

# Corporate Responsibility Report

September 2023



**Alkermes**<sup>®</sup>

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## SECTION 1

# ABOUT THIS REPORT



This report, published in September 2023, primarily covers data and activities undertaken from January 1, 2022 through December 31, 2022, and in certain limited instances, activities undertaken and events that have transpired to date in 2023. All presentations of data denote the time period covered. The contents of this report were developed based on feedback from our internal and external stakeholders and metrics used by corporate responsibility and sustainability ratings providers. Any statistics and metrics contained herein relating to our corporate responsibility and Environmental, Social and Governance (ESG) activities are estimates and are based on certain assumptions and developing standards.

The inclusion of information and data in this report is not an indication that such information or data, or the subject matter of such information or data, is material to Alkermes for purposes of applicable securities laws or otherwise. The principles used to determine whether to include information or data in this report do not correspond to the principles of materiality or disclosure contained in the United States

(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 ESG goals and future plans are aspirational and not guarantees or promises that such goals will be met or future plans achieved.

We welcome feedback on the contents of this report and any of our corporate responsibility and ESG initiatives. You can reach a team member by contacting [socialimpact@alkermes.com](mailto: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



Alkermes' mission is to research, develop and commercialize important new medicines for patients suffering from complex medical conditions, including those who are often unfairly marginalized or stigmatized because of their illness. We also recognize that we are part of a global community facing serious and evolving challenges that threaten our society and our planet. In addition to our medicines and research efforts, we see ourselves having a responsibility and opportunity to contribute more broadly and serve as a positive example for others.

As we publish this sixth report outlining our commitment to, and progress in, advancing corporate responsibility and sustainability, it is with pride that we share and reflect on our ongoing efforts to live up to our company's purpose and values.

We take seriously our responsibility of environmental stewardship. Our enterprise-wide Environmental, Health, Safety and Security (EHSS) risk management strategy is designed to mitigate or reduce risk, protect employee health and safety, ensure regulatory compliance, minimize our environmental impacts and enhance the sustainability of our operations. In 2022, we engaged a third-party to support our efforts to enhance our measurement and reporting of key metrics in these areas, as we continually seek to improve our environmental performance across our value-chain.

Woven throughout our work is our ongoing commitment to diversity, inclusion and belonging. In 2022, we advanced our Diversity, Inclusion and Belonging (DIB) strategy and increased our DIB-related education, awareness and training programs for employees. We partnered with our employee-led Employee Resource Groups (ERGs) to enhance these offerings to both increase participation and develop and retain diverse talent. In 2022, we saw more ERG engagement from our employees than ever before and a more diverse pool of job applicants.

By supporting and keeping our commitments to our employees, we are better able to deliver for the patients we serve. We are proud to have earned notable external recognitions in the past year, including being named a 2022 Healthiest Employer of Ohio and a 2022 Best Place for Working Parents among Massachusetts businesses – our two U.S. hubs. In addition, our culture, benefits, compliance with key policies and holistic wellness programs earned us a 2022 Platinum Bell Seal for Workplace Mental Health, the highest recognition granted by Mental Health America.

Our commercial products are focused on the treatment of serious mental illnesses and addiction. Their impact is significant and growing. LYBALVI®, VIVITROL® and the ARISTADA® product family, collectively, were used to treat more than 180,000 people in the U.S. in 2022.

Our research and development efforts are focused on advancing new medicines to address real-world patient needs. Our support of non-profit organizations that share our mission, and of scientific investigators undertaking important, mentor-supported research to help advance the field of neuroscience exemplifies and amplifies our contributions.

We invite you to continue reading to learn more about our efforts, our performance and our commitment to environmental sustainability, good governance practices and giving back to our local communities. We look forward to continuing this important work as we pursue great science that makes a real impact for patients, families and communities.

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

Richard F. Pops  
Chief Executive Officer

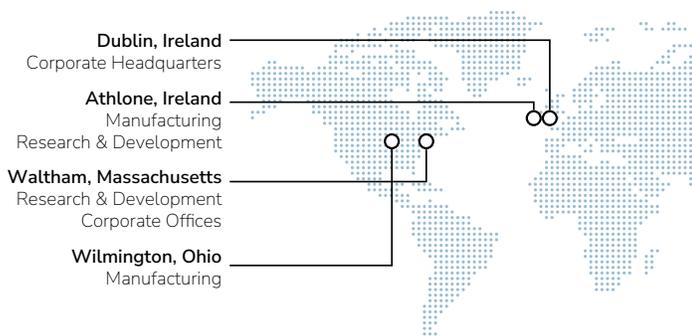
## SECTION 3

# ABOUT OUR COMPANY



Alkermes plc (also referred to in this report as “we,” “our” or the “Company”) is a global biopharmaceutical company focused on developing innovative medicines in the field of neuroscience. We apply our scientific expertise and proprietary technologies to research, develop and commercialize medicines designed to help people living with complex and difficult-to-treat psychiatric and neurological diseases. 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.

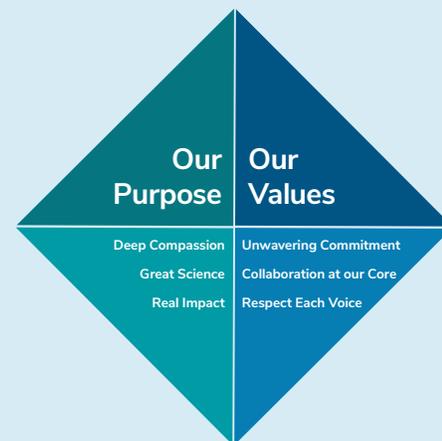
Our diverse product portfolio includes FDA-approved treatments for alcohol dependence, opioid dependence, schizophrenia and bipolar I disorder, and a pipeline of clinical- and preclinical-stage candidates in development focused on the treatment of neurological disorders. Headquartered in Dublin, Ireland (Dublin office); we have a research and development (R&D) center in Waltham, MA (Waltham facility); an R&D and manufacturing facility in Athlone, Ireland (Athlone facility); and a manufacturing facility in Wilmington, OH (Wilmington facility).



In November 2022, we announced plans to explore separation of our oncology and neuroscience businesses, and we have since made meaningful progress toward the separation of our oncology business into a new, independent publicly-traded company, to be known as Mural Oncology. The separation,

which we expect to complete in the fourth quarter of 2023, is intended to help simplify our allocation of resources and capital and allow for more tailored operating structures that would be supported by separate and distinct leadership teams with relevant therapeutic expertise based on each business' unique strategic priorities and opportunities. Alkermes will focus on researching, developing and commercializing therapies for people living with complex neurological conditions, while Mural Oncology will focus on the discovery and development of cancer therapies, including the continued development of nemvaleukin alfa, the Company's most advanced investigational immunotherapy candidate. After the planned separation of the oncology business, we plan to establish new benchmark data for the remaining neuroscience company against which we will measure our progress going forward.

## Our Values & Purpose



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

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

## Our Proprietary Commercial Medicines

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

**ARISTADA**  
aripiprazole lauroxil  
extended-release injectable suspension  
441 mg, 602 mg, 882 mg, 1064 mg



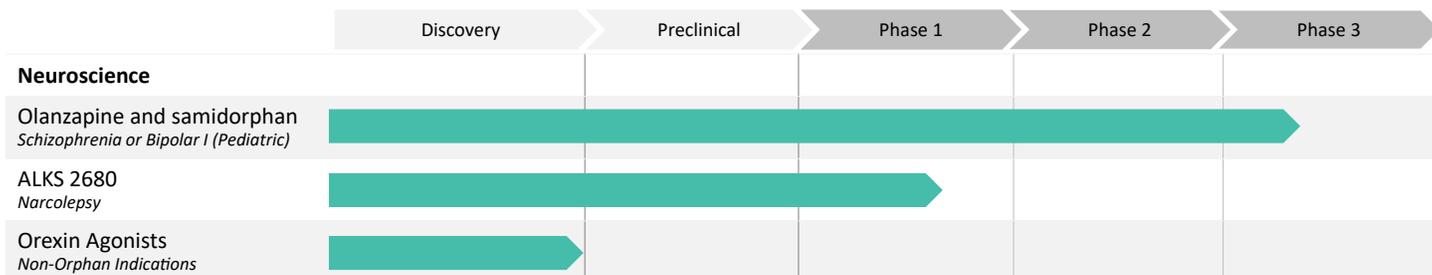
**LYBALVI**  
olanzapine and samidorphan  
5 mg/10 mg, 10 mg/10 mg, 15 mg/10 mg  
20 mg/10 mg tablets

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

Our R&D strategy is focused on identifying targets with strong biological rationale and applying our advanced small molecule drug development and medicinal chemistry capabilities to create new molecular entities with the potential to address important unmet patient needs. Our approach is further rooted in a thoughtful and patient-centric focus on real-world challenges and in disciplined application of pre-determined stage-gates and defined success criteria throughout the development process.

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

## Our Pipeline



Last updated: July 2023

## Key 2022 Awards and Recognition

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

- 2022 Platinum Bell Seal for Workplace Mental Health
- 2022 Healthiest Employers® of Ohio
- 2022 Best Place for Working Parents® in Massachusetts
- Business Working Responsibly Mark
- KeepWell Mark™
- Athlone facility - certification by INAB (Irish National Accreditation Board) to ISO14001 Environmental Management System
- Waltham facility - LEED®<sup>1</sup> certified
- Waltham facility - Fitwell certification



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

## SECTION 4

# OUR APPROACH TO CORPORATE RESPONSIBILITY



## Stakeholder Engagement

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

We are also committed to engagement with our shareholders and other stakeholders to solicit and better understand their insights on our business and our ESG activities. Feedback is discussed with management and relayed to our Board of Directors (the Board) and the committees of the Board, as appropriate. Following careful consideration of feedback received, and taking into account the evolving needs of our business, our management and Board have taken several actions in recent years to further strengthen our business, our corporate governance practices and our executive compensation programs, as outlined in greater detail in our proxy statement for our 2023 annual general meeting of shareholders, which is available on the SEC Filings page of the Investors section of our website.

## Operating and Growing Responsibly

Corporate responsibility is inherent in our mission as an organization that actively works to support people living with opioid dependence, alcohol dependence, schizophrenia or bipolar I disorder and tries to help break down barriers that prevent people from accessing care. As we do this important work, we strive to manage our business in a manner that promotes transparent governance and strong ethics; maintains extensive patient, employee and other stakeholder engagement; and helps us grow our organization

strategically, sustainably and responsibly, including with respect to our ESG impacts. The following ESG pillars are deeply integrated into our business, and we continued to formalize our commitment to these pillars with the inclusion of goals related to corporate responsibility in the Company's annual corporate objectives for each of 2022 and 2023 and the corresponding incentive compensation plans.

- **Environment:** We think broadly about our commitment to responsible environmental stewardship. We have implemented enterprise-wide Environmental, Health, Safety and Security (EHSS) risk initiatives and management strategies designed to mitigate or reduce risk, protect employee health and safety, minimize our environmental impacts and enhance the sustainability of our operations.
- **Social:** We approach our societal impacts from the inside-out. We start by fostering a creative and collaborative workplace culture in which employees have access to resources and support that can help them thrive personally and professionally. Beyond our internal operations, our patient-centered approach drives external-facing efforts such as our patient engagement and advocacy activities, support of employee volunteerism in local communities, and our corporate grant programs, which seek to help address some of the complex challenges faced by patient communities in our therapeutic areas of focus.
- **Governance:** We govern our organization through strong ethics and corporate governance practices, comprehensive management and Board oversight of our business and operations, compliance with applicable laws and ongoing engagement with internal and external stakeholders. Our governance policies and practices are designed to support risk mitigation, enhance the security of our people and information, maintain our commitment to product quality and patient safety and encourage each person at our organization to play a role in helping our business grow in a strategic, efficient, compliant and sustainable manner. In 2022, we established an Executive ESG Committee whose role is to oversee our ESG strategy, risks and opportunities.

# SECTION 5 ENVIRONMENT



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

- Protects the health and safety of our employees;
- Minimizes the environmental impacts of our operations and promotes effective stewardship of environmental resources; and
- Maintains an unwavering focus on product quality and safety.

We are committed to complying with applicable laws, rules and regulations and operating with the highest standards of conduct. As a global business, our environmental activities are structured to meet all relevant local and national regulatory agencies' requirements in the countries where we operate, including routine EHSS-focused regulatory inspections.



## 2022 Performance Summary and Key Metrics

In 2022, 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. Details and rationale for operations that impacted these metrics are provided on the corresponding pages outlined below.

### Health and Safety Incident Rate (page 10)

- Lost workday case rate in 2022 was 0.1, compared to the industry benchmark of 0.7.<sup>1</sup>
- Recordable incident rate in 2022 was 0.4, compared to the industry benchmark of 1.5.<sup>1</sup>

<sup>1</sup> 2021 U.S. Bureau of Labor Statistics (BLS)

### Energy Usage (page 13)

- Energy usage per floor area (kWhr/m<sup>2</sup>) in 2022 was 17% lower than our 2015 baseline measurement year, despite a 4% increase compared to 2021.

### Greenhouse Gas (GHG) Emissions (page 14)

- CO<sub>2</sub>e per floor area (m<sup>2</sup>) for combined Scope 1 and 2 GHG emissions in 2022 was 27% lower than our 2015 baseline year, despite a 2% increase compared to 2021.
- 100% of electricity used in our Dublin offices and our Athlone R&D and manufacturing site was from certified renewable sources, which helped to offset our Scope 2 GHG emissions.

### Water Usage (page 15)

- Water use per floor space (cubic meters per m<sup>2</sup>) was 47% lower than our 2015 baseline measurement year, despite a 15% increase compared to 2021.

### Waste Optimization (page 17)

- 90% of total waste generated in 2022 was recycled, representing a significant increase from 63% recycled in 2021, and 7% was processed in waste-to-energy facilities as compared to 16% in 2021.
- 97% of total hazardous waste generated in 2022 was either recycled or processed in waste-to-energy facilities.



## Environmental Health, Safety and Security

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

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

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

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

## Risk Management System (RMS) Framework

We maintain a robust, enterprise-wide EHSS Risk Management System (RMS), based on the structured principles of the international standards ISO 14001:2015 (environmental management) and ISO 45001:2018

(occupational health and safety management). Our RMS framework is designed to rapidly identify existing and emerging risks and assign appropriate resources for effective mitigation of such risks at each of our operating facilities. This framework enables us to:

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

## Our Risk Prevention Model

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 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" rather than "lagging" indicators of risk to potentially avert those risks before they impact our employees, our local communities or our enterprise.



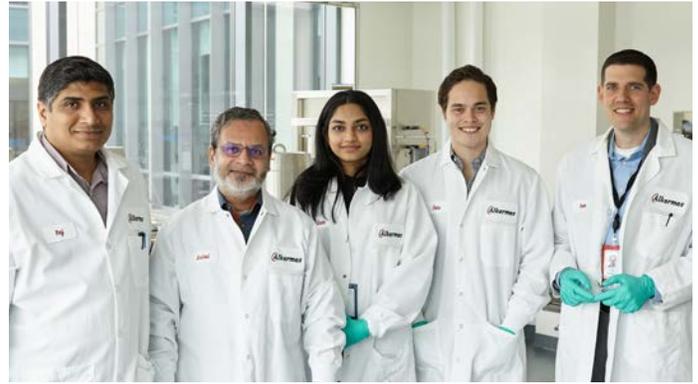
## Collaborative and Risk-focused Engagement (CaRE™)

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.

CaRE empowers employees to proactively identify and address risks in order to help drive continuous improvement in risk mitigation and operational performance and is a vital tool in helping to drive a culture of sustainability and EHSS engagement across the Company.

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

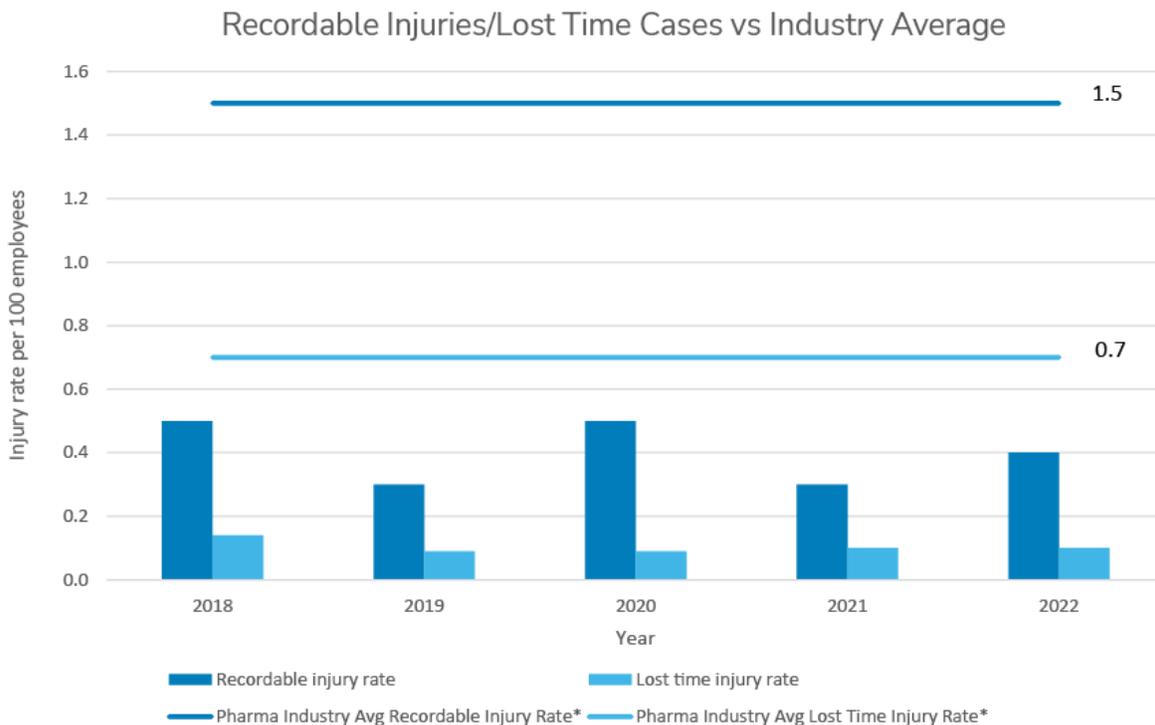
- Workplace “walkthroughs” by cross-functional leaders to improve risk awareness, encourage proactive action and foster open and honest discussions with employees;
- Self-assessment tools that encourage autonomous risk assessment and risk-based decision-making prior to commencing work activities;
- Our “Good Save” system designed to help identify and resolve workplace hazards and risks;
- Data collection and management that support risk mitigation and measurement efforts; and
- Positive recognition for employees who are actively engaged in our CaRE programs in order to amplify and encourage participation in support of our collective goal of risk mitigation and continuous improvement.



## 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 in order to reduce the risk of workplace accidents.

In 2022, both our rate of reportable employee injuries and our lost time injury rate remained below industry averages, as shown on the following chart.



\* 2021 U.S. Bureau of Labor Statistics (BLS) Data

# 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 manufacturing organizations (CMOs), contract research organizations (CROs) or other third parties;
- Development of “green chemistry” processes designed to eliminate or reduce the use or generation of hazardous substances in the design and manufacture of future products; and
- Implementation of a global program for process hazard management with embedded controls as early as the candidate discovery stage and through full commercial-scale manufacturing of a product.

## External Operations Risk Management

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

To assess whether our vendors operate to Alkermes’ standards and encourage adherence to such standards, EHSS risk considerations and metrics are embedded into our vendor due diligence assessments, on-boarding procedures, technology transfers and routine business reviews.

We also incorporate EHSS-related provisions, as appropriate, into our service-level agreements related to our products.

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

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

## Our Commitment to Sustainability in the Supply Chain

We are committed to minimizing the environmental and social impacts associated with our supply chain while ensuring the delivery of safe and effective pharmaceutical products to our patients.

To support the achievement of a sustainable supply chain, we have engaged EcoVadis, an independent, globally recognized provider of sustainability ratings, to assess our suppliers and third-party service providers based on four key pillars: environment, labor and human rights, ethics and sustainable procurement. The goal of this engagement is to help us evaluate the ESG performance of our key suppliers, and foster transparency, accountability, and continuous improvement throughout our supply chain.

In 2022, we established a global, cross-functional steering team to help guide evolution of our strategy for a sustainable procurement program. We plan to continue to engage with key suppliers in an effort to drive positive change and incorporate more sustainable practices into our supply chain.

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

# Environmental Protection and Sustainability

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

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

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

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

In 2021, we established a global, cross-functional sustainability steering team to further develop and enhance our focus on these areas, and in 2022, we began to work with Sustainserve, an independent consultant, to help us further advance our environmental sustainability strategy and associated disclosures.

## Energy Usage and GHG Emissions Highlights

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

- Analysis of data and trends from electricity, natural gas and processed gas monitoring systems at our facilities;

- Replacement of legacy equipment with more energy-efficient alternatives;
- Incorporation of sustainable design and building techniques into new facilities to promote less energy use; and
- Assessments of options to procure and further integrate renewable energy sources into our operations.

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

Our overall energy use increased sequentially by 4% in 2022, and in turn our combined Scope 1 & 2 GHG emissions (absolute) increased by 2%. Combined Scope 1 & 2 emissions per \$M revenue were 40% lower than our baseline year of 2015. The increases were primarily due to increased commercial activities (and corresponding gasoline usage) related to the launch of a new proprietary product, increased diesel usage at one of our facilities as part of an electrical supply upgrade and increased process gases and refrigerants emissions related to required system repair and maintenance.

These increases were partially mitigated by our continued assessment and implementation of opportunities to improve our energy use and reduce GHG emissions at our facilities including:

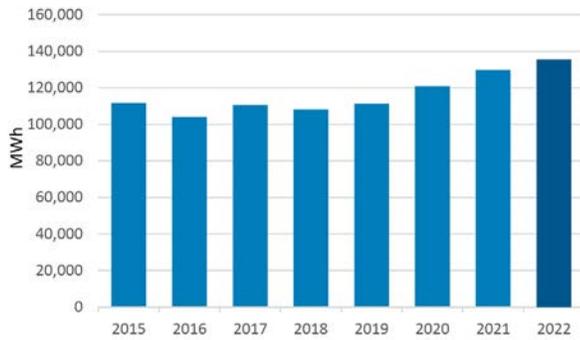
- Our Dublin offices and Athlone facility were supplied by 100% renewable electricity generation in 2022; and
- At our Athlone facility, a dedicated chilled water unit was installed as part of a process upgrade. This upgrade allowed the site's baseload chiller to operate more efficiently, saving an estimated 1,175,150 kWh annually.

As part of an upgrade to our Athlone facility completed in 2022, the facility now provides additional Electric Vehicle (EV) charging stations.

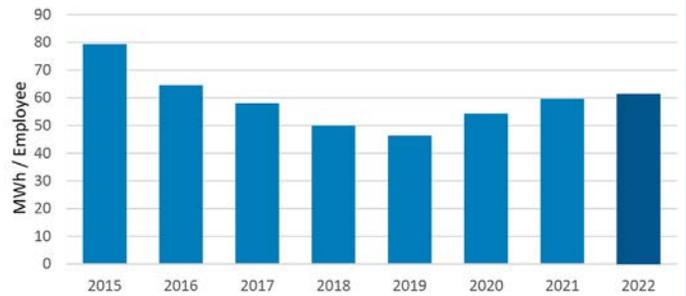


# 2022 Energy Performance Data

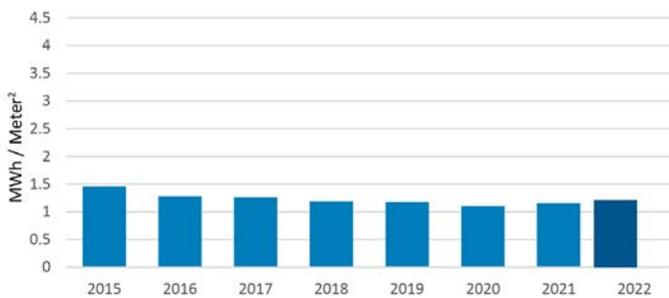
### Energy Use (Absolute)



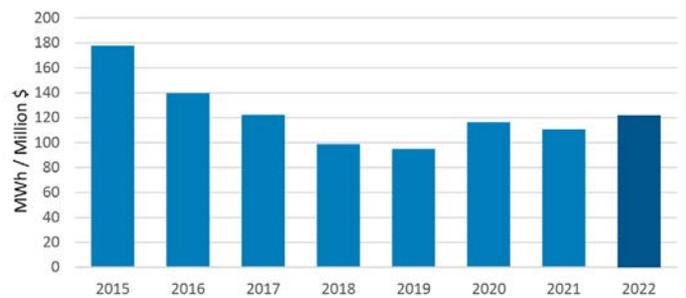
### Energy Use per Employee



### Energy Use per Floor Area

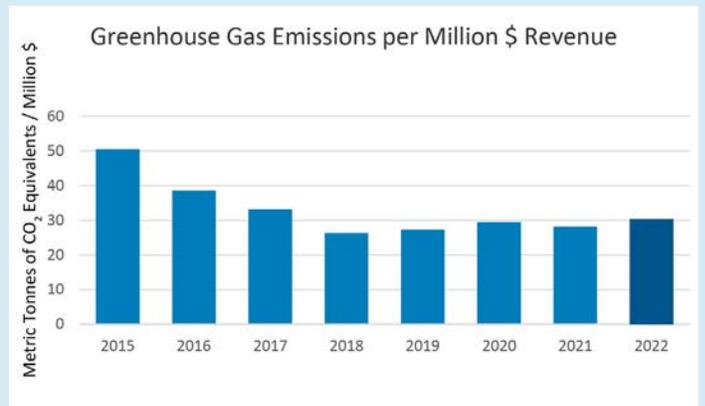
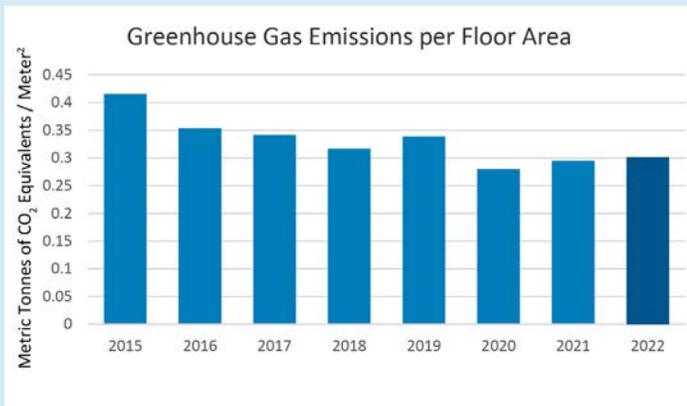
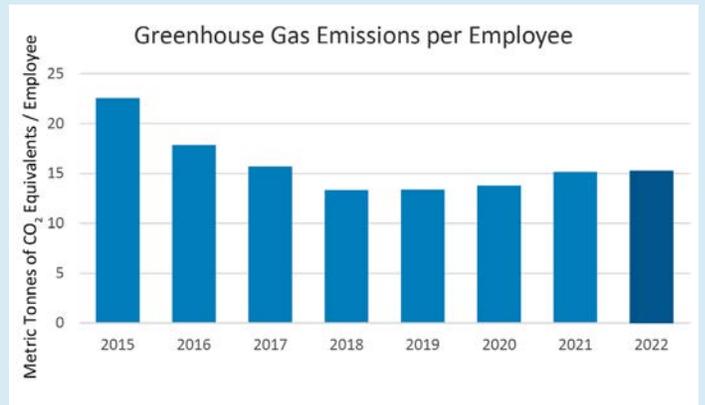
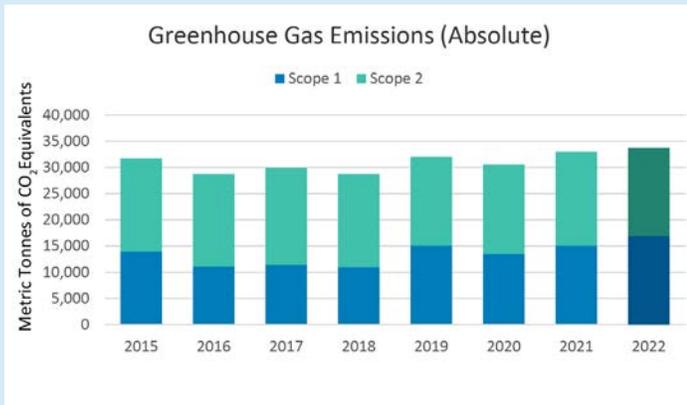


### Energy Use per Million \$ Revenue



For the third consecutive year, the electricity at our Athlone facility was verified by **Captured Carbon**, an independent provider of energy services in Ireland, as being sourced from 100% renewable electricity generation in 2022. This achievement underscores our continued commitment to reducing our environmental impact and implementing sustainable business practices.

# 2022 Carbon Performance Data<sup>1</sup>



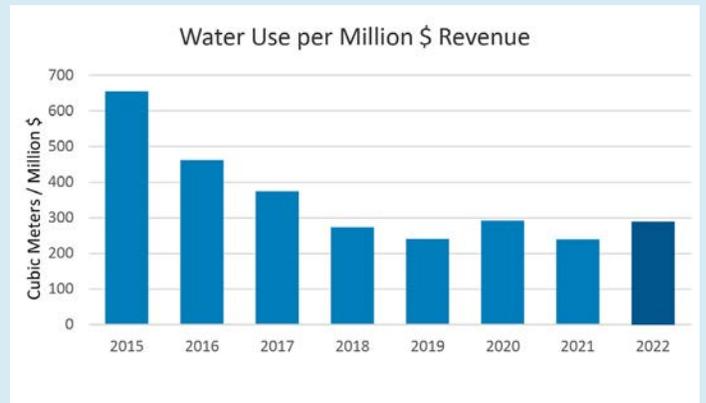
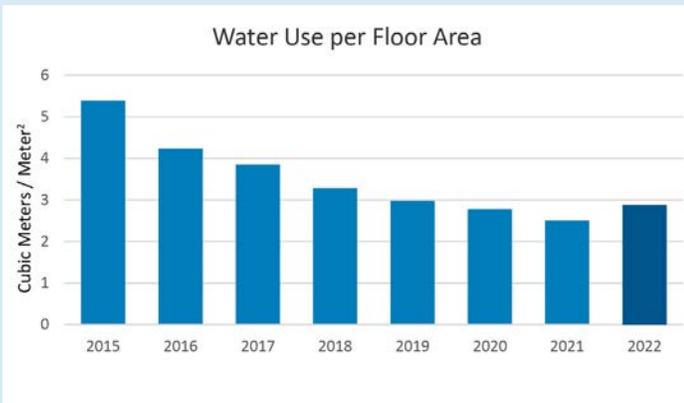
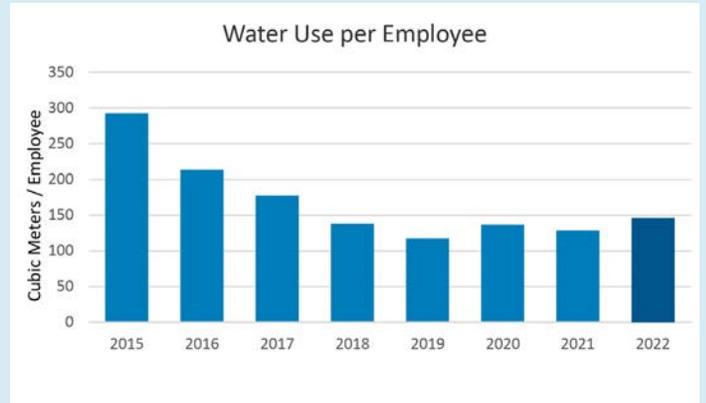
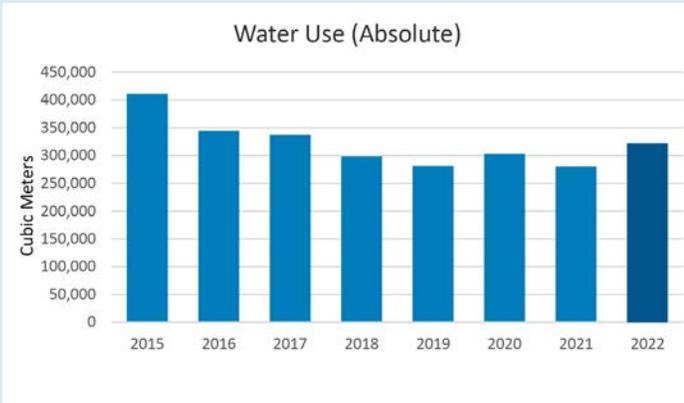
<sup>1</sup>Includes both Scope 1 and 2 GHG emissions.

# 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.

Despite these efforts, overall absolute source water usage at our facilities increased 15% in 2022 compared to 2021, primarily due to groundwater well repair work at our Athlone facility. However, even with this increase, our overall absolute source water usage decreased 22% compared to our 2015 baseline measurement year and the majority of the water used in such repair work was recovered and recycled.

## 2022 Water Performance Data



## Case Study: Protecting Local Ecology

In 2022 and early 2023, our Athlone facility designed, constructed and commissioned an enhanced Fire Water Retention Facility, which, in the event of a major incident, is designed to contain contaminated firefighting water and help protect the local environment. The project was completed in response to revised national guidance from the Environmental Protection Agency of Ireland, who consulted on the project.



# 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 in order to better protect the environment and enhance the environmental sustainability of our operations.

## Preserving the Biodiversity of our Local Communities

Alkermes is committed to conserving and enhancing biodiversity in the local communities where we operate. We recognize the importance of protecting natural areas and habitats. In this context, we established a biodiversity action plan in 2019, which includes assessment of opportunities to enhance biodiversity at our sites.

At our Wilmington facility, we conducted a full-site survey and developed a plan to convert 12 acres of planted grassland into a pollinator field. Twenty-five unique species of plants were planted to increase site biodiversity, which are expected to become full grown by 2026. A maintenance plan was also established to drive plant and insect diversity.

At our Athlone facility, employees have undertaken various actions to preserve and promote local plant and animal life around our site. In 2022, we completed planting of a “pollinator garden” to support local plant and animal populations.



# 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.<sup>1</sup> 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, in an effort to promote utilization of responsible waste disposal routes only. Through our working relationships with these vendors, we are able to identify and implement new opportunities for responsible waste disposal and further reduction of waste materials.

<sup>1</sup><https://www.europarl.europa.eu/thinktank/infographics/circulareconomy/public/index.html#:~:text=A%20production%20and%20consumption%20model,the%20actual%20amount%20of%20waste>

Key 2022 waste optimization highlights at the enterprise level include:

- 98% of total waste generated in 2022 was either recycled (90%), processed in a waste-to-energy facility (7%) or incinerated (1%); and
- 97% of hazardous waste generated in 2022 was either recycled or processed in a waste-to-energy facility and the remainder was incinerated.

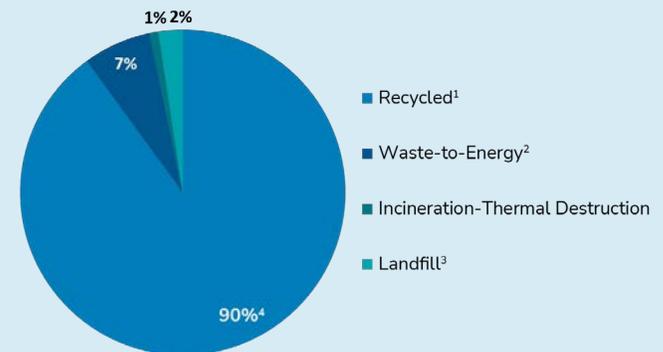
Key 2022 waste optimization highlights at our manufacturing facilities included:

- Approximately 99% of hazardous waste from our Wilmington facility was recovered and recycled, and the remainder was incinerated; and
- No waste from our Athlone facility was sent to landfill; 100% of non-hazardous waste and 93% of hazardous waste was either recycled or processed in a waste-to-energy facility, and the remainder was incinerated.

## Total Enterprise Waste Profile 2022

The following table shows additional detail regarding our 2022 hazardous and non-hazardous waste disposal streams:

Hazardous waste	Metric Tonnes
Recycled <sup>1</sup>	1,634
Waste-to-energy <sup>2</sup>	406
Incineration	49
Landfill	0 <sup>3</sup>
<b>Total hazardous waste</b>	<b>2,089</b>
Non-hazardous waste	Metric Tonnes
Recycled <sup>1</sup>	7,757 <sup>4</sup>
Waste-to-energy <sup>2</sup>	301
Incineration	42
Landfill	249
<b>Total non-hazardous waste</b>	<b>8,349</b>



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

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

<sup>3</sup> A negligible quantity (0.5kg) of stabilized arsenic trioxide was sent to landfill from our Wilmington facility and handled in accordance with local, state and federal requirements.

<sup>4</sup> The substantial quantity of recycled material was due to construction activities at the Athlone facility.

## Waste Circularity

In 2022, our Wilmington facility recycled:

- 30 tonnes of heptane;
- 1,528 tonnes of ethanol, representing 97% of the hazardous waste generated at the Wilmington facility.

In addition:

- 44% of non-hazardous waste generated at the Wilmington facility was used in a third party waste-to-energy process, instead of being incinerated as in prior years.



Alkermes Wilmington Facility

## SECTION 6

# SOCIAL



Our employees are the foundation upon which our business is built. Their expertise, intelligence and creativity drive our innovation, and their passion and commitment to excellence are the cornerstone of our success. We strive to support our employees' well-being in a transparent, diverse, inclusive and collaborative culture. In addition, we provide employees with training, support and resources to help them succeed in their work environments while appropriately balancing their professional and personal lives. Beyond our employee initiatives, we are committed to broader social engagement through local community support and volunteer opportunities, grant programs, and engagement with caregivers, patients and their loved ones. We also support advocacy efforts to raise awareness of patient needs and the disease areas that our medicines are designed to treat, and to increase access to medicines and other forms of treatment in support of patient health and well-being.

## Our Employees

### Equal Opportunity and Respect; Diversity, Inclusion and Belonging

At Alkermes, we strive to foster a culture of respect, inclusion and equality, supported by our Code of Business Conduct and Ethics and our other corporate policies and programs. All of our policies, practices and activities related to hiring, promotion, compensation, benefits and termination are administered by our human resources (HR) organization in accordance with the principle 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 protected under applicable laws. We are an equal opportunity employer.

Consistent with our Policy Against Discrimination, Harassment & Retaliation, we are committed to creating and maintaining a work environment that reflects our Company's core values, and in which employees are treated fairly, with dignity and respect. We do not tolerate harassment or discriminatory behavior. In addition, we strive to uphold human rights in all our business activities and support the principles in the United Nations Declaration on Human Rights, including the prohibition of human trafficking, child labor and slavery of any kind.



*"What each of our employees bring to work – their diverse backgrounds, life experiences and unique perspectives – is one of our greatest strengths. Making sure that our people feel comfortable bringing their full selves to work is good for our business and the people we seek to serve."*

- Richard Pops, CEO

# Our Diversity, Inclusion and Belonging Strategy

Alkermes is committed to diversity, inclusion and belonging across our business. Our approach emphasizes interactive engagement between colleagues, and policies and programs that celebrate and reflect the diversity of our workforce and our belief that inclusive behaviors can help foster a feeling of community and belonging. Productively engaging in these areas is integral to our culture and the success of our business. Our Diversity, Inclusion and Belonging (DIB) strategy and initiatives are governed by our Diversity, Inclusion & Belonging Executive Committee (DIB Executive Committee), Diversity, Inclusion & Belonging Steering Committee (DIB Steering Committee) and Employee Resource Groups (ERGs), all of which play important roles in helping to maximize the impact of our efforts and ensuring they are reflective of our core values.

We actively encourage Alkermes employees to proactively incorporate a focus on diversity, inclusion and belonging into their day-to-day work activities. In 2022, we continued to offer trainings and facilitate discussion for employees aimed at identifying and addressing unconscious bias in the workplace.



## Diversity, Inclusion and Belonging Governance

### DIB Executive Committee

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

### DIB Steering Committee

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

### DIB Sponsorships and Memberships Committee

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



# Employee Resource Groups

Alkermes currently has five employee-led ERGs which are open to all employees. Our ERGs share a common purpose of supporting and enhancing the inclusiveness of our company culture and providing opportunities for professional development, networking and building deeper connections within Alkermes.



Limitless works to create an accessible and inclusive community in which those impacted by disability or illness are empowered to be their authentic selves at Alkermes and beyond. This group aims to foster a supportive community based on a foundation of inclusion for all and seeks to create meaningful connections across the organization.



Mosaic promotes the development of a vibrant workplace environment where multicultural employees feel welcomed, supported and included through education about, and celebration of, different cultures and beliefs. This group also aims to build a supportive and inclusive employee network and sponsor professional development activities for all members of the Alkermes community to create a sense of belonging.



Operation Salute honors those at Alkermes who have served or are currently serving their country in the armed forces or whose lives are touched by family members and friends in the military. Operation Salute works to provide opportunities for veterans to network and engage with one another while also helping Alkermes honor the sacrifice made in their service.



Pride@Work focuses on the LGBTQ+ community and allies who support equality and compassion in our workplaces by promoting practices, policies and benefits that are inclusive for all sexual orientations, gender expressions and characteristics, and provides an open forum where employees can collaborate, network and engage.



Women Inspired Network (WIN) provides an open venue for women and all employees to collaborate, network, engage, learn from and inspire one another, and encourages a workplace that develops, supports and promotes all individuals, regardless of gender, with a specific aim to improve the representation of women at all levels within the organization.

## Spotlight on Health Equity in Psychiatry

In February 2022, in celebration of Black History Month, our Mosaic ERG hosted a fireside chat with three leading healthcare providers in psychiatry: Dr. Leesha Ellis-Cox, Dr. Welton Washington and Hara Oyedeji, PNP. The discussion focused on representation in healthcare and the importance of health equity.



## Advancing Diversity Inclusion & Belonging

In 2022, we made significant progress in our commitment to advancing our Diversity, Inclusion and Belonging strategy, including:

- Launched a diversity dashboard to assist in better understanding the composition of our employee population;
- Hosted nearly 20 DIB-related education, awareness and training programs with total aggregate attendance of approximately 2,800 employees across the organization; and
- Implemented an annual performance goal focused on DIB for all senior leaders (VP level and above), with an emphasis on talent management, development and engagement.

### Our Commitment to Supplier Diversity

Our supplier diversity program aims to create opportunities for historically underrepresented businesses and promote economic growth in diverse communities. We strive to increase the representation of diverse suppliers within our procurement portfolio, including increased representation among minority-, women- and LGBTQ+ owned businesses.

As part of this program, we engage with leading certifying authorities and non-governmental organizations that engage with diverse suppliers, including:

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

## Gender Diversity and Seniority Ratio

As of year-end 2022, our ratios of female to male employees were aligned with industry peers across all levels<sup>1</sup>:

- Total workforce: 48% female and 52% male;
- Director level and above: 45% female and 55% male; and
- VP level and above: 37% female and 63% male.

As of year-end 2022, median compensation for males and females at Alkermes was substantially equal across metrics of base salary, total cash compensation and total compensation including equity. The average salary of our female employees as compared to that of our male employees was also aligned with industry averages. Minimizing gender pay disparities has been a priority for Alkermes, and we monitor our pay practices and make focused adjustments to maintain equitable pay across our employee population. Additionally, we continuously review and adapt our recruiting and employment offer processes to be compliant with U.S. federal and state and Irish laws. We make offers to candidates based on their experience and skills in comparison to our current employees, and without regard to their compensation from previous employers.

<sup>1</sup> Based on recent data from our independent compensation consultant.

## Recruitment and Leadership Development Resources

Alkermes is committed to cultivating and supporting the advancement of a diverse workforce. As part of our efforts, we have leveraged the resources of established organizations that do important work in this area:

- Since 2019, we have been a proud corporate partner of the Healthcare Businesswomen's Association, and we support its core purpose of furthering the advancement and impact of women in the business of healthcare.
- Over the last five years, more than 100 of our female leaders have participated in leadership development programs through Women Unlimited, Inc., an organization that runs programs for female leaders at various stages of their careers.
- In 2022, we sponsored employee memberships to Conexión, an organization dedicated to the development of Hispanic-Latino leaders, and sponsored The Partnership, an organization which aims to convene and develop multicultural leaders across New England.

# Employee Data

We have more than 2,000 employees across the U.S. and Ireland who are key to our ability to develop, manufacture and advance treatment options for patients and who contribute to our culture of collaboration. Our 2022 voluntary attrition rate of 9.5% was below the industry benchmark of 12.6%.<sup>1</sup> We conduct annual reviews to assess performance and leadership potential and to help inform our retention strategies and succession planning for key roles.

<sup>1</sup> Based on recent data from our independent compensation consultant.

Total Employees as of Year-End 2022 – 2,217		
By Location		
Ireland	Athlone	362
	Dublin	53
U.S.	Massachusetts	753
	Ohio	517
	U.S. Field-based	532



## Professional Development

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

We offer formal training that covers topics including performance management, problem-solving, leadership development, communication and mentorship as well as more specialized skills-based programs. In 2022, we conducted more than 130 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 2022, approximately 32 U.S. employees took advantage of this benefit. In Ireland, 15 employees were enrolled in part-time education programs, which were reimbursed in full.

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

*“As a member of the LGBTQ+ community, co-leading Pride@Work has allowed me to take an active role in ensuring my colleagues at Alkermes feel able to bring their whole selves to work. I am looking forward to continuing to work with my fellow co-leads and senior leadership to provide information and resources to other Alkermes employees.”*

- Edward O’Connor,  
Process Engineer, Co-Lead, Pride@Work ERG

# Culture of Employee Engagement

Employee engagement remained a top priority for the Company throughout 2022. As many of our office-based employees have adapted to a hybrid work model, we've continued the innovative communications strategies developed throughout the COVID-19 pandemic to 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.

**Reflected on Current Events:** Shared perspectives from senior leadership on rapidly evolving social discourse and geopolitical events.

**In-person Social Events:** Hosted social events on campus for employees to enhance connections and camaraderie.

**Enhanced Employee Resources:** Provided employees with information, support and ongoing guidance to help navigate the evolving COVID-19 environment.

In October 2022, Ken Duckworth, Chief Medical Officer of the National Alliance on Mental Illness (NAMI), and a person living with bipolar I disorder co-hosted a Q&A event at our Waltham facility to discuss NAMI's first book, *You Are Not Alone: The NAMI Guide to Navigating Mental Health*. Together they discussed the challenges of living with and caring for people with serious mental illness, as well as the perspectives shared in the book by more than 130 people with lived experience.



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

### Leadership in Action

*Leadership in Action* is a series of panel discussions focused on established leadership behaviors and designed to guide and align our leadership principles. We hosted two *Leadership in Action* events in 2022, which garnered attendance from more than 250 employees at the Director level and above.

### LinkedIn Learning

As part of our commitment to ongoing professional development, Alkermes has provided all employees with access to *LinkedIn Learning*, an online learning platform with more than 16,000 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 2022, 89% of employees had activated an account and engaged with the platform.



## 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. Employee accomplishments are also celebrated company-wide through featured stories on ARC, our internal employee portal.

## Employee Benefits and Wellness

Our HR team has an 'open door' policy to promote a healthy exchange of ideas and encourage employees to provide feedback on our programs and practices on an ongoing basis. We also regularly benchmark our HR practices against industry standards to ensure that we can compete for and retain strong talent. Our 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. We made key enhancements to our benefits offerings in 2022 including:

### Physical

- Partnered with our medical plan provider to provide a user-friendly wellness incentive app, offering up to \$400 annually per employee in financial rewards. U.S. employees are 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.
- Refreshed on-site offerings related to fitness and health by bringing back monthly massage clinics for employees in Ohio and providing year-end chair massages for employees in Dublin and Massachusetts, in addition to organized fitness activities like yoga, Pilates and distance running training programs.
- Hosted on-site vaccination clinics for employees in Massachusetts to receive flu and COVID-19 vaccines.

### Emotional

- Expanded reimbursements to include mind and body wellness programs such as meditation, therapy and wellness subscriptions.
- Supplemented on-site physical wellness activities with holistic virtual health coaching and meditation clinics.
- Hosted virtual webinars as part of a broader "Mental Health Wellbeing Day" in Dublin; topics included supporting friends with mental health concerns, mindfulness, relaxation techniques and tips for beating fatigue.

### Financial

- In addition to our market-competitive total rewards packages, as outlined below, expanded both company paid and supplemental life insurance for all U.S. employees in 2022.
- Increased healthcare rewards package and introduced a dental plan to our Irish healthcare policy.

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

## Prioritizing Mental Health in the Workplace

In 2022, Alkermes was awarded the Bell Seal at the Platinum Level from Mental Health America. Presented to less than 110 companies annually, The Bell Seal is a nationwide employer certification awarded to companies who work to "create mentally healthy workplaces" and was awarded to Alkermes following a thorough evaluation of our policies and practices aimed at creating a workplace that values and supports our employees' mental health.



## Patient Advocacy and Community Engagement

We have developed and now manufacture and commercialize proprietary medicines for the treatment of alcohol dependence, opioid dependence, schizophrenia and bipolar I disorder - disease areas with vulnerable patient populations who are often treated in public health and criminal justice settings where systemic inequities are pervasive.

We champion approaches to treatment that recognize the multitude of factors that affect outcomes for patients, caregivers and communities, and are committed to patient and community engagement, disease education and awareness and advocacy for policies that support equitable access to treatment options. Patient advocacy and community engagement are core to our mission. Regular engagements with policymakers and leaders in the patient advocacy community allow us 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 consult with patients during the drug development process and beyond, so that patient perspectives continue to inform the development and lifecycle management of our products.

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



## Diversity, Inclusion and Belonging in Clinical Trials Task Force

Alkermes recognizes the need for increased diversity in populations of patients participating in clinical trials. In 2022, we formed an internal “Diversity, Inclusion and Belonging in Clinical Research Task Force”, whose goal is to monitor and share critical DIB-related resources and developments across many areas, including regulatory bodies, U.S. federal, state and local governments and healthcare organizations. This cross-functional group convenes quarterly and is working to implement a strategic plan aimed at raising awareness and adoption of data-driven solutions to increase diverse representation across our clinical trial programs.

## Access

Alkermes believes that every patient deserves quality care, and we are committed to collaborating with policymakers and other industry stakeholders to preserve and enhance access to medicines. We strive to price our medicines in a responsible manner that facilitates broad access. We also offer programs, such as Patient Assistance Programs and Co-Pay Savings Programs, to provide support to eligible patients who are prescribed our medicines. In 2022, more than 22,000 patients participated in our Co-Pay Savings Programs.

## Early Access Policy

Alkermes endeavors to make safe and effective medicines by conducting rigorous clinical trials and obtaining marketing approval from regulatory authorities, including the FDA. Participation in one of our clinical trials is the optimal way for patients to gain access to our investigational medicines prior to regulatory approval.

However, we understand that some patients may not be able to participate in a clinical trial. If early data from our clinical trials suggest that an investigational treatment might offer benefits for patients facing serious or life-threatening conditions, Alkermes has a policy under which patients may be eligible to receive access to an investigational medicine outside of the context of a clinical trial. Additional details, including eligibility criteria, can be found in the Alkermes Early Access Policy, a copy of which is available on the Early Access page of the Research & Development section of the Company’s website.

## Supporting Our Communities

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

## Sponsorships

We foster and maintain relationships with a variety of health-related and public policy organizations in our local communities. In 2022, we continued to sponsor non-profit organizations such as Mental Health America, the National Alliance on Mental Illness (NAMI) and the National Council for Mental Wellbeing, and increased awareness of programs and initiatives of other organizations that work to improve the lives of people affected by mental illness and addiction. In oncology, we sponsored several initiatives with tumor-specific and pan-tumor advocacy organizations, including the Melanoma Research Foundation, the Prevent Cancer Foundation, National Comprehensive Cancer Care Network and Cancer Support Community, which are focused on patient, survivor and caregiver support, education and research.

## Funding in Support of Research and Charitable Organizations

Innovative research, programming and funding are urgently needed to support those who are living with addiction, serious mental illness and cancer. In 2022, Alkermes awarded approximately \$1.6 million in research grants and charitable donations in support of these communities.



Between 2016 and 2022, the Alkermes Inspiration Grants® program awarded more than \$4.5 million in funding to innovative programs that support the needs of people impacted by addiction, serious mental illness and cancer.

In 2022, we received nearly 250 applications for this highly competitive program, and grants were awarded to nine nonprofit organizations working to address the needs of people living with these complex conditions, including programs serving historically under-resourced or underrepresented communities, including Black, Indigenous and people of color (BIPOC), members of the LGBTQ+ community, veterans, women and people impacted by the U.S. criminal justice system.

The nine grant recipients included the following:

- **Young People in Recovery's** Native American Youth Substance Use Disorder Recovery Support Services Pilot redesigned its existing life-skills curriculum programs to be linguistically and culturally appropriate for Native American youths who struggle with substance misuse or are in recovery.
- **The Foundation for Women's Cancer's** "Move the Message campaign" was designed to motivate high-risk and historically marginalized communities to take preventive action by increasing awareness of gynecologic cancers through dissemination of vital resources.
- **APA Foundation's** Building Bridges to Care partnership aimed to foster dialogue to improve the understanding of mental health and substance use disorders, reduce stigma and increase connections to care with local community organizations, including faith-based organizations.



Since 2016, the Alkermes Pathways Research Awards® program has provided funding to 23 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 relating to schizophrenia and bipolar disorder. Information about past grant recipients can be found on the Research & Medical Grants page of the Research & Development section of our website.

## 5th Annual Alkermes Pathways Research Awards Program Recipients

- Jessica M. Lipschitz, Ph.D., Harvard Medical School, Brigham and Women's Hospital, Applying mobile sensors for mood episode prediction and disease trajectory classification in bipolar disorder: towards precision medicine
- Xiaoting Wu, Ph.D., Icahn School of Medicine at Mount Sinai, Investigating and rescue of social cognition deficits in schizophrenia mouse models

# Community Engagement

Our employees are passionate about helping to care for people and the environment in the local communities in which we work, supporting not only organizations and programs that are connected to the diseases that our medicines treat, but also causes to which they feel a personal connection through their own experience or that of their loved ones.



# United States

In 2008, a group of employees started Alkermes in Action, an annual program of volunteering to support our local communities with hands-on activities that align with our values and embody our compassion. Since that time, more than 5,000 volunteers have worked with more than 50 local community organizations, establishing meaningful, long-term relationships with many of them.

In 2022, the Alkermes in Action program consisted of in-person volunteer opportunities with local organizations across our sites. Employees came together to build beds for children in need, sorted donations for local shelters, prepared and served meals for those in need and helped maintain outdoor community spaces.



Alkermes employees participated in Alkermes in Action events in 2022.

# Ireland

Alkermes employees in Ireland proudly support local organizations that seek to address a range of needs including mental health, cancer care, education, shelter and domestic abuse services and housing insecurity, among others. In 2022, this support was achieved through a combination of financial contributions and employee participation in virtual and in-person events. Some examples of the organizations and initiatives supported include:

- Daffodil Day is the Irish Cancer Society’s biggest fundraiser, taking place annually in March and raising millions of Euros to support cancer patients and their loved ones with free advice, resources and critical cancer research. The celebration remained virtual in 2022, and employees were encouraged to donate to this cause and submit photos symbolizing hope.

- Darkness into Light is a 5K run organized in support of Pieta House, which provides support to people affected by suicide and self-harm. In 2022, Alkermes employees took part in and volunteered at the event, in addition to providing personal financial contributions to the charity.
- In 2022, Alkermes again partnered with the local secondary school in Athlone as part of a government-sponsored program to support educational inclusion. This long-running partnership aims to prepare students for the working world while also improving school retention rates for at-risk students by creating a link between education and future employment opportunities. In 2022, the program supported a 2nd year class. It involved four sessions supported by Alkermes employees that focused on teaching practical skills and providing first-hand insights into real-world work environments.



## Ethics and Compliance

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

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

Compliance is a responsibility shared by all employees across all levels of the Company. We expect each employee to take an active role in supporting our culture of compliance and to perform all activities and conduct all interactions with integrity and in accordance with the highest ethical standards.

Our commitment to compliance is embodied in our comprehensive compliance program which is built on the following core elements:

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



## Code of Conduct

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

Among other things, the Code of Conduct requires:

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

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

Our employees are obligated to raise concerns about any violations of our Code of Conduct or any other ethics or conduct violations with their supervisor, the Company's Chief Legal Officer or Chief Compliance Officer, the Audit and Risk Committee of the Board and/or the Nominating and Corporate Governance Committee of the Board or through the Company's Corporate Governance hotline set forth in the Company's Procedures for Reporting Financial and Compliance Matters; No Retaliation Policy (Whistleblower Policy). A current copy of the Whistleblower Policy is available on the Corporate Governance page of the Investors section of our website.

## Responsible Research

### Clinical Trials

As a patient-focused organization, we value the patients who choose to participate in clinical trials and maintain policies, procedures and practices that are respectful of each study participant and designed to protect their health, safety and well-being. We ensure that our clinical programs 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 adverse events, accurate collection and integrity of data and respect for patient confidentiality and privacy.

## Ethical Treatment of Animals

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

## Responsible Manufacturing: Product Quality and Safety

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

### Product Quality

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

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

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

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

In addition, the FDA, the European Medicines Agency (EMA) and other global regulatory agencies routinely inspect our facilities in Athlone, Waltham and Wilmington to confirm and certify our compliance with applicable regulatory requirements. To date, all such regulatory inspections have been completed successfully, with no “significant findings.” FDA inspections of Alkermes sites in the past 5 years have all been classified as “No Action Indicated.”

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

## Responsibility in the Supply Chain

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

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

## Responsible Marketing

### Sales and Marketing Practices

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

This program is based on the following principles:

- Interactions with customers are focused on education as to the benefits and risks of our products in order to help advance their appropriate use. Interactions with customers must occur in a venue conducive to education and Alkermes prohibits the provision of 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 fair market value of the service being provided.

## Patient Safety

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



## Corporate Governance

### Board of Directors

Our Board is currently comprised of eleven members, each of whom has a term expiring at the Company’s 2024 annual general meeting of shareholders.

Emily Peterson Alva	Cato T. Laurencin, M.D., Ph.D.	Frank Anders “Andy” Wilson
Shane M. Cooke.	Brian P. McKeon	Christopher I. Wright, M.D., Ph.D.
David A. Daglio, Jr.	Richard F. Pops <sup>1</sup>	Nancy J. Wysenski <sup>2</sup>
Richard Gaynor, M.D.	Nancy L. Snyderman, M.D.	

<sup>1</sup> Chairman of the Board

<sup>2</sup> Lead Independent Director

### Board Declassification Ongoing

In June 2021, after considering feedback from certain of our shareholders, we asked our shareholders to approve, and our shareholders approved, certain amendments to our Articles of Association that serve to declassify our Board over a three-year period. Accordingly, as of the Company’s 2024 annual general meeting of shareholders, the Board will be fully declassified, with each director up for re-election on an annual basis.

### Board Leadership

Richard Pops, our CEO, serves as Chairman of the Board. Recognizing the equal importance of effective independent oversight of the Board, the independent members of the Board annually elect an independent non-employee director to serve as the Lead Independent Director of the Board, with significant leadership, facilitation and shareholder engagement responsibilities. Effective July 2022, Nancy J. Wysenski was appointed to serve as the Lead Independent Director of the Board. For additional details about the role and responsibilities of the Lead Independent Director of the Board, see the Charter of Lead Independent Director which is available on the Corporate Governance page of the Investors section of our website.

## Board Diversity and Composition

We recognize the immense value of a diverse and inclusive Board and the importance of setting an example at the Board level for the diverse and inclusive culture and talent that the Company seeks to foster and attract. Each of our current directors is qualified to make unique and substantial contributions to the Board. The Nominating and Corporate Governance Committee of the Board strives to ensure that the composition of the Board reflects an appropriate diversity of tenure, viewpoints, financial expertise, industry experience, skills and personal characteristics such as age, gender, race, ethnicity, and geographic or cultural backgrounds, and periodically reviews and updates the Company's criteria and desired qualifications for nomination to the Board to reflect this goal.

Consistent with this approach, in 2019, the Board codified in the Company's Corporate Governance Guidelines our practice, also known as the "Rooney Rule", of requiring that diverse candidates, including candidates who are women and candidates from underrepresented communities, be included in any pool from which nominees for a director opening are selected. We are proud that since 2011, women have comprised no less than 25% of our Board and that as of the date of this report, 45% of our Board is diverse in terms of gender or race/ethnicity, and we continue to look for ways to improve and enhance our Board's diversity.



Additional information about the diversity, qualifications and experience of our Board is set forth in our proxy statement for our 2023 annual general meeting of shareholders, which is available on the SEC Filings page of the Investors section of our website. A current copy of the Corporate Governance Guidelines is available on the Corporate Governance page of the Investors section of our website.

## Commitment to Maintaining a Robust Board

Our Board is comprised of skilled and highly experienced directors who are actively engaged in oversight of the Company and its strategy. Our Board has a strong and diverse set of skills 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; finance and accounting; human capital management and more.

In order to help ensure that the current and future business and stakeholder needs of the Company are being appropriately served by the Board and its committees, the Nominating and Corporate Governance Committee of the Board regularly reviews and evaluates the skills, diversity, expertise and effectiveness of the Company's Board members, and of the Board and its committees as a whole, and facilitates an annual Board, Board committee, and individual director self-assessment process.

## Board Refreshment

Since September 2019, the Board has engaged in significant refreshment activities.

As a result of these ongoing efforts, five of our longer-serving directors have retired and the Board has appointed seven new independent directors, including two appointed in 2021 and one appointed in 2022.

These efforts have further added to the diversity of our Board and strengthened the Board's expertise in targeted areas of importance to our business strategy, including additional scientific, corporate governance and financial experience and investor perspectives.



## Overboarding

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

## Board Committees

The Board delegates substantial responsibilities to its three standing committees – Audit and Risk Committee, Compensation Committee, and Nominating and Corporate Governance Committee – 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 recently constituted Financial Operating Committee.

- The Audit and Risk Committee’s responsibilities include, among others, appointing and overseeing the work performed by our independent auditor and accounting firm; reviewing our financial reporting and accounting controls; and overseeing our enterprise risk management program.
- The Compensation Committee’s responsibilities include, among others, discharging the Board’s responsibilities relating to the compensation of our executives; reviewing, approving and administering our incentive compensation and equity plans; and assessing the risks arising from our compensation programs and practices, including as they may impact our human capital development and management initiatives.
- The Financial Operating Committee’s responsibilities include, among others, reviewing and providing advice with respect to the achievement by the Company of its financial targets; implementation of the Company’s cost structure optimization activities; and evaluation of potential options related to the Company’s non-core assets, including potential monetization and divestiture opportunities.
- The Nominating and Corporate Governance Committee’s responsibilities include, among others, identifying qualified director candidates; facilitating an annual Board evaluation and self-assessment with respect to the performance and effectiveness of individual directors, the Board and its committees; and reviewing our governance objectives, practices, policies and initiatives, and overseeing related risks and opportunities, including in respect of director overboarding and conflicts of interest, political activities and contributions, human capital management initiatives and other corporate responsibility matters.

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

## Board’s Role in Oversight of Risks and Opportunities

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

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

In performing their oversight functions, the Board and each committee of the Board has full access to management, including the Company’s Chief Risk Officer and the Company’s Chief Compliance Officer, as well as the ability to engage outside advisors. Additional information about our Board’s role in oversight of risks and opportunities is set forth in our proxy statement for our 2023 annual general meeting of shareholders, which is available on the SEC Filings page of the Investors section of our website.

## Public Policy Participation

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

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

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

Our public policy engagement is guided by our commitment

to our Code of Conduct, and support of policies that benefit patients who may use our products, including policies designed to support and improve access to medicines and foster innovation in health care.

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

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



## Information Security and Privacy

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

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

We have an established global data privacy compliance program that is designed to promote compliance with the requirements of the European Union's General Data Protection Regulation (GDPR) and the Health Insurance Portability and Accountability Act of 1996, as amended (HIPAA), as well as other applicable state and national laws and regulations, such as the California Consumer Privacy Act (CCPA). We also have a global Information Technology (IT) Governance, Risk and Compliance program that includes periodic audits and the assessment of IT and third-party risk.

## SECTION 8

# THE FUTURE OF CORPORATE RESPONSIBILITY AT ALKERMES



Throughout this report we have shared Alkermes' 2022 ESG performance data, initiatives and activities and some early insights into our 2023 ESG activities. As part of our efforts to advance our corporate responsibility strategy, we plan to undertake a variety of initiatives in the coming years, including:

- Empower our ESG working groups to develop a thorough and strategic corporate responsibility strategy encompassing ESG policies, goals and actions;
- Implement a framework containing definitions, metrics, standards and tracking mechanisms to measure our ESG impacts throughout the organization;
- Refresh baseline performance data and establish concrete sustainability goals to continue to hold ourselves accountable for continuous and sustainable growth; and
- Align our goals and disclosure with international sustainability frameworks.

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

## Note Regarding Forward-Looking Statements

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

serious mental illness, addiction and cancer; the Company's plans for continued and future ESG programs and activities, including DIB initiatives; and ongoing development of the Company's corporate responsibility and sustainability strategy. The Company cautions that forward-looking statements are inherently uncertain. Although the Company believes that such statements are based on reasonable assumptions within the bounds of its knowledge of its business and operations, the forward-looking statements are neither promises nor guarantees and they are necessarily subject to a high degree of uncertainty and risk. Actual performance and results may differ materially from those expressed or implied in the forward-looking statements due to various risks and uncertainties. These risks and uncertainties include those risks described in the Alkermes plc Annual Report on Form 10-K for the year ended Dec. 31, 2022 and in subsequent filings made by the Company with the SEC, which are available on the SEC's website at [www.sec.gov](http://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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