Employee Engagement Surveys

As part of our ongoing commitment to assessing and improving our employees' day-to-day experiences, we conduct global engagement surveys designed to capture and better understand employee perspectives. Our 2020 Company-wide employee engagement survey results demonstrated high performance by the Company in comparison to a number of employee-related biotechnology industry benchmarks and showed improvement in our employee engagement metrics relative to those from our 2018 employee engagement survey. These improvements were especially meaningful given the challenges in workplace environments due to the COVID-19 pandemic, including a significant portion of our workforce working remotely. The employee participation rate in the 2020 employee engagement survey was high at approximately 75%, consistent with employee participation rates in our prior employee engagement surveys.

The 2020 employee engagement survey results highlighted key aspects of our culture that are strong drivers of employee commitment, including that:

- ✓ Alkermes operates by strong values;
- ✓ Employees feel part of something meaningful; and
- ✓ Employees receive support from their managers and feel genuinely appreciated.

We will continue to use the data collected from our employee engagement surveys to inform our strategy and support our ability to retain and attract strong talent.

Reflections From Our Leaders

To maintain a culture of connectivity while many employees were working remotely, Alkermes launched a bi-weekly video series featuring videos from members of the leadership team at their homes. The series allowed senior leaders to provide updates to employees about their respective functional areas in a more personal way.

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.

Leveraging Communication Technology Platforms to Strengthen Connections Between Employees



ARC: Alkermes Resource Center

An online internal employee portal that has served as a key resource as many employees worked remotely throughout 2020 and beyond:

- The site garnered more than 2,700 likes and comments in 2020, a 31% increase in activity compared to 2019.
- The COVID-19 hub on ARC has garnered over 30,000 views.
- More than 300 intranet posts in 2020, highlighting management messages, employee stories, and Company and product updates.



Alks2GO: Commercial Communications Mobile App

- From March 2020 to December 2020, daily visits to Alks2GO increased by 30%.
- On average, 91% of Alkermes sales representatives visited Alks2GO at least once per week in 2020.
- More than 320 individual content contributors in 2020.

Yammer: Internal Community Platform

Since launching in August 2020: Nearly 4,000 comments and likes were received on nearly 700 Yammer posts.

Employee Benefits and Wellness

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

Our diverse mix of employees also helps to inform our benefits program. We carefully consider our employees and their families when we design our policies and programs to offer a range of options and flexibility. Our benefits and other employee resources are designed to support the physical, financial and emotional well-being of our employees and their loved ones.

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

COVID-19 Vaccine Clinics

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

Supporting Our Employees

During the COVID-19 pandemic, recognizing the additional challenges faced by some of our employees due to changes in availability of childcare, we added In-Home Back-Up Care to our Care.com benefit package. We also waived the co-pay for any in-center or in-home back-up care days, and established reimbursement eligibility for certain caretakers outside of the Care.com network of providers. In 2020, the number of employees utilizing this resource increased by more than 400 percent from 2019.



Patient and Community Engagement

We have developed and now commercialize proprietary medicines for the treatment of serious mental illness and addiction, disease areas with vulnerable patient populations who are often treated in public health and criminal justice settings where systemic inequities are pervasive.

We champion approaches to treatment that recognize the multitude of factors that affect outcomes for patients, caregivers and communities and are committed to patient and community engagement, disease education and awareness and advocacy for policies that support equitable access to treatment options.

Patient Engagement

Patient engagement is core to our mission. Regular engagements with policymakers and leaders in the patient advocacy community allow us to better understand their perspectives and goals, and learnings from these interactions help to inform our business activities, including in respect of clinical development, policy and advocacy.

Across our endeavors, we are purposeful about staying connected to the reality of living with these complex conditions. We actively seek input from patients and advocates early in our drug development process to help identify unmet patient needs and inform our research. These engagement efforts help us design clinical trials and programs with specific patient outcomes in mind. We continue to consult with patients during the drug development process and beyond, so that patient perspectives continue to inform the development and lifecycle management of our products.

Driven by our patient-centered ethos, we advocate for, among other things, improved access to medicines and other forms of treatment. However, we also understand that access to treatment options addresses only a portion of the needs of the patients, families and communities for whom we develop our medicines. We are committed to working with the people affected by addiction, serious mental illness and cancer, and the organizations that support them, to better understand the complex system of care for these diseases and to achieve our common goal of improving outcomes for these patients and their caregivers.



The STARR (Stakeholders in Treatment, Advocacy, Research and Recovery) Coalition, a non-profit organization committed to supporting mental health clinical research, named Alkermes its STARR of Excellence 2020 Sponsor of the Year, in recognition of our leadership in and contributions to mental health clinical research and our commitment to bringing patient voices to the forefront of our work.

Patient Advocacy: Our Mission in Action

“We are deeply invested in bringing stakeholders together for open discussion and collaboration, united in our shared interest to understand the needs of - and make a difference for - patients and caregivers.”

*- Associate Director,
Patient Engagement*

Access

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

We strive to price our medicines in a responsible manner that facilitates broad access. We also offer programs, such as our Patient Assistance Program and our Co-Pay Savings Program, to provide support to eligible patients who are prescribed our medicines. In 2020, more than 18,000 patients participated in our Co-Pay Savings Program.

Early Access Policy

Alkermes endeavors to develop safe and effective medicines by conducting rigorous clinical trials and obtaining marketing approval from regulatory authorities, including the U.S. Food and Drug Administration (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 and eligibility considerations can be found in the Alkermes Early Access Policy, a copy of which is available on the Early Access page of the Research & Development section of the company’s website.

Supporting Our Communities

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

Sponsorships

Alkermes is proud to be part of the broader healthcare community supporting those with addiction, serious mental illness and cancer. We foster and maintain relationships with a variety of health-related and public policy organizations. In 2020 and 2021, we sponsored non-profit organizations such as the National Alliance on Mental Illness (NAMI) and continued to bring awareness to programs and initiatives of other organizations that work to improve the lives of persons affected by mental illness.



Alkermes employees participated in virtual NAMI Walks events in 2020 and 2021.

Funding in Support of Research and Charitable Organizations

Innovative research, programming and funding are urgently needed to support those who are living with addiction, serious mental illness and cancer. In 2020, Alkermes awarded approximately \$1.2 million in research grants and charitable donations in support of these communities and in 2021, Alkermes has continued to invest in related grant programs and donations.



In 2020, as the severity of the COVID-19 pandemic became increasingly clear, we established the COVID-19 Relief Fund, a special edition of our Alkermes Inspiration Grants® program, to provide grants to nonprofit organizations to assist in their work to address pandemic-related needs for people living with addiction, serious mental illness, or cancer. The range of programs that we supported through this fund provided meaningful assistance to people across the patient communities that we serve.

In 2021, the Alkermes Inspiration Grants program was open to eligible organizations seeking to support people living with addiction, serious mental illness and cancer. We received more than 250 applications for this highly competitive program, and in July 2021, we announced 11 grant recipients, including the following:

- The **Artistic Recovery's** program will provide free online recovery support through a series of videos, podcasts and blogs. People in recovery will create content designed to support those in early recovery from substance use disorder. Individuals will have the opportunity to practice social skills while sober to increase their confidence to participate in everyday life without the need for drugs or alcohol. The program activities and resource topics include cooking, nutrition, art projects, faith, fitness, music lessons, song writing and virtual recovery support sessions.
- **Cancer Research Institute's** Immunotherapy Summit will feature Spanish-speaking experts and patients who are members of the Hispanic and Latinx communities to raise awareness of immuno-oncology (I-O) as a cancer treatment option, connect patients and caregivers with top I-O experts and empower patients to discuss I-O treatment options with their healthcare providers. Participants will be able to listen to a patient panel discussion in Spanish to hear about others' I-O treatment experiences and meet with a clinical trials navigator to learn about clinical trials for which they may be eligible.

- **Depression and Bipolar Support Alliance (DBSA)** will focus its program on increasing access to no-cost peer support groups for Black individuals living with depression or bipolar disorder with the purpose of mitigating negative mental health outcomes that may be exacerbated by systemic racism. The program also includes development of additional resources to support this work more broadly through DBSA's local chapter network.



The Alkermes Pathways Research Awards program is designed to support the next generation of researchers working to advance understanding and awareness of diseases in the field of neuroscience.

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

Alkermes Pathways Research Awards Program 2020 recipients included:

- Paulo Lizano, M.D., Ph.D., Harvard Medical School, for a proof of mechanism study using a retinal biomarker to predict treatment response with intravenous sodium nitroprusside in symptomatic early course schizophrenia.
- Anastasiya Nestsiarovich, M.D., Ph.D., University of California San Diego, for stem cell modeling of cryptic bipolar disorder in treatment-resistant depression.

Charitable Giving During the COVID-19 Pandemic

Many of the patients who are central to our mission have been disproportionately impacted by the COVID-19 pandemic. In 2020, while continuing to support our patient communities through our established sponsorship and corporate giving programs, we also donated to a number of local support programs in which we felt there was high need and that we could have an immediate impact.

For example, we made donations to organizations focused on delivering food and other support to low-income families and children, as well as seniors who are unable to leave their homes. In recognition of our field-based employees across the U.S., we donated to Feeding America's COVID-19 Response Fund. In Ohio, we donated to the Council on Aging and the Wilmington School District, two essential communities facing COVID-19-related challenges. In Massachusetts, we gave to Healthy Waltham, an organization providing food to children who normally depend on meals in schools and to seniors so they could remain at home and safe. In Ireland, we supported ALONE, a program focused on caring for the elderly population during this vulnerable and isolating period.

Community Engagement

Our employees are passionate about helping to care for people and the environment in the local communities in which we work, supporting not only organizations and programs that are connected to the diseases that our medicines treat,

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

United States

Eleven years ago, a group of employees in Waltham started **Alkermes in Action**, an annual program of volunteering to support our local communities with hands-on activities that align with our values and embody our compassion. Over the past decade, over 5,000 volunteers have worked with more than 50 local community organizations, establishing meaningful, long-term relationships with many of them. In 2020, we adapted our Alkermes in Action volunteer program to be entirely virtual, and our employees dedicated more than 400 volunteer hours to local organizations focused on education, caring for veterans and providing for children and families in need.

In 2021, as pandemic-related restrictions have lifted, we have been able to resume limited in-person Alkermes in Action volunteer projects, which have included beautifying outdoor spaces and building bicycles and beds for low-income children.

Since 2014, when Alkermes supported renovation of the **Bristol Lodge Soup Kitchen** in Waltham, MA, Alkermes employees have routinely volunteered to make and serve fresh meals at the kitchen. Despite volunteering restrictions due to COVID-19, Alkermes employees have continued to support the soup kitchen throughout 2020 and 2021 in a socially-distanced way by ordering and delivering pre-packaged meals from local Waltham restaurants.



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

Ireland

Alkermes employees in Ireland proudly support local organizations that seek to address a range of needs including mental health, cancer care, education, shelter and domestic abuse services and homelessness, among others. In 2020 and 2021, as COVID-19 restrictions reduced our employees' ability to volunteer in person, this support was achieved through a combination of financial contributions and employee participation in virtual events. Some examples of the organizations and initiatives supported include:

- **Daffodil Day** is the Irish Cancer Society's biggest fundraiser, taking place annually in March and raising millions of Euros to support cancer patients and their loved ones with free advice, resources and critical cancer research. In 2021, employees were encouraged to donate to this cause and employee donations were then matched by Alkermes.
- Since 2014, Alkermes employees in Ireland have been participating in Darkness into Light, a fundraiser for **Pieta House**, an organization that provides support for

people of all ages who are suicidal or at risk of self-harm. The annual organized 5K event was virtual this past year, with participants invited to take part on their own or with loved ones by walking, running, cycling or swimming 5km at sunrise.

- In 2021, Alkermes again partnered with the local secondary school in the Athlone community as part of a government-sponsored program to support educational inclusion. This long-running partnership aims to prepare students for the working world while also improving school retention rates for at-risk students by creating a link between education and future employment opportunities. In 2021, the program was adapted for a slightly younger audience and rebranded as the **'World of Work'** program. It involved four sessions supported by Alkermes employees that focused on teaching practical skills and providing first-hand insights into real-world work environments.





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

Code of Conduct

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

Among other things, the Code of Conduct requires:

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

The Code of Conduct also requires compliance with all applicable laws, rules and regulations including, but not limited to, those guiding our interactions with government officials and health care providers. In this context, the Code of Conduct expressly prohibits any bribes, kickbacks or other improper payments, transfers or receipts.

Our employees are obligated to raise concerns about any violations of our Code of Conduct or any other ethics or conduct violations with their supervisor, the Company's Chief

Legal Officer or Chief Compliance Officer, the Audit and Risk Committee of the Board and/or the Nominating and Corporate Governance Committee of the Board or through the Company's Corporate Governance hotline set forth in the Company's Procedures for Reporting Financial and Compliance Matters; No Retaliation Policy (Whistleblower Policy). A current copy of the Whistleblower Policy is available on the Corporate Governance page of the Investors section of our website.



Responsible Research

Clinical Trials

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

Ethical Treatment of Animals

Alkermes is also committed to the ethical and responsible treatment of animals involved in the Company's research and development programs. We follow defined practices and standards for the care, welfare and treatment of research animals, as monitored by our Institutional Animal Care and Use Committee, and conduct all animal research in compliance with 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 — CROs, academic institutions and animal vendors with whom we engage to commit to adherence to these same standards.

Responsible Manufacturing: Product Quality and Safety

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

Product Quality

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

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

We implement rigorous internal processes to ensure the quality and safety of our products across their lifecycle — from preclinical studies to commercial use. We purchase all of 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 Authority (EMA) and other global regulatory agencies routinely inspect our

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

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

Responsibility in the Supply Chain

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

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

Responsible Marketing

Sales and Marketing Practices

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

This program is based on the following principles:

- Interactions with customers are focused on education as to the benefits and risks of our products in order to help advance their appropriate use. Interactions with customers must occur in a venue conducive to education and Alkermes prohibits the provision of non-educational 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 provider to utilize, prescribe, purchase or recommend our products.
- The hiring of healthcare professionals as speakers or consultants must be based on a legitimate business need and free from inappropriate influences, and any fees paid to healthcare professionals may not exceed fair market value of the service being provided.

We regularly review our interactions with customers and our internal processes related to such interactions and have established procedures for taking immediate action when we identify potential violations. We seek to foster an environment in which sales and marketing employees are comfortable in reporting, without fear of retaliation, conduct that they reasonably believe violates applicable laws, regulations or Alkermes policies. In this context, we offer a compliance hotline and have an open-door policy to help encourage communications between the compliance department and sales and marketing employees.

Patient Safety

We are committed to ensuring the authenticity of our medicines and guarding against counterfeit products (those not equivalent in quality, safety and efficacy, or not containing the correct amount of active ingredient and/or containing impurities) in the marketplace in order to protect patients who use our medicines.

Alkermes has established a standard operating procedure (SOP) in accordance with FDA regulations that provides for the timely and efficient removal from the market of any commercial drug product suspected or found to be defective. This SOP covers all products — including trade products, sample products and clinical supplies of product candidates — manufactured and distributed by or on behalf of Alkermes. It also includes requirements for the notification of and consultation with applicable regulatory authorities, the conduct of a health hazard assessment, and communications to customers, partners, healthcare providers and patients as directed by regulators or our internal policies or procedures.

Corporate Governance

Board of Directors

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

Class I Directors
Term Expires at 2024 Annual
General Meeting of Shareholders

David A. Daglio, Jr.

Nancy L. Snyderman, M.D.

Frank Anders “Andy” Wilson

Nancy J. Wysenski

Class II Directors
Term Expires at 2022 Annual
General Meeting of Shareholders

Emily Peterson Alva

David W. Anstice AO

Wendy L. Dixon, Ph.D

Brian P. McKeon

Class III Directors
Term Expires at 2023 Annual
General Meeting of Shareholders

Shane M. Cooke

Richard Gaynor, M.D.

Richard F. Pops*

* Chairman of the Board

At the Company’s 2021 annual general meeting of shareholders, the Company’s shareholders approved certain amendments to the Company’s Articles of Association that serve to declassify the Board over a three-year period such that, beginning with the Company’s 2022 annual general meeting of shareholders, each class of directors that is up for election will be eligible for election for a one-year term and the Board will be fully declassified upon the expiration of the terms of the Class I directors at the Company’s annual general meeting of shareholders in 2024.

Board Leadership

Richard Pops, our CEO, serves as Chairman of the Board. The Board also annually elects an independent director to serve as the Lead Independent Director of the Board. David Anstice AO has served as Lead Independent Director of the Board since May 2019. For additional details about the role

and responsibilities of the Lead Independent Director of the Board, see the Charter of Lead Independent Director which is available on the Corporate Governance page of the Investors section of our website.

Board Diversity and Composition

We recognize the immense value of a diverse and inclusive Board and the importance of setting an example at the Board level for the diverse and inclusive culture and talent that the Company seeks to foster and attract.

Each of our current directors is qualified to make unique and substantial contributions to the Board. The Nominating and Corporate Governance Committee of the Board strives to ensure that the composition of the Board reflects an appropriate diversity of qualifications, tenure, viewpoints, professional experience and personal characteristics such as age, gender, race and ethnicity, and geographic or cultural backgrounds, and periodically reviews and updates the Company’s criteria and desired qualifications for nomination to the Board to reflect this goal. Consistent with this approach, in 2019, the Board codified in the Company’s Corporate Governance Guidelines (the Corporate Governance Guidelines) our existing practice, also known as the “Rooney Rule”, of requiring that diverse candidates, including candidates who are women and candidates from underrepresented communities, be included in any pool from which nominees for a director opening are selected. Since 2011, women have comprised no less than 25% of the Board, and currently women comprise 36% of the Board. A current copy of the Corporate Governance Guidelines is available on the Corporate Governance page of the Investors section of our website.

Commitment to Maintaining a Robust Board

The Nominating and Corporate Governance Committee of the Board regularly reviews and assesses the skills, expertise and effectiveness of each Board member, and of the Board and the Board’s committees as a whole, to ensure alignment with the Company’s expanding and evolving strategic priorities. Since September 2019, as part of our ongoing Board refreshment efforts, three of our long-standing directors have retired from the Board, and the Board has appointed five new, independent directors, each bringing important perspectives and expertise to the Board, including oncology expertise and significant financial, transactional, investment management and operational experience.

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. 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 currently has three standing committees, each of which is comprised entirely of independent directors:

- The **Audit and Risk Committee**’s responsibilities include, among others, appointing and overseeing the work performed by our independent auditor and accounting firm, reviewing our financial reporting and accounting controls and overseeing our enterprise risk management program.
- The **Compensation Committee**’s responsibilities include, among others, discharging our incentive compensation and equity plans, reviewing and recommending appropriate compensation for our executives and directors and evaluating risks related to our compensation programs, policies and practices.
- The **Nominating and Corporate Governance Committee**’s responsibilities include, among others, identifying individuals qualified to become members of the Board, facilitating the annual evaluation of the Board and its committees and reviewing our governance practices, policies and programs, including with respect to Board composition and refreshment, management succession planning, and environmental, health, safety, sustainability and corporate responsibility matters.

Each standing committee of the Board 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. The current charter for each of these committees is available on the Corporate Governance page of the Investors section of our website.

In addition, in connection with the Company’s announcement in December 2020 of its Value Enhancement Plan, the Board formed a **Financial Operating Committee**, whose responsibilities include, among others, reviewing and providing advice with respect to the achievement by the Company of certain specified profitability targets, implementation of the Company’s cost structure optimization activities and evaluation of potential options related to the Company’s non-core assets, including potential monetization and divestiture opportunities.

The Financial Operating Committee has a written charter which describes the committee’s general authority and responsibilities, a copy of which is available on the Corporate Governance page of the Investors section of our website.

Board’s Role in Risk Oversight

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

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

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

Public Policy Participation

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

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

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

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

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

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



Information Security and Privacy

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

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

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

a global Information Technology (IT) Governance, Risk and Compliance program that includes periodic audits and the assessment of IT and third-party risk.

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

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

SECTION 9

THE FUTURE OF CORPORATE RESPONSIBILITY AT ALKERMES

Throughout this report we have shared Alkermes' 2020 ESG performance metrics and ESG initiatives and activities and some early insights into our 2021 ESG activities. As part of our efforts to advance our corporate responsibility strategy, we plan to undertake a variety of initiatives in the coming years, including:

- Create a sustainability framework containing definitions, metrics, standards and tracking mechanisms to measure the environmental impact of new projects;
- Establish baseline data and concrete sustainability goals to hold ourselves accountable for continuous and sustainable growth;
- Align our goals and progress with international sustainability frameworks;
- Develop a more thorough and strategic corporate responsibility strategy encompassing ESG policies, goals and actions.

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

Note Regarding Forward-Looking Statements

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

including diversity, inclusion and belonging initiatives, and ongoing development of the Company's corporate responsibility strategy.

The Company cautions that forward-looking statements are inherently uncertain. Although the Company believes that such statements are based on reasonable assumptions within the bounds of its knowledge of its business and operations, the forward-looking statements are neither promises nor guarantees and they are necessarily subject to a high degree of uncertainty and risk. Actual performance and results may differ materially from those expressed or implied in the forward-looking statements due to various risks and uncertainties. These risks and uncertainties include those risks described in the Alkermes plc Annual Report on Form 10-K for the year ended Dec. 31, 2020 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® and ARISTADA INITIO® are registered trademarks of Alkermes Pharma Ireland Limited. ALKERMES®, the ALKERMES design, ALKERMES INSPIRATION GRANTS®, ALKERMES PATHWAYS RESEARCH AWARDS® and VIVITROL® are registered trademarks or service marks of Alkermes, Inc. The ALKERMES INSPIRATION GRANTS logo is a service mark of Alkermes, Inc.

