

Corporate Responsibility Report

September 2025



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2024 Awards and Recognition Highlights

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



2024 Great Place to Work in the United States

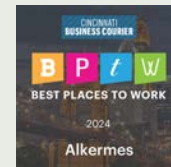
**Fortune Magazine's
Best Workplaces in BioPharma™ 2024**



2024 Platinum Bell Seal for Workplace Mental Health



2024 Top Place to Work in Massachusetts



2024 Best Place to Work in Greater Cincinnati

**HEALTHIEST
EMPLOYERS®**

2024 Healthiest Employers® of Ohio



2024 Best Place for Working Parents® in Massachusetts



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



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



Massachusetts facility - LEED®¹

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



SECTION 1

ABOUT THIS REPORT

This report, published in September 2025, primarily covers data and activities undertaken from January 1, 2024 through December 31, 2024, and in certain limited instances, activities undertaken and events that have transpired to date in 2025. All presentations of data denote the time period covered. The contents of this report were developed based on feedback from internal and external stakeholders and certain metrics used by corporate responsibility and sustainability ratings providers. Any statistics and metrics contained herein relating to our corporate responsibility and sustainability activities are estimates and are based on certain assumptions and developing standards.

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

(SEC), or principles applicable to the inclusion of information in financial statements. The data contained herein are not based on generally accepted accounting principles and are not independently audited.

Statements contained in this report regarding our corporate responsibility and sustainability objectives and future plans are aspirational and not guarantees or promises that such objectives will be met or future plans achieved. We welcome feedback on the contents of this report and any of our corporate responsibility and sustainability initiatives. You can reach a team member by contacting socialimpact@alkermes.com. Copies of our prior Corporate Responsibility Reports are available on the Corporate Responsibility Reports page of the Responsibility section of our website.





SECTION 2

A MESSAGE FROM OUR CEO

2024 was a year of significant progress for Alkermes, marked by commercial execution, operational efficiency and advancement and expansion of our pipeline. Underpinning these accomplishments is our continued commitment to operating the business in an ethical and responsible manner. Our company is energized by the opportunity to make a positive impact -- on patients living with complex neurological and psychiatric disorders, and on the communities in which we live and work.

This is far more than an aspirational statement. Patient advocacy and community engagement are core to our mission and help to inform our approach to clinical development and commercialization. At the core of our business are three FDA-approved medicines -- designed, developed, manufactured and marketed by Alkermes, for the treatment of serious mental illness and addiction. We have continued to work to improve physician and patient education and access to medicines in these disease states, and the numbers help tell the story of our impact; in 2024, more than 210,000 people were treated with LYBALVI®, the ARISTADA® product family and VIVITROL®.

All of these important medicines are produced at our world-class manufacturing facility located in Wilmington, Ohio. For more than 30 years, Alkermes has been investing in this unique facility and cultivating a talented workforce which has grown to more than 500 employees across numerous functions.

Beyond our approved products, we apply our deep scientific knowledge and molecular design expertise to develop potential new medicines for diseases of the central nervous system (CNS). Alkermes is at the forefront of development in one of the most exciting new areas of neuroscience drug development -- the orexin pathway, which has direct applicability to central disorders of hypersomnolence and potentially other CNS disorders.

None of these accomplishments are possible without our driven, innovative and diverse employee base. We recognize that maintaining a competitive edge is enabled by fostering an engaged, ambitious and healthy workforce. We work hard to provide industry-leading benefits to our employees to help support their physical, mental and financial well-being.

I am proud of our team's efforts to embed corporate responsibility and sustainability considerations across many facets of our work, and invite you to learn more about our progress in this eighth annual Corporate Responsibility Report. Highlights related to our employee base, our career development and enrichment programs, and our sustainability efforts are just some of the initiatives you'll see included in this report.

Over the last 35 years, Alkermes employees, both past and present, have contributed to making this a special place to work. We are making an impact. We look forward to continuing this important work on behalf of patients, our employees, the environment and our communities.

Richard F. Pops
Chief Executive Officer

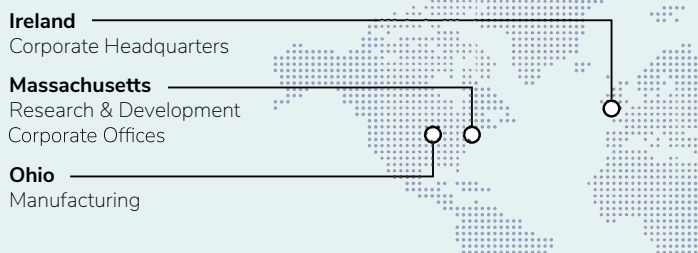


SECTION 3

ABOUT OUR COMPANY

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

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



Historically and for a portion of 2024, our company footprint included a development and manufacturing business in Athlone, Ireland (referred to in this report as the Athlone business). On May 1, 2024, we sold the Athlone business to another global healthcare company (referred to in this report as the Sale).

Data and activities presented in this report include data and activities from the Athlone business for the time period preceding the Sale (January 1, 2024 through April 30, 2024).

Our Values & Purpose



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

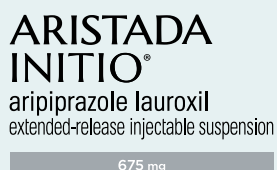
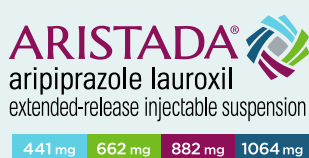
Our Mission

Alkermes is inspired to advance medicines that have the potential to improve treatment options and outcomes for patients. We are motivated by the real-world challenges faced by people living with complex and serious diseases. Through this lens, we seek to develop innovative medicines that can make a real impact for patients.

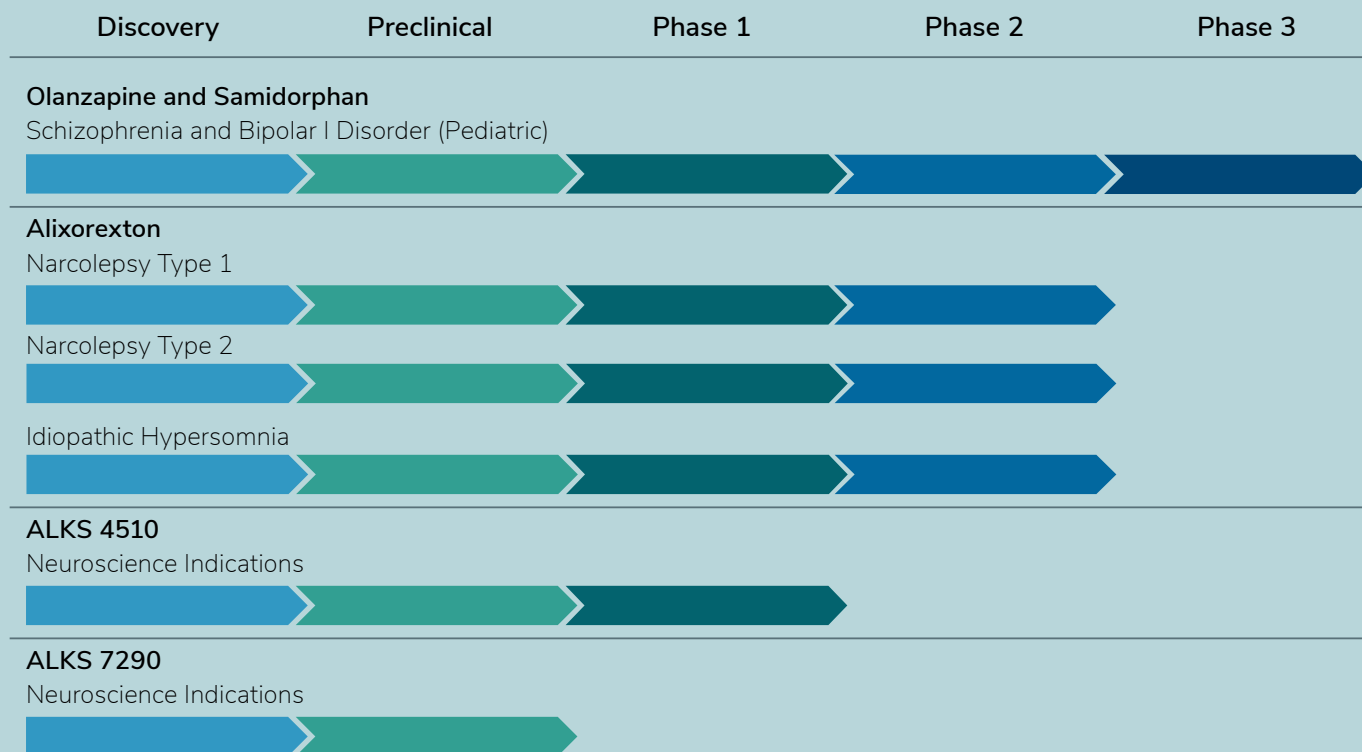
Our R&D approach is focused on developing new molecules that leverage well-validated biological pathways, utilizing our expertise in advanced medicinal chemistry. We are an emerging leader in the field of orexin biology, and are using our deep experience in developing CNS therapeutics to advance multiple orexin development candidates.

Our greatest strengths at Alkermes are our people and our inherent empathy for patients, families and caregivers. We recognize that neurological and psychiatric disorders often strike people at the core of who they are and can impact many facets of their lives. With this in mind, we work with urgency to develop new treatment options for people living with these conditions. We also work to support and enhance the systems in which our medicines are used through patient engagement, disease education and awareness, and advocacy for important policies that support more equitable access to treatment.

Our Proprietary Commercial Medicines



Our Pipeline



Last updated: July 2025

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



SECTION 4

OUR APPROACH TO CORPORATE RESPONSIBILITY

Stakeholder Engagement

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

We are also committed to engagement with our shareholders and other stakeholders to solicit and better understand their insights on our business and our Environmental, Social and Governance (ESG) activities. Feedback is discussed with management and relayed to our Board of Directors (the Board) and the committees of the Board, as appropriate.

Operating and Growing Responsibly

Corporate responsibility is inherent in our mission and our values as an organization. We actively work to support people living with complex and difficult-to-treat neurological and psychiatric disorders, including opioid dependence, alcohol dependence, schizophrenia and bipolar I disorder, and to help break down barriers that prevent access to care. As we do this important work, we strive to manage our business in a manner that promotes transparent governance and strong ethics; maintains extensive patient, employee and other stakeholder engagement; and helps us grow our organization strategically, sustainably and responsibly, including with respect to our ESG impacts.

The following pillars are deeply integrated into our business:

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

Our management team, led by our Executive ESG Committee, is responsible, at the direction and subject to the oversight of the Board, for development and implementation of our corporate responsibility strategy and initiatives and for conduct of activities related to sustainability reporting obligations. Our future plans related to our ESG strategy can be found in Section 8 of this report.



SECTION 5

ENVIRONMENT

2024 Performance Summary and Key Metrics

As outlined in our prior corporate responsibility reports, we have been monitoring and measuring our performance against a number of key environmental metrics since 2015, including those related to our health and safety incidents, our energy and water usage, our greenhouse gas (GHG) emissions, and our waste optimization activities. Due to a number of significant changes to our business since that time, in 2023, we established 2022 as our new baseline metric year for reporting and comparison purposes. In this report, we report on our environmental performance against the baseline metric year of 2022.

In 2024, we continued to focus on reducing the impact of our operations on the environment and fostering a collaborative culture that protects the health, safety and well-being of our employees. This page contains highlights of some of the key performance metrics detailed throughout this report.

Recent Changes to our Footprint

- ▶ On May 1, 2024, we completed the Sale of the Athlone business. Environmental performance data and activities presented in this report include data and activities from the Athlone business for the time period preceding the Sale (January 1 through April 30, 2024).
- ▶ In connection with the separation of our former oncology business completed in November 2023 (the Separation), reporting year 2024 reflects reduction of our operations in Massachusetts from two facilities to a single facility.
- ▶ In connection with the Separation and the Sale, approximately 100 and 315 employees left Alkermes in 2023 and 2024, respectively.

Baseline and year-over-year comparisons should be viewed with these operational changes in mind, as they drove reductions in energy consumption, headcount and floor space across the enterprise.

Health and Safety Incident Rate (page 10)

- ▶ Lost time injury rate in 2024 was 0.06, compared to the industry benchmark of 0.5.*
- ▶ Recordable injury rate in 2024 was 0.4, compared to the industry benchmark of 1.7.*

Energy Usage (page 14)

- ▶ Energy usage (MWh) per employee in 2024 was 19% lower than our 2022 baseline measurement year and 16% lower compared to 2023 usage.

Greenhouse Gas Emissions (page 15)

- ▶ GHG emissions (metric tonnes of CO₂ equivalents) per employee for combined Scope 1 and Scope 2 in 2024 were 20% lower than our 2022 baseline year and 16% lower compared to 2023.
- ▶ Our Ohio facility procured 30% of its electricity from renewable sources in 2024, which helped to reduce our Scope 2 GHG emissions.
- ▶ 100% of the electricity used in the Athlone business, during the portion of the year in which such business was owned by Alkermes, was from certified renewable sources.

Water Usage (page 16)

- ▶ Water use (m³) per employee was 29% lower than our 2022 baseline measurement year and 17% lower compared to 2023.

Waste Optimization (page 18)

- ▶ 72% of total waste generated in 2024 was recycled, and 18% was processed in waste-to-energy facilities.
- ▶ 98% of total hazardous waste generated in 2024 was either recycled or processed in waste-to-energy facilities.

* 2023 U.S. Bureau of Labor Statistics (BLS)



Environmental Health, Safety and Security

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

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

Our operations are supported by teams of highly qualified and experienced EHSS professionals who provide strategic oversight and governance of EHSS activities and evaluate and establish appropriate EHSS performance goals for our operations.

Enhancing Our EHSS Culture

In 2024, we continued our efforts to increase our cross-functional engagement with colleagues across the enterprise and enhance our environmental, health and safety culture. Select efforts included:

- ▶ Expanded our use of operational excellence visual management boards to aid teams in prioritizing EHSS safety while managing their operations.
- ▶ Continued engagement with our field-based colleagues to support driver safety and ergonomics.
- ▶ Provided relevant and consistent employee communications to highlight environmental awareness campaigns, including those related to Earth Day, Plastics Free July, and Fire Safety Prevention Month.

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

Risk Management System (RMS) Framework

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

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

Our Risk Prevention Model

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

- ▶ Identify opportunities for ongoing improvement across our enterprise;
- ▶ Align corporate and EHSS objectives and priorities;
- ▶ Drive local strategies, goals and objectives at the facility level;
- ▶ Promote appropriate allocation of resources to support timely and effective risk mitigation; and
- ▶ Identify "leading" in addition to "lagging" indicators of risk to potentially avert those risks before they impact our employees, our environment, our local communities or our enterprise.



Collaborative and Risk-focused Engagement (CaRE™)

Our culture is one of collaboration, compliance and trust. We ask our employees to help us promote and sustain a healthy, safe and productive environment. Established in 2013, CaRE is our proprietary risk mitigation program designed to instill collective ownership of, and accountability for, safety and environmental stewardship by employees across our facilities.

CaRE empowers employees to proactively identify and address risks to help drive continuous improvement in risk mitigation and operational performance. It 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 program to amplify and encourage participation in support of our collective goal of risk mitigation and continuous improvement.

To refresh and evolve CaRE, we frequently evaluate ways to enhance employee participation and engagement. In 2023, we incorporated techniques derived from Human Organizational Performance (HOP), a risk-based operating philosophy which uses human psychology and behavior to inform system design and help optimize operational conditions. In 2024, our Ohio facility successfully piloted several cross-functional HOP teams focused on process improvements from those closest to the work.



“Our employees are highly engaged in the work that we do for patients. That culture of engagement comes in part from programs like CaRE, which provide opportunities for employees to collaboratively learn from colleagues across the organization, and work together to reduce risk and support our collective health, safety and well-being. The CaRE mnemonic is perfect; our employees truly care for one another and the organization.”

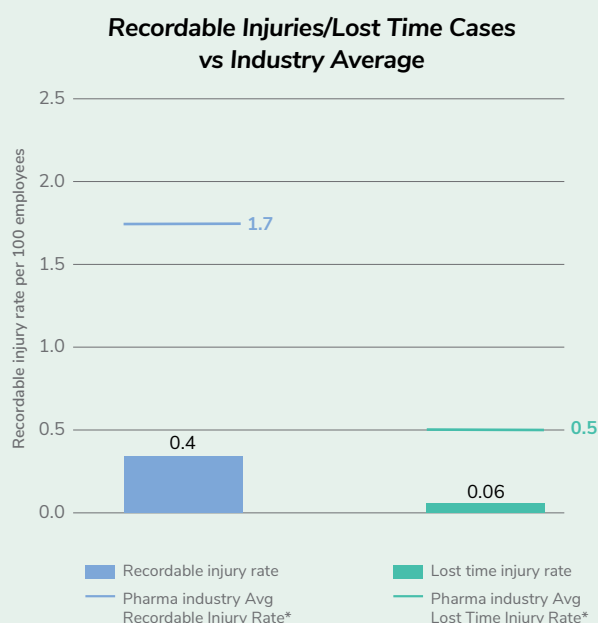
Susan Colby

Director of Human Resources

Employee Health and Safety Highlights

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

In 2024, our recordable injury rate and our lost time injury rate among employees each remained below industry averages, as shown on the following chart.





Enhancing Global Security Measures

Our Global Security team advanced key initiatives in 2024 to help promote the safety and security of our employees, including;

- ▶ Launched TravelSafe, Alkermes' enterprise travel risk management program which provides traveling employees with comprehensive security and medical guidance, location-based alerts, and assistance for travel, medical and security issues.
- ▶ Further developed our Workplace Violence Risk Management Program, which is designed to keep our employees and workplaces safe and productive and includes training courses and policies that provide employees with important guidance on staying safe in the workplace.
- ▶ Established an employee intranet page related to global security to serve as a central resource for employees to access important information related to security.

These initiatives underpin our deep commitment to the protection of our people and assets and help enable our business to remain focused on our work in a secure and safe environment.

- ▶ Development of "green chemistry" processes designed to eliminate or reduce the use or generation of hazardous substances in the design and manufacture of future products; and
- ▶ Execution of a global program for process hazard management with embedded controls as early as the candidate discovery stage and through full commercial-scale manufacturing of a product.

External Operations EHSS and ESG Risk Management

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

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

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

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

Product Stewardship and Environmental Impact

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

- ▶ Generation of occupational and environmental toxicology data, which is iterated and augmented as each product progresses through its lifecycle;
- ▶ Development and application of appropriate occupational health, safety and environmental risk controls for each product based on scale, potency, task and other processing considerations;
- ▶ Utilization of protocols and risk assessments to support safe and responsible technology transfers within Alkermes or to external contract development and manufacturing organizations (CDMOs);

Sustainability in the Supply Chain

Our commitment to supplying medicines for patients in a responsible and ethical manner extends to our wider supply chain. We aim to collaborate with our key suppliers to help identify and mitigate risks and drive ESG advancements throughout our value chain. This initiative has seen significant progress since its inception in 2022. In 2024, we advanced our Sustainability in the Supply Chain strategy and our team continued to:

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

Key 2024 advancements include:

- ▶ Finalized our internal, enterprise-wide Sustainability in the Supply Chain policy, setting clear guidelines and expectations for supplier-facing roles;
- ▶ Rolled out training to supplier-facing roles across four functions, equipping colleagues with information to drive sustainability initiatives in their areas;
- ▶ Integrated ESG considerations into request for proposal projects, certain new vendor contracts, and quarterly business reviews, keeping sustainability at the forefront of our supplier relationships; and
- ▶ Published a new Supplier Code of Conduct, outlining our expectations for ethical and sustainable practices. See Section 7 for more information.

Green Chemistry and Collaboration with Our Supply Chain Vendors

CASE STUDY

In 2024, we enhanced our internal green chemistry strategy by forming a dedicated cross-functional team with a remit focused on updating our “green chemistry” policies and providing guidance on approaches for the development, evaluation and reporting of green and sustainable processes for the manufacture of drug substances developed by Alkermes. Working in collaboration with our supply chain vendors, this initiative has yielded significant results. Together, we successfully eliminated several hazardous reagents and solvents used in the production of the active pharmaceutical ingredient (API) for alixorexton (formerly referred to as ALKS 2680), our novel, investigational, oral orexin 2 receptor agonist in development for narcolepsy and idiopathic hypersomnia.

Partnering with EcoVadis to Evaluate Suppliers

CASE STUDY

In 2024, we continued our partnership with EcoVadis, an independent, globally-recognized provider of sustainability ratings, to evaluate our key suppliers through EcoVadis’ ratings platform across a number of ESG considerations. As of the end of 2024, 90% of our proprietary product contract manufacturing organizations (CMOs), key raw materials, and critical operations suppliers were evaluated in the EcoVadis platform.

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

Environmental Protection and Sustainability

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

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



Energy Usage and GHG Emissions Highlights

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

- ▶ Analysis of data and trends from electricity, natural gas and processed gas monitoring systems at our facilities;
- ▶ Replacement of legacy equipment with more energy-efficient alternatives;
- ▶ Incorporation of sustainable design and building techniques into new facilities to promote less energy use;
- ▶ Assessments of options to procure and further integrate renewable energy sources into our operations; and
- ▶ Performance of energy audits and development of multi-year plans for energy reduction initiatives.

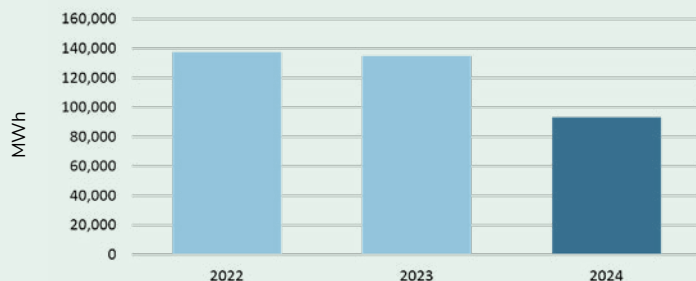
Our assessments and implementation of opportunities related to our energy use and GHG emissions at our facilities continued in 2024 and included:

- ▶ Our Ohio facility procured 30% of its electricity from renewable sources resulting in a reduction in Scope 2 emissions from the facility;
- ▶ Electric vehicle charging stations became available for use at our U.S. facilities; and
- ▶ During the portion of 2024 in which we owned the Athlone business, it was supplied by 100% renewable electricity generation.

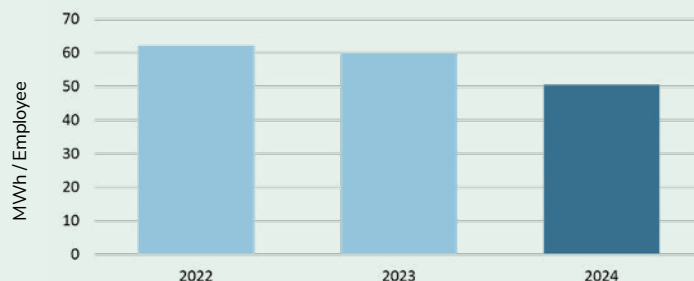


2024 Energy Performance Data¹

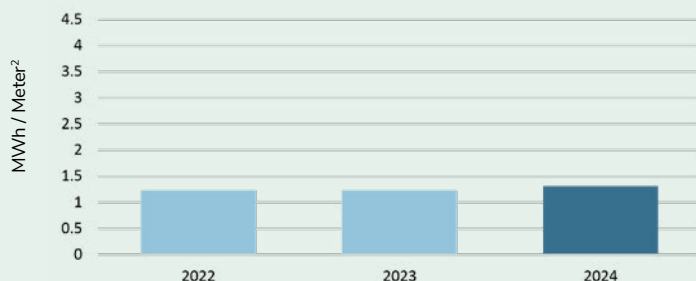
Energy Use (Absolute)



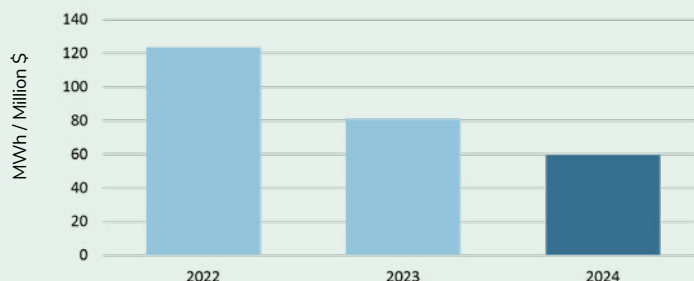
Energy Use per Employee



Energy Use per Floor Area



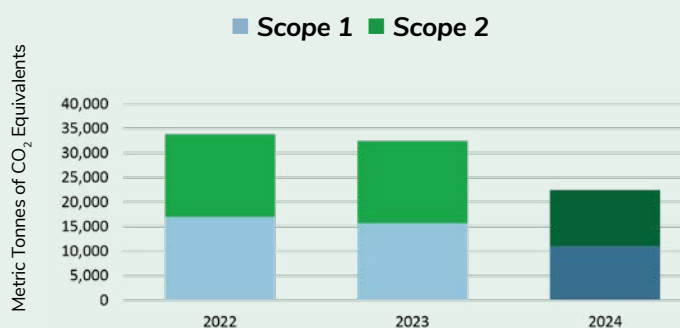
Energy Use per Million \$ Revenue



¹ Data from 2022 and 2023 includes 12 months of contributions from the Athlone business and contributions from two Massachusetts facilities, while data from 2024 includes only four months of contributions from the Athlone business due to the Sale on May 1, 2024 and reflects our downsizing to a single Massachusetts facility. Metrics reported on a “per employee” basis reflect the reductions to our employee base by approximately 100 employees in November 2023 as part of the Separation and by approximately 315 employees in May 2024 as part of the Sale.

2024 Carbon Performance Data¹

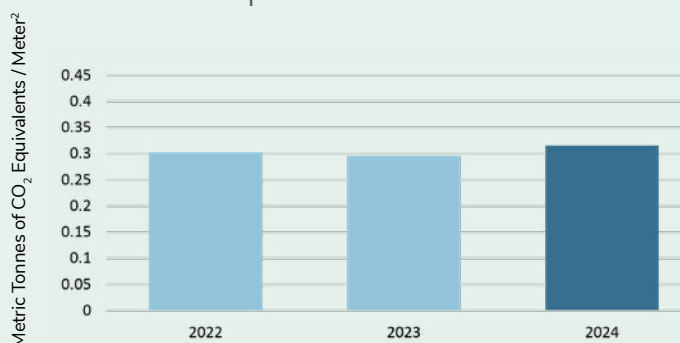
Greenhouse Gas Emissions
(Absolute)²



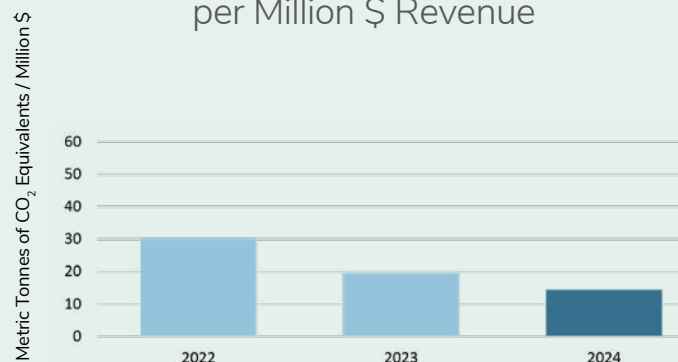
Greenhouse Gas Emissions
per Employee



Greenhouse Gas Emissions
per Floor Area



Greenhouse Gas Emissions
per Million \$ Revenue



¹ Data from 2022 and 2023 includes 12 months of contributions from the Athlone business and contributions from two Massachusetts facilities, while data from 2024 includes only four months of contributions from the Athlone business due to the Sale on May 1, 2024 and reflects our downsizing to a single Massachusetts facility. Metrics reported on a "per employee" basis reflect the reductions to our employee base by approximately 100 employees in November 2023 as part of the Separation and by approximately 315 employees in May 2024 as part of the Sale.

² Reflects total Scope 1 and Scope 2 GHG emissions.

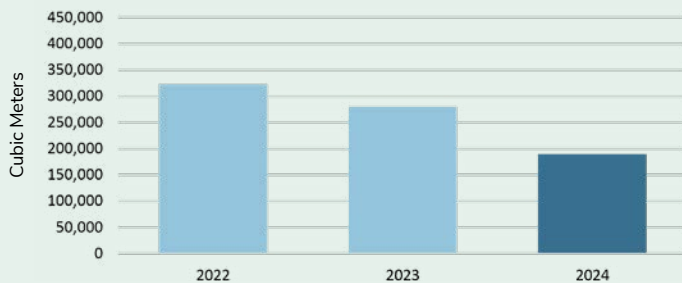
Water Conservation Highlights

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

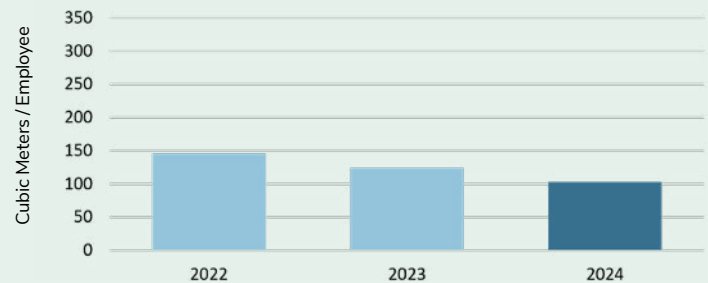
- Water use (cubic meters per employee) was 29% lower than our 2022 baseline measurement year and 17% lower compared to 2023.

2024 Water Performance Data¹

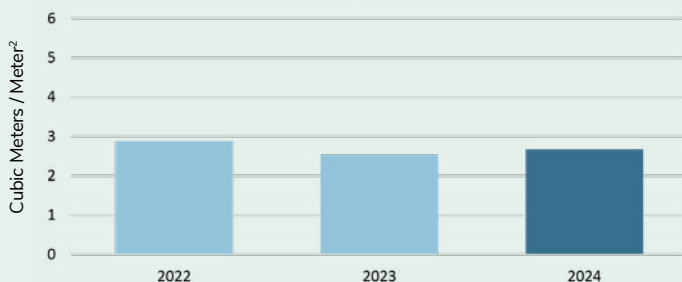
Water Use
(Absolute)



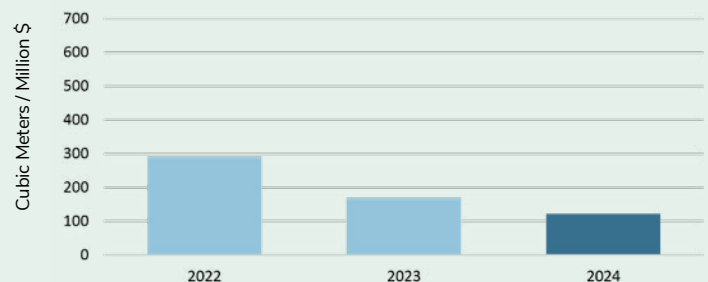
Water Use
per Employee



Water Use
per Floor Area



Water Use
per Million \$ Revenue



¹ Data from 2022 and 2023 includes 12 months of contributions from the Athlone business and contributions from two Massachusetts facilities, while data from 2024 includes only four months of contributions from the Athlone business due to the Sale on May 1, 2024 and reflects our downsizing to a single Massachusetts facility. Metrics reported on a "per employee" basis reflect the reductions to our employee base by approximately 100 employees in November 2023 as part of the Separation and by approximately 315 employees in May 2024 as part of the Sale.

Pharmaceuticals in the Environment

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

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

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

As an example, in our proprietary development and manufacturing processes for solid dosage forms, our policy is to contain and incinerate wastewater to protect the environment from novel compounds. In 2024, our Ohio manufacturing facility continued efforts to design and build a new wastewater treatment system to enable a more sustainable destruction method for active pharmaceutical ingredients in wastewater.

Preserving the Biodiversity of our Local Communities

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

In 2022, we conducted a full-site survey at our Ohio facility and developed a plan to convert 12 acres of planted grassland into a pollinator field. We planted 25 unique species of plants in this space to increase site biodiversity, which are expected to become full grown by 2026. We also established a maintenance plan to promote plant and insect diversity. This picture shows the garden in August 2024.



Waste Optimization Highlights

All Alkermes facilities have comprehensive waste management plans in place. We strive to reduce our generation of waste at each source and assess opportunities for circularity – a production and consumption model which involves reusing, repairing, refurbishing and recycling existing materials and products to keep materials within the economy. In addition, our waste streams are fully segregated, and disposal methods are carefully evaluated to support compliance with statutory and permit requirements and to minimize our environmental impacts.

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

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

Our waste vendors are carefully selected and vetted, with the goal of promoting utilization of responsible waste disposal routes only. Through our working relationships with these vendors, we can identify and implement new opportunities for responsible waste disposal and further reduction of waste materials.

Key 2024 waste optimization highlights included:

- ▶ 93% of total waste generated in 2024 was either recycled (72%), processed in a waste-to-energy facility (18%) or incinerated (3%); and
- ▶ 98% of hazardous waste generated in 2024 was either recycled or processed in a waste-to-energy facility and the remainder was incinerated.

2024 Alkermes Total Enterprise Waste Profile

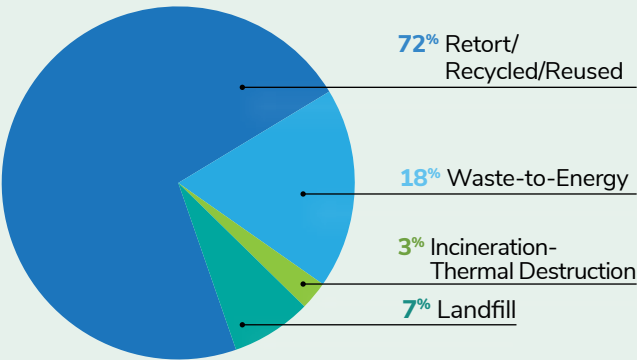
Hazardous waste	Metric Tonnes
Recycled ¹	1,582
Waste-to-energy ²	91
Incineration	36
Landfill ³	0
Total hazardous waste	1,709
Non-hazardous waste	Metric Tonnes
Recycled ¹	174
Waste-to-energy ²	360
Incineration	28
Landfill	180
Total non-hazardous waste	742

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

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

3 A small quantity (18 kilograms (kgs)) of hazardous waste was sent to landfill from our Ohio and Massachusetts facilities and handled in accordance with local, state and federal requirements.

2024 Alkermes Waste Profile



Partnership With GreenLabs Recycling

Our Massachusetts facility partnered with GreenLabs Recycling in 2024 to recycle plastic waste generated in our R&D labs. Since the program began in mid-2024 and through the end of 2024, an estimated 69 kgs of plastic have been recycled, equating to 91 kgs of CO₂.



SECTION 6

SOCIAL

The expertise, intelligence and creativity of our employees drive our innovation, and their passion and commitment to excellence are the cornerstone of our success. We are committed to supporting our employees' well-being in a transparent, diverse, inclusive and collaborative environment, and to providing our employees with access to training, support and resources intended to help them succeed professionally while appropriately balancing their personal and professional lives. Beyond our employee initiatives, we are committed to broader engagement through local community support and volunteer opportunities, grant programs, and engagement with caregivers, patients and their loved ones. We also support advocacy efforts to raise awareness of patient needs and the disease areas that our medicines are designed to treat, and to reduce the impediments to access to medicines and other forms of treatment in support of patient health and well-being.

Our Employees

Equal Opportunity and Respecting Each Voice

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

Consistent with our internal Policy Against Discrimination, Harassment & Retaliation, we are committed to creating and maintaining a work environment that reflects our Company's core values and in which employees are treated fairly, with dignity and respect. We do not tolerate harassment or discriminatory behavior of any kind.



"At Alkermes, we are proud of the wide range of thought, perspectives and backgrounds that our employees bring to work. Their dedication to our shared mission of improving the lives of patients inspires me every day."

Stephen Schiavo

Chief Human Resources Officer

Corporate Culture

In support of our business, we seek to cultivate a work environment that reflects collaboration, respect for each voice, and unwavering commitment while strengthening the sense of belonging among our employees. Reflecting the needs of our employees, we have established a global steering committee, comprised of representatives from all of our locations (including field-based employees) focused on employee engagement, creating connections, fostering conversations, promoting a culture of understanding and inclusion and helping to support alignment of our efforts across the diverse range of perspectives and experiences within our organization. We have collaborated with our employees to create five employee resource groups (ERGs), which are employee-led, voluntary and open to all employees.

Honoring Those Who Served

In December 2024, for the third consecutive year, Operation Salute members participated in Wreaths Across America, an annual event where volunteers gather to place wreaths on the graves of veterans in acknowledgment of their service and sacrifice. Alkermes employees across 15 states and Ireland served as team leads and organized their colleagues, family and friends to take part in this solemn tradition.

Employee Resource Groups

Alkermes currently has five employee-led ERGs, each with a common purpose of building community, providing opportunities for professional development and networking, as well as having a positive impact on our culture and our business. Our ERGs are open to all employees who wish to participate in them and the activities they sponsor.



STRONG | INSPIRED | ABLE

Limitless advocates for people impacted by disability or illness with the purpose of building an accessible, inclusive, compassionate and empathetic workplace.



MOSAIC promotes a vibrant workspace where all employees feel welcomed, supported and included by learning about and embracing our different cultures, experiences and beliefs while maximizing skills and talents.



Operation Salute recognizes the unique perspectives and contributions that veterans bring to Alkermes, and creates opportunities for veterans and non-veterans to learn from and support one another while also supporting local veteran-focused organizations and service groups.



Pride@Work recognizes the unique experiences of the LGBTQA+ community and, in solidarity with allies, fosters an accepting and compassionate workplace inclusive of all sexual orientations, gender expressions and characteristics.



Women Inspired Network (WIN) provides an open venue for women and all employees to collaborate, network, engage, learn from and inspire one another, and encourages a workplace that develops, supports and promotes all individuals, regardless of gender.

Our Commitment to an Inclusive and Engaged Culture

In 2024, we offered Alkermes employees the opportunity to incorporate values of inclusion and belonging into their day-to-day work through the offering of voluntary trainings and facilitated discussions aimed at identifying and addressing important workplace dynamics and behaviors. We offered trainings and facilitated discussions for employees aimed at identifying and addressing important workplace dynamics and behaviors.

In 2024, we:

- ▶ Deepened engagement with a variety of professional organizations to help enhance the quality and diversity of our candidate pool;
- ▶ Hosted more than 20 education, awareness and training programs, which were well attended by employees across our sites; and
- ▶ Achieved positive ratings (>73%) regarding the Company's efforts related to inclusion on our Spring 2024 employee survey.

Beyond these efforts related to inclusion and belonging, employee engagement remains a top priority for the Company. We've maintained innovative communications strategies to help keep employees connected and informed, including:

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

Alkermes: Recognized as a Great Place to Work in 2024

We were proud to be recognized as an employer of choice in the biotech industry based on the results of third-party surveys conducted in 2024. Among other recognitions, Alkermes was certified as a Great Place to Work in the United States, named one of Fortune Magazine's Best Workplaces in BioPharma™, a Top Place to Work in Massachusetts by the Boston Globe and a Best Place to Work in Greater Cincinnati by the Cincinnati Business Courier.



Beyond our employees' efforts to create positive change in their communities, which are detailed on page 26 and 27, our teams in Ireland, Ohio and Massachusetts gathered for a variety of in-person social and community events in 2024. From our annual, family-friendly Halloween party at our Waltham office to team outings in Ireland and more, our employees enjoyed celebrating together in 2024.

Employee Data

Our employees across the U.S. and Ireland are key to our ability to develop, manufacture and advance treatment options for patients, and contribute to our culture of collaboration. Our 2024 voluntary attrition rate of 9.6% was below the industry benchmark of 10.2%.¹ We conduct annual talent and development reviews to assess performance and leadership potential and to help inform our retention strategies and development and succession planning for key roles.

¹ Based on recent data from AON's 2024 Workforce Metrics.

Total Employees as of Year-End 2024		
Ireland	Athlone†	56
	Dublin	41
U.S.	Massachusetts†	592
	Ohio	510
	U.S. Field-based	531
Total Employees		1,730

† Reflects the reductions to our employee base by approximately 100 employees in November 2023 as part of the Separation and by approximately 315 employees in May 2024 as part of the Sale.

As of year-end 2024, our ratios of female to male employees were generally aligned with industry peers across all levels¹:

- ▶ Total workforce: 50% female and 50% male;
- ▶ Director level and above: 43% female and 57% male; and
- ▶ VP level and above: 34% female and 66% male.

Our Compensation Philosophy

As of year-end 2024, 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 fair pay across our employee population. Additionally, we continuously review and adapt our recruiting and employment offer processes to be compliant with U.S. federal and state and Irish laws. We make offers to candidates based on their experience and skills in comparison to our current employees, and without regard to their compensation from previous employers.

Professional Development

We are committed to the growth and development of our employees throughout their tenure at the Company. From their first day on the job, our comprehensive new hire onboarding experience goes beyond job-specific skills training. It also includes programs designed to connect new employees with our business, culture, values and people. We encourage our employees to seek out professional learning opportunities both within Alkermes and externally.

We offer frequent voluntary Company-hosted trainings that cover topics including performance management, problem-solving, leadership development, communication and mentorship as well as more specialized skills-based programs. In 2024, we conducted more than 100 professional development training sessions for employees across the organization. We also conduct ongoing health and safety trainings in compliance with applicable U.S. federal and state, Irish, and local regulations.

Beyond periodic training, Alkermes also supports employees in furthering their educational goals. A tuition reimbursement program is offered to employees in the U.S., which includes opportunities for tuition reimbursement of up to \$5,250 per year for full-time employees enrolled in any course through an accredited college or university. In 2024, approximately 30 U.S. employees took advantage of this benefit. In Ireland, five employees enrolled in part-time education programs, which were reimbursed in full.

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

Peer Appreciation and Recognition

We strongly believe in sharing and recognizing success as a team. Our RISE recognition program connects our employees across all locations and enables our employees to acknowledge and commend colleagues for outstanding performance through peer-to-peer recognition of actions that align with our core values: Collaboration at Our Core, Unwavering Commitment, Respect Each Voice. Employee accomplishments are also celebrated Company-wide through featured stories on ARC, our internal employee portal, and on screens across our sites.

Learning & Development Resources

Alkermes is committed to fostering a culture of continuous learning, empowering individuals and teams to drive their own growth and development.

Leading@Alkermes

The Leading@Alkermes program is a practical approach to management and leadership with a focus on best practice tools. This six-month program is designed to support people managers at Alkermes through a combination of monthly education modules, peer circles and independent leadership exercises. Since the program's launch in 2020, nearly 250 employees have graduated from this program.

Leading the Way

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

Leading With Impact

Established in 2023, Leading With Impact provides a strong foundation of leadership and collaboration capabilities for individual contributors within our organization. This program supports participants' ability to influence, build relationships and networks, and understand themselves and others. Forty-five employees completed this program in 2024.

BetterUp® Coaching

BetterUp is a global leader in mobile-based individual professional coaching. Since 2022, more than 140 Alkermes employees have participated in this program which supports development, career growth and self-improvement.

Leadership in Action

Leadership in Action is a series of panel discussions focused on established leadership behaviors and designed to guide and align our leadership principles. Our Leadership in Action event in 2024 garnered attendance from more than 120 employees at our Director level and above.

LinkedIn Learning

As part of our commitment to ongoing professional development, Alkermes provides all employees with access to LinkedIn Learning, an online learning platform with more than 22,000 courses taught by real-world experts. The platform is embedded within our performance management system to support managers and employees during annual performance review and Individual Development Plan discussions. As of the end of 2024, 82% of our employees had activated an account and engaged with the platform, resulting in more than 1,700 aggregate hours of learning.

External Organizations

We have also leveraged the resources of established external organizations that do important work in this area, including the Healthcare Businesswomen's Association, WOMEN Unlimited, Inc., The Partnership, Center for Creative Leadership, Project Onramp and others.

“Leading the Way provided a unique opportunity to grow alongside other senior leaders while strengthening my executive presence and leadership style. The 360 feedback, leadership insights, and capstone project experience will have a lasting impact on my development and our organization.”

Glenn Cornish

Senior Director, Government Accounts



Alkermes was proud to sponsor and participate in the 2024 Massachusetts Conference for Women, the largest women's conference in the U.S. Employees from across the organization were nominated to attend this inspiring event, which brought together women from many industries for networking and professional development opportunities.

Employee Benefits and Wellness

Our HR team has an 'open door' policy to promote a healthy exchange of ideas and encourage employees to provide feedback on our HR programs and practices on an ongoing basis. We also regularly benchmark our HR practices against industry standards to ensure that we can compete for and retain strong talent. Our benefits and other resources are designed to support the physical, financial and emotional well-being of our employees and their loved ones, regardless of what stage of life or careers they are in. A selection of key benefits offered in 2024 includes:

Physical

- ▶ Through a user-friendly wellness incentive application, we offered up to \$400 annually per employee in financial rewards. Using this program, U.S. employees were eligible to be rewarded for completing yearly wellness tasks such as wellness exams or on-site biometric screenings, as well as engaging with a variety of wellness content.
- ▶ Provided on-site gyms and fitness and health offerings, including monthly massage clinics for employees in Ohio and organized fitness activities like yoga and Tai Chi in Massachusetts.
- ▶ Introduced virtual pregnancy support platform offering personalized guidance, virtual visits and access to experts, to supplement existing resources for new mothers such as onsite lactation rooms and free milk shipping benefits while traveling.

Emotional

- ▶ Offered a four-week, fully paid caregiver leave benefit; all U.S. employees are eligible after 30 days of employment.
- ▶ Offered paid parental leave for U.S. employees for up to eight weeks at 100% of salary with an option to extend leave through a combination of statutory family leave and/or supplemental paid time off.
- ▶ Offered reimbursements for mind and body wellness programs such as meditation, therapy and wellness subscriptions.
- ▶ Provided reimbursement for certain adoption and surrogacy expenses.
- ▶ Supplemented on-site physical wellness activities through offerings such as nutrition counseling, personal training and free holistic virtual health coaching.

Prioritizing Mental Health in the Workplace

For the third consecutive year, Alkermes was awarded a Bell Seal at the Platinum Level from Mental Health America (MHA). Presented to ~270 companies in 2024, the Bell Seal is a nationwide employer certification awarded to companies who are committed to "creating mentally healthy workplaces."



Alkermes' Platinum Bell Seal certification was renewed in 2024 following a thorough evaluation of our policies and practices aimed at creating a workplace that values and supports our employees' mental health.

- ▶ Provided educational opportunities in partnership with employee resource groups such as Women Inspired Network during Women's Health Month through onsite and virtual workshops focused on healthy pregnancy, life and hormone balance and nutrition and women's health.
- ▶ Expanded hearing aid coverage on medical plan based on feedback from Limitless employee resource group.

Financial

- ▶ Recognizing the value of our employees and their important contributions to the achievement of our business objectives, we offer comprehensive total rewards pay and benefits packages, including bonus opportunities at all levels tied to individual and company performance, and for employees at certain levels, Company equity opportunities. We also offer healthcare and retirement savings plan benefits, paid time off, tuition reimbursement, life and disability insurance and other benefits designed to support healthy lifestyle choices, financial wellness and work-life balance.
- ▶ In addition to our market-competitive total rewards packages, as outlined above, we provided access to a third-party financial wellness tool and individual financial consultations for our U.S.-based employees. We also coordinated financial education workshops and consultation meetings both virtually and onsite in Massachusetts and Ohio.

Helping Employees Plan for the Future

During last year's celebration of National Family Caregivers Month, our Limitless employee resource group partnered with members of our HR benefits team to host a webinar with a financial advisor centered around planning for the personal and financial needs of loved ones who live with special needs. Following this webinar, employees also had the chance to schedule complimentary 1:1 meetings with a financial planner.

Patient Advocacy and Community Engagement

We have developed and now manufacture and commercialize proprietary medicines for the treatment of alcohol dependence, opioid dependence, schizophrenia and bipolar I disorder - disease areas with vulnerable patient populations who are often treated in settings of care where systemic inequities are pervasive. We champion approaches to treatment that recognize the multitude of factors that affect outcomes for patients, caregivers and communities, and are committed to patient and community engagement, disease education and awareness and advocacy for policies that support equitable access to treatment options.

Patient advocacy and community engagement are core to our mission. We regularly engage with policymakers and leaders in the patient advocacy community to better understand their perspectives and goals. Learnings from these interactions help to inform our business activities, including with respect to clinical trials, policy and advocacy. Across our endeavors, we are purposeful about staying connected to the reality of living with these complex conditions. We actively seek input from patients and advocates early in our drug development process to help identify unmet patient needs and inform our research. These engagement efforts help us design clinical trials and programs with specific patient outcomes in mind. We continue to solicit patient perspectives during the drug development process and beyond to help inform the development and lifecycle management activities for our products.

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

Access to Medicines

Alkermes believes that every patient deserves quality care, and we are committed to working with policymakers and other industry stakeholders to help preserve and enhance access to medicines. We strive to price our medicines in a responsible manner that facilitates broad access. We also offer programs, such as Patient Assistance Programs and Co-Pay Savings Programs, to provide support to eligible patients who are prescribed our medicines. In 2024, more than 27,000 patients participated in our Co-Pay Savings Programs.

Early Access Policy

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

Supporting Our Communities

Alkermes respects the culture, customs and values of the people in the communities in which we work and live. We seek to support and positively impact our communities through our grant programs, sponsorship contributions, donations and employee volunteering.



Our Commitment to Human Rights

Alkermes strives to uphold human rights in all our business activities and supports universal human rights principles, such as those set forth in the United Nations Declaration on Human Rights, including the prohibition of human trafficking, child labor and slavery of any kind. Read our **Human Rights Policy**, published in 2024, a copy of which is available on the Responsibility section of our website.

Sponsorships

We foster and maintain relationships with a variety of health-related and public policy organizations in our local communities. In 2024, we continued to sponsor non-profit organizations such as Mental Health America (MHA), the National Alliance on Mental Illness (NAMI) and Hypersomnia Foundation, and increased awareness of programs and initiatives of other organizations that work to improve the lives of people affected by serious mental illness, addiction and sleep disorders.

Funding in Support of Research and Charitable Organizations

Innovative research, programming and funding are urgently needed to support those who are living with serious chronic diseases. In 2024, Alkermes awarded approximately \$1.4 million in research grants, medical education and charitable donations in support of these communities.

Since 2018, the Alkermes Pathways Research Awards® program has provided funding to 27 researchers working to advance our understanding of diseases in the field of neuroscience. The annual program provides opportunities for individual grants of up to \$100,000 per research project for early-career investigators focused on research related to schizophrenia or bipolar disorder, including sleep and circadian disturbances associated with these conditions. Information about past grant recipients can be found on the Research & Medical Grants page of the Research & Development section of our website.



7th Annual Alkermes Pathways Research Awards Program Recipients

Mauricio dos Santos Pereira, Ph.D.

The Broad Institute, Inc.

Impact of the high-risk gene for bipolar disorder, KDM5B, on epigenetic modifications and microglia dysfunction

"The Pathways Award has been a decisive moment in my journey as a scientist — it validated the significance of my research and gave me the freedom to explore bold questions about how genetic mutations shape neuroimmune interactions in psychiatric disorders. With this support, I'm now achieving scientific advances that would have otherwise been out of reach, applying cutting edge tools to uncover mechanisms that govern brain function in both health and disease."

Jinye Dai, Ph.D.

Icahn School of Medicine at Mount Sinai

Investigating glutamate delta-type receptors in the synaptic pathology of schizophrenia

"The Pathways program offers essential support to advance my early scientific career and provides an opportunity for me to develop and make meaningful contributions to the schizophasia field."

Launching THRIVE in Ireland

Alkermes employees in Ireland launched THRIVE (Team for Health, Resilience, Inclusion, Volunteering and Engagement), an employee engagement group formed to unite efforts related to employee wellbeing, sustainability, inclusion and other important efforts. In addition to facilitating important social and volunteering events, this group also acts as a cross-functional conduit for employees across a variety of functions to provide feedback and suggestions as we work toward our shared goals.



Alkermes in Action

In 2024, “Alkermes in Action,” our employee-led volunteer program that supports local non-profit organizations through hands-on activities, celebrated its 16th year. Since its creation in 2008, more than 5,000 Alkermes volunteers have dedicated their time to 50+ local community groups, establishing long-term relationships between Alkermes and organizations that share our goal of improving the lives of people in need. Community isn’t just where we work – it’s where we strive to make a real impact.

United States

In 2024, more than 800 employees from across our global sites participated in our Alkermes in Action day of service to support people and organizations in and around our local communities.



Employees went into their communities to support a variety of organizations, including a local urban farm, food bank, conservation organizations and more. From building new beds for children in need to packing mental health first aid kits, each of the organizations we partnered with for this event in Massachusetts, Ohio and Ireland shares our belief that together we can help meet many of the unmet needs faced by our communities.

Ireland

Alkermes employees in Ireland proudly support local organizations that seek to address a range of needs including mental health, education, shelter and domestic abuse services and housing insecurity, among others. Some examples of the Alkermes in Action initiatives supported include:

- ▶ Volunteered with the Dublin Simon Community, an organization aimed at preventing and addressing homelessness. In 2024, volunteers from Alkermes helped organize and package items including clothing, household items, toiletries and more as part of a charity drive to support the Simon Community.
- ▶ Partnered with the Irish Blood Transfusion Service to donate blood supplies to people in need in Ireland.





SECTION 7

GOVERNANCE

Ethics and Compliance

Integrity is a core Alkermes value and the foundation of the way we do business. Alkermes is dedicated to upholding legal, regulatory and ethical standards in the markets in which we operate and to maintaining a strong culture of compliance.

Our focus on compliance applies to all aspects of our business, beginning with preclinical research and continuing through clinical trials, manufacturing and commercialization. This focus on compliance helps to build trust with healthcare professionals, institutional purchasers, relevant government agencies and the public at large.

Compliance is a responsibility shared by all employees across all levels of the Company. We expect each employee to take an active role in supporting our culture of compliance, and to perform all activities and conduct all interactions with integrity and in accordance with the highest ethical standards. Our commitment to compliance is embodied in our comprehensive compliance program which is built on the following core elements:

- ▶ Written policies and procedures that address the compliance risk areas relevant to pharmaceutical manufacturers, including those identified in the guidance of the Office of Inspector General of the U.S. Department of Health & Human Services (HHS) and the Pharmaceutical Research and Manufacturers of America (PhRMA) Code on Interactions with Healthcare Professionals.
- ▶ The Company's Chief Compliance Officer oversees our compliance program and reports directly to the Company's CEO. The Company's Corporate Compliance Committee helps oversee the Company's compliance program and assists with identifying any compliance issues that may need to be brought to the attention of the Board.
- ▶ Alkermes conducts extensive training and education programs for all employees that begin with new hire training and include targeted trainings based on individuals' roles and responsibilities and compliance risks specific to those roles and responsibilities.
- ▶ Alkermes has established and continues to foster a culture of compliance that maintains effective lines of communication and encourages all employees to seek guidance on ethical or legal issues as they arise. This culture of compliance is further supported by a policy directing employees to report possible compliance violations and a firm anti-retaliation policy (discussed below) that protects individuals who report issues in good faith.
- ▶ Regular monitoring and auditing of the compliance program enables Alkermes to detect and prevent potential non-compliance.
- ▶ The Company's policies and training are designed to ensure that all employees, including management, are informed of the consequences of failing to adhere to our compliance policies.
- ▶ Our compliance program is designed to promptly respond to and address, through corrective action, any detected instances of non-compliance.



Code of Conduct

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

Among other things, the Code of Conduct promotes:

- ▶ Honest and ethical conduct, including the ethical handling of actual, potential or apparent conflicts of interest;
- ▶ Full, fair, accurate, timely and understandable disclosures in reports and documents that the Company files with, or submits to, the SEC and in the Company's other public communications;
- ▶ Prompt internal reporting of any suspected or actual violations of the Code of Conduct or applicable law.

The Code of Conduct also requires compliance with all applicable laws, rules and regulations including, but not limited to, those guiding our interactions with government officials or employees and healthcare professionals. In this context, the Code of Conduct expressly prohibits any bribes, kickbacks or other improper payments or transfers of value. Under the Code of Conduct, employees are directed to promptly report any potential or suspected violations of our Code of Conduct or any other applicable laws or regulations to their manager, the Company's Chief Compliance Officer or his designee, the Company's Chief Legal Officer, any member of the Audit and Risk Committee of the Board and/or the Nominating and Corporate Governance Committee of the Board or through the Company's Corporate Governance and Compliance Hotline set forth in the Company's Reporting Financial and Compliance Matters; No Retaliation Policy (Whistleblower Policy). A current copy of the Whistleblower Policy is available on the Corporate Governance page of the Investors section of our website.

Responsible Research

Clinical Trials

As a patient-focused organization, we value the individuals who volunteer to participate in our clinical trials, and the families and caregivers of these individuals, and maintain policies, procedures and practices that respect study participants and are designed to protect their health, safety and well-being. We design our research activities to comply with the laws and regulations of the jurisdictions where we conduct clinical research, including appropriate informed consent processes, ongoing assessment of patient safety and timely reporting of any adverse events and integrity of data and respect for patient confidentiality and privacy.

Ethical Treatment of Animals

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

Responsible Manufacturing: Product Quality and Safety

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

Product Quality

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

Our QMS is designed to ensure compliance with applicable provisions of the U.S. Code of Federal Regulations, ICH (International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use) Guidance, the European Commission Directives relating to medicinal products for human use and all aspects of "good practice" quality guidelines and regulations (known collectively as GxP), in each case in line with current industry standards.

GxP includes Good Clinical Practice (GCP) regulations, which govern the conduct of clinical trials, Good Manufacturing Practice (GMP) regulations, which govern the manufacture of products, and Good Laboratory Practice (GLP) regulations, which govern the testing of materials in accordance with applicable regulations. We also adhere to applicable quality and safety regulations under the U.S. Controlled Substances Act.

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

In addition, the FDA, the European Medicines Agency (EMA) and other global regulatory agencies routinely inspect our facilities to confirm and certify our compliance with applicable regulatory requirements. To date, all such regulatory inspections have been completed successfully, with appropriate certifications and approvals achieved or maintained.

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



Responsibility in the Supply Chain

We are committed to meeting our manufacturing objectives reliably and responsibly through the establishment and maintenance of a safe, sustainable and ethical supply chain. We contract with a broad network of third-party manufacturers to formulate certain products and produce components of products or product packaging for clinical and commercial use. All service providers involved in the manufacture and packaging of our products, or components of our products, are subject to inspection by the FDA or comparable agencies in other jurisdictions, and we require that our contract manufacturers adhere to current GMP regulations in the manufacture of these products and product components. All contract manufacturers and GxP suppliers must undergo an assessment and/or inspection by our 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.

We strive to conduct our business activities in a manner that minimizes the environmental impacts of our operations, and this commitment extends to our supply chain. Strategic supply chain partners are also informed of, and expected to comply with, Alkermes' EHSS standards and expectations. We have a global, cross-functional steering team responsible for developing and informing our strategy for a sustainable procurement program and, since 2023, have been working with EcoVadis, an independent sustainability ratings provider, to evaluate our suppliers against numerous sustainability metrics. If a vendor does not meet our EHSS, ESG or quality expectations, we either assist that vendor to improve its standards prior to working with such vendor or consider alternative vendors.

In 2024, we adopted a new Supplier Code of Conduct, which outlines our expectations for the suppliers with which we do business related to labor and human rights, safety, health and well-being, environmental protection and sustainability, and ethical business conduct. A copy of our Supplier Code of Conduct is available on the Suppliers page of the Responsibility section of our website.

Responsible Marketing

Sales and Marketing Practices

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

Patient Safety

We are committed to ensuring the authenticity of our medicines and guarding against counterfeit products (those not equivalent in quality, safety and efficacy, or not containing the correct amount of active ingredient and/or containing impurities) in the marketplace. Alkermes has established standard operating procedures (SOPs) in accordance with FDA regulations that provide for the timely and efficient removal from the market of any commercial drug product suspected or found to not meet our product quality or patient safety standards. These SOPs cover all products – including trade products, sample products and clinical supplies of product candidates – manufactured and distributed by or on behalf of Alkermes. They also include requirements for the notification of and consultation with applicable regulatory authorities, the conduct of a health hazard assessment, and communications to customers, partners, healthcare professionals and patients as directed by regulators or our internal policies or procedures.

Corporate Governance

Board of Directors

Our Board is currently comprised of nine members. We hold annual director elections for all members of the Board. As such, each of our current directors has a term expiring at the Company's 2026 annual general meeting of shareholders.

Shane M. Cooke

Richard B. Gaynor, M.D.

Sir Cato T. Laurencin, M.D., Ph.D.

Nancy S. Lurker

Brian P. McKeon

Richard F. Pops¹

Nancy L. Snyderman, M.D.

Frank Anders "Andy" Wilson²

Christopher I. Wright, M.D., Ph.D.

¹ Chairman of the Board

² Lead Independent Director

Our Board is substantially independent, has a strong representation of directors who are diverse in terms of skills, experience, background, perspective and personal attributes, and has a mix of newer and longer-tenured directors, providing what we consider to be an appropriate balance of experience, institutional knowledge, fresh perspectives and skillsets.

Board Leadership

Richard Pops, our CEO, serves as Chairman of the Board. The chairperson of the Board presides at meetings of the Company's shareholders and of the Board and is primarily responsible for overseeing development of the Company's strategic goals and objectives. Recognizing the equal importance of effective independent oversight of the Company, the independent members of the Board annually elect an independent non-employee director to serve as the Lead Independent Director of the Board, with significant leadership, facilitation and liaising responsibilities and involvement with shareholder engagement activities. Andy Wilson has served as the Board's Lead Independent Director since December 2023. For additional details about the role and responsibilities of the Lead Independent Director of the Board, see the Charter of the Lead Independent Director, which is available on the Corporate Governance page of the Investors section of our website.

Commitment to Maintaining a Robust Board

The Board recognizes the value and importance of annually assessing the composition and effectiveness of the Board, its committees and its members in order to align with the Company's current and expected future business and stakeholder needs. Each year, as part of our annual Board evaluation process, the Nominating and Corporate Governance Committee of the Board reviews the composition, qualifications and experience of the Board, its committees and its members against the desired composition, qualifications and experience of the Board in support of the Company's current and anticipated strategic priorities, and facilitates an annual Board, Board committee, and individual director self-assessment process.

As a result of these activities, our current Board is comprised of skilled and highly experienced directors who are actively engaged in oversight of the Company and its strategy. Our Board has a strong and diverse set of qualifications and experiences relevant to our industry and operations, including management and governance experience; corporate strategy and business development; industry experience or knowledge; commercial marketing and sales; operations, manufacturing and supply; finance and accounting; research and development expertise; human capital management and more. Additional information about the qualifications and experience of our Board is set forth in our proxy statement for our 2025 annual general meeting of shareholders, which is available on the SEC Filings page of the Investors section of our website.



Board Refreshment

The Board has an active Board refreshment program and has engaged in significant refreshment activities in recent years in order to further strengthen the Board's expertise in targeted areas of importance to the Company's business strategy. As a result of these ongoing efforts, since 2019, the Board has appointed eight new independent directors, including one in 2024. In addition, eight directors have retired from the Board since 2019. As a result of this refreshment, the average tenure of our Board members has decreased significantly.

Overboarding Policy

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

Board Committees

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

The **Audit and Risk Committee's** responsibilities include, among others, appointing and overseeing the work performed by our independent auditor and accounting firm and any third-party assurance providers; reviewing our financial reporting and accounting controls and activities related to non-financial reporting, and our procedures to facilitate reporting of any related concerns or other compliance matters; and overseeing our enterprise risk management framework, which integrates strategic, legal, financial, accounting, operational, regulatory, sustainability, privacy, security, cybersecurity and information technology and healthcare compliance risk exposures, and steps taken to monitor and address such exposures.

The **Compensation Committee's** responsibilities include, among others, discharging the Board's responsibilities relating to the compensation of our executives; appointing and overseeing the work of its independent compensation consultant; adopting, reviewing, approving and administering our incentive compensation and equity plans and clawback policies; ensuring that the Company's compensation and benefits programs and practices are supportive of the Company's human capital management initiatives, including in respect of talent and leadership development, recognition and retention; and assessing the risks arising from our compensation programs and practices.

The **Financial Operating Committee's** responsibilities include, among others, reviewing and advising the Board and management with respect to the Company's: profitability profile and related initiatives aligned with the Company's strategic plan, capital structure and capital allocation strategy and priorities, material financing transactions, mergers and acquisitions and other business development activities, and return of capital to shareholders.

The **Nominating and Corporate Governance Committee's** responsibilities include, among others, identifying qualified director candidates to recommend for nomination; facilitating an annual Board evaluation and self-assessment process with respect to the Board, its committees and individual directors; monitoring and advising on shareholder engagement, nominations and proposals; and reviewing and overseeing compliance with our governance practices, policies and initiatives, including in respect of Board composition and refreshment, director overboarding, conflicts of interest, political contributions and lobbying activities, leadership development and succession planning and other corporate responsibility and sustainability matters, and overseeing related risks and opportunities.

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

Board's Role in Oversight of Risks and Opportunities

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

In performing their oversight functions, the Board and each Board committee has full access to management, including the Company's Chief Risk Officer and the Company's Chief Compliance Officer, and the ability to engage outside advisors. Additional information about our Board's role in oversight of risks and opportunities is set forth in our proxy statement for our 2025 annual general meeting of shareholders, which is available on the SEC Filings page of the Investors section of our website.

Public Policy Participation

We believe that public policy engagement is important and appropriate for Alkermes.

Our public policy advocacy reflects our commitment to improving the lives of patients, enhancing public health and advancing medical innovation. We seek to do this by advocating for, among other things, patient access to, and awareness of, all medications approved by the FDA for alcohol dependence, opioid dependence, schizophrenia and bipolar I disorder, and treatment system reforms that foster patient-centered care – care customized by the healthcare provider and patient to the clinical needs of the patient, regardless of the treatment setting in which the patient is seen.

At both 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 healthcare.

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

Additional information on our public policy participation, our corporate 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 our information technology systems and sensitive information in our possession in order to protect our business interests and the privacy of patients, employees, partners and other stakeholders.

Our Information Security Management System (ISMS) is a key element of our information security program, designed to identify, assess, mitigate, and monitor information technology risks across the organization, including information security risks. The ISMS is informed by the structured principles of International Standard- ISO/IEC27001:2022 (Information security, cybersecurity, and privacy protection), which outlines guidance for the establishment, implementation, maintenance and improvement of information security management systems. Our ISMS is comprised of processes designed to identify cybersecurity risks, safeguard information assets and preserve the confidentiality, integrity, and availability of information owned, managed and maintained by us. Our ISMS includes formal written policies and procedures, technical security controls and programs designed to promote internal IT risk management, audit management, incident response and security awareness. Our ISMS is periodically assessed by third-party assessors and the results of such assessments, including any cybersecurity risks and related mitigations identified, are reported to the Audit and Risk Committee of the Board and are used to improve our ISMS and our broader information security program.

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

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





SECTION 8

FUTURE OF CORPORATE RESPONSIBILITY AT ALKERMES

Throughout this report, we have shared certain 2024 ESG performance data, activities and initiatives which align with our corporate responsibility strategy. We plan to continue to work in alignment with this strategy, as described throughout this report, in the years to come.

Note Regarding Forward-Looking Statements

Certain statements set forth in this report constitute “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995, as amended, including, but not limited to, statements concerning: the potential clinical, therapeutic and commercial value of the Company’s medicines and product candidates; the Company’s ESG policies, commitments and initiatives and the intended impact of such initiatives on our employees, on patients, their families, communities and on the environment; the Company’s environmental footprint; the potential impacts of the Company’s efforts to expand access to medicines, its policy and advocacy activities and its patient engagement and grant programs in helping to address broad public health issues, including among people living with complex diseases in the Company’s therapeutic areas of focus; the Company’s plans for continued and future ESG programs and activities, in alignment with its corporate responsibility and sustainability strategy. The Company cautions that forward-looking statements are inherently uncertain. Although the Company believes that such statements are based on reasonable assumptions within

the bounds of its knowledge of its business and operations, the forward-looking statements are neither promises nor guarantees and they are necessarily subject to a high degree of uncertainty and risk. Actual performance and results may differ materially from those expressed or implied in the forward-looking statements due to various risks and uncertainties. These risks and uncertainties include those risks described in the Alkermes plc Annual Report on Form 10-K for the year ended Dec. 31, 2024 and in subsequent filings made by the Company with the SEC, which are available on the SEC’s website at www.sec.gov. The information contained in this report is provided by the Company as of the date hereof and, except as required by law, the Company disclaims any intention or responsibility for updating or revising any forward-looking information contained in this report.

Note Regarding Trademarks

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CORPORATE RESPONSIBILITY REPORT
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