

ALKERMES TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) STATEMENT

1. Our Commitment

Corporate responsibility is inherent in our mission as an organization that actively works to support people living with complex and difficult-to-treat psychiatric and neurological disorders and to help break down barriers that prevent people from accessing care. As we do this important work, we strive to manage our business in a manner that promotes transparent governance and strong ethics; maintains extensive stakeholder engagement; and helps us grow our organization strategically, sustainably and responsibly, including with respect to our environmental, social and governance (“ESG”) impacts.

We recognize the substantial environmental, economic, and societal risks that may arise from a changing climate and the importance of assessing and understanding the potential impacts of such risks to our business, our supply chain and our local and global communities. We proactively work to identify these and other risks, to mitigate their potential negative impacts on our business and our stakeholders, and to identify opportunities to positively impact our business and our stakeholders.

2. Governance

TCFD recommendations for disclosures on Governance:

- a) Describe the board’s oversight of climate-related risks and opportunities.***
- b) Describe management’s role in assessing and managing climate-related risks and opportunities.***

Our business, property and affairs, including material aspects of our processes for addressing climate-related risks and opportunities, are managed under the direction and oversight of our board of directors (the “Board”). Our management team is responsible for assessing and managing risks and opportunities related to our business, including those related to climate change and other environmental and sustainability matters.

Management’s Role in Assessing and Managing Climate-Related Risks and Opportunities

The Board has delegated to our Chief Executive Officer (“CEO”), working with the other members of our management team, the authority and responsibility for managing our business in a manner consistent with the standards, values and practices of the Company, and in accordance with any specific plans, instructions or directions of the Board. In this context, our CEO and management team are accountable to the Board for the management of our business, including the identification, assessment and management of risks and opportunities related to climate change and other environmental and sustainability matters.

We have established an Executive ESG Committee, which includes senior executives representing our Operations & Environmental Health, Safety and Security (EHSS), Human Resources, Finance, Investor Relations, Legal and Compliance functions, whose role is to oversee development of our ESG strategy and

our processes for identification, assessment and management of ESG-related risks and opportunities. This committee is also tasked with overseeing integration of those risks and opportunities into our business planning and processes, implementation by the appropriate operational teams, compliance with related disclosure obligations and communications to employees and other stakeholders.

In support of the Executive ESG Committee, our Vice President of EHSS, Sustainability and Facilities leads an operational level, cross-functional team, with representatives from EHSS, Legal, Finance, Corporate Affairs, Human Resources, Information Technology, and other functions as required, which is tasked with developing processes and implementing activities in support of our ESG strategy. This includes activities related to measuring and reducing our environmental footprint across areas such as greenhouse gas (“GHG”) emissions and energy use, water usage, waste generation, biodiversity, pharmaceuticals in the environment, and sustainability in the supply chain.

Board Oversight of Climate-Related Risks and Opportunities

The Board is responsible for oversight of the Company’s processes for management of material risks and opportunities tied to the Company’s overall business strategy, including those related to climate change and other sustainability matters. The Board has delegated to each of its standing committees significant oversight responsibilities in respect of ESG-related risks and opportunities, including:

- **The Nominating and Corporate Governance Committee** of the Board is responsible for overseeing our corporate governance practices and policies and risks related thereto, including those related to environmental, health, safety, sustainability and corporate responsibility matters.
- **The Audit and Risk Committee** of the Board (the “Audit and Risk Committee”) is responsible for oversight of our enterprise risk management program, which integrates risks related to environmental and sustainability matters, including climate change, and the activities that management has undertaken to mitigate such risks. The Audit and Risk Committee is also responsible for overseeing our financial and accounting practices and integration of ESG-related information into our public disclosures.
- **The Compensation Committee** of the Board is responsible for recommending to the Board the incorporation, as appropriate, of ESG considerations, including in respect of environmental sustainability, into our annual corporate objectives and executive and company-wide incentive compensation plans.

In performing their oversight responsibilities, the Board and each committee of the Board has full access to management, including our Chief Risk Officer and Chief Compliance Officer, and the ability to engage outside advisors.

3. Strategy

TCFD recommendations for disclosures on Strategy:

- a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.**
- b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.**
- c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.**

Strategic and Resilience Planning for Climate Risks and Opportunities

At Alkermes, we recognize the importance to our overall business strategy of identifying, and seeking to mitigate, business risks and opportunities, including those related to climate change. In this context, we seek to identify physical and transitional risks and opportunities that may negatively or positively impact the company, the environment and our stakeholders over the short-, medium-, and long-term.

As part of our environmental risk management system (as discussed in Section 4 below), we consider climate-related scenarios that may impact our operations in order to identify and implement appropriate risk mitigation strategies. This includes conducting regular risk assessments to identify potential business vulnerabilities and developing and implementing risk mitigation measures and contingency response plans to enhance business resilience and mitigate the potential adverse effects of environmental incidents, natural disasters, and severe weather events.

In addition to our own operations, we also recognize that critical suppliers across our value chain could be subject to climate-related business vulnerabilities, which in turn could result in supply chain interruptions or shortages. To mitigate this, we factor potential supply chain interruptions into our inventory management and manufacturing strategies. We also utilize independent third-party consultants and assessment tools to measure the sustainability-related capabilities (including climate change mitigation and adaptation) and commitments of our key suppliers.

Impact Reduction and Resource Efficiency

We are committed to identifying opportunities to enhance environmental sustainability at Alkermes, including in respect of reducing Scope 1 and 2 GHG emissions. In this context, our strategy includes investing in energy efficiency projects, procuring energy from renewable sources, and identifying and investing in lower carbon intensity processes, technologies, utilities, and equipment where feasible. We also strive to incorporate sustainable design principles into any new construction to promote less energy use and reduce GHG emissions.

In support of corporate efforts, we have site-level sustainability teams responsible for identifying and implementing local strategies to reduce energy consumption and associated GHG emissions, and for raising awareness of and employee engagement in sustainability initiatives.

4. Risk Management

TCFD recommendations for disclosures on Risk Management:

- a) Describe the organization's processes for identifying and assessing climate-related risks.***
- b) Describe the organization's processes for managing climate-related risks.***
- c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.***

We proactively implement a variety of EHSS risk management strategies to maintain compliance, reduce EHSS risks in our business operations, and drive continuous improvement in identifying and addressing such risks, including through increased awareness of our initiatives to reduce our environmental impacts.

As part of these efforts, 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). This RMS framework is designed to rapidly identify existing and emerging risks, including climate-related risks, and assign appropriate resources for effective mitigation of such risks at each of our operating facilities. This framework enables us to:

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

We also extend our risk management strategies to key suppliers and have integrated certain EHSS and broader ESG risk management procedures into our supplier management and governance processes related to the development and manufacture of our proprietary medicines. Key supplier EHSS and ESG considerations and metrics are monitored and discussed as part of routine business review meetings with our external operations partners. This approach enables transparent conversations about EHSS and ESG risk and performance and provides a forum for Alkermes to communicate to our suppliers our expectations for corporate responsibility and sustainability and potential opportunities to collaborate on sustainability-related goals.

Each year, our Chief Risk Officer, in conjunction with our management team, conducts an annual enterprise risk management assessment to identify and assess overall risks, and related Company mitigations, related to our business and our corporate strategy. This process integrates risks identified through our RMS and EHSS risk management strategies. An overview of this risk assessment processes and outcomes is provided to the Audit and Risk Committee and the full Board, who discuss and evaluate, on an as-needed basis, any risks identified by such assessment, the Company’s processes for managing, and mitigating, such risks, and any additional mitigation opportunities that may be implemented in response. All members of the Board have direct access to our Chief Risk Officer on an ongoing basis.

5. Metrics and Targets

TCFD recommendations for disclosures on Metrics and Targets:

- a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.**
- b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.**
- c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.**

Our approach to assessing and managing climate-related risks and opportunities includes tracking of key environmental performance metrics such as energy consumption and GHG emissions. For example, we monitor the percentage of energy sourced from renewable sources and currently report on our direct GHG emissions (Scope 1) and indirect GHG emissions (Scope 2), each set forth in the table below, to promote transparency and accountability. To date, we have not measured our Scope 3 emissions, but have begun planning for future measurement and assessment of Scope 3 emissions and related risks.

Monitoring our emissions enables us to assess our environmental footprint and identify opportunities to reduce our impact. This includes measuring our progress in the percentage of renewable energy usage in our operations and monitoring our emissions from activities such as fuel combustion and electricity consumption.

Year	Scope 1 (MT CO2e)	Scope 2 (MT CO2e)	Scope 1 & 2 Total (MT CO2e)
2015	13,960	17,785	31,745
2016	11,102	17,676	28,777
2017	11,459	18,463	29,922
2018	10,964	17,826	28,790
2019	15,064	16,973	32,037
2020	13,525	17,042	30,567
2021	15,045	17,954	33,000
2022	16,997	16,813	33,810
2023	15,753	16,726	32,480

Table 1: Scope 1 and 2 GHG emissions by Metric Tonne of CO2 equivalent (CO2e)*

*In May 2024, we sold our development and manufacturing business in Athlone, Ireland. Data presented above for years 2015 through 2023 include data from the Athlone business from that time period notwithstanding the fact that such business is no longer owned by Alkermes as of the date of publication of this document.

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