Corporate Responsibility Report

NOVEMBER 2026



Alkermes®

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Alkermes®

2025 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:

2025 Great Place to Work in the United States

Fortune Magazine's Best Workplaces in BioPharma™ 2025

2025 Platinum Bell Seal for Workplace Mental Health

2025 Top Place to Work in Massachusetts

2025 Best Place to Work in Greater Cincinnati

2025 Healthiest Employers® of Ohio

2025 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™



SECTION 1

ABOUT THIS REPORT

This report, published in November 2026, primarily covers data and activities undertaken from January 1, 2025 through December 31, 2025, and in certain limited instances, activities undertaken and events that have transpired to date in 2026. 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

At Alkermes, our mission begins with science and a belief that innovative medicines can make a meaningful difference in the lives of people living with serious neurological and psychiatric disorders. Every day, our teams work to translate scientific discovery into medicines that have the potential to address significant unmet patient needs.

Delivering on that mission requires more than scientific innovation. It requires disciplined execution, responsible decision-making and a steadfast commitment to the highest standards of quality, integrity and operational excellence. Across our global organization, scientific, technical, medical and business teams work together with a shared purpose: to develop innovative medicines while positively impacting patients, healthcare providers and the communities we serve and to create long-term value for our shareholders.

In 2025, we remained focused on executing our strategy as a leading neuroscience company. Across research and development, manufacturing, commercial operations and corporate functions, we continued to strengthen our business and position Alkermes for future growth. At the same time, we advanced initiatives that reflect our commitment to operating responsibly and sustainably.

We made measurable progress across our environmental, health and safety initiatives in 2025. As detailed in this report, we reduced our combined Scope 1 and Scope 2 greenhouse gas emissions by approximately 16% year over year, reflecting an overall reduction of approximately 45% from our 2022 baseline. We recycled 78% of the total waste generated across our operations, while 99% of our hazardous waste was either recycled or processed in waste-to-energy facilities. We also achieved a lost time injury rate that is approximately 56% lower than the U.S. pharmaceutical industry benchmark. Together, these results demonstrate our commitment to responsible operations and creating sustainable value for our stakeholders.

Beyond our operations, in 2025, more than 400 employees participated in Alkermes in Action, our annual employee-led day of service, supporting organizations that strengthen the communities where we live and work. Since Alkermes in Action's establishment in 2008, nearly 6,000 Alkermes employee volunteers have contributed their time and skills to support local, community-based not-for-profit organizations in the communities where we live and work.

The foundation of our success with patients, healthcare providers, regulators, investors and communities is trust. We earn that trust through rigorous attention to quality, ethical conduct, responsible governance, accountability and transparency. These principles are integrated into how we operate, how we make decisions and how we pursue our mission.

We also recognize that long-term success depends on investing in our people and managing our resources responsibly. Our employees are among Alkermes' greatest strengths. Their talent, expertise and dedication enable us to advance science, deliver for patients and make a positive impact in the communities where we live and work. I am continually inspired by their commitment and proud of the progress we have achieved together.

This report highlights how we are advancing our business responsibly while pursuing our mission to develop innovative medicines for patients. While we are proud of the progress we have made, we remain focused on the opportunities ahead. By staying true to our purpose, executing with discipline and continuing to invest in the foundations for sustained success, we are well positioned to create meaningful value for our stakeholders.

Blair Jackson
President & Chief Executive Officer



SECTION 3

ABOUT OUR COMPANY

Alkermes plc (also referred to in this report as “we,” “our,” "Alkermes" 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, bipolar I disorder and narcolepsy. Our pipeline includes late-stage clinical candidates in development for narcolepsy, idiopathic hypersomnia, and orexin 2 receptor agonists in early clinical development in other neurological disorders, including attention-deficit hyperactivity disorder (ADHD) and fatigue associated with multiple sclerosis and Parkinson’s disease. 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. On May 1, 2024, we sold the Athlone business to another global healthcare company. Certain data presented in this report include data from the Athlone business for the time period preceding the sale (January 1, 2023 through April 30, 2024).

In February 2026, we completed the acquisition of Avadel Pharmaceuticals plc, adding a new commercial product to the Company’s portfolio of medicines and a commercial organization with experience in narcolepsy. Unless otherwise noted, data presented in this report does not yet reflect the impact of the acquisition, since the transaction was completed after the December 31, 2025 measurement date. We expect the impacts of the transaction on our employee base and our company footprint to be reflected in our data starting in 2026.

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 research, develop and manufacture medicines that have the potential to improve 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 a 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 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

ARISTADA® aripiprazole lauroxil extended-release injectable suspension
441 mg | 662 mg | 882 mg | 1064 mg

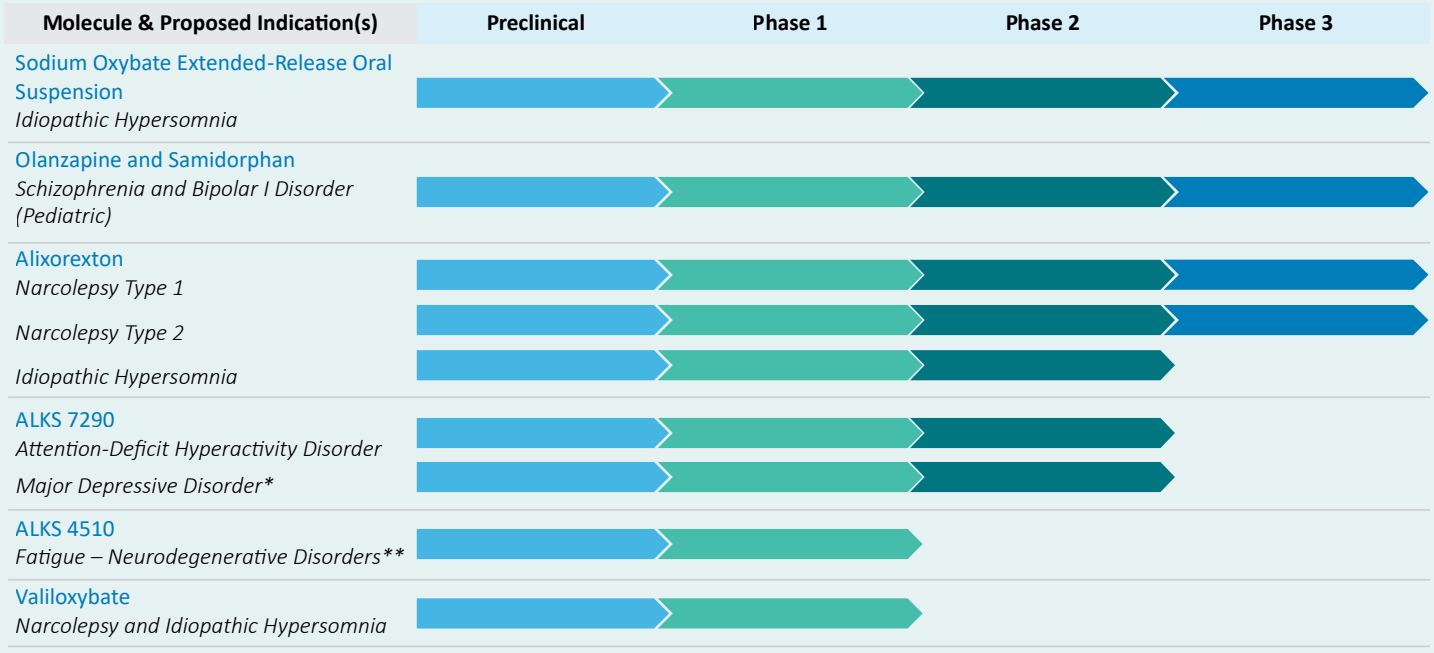
ARISTADA INITIO® aripiprazole lauroxil extended-release injectable suspension
675 mg

Lumryz® (sodium oxybate) for extended-release oral suspension ℂ

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

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

Our Pipeline



*As an adjunctive therapy to antidepressants
**In patients with fatigue associated with multiple sclerosis and Parkinson's disease

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.

Last updated: October 2026



SECTION 4

OUR APPROACH TO CORPORATE RESPONSIBILITY

Stakeholder Engagement

We recognize that our stakeholders – including employees, healthcare providers, patients, caregivers, policymakers, 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 many of these stakeholders, 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.

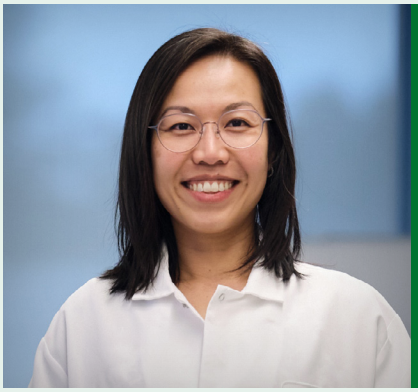
Operating and Growing Responsibly

Corporate responsibility is inherent in our mission and our values as an organization. We engage with and actively work to support people living with complex and difficult-to-treat neurological and psychiatric disorders, including opioid dependence, alcohol dependence, schizophrenia, bipolar I disorder and narcolepsy, 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 sustainability 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 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 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.



SECTION 5

ENVIRONMENT

2025 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 for over ten years, including those related to our health and safety incidents, our energy and water usage, our greenhouse gas (GHG) emissions, and our waste optimization activities.

In 2025, 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. Highlights of some of the key performance metrics are shown here.

Recent Changes to our Footprint

- On February 12, 2026, we completed the acquisition of Avadel Pharmaceuticals plc, adding a new commercial product to our portfolio of medicines and a commercial organization with experience in narcolepsy. Unless otherwise noted, data presented in this report does not yet reflect the impact of the acquisition, since the transaction was completed after the December 31, 2025 measurement date. We expect the impacts of the transaction in respect of our employee base and our company footprint to be reflected in our data starting in 2026.
- On May 1, 2024, we completed the sale of the Athlone business and manufacturing facility, resulting in a reduction of our physical facility footprint and the departure of 315 employees. Environmental performance data and activities presented in this report for 2024 include data and activities from the Athlone business and facility for the time period preceding the sale (January 1 through April 30, 2024). Year-over-year comparisons should be viewed with these operational changes in mind, as they resulted in reductions in energy consumption, headcount and floor space across the enterprise.

Health and Safety Incident Rate *(page 10)*

- Lost time injury rate in 2025 was 0.24, compared to the industry benchmark of 0.4.*
- Recordable injury rate in 2025 was 0.77, compared to the industry benchmark of 1.4.*

Energy Usage *(page 14)*

- Energy usage (MWh) per employee in 2025 was 13% lower compared to 2024 usage.

Greenhouse Gas Emissions *(page 15)*

- GHG emissions (metric tonnes of CO^2 equivalents) per employee for combined Scope 1 and Scope 2 emissions in 2025 were 16% lower compared to 2024.

Water Usage *(page 16)*

- Water use (m^3) per employee in 2025 was 17% lower compared to 2024.

Waste Optimization *(page 18)*

- 78% of total waste generated in 2025 was recycled, and 13% was processed in waste-to-energy facilities.
- >99% of total hazardous waste generated in 2025 was either recycled or processed in waste-to-energy facilities.

* 2024 U.S. Bureau of Labor Statistics (BLS) Data

Alkermes EHSS

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.

All Alkermes facilities are subject to routine regulatory inspections in respect of applicable EHSS-related laws and regulations. Our operations are supported by teams of highly qualified and experienced EHSS professionals who provide strategic oversight and governance of EHSS activities to support compliance with applicable EHSS-related laws and regulations and to evaluate and establish appropriate EHSS performance goals for our operations.

Enhancing Our EHSS Culture

In 2025, we continued our efforts to increase our cross-functional engagement with colleagues across the enterprise and enhance our environmental, health, safety and security culture. Select efforts included:

- Further integration of EHSS principles into operational excellence tools and systems, including visual management boards to aid teams in prioritizing EHSS objectives while managing their operations.
- Maintained focused health and safety awareness campaigns.
- 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 Green Friday, in support of sustainable living.

Our EHSS strategy is integrated across our business, including in our R&D, manufacturing, facilities, supply chain, 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 and sustainability 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.

Alkermes CaRE™

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. 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, which has grown and evolved since its establishment in 2013.

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 2025, we continued to incorporate 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 addition, our Ohio facility has successfully incorporated cross-functional HOP operational learning tools focused on process improvements from those closest to the work.



"At Alkermes, safety is more than a priority; it's a value. By engaging with our teams, identifying risks and recognizing good practices, we work to create a culture where safety is considered across every aspect of our operations."

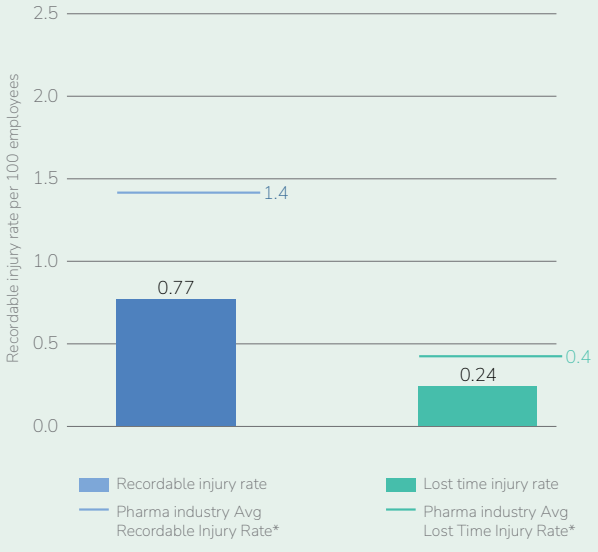
Dan Whitsell
VP and General Manager

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 2025, our recordable injury rate and our lost time injury rate among employees each remained below industry averages, as shown on the following chart.

Recordable Injuries/Lost Time Cases vs Industry Average



* 2024 U.S. Bureau of Labor Statistics (BLS) Data

Alkermes Global Security
IDENTIFY | MITIGATE | ENABLE

Enhancing Global Security Measures

Our Global Security team advanced key initiatives in 2025 to help promote the safety and security of our employees, including:

- Continued to implement 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. It includes training courses and policies that provide employees with important guidance on staying safe in the workplace and identifying and responding to potential risks.
- Maintained our employee intranet global security page 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.

Product Stewardship and Environmental Impact

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

- Generation of occupational and environmental toxicology data, which is iterated and augmented as each product progresses through its lifecycle;
- Development and application of appropriate occupational health, safety and environmental risk controls for each product based on scale, potency, task and other processing considerations;
- Utilization of protocols and risk assessments to support safe and responsible technology transfers within Alkermes or to external contract development and manufacturing organizations (CDMOs);
- Development of "green chemistry" processes designed to eliminate or reduce the use or generation of hazardous substances in the design and manufacture of future products; and
- 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.

Supply Chain EHSS and Sustainability Risk Management

We apply a risk-based approach to EHSS and sustainability across our supply chain, with oversight focused on suppliers that directly support the development, manufacture and packaging of our proprietary medicines. For these critical supply chain partners, we have integrated certain EHSS and sustainability risk management procedures and our formal RMS framework into our vendor management and governance processes. EHSS and sustainability considerations and metrics are monitored and discussed as part of routine business review meetings with our key vendors. This approach enables transparent conversations about EHSS and sustainability 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 sustainability risk considerations and metrics are embedded throughout the supply chain lifecycle, including due diligence assessments, on-boarding procedures, technology transfers and routine business reviews. We also incorporate EHSS and sustainability-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 conduct 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.

We evaluate key suppliers through EcoVadis, an independent, globally-recognized provider of sustainability ratings. In 2025, over 90% of our proprietary product contract manufacturing organizations (CMOs), key raw material suppliers, and critical operations suppliers were evaluated through the EcoVadis ratings platform. Our evaluated suppliers achieved aggregate ratings that were 14% higher than the EcoVadis benchmark, which comprises all companies assessed within the EcoVadis platform. The insights gained through these assessments complement our formal risk management processes and support ongoing supplier engagement and continuous improvement efforts.

In 2025, we also used EcoVadis-generated risk data points for our key suppliers and critical indirect suppliers to help us focus our resources and collaboration efforts on the areas of greatest potential sustainability risk and impact.

Our commitment to supplying medicines for patients in a responsible and ethical manner extends across our wider supply chain. Our sustainability in the supply chain strategy strives to:

- Embed sustainability considerations in the culture of our procurement and supply chain organizations and expand our focus to include more key suppliers;
- Leverage supplier interactions as opportunities to collaborate on and advance shared sustainability-related goals; and
- Integrate sustainability principles into our procurement and supply chain vendor management processes.

In 2025, we continued to evolve and adapt our sustainability in the supply chain program to reflect changes to our business and our expanded supplier base.

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.

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, when feasible, with more energy-efficient alternatives;
- Incorporation of sustainable design and building techniques in new construction 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.

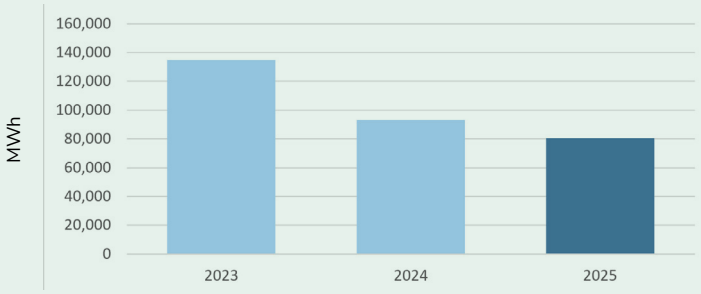
Our assessments and implementation of opportunities related to our energy use and GHG emissions at our facilities continued in 2025 and included:

- Our Ohio facility continued to procure 30% of its electricity from renewable sources resulting in a reduction in Scope 2 emissions from the facility;
- Electric vehicle charging stations continued to be available for use at our U.S. facilities;
- Beginning February 2025, our Massachusetts facility procured 100% of its electricity from renewable sources; and
- We reduced our physical operational footprint, including lower diesel usage and energy consumption, which contributed to reductions in our Scope 1 and 2 GHG emissions.

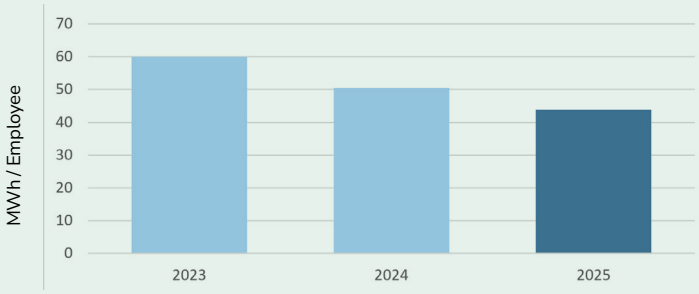


2025 Energy Performance Data[1]

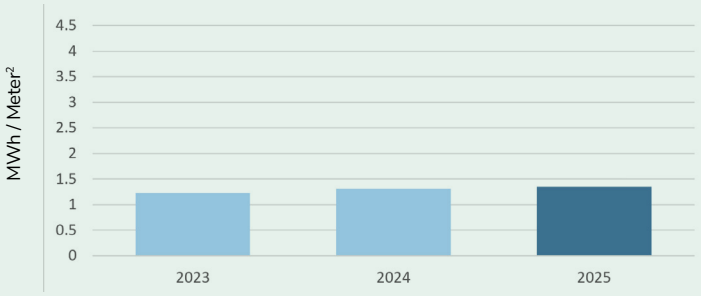
Energy Use (Absolute)



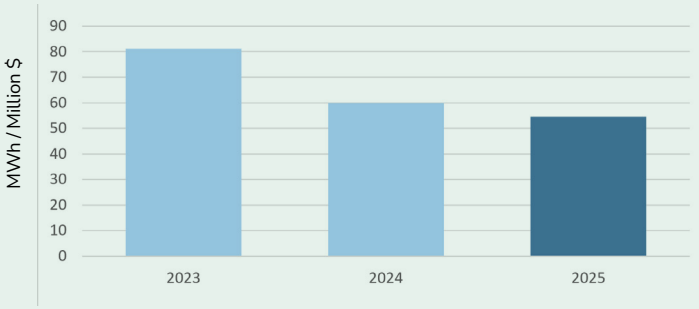
Energy Use per Employee



Energy Use per Floor Area



Energy Use per Million $ Revenue



[1] Data from 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 its sale on May 1, 2024 and reflects our downsizing to a single Massachusetts facility in connection with the separation of our former oncology business, which downsizing is reflected in our 2025 data as well. Metrics reported on a "per employee" basis reflect reductions to our employee base by approximately 100 employees in November 2023 as part of the separation of our former oncology business and by approximately 315 employees in May 2024 as part of the sale of the Athlone business.

Massachusetts *Shut the Sash* Energy Awareness

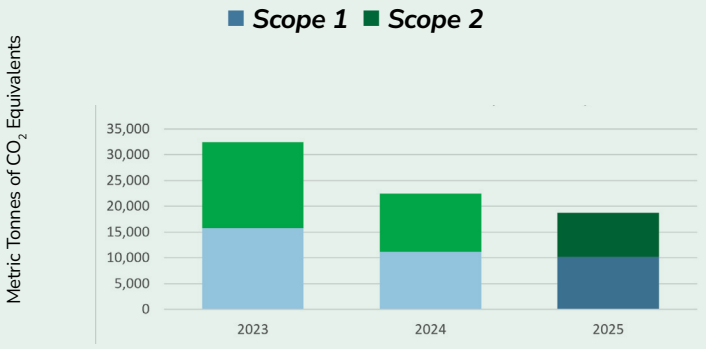
As part of our sustainability strategy, we are committed to promoting and enhancing energy-conscious laboratory practices. Through active monitoring of unattended fume hood sashes, we leveraged energy consumption data to inform and influence our sash opening and closing behaviors. Through minor changes to these behaviors, we were able to drive measurable reductions in our energy use and reinforce our focus on safe and sustainable laboratory operations.

"At Alkermes, sustainability objectives are integrated into the way we work. Through EHSS initiatives and partnerships, we are empowered to identify and implement practical improvements that serve to reduce energy usage, waste generation and resource consumption across our laboratories. By combining employee engagement with data-driven assessments, we can advance sustainable laboratory practices while continuing to support our high standards of scientific excellence, safety and innovation."

Kyle Korman Senior Scientist, Pharmaceutical Chemistry

2025 Carbon Performance Data[1]

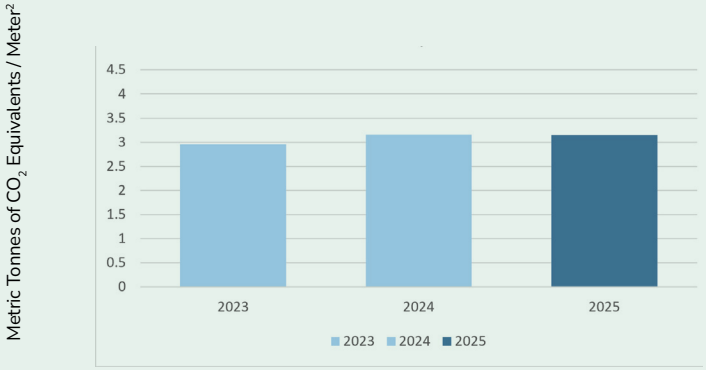
Greenhouse Gas Emissions (Absolute)[2]



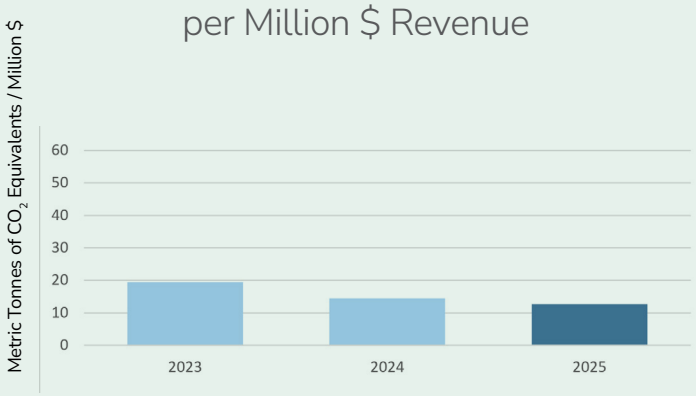
Greenhouse Gas Emissions per Employee



Greenhouse Gas Emissions per Floor Area



Greenhouse Gas Emissions per Million $ Revenue



[1] Data from 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 its sale on May 1, 2024 and reflects our downsizing to a single Massachusetts facility in connection with the separation of our former oncology business, which downsizing is reflected in our 2025 data as well. Metrics reported on a "per employee" basis reflect reductions to our employee base by approximately 100 employees in November 2023 as part of the separation of our former oncology business and by approximately 315 employees in May 2024 as part of the sale of the Athlone business.

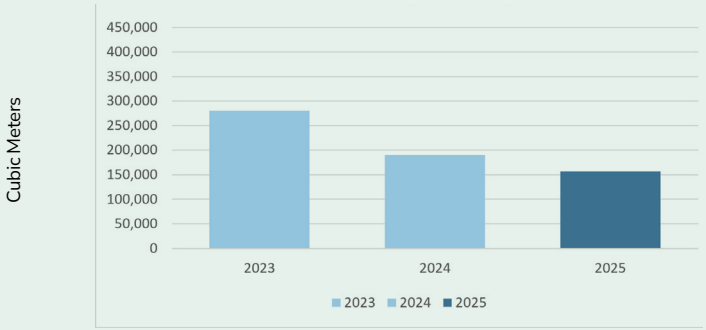
[2] Reflects total Scope 1 and Scope 2 GHG emissions.

Water Conservation Highlights

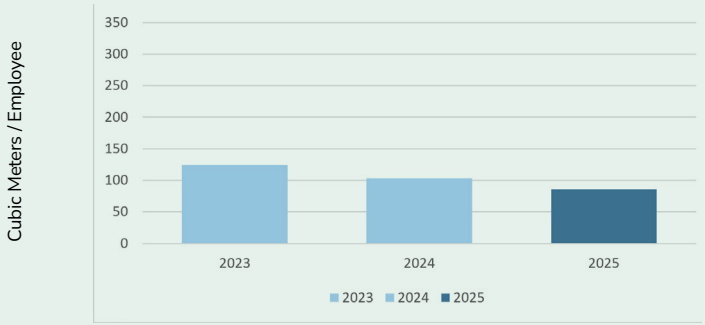
We recognize that water is a scarce and invaluable resource that we must endeavor to conserve and use efficiently and sustainably. We have implemented programs across our organization to assess, reduce and optimize our water consumption, and we examine opportunities to further conserve water on an ongoing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

2025 Water Performance Data[1]

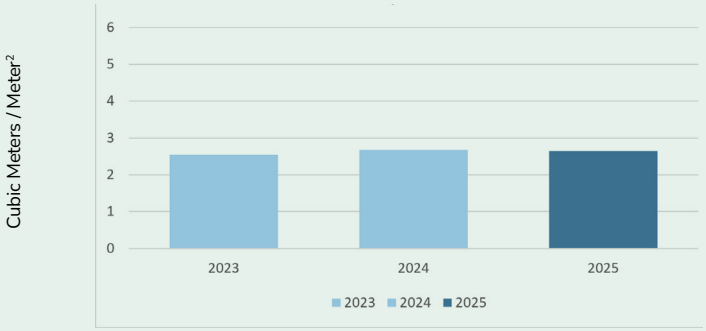
Water Use (Absolute)



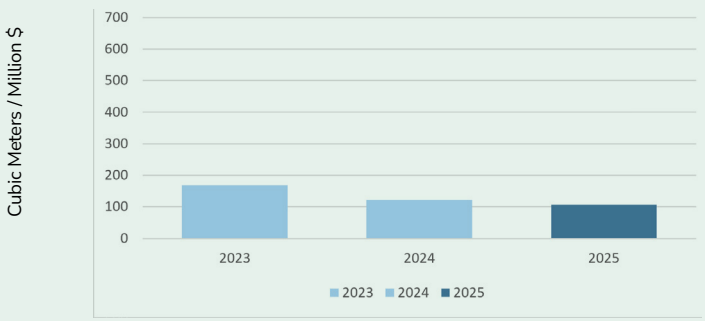
Water Use per Employee



Water Use per Floor Area



Water Use per Million $ Revenue



[1] Data from 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 its sale on May 1, 2024 and reflects our downsizing to a single Massachusetts facility in connection with the separation of our former oncology business, which downsizing is reflected in our 2025 data as well. Metrics reported on a "per employee" basis reflect reductions to our employee base by approximately 100 employees in November 2023 as part of the separation of our former oncology business and by approximately 315 employees in May 2024 as part of the sale of the Athlone business.

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

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

As part of our proprietary development and manufacturing processes for solid dosage forms, our policy has historically been to contain and incinerate wastewater containing novel compounds to prevent their environmental release.

More recently, to further advance our sustainability objectives, we identified and tested alternative wastewater treatment methods, resulting in our decision to partner with Enviolet GmbH to furnish our Ohio and Massachusetts facilities with wastewater treatment skids which utilize advanced oxidation technology. This alternative treatment method became operational at our Ohio facility in 2026 and construction at our Massachusetts facility is underway.

This investment in alternative treatment, which supports the safe treatment and disposal of pharmaceutical compounds, has enhanced our wastewater management capabilities and reduced our need to rely on containing and incinerating wastewaters.

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.

Since 2022, we have invested in the conversion of 12 acres of planted grassland into a pollinator field in our Ohio facility. We planted 25 unique species of plants in this space to increase site biodiversity, which is now fully grown. We also established a maintenance plan to promote plant and insect diversity. The pictures show the garden in July 2026.





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 seek to identify and implement new opportunities for responsible waste disposal and further reduction of waste materials.

Key 2025 waste optimization highlights included:

- 92% of total waste generated in 2025 was either recycled (78%), processed in a waste-to-energy facility (13%) or incinerated (1%); and
- >99% of hazardous waste generated in 2025 was either recycled or processed in waste-to-energy facilities and the remainder was incinerated (<1%).

Massachusetts Partnership with GreenLabs Recycling

At our Massachusetts facility, we have partnered with GreenLabs Recycling to establish a dedicated recycling stream for plastic media bottles and pipette tip boxes generated within our R&D laboratories. The recycled materials are processed and repurposed into new industrial and laboratory-use plastic products, supporting a circular economy approach. In 2025, we significantly increased the amount of laboratory plastics diverted from landfill and incineration, which support both our efforts to reduce GHG emissions and our commitment to advancing sustainable laboratory operations at our Massachusetts facility.

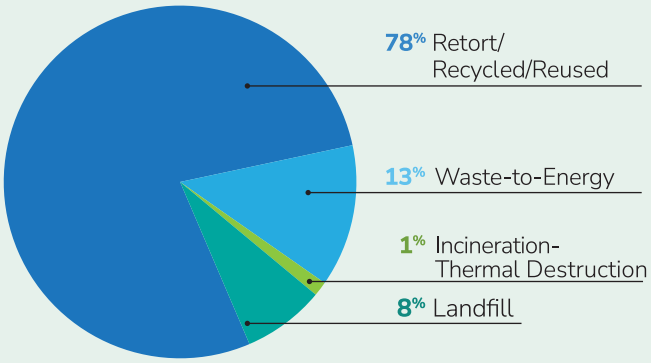
2025 Alkermes Total Enterprise Waste Profile

Hazardous waste	Metric Tonnes
Recycled[1]	1,592
Waste-to-energy[2]	9
Incineration	10
Landfill	0
Total hazardous waste	1,611
Non-hazardous waste	**Metric Tonnes**
Recycled[1]	158
Waste-to-energy[2]	283
Incineration	20
Landfill	169
Total non-hazardous waste	630

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.

2025 Alkermes Waste Profile





SECTION 6

SOCIAL

The expertise, intelligence and creativity of our employees drive our innovation, and their passion and commitment to excellence are the cornerstones 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. We are an equal opportunity employer. All of our policies, practices and actions related to hiring, promotion, compensation, benefits and employee management 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, any veteran status, any military status or application for military service, or membership in any other category or having any other characteristic protected under applicable laws.

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



"At Alkermes, we value the diversity of experiences, viewpoints and ideas our employees bring. Their commitment to our shared mission of improving patients' lives motivates and inspires me each 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 2025, members of our Operation Salute ERG participated in *Wreaths Across America* for the fourth consecutive year. This annual event is an opportunity for us to acknowledge the sacrifice made by veterans in service of their country by placing wreaths on their graves.

Employee Resource Groups

Alkermes has five ERGs, which share a common purpose of supporting and enhancing the inclusiveness of our company culture and providing opportunities for professional development, networking and building deeper connections within Alkermes. Our ERGs are open to all employees who wish to participate in them and the activities they sponsor.

Limitless
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
EMPLOYEE RESOURCE GROUP

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

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

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

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 2025, we continued to offer our 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.

This included:

- 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 (>81%) regarding the Company's efforts related to inclusion on our employee survey.

Beyond these efforts, 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 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 2025

We are proud that Alkermes has been recognized as an employer of choice in the biotech industry based on the results of third-party employee surveys conducted by leading organizations. In 2025, we were certified as a **Great Place to Work®** in the United States, named to *Fortune Magazine's* **Best Large Workplaces in BioPharma™** for the second consecutive year, recognized as one of the **Top Places to Work in Massachusetts** by *the Boston Globe*, named a 2025 **Best Place to Work in Greater Cincinnati** by the *Cincinnati Business Courier* and named one of the **Best Places to Work in Ireland** by the *Sunday Times Ireland*.

Great Place To Work® Certified APR 2025-APR 2026 USA

The Boston Globe TOP PLACES TO WORK 2025

Cincinnati Business Courier BPTW 2025 Best Places to Work Alkermes



In addition to our employees' efforts to create positive change in their communities, which are detailed on pages 26 and 27, our teams in Ireland, Ohio and Massachusetts gathered for a variety of in-person social and community events in 2025. From our annual, family-friendly Halloween party at our Waltham office to holiday celebrations across our sites, our employees enjoyed gathering together in 2025.

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 2025 voluntary attrition rate of 7% was below the industry benchmark of 7.8%.[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.

Total Employees as of Year-End 2025		
Ireland	Athlone	56
	Dublin	40
U.S.	Massachusetts	623
	Ohio	521
	U.S. Field-based	613
Total Employees		1,853

As of year-end 2025, our ratios of female to male employees were generally aligned with industry peers across all levels[1]:

- Total workforce: 50% female and 50% male;
- Director level and above: 43% female and 57% male; and
- VP level and above: 36% female and 64% male.

[1] Based on recent data from 2024 and 2025 Radford Organizational Risk Scorecard

Our Compensation Philosophy

As of year-end 2025, 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 is and 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 regularly 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 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 2025, we conducted more than 80 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 2025, 24 U.S. employees took advantage of this benefit. In Ireland, four 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, designed to empower 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 300 employees have graduated from this program.

Leading the Way

Established in 2023 and completed by 21 employees in 2025, 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. Thirty-nine employees completed this program in 2025.

"Participating in the Leading the Way program was a valuable opportunity to deepen my understanding of strategic and authentic leadership and reinforced the value of a growth mindset, learning from different perspectives, collaboration and building a strong network across Alkermes."

Patricia McDonnell
Director, EHSS

BetterUp® Coaching

BetterUp is a global leader in mobile-based individual professional coaching. Since 2022, more than 140 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. Since 2024, more than 120 employees at the Director level and above have taken part in Leadership in Action events.

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 2025, 82% of our employees had engaged with the platform, resulting in more than 1,200 aggregate hours of learning during the year.

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, The Partnership, Center for Creative Leadership, Project Onramp and others.



Alkermes was proud to sponsor and participate in the 2025 Massachusetts Conference for Women. Employees from across the organization were nominated to attend this inspiring event, which brought together professionals from many industries for networking and 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 ongoing feedback on our HR programs and practices. 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 2025 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 several 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 on-site lactation rooms and free milk shipping benefits while traveling.
- Implemented an enhanced human resources accommodation support process to better support the needs of employees.

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 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 fourth consecutive year, Alkermes was awarded a Bell Seal at the Platinum Level from Mental Health America. Presented to ~360 companies in 2025, 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 2025 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 ERGs such as Women Inspired Network during Women's Health Month through onsite and virtual workshops focused on healthy pregnancy, menopause and perimenopause in celebration of World Menopause Awareness Month.
- Provided hearing aid coverage on medical plans based on feedback from Limitless ERG.

Financial

- Recognizing the value of our employees and their important contributions to the achievement of our business objectives, we offered 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.
- Offered 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.
- Provided access to a third-party financial wellness tool and individual financial consultations for our U.S.-based employees.
- Coordinated financial education workshops and consultation meetings both virtually and on-site for U.S. employees.

Supporting Caregiving Employees

During last year's observance of National Family Caregivers Month, our Limitless ERG partnered with Caregiver Action Network, a leading national advocacy organization, to raise awareness of the importance of supporting and uplifting people providing care to their families or loved ones. This program also outlined some of the benefits available to Alkermes employees serving as caregivers.

Patient Advocacy and Community Engagement

We have developed and now manufacture and commercialize proprietary medicines for the treatment of alcohol dependence, opioid dependence, schizophrenia, bipolar I disorder and narcolepsy – difficult-to-treat diseases that are often stigmatized. 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 2025, more than 28,000 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 2025, we continued to sponsor non-profit organizations such as Mental Health America (MHA), the National Alliance on Mental Illness (NAMI), Young People in Recovery (YPR) and Wake Up Narcolepsy, 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 2025, Alkermes awarded approximately $1.6 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 29 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.

Alkermes Pathways Research Awards

8th Annual Alkermes Pathways Research Awards Program Recipients

Naihua Natalie Gong, M.D., Ph.D.,
Brigham and Women's Hospital/Harvard Medical School

Identifying real world, objective NREM sleep biomarkers in bipolar I disorder using longitudinal home-based EEG recordings

"The Alkermes Pathways Research Program is an important opportunity for my career development as a physician-scientist. It enables me to bridge basic neuroscience and clinical practice by validating scalable sleep biomarkers in real-world settings, work that could help improve how we diagnose and treat bipolar disorder and other psychiatric conditions. As a junior investigator, this support advances my goal of building a research program focused on translating sleep neuroscience into practical tools that strengthen psychiatric care."

Larissa Albantakis, Ph.D.,
University of Wisconsin

Using TI-TES Neuromodulation to Restore Spindle Activity in Schizophrenia Neuromodulation Targeting Sleep Spindle Restoration

"The Pathways Award comes at a pivotal stage in my career as I build an independent translational research program at the intersection of computational neuroscience, sleep research, and psychiatry. This award will support the generation of critical feasibility data for personalized thalamic neuromodulation approaches in schizophrenia and lay the foundation for future clinical trials targeting sleep disturbances and thalamocortical dysfunction."

THRIVE in Ireland

Alkermes employees in Ireland launched THRIVE (Team for Health, Resilience, Inclusion, Volunteering and Engagement) in 2024, 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, and support initiatives in pursuit of shared goals.

2025 activities supported by THRIVE included:

- A clothing collection and donation drive;
- A local beach cleanup event in partnership with Flossie and The Beach Cleaners; and
- A blood drive in partnership with the Irish Red Cross.

Beyond these events, THRIVE also hosted a summer party for Irish-based employees and their families.

Alkermes in Action

In 2025, "Alkermes in Action," our employee-led volunteer program that supports local non-profit organizations through hands-on activities, celebrated its 17th year. Since its creation in 2008, nearly 6,000 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.

United States

In 2025, more than 400 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. Examples of initiatives we supported in 2025 included:

- Assembled mental health first aid kits and built beds for children in need at our Waltham office;
- Cleared walking and hiking trails at a local park;
- Harvested more than 1,000 quarts of fruit and processed it for use at a children's day camp; and
- Collected more than 2,500 non-perishable donations as part of our Alkermes in Action food drive in support of a local food bank.

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

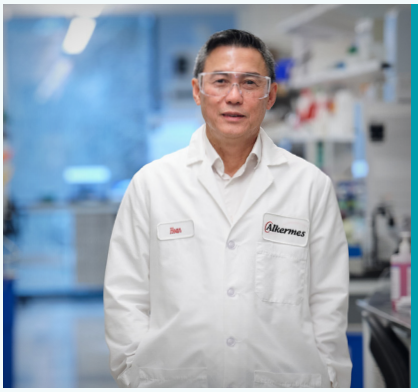
Alkermes employees in Ireland proudly support local organizations that seek to address a range of needs including mental health, education, shelter and domestic abuse services and housing insecurity, among others. Some examples of the Alkermes in Action initiatives supported include:

- Volunteered with a local environmental conservation organization to clean beaches around the Dublin area; and
- Partnered with the Irish Blood Transfusion Service to donate blood supplies to people in need in Ireland.









SECTION 7

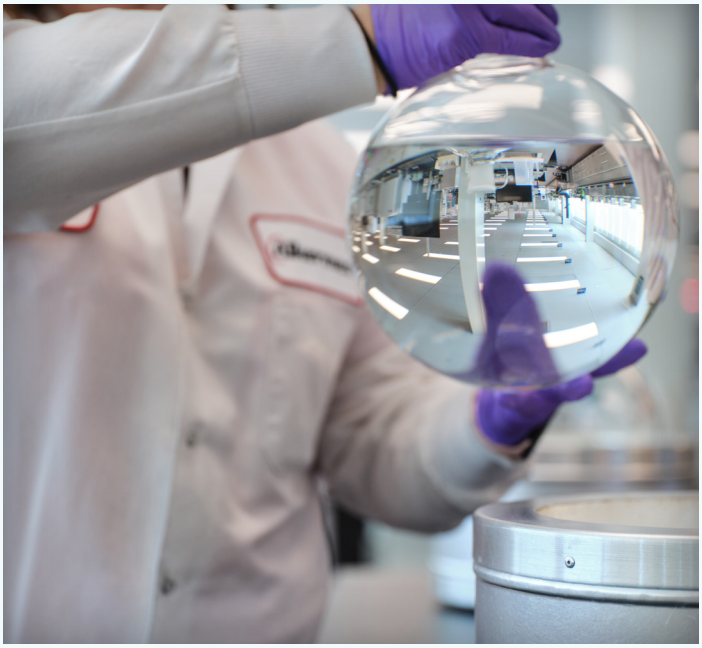
GOVERNANCE

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), the U.S. Food and Drug Administration (FDA) 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; and
- 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, 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 of all drug product that we manufacture prior to its release to ensure it meets our quality and compliance requirements.

Where drug product is manufactured by external third-party manufacturers, we audit and assess those third parties to monitor their compliance with Alkermes' standards of quality, applicable contractual obligations, and applicable laws and regulations as set forth in more detail below. We also oversee testing of all drug product manufactured on our behalf 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 and those of our contract manufacturers to confirm and certify our compliance with applicable regulatory requirements. To date, all such regulatory inspections of our facilities 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 and manufacture 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 and as applicable, the U.S. Drug Enforcement Administration of the U.S. Department of Justice (the DEA), 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 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 worked with EcoVadis, an independent sustainability ratings provider, to evaluate certain of our key suppliers against a variety of 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 Supplier Code of Conduct, which outlines our expectations for the suppliers with which we do business, and covers topics such as 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 standard operating procedures for routine monitoring and 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, which include notification of and consultation with applicable regulatory authorities, conduct of a health hazard assessment, and communications to customers, partners, healthcare professionals and patients as directed by regulators or our internal policies.

Corporate Governance

Board of Directors

Our Board is currently comprised of 11 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 2027 annual general meeting of shareholders.

Shane M. Cooke
Richard B. Gaynor, M.D.
Blair C. Jackson
Sir Cato T. Laurencin, M.D., Ph.D.
Nancy S. Lurker
Brian P. McKeon
Richard F. Pops[1]
Nancy L. Snyderman, M.D.
Anne C. Whitaker
Frank Anders "Andy" Wilson[2]
Christopher I. Wright, M.D., Ph.D.

[1] Chairman
[2] Lead Independent Director

Our Board is substantially independent, has a strong representation of directors who are diverse in terms of skills, backgrounds, perspectives and experience, 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

The Board periodically reviews and assesses its leadership structure. In August 2026, in connection with the appointment of Blair C. Jackson as the Company's new President and CEO, the Board decided to split the roles of CEO and Chairman, which had historically been combined, with Mr. Jackson appointed as a member of the Board and Richard Pops, the Company's former CEO, serving as non-executive Chairman of the Board.

The chairperson of the Board presides at meetings of the Company's shareholders and of the Board and leads the Board in its oversight 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. 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 each year in our proxy statement relating to our annual general meeting of shareholders, 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 ongoing 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.

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 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 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 each year in our proxy statement related to our annual general meeting of shareholders, 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, bipolar I disorder and narcolepsy, and treatment system reforms that foster patient-centered care – care customized by the healthcare professional 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, help mitigate, and monitor information technology risks across our 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, such as automated tools designed to detect and prevent cybersecurity incidents, and programs designed to promote internal IT risk management, audit management, incident response and employee security awareness. Our ISMS includes periodic security audits, vulnerability assessments and penetration testing to proactively identify potential system vulnerabilities. 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 by us 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 2025 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, 2025 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.

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CORPORATE RESPONSIBILITY REPORT

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